

# The Littler European Employer COVID-19 Survey Report

The survey of more than 750 human resources executives and in-house counsel across Europe provides insight into the COVID-19 pandemic's impact on the future of the European workplace. Here are the highlights.

## 1 REMOTE WORK



Are requiring or considering requiring more employees to work remotely

### Reasons for requiring more remote work



Greater productivity of employees: 41%



Difficulty and cost of new safety measures: 38%



Closure of offices: 25%

More European employers plan to change policies to allow remote work in the long-term compared to US employers



Europe  
41%



US  
30%

## 2 EMPLOYEE WELLBEING

Actions taken to address employees' mental health and wellbeing during the pandemic



Offered more flexible work schedules: 57%



Communicated frequently and solicited feedback on the pandemic response: 51%



Provided mental health services and Employee Assistance Plans: 31%



Trained managers to help employees in need of support: 24%



None: 10%

"The survey results suggest a fairly high level of effort from employers to offer flexibility and listen to employees' concerns, but there is more that can be done, including offering mental health services and training managers to help them spot these issues and support their teams."

- Stephan Swinkels, Coordinating Partner  
International, Littler

## 3 WORKFORCE REDUCTIONS



Of survey respondents whose organisations accepted aid from government-supported wage subsidy programs expect to make workforce reductions when the programs end

Most employers surveyed expect to make reductions quickly



As soon as the law allows: 29%



Before government programs end: 19%



Within two weeks of the program expiring: 15%

