

Why Modern Workplace Policy Matters



68% of employers find it difficult to recruit qualified candidates.

More than

1/3

of Americans still believe their workplace fosters sexual harassment.



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.



Got a question about workplace policy?
We're here to help.
GovernmentAffairs@shrm.org
shrm.org/policy #WeAreWork

Transforming the Workplace in 2019



HR professionals sit at the intersection of work, the worker and the workplace.

The 300,000+ SHRM members, who represent more than 115 million employees, are calling on policymakers to work with us on policy solutions that will create better workplaces and a better world.



Better Workplaces. Better World.

Workforce Development

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

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.



Workplace Equity

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

Productive workplaces have positive cultures that prevent and address harassment and preserve employers' flexibility to incentivize and reward employees, while compensating workers equitably.

Workplace Flexibility and Leave

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

Paid leave and flexible work options help attract and maintain an engaged, productive workforce, but a fragmented patchwork of state and local leave requirements creates a compliance conundrum. Rigid government mandates stifle employer flexibility and innovation.



Workplace Immigration

Talent, like business, is global.

At this time of low unemployment, employers need access to top global talent to address skills and workforce needs. SHRM advocates for a modern immigration system, including a fully electronic and integrated E-Verify system that accurately authenticates the identity of new hires to combat identity fraud and theft.