



THE ADECCO GROUP

General Data Protection Regulation (GDPR)

Is your company ready?



Seven in ten UK workers are not aware of new GDPR legislation

The majority of people (69.3%) in the UK workforce have no awareness of the data protection legislation that will affect how their businesses collect and store personal data.

Of those that are aware, only half have received the news from their employer. This means that less than one in six UK employees have been notified at work about this legislation that is due to come into force very soon.

The true figure could even be lower than this, and only 42% of those that said they were aware were able to identify the correct date. Overall, that means only 13% of UK workers know that this important legislation comes into force on 25 May 2018.

This lack of awareness explains why a majority of UK workers (59%) simply have no idea if their company will be ready when this date comes along.



Frontline workers are being left exposed

This lack of awareness is far more prevalent at the lower end of the pay scale (76.5% of those earning less than £30,000) yet these are often the people that will be responsible for storing the data in question.

They will be the ones who will have to learn and enact new processes. It will also be these people who will have the best idea about whether any new processes are fit for purpose, and be able to spot any holes.

Frontline workers are also less than half as likely to have been provided with training. Less than one in seven (14%) of those earning under £30,000 have received training compared to nearly one in three (32%) of those that are higher paid.

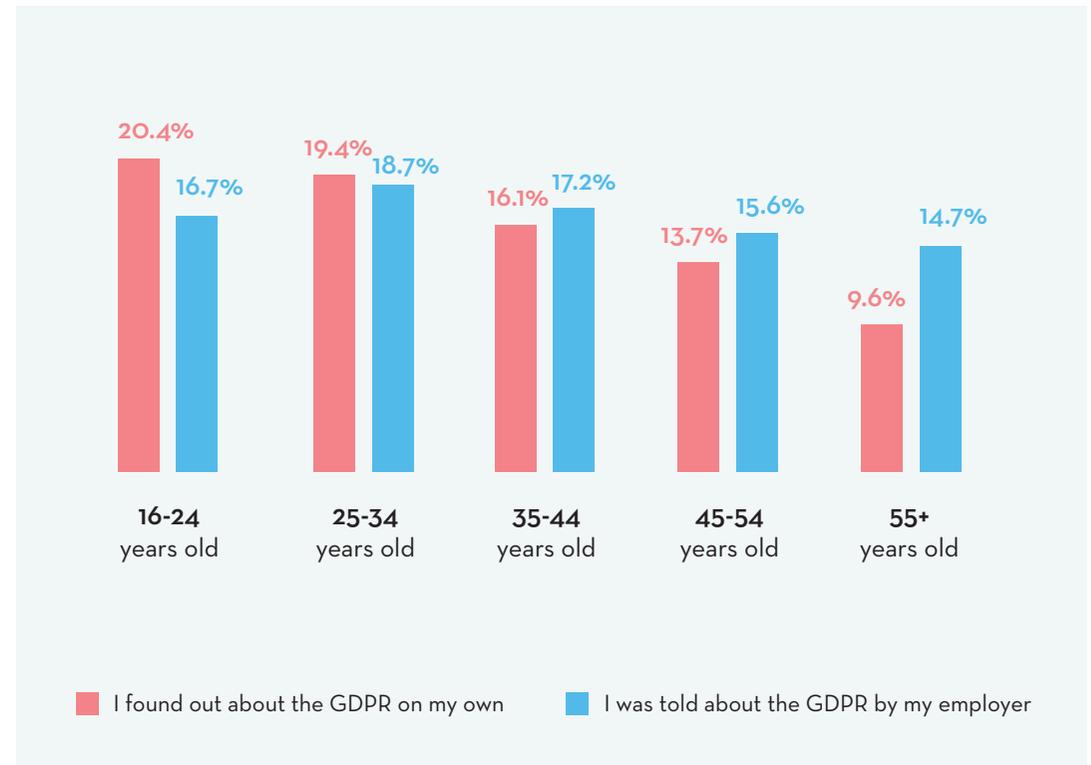
Due to all this they are also less likely to be aware if their company is even ready for the changes.



Digitally-literate young workers are more likely to know about the GDPR

Workers become less likely to be aware of the GDPR as they get older but this is because younger workers are more likely to have found out under their own steam. Those who found out through their employer varied little depending on their age.

Younger workers even seem more likely to know if their company hired someone with specific expertise to help prepare them for the GDPR. This piece of information seems a little counterintuitive as one might expect that senior employees are more likely to understand both hiring trends and the skills inherent within their teams as well as the wider strategy within the company.

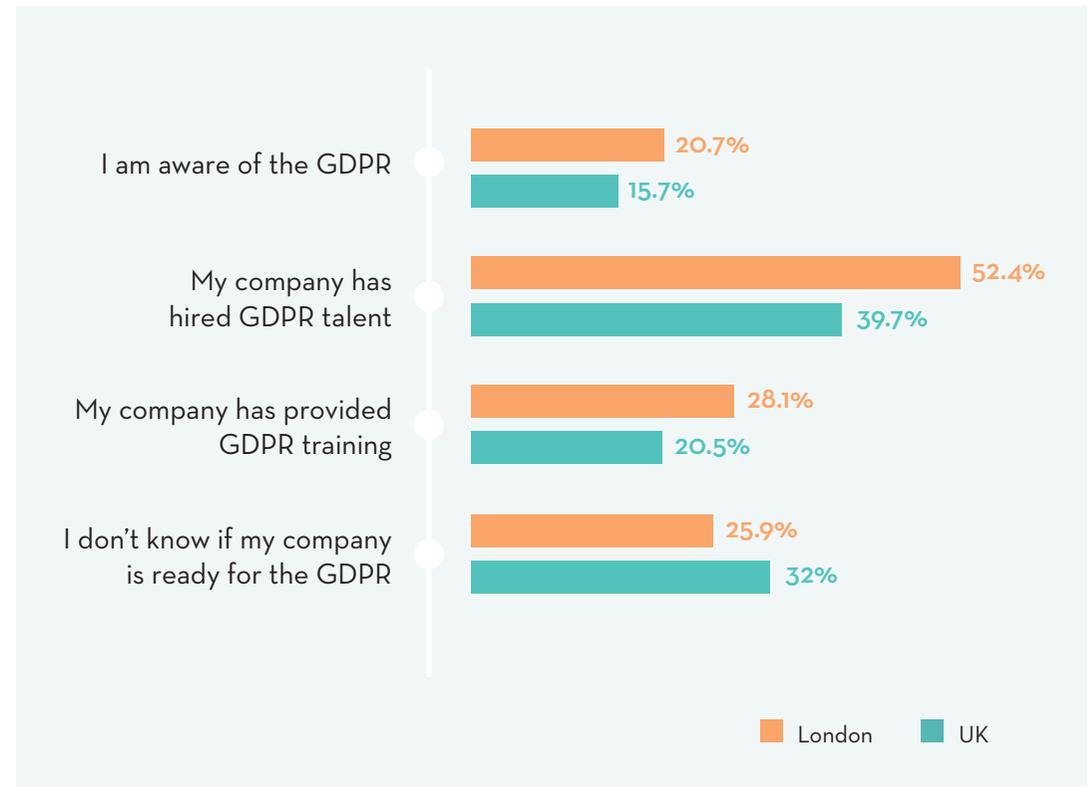


London workers are more aware

Workers in London are generally more likely to be aware of the legislation and be aware of their company's level of preparation. They are also more likely to have hired specialist GDPR talent to assist.

A lot of this can be attributed to the fact that higher-wage, more senior workers are more likely to be based in London. Workers in senior positions are more likely to be aware of company policies, even those that have not been fully enacted yet or are only happening in other areas of the business.

This all said, London workers were no more likely to be able to identify the correct date when the GDPR will become enforceable than workers from other areas.

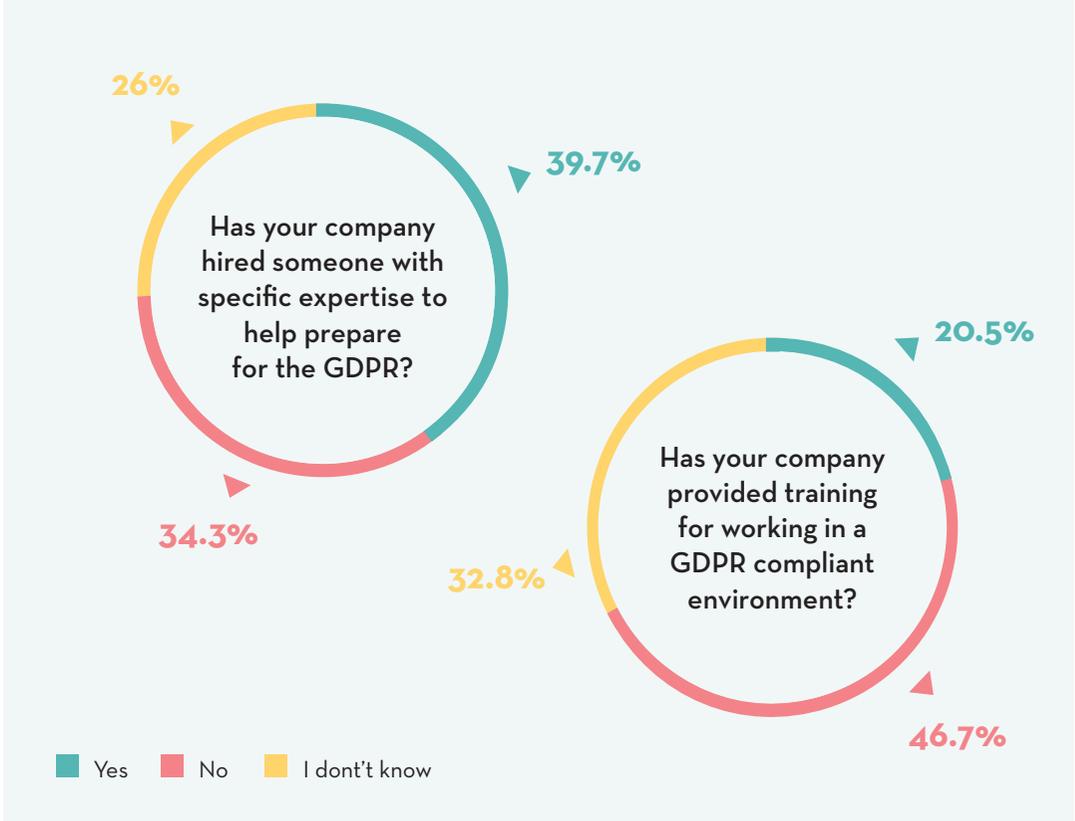


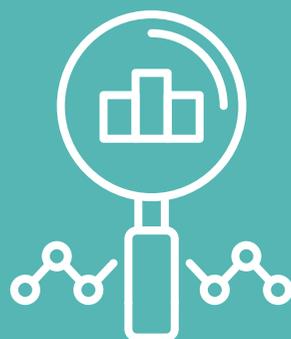
Employers need to take responsibility

UK employers do not appear to be reacting to the GDPR widely so far – only one in five (20.5%) UK workers has received training on the new regulation and less than four in ten work for a company that has hired someone with specific and relevant expertise.

It is possible that UK employers believe their internal business processes are already sufficient to cope with the requirements of this regulation, but if that were true then there would not have been a need for it in the first place. It is also possible that employers believe employees should or would educate themselves about the regulation.

It is more likely that UK employers are just sticking their heads in the sand about the GDPR, or it is possible that they simply don't know it is coming and the impact it will have – just like their employees.





*This data was collected between 16/02/18 and
27/02/2018 on behalf of The Adecco Group UK&I.
The sample contained 1201 UK workers.*



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