

Ministry of Labour & Employment



Ministry of Labour & Employment invites public feedback on Draft “National Labour & Employment Policy - Shram Shakti Niti 2025”

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The Ministry of Labour and Employment, Government of India, has released the draft *National Labour & Employment Policy - Shram Shakti Niti 2025* for public consultation. The draft policy presents a renewed vision for a fair, inclusive, and future-ready world of work aligned with the national aspiration of *Viksit Bharat @2047*.

Rooted in India’s civilisational ethos of *śrama dharma* - the dignity and moral value of work, the **policy envisions a labour ecosystem that ensures protection, productivity, and participation for every worker**. It seeks to create a balanced framework that upholds workers’ welfare while enabling enterprises to grow and generate sustainable livelihoods.

Shram Shakti Niti 2025 positions the Ministry of Labour & Employment (MoLE) as a proactive *Employment Facilitator*, driving convergence among workers, employers, and training institutions through trusted, technology-led systems. The **National Career Service (NCS) platform will serve as India’s Digital Public Infrastructure for Employment**, enabling transparent and inclusive job matching, credential verification, and skill alignment. Through open APIs, multilingual access, and AI-driven innovation, the NCS-DPI will connect opportunity with talent across Tier-II and Tier-III cities, rural districts, and MSME clusters, making employment facilitation a nationwide public good.

The policy also places **strong emphasis on universal social security, occupational safety and health, women and youth empowerment, and the creation of green and technology-enabled jobs**. It aims to build a resilient and continuously skilled workforce capable of meeting the demands of emerging technologies, climate transitions, and global value chains. By **integrating key national databases such as EPFO, ESIC, e-Shram, and NCS into a unified Labour Stack**, the policy envisions an **inclusive and interoperable digital ecosystem that supports lifelong learning, social protection, and income security**.

The draft policy reflects **extensive stakeholder consultations** and emphasises cooperative federalism, evidence-based policymaking, and digital transparency. It provides a long-term framework for coordinated action among the Centre, States, industry, and social partners to ensure that the benefits of growth are shared widely and equitably.

The draft *National Labour & Employment Policy – Shram Shakti Niti 2025* is available on the websites of the Ministry of Labour & Employment, the Directorate General of Employment (DGE), and the National Career Service (NCS). Stakeholders, institutions, and members of the public are invited to submit

their feedback, comments, and suggestions by **27th October 2025** at **ddg-dget[at]nic[dot]in**.

Details of the draft policy are available on the link below:

https://labour.gov.in/sites/default/files/draft_-_mole_le_policy_-_v1.0.pdf

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