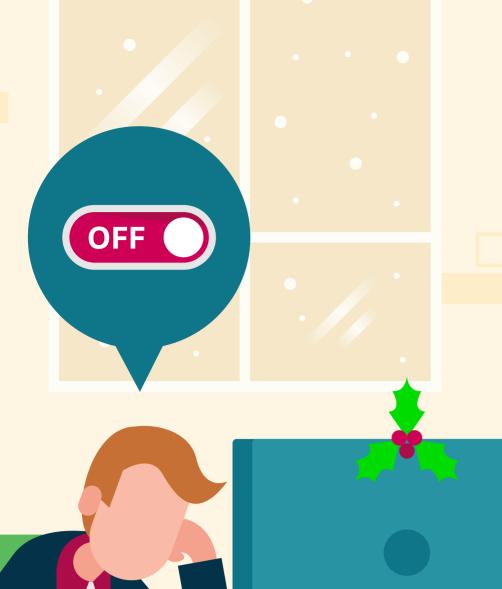
9 CHRISTMAS HRISSUES AND HOW TO DEAL WITH THEM

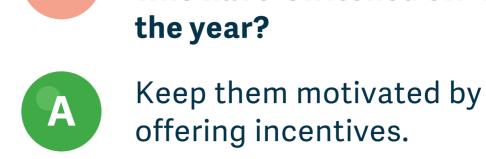
The holiday season can be a busy and stressful time for employees so as the year comes

to an end, don't forget to provide experiences your workers will thank you for.



How do you manage workers who have 'switched off' for

ENGAGEMENT







levels in the workplace plummet.

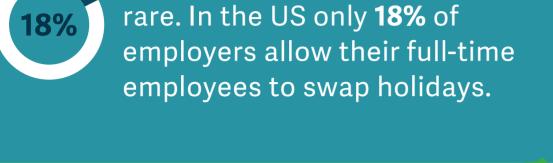


don't celebrate Christmas? Let them swap their Christmas

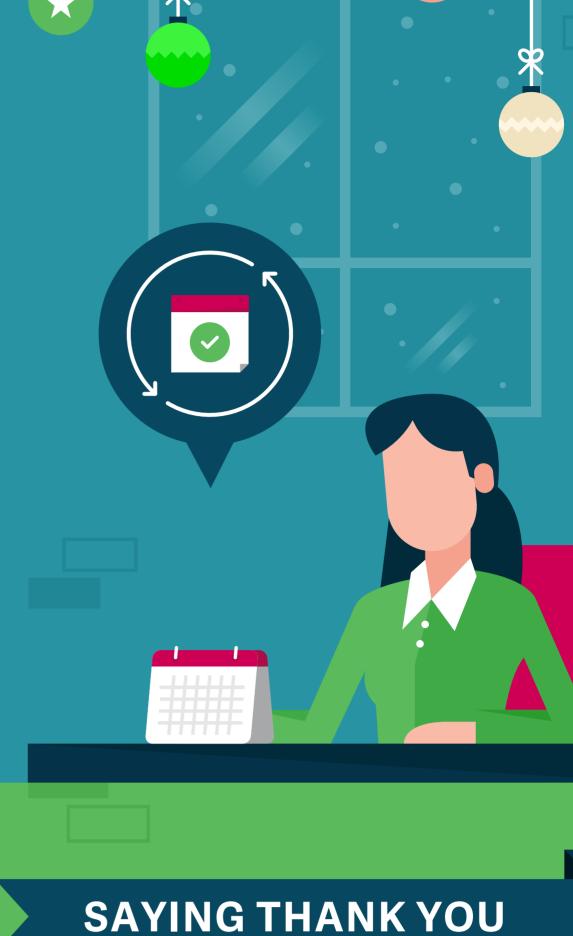
INCLUSIVENESS



Spotify lets workers have flexible public holidays so they can take off the holidays that matter to them.



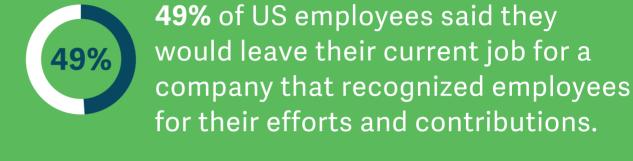
Flexible public holidays are still



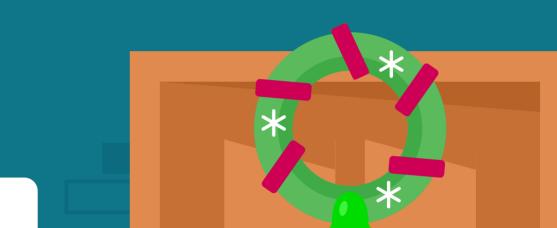
How do you acknowledge and reward people at the end of the year?



being recognized motivates



them in their job.



holiday policy and remote working to accommodate people who would rather work over Christmas.

Christmas?

PAID TIME OFF

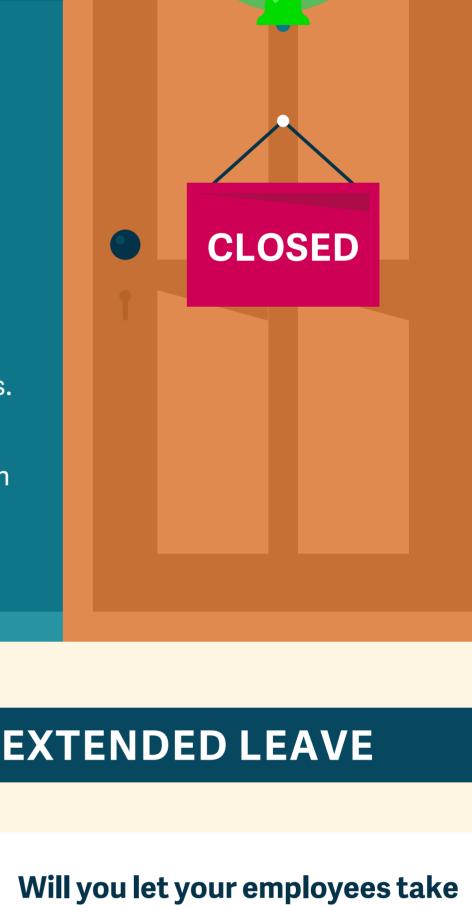
Will your office close over

Consider being flexible with your

In Australia, more than two million workers are forced to take paid time off at Christmas.

Y don't get the shifts that they want

In the UK, 45% of Millennials and Generation



extended leave over Christmas?

Consider giving your employees

the option of extended leave to

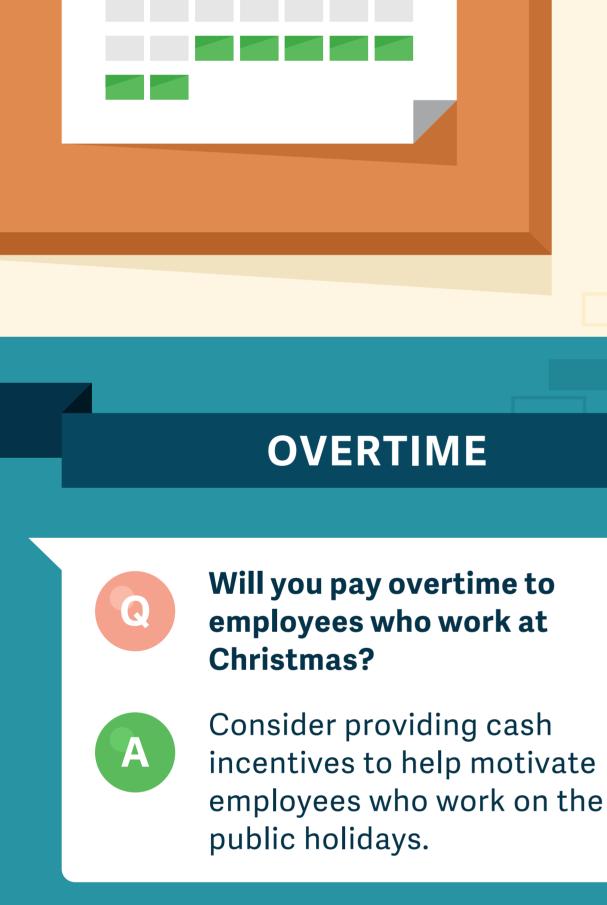
spend time with their families

or allow options for working

over Christmas.

45%

DEC 2018



About 33% of workers in the UK check their emails over Christmas and 68% of Americans check work

from home.

General Motors staff get three weeks off a year including a week off at Christmas (paid).

emails during major holidays.



OFFICE PARTIES

3.3% of the population in the UK

25% of the population in the US

work on Christmas day.

work on Christmas day.

...and 32% call in sick.

ABSENTEEISM

How do you manage

Have an absenteeism and

sickness policy and remind

workers of this during the

60% of workers in the UK are

upfront about the fact they are

too hungover to make it in the

day after the office party...

absenteeism?

festive period.

60%

32%

Be transparent Be appropriate based on local customs Be proportionate

Limit to bona fide business

related expenditure

Don't offer or receive

frequently

Record fairly and

gifts and hospitality too

accurately in a company

register

47% of businesses in the US give corporate gifts at Christmas,

gifting?

countries.

Hannukah and New Year's. Only 8.4% of US companies who give 8.4% corporate gifts do so with proper checks and balances in place.

GIFTS

How do you ensure you don't

break the rules of corporate

consistent not only with laws

in your country but also local

laws and customs in other

Ensure rules on corporate

gifts and hospitality are







Sources: www.sagepeople.com/christmas-infographic-sources