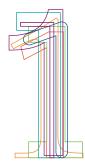
The Littler® Annual Employer Survey 2019

Littler's eighth annual survey, completed by 1,331 in-house counsel, HR professionals and C-suite executives, examines the legal, technological and social issues having the greatest impact on the workplace. Here are some of the highlights from the survey results.



Government Regulation, Enforcement Top of Mind

The growing patchwork of state and local employment laws is creating compliance challenges across a range of areas

Paid sick leave	69%	
Legalization of marijuana	54%	
Background checks	52%	
Workplace harassment	46%	

Employers are bracing for aggressive EEOC enforcement



Expect EEOC enforcement to have a moderate or significant impact on their workplaces in the year ahead

Top three areas where employers expect workplace discrimination claims to rise

Harassment	61%
Retaliation	49%
Equal pay	47%



Continued Focus on Workplace Harassment, Pay Equity

Employers are taking greater action to curb sexual harassment in their workplaces



To address gender pay equity





Companies are starting to leverage AI and analytical tools, but are not yet seizing on their full potential or sufficiently preparing for the impact on the workforce



63%

Using AI to screen resumes or applications

Not currently using Al in recruiting and hiring

Steps employers are taking to prepare for the impact of AI/robotics

Identifying tasks that can be automated 37%

Hiring talent skilled in emerging technologies 22%

None **46%**

Law departments seeking technology solutions



Of general counsel / in-house attorneys expect their legal service providers to offer technology-driven tools and platforms