

Unethical and criminal behaviors within companies

The last two decades have been marked by the proliferation of frauds and bankruptcies that have struck the flagships of American industry, such as Enron and WorldCom, and Parmalat and Siemens in Europe. However, the "lessons" of these events regarding the failure of a corporate governance based on self-regulation alone seem to have been quickly forgotten. The financialization of the economy and the transition from an industrial capitalization to a proprietary one have now resumed their reckless course, leading to a truly runaway global financial system. This crisis, unprecedented since 1929, is portrayed to the general public as an unavoidable reversal of the economic situation for which no one is responsible and no one is to blame, apart from a few black sheep like Jérôme Kerviel or Bernard Madoff.

Under the media spotlight, these frauds have been revealed to the public with the glare of scandal, but as serious as they are they represent only the visible portion of a far larger phenomenon, consisting of unethical and criminal behaviors within our organizations (embezzlements, tampering with accounts, corruption, and the like).

In parallel with this, under pressure from the State and from groups of consumers, citizens, and ecologists who are becoming increasingly aware of the problems of pollution, food safety, and human rights, companies are being held to more exacting ethical standards. They are beginning to acknowledge that quite apart from the direct economic costs, unethical or criminal behaviors subject the company to risks involving its reputation, legal proceedings, and its stock-market performance.

The objective of this track is to examine the risks of the ethical and legal abuses that are beginning to appear not only within the company itself but also in its relationships with its economic and political environment, and to consider the establishment of preventive measures.

The approach is intended to be multidisciplinary, to reflect the complexity of this issue within the company and the diversity of the disciplines that may be involved, in particular finance, human resource management, marketing, and purchasing.

The presentations could address the following specific areas among others:

- Organizational crime: a sociological approach to corporate crime
- Psycho-sociological analysis of the descent into white-collar crime
- The connections between organized crime and companies in the legal-economic sphere
- The relationships between companies and the political realm (influence peddling and political corruption)
- Unethical and criminal behaviors in finance (problem of the transparency of financial information, money laundering, etc.)
- Cybercrime

- Unethical and criminal behaviors in the area of Human Resource Management (discrimination, psychological harassment, unfair dismissal, restrictions on freedom of association, etc.)
- Unethical and criminal behaviors in marketing (misleading advertising, etc.)
- Illegal agreements
- Ethical risk management (ethics audits, prevention of unethical behaviors among employees, ethics-alert systems, etc.)

Paper must be submitted in English as Microsoft Word documents and formatted as detailed in the guidelines available on the conference website: <http://www.ifsam2010.org>. Paper must be submitted no later than January 31, 2010 on the following email: asachet.milliat@groupeisc.com

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A twenty-year veteran of the Directorate General for Taxes, Pons has broad experience in the field of fraud. His duties as Advisor to the Justice Ministry's Central Corruption Prevention Department have enabled him to develop a typology of the arrangements that underpin corruption and money laundering, as well as the incursions of criminality into the economy.

As a Certified Internal Auditor, he contributes to the Fraud section of the journal "Audit" and numerous other journals; he is also a director of ACFE France.

He provides major analyses in the field of economic intelligence, and conducts research on the involvement of criminality in economic activity. He has published a number of articles on this subject (IFACI, Odile Jacob, CNRS).

He has also conducted many international training courses designed to prevent and penalize financial misdemeanors and crimes.

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Anne SACHET-MILLIAT is a Professor at the ISC Paris School of Management and a Research Associate in the Central Corruption Prevention Department (SCPC). Her research involves the organizational aspects of corporate crime and the connections between management practices and the adoption of unethical behaviors by employees. She is the author of a number of publications (*Revue de Gestion des Ressources Humaines*, *Entreprise Ethique*, SCPC 2005 Report for Documentation Française) and of contributions to various symposiums (AIMS, AGRH, IAS, ADERSE, and AOM-ISEOR) and to composite works on these topics.