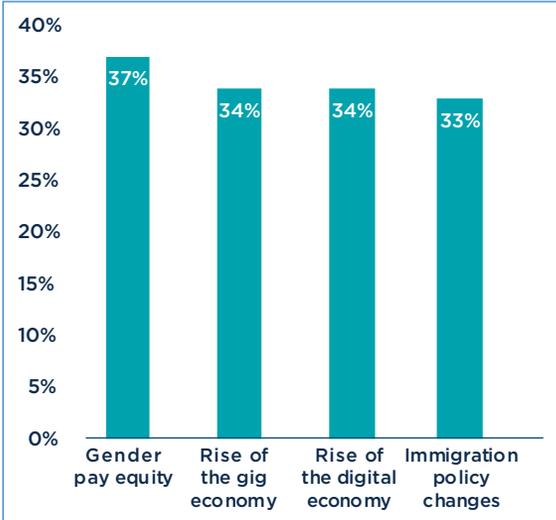


Littler's Executive Employer Survey - Europe 2018

Littler's first European survey, of 800 in-house counsel, HR professionals and C-suite executives in eight European markets, analyses the legal, technological and social issues having the greatest impact on the workplace. Here are some of the highlights from the survey results.

1

Gender pay, gig economy, digital economy and immigration are biggest concerns across Europe



80% of employers have taken action to address the gender pay gap:

- 33% have revised their hiring practices
- 25% have modified their pay policy
- 21% have increased female training and development

43% want gender pay gap reporting to be introduced across the EU

2

#MeToo movement means action against sexual harassment is top of agenda

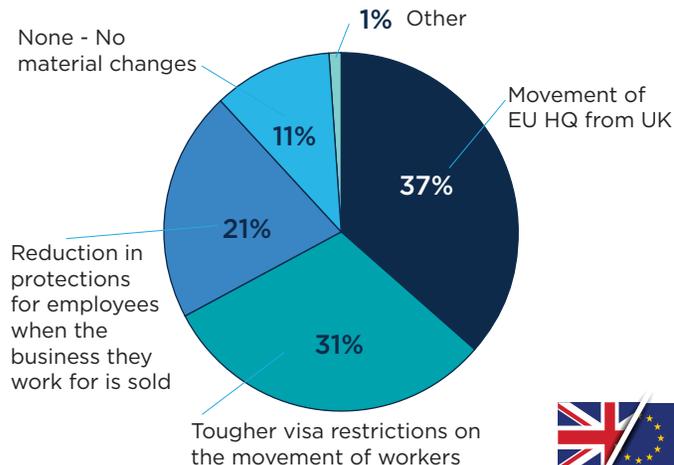
Only **21%** of companies have taken NO action in response.

Actions taken by companies include:

- Updating HR policies and handbooks: **26%**
- Additional training: **25%**
- Re-evaluating/taking action on past decisions: **21%**
- Adapting workspaces or travel arrangements: **19%**
- Changing social activities: **17%**

3

Only 11% think Brexit will have no impact; movement of HQs is most important concern



4

Employers want to see changes in employment laws across Europe, for example:



39% of German employers want to reduce maternity and parental leave



46% of French employers want to introduce mandatory gender pay gap reporting



35% of UK employers want to see a cap on discrimination claims



90% of Italian employers think the laws on equality for agency workers are a problem



57% of Belgian employers want to reverse the decision to include overtime and commission in holiday pay



59% of employers in Norway want to raise threshold on redundancy consultations



27% of Spanish employers would like to introduce a qualifying period for bringing claims



35% of Dutch employers would narrow the scope of protection (e.g. removing indirect discrimination for certain protected classes)