

Client Alert

June 2017

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Ongoing Brexit Uncertainty - Our Survey Says...

Throughout May, we surveyed 250 people, educated at degree level or higher. We asked how the referendum result is affecting their lives and what impact that may have on the employer community. The results were striking and offer some valuable insight for employer who rely on EU workers in the UK. [Click here](#) to see our infographic and [here](#) for a more detailed summary of our findings.

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56% of respondents said that they were likely or highly likely to leave the UK before the outcome of the Brexit negotiations is known.

Rates of likely attrition were highest in the healthcare, TMT (technology, media and telecoms) and financial services sectors, though all companies which are reliant on EU workers should be working with employees to help address their concerns, so as to minimise the impact of Brexit on their workforce regardless of the deal which is ultimately reached.

Companies should be taking steps now to incentivise talented employees to stay within the business. Employers should also consider their talent pipeline and put measures in place to secure the next generation of skilled workers, including reviewing training plans, apprenticeships and other development schemes.

55% of respondents have been offered no support from their employer.

Support is vital. In our survey, 94% of people contacted by their employers on the subject of Brexit found the advice helpful. Respondents cited a wide range of assistance on offer, from softer assurances of job security and emotional support, to more substantive support in the form of legal advice and assistance with immigration support.

Almost half the people we surveyed have secured no information about their pension or social security rights. Employers should consider group counselling or one-to-one support for employees to ensure they are aware of all aspects of any change in their immigration status.

70% of respondents feel more vulnerable to discrimination since the Brexit referendum.

Perceptions of discrimination were high across the board and are likely fuelling the desire to leave the UK. 69% of respondents said that uncertainty on the status of EU27 residents would affect their ability to secure a mortgage or bank loan.

Three quarters of respondents felt their job was secure, but they are nonetheless likely to depart the UK. Discriminatory hiring practices were the greatest fear in the workplace, for respondents to our survey. Employers should be refreshing anti-discrimination policies and offering support to staff as they face the consequences of Brexit. If you would to discuss like these, or any other issues, in more detail, please do get in touch with your usual Baker McKenzie contact.

[Back](#)