



THE ADECCO GROUP

Brexit tracker

Summer 2018

Data collected as part of the survey for the CIPD/
The Adecco Group Labour Market Outlook (LMO), Summer 2018

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Continued uncertainty causing businesses to stall on Brexit planning

With MPs disappearing on the final recess before the Brexit transition period, the Adecco Group UK&I summer Brexit tracker suggests planning is stalling because businesses are still unsure what to plan for.

The last quarter saw the Government publish a whitepaper on its Brexit strategy, however this was also followed by ten government resignations. Although a number of business groups welcomed the provision, with the Federation of Small Businesses calling it 'tangible and comprehensive' details, many wanted more. The Chief Executive of the Recruitment and Employment Confederation (REC), Neil Carberry, said the whitepaper was pragmatic but left too many questions unanswered.

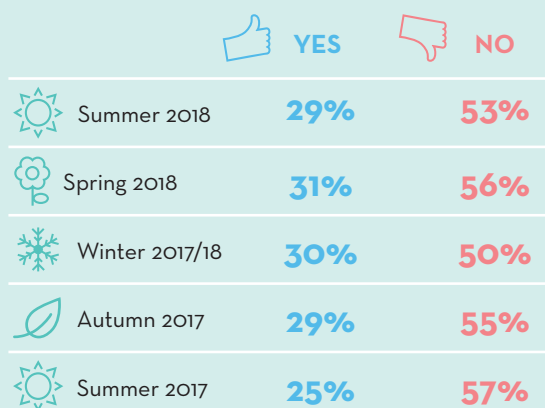
After seeing the number of businesses who believed they had enough information to start making decisions about their post-Brexit strategy rise for each of the first four Brexit tracker reports, this summer 2018 edition sees the first fall.

Previous reports have suggested that the private sector was more confident about planning than the public sector, with 10% more companies ready to start planning. This report shows the two sectors at basically the same level - 30% for the private sector and 29% for the public sector.

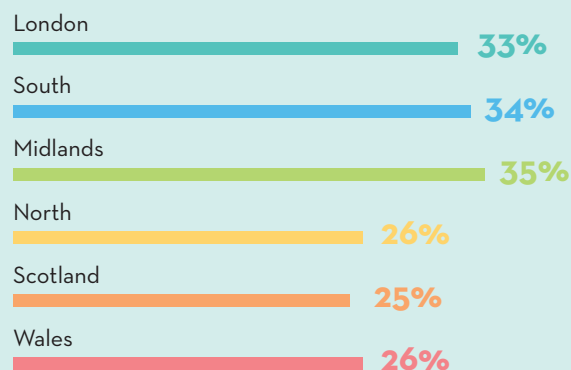
It seems that areas closer to London are more confident about planning than those further away.

The level of uncertainty is further shown by the fall in the number of people who say they are not ready. The fall in those who are not ready, and those who are confident they have enough information, means an increase in the number of people who are not sure - up from 13% to 18%.

Does your organisation have enough information yet to start making decisions about your post-Brexit recruitment strategy?



My organisation has enough information to start making decisions about our post-Brexit recruitment strategy?





Communication and strategy reviews remain the most common action

Nearly one in five employers has spoken to their employees. This is the most popular response to Brexit.

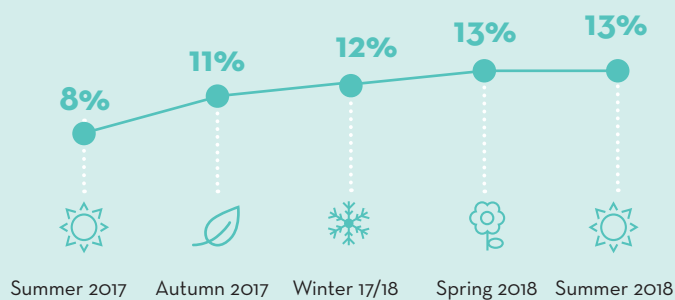
The number of businesses who have carried out talent management/recruitment strategy reviews failed to rise for the first time in the history of the Brexit tracker reports, but it is still something that more than one in eight employers has done and the second most popular response to Brexit.

A significant minority have still not done anything as a direct result of the vote to leave the EU. This figure had been on a downward trend but wobbled in the last few quarters; however, it is now back down to its joint lowest of our five quarterly reports.

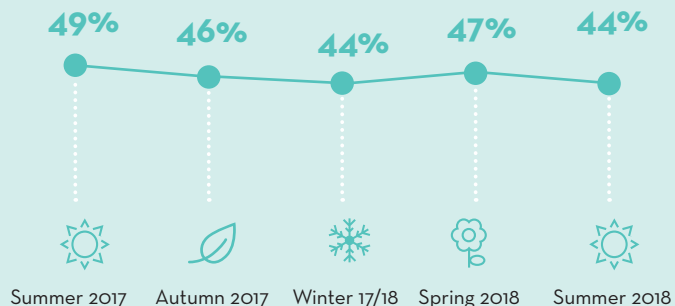
As these figures are all considerably higher than the 29% of businesses that say they do not intend to act, there is still a significant portion of UK employers who would like to act but are unsure what they should be doing.

“ *The number of businesses who have carried out talent management/recruitment strategy reviews failed to rise for the first time in the history of the Brexit tracker reports* ”

Percentage of UK organisations that have reviewed their talent management/recruitment strategy as a direct result of the vote to leave the EU:



Percentage of UK organisations that have not undertaken action related to their workforce as a direct result of the vote to leave the EU:





Brexit will not impact three in ten UK employers

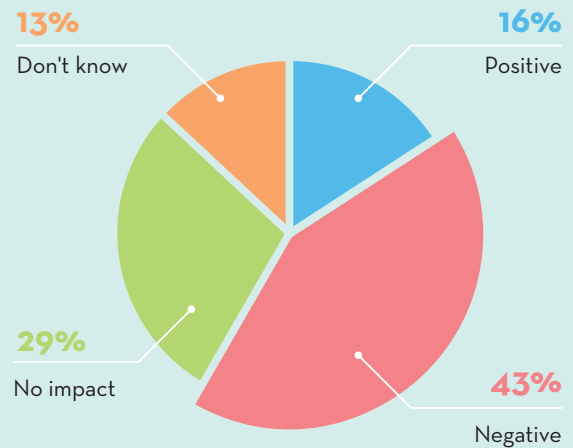
It is perhaps unsurprising to see that the percentage of respondents that say they will not be affected by future EU immigration policy is also 29%. This figure has remained constant over the course of the Brexit tracker, only varying between 28% and 30%.

Overall, UK businesses are still more likely to have a negative view of future immigration policy. Although they are still a minority, they outnumber those who are more positive nearly three to one. The tracker has seen these figures fluctuate slightly over the course of the report with the gap between positive and negative narrowing and widening slightly, but the general feeling of negativity has remained throughout.

Recently, migration statistics were announced that suggested the flow of EU migrants to the UK has been slowing ever since the result of the referendum. This might explain the negativity towards any future policy, but despite this, the UK has continued to experience jobs growth and currently boasts the highest employment level ever recorded by the Office for National Statistics.

“ *UK businesses are still more likely to have a negative view of future immigration policy.* ”

What impact do you expect future EU immigration policy to have on your organisation?



(Figures are rounded so do not add up to 100%)