

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 1289
TO BE ANSWERED ON 08TH DECEMBER, 2025**

NATIONAL LABOUR AND EMPLOYMENT POLICY

**1289. SHRI SURESH KUMAR SHETKAR:
SHRI VIJAYAKUMAR ALIAS VIJAY VASANTH:
SHRI MANICKAM TAGORE B:**

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

- (a) whether the Government has prepared the draft Shram Shakti Niti-2025 for a fair and resilient labour ecosystem, if so, the details thereof;**
- (b) whether the draft policy aims to create an equitable workforce ecosystem, if so, the details thereof along with its key objectives;**
- (c) whether the draft policy addresses worker protection, social security delivery, grievance redressal and employment generation, if so, the details thereof;**
- (d) whether the draft policy includes measures to promote innovation, job creation and ease of doing business while ensuring fair working conditions, if so, the details thereof;**
- (e) whether specific provisions are proposed by the Government for inclusion of women, informal sector workers and self-employed workers, if so, the details thereof;**
- (f) whether the Government plans to conduct multiple rounds of consultations before finalising the policy, if so, the details thereof; and**
- (g) whether the Government has received suggestions from trade unions such as Bhartiya Mazdoor Sangh (BMS), All India Trade Union Congress (AITUC), Centre for Indian Trade Unions (CITU), Self-Employed Women's Association (SEWA) and others, if so, the details thereof?**

ANSWER

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

(a) to (g): The Ministry of Labour and Employment, Government of India, has drafted "*Shram Shakti Niti 2025 - National Labour & Employment Policy*" as a comprehensive vision document to build an inclusive, fair, and resilient ecosystem for workers (including women, informal sector workers and self-employed workers), accelerating India's journey towards a Viksit Bharat by 2047.

The draft policy envisions 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.

The draft policy also promotes employment in emerging sectors through Technology and Green Transitions, focusing on green jobs, AI-enabled safety systems, and just-transition pathways by skilling/ reskilling workers, promoting innovation in low-carbon industries, and creating new livelihoods in sustainable sectors.

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.

The Ministry of Labour & Employment has received suggestions on the draft policy from various Trade Unions including BMS, AITUC, CITU, SEWA and has also conducted Tripartite Consultations with them as part of the policy formulation process.
