



23 June 2026

PRESS RELEASE

Best Practices Research Report in the field of whistleblower protection - main conclusions -

On World Whistleblowers Day, we are launching a **Best Practices Research Report in the field of whistleblower protection**, the most recent research carried out in VoiceGuard project.

The Best Practices Report released today provides a practical roadmap for strengthening whistleblower protection across the European Union. It builds directly on the empirical findings of [the Needs Analysis](#) and [Skills Assessment](#) previously conducted within the VoiceGuard project.

The starting point of the Report is a central paradox identified in the Needs Analysis: although Directive (EU) 2019/1937 established a harmonised minimum standard of whistleblower protection across the European Union, lived experiences of whistleblowers frequently remain characterised by retaliation, procedural hostility, institutional silence, and prolonged litigation.

Formal legal transposition does not automatically translate into effective protection. Reporting channels may exist, but trust in them remains fragile. Anti-retaliation provisions may be codified, yet reprisals continue in more subtle or strategic forms. Judicial remedies may ultimately be available, but only after years of professional and personal harm.

The Report responds to this gap between “paper protection” and substantive protection. Its purpose is not to restate minimum legal standards, but to identify operational, institutional, procedural and cultural arrangements that demonstrably strengthen whistleblower protection in practice.

Strategic conclusions:

- Effective whistleblower protection is systemic. It cannot rely on isolated legal provisions. It requires coherent interaction between law, institutional design, procedural safeguards, support services, and organisational culture.
- Directive (EU) 2019/1937 establishes a floor, not a ceiling. Member States that expanded scope, strengthened institutional independence, and embedded preventive safeguards demonstrate that higher standards are fully compatible with EU harmonisation.
- Variation across Member States is analytically valuable. It reveals that failures are not inherent to the Directive but stem from institutional design choices and cultural resistance. Effective protection is achievable.

The Best Practices Report therefore provides a practical roadmap for strengthening whistleblower protection across the European Union. Its findings lay the foundation for the forthcoming Policy Recommendations, which will synthesise these insights into concrete reform proposals aimed at closing the persistent gap between formal protection and lived reality.



The Report released today is available on the project website: <https://voiceguard-project.eu/>. Policy recommendations are prepared by our experts and will be also launch during the project implementation. VoiceGuard project is developing a comprehensive support network of organizations and professionals, including legal experts, psychologists, counselors, and advocacy groups that will be able to provide diverse and holistic support to whistleblowers.

VoiceGuard project is a pan-European support structure for whistleblowers throughout the European Union, and an advocate for their protection following the EU Directive 2019/1937. Meeting the challenge of fragmentation and inconsistencies in whistleblower protection laws, VoiceGuard project fills the gaps by creating a pan-European whistleblower protection umbrella. The support system developed into the project will provide legal and practical services, such as a whistleblower hotline and other useful resources for public and private sector.

The project is implemented by a consortium that includes both NGO's and companies with relevant experience in the field: The Baltasar Garzón International Foundation (FIBGAR), Transparency International Romania (TI-RO), Transparency International Bulgaria (TI-BG), MD BRAINNOVATION, OZIVENI Z.S, NOVEL Group. Project co-funded by the European Union through the European Commission - Citizens, Equality, Rights and Values Programme (CERV).

Find more about VoiceGuard project ambitious objectives, activities and results on [project's website](#) and follow us on [Facebook](#) and [LinkedIn](#).