

Littler's Fifth Annual Executive Employer Survey

844 in-house counsel, HR professionals and C-suite executives were surveyed on key legal, economic and social issues impacting the workforce in 2016. Here are highlights from Littler's survey.

1 SHIFTING REGULATORY LANDSCAPE

► Increasingly Aggressive DOL

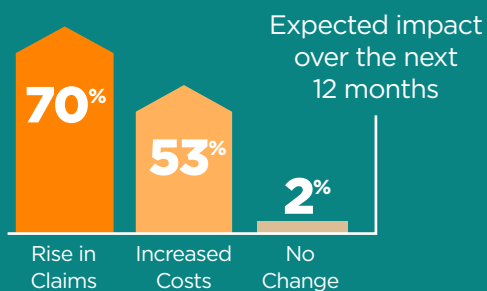


Expect DOL enforcement to impact their workplace over the next year



Began preparing prior to release of the overtime rules by conducting audits

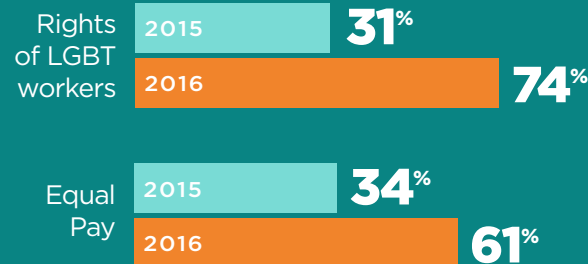
► Widespread Concern Over New "Joint Employer" Standard



2 SOCIAL ISSUES INCREASINGLY CREEP INTO THE WORKPLACE

► Enforcement of LGBT Rights and Equal Pay Skyrocket

Areas likely to see a rise in discrimination claims over the next 12 months:



► Employers Wrestle with Impact of "Gig Economy"

Reluctant to use independent contractors due to fear of misclassification lawsuits or regulatory investigations

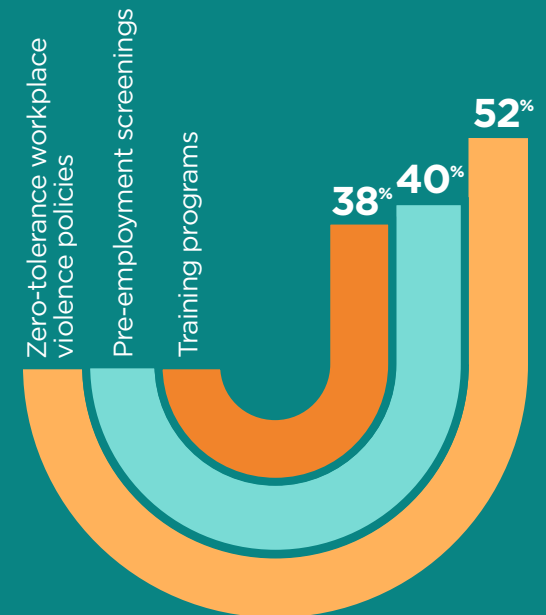
40%

24%

Continuing to pursue flexible work arrangements despite the legal complexities

3 PREVENTING WORKPLACE VIOLENCE

► Companies Taking Action to Keep Employees Safe



Littler®