



THE 2023 WHISTLEBLOWER MECHANISM ANNUAL REPORT FOR THE MINISTRY OF FOREIGN AFFAIRS OF DENMARK

General

The whistleblower mechanism of the Ministry of Foreign Affairs of Denmark allows employees, former employees, (potential) future employees, interns and employees of partners with whom the Ministry of Foreign Affairs of Denmark has a more formalised cooperation, to report violations of EU law, serious offences or other serious matters.

The whistleblower mechanism of the Ministry of Foreign Affairs of Denmark covers matters that have taken place or are likely to take place within the jurisdiction of the Ministry of Foreign Affairs of Denmark.

In 2023, the whistleblower mechanism of the Ministry of Foreign Affairs of Denmark received a total of ten reports, distributed as follows:

Overview of received reports in 2023 Distributed according to themes			
Overarching themes	Number of reports	Reported to the police	Completed
Violation of EU law	-	-	-
Criminal offences	-	-	-
Violation of other laws	-	-	-
Disregard of administrative law principles	5	-	5
Sexual harassment	1	-	1
Other harassment	-	-	-
Other	-	-	-
Whistleblower referred to the correct whistleblowing mechanism or authority	2	n/a	
Rejected	2		
In total	10	0	6

Violation of EU law

This includes reports concerning violations of EU law that fall within the scope of the Directive of the European Parliament and of the Council on the protection of persons reporting violations of EU law.

Criminal offences

This includes reports of criminal offences.

Violation of other laws

This includes reports of violations of laws and regulations issued pursuant to laws (e.g. circulars) that are not covered by the Criminal Code.

Violation of administrative law principles

In addition to the disregard of fundamental principles of administrative law, this includes reports of violations of the internal regulations, policies, guidelines, etc. of the Ministry of Foreign Affairs of Denmark.

Sexual harassment

This includes reports of offensive actions of a sexual nature and all forms of unwanted sexual attention.

Other harassment

This includes reports of bullying, other degrading behaviour and other effects on the psychological work environment.

Other

This includes reports that fall outside of the aforementioned themes.

Referred to another mechanism or authority

This includes reports filed with the wrong whistleblowing mechanism or authority. The whistleblower has been advised about the correct whistleblower mechanism or authority and informed of how to contact them.

Rejected

This includes reports that either fall outside of the Ministry of Foreign Affairs of Denmark's jurisdiction, where referral has not been made to another mechanism or authority, or reports that fall outside of the Whistleblower Act.

ADDITIONAL REMARKS

The whistleblower mechanism of the Ministry of Foreign Affairs of Denmark has processed the admissibility of six of the ten reports received.

The five reports concerning the disregard of administrative law principles include, among other things, disregard of internal regulations in the rules for representative employees, internal procurement procedures and alleged nepotism of the Ministry of Foreign Affairs of Denmark in connection with employment in the Ministry of Foreign Affairs of Denmark.

The sixth report was a sexual harassment report concerning unwanted sexual attention.

None of the cases have given rise to considerations of adjusting the Ministry of Foreign Affairs of Denmark's administrative basis, which is assessed to be adequate.

The two reports which the whistleblower mechanism of the Ministry of Foreign Affairs of Denmark has refused to process, all fall outside the scope of the Whistleblower Act.

Questions regarding the whistleblower mechanism of the Ministry of Foreign Affairs of Denmark should be directed to the Ministry of Foreign Affairs of Denmark, Whistleblower Unit (whistleblower@um.dk)