

Littler 2026 European Employer Survey Report

NOVEMBER 2026

Littler

Executive Summary

In 2026, European employers are increasingly forced to make today's workplace decisions without tomorrow's guidance.

The day-to-day realities regarding issues from artificial intelligence (AI) adoption to pay transparency outpace the implementation of the rules meant to govern them. At the same time, economic pressures are driving employers to make difficult workforce decisions, such as hiring freezes or layoffs, while weighing the reputational and operational risks of cost-cutting measures.

These are the topline takeaways from Littler's 2026 European Employer Survey Report, which draws on responses from nearly 500 business executives, in-house lawyers and human resources (HR) leaders, 51% of whom hold C-suite positions. Respondents are based across Europe and represent a range of company sizes and industries.

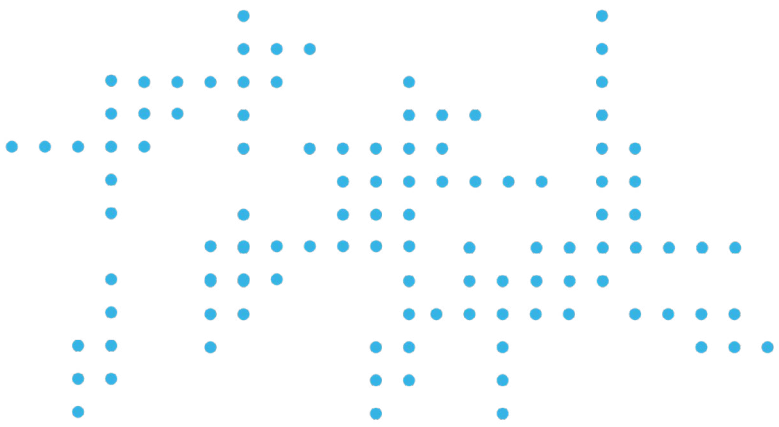
Littler's ninth annual survey provides an in-depth analysis of how European business leaders are navigating ongoing regulatory and workforce management challenges in the region, along with guidance on preparing for the changes ahead.

AI RESHAPES WORKPLACE DECISIONS AND DISPUTES

After years of anticipation, AI is now transforming workplace operations. Nearly all respondents (94%) report using AI in HR or employment law functions. Since 2025, the share of employers that have already reassessed job responsibilities or reduced hiring as a result of AI use in the workplace has nearly doubled or more—and 28% have reduced their workforces, up from 13% in Littler's 2025 survey.

This rapid AI adoption is outpacing internal governance. While 93% of respondents have taken at least one step to prepare for the European Union (EU) AI Act—which aims to put guardrails around the development and use of AI—no single step has been taken by a majority. Under the EU AI Act's risk-based framework, certain AI systems used in hiring and managing workers are classified as high risk. As employers are under pressure to implement the latest AI innovations to benefit their operations and workforce management, there is growing tension with the slower pace of governance efforts and regulatory guidance.

Across the table, employees are also increasingly using AI, including in complaints and disputes with their employer. Nearly three-quarters of respondents (74%) say they have seen an increase in employees using AI to prepare or support workplace complaints, grievances or legal claims. Approximately half of that group are responding by using AI themselves to review or respond to such complaints.



REGULATORY DEADLINES ARRIVE—CERTAINTY DOES NOT

2026 was supposed to be the year that two landmark EU laws impacting the workplace took full effect. Instead, most member states missed the June deadline to transpose the EU Pay Transparency Directive (PTD) into national law, and the EU AI Act's rules for high-risk uses were postponed until December 2027.

Even so, those two areas top the regulatory issues that employers expect to impact their workplaces in the year ahead. Roughly two-thirds of respondents (67%) expect regulatory changes related to AI use in the workplace to affect workplace or workforce management over the next 12 months and 52% say the same about pay equity and transparency.

Even as local frameworks for the PTD take shape, the country-by-country patchwork is its own challenge, particularly for multinational organisations seeking harmonised HR policies. More than 8 in 10 respondents (84%) say the uneven implementation of PTD has complicated their compliance planning. While the PTD's baseline requirements provide some guidance across jurisdictions—and more than half of organisations (57%) have taken steps to identify changes needed to comply with them—just 26% are monitoring for new requirements in local PTD implementing legislation, suggesting a potential preparation gap.

WORKPLACE PRESSURES GROW MORE COMPLEX

Economic headwinds are forcing employers to make difficult workforce decisions. Eighty-eight percent of respondents report taking at least one workforce-related action in response to economic pressure or business challenges over the past year. Pausing or reducing hiring was the most common step (35%), while 29% offered voluntary exit or buyout packages and 28% conducted layoffs or reductions in force (RIFs).

Among employers that took actions affecting current employees—such as layoffs, delayed pay increases or restructurings—employee reactions ranged from greater acceptance to formal legal challenges. More than a third of respondents report employee opposition or counterproposals (38%), formal legal challenges (36%) or employees posting about workforce changes on social media or other public forums (34%). At the same time, 37% report greater employee acceptance of such workplace actions than they have seen in the past.

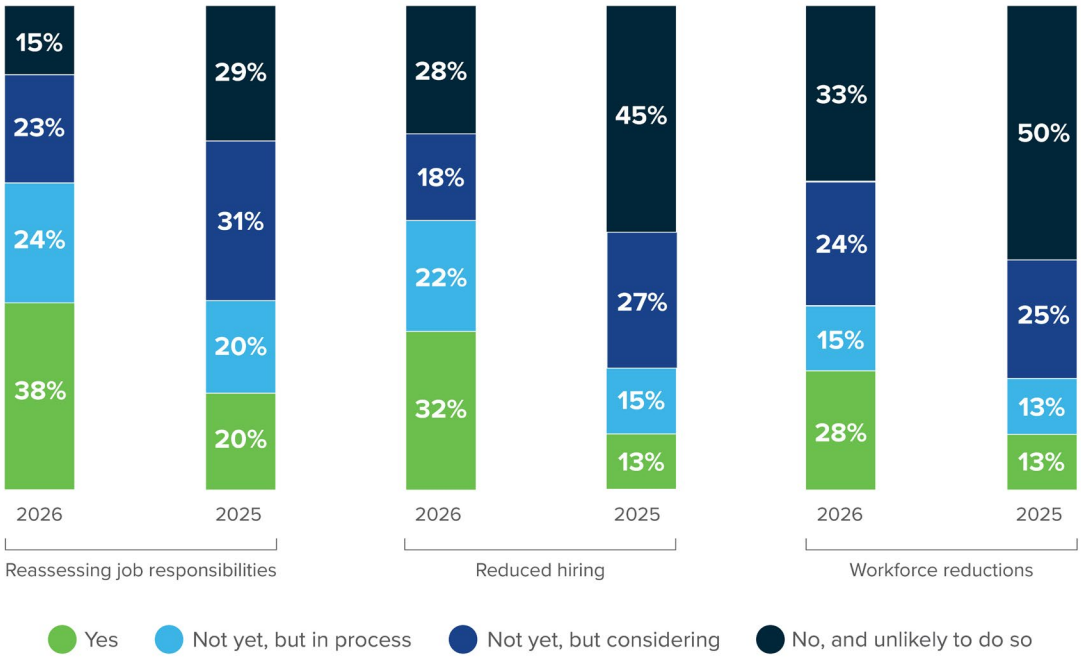
Mental health and wellbeing—long a priority for European employers based on prior Littler surveys—is now surfacing in sickness absence and disciplinary processes. Forty-four percent report increased sickness absence relating to mental health, while 35% have seen more requests for mental health–related adjustments. Over the past two years, 73% have also seen an increase in employees disclosing mental health conditions or neurodivergence, including attention-deficit/hyperactivity disorder (ADHD) or autism, during performance-management or disciplinary processes.

Employers are responding: 93% have taken at least one step to support wellbeing, with more than half (51%) conducting assessments of workplace stress, psychosocial risks or other wellbeing concerns. But only about 1 in 5 are collecting employee feedback or data to evaluate wellbeing needs, suggesting that the challenge is not simply whether employers are investing in support, but whether they are directing that effort where employees need it.

The report that follows explores these and other hot-button issues facing European employers, spotlighting important differences among respondents from various countries and company sizes and offering critical guidance for organisations for the years ahead. Refer to page 22 for more details on the survey methodology and a breakdown of respondent demographics.

AI ADOPTION AND WORKPLACE IMPLICATIONS

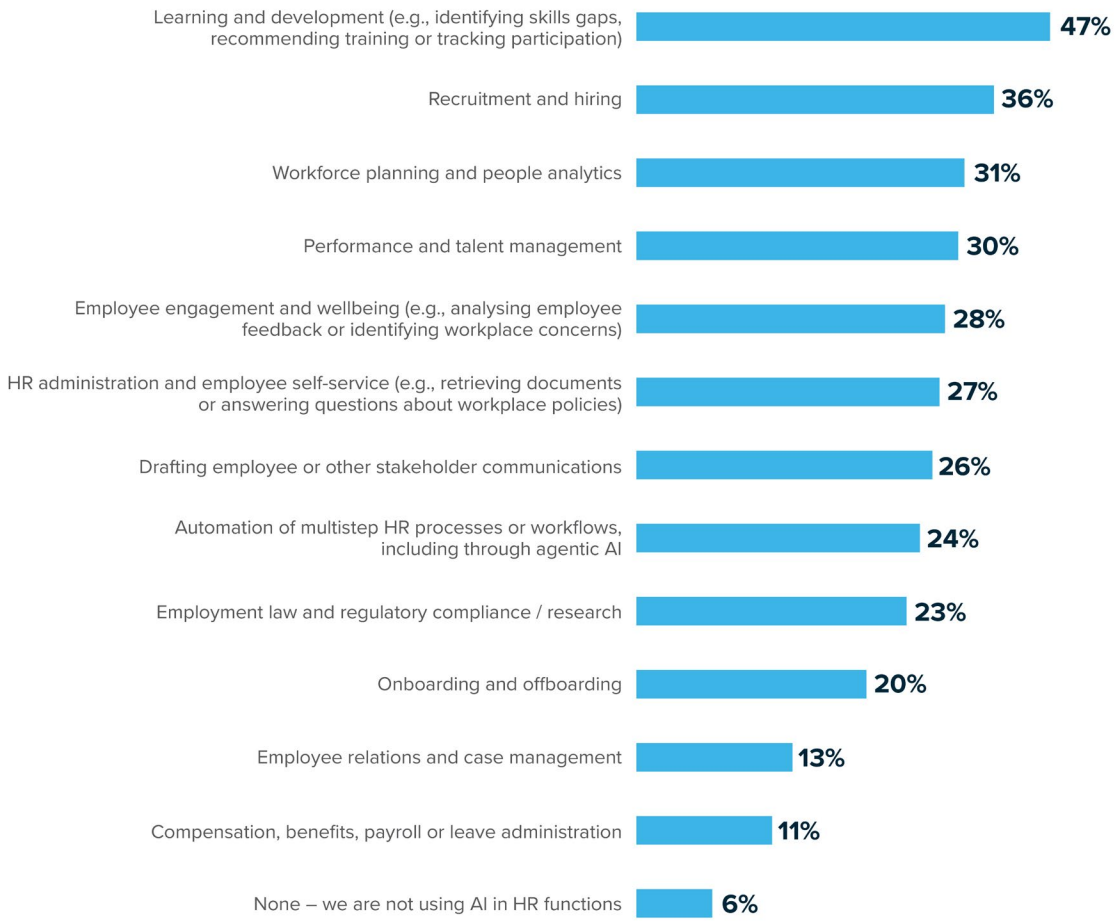
Has your organisation taken any of the following actions as the result of actual, or anticipated, increased use of AI in the workplace?



Which of the following steps has your organisation taken to prepare for compliance with the EU AI Act requirements that relate to workplace use of AI? (Select all that apply)



In which of the following HR or employment law functions, if any, is your organisation using AI? (Select all that apply)



As AI has become embedded in HR and employment law work across Europe, delays related to the rules governing its most sensitive workplace uses are creating uncertainty and compliance challenges for employers. Under the EU AI Act, obligations relating to most high-risk AI systems, including certain AI uses in employment for recruitment, performance management, promotion and dismissal decisions, were originally due to apply starting 2 August 2026. However, the EU AI Omnibus extended deadlines for stand-alone high-risk AI systems to 2 December 2027. The delay gives employers more time to prepare, but key parts of the compliance framework remain unsettled even as AI continues to extend further into workplace operations.

Against that backdrop, 94% of European employers now report using AI in HR or employment law functions in some fashion. Perhaps reflecting its lower risk profile, learning and development use cases—such as identifying skill gaps, recommending training or tracking participation—are the most common application among respondents (selected by 47%). However, 36% report using AI for recruitment and hiring, along with 30% for performance and talent management, areas that may fall under the EU AI Act's high-risk designation.

As AI use has accelerated, so has its impact on workforce planning. Across all three measures surveyed, the share of employers taking action in response to actual or anticipated AI use roughly doubled or more year over year: 38% of respondents have reassessed job responsibilities, up from 20% in 2025; 32% have reduced hiring, up from 13%; and 28% have reduced their workforces, up from 13%.

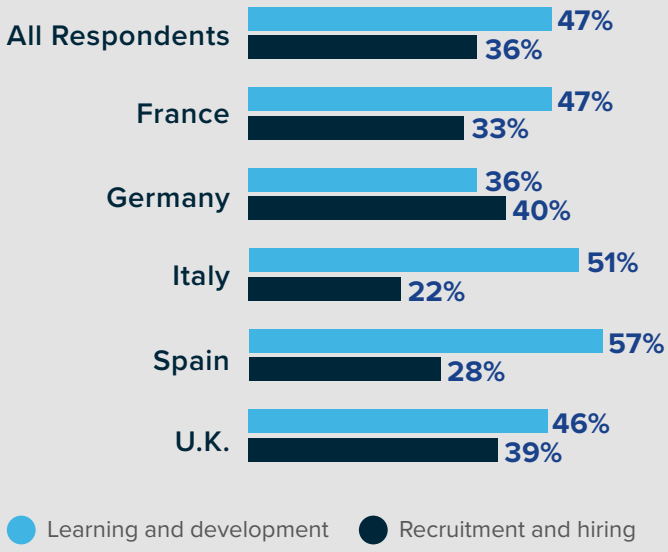
In preparation for the EU AI Act, 93% of respondents have taken at least one step towards compliance, but no single measure was taken by more than half of respondents, and the level of action taken was on par with the prior year in most areas. Almost half of European employers (49%) have reviewed or updated AI policies and identified compliance obligations, but just a quarter have assigned internal ownership or responsibility for compliance.

Large organisations (those with more than 5,000 employees) appear to have made more progress on compliance: nearly half (49%) have conducted training for relevant teams and departments, compared with 38% overall, while 45% have created or updated an inventory of AI tools or systems in use, compared with 36% overall. Respondents from Germany and the U.K. also reported greater action across several measures including identifying compliance obligations (60% and 57%, respectively, compared with 49% of all respondents). While the U.K. is not directly subject to the EU AI Act, many U.K.–based respondents may have responsibility for EU operations or are otherwise subject to the obligations under the EU AI Act.

COUNTRY-SPECIFIC ANALYSIS

The use of AI in HR functions within key areas varies among Europe's largest economies.

German respondents are the only group more likely to use AI for recruitment and hiring (40%) than for learning and development (36%), while respondents in Spain and Italy lean heavily towards learning and development.

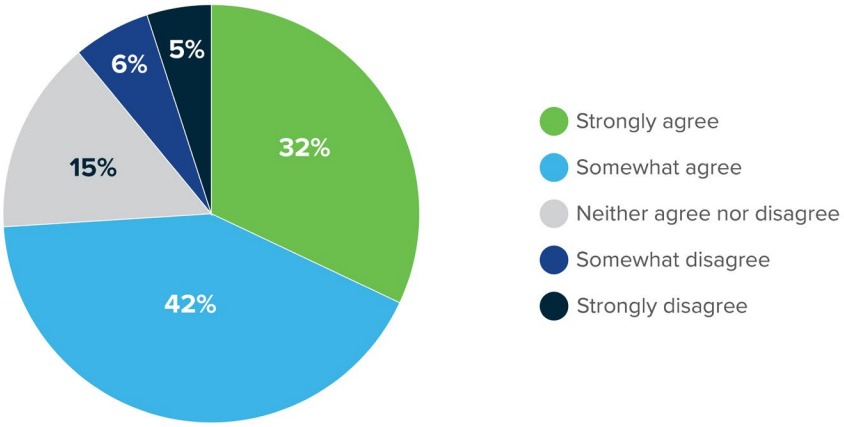


"AI adoption is moving faster than regulators can keep up. There's a real urgency for employers that are concerned about falling behind if they're not implementing the latest tools. Waiting to move forward with AI initiatives until there is regulatory certainty or concrete obligations feels a bit like trying to close the stable door after the horse has bolted, given that the technology will already be in widespread use across the workplace by that time."

Deborah Margolis,
Littler Senior Counsel, U.K. and Ireland

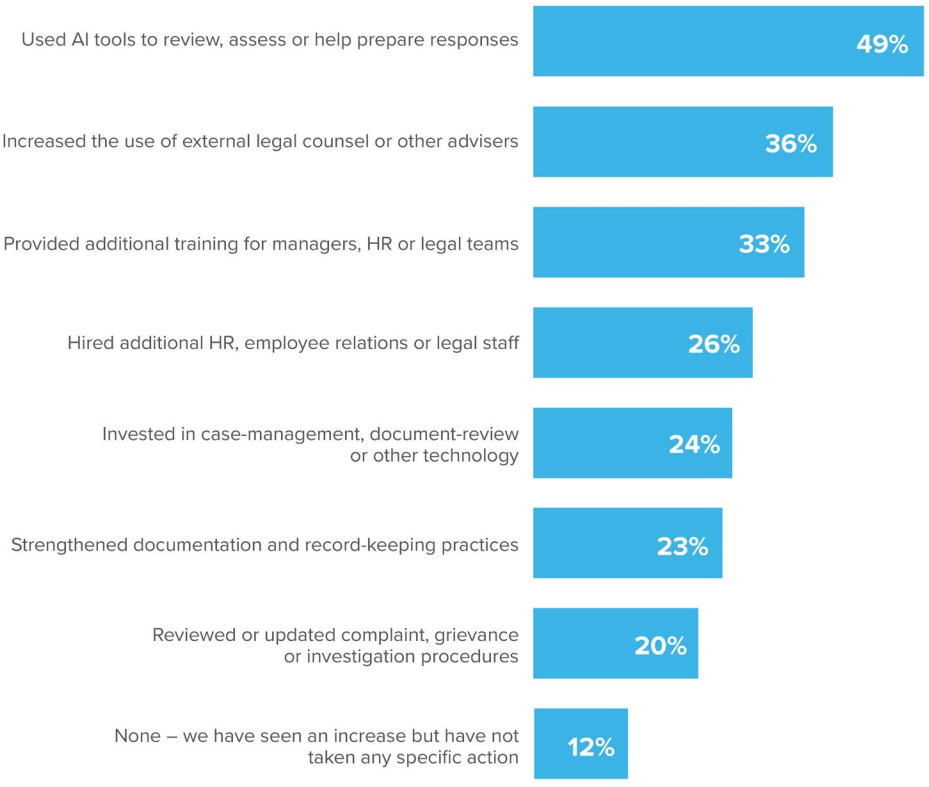


Please indicate your level of agreement with the following statement: "Over the past year, we have seen an increase in employees using AI to prepare or support workplace complaints, grievances or legal claims."



How is your organisation responding to employees' increased use of AI to prepare or support workplace complaints, grievances or legal claims? (Select all that apply)

This question was only asked to those who have seen an increase in this type of activity from employees.



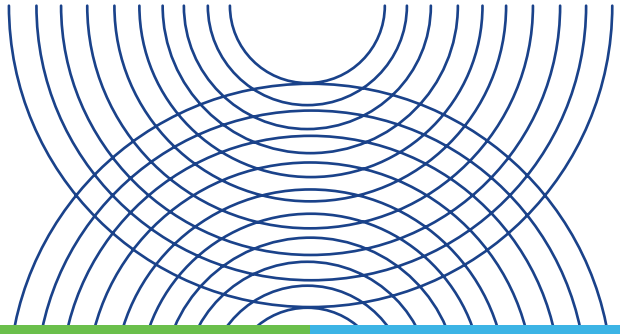
Employees Leverage AI in Workplace Complaints

As AI reshapes how employers operate and view workforce planning needs, it is also changing how employees interact with their employers. Some employee complaints or grievances that formerly would be the length of an email now fill dozens of pages, a trend that many attribute to generative AI, the *Financial Times* reports.

Nearly three-quarters of survey respondents (74%) agree that they have seen an increase in employees using AI to prepare or support workplace complaints, grievances or legal claims. This number rises to 81% for respondents who work in in-house legal roles—often those responsible for handling these issues—and reaches 83% among respondents from Spain.

Employers, in turn, are using AI to deal with these complaints. Of respondents who have seen the above increase, nearly half (49%) report using AI tools to review, assess or help prepare responses, and 36% report increased use of external legal counsel or other advisers. Notably, 26% have hired additional HR, employee relations or legal staff in response—an example of AI potentially creating new workloads and jobs.

The burden skews towards the employer—as do some legal risks. The cost for an employee to generate an AI-driven complaint—one that is potentially long, knotty and legally dubious—is low. But responding to such a complaint can require significant time and expense for the employer, alongside the professional obligations and potential liability that legal counsel must consider when using AI for this purpose.



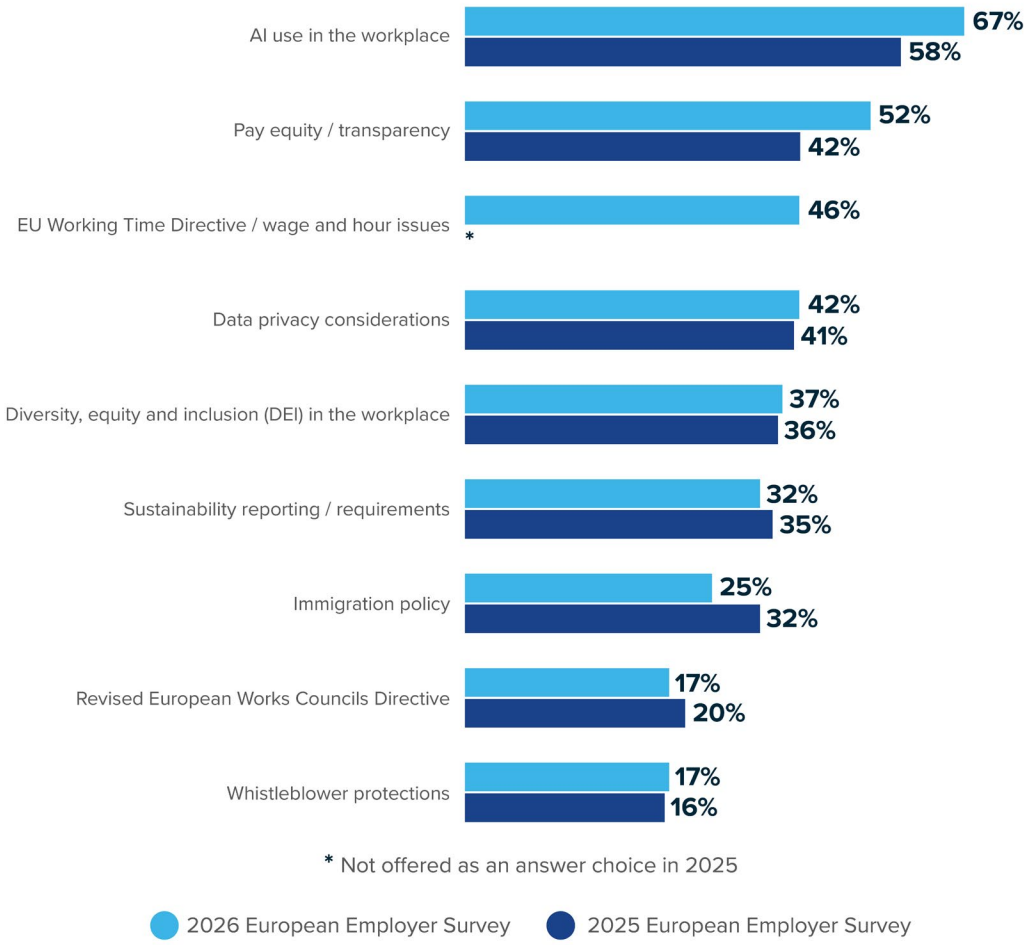
"As employees use AI more in their day-to-day work, they are also getting more comfortable using it to assess workplace practices, look up employment laws and make their case to the employer. Given generative AI's propensity to agree with the user and produce persuasive arguments—whether or not they are grounded in fact and applicable law—AI is likely to keep empowering employees to come forward with detailed complaints. That can make it more difficult for HR and legal teams to have productive conversations and address issues before they escalate into larger conflicts."

Jan-Ove Becker,
Littler Partner, Germany



WORKPLACE REGULATORY CHANGES

In which of the following areas do you expect regulatory changes in Europe and/or other jurisdictions to affect your organisation's workplace or workforce management over the next 12 months? (Select all that apply)

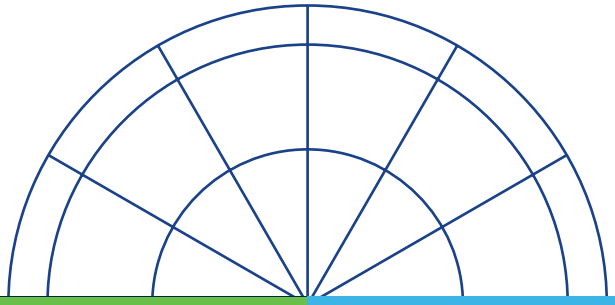


Employers are seeing a great deal of change across several issues impacting the workplace, with two issues standing out on their regulatory radars.

AI use in the workplace remains the top area of regulatory change that business leaders expect to affect workplace or workforce management over the next 12 months. Roughly two-thirds of respondents (67%) expect an impact in this area, up from 58% in Littler's 2025 European Employer Survey—and 80% of respondents from large organisations also anticipate this in the coming year.

Pay equity saw a similar increase from last year as implementation of the EU PTD gets underway. More than half (52%) of all respondents are focused on regulatory change related to pay equity and transparency, a 10-percentage point jump from 2025, with 62% of large organisations citing it as an expected area of impact.

Beyond these two issues, the EU's Working Time Directive and wage and hour issues rank third, with 46% of respondents expecting regulatory change in this area to affect their workforce management over the next 12 months—reflecting continued focus on working time recording obligations and the compliance challenges posed by flexible and remote working arrangements.



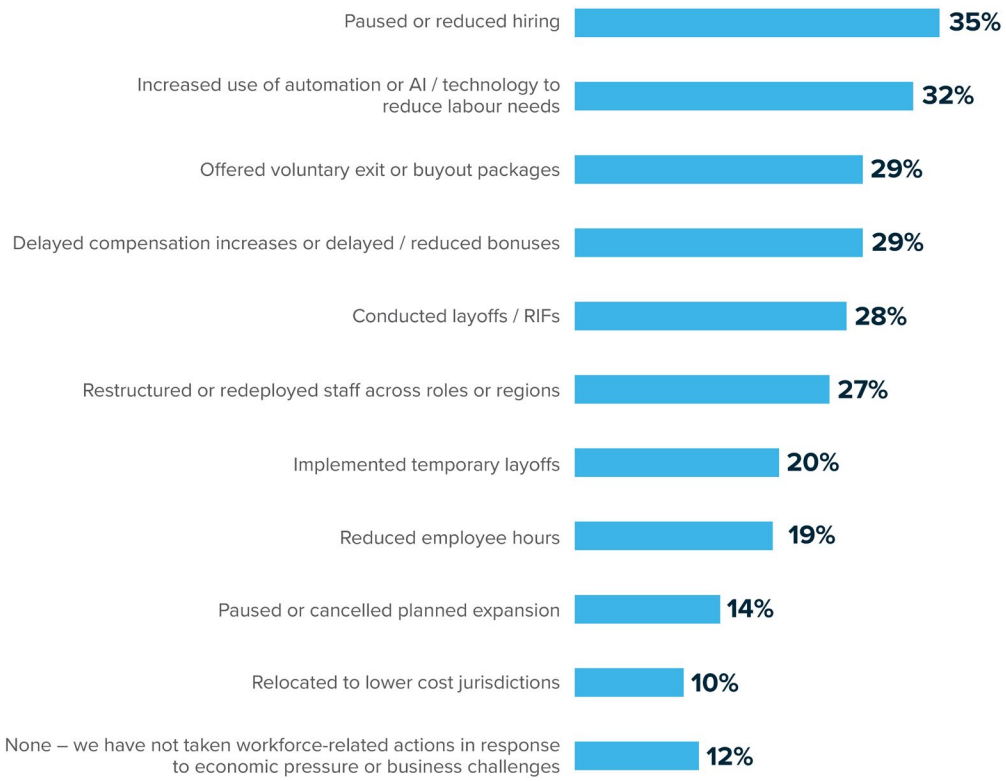
"The workplace implications of issues ranging from new regulations and technology adoption to geopolitical uncertainty are increasingly featuring on C-suite and boardroom agendas, as European employers navigate a range of developments that affect both their day-to-day operations and broader business strategies. The fact that concern about AI-related regulatory change outpaces the focus on more traditional areas of labour and employment law highlights just how widespread the technology has become and the extent to which it is influencing nearly every aspect of the workplace."

Stephan C. Swinkels,
Littler Shareholder and Lead of the firm's Global Practice



WORKFORCE MANAGEMENT

Over the past year, which of the following workforce-related actions, if any, has your organisation taken in response to economic pressure or business challenges? (Select all that apply)

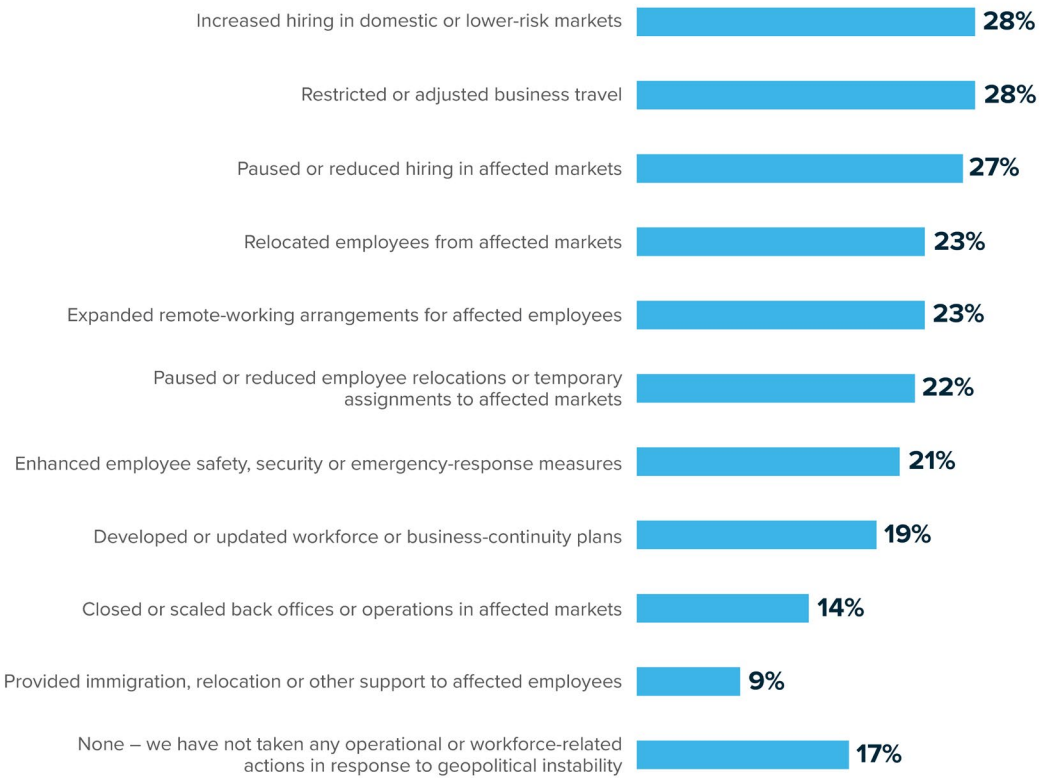


Which of the following actions or reactions have you observed among affected employees to the workforce-related actions your organisation has taken? (Select all that apply)

This question was only asked to those whose organisations have taken actions impacting current employees.



Over the past year, which of the following operational or workforce-related actions, if any, has your organisation taken in response to geopolitical instability (such as regional conflict, trade tensions or sanctions)? (Select all that apply)



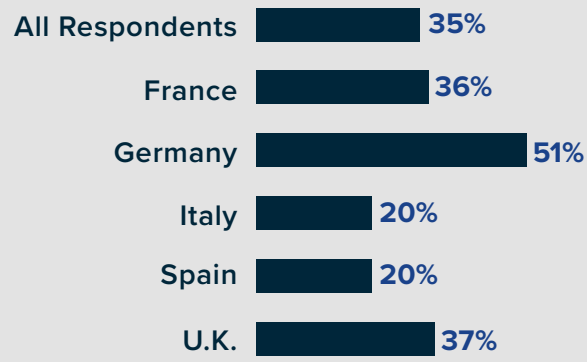
Economic headwinds are reshaping workforce decisions across Europe, as employers navigate a volatile landscape marked by rising inflation, high energy prices and geopolitical uncertainty stemming from the conflicts in the Middle East, Ukraine and elsewhere.

Eighty-eight percent of employers report taking some sort of workforce-related action in response to economic pressure or business challenges. The types of action taken varied, however, with the most common strategy being pausing or reducing hiring (35%). This action was even more common among large employers (42%) and German respondents (51%).

Automation is one of the most common responses to economic pressure, with 32% of respondents increasing their use of automation or AI to reduce labour needs. Direct cuts are close behind. Nearly 3 in 10 (29%) have offered voluntary exit or buyout packages, with an equal share delaying pay increases or bonuses. Twenty-eight percent of employers—and 38% of large employers—have conducted layoffs or RIFs.

COUNTRY-SPECIFIC ANALYSIS

The extent to which employers are pausing or reducing hiring as a result of economic pressure varies by country.



Employees are reacting to these changes, too. Among organisations that took economically-motivated workforce actions affecting current employees—such as layoffs, delayed pay increases or restructurings—more than a third cite employee opposition or counterproposals (38%), employees making formal legal challenges (36%) and employees posting about workforce changes on social media or other public forums (34%). Nearly half (48%) report that employees are using AI to draft responses or counterproposals, which may include questions or requests for clarification as well as pushback. Just 3% of those surveyed have not experienced any of the listed responses.

Notably, 37% of employers who took such actions reported greater acceptance from employees than seen in the past, illustrating the unpredictability of employee response in the current environment.

That environment also includes significant geopolitical volatility, which our research shows is also shaping European employer workforce decisions: 83% of respondents report taking at least one operational or workforce-related action in response to geopolitical instability such as regional conflict, trade tensions or sanctions. Twenty-eight percent each say their organisations increased hiring in domestic or lower-risk markets or restricted or adjusted business travel, with nearly as many (27%) having paused or reduced hiring in affected markets.

"Employers under economic pressure are taking steps to protect their businesses and many are trying to avoid layoffs or staff reductions where possible. However, when organisations do take actions that impact current employees, they must prepare for a range of reactions, including reputational impacts resulting from posts on public forums and creative counterproposals from employees looking to negotiate terms of their dismissal—or even to retain their jobs."

Barry Reynolds,
Littler Partner, Ireland



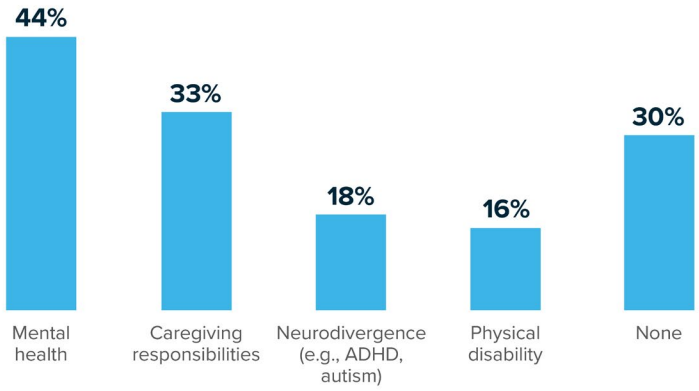
"When we look back, 2026 may be the year people stopped asking when AI would transform jobs and realised that it already had. It's telling that roughly one-third of employers are relying on greater use of AI to reduce labour needs. However, what we don't yet know is whether those labour needs will remain reduced for the long term, or to what extent new tasks and responsibilities arising from AI adoption will change existing roles or even create new ones. Employers will have to carefully navigate a minefield of shifting workforce needs driven by AI for some years to come."

Raoul Parekh,
Littler Partner, U.K.

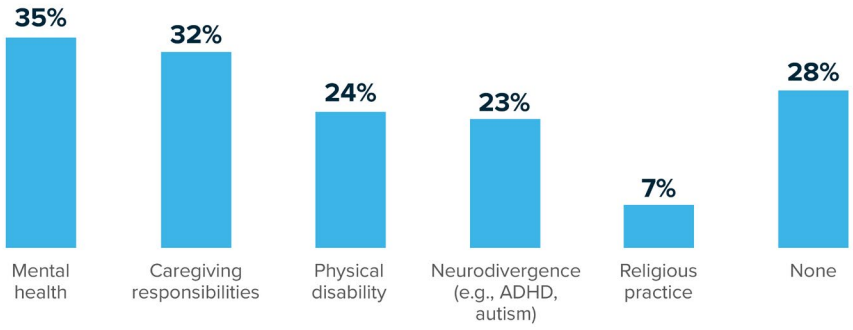


MENTAL HEALTH AND WORKPLACE ADJUSTMENTS

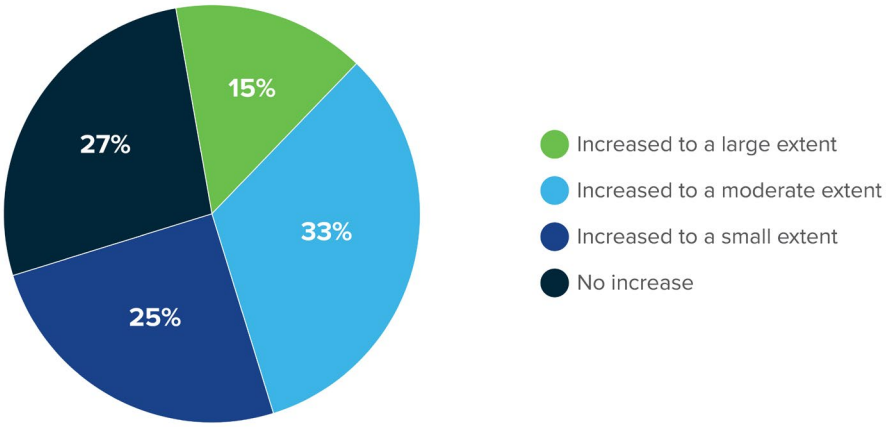
Over the past year, has your organisation seen an increase in sickness absence among employees related to any of the following? (Select all that apply)



Over the past year, has your organisation received more requests from employees for reasonable adjustments / accommodations related to any of the following? (Select all that apply)



To what extent has your organisation seen an increase over the past two years in employees disclosing or referring to a mental health condition or neurodivergence (e.g., ADHD, autism) during performance-management or disciplinary processes?

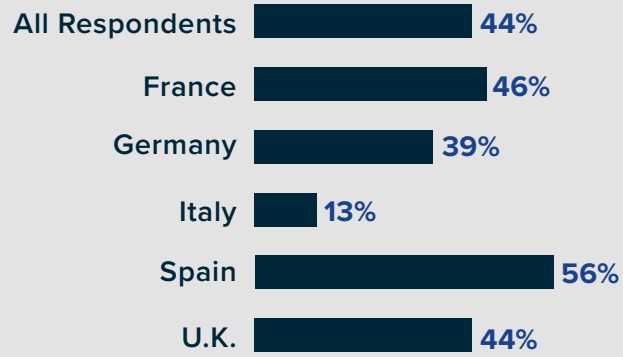


In the nine years Littler has been conducting the European Employer Survey, workplace mental health and wellbeing have frequently emerged as top concerns among employers. For instance, even in our 2019 survey—before COVID-19 brought the conversation around burnout and work-life balance to the forefront—more respondents said they were "extremely concerned" about workplace mental health (17%) than any other HR-related issue. Over the years, the focus has shifted from the pandemic's toll on employees to wellbeing as a talent-retention priority to rising requests for mental health adjustments.

This year, the issue is showing up somewhere new: 44% of respondents report an increase in sickness absence related to mental health at their organisations. Responses varied greatly from country to country, however, with the highest share of respondents reporting an increase in Spain (56%) and the lowest in Italy (13%).

COUNTRY-SPECIFIC ANALYSIS

The extent to which employers are seeing an increase in sickness absence among employees related to mental health varies by country.



Employers also report receiving more requests for reasonable adjustments or accommodations (35%). This is notable because, unlike sickness absence, which requires no formal designation, reasonable adjustments in many jurisdictions are only legally required if an employee has a disability.

Notably, nearly three-quarters of respondents (73%) have seen at least some increase in mental health or neurodivergence disclosures from employees during performance-management or disciplinary processes. When employees disclose having such a condition—even if they do not have an official diagnosis—it's important for employers to be careful about how they proceed from there. Such a disclosure does not mean the employer cannot proceed with the performance or disciplinary process, but it does trigger a careful assessment of support and resources that could be provided to the employee, consideration of the course of action and targets set, and a need to ensure that any personal or medical information is kept confidential.

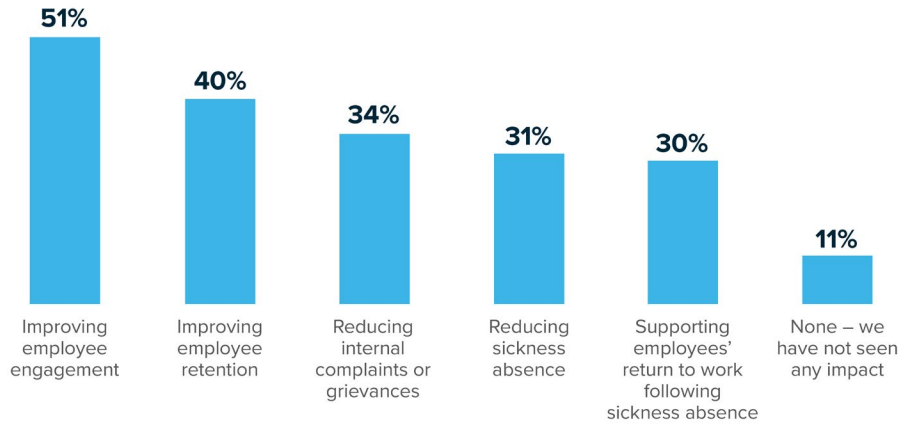


Which of the following steps does your organisation take to support employee mental health and wellbeing? (Select all that apply)



In which of the following areas has your organisation seen an impact from its overall efforts to support employee mental health and wellbeing? (Select all that apply)

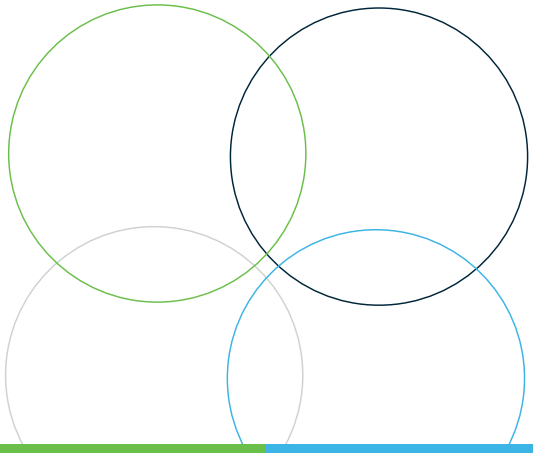
This question was only asked to organisations that have taken at least one step to support employee health and wellbeing.



Wellbeing Support Is Widespread, but Few Measure Its Impact

Employers are taking action in response to concerns about employee mental health and wellbeing, with nearly all (93%) taking at least one step to support employee health and wellbeing. More than half (51%) report conducting assessments of workplace stress, psychosocial risks or other wellbeing concerns. Thirty-eight percent provide employees with wellbeing training, workshops or other resources, and 37% train managers on mental health, neurodiversity and/or supporting wellbeing.

Fewer are assessing whether these efforts work. In fact, just 21% of respondents are collecting employee feedback or data to evaluate wellbeing needs. That said, employers do report a range of positive impacts from their efforts to support employee mental health and wellbeing, including 51% who feel they have seen improved employee engagement.



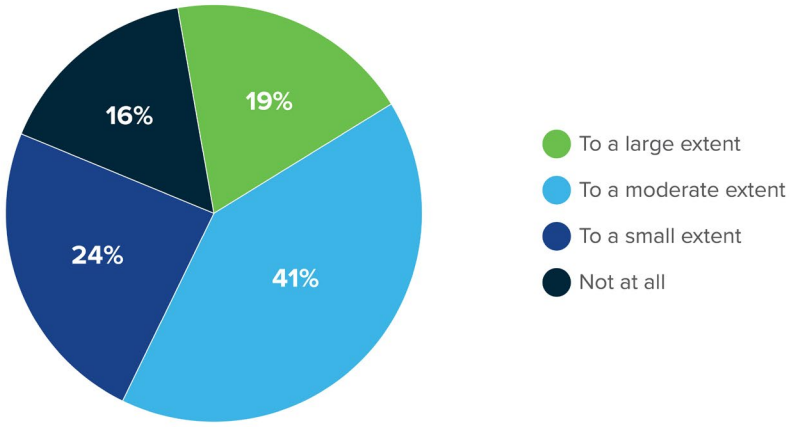
"Employers are clearly investing in mental health and wellbeing, but the fact that absence and requests for support are still increasing raises the issue of whether those efforts are addressing the underlying problem. If someone is struggling with their mental health, EAPs and other employee benefits can be useful, but may not solve what is actually causing the stress. Instead, there is an opportunity for employers to think more about prevention, asking employees what they need and tracking whether the measures they put in place are really working."

Lisa Coleman,
Littler Senior Associate, U.K.



EU PAY TRANSPARENCY DIRECTIVE

To what extent has the uneven, country-by-country implementation of the EU PTD complicated your compliance planning?



Which of the following steps has your organisation taken to prepare for compliance with the EU PTD? (Select all that apply)



Adopted in 2023, the EU PTD aims to strengthen equal pay for men and women by giving job candidates and workers new rights to pay information, requiring employers with 100 or more workers to report on gender pay gaps and tightening enforcement. But the PTD sets only minimum standards and leaves the details to individual member states. With most still finalising national laws months after the 7 June 2026 transposition deadline, employers face an increasingly fragmented set of rules.

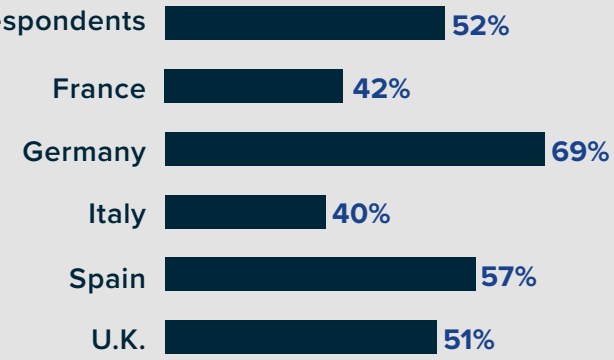
Employers are feeling the effects: 84% say the country-by-country implementation of the PTD has complicated their compliance planning. In addition to delaying planning, the fact that provisional approaches may need updating once countries do announce local guidelines creates additional headaches for employers.

Despite the uncertainty, companies are taking steps to prepare. Just 6% have taken no steps at all, down from 10% in last year's survey. Fifty-seven percent are identifying changes needed to meet the PTD's baseline requirements, up from 45% last year, and 40% report conducting an internal audit of pay practices and policies to identify compliance gaps with the PTD's baseline requirements, up from 30% last year.

Crucially, however, only 26% are monitoring new requirements in local PTD implementation legislation. While baseline requirements are important, the real challenge of the PTD will occur from jurisdiction to jurisdiction, and employers must prepare accordingly. Additionally, fewer employers are monitoring pay practices for inconsistencies—28%, down from 35% in 2025—even though identifying pay gaps early is one of the most useful steps employers can take now.

COUNTRY-SPECIFIC ANALYSIS

The extent to which employers expect regulatory changes around pay equity / transparency in Europe and/or other jurisdictions to affect their organisation's workplace or workforce management over the next 12 months varies by country.



"Pay transparency rules do not operate neatly within national borders. In multinational organisations, if employees in one country can see salary ranges or request pay data and their colleagues in another country can't, the second group will start asking why. Employers therefore need to think not only about complying with each country's requirements, but also about whether different approaches across jurisdictions are sustainable from an employee-relations perspective."



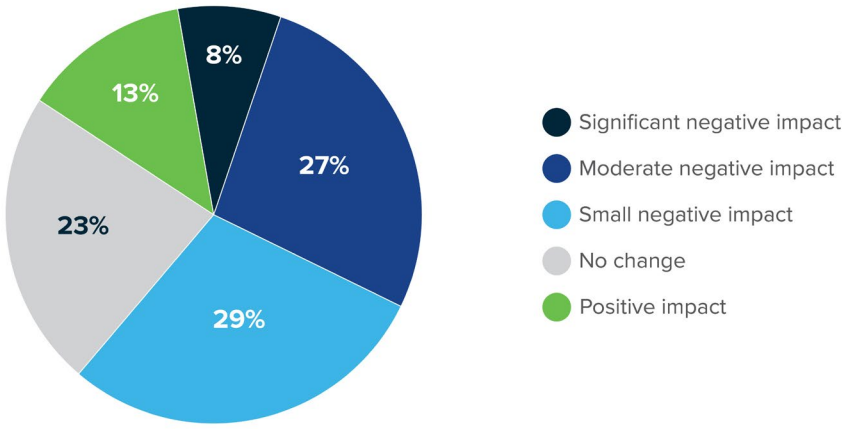


Nicola James,
Littler Partner, U.K.

Lioba Lamers,
Littler Partner, Germany

U.K. EMPLOYMENT RIGHTS ACT

To what extent do you believe the U.K. Employment Rights Act 2025 (ERA 2025) reforms will impact the attractiveness of the U.K. as a location for investment or job creation?
This question was only asked to those whose organisations employ workers in the U.K.



Which of the following areas are a concern for your organisation as it prepares for and complies with the ERA 2025? (Select all that apply)
This question was only asked to those whose organisations employ workers in the U.K.



One of the most significant changes to U.K. employment law in decades, the ERA 2025 fundamentally reshapes the law around unfair dismissal, potentially radically increasing the potential risks for employers. For dismissals where the effective date of termination is on or after 1 January 2027, employees will need only six months of continuous service to acquire protection from ordinary unfair dismissal. Further, the cap on compensatory awards for ordinary unfair dismissal (currently limited to the lower of 52 weeks' pay or £123,543) will be removed. As a result, more employees will be able to bring claims, and those claims may be for higher amounts, potentially increasing financial exposure for employers and making disputes harder to resolve or settle.

Employers appear to be taking this seriously: 88% of respondents whose organisations employ workers in the U.K. reported at least one concern regarding ERA 2025. Of greatest concern were changes to unfair dismissal rights, cited by 43%, followed by restrictions on "fire and rehire" and "fire and replace" practices (38%) and changes to collective redundancy rules (29%).

This concentration suggests employers are most worried about how the ERA 2025 will affect decisions around dismissals and workforce restructuring. Dismissals of senior, highly-remunerated employees are likely to become particularly complex, costly and risky under the new rules, especially where individuals have bonuses, equity or other valuable incentive arrangements. All of these factors mean that employers may want to review policies and practices around dismissals, and ensure that there is robust contemporaneous documentation to evidence the reasons for dismissal.

Employers are also concerned about how these reforms will affect perceptions of the U.K. Nearly two-thirds (64%) expect at least some negative impact on the attractiveness of the U.K. as a place to invest and create jobs, although for 29% that impact is expected to be small. Thirty-five percent anticipate a moderate or significant negative impact, while 23% expect no change and 13% foresee a positive impact. This level of concern is notable as the ERA 2025 appears to only be the start of planned employment law reforms by the U.K. government, with further legislation planned in relation to pay gap reporting, equal pay law, whistleblowing and non-competes, to name a few areas being considered by the government.

"The Employment Rights Act 2025 is perhaps the biggest reform to U.K. employment law in a generation and it's important for employers to prepare now for these new risks and consider how their businesses can adapt. The reforms will change the risk calculus for employers across numerous HR processes, particularly when implementing any sort of business change, from redundancies to changes in terms and conditions. We have already seen the impact of the impending unfair dismissal reforms with reports across the U.K. market that employers are accelerating planned exits before the new rules take effect in January."

Ben Smith,
Littler Senior Associate, U.K.



Methodology and Demographic Profile of Respondents

In August and September 2026, 498 professionals from a variety of industries participated in Littler's 2026 European Employer Survey via an online survey tool.

Respondents included:

- Chief HR Officer / Chief People Officer (23%)
- HR Professional (24%)
- Chief Legal Officer / General Counsel (7%)
- In-House Lawyer (12%)
- Other C-Suite Title (21%)
- Other Director / Vice President Title (11%)
- Other Manager Title (2%)

Respondents were based across Europe:

- Austria (2%)
- Belgium (6%)
- Denmark (3%)
- France (18%)
- Germany (12%)
- Ireland (2%)
- Italy (9%)
- The Netherlands (5%)
- Norway (2%)
- Portugal (2%)
- Spain (18%)
- Switzerland (2%)
- U.K. (19%)



Companies represented were of a variety of sizes:

- More than 10,000 employees (13%)
- 5,001 to 10,000 employees (9%)
- 1,001 to 5,000 employees (18%)
- 501 to 1,000 employees (19%)
- 101 to 500 employees (23%)
- 1 to 100 employees (18%)

Responses to some questions in the survey do not add up to 100% due to rounding, and some exceed 100% because respondents were invited to select more than one answer. Country-level results are based on smaller sub-samples and should be read as indicative.

About Littler Europe

Littler is the largest law practice in the world exclusively devoted to representing management in every aspect of labour and employment law.

We serve as a single point of contact for our clients' global labour and employment needs, helping multinational employers to move their employees across borders and comply with local employee relations laws, and assisting employers with such international issues as overseas privacy laws and applying company policies worldwide.

Our European legal services include offices in the region's most robust economies, housing local Littler attorneys who collaborate with our working partners in all European jurisdictions, as well as other regions of the world.


Austria


Belgium


Denmark


France


Germany


Ireland


Italy


Norway


Portugal


Spain


Switzerland


The Netherlands


United Kingdom

For more information, please click here.

Disclaimer: The survey questions and their resulting findings cover issues that are governed by differing rules from European governments and certain actions may not be permissible depending on the country. The content does not convey or constitute legal advice, nor is it intended to be acted upon as such.