

BENCHMARK 2020

EMEA

BACKGROUND SCREENING SUMMARY

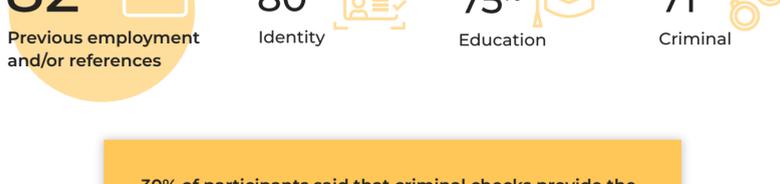
From March–April 2020, our global benchmark survey asked people professionals around the world about their background screening habits. Here's a brief summary of some of the initial findings from EMEA:

Note: Figures may not add up to 100% due to multiple-selection questions.

Our survey said...

PRE-EMPLOYMENT SCREENING

The most commonly run checks in the region are:



30% of participants said that criminal checks provide the most value to their business. 29% said the most valuable check is previous employment and/or references.

RESCREENING

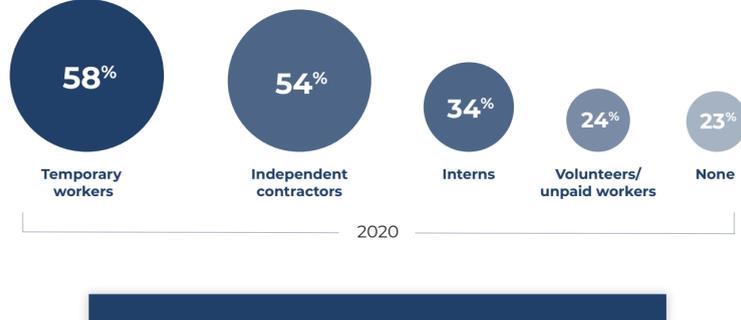
The most frequently conducted checks during post-employment screening are:



Employee rescreening is typically cheaper and quicker than pre-employment screening, as fewer checks are usually required. It can be an effective way to help manage the risk of your existing workforce.

EXTENDED WORKFORCE SCREENING

The non-employees most often subject to background checks are:



Over a fifth of companies don't screen their extended workforce.

CANDIDATE DISCREPANCIES

The areas where candidate discrepancies are most commonly found are:



Respondents from APAC are the most likely to discover employment discrepancies in their candidates' applications – 79% of those surveyed had. In the US & Canada, 47% of respondents had found discrepancies in their candidates' previous employment details.

BENEFITS OF SCREENING

The top benefits seen from screening in EMEA are:

- 1 **Improved regulatory compliance** (53%)
- 2 **More consistent safety and security** (48%)
- 3 **A better quality of hire** (42%)
- 4 **A better company reputation** (21%)

Respondents from EMEA are the most likely to attribute improved regulatory compliance to background screening. In the US & Canada, and in APAC, 40% of respondents see this as a key benefit.

COMPLIANCE CONCERNS

The top compliance concerns for 2020 are:



Compliance appears to be front of mind for many respondents this year, with most participants identifying a range of important compliance priorities.

SCREENING REGULATIONS



76% of respondents said that they conduct more background screening as a result of regulations.



92% of participants said that they take steps to ensure that their candidates are aware of the regulations that will impact them throughout the hiring process.

However, 22% still believe that their candidates do not understand what background screening involves.

This suggests that there is room for improvement and further education required for some candidates.



74% of respondents said that regulations give them peace of mind that staff are fit to do their jobs.

71% also agree that the benefits of regulations impacting recruitment outweigh any inconveniences.