

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 3143
TO BE ANSWERED ON 19TH MARCH, 2026
SHRAM SHAKTI NITI 2025**

3143. SHRI SANJAY SETH:

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

- (a) the details of objectives and key features of the draft National Labour & Employment Policy (Shram Shakti Niti 2025);**
- (b) how the Ministry is planning to build consensus with States and UTs regarding this policy;**
- (c) how the expansion of social security coverage across organised and unorganised sectors is being integrated with schemes like e-Shram; and**
- (d) the mechanisms that would be established to monitor the implementation and progress under three phases of the policy?**

ANSWER

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

(a) to (d): The draft “Shram Shakti Niti 2025 - National Labour & Employment Policy” is 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 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.

The draft policy 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) through an inclusive and interoperable single window system which ensures all workers receive full legal and social protection covering health, pension, maternity, accidental life insurance, etc and safeguards the rights and interests of all workers by integrating key national databases such as EPFO, ESIC, e-Shram, and NCS into a unified Labour Stack.

Further, the draft policy emphasises cooperative federalism, evidence-based policymaking, and digital transparency. It provides a framework for coordinated action among the Centre, States, and social partners including the representatives of the workers to ensure that the benefits of growth are shared widely and equitably.
