

Transforming the Workplace in



2019

Today's biggest issues are showing up at work – now is the time to create a Better Workplace for a Better World.

The 300,000+ SHRM members, who represent more than 115 million employees, are on the frontlines every day, advancing positive change for work, the worker and the workplace.

Workforce Development

With more jobs available than qualified applicants to fill them, workforce development policies must be a priority in 2019.

SHRM is calling on policymakers to expand initiatives that promote the hiring of the formerly incarcerated and other untapped talent pools, such as individuals with disabilities and veterans, and expand employer-provided educational assistance.



68%

of employers find it difficult to recruit qualified candidates.



More than **1/3** of Americans still believe their workplace fosters sexual harassment.

Workplace Equity

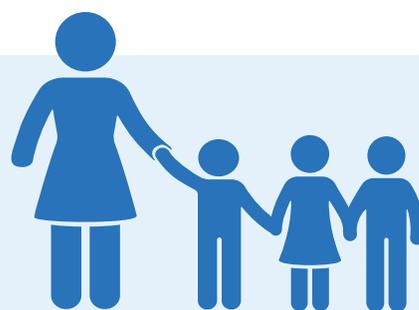
From pay equity to harassment-free workplaces, SHRM is leading the way on changing workplace cultures.

SHRM believes productive workplaces lead with culture and ensure workers are compensated equitably, while preserving employers' flexibility to reward employees. SHRM vigorously supports equal pay for equal work. To achieve pay equity, SHRM asserts that salary history should not be a factor in setting compensation.

Paid Leave

SHRM champions modern proposals that incentivize employers to offer paid leave and flexibility.

Employers voluntarily offer paid leave and flexible work options to attract and maintain an engaged, productive workforce, but a fragmented patchwork of state and local leave requirements creates a compliance conundrum. This results in rigid government mandates that stifle flexibility and innovation.



42%

of employees have child care responsibilities.



74%

of employers say obtaining visas in a timely, predictable and flexible way is critical to their business goals.

Workplace Immigration

Talent, like business, is global.

At this time of low unemployment, SHRM advocates for access to top global talent for immigration-compliant employers, while protecting U.S. workers; a modern immigration system that is predictable and creates efficiencies for the workplace; and for a fully electronic and integrated I-9 and E-Verify system that accurately authenticates the identity of new hires to combat identity fraud and theft.

Learn More About Workplace Policy and Get the Latest Facts and Data at SHRM.org/policy.

#WeAreWork