

Breaking Workplace Barriers:

SHRM's Strategies for Modern Governance

SHRM Supports

With talent pools shrinking and trade specialization on the rise, organizations must be flexible and agile to meet evolving market demands and remain competitive. Workplace governance policies must enable organizations to provide opportunities to meet talent where they are and respect their desire to work both inside and outside traditional employment arrangements.

SHRM supports clear, balanced rules and guidance on governance issues as they are critical to building workplaces better equipped to thrive in the modern market. For federal policymakers—both legislative and regulatory—a particular emphasis on clarity, consistency, and compliance is paramount. SHRM believes these tenets are imperative to avoid undue disruption to organizational operations and reduced opportunities for workers.



Employment Relationships

Prioritizing clarity and consistency in defining employment and nontraditional work arrangements. **The definition of an “employee” should rely on well-defined factors, such as the level of control over work and the worker’s potential for profit or loss.** Additionally, federal policy around joint employer status must establish legal frameworks that focus on regular and continuous control.



Dynamic Labor Structures

Emphasizing worker-centric policies that help organizations recruit and retain top talent. **These policies should include offering opportunities for training, benefits, flexible scheduling, and independent work.** In 2025, SHRM’s Global Worker Project will build a global understanding of the future workplace, informing policymakers with recommendations for success.



Labor-Management Relations

Balancing workplace power dynamics that safeguard employees’ rights under labor laws and ensure companies can maintain cultures that support legitimate business goals. **SHRM supports a nuanced approach to the legal landscape in which both employers and employees operate.** Transparency in workplace culture is essential for legal compliance, helping prevent disputes.



SHRM’s 2024 Annual Benefits Survey found that employers continue to prioritize flexible work policies and benefits, with 70% calling this “**very important**” or “**extremely important**” for the third consecutive year.

SHRM research shows that many companies are providing flexible work benefits, such as hybrid work opportunities, compressed workweeks, and flextime—both during and beyond core business hours.

Visit [SHRM.org](https://www.shrm.org) to discover more about how SHRM is creating better workplaces where people and businesses thrive together. Contact us at governmentaffairs@shrm.org

SHRM pursues data-driven, non-partisan, multi-faceted policy solutions that advance workplaces and is committed to engaging at every stage of federal policymaking.

