

	No specific provision
	Partial/sectorial provision
	Specific provision

Table A6.1 Overview of Member States' legal framework on protection of whistleblowers

Member State	Horizontal law ¹³⁷	Protection of employees in the private sector ¹³⁸	Legal obligation to set up reporting channels ¹³⁹	Broad definition of wrongdoing ¹⁴⁰	Broad protection against retaliation ¹⁴¹	Confidentiality	Specific protection in Courts (reverse burden of proof) ¹⁴²	Requirement of good faith ¹⁴³
Austria	X	X	√	√	X	√	X	√*
Belgium	X*	X	√	√	√	√	√	√
Bulgaria	X	X	X	√	X	X	X	X
Croatia	X	√	X	X*	X	√	√*	√
Cyprus	X	X	X	X	X	X	X	X
Czech Republic	X	X	√	√	X	√	√	X
Denmark	X	X	√	X*	X	√	√	X
Estonia	X	√	X	X*	X	√	√	√
Finland	X	X	√	X*	X	√	√	X
France	√	√	√	√	√	√	√	√
Germany	X	X	√	√	X	X	√	√*
Greece	X	X	X	X*	X	X	√	√
Hungary	√	√	X	√	√	√	X	√
Ireland	√	√	X	√	√	√	X	√*
Italy	√	√	√	X*	X	√	√	√
Latvia	X	X	X	X	X	X	X	X
Lithuania	X	X	√	√	X	√	X	√*
Luxembourg	X	√	X	X*	√	X	√	√
Malta	√	√	√	√	√	√	X	√
Netherlands	√	√	√	√	√	√	X	√
Poland	X	X	√	X*	√	√	X	√
Portugal	√	X	X	X*	X	X	√*	√*
Romania	X	X	X	X*	X	√	√	√
Slovakia	√	√	√	√	√	√	√	√
Slovenia	X	√	X	X*	√	√	√	√
Spain	X*	√	X	X*	√	X	√	X
Sweden	√	√	√	√	√	X	√*	√
United Kingdom	√	√	√	√	√	√	X	√*

¹³⁷ Member States have a single, horizontal law for the protection of whistle blowers. (*) Legislation provides protection only in parts of the territory.

¹³⁸ Partial protection is provided by Member States only in the financial and/or banking sector.

¹³⁹ (*) Reporting channels are only prescribed by law to the certain sectors (PT, SI) or do not require the set-up of channels but refer to reporting channels such as a possibility to report to employers (HU, IE).

¹⁴⁰ (*) Partial protection of whistleblowers only limited to cases of corruption (EE, EL, HR, LU, PT, RO, SI) or if wrongdoing that can harm the public interest (DK, ES, FI, IT, PL)

¹⁴¹ Partial provisions of protection since whistleblowers are only protected against some forms of retaliation such as unfair dismissal or discrimination.

¹⁴² (*) Reverse burden of proof only in some sectors (HR, PT) or not foreseen by law, but in practice (SE).

¹⁴³ The requirement of good faith is very different from one Member States to another. (*) Good faith is understood as the reasonable belief that the disclosure is substantially true (IE, UK) only required by caselaw (AT, DE) or only in some sectorial laws (LT, PL).