

Littler's 2019 European Employer Survey Report

Littler's second annual survey, completed by over 550 in-house counsel and HR professionals across Europe, examines the legal, technological and social issues having the greatest impact on the workplace. Here are some of the highlights from the survey results.

1 Workplace Equality is Top of Mind

Greater action to address equal pay

Increasing training and advancement opportunities

21% (2018)

33% (2019)

Modifying compensation policies

25% (2018)

32% (2019)

Improving transparency around wages and pay policies

21% (2018)

30% (2019)

More focus on workplace sexual harassment

Updating HR policies

26% (2018)

32% (2019)

More proactively addressing complaints and misconduct

23% (2018)

31% (2019)

Strengthening investigative procedures

23% (2018)

30% (2019)

2 Focus on Workplace Mental Health

87%

Taking steps to support the mental health of employees

Top three measures taken

Providing adequate time off and sick leave

41%

Limiting work hours and off-the-clock work

38%

Encouraging a culture of open communication

35%

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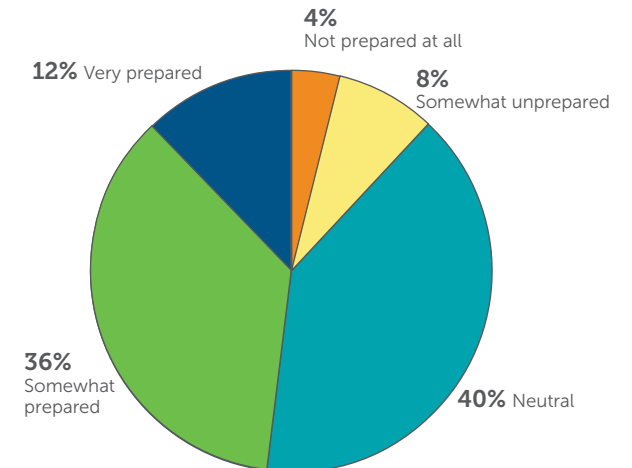
Workplace mental health is having its #MeToo moment. It's always been there, but now it's being acknowledged as a serious concern.

- Stephan Swinkels, Coordinating Partner International, Littler



3 Preparing for Impending Brexit

Despite Brexit uncertainty, few employers feel unprepared for employment-related impacts



UK employers optimistic about access to skilled workers post-Brexit

59%

Agree that a future skills-based immigration system will enable the UK to remain a global hub for skilled workers

8%

Disagree that a such a system would be effective