

# TOP 5 WORKPLACE POLICY ISSUES

FOR CHROs TO WATCH IN 2025



CHROs looking to create sustainable intra-office policies and procedures should anticipate significant changes to the compliance and legal landscape in 2025. The Trump administration and 119th Congress are making significant changes to policies impacting workplaces and their daily operations. As workplaces evolve, SHRM has identified the most pressing policy issues affecting HR professionals, employees, and organizations.

# 1

## Regulatory Changes Under a New Administration

**In Brief:** The Trump administration is making significant regulatory changes across key federal agencies, including the U.S. Department of Labor and the Federal Trade Commission. These changes will include efforts to deregulate by setting thresholds to remove old regulations before introducing new ones. The regulatory and administrative law landscape will become more complex following the Supreme Court's decisions in *Loper Bright Enterprises v. Raimondo* and *SEC v. Jarkesy*.

**Top Action for CHROs:** Stay informed and adaptable as existing policies are revisited, legal challenges unfold, and new rules emerge—including potential rollbacks, rescissions, or enforcement pauses of Biden-era regulations. As leadership changes and enforcement priorities shift, there are long-term impacts on regulatory agendas.

**Top Resource:** [Federal Statutes, Regulations, and Guidance](#) and [Compliance Resources](#)

# 2

## Inclusion, Diversity, and Compliance with Workplace Laws

**In Brief:** Under President Donald Trump, agencies are shifting their approach to inclusion and diversity (I&D), with increased attention on Title VII and employment practices related to protected characteristics.

**Top Action for CHROs:** Ensure that I&D initiatives are carefully framed to emphasize equal opportunity without granting preferential treatment based on identity alone. Monitor evolving regulations around workplace speech and conduct to ensure compliance with shifting federal and state priorities.

**Top Resource:** [How to Develop an Inclusion and Diversity Initiative](#)

# 3

## Workforce Displacement and Skills Gaps Driven by AI

**In Brief:** The integration of artificial intelligence and automation is transforming jobs and creating concerns about workforce displacement. SHRM research showed that more than 19 million current jobs (12.6%) face significant risk of displacement via automation.

**Top Action for CHROs:** Shape benefits that promote worker growth and career advancement because upskilling is crucial in today's AI-driven economy. Address these challenges by balancing technological advancements with the demand for human skills while managing employees' job security concerns.

**Top Resource:** [SHRM Artificial Intelligence Hub](#)

# 4

## Workforce Participation Gaps

**In Brief:** Persistent workforce participation gaps, along with declining birth rates and an aging population, hinder economic growth, productivity, and businesses' ability to attract and retain a skilled workforce.

**Top Action for CHROs:** Leverage programs and tools such as the Workforce Innovation and Opportunity Act, apprenticeships, and technical training to address talent shortages and support workforce re-entry, while also considering how foreign-born talent may impact your organization amid ongoing immigration debates.

**Top Resources:** [Bridging the Skills Gap: Preparing Future Talent for the Workforce](#)

# 5

## The Growing Impact of Caregiving Responsibilities

**In Brief:** Caregiving challenges will strain organizational goals and growth as more employees balance caregiving for older adults, family members with disabilities, and children. Organizations must address the resulting impacts on productivity, retention, and well-being.

**Top Action for CHROs:** Advocate for the government to invest in a broader care infrastructure that would support vital benefits to help workers facing caregiving challenges.

**Top Resource:** [Creating a Caregiver-Friendly Workplace](#)



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