

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 573
TO BE ANSWERED ON 04TH DECEMBER, 2025**

SHRAM SHAKTI NITI, 2025

573. SHRI MALLIKARJUN KHARGE:

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

- (a) whether the draft Shram Shakti Niti, 2025 envisages targeted measures for gig workers, platform workers, migrant workers, etc. and if so, the details thereof including grievance-redressal mechanisms;**
- (b) whether the policy proposes employment generation in emerging sectors such as green jobs and AI-related fields and if so, details of specific measures proposed;**
- (c) whether Government proposes to recognise or facilitate trade unions under the draft Niti;**
- (d) if so, the details thereof and if not, the reasons therefor; and**
- (e) the mechanisms proposed to safeguard the rights and interests of unionised workers under the policy?**

ANSWER

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

(a) to (e): The draft “*Shram Shakti Niti 2025 - National Labour & Employment Policy*” is a comprehensive vision document to build an inclusive, fair, and resilient ecosystem for workers (including gig, platform and migrant workers), accelerating India's journey towards a Viksit Bharat by 2047.

The draft policy 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.

The policy also 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.

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.
