

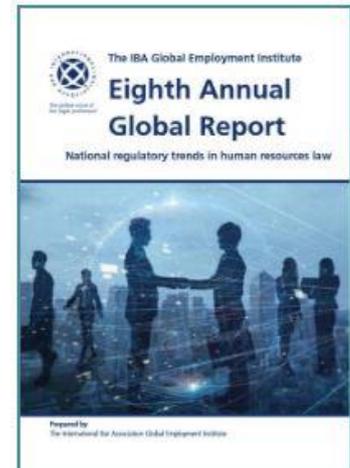


NEWS RELEASE

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New IBA GEI report provides overview of significant HR issues facing global companies

The latest Annual Global Report from the [International Bar Association Global Employment Institute](#) (IBA GEI) names corruption and whistleblowing, flexible working, stress and mental health, discrimination, diversity, technology and artificial intelligence, and gender pay inequalities as some of the most pressing issues having a significant impact on human resources (HR) law. Based on research collected from lawyers in 50 countries, the [IBA Global Employment Institute Eighth Annual Global Report](#) delves into the most pertinent labour and HR issues faced by global multinational companies during 2018 and the beginning of 2019.



[Download report](#)

The report describes and assesses trends, rather than prescribing policy approaches. Other workplace issues covered in the report include:

- dismissal and retirement;
- temporary and contract work arrangements;
- family-friendly policies;
- data protection;
- privacy and human rights;
- collective bargaining and industrial action;
- executive remuneration and banking reform; and
- immigration and talent.

Todd Solomon, Council Member of the IBA GEI, commented: *‘Our most recent Annual Global Report provides a valuable insight into which human resources trends are likely to continue in the foreseeable future and which ones are likely to decline. The breadth of issues assessed in the report serve as a useful planning tool, particularly for multinationals seeking to expand to other countries.’*

Key findings of this year’s report include:

- **Labour shortages.** The vast majority of countries, excluding Chile, Cyprus, Nigeria and Spain, continue to experience a shortage of highly skilled workers, driven by talent migration, a lack of educational/training programmes and insufficient economic incentives. Several of the surveyed countries noted that the so-called ‘brain drain’ in their countries has been, at least in part, an economic migration

caused by high unemployment rates (Albania, Italy, Mexico and Poland), comparatively low or stagnant wages (Bulgaria, Latvia, Lithuania, Mexico and Taiwan) and/or a rising cost of living (Taiwan).

- **Discrimination and gender disparity.** Although many countries have anti-discrimination legislation in place, these laws have not consistently led to a corresponding increase in workplace diversity. In comparison to previous years, there is greater mention of rules aiming to increase employment opportunities for individuals with disabilities, and, in relation to gender disparities, there have been a number of developments around equal pay for equal work. However, current legislation consists primarily of reporting requirements and employer certifications.
- **Flexible working.** The explosion of mobile technology platforms and general movement towards a 'gig economy' has increased non-traditional work arrangements. Many countries reported a growth in demand for flexible work arrangements by employees, especially in the form of remote working and flexible hours. Employers are struggling to balance predictability with providing greater life balance under conditions that will attract talent and are allowing for limited flexibility within set guidelines.

The report also provides a high-level overview of the impact of recent political and world events, as well as HR challenges expected in the future. Most countries reported that they had not seen any HR issues within their borders due to increasing nationalism and isolationism as a result of the United States presidency of Donald Trump, Brexit and other recent political developments. However, some countries, including India, Portugal, Taiwan and Ukraine, did express concern over the economic impact of these issues and worried that they will lead to higher unemployment, citing various Trump administration policies such as restrictive immigration and high tariffs on steel and other products. China, Ireland and Sweden specifically state that restrictive immigration policies are hampering the global mobility of talent. Brexit is also an issue for some European countries. There is concern that there may be severe consequences with regard to labour and immigration laws, including visas, work permits, taxes and social security issues when/if the United Kingdom leaves the European Union.

Challenges that HR will likely face in the coming years include:

- heightened concern around technological advancements including data privacy, cybersecurity, artificial intelligence and the use of predictive analytics replacing decision-making and consequently rendering obsolete jobs with repeatable tasks;
- increased management of atypical employment relationships, including a remote workforce and self-employed contractors; and
- achieving equal treatment for female employees and reducing sexual harassment and discrimination based on ethnicity or religion.

The **IBA Global Employment Institute Eighth Annual Global Report: National regulatory trends in human resources law** is available to download without charge from the IBA website at: tinyurl.com/sn754wj

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Notes to the Editor

1. [Click here](#) to download the **IBA Global Employment Institute Eighth Annual Global Report: National regulatory trends in human resources law**: www.ibanet.org/Article/NewDetail.aspx?ArticleUid=473b64f5-e8e8-4124-b327-85a7315e557d
2. Members of the Working Group for the **IBA GEI Eighth Annual Global Report** are:
 - **Todd A Solomon** *McDermott Will & Emery, Chicago, Illinois*
 - **Duncan Inverarity** *A&L Goodbody, Dublin*

- **Caroline André-Hesse** *Ayache Salama, Paris*
 - **Marco Mazzeschi** *Mazzeschi, Milan*
 - **Filip Saelens** *Loyens & Loeff, Brussels*
 - **Rebecca Ford** *Clyde & Co, Dubai; and*
 - **Björn Otto** *CMS Hasche Sigle, Cologne*
3. The **International Bar Association Global Employment Institute** (IBA GEI) was formed in early 2010 for the purpose of developing a global and strategic approach to the main legal issues in the HR and human capital fields for multinationals and worldwide institutions.

The IBA GEI works with the **Employment and Industrial Relations Law Committee**, the **Diversity and Equality Law Committee** and the **Immigration and Nationality Law Committee** to form the Human Resources Section.

Drawing on the wealth and resource of the IBA membership, the IBA GEI's skilled, dedicated and experienced members provide a unique employment, discrimination and immigration law contribution to private and public organisations throughout the world on a diverse range of global issues. This is designed to enhance the management, performance and productivity of those organisations and to achieve best practice in their human capital and management functions in a strategic perspective.

4. The **International Bar Association** (IBA), *the global voice of the legal profession*, is the foremost organisation for international legal practitioners, bar associations and law societies. Established in 1947, shortly after the creation of the **United Nations**, it was born out of the conviction that an organisation made up of the world's bar associations could contribute to global stability and peace through the administration of justice. It is comprised of more than 80,000 individual international lawyers from most of the world's leading law firms and some 190 bar associations and law societies spanning more than 170 countries.

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