

TOP 5 WORKPLACE POLICY ISSUES

FOR HR PROFESSIONALS TO WATCH IN 2025



BETTER WORKPLACES
BETTER WORLD™

President Donald Trump and the 119th Congress are making significant changes 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 implementing regulatory changes at key federal agencies, including the U.S. Department of Labor and the U.S. Equal Employment Opportunity Commission. These changes will include efforts to deregulate by setting thresholds to remove old regulations before introducing new ones.

Top Action for HR Professionals: Stay informed and adaptable to new rules, policy revisions, and legal challenges that directly impact workers.

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

2

Inclusion, Diversity, and Compliance with Workplace Laws

In Brief: Under 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 HR Professionals: Carefully frame inclusion and diversity goals to avoid legal risks while fostering inclusive workplaces.

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 HR Professionals: Prioritize employee reskilling and upskilling to prepare the workforce for the future of work.

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

4

Workforce Participation Gaps

In Brief: Persistent workforce participation gaps, driven by declining birth rates and an aging population, threaten economic growth and productivity. Outdated policies, limited flexibility, and inadequate support systems hinder employers and workers from achieving their full potential.

Top Action for HR Professionals: Empower your workforce by supporting untapped talent pools, increasing access to critical benefits, and enhancing workplace flexibility.

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

5

Employee Well-Being and Benefits

In Brief: As work/life integration remains a priority for many employees, balancing these demands strains both workers and employers. With more employees juggling caregiving across generations and managing their own health, HR must focus on worker productivity, retention, and well-being.

Top Action for HR Professionals: Offer tailored benefits such as flexible work, financial wellness programs, telemedicine, and employee assistance programs. Stay informed on key policies, including tax incentives, accommodation laws, and leave policies, to enhance worker well-being.

Top Resource: [Creating a Caregiver-Friendly Workplace](#) and [Creating a Mental-Health-Friendly Workplace](#)



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