

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2170
TO BE ANSWERED ON 18TH DECEMBER, 2025**

IMPLEMENTATION OF SHRAM SHAKTI NITI 2025

2170. DR. KALPANA SAINI:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) the increase registered in skill upgradation and employment opportunities after the implementation of Shram Shakti Niti 2025;**
- (b) the specific provisions made under the policy for enhancing work participation rate of women through crèche facilities, safe workplaces, equal pay at the workplace and flexible working hours;**
- (c) whether Government has undertaken any new initiatives under the Shram Shakti Niti 2025 to expand the coverage of workers under EPF, ESI and social security schemes; and**
- (d) if so, the details of present beneficiaries thereof?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (d): The Ministry of Labour and Employment, Government of India, has drafted the “Shram Shakti Niti 2025 – National Labour & Employment Policy” as a comprehensive vision document aimed at building an inclusive, fair, and resilient ecosystem for workers, including women, informal sector workers, and self-employed persons, in furtherance of India’s goal of becoming a Viksit Bharat by 2047.

The draft policy envisages increase in skill upgradation and employment opportunities by promoting employability-linked skilling, reskilling and upskilling of the workforce, particularly in emerging sectors. The draft policy places emphasis on employment generation through technology-led growth and green transition pathways, including promotion of green jobs, AI-enabled systems, innovation in low-carbon industries, and creation of new livelihood opportunities in sustainable sectors.

With regard to enhancing the work participation rate of women, the draft policy proposes a multi-pronged approach aimed at creating a safe, supportive and equitable work environment. The policy envisages measures such as strengthening crèche and care infrastructure, promoting safe and dignified workplaces, ensuring equal pay for equal work, and encouraging flexible working arrangements, including work-from-home and hybrid models, wherever feasible. These provisions are intended to facilitate greater participation of women in the workforce across sectors and life stages.

Policy also envisages a transition towards universal social security coverage for all workers, including those in the informal sector, gig and platform workers, migrant workers and the self-employed.
