

The Influence of the Changing Regulatory Environment

Evolving Workforce Regulations Present Obstacles

Changing regulations create risks that can:



Slow the talent engagement process

Cause organizations to miss out on certain talent types

Result in financial penalties and reputational damage



Organizations Recognize Challenges but Struggle to Address Them

The issues associated with workforce regulations are not lost on companies today. Among 1,800 global HR and business decision-makers:

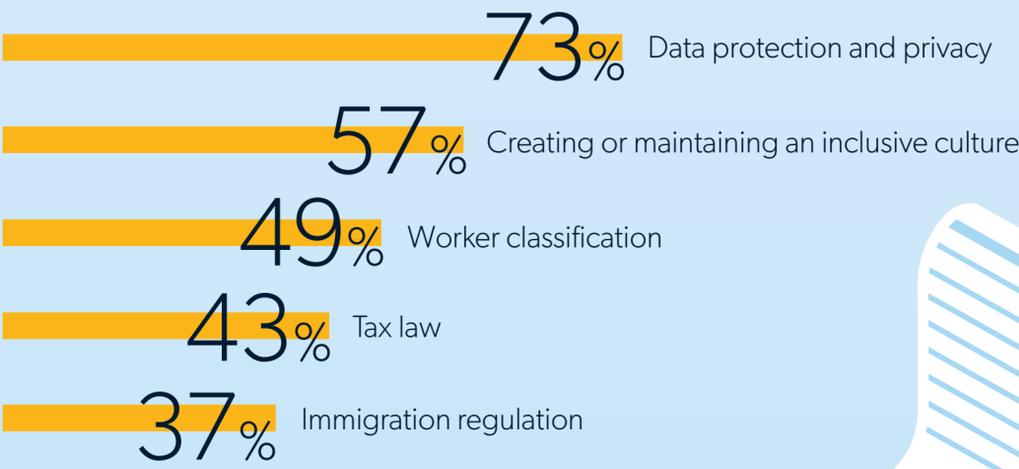
59% say changing regulations over the past 3 years make it more difficult to secure flexible talent

And because of changing regulations over the past 3 years:

34% have added staff on legal, compliance, or risk teams

27% experience slower decision-making due to legal reviews

They also cite several other issues that command a higher level of importance today compared to 3 years ago, including:



Companies Get Proactive to Stay Ahead

Among global HR and business decision-makers:

86% will increase their technologies and resources investment associated with data protection/privacy, worker classification, tax law, or immigration regulations over the next two years

52% engage in more compliance training today than they did three years ago

32% cite controlling regulatory risk to make more confident and appropriate resource decisions as a business priority



3 Keys to Proactive Compliance

With a proactive compliance strategy in place, organizations can prepare for changing needs quickly and minimize disruption to the business. Such a plan involves 3 keys to success:

- **Apply digital tools** for clearer worker classification
- **Build a culture of compliance** that keeps everyone aware of and committed to acting on compliance needs
- **Leverage internal and external partners** for support, expertise, and technology



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