

Executive Summary

Shram Shakti Niti 2025 – National Labour and Employment Policy of India

1. Introduction

Shram Shakti Niti 2025 articulates India's renewed vision for a fair, inclusive, and future-ready labour ecosystem that upholds the dignity of every worker while fostering productivity, innovation, and social justice. Rooted in the civilisational ethos of *śrama dharma*—the moral value of work—the Policy aligns constitutional guarantees of equality and welfare with the imperatives of a rapidly transforming world of work.

India's labour market is experiencing structural shifts driven by digitalisation, green transitions, and new employment forms such as gig and platform work. *Shram Shakti Niti 2025* responds through a unified framework integrating social protection, skilling, occupational safety, and technology-led governance. It also repositions the Ministry of Labour & Employment (MoLE) as an Employment Facilitator, enabling convergence among workers, employers, and training institutions through trusted, AI-driven systems. The National Career Service (NCS) will evolve as India's Digital Public Infrastructure for Employment, serving as the technological backbone for inclusive job matching, credential verification, and skill alignment.

2. Vision and Mission

Vision:

To create an inclusive, equitable, and resilient world of work where every worker enjoys dignity, protection, and opportunity, and where India's economic growth remains people-centric and planet-sensitive.

Mission:

To translate this vision into action through seven interlinked strategic objectives:

1. Universal Social Security
2. Occupational Safety and Health
3. Employment and Future Readiness
4. Women and Youth Empowerment
5. Ease of Compliance and Formalisation
6. Technology and Green Transitions
7. Convergence and Good Governance

3. Guiding Principles

- The Policy rests on four pillars:
Dignity and Equality of Labour: Recognising work as a foundation of national prosperity and social harmony.
- **Universal Inclusion:** Ensuring no worker - formal, informal, migrant, or gig - is left behind.
- **Cooperative Federalism:** Fostering coordination among Centre, States, and Local Bodies.
- **Data-Driven Governance:** Harnessing technology for transparency, accountability, and efficiency.

4. Institutional and Digital Architecture

- The Policy establishes a **three-tier implementation structure**:
National Level: *National Labour and employment policy Implementation Council (NLPI)* - an apex inter-ministerial body chaired by the Minister of Labour & Employment.
- **State Level:** *State Labour Missions* to ensure contextual implementation and coordination.
- **District Level:** *District Labour Resource Centres (DLRCs)* will serve as single-window hubs for worker registration, job matching, skilling, start-up incubation, and grievance redressal—linking local talent with emerging enterprises and innovation networks.

These institutions are anchored in a unified **Labour & Employment Stack**, integrating worker identities, enterprise databases, skill credentials, and social-security entitlements to enable portability, paperless compliance, and data-driven policymaking. Within this framework, the **Ministry of Labour & Employment (MoLE)** - as an **Employment Facilitator** - will drive the shift towards integrated, technology-enabled labour governance, connecting opportunity with talent across Tier-II/III cities, rural districts, and MSME clusters.

The **National Career Service (NCS)** will function as India's **Digital Public Infrastructure (DPI) for Employment**, offering a secure, interoperable platform linking workers, employers, start-ups, and skilling institutions through open APIs and AI-driven tools. Enabling multilingual access, verified credentials, and third-party innovation, NCS-DPI will power a dynamic employment ecosystem where government, industry, and start-ups co-create solutions for job matching, career guidance, and local livelihoods - making employment facilitation a nationwide public good.

5. Key Strategic Interventions

1. **Universal and Portable Social Security:** Creation of a Universal Social Security Account. integrating EPFO, ESIC, PM-JAY, e-SHRAM, and State welfare boards.
2. **Occupational Safety and Health:** Implementation of the OSH Code, 2020 with risk-based inspections and gender-sensitive standards.

3. **Skill and Employment Linkages:** Convergence of Skill India, NAPS, and PMKVY into a single skill-employment continuum supported by NCS-DPI and Industry run Education to Employment Career lounges.
4. **Women and Youth Empowerment:** Increase women's participation to 35% by 2030 and expand entrepreneurship and career guidance initiatives for youth.
5. **Ease of Compliance and Formalisation:** Single-window digital compliance with self-certification and simplified MSME returns.
6. **Technology and Green Transitions:** Promotion of green jobs, AI-enabled safety systems, and just-transition pathways for workers.
7. **Convergence and Good Governance:** Unified national labour data architecture ensuring inter-ministerial coherence and transparent monitoring.

6. Implementation and Monitoring

- Implementation will proceed in three phases:
Phase I (2025–27): Institutional setup, social-security integration, and NCS-DPI pilots for AI-based job matching, Education to Employment Career lounges pilots.
- **Phase II (2027–30):** Expansion and convergence - nationwide rollout of Universal Social Security Account, skill-credit systems, and district-level Employment Facilitation Cells.
- **Phase III (Beyond 2030):** Consolidation - paperless governance, predictive analytics, and continuous policy renewal.

Progress will be tracked through real-time dashboards, a Labour & Employment policy Evaluation Index (LPEI) benchmarking States, and an Annual National Labour Report to Parliament. Independent third-party reviews will ensure transparency and accountability.

7. Expected Outcomes by 2047

- Universal worker registration and social-security portability.
- Near-zero workplace fatalities.
- Increased Female labour-force participation.
- Sharp reduction in informality through digital compliance.
- AI-driven labour-governance capacity in all States.
- Creation of millions of green and decent jobs.
- A fully converged *One Nation Integrated Workforce* ecosystem.

8. Global and National Alignment

The Policy aligns with global frameworks such as the ILO Decent Work Agenda, UN SDGs (8, 9, 10), and OECD AI Principles, and complements national missions including *Digital India, Make in India, Skill India, Startup India*, and *Atmanirbhar Bharat*. It directly contributes

to the vision of *Viksit Bharat @ 2047* by linking productivity with protection, and inclusion with innovation.

9. Conclusion

Shram Shakti Niti 2025 marks a paradigm shift in India's labour governance - from regulation and inspection to facilitation and empowerment. By enabling the Ministry of Labour & Employment to function as a National Employment Facilitator, and the NCS as Digital Public Infrastructure for Employment, the Policy builds a connected, transparent, and humane labour ecosystem. It envisions a future where every worker - irrespective of sector or status - has access to dignity, security, and opportunity, reaffirming India's constitutional and civilisational commitment to the value of work as the foundation of inclusive national growth.

1. Background and Rationale

1.1 India's Workforce and the Imperative for Policy Reform

India's workforce - comprising more than 500 million individuals across the formal, informal, gig, and self-employed sectors - is the single largest productive asset of the nation. This demographic scale and diversity provide a strategic advantage, yet they also pose complex challenges for equitable growth, employment quality, and social protection. Over the past decade, India has undertaken significant legal and administrative reforms in the labour domain, including the consolidation of 29 central labour laws into four comprehensive Labour Codes.

However, diverse state capacities, outdated inspection systems, and technological disruptions have revealed the need for a unified national framework that connects reform with measurable outcomes.

1.2 Persistent Challenges and Emerging Transitions

India's labour market is undergoing a profound structural transformation. Productivity and enterprise growth have risen steadily, yet wage disparity, gender imbalance, and skill mismatch continue to hinder inclusive development. The rapid spread of new forms of employment - digital platforms, gig work, and remote services - has introduced greater flexibility for both employers and workers, but has also blurred traditional boundaries of responsibility, protection, and accountability.

Simultaneously, technological shifts driven by automation, artificial intelligence, and data-centric production are redefining skill requirements at an unprecedented pace. The transition to a low-carbon economy is reshaping industries, creating new green opportunities even as it displaces certain forms of work, thereby demanding targeted reskilling and robust safety nets for affected workers. These changes coincide with powerful demographic dynamics: a young population entering the labour force each year requires not only sufficient job creation but also clear pathways for upward mobility and greater participation of women and marginalised communities.

Amidst these transitions, the digital transformation of India's employment landscape offers a historic opportunity to build trusted, inclusive, and future-ready labour-market institutions. By repositioning the Ministry of Labour & Employment as an *Employment Facilitator* and developing interoperable digital systems such as the National Career Service as a *Digital Public Infrastructure for Employment*, India can bridge information asymmetries, strengthen job matching, and democratise access to work and skilling opportunities - particularly benefiting youth, MSMEs, and workers in smaller towns and districts.

1.3 Policy Context and Purpose

Shram Shakti Niti 2025 responds to these transitions by creating an integrated framework that connects legislative intent with institutional delivery. Rooted in constitutional values of equality, justice, and dignity, it establishes a roadmap for a labour ecosystem that is inclusive, technology-enabled, and globally aligned.

This policy thus bridges the gap between reform and impact - linking every worker to a portable social-security identity, ensuring safe and productive workplaces, and fostering a culture of fairness and dialogue across all sectors.

2. Legal and Constitutional Foundation

2.1 Constitutional Anchoring of Labour and employment policy

The *Shram Shakti Niti 2025* derives its legitimacy and moral authority from the Constitution of India, which lays the foundation for a just, inclusive, and welfare-oriented labour system. The Constitution recognises labour not merely as an economic factor but as a human and social value integral to the dignity of life.

The **Fundamental Rights** enshrined in Articles 14, 16, 19(1)(c), and 23 guarantee equality before law, equal opportunity in employment, freedom of association and unionisation, and protection from forced or exploitative labour. These rights collectively form the moral and legal backbone of India's labour governance framework. Complementing these rights, the **Directive Principles of State Policy** - particularly Articles 38 to 43 - enjoin the State to secure a social order based on justice, ensure humane working conditions, and guarantee living wages that promote well-being and leisure.

By grounding its principles in this constitutional mandate, the policy underscores that social justice and economic growth must advance together, and that workers' welfare is a constitutional obligation, not a discretionary pursuit.

2.2 Operationalising Constitutional Mandates through Modern Institutions

The policy interprets these constitutional ideals as actionable commitments rather than abstract aspirations. Over the years, India has developed a robust institutional and legal architecture - comprising the Labour Codes, tripartite consultative mechanisms, industrial tribunals, and social-security boards - to give concrete expression to these mandates.

Shram Shakti Niti 2025 builds upon this foundation to modernise and integrate the existing mechanisms within a unified national framework. It emphasises harmonised rules across States, uniform data standards, and a transition from compliance-driven enforcement to outcome-based performance. By linking constitutional intent with measurable results - such as enhanced safety standards, universal worker registration, and time-bound grievance resolution - the policy ensures that the principles of justice, equality, and dignity enshrined in the Constitution are translated into tangible improvements in the lives of workers.

Modern technology now enables rights-based service delivery, ensuring that every citizen can access employment and social-security entitlements transparently, efficiently, and without intermediaries. In this sense, the policy represents both a continuation of India's constitutional vision and a renewed commitment to its realisation in the 21st century - an era defined by technology, globalisation, and evolving patterns of work.

3. Civilizational Ethos and Guiding Principles

3.1 Labour as a Sacred Duty and Social Value

India's understanding of labour (*śrama*) extends far beyond its economic dimension - it embodies a sacred and moral duty that sustains social harmony, economic well-being, and collective prosperity. In the Indic worldview, work is not merely a means of livelihood but a contribution to the broader order of *dharma* (righteous duty). This perspective recognises every worker - whether an artisan, farmer, teacher, or industrial labourer - as an essential participant in the cycle of social creation.

Ancient texts such as the *Manusmriti*, *Yajnavalkyasmriti*, *Naradasmriti*, *Sukraniti*, and *Arthashastra* articulated this ethos through the concept of *rajadharma*, emphasising the sovereign's duty to ensure justice, fair wages, and the protection of workers from exploitation. These early formulations embedded the moral basis of labour governance within India's civilisational fabric, centuries before the rise of modern labour law.

3.2 Principles from Ancient Labour Governance

The civilisational roots of India's labour philosophy anticipated several elements now recognised as universal labour standards. The concept of **Śulka Nyāya** reflected the principle of wage justice - fair, prompt, and proportionate compensation for work performed, with emphasis on both dignity and equity. The responsibility of employers to provide safe and humane working conditions - recorded in texts like the *Sukraniti* - prefigured modern occupational safety norms.

Guilds (*śreṇīs*), which represented collective groups of artisans and workers, exemplified an early form of **tripartite harmony**, balancing the roles of the State, employers, and workers in maintaining industrial peace. Moreover, decentralised regulation through guild councils demonstrated an understanding of **subsidiarity**—allowing decisions on skills, wages, and welfare to be taken closest to where workers lived and laboured. These features show that India's indigenous traditions of labour governance were participatory, inclusive, and self-regulatory in character.

3.3 Relevance of Civilizational Ethos to Modern Labour & Employment policy

The *Shram Shakti Niti 2025* draws inspiration from these indigenous frameworks while embedding them in the constitutional and international context of the modern State. The policy recognises that India's ancient ideals - justice in compensation, welfare of workers, harmony among stakeholders, and decentralised management - are fully compatible with contemporary principles of decent work, social dialogue, and sustainable development.

By aligning these timeless values with the Labour Codes - particularly the *Code on Wages (2019)* and the *Occupational Safety, Health and Working Conditions Code (2020)* - the policy reclaims India's own ethical and intellectual lineage in the governance of labour. This synthesis of tradition and modernity establishes labour not merely as a sectoral concern but as a moral and developmental commitment of the nation.

Accordingly, *Shram Shakti Niti 2025* envisions the world of work as a moral compact between the State, industry, and workers - rooted in *dharma* (duty), fairness, and social harmony - thereby reaffirming India's civilisational belief that the dignity of labour is inseparable from the dignity of life.

4. Vision, Mission and Strategic Objectives

4.1 Vision

The vision of *Shram Shakti Niti 2025* is to create an **inclusive, fair, and resilient labour ecosystem** that upholds dignity, fosters productivity, and ensures access to decent work for every worker, irrespective of sector, gender, or geography.

The vision also seeks to make India's workforce future-ready by enabling continuous skilling, ensuring safe and equitable workplaces, and integrating sustainability and digital transformation into the core of employment generation. By doing so, *Shram Shakti Niti 2025* aligns the dignity of labour with the larger national goal of achieving a **Viksit Bharat by 2047**, where growth is both people-centric and planet-sensitive.

4.2 Mission and Strategic Objectives

The mission of *Shram Shakti Niti 2025* is to translate this vision into action through The Mission of *Shram Shakti Niti 2025* is to realise this vision through seven inter-linked strategic objectives that define the country's priorities for labour and employment reforms. Each objective provides a broad direction—anchored in constitutional values and the four Labour Codes - while specific programmes and institutional mechanisms will evolve within this overarching framework.

4.2.1 Universal Social Security

Ensure that every worker, irrespective of occupation or location, enjoys **portable, lifelong social protection** covering health, pension, maternity, accident and life insurance. A unified and interoperable **social-security architecture** will enable workers to retain entitlements when they change employment or migrate across sectors and states. Integrated digital identification and transparent benefit-management systems will guarantee efficiency, accountability, and inclusion—making social protection a **citizen right across the entire work lifecycle**.

4.2.2 Occupational Safety and Health

Promote the **physical, mental, and social well-being** of all workers through full implementation of national safety and health standards. Modern inspection tools, risk-based audits, and digital reporting systems will strengthen compliance, while capacity-building and gender-sensitive measures ensure that workplaces are safe, inclusive, and humane. By fostering a **culture of prevention and accountability**, the policy aims to reduce accidents, enhance morale, and raise productivity.

4.2.3 Employment and Future Readiness

Shram Shakti Niti 2025 positions the **Ministry of Labour & Employment (MoLE)** as a proactive **Employment Facilitator**, connecting workers, employers, and training institutions through trusted, AI-driven systems. The **National Career Service (NCS)** will function as **India's Digital Public Infrastructure for Employment**, enabling seamless job matching, credential verification, and skill alignment across sectors. Through open APIs, multilingual access, and verified digital credentials, **NCS-DPI** will link opportunity with talent across Tier-II and Tier-III cities, rural districts, and MSME clusters. This integrated, technology-enabled ecosystem will make **employment facilitation a nationwide public good**, driving inclusive growth and future-ready livelihoods for *Viksit Bharat @2047*.

4.2.4 Women and Youth Empowerment

Harness India's demographic strength by **expanding and equalising access** to decent employment for women and youth. The policy will promote safe workplaces, affordable childcare, flexible and remote work arrangements, and equal pay for equal work. For youth, emphasis will be placed on career counselling, apprenticeships, entrepreneurship, and integration of vocational pathways within mainstream education. By increasing women's workforce participation to at least one-third by 2030 and improving job quality for young entrants, the nation secures both **gender justice and a lasting demographic dividend**.

4.2.5 Ease of Compliance and Formalisation

Simplify labour administration to foster **trust-based compliance** and wider formalisation of enterprises. A single-window digital system will streamline registration, reporting, and inspection through risk-based self-certification. Enterprises that formalise and generate employment will be encouraged through targeted fiscal and regulatory incentives. This environment of transparency and predictability will allow businesses to thrive while ensuring that all workers receive full legal and social protection.

4.2.6 Technology and Green Transitions

Leverage technology and environmental sustainability as twin drivers of modern employment. Digital tools and artificial intelligence will be applied to improve governance, data integrity, and workplace efficiency while ensuring that no worker is excluded from technological change. The policy supports **just and inclusive green transitions** by reskilling affected workers, promoting innovation in low-carbon industries, and creating new livelihoods in sustainable sectors.

4.2.7 Convergence and Good Governance

Achieve coherence across institutions, data systems, and jurisdictions through a **unified digital labour-governance framework** that connects worker, enterprise, and welfare information nationally. Evidence-based policymaking, outcome-oriented monitoring, and transparent service delivery will replace fragmented administration. By embedding accountability, performance benchmarking, and cooperative federalism, *Shram Shakti Niti 2025* transforms labour governance from regulation to **responsive and citizen-centric service delivery**.

5. Implementation Architecture

To translate the strategic objectives of *Shram Shakti Niti 2025* into measurable outcomes, the policy establishes a modern, technology-enabled architecture built on institutional coordination, digital systems, capacity building, and evidence-based monitoring. This architecture functions at three inter-connected levels - national, state, and local - supported by unified data governance and participatory oversight.

5.1 Institutional Coordination

1. National Labour and Employment policy Implementation Council (NLPI Council)

The apex inter-governmental body under the Ministry of Labour & Employment will provide strategic direction, approve annual action plans, and ensure coherence between central and state programmes.

2. Inter-Ministerial Working Groups

Thematic task forces on Social Security, Occupational Safety & Health, Skills & Employment, and Digital Governance will promote convergence, share best practices, and resolve inter-departmental bottlenecks.

3. State Labour and Employment Missions

Each State will constitute a dedicated mission to implement reforms, monitor outcomes, and coordinate with local governments. These missions will prepare annual State Action Plans aligned with national priorities and measurable performance indicators

4. District Labour and Employment Resource Centres (DLERCs)

At the local level, DLERCs will function as single-window service nodes for worker registration, skilling, grievance redressal, and welfare delivery. They will act as the operational interface between workers, enterprises, and government institutions.

5. Ministry of Labour & Employment as Employment Facilitator

At the core of this institutional architecture, the Ministry of Labour & Employment will act as a proactive Employment Facilitator, guiding and supporting all tiers to deliver integrated, technology-enabled labour and employment services. The Ministry will foster an enabling ecosystem that connects youth, employers, and training institutions through trusted digital platforms.

By leveraging AI, verified digital credentials, and interoperable systems, the Ministry will function as the national connector between opportunity and talent—ensuring dignified and productive employment close to workers' own communities. This facilitative approach will prioritise inclusion across Tier-II and Tier-III cities, rural districts, and MSME clusters by mobilising ITIs, incubation centres, start-ups, and educational institutions as local innovation nodes within the national labour architecture.

5.2 Digital and Data Infrastructure

1. Labour and Employment Stack

A unified digital backbone integrating worker identities, enterprise databases, skill credentials, and social-security entitlements. It will enable seamless interoperability across platforms and ensure real-time portability of benefits.

2. National Career Service (NCS) as Digital Public Infrastructure for Employment

The National Career Service will function as a Digital Public Infrastructure (DPI) for Employment - an open, secure, and interoperable digital rail connecting workers, employers, and skilling institutions. It will provide open APIs and governance standards that allow States, start-ups, and partners to build AI-driven local employment applications in multiple Indian languages. This DPI will enable end-to-end digital pathways - from credential verification and résumé generation to AI-based job matching and personalised career guidance - making employment facilitation a nationwide public good grounded in transparency, privacy, and inclusion.

3. Integrated Compliance Portal

A single entry point for registration, licensing, self-certification, and inspections through risk-based algorithms. It will reduce paperwork, duplication, and human interface while improving transparency and ease of doing business.

4. AI-Driven Monitoring Dashboards

Real-time dashboards at national and state levels will track key indicators such as employment generation, social-security enrolment, grievance redressal, and workplace-safety compliance, flagging areas that need attention.

5. Data Protection and Ethical Governance

All digital systems will comply with the Digital Personal Data Protection Act, 2023 and follow principles of consent, privacy, and accountability. Independent audits will uphold data integrity and strengthen public trust.

5.3 Capacity Building and Knowledge Management

1. National Labour Academy

The V.V. Giri National Labour Institute (VVGNI) will be established as the National Labour & Employment Academy, an Institute of Excellence for labour and employment research, training, and policy innovation. It will serve as a policy think-tank undertaking research, data analytics, and impact assessments, and will maintain global linkages with the ILO, OECD, and G20 partners. The Academy will also act as a capacity-building centre, training labour officers, inspectors, and policy managers in mediation and conciliation, digital literacy, and occupational safety, thereby strengthening evidence-based governance and professional excellence in the labour and employment sector.

2. **Continuous Learning for Enterprises and Workers**

Online and blended programmes will enhance awareness of labour rights, compliance norms, and workplace safety, encouraging voluntary adherence to standards.

3. **Tripartite Dialogue Mechanisms**

Regular consultation forums with representatives of government, employers, and workers will institutionalise participatory decision-making and consensus building.

4. **Research and Evaluation Network**

Collaboration with universities, think-tanks, and civil-society organisations will strengthen evidence-based policymaking and innovation.

5.4 Monitoring and Accountability

1. **Labour and Employment Policy Evaluation Index (LEPEI)**

An annual composite index will assess progress across states and sectors on indicators such as coverage, compliance, equity, and efficiency. The results will inform inter-state benchmarking and incentive frameworks.

2. **Outcome-Based Reporting**

Each implementing agency will adopt key performance indicators aligned with the seven strategic objectives, ensuring that monitoring focuses on outcomes rather than inputs.

3. **Public Disclosure and Social Audit**

Data on registration, grievances, and compliance will be published in open formats to promote transparency and public trust. Periodic social audits will review service quality at the grassroots level.

4. **Independent Evaluation and Review**

Every five years, a national review will assess impact, recommend mid-course corrections, and update targets in line with emerging labour-market trends.

5.5 Principles of Implementation

- **Cooperative Federalism:** Shared responsibility and joint accountability of the Centre and States.
- **Transparency and Accountability:** Open data, clear timelines, and independent oversight.
- **Participatory Governance:** Continuous dialogue among government, employers, and workers.
- **Sustainability and Adaptability:** Institutions designed to evolve with demographic, technological, and environmental change.

- **Evidence and Innovation:** Policy adjustments guided by data, research, and experimentation.

6. Convergence with National Missions

Effective implementation of *Shram Shakti Niti 2025* requires strong horizontal and vertical coordination across ministries, flagship missions, and state governments. The policy therefore serves as a **unifying framework** that aligns the world of work with India's broader social, digital, and economic transformation. Convergence will ensure efficient resource use, harmonised data flows, and coherent delivery of worker-centred services.

6.1 National Education Policy (NEP 2020)

The *NEP 2020* emphasises vocationalisation, lifelong learning, and seamless mobility between education and employment. *Shram Shakti Niti 2025* operationalises this linkage by embedding occupational safety, skill certification, and entrepreneurship content into curricula and by building partnerships between educational institutions, training providers, and industry. Recognition of Prior Learning and community-based skilling will enable informal and returning workers to secure formal qualifications, creating a continuous pipeline of educated, adaptable talent.

6.2 Digital India Mission

The *Digital India Mission* provides the backbone for paperless, transparent, and data-driven labour governance. *Shram Shakti Niti 2025* leverages this infrastructure to deliver unified worker registration, e-grievance systems, and benefit portability through secure digital identities. Integration of labour-market data with national digital platforms will allow real-time monitoring and analytics, advancing the vision of a **Digital Worker India** that empowers every worker through technology.

Building on Digital India, the NCS platform will serve as India's Employment DPI—offering verified, API-based data layers for jobseekers, employers, and training institutions. States and innovators will be able to develop multilingual employment apps, creating a unified, inclusive labour-market network.

6.3 Startup India and MSME Missions

Innovation and entrepreneurship are central to job creation. The policy aligns with *Startup India* and MSME development programmes by promoting responsible and inclusive business models. Simplified labour compliance, standard employment contracts, and advisory support will help enterprises scale sustainably. It will also encourage cooperative, self-employed, and worker-owned enterprises that combine productivity with social equity.

6.4 Make in India and Atmanirbhar Bharat Initiatives

Industrial expansion must be matched by fair labour standards and decent employment. Through convergence with *Make in India* and *Atmanirbhar Bharat*, the policy links production incentives to high-quality job creation, occupational safety, and gender diversity. By

developing a skilled and compliant workforce, India strengthens its position as a competitive yet responsible global manufacturing hub.

6.5 Viksit Bharat Sankalp Yatra and Last-Mile Delivery

To extend policy benefits to every worker, *Shram Shakti Niti 2025* integrates with national outreach missions such as the *Viksit Bharat Sankalp Yatra*. Mobile and digital *Labour and Employment Resource Centres* at the district level will provide on-site registration, awareness campaigns, and linkage to welfare and skilling services - particularly for rural, migrant, and informal workers - ensuring that no worker remains outside the national development effort.

6.6 Panchayati Raj Institutions (PRIs) and Urban Local Bodies (ULBs)

Local governments are the frontline delivery agents of labour reforms. PRIs and ULBs will facilitate worker registration, monitor implementation of welfare schemes, and coordinate skilling and employment programmes. Capacity-building and digital-governance support will enable local bodies to manage labour data effectively, ensuring that policy outcomes reach the community level through **participatory and accountable governance**.

6.7 Cross-Ministerial and Inter-State Integration

Labour outcomes intersect with multiple sectors - finance, health, housing, rural development, and environment. A unified **One Nation Integrated Workforce Architecture** will link databases across ministries and states, enabling policy coherence, portability of benefits, and accurate measurement of employment outcomes. Periodic joint reviews by the **National Labour and Employment Policy Implementation Council (NLEPI)** will align objectives, eliminate duplication, and reinforce **cooperative federalism** as the foundation of labour-governance reform.

6.8 Global and Regional Partnerships

India's labour and employment policies will continue to engage with global frameworks such as the *ILO Decent Work Agenda* and the *UN Sustainable Development Goals (8 and 10)*. Collaborations with G20 partners, international development agencies, and neighbouring countries will foster knowledge exchange on social protection, digital governance, and skill mobility—positioning India as a leader in shaping the future of work.

7. Monitoring, Evaluation and Learning

An effective policy evolves through **evidence, feedback, and accountability**. *Shram Shakti Niti 2025* therefore embeds a robust Monitoring, Evaluation and Learning (MEL) framework to convert intent into measurable outcomes and provide real-time insight for course correction. This framework strengthens transparency, efficiency, and continuous improvement across all tiers of labour governance.

7.1 Real-Time Dashboards and Data Analytics

A national and state-level digital dashboard will monitor key performance indicators such as worker registration, grievance resolution, social-security coverage, workplace safety, and skilling outcomes. Linked directly to integrated national labour databases, the dashboards will ensure automatic data flow and eliminate manual reporting delays. AI-driven analytics will identify regional disparities, forecast needs, and generate evidence-based insights—shifting governance from process compliance to **tangible results**.

The dashboards will also monitor *employment-facilitation metrics* such as job-matching efficiency, credential-verification turnaround time, and AI-generated career-path recommendations, ensuring continuous improvement in service delivery.

7.2 Labour and Employment Policy Evaluation Index (LEPEI)

A **Labour and Employment Policy Evaluation Index (LEPEI)** will benchmark States and UTs on inclusiveness, efficiency, and innovation. Key indicators include social-security coverage, reduction in accidents and grievances, women’s labour-force participation, formalisation levels, and innovation in delivery. The index will foster **competitive and cooperative federalism**, motivating states to improve administration and replicate best practices.

7.3 Annual National Labour Report

The Ministry of Labour & Employment will publish an **Annual National Labour Report** summarising performance under the policy’s pillars and the LEPEI. It will analyse labour-market trends, sectoral employment, gender and youth participation, and findings from independent evaluations—serving as both an accountability document to Parliament and a coordination tool across ministries.

7.4 Independent Evaluation and Policy Learning

Independent third-party assessments will be commissioned every two to three years through accredited academic and research institutions. These evaluations will examine the impact of key interventions - such as universal social-security coverage, OSH reforms, and skill-employment linkages - on income, safety, and productivity. Findings will inform the next policy cycle, creating a **feedback-driven, evidence-based system** that refines strategies over time.

7.5 Feedback and Citizen Engagement

Continuous stakeholder feedback will anchor policy legitimacy. Worker-satisfaction surveys, employer consultations, and labour-dialogue forums will capture ground-level experience. Grievance portals will integrate feedback modules for prompt escalation and closure, ensuring that informal, migrant, and enterprise voices strengthen trust in governance.

7.6 Capacity Building and Institutional Learning

Building upon the capacity-development framework outlined in Section 5, a National Labour Governance Capacity Programme will train officials, inspectors, and data analysts in digital tools, analytics, and results-based management.

Peer-learning workshops for state missions and a digital *Shram Gyaan Portal* will document innovations, model rules, and international experiences - supporting continuous institutional learning.

7.7 Incentive Linkages and Accountability

Performance-linked incentives will reward proactive governance. Top-performing States and District Labour Missions will receive recognition under a **National Labour and Employment Excellence Programme**, while lagging units will receive targeted support. Officials will have Key Result Areas tied to measurable outcomes, embedding accountability at every level.

7.8 Continuous Policy Refinement

The MEL framework makes *Shram Shakti Niti 2025* a **living policy**, reviewed and updated as contexts evolve. Annual NLPI Council reviews will analyse monitoring data, field feedback, and independent evaluations to revise goals and strategies—ensuring that India’s labour and employment policy remains responsive, evidence-based, and forward-looking.

8. Global Best Practices and Adaptation

India’s labour reforms draw strength from both national experience and global learning. As a member of the **International Labour Organization (ILO)** and an active participant in **G20** and **OECD** forums, India adapts proven international models to its demographic scale and institutional diversity. *Shram Shakti Niti 2025* aligns global principles with local realities to ensure that workers and enterprises benefit from innovation, inclusion, and ethical governance.

India’s framework blends the **social-justice ethos** of the ILO, the **ethical accountability** of ESG standards, and the **technological foresight** of responsible AI. While globally inspired, *Shram Shakti Niti 2025* remains deeply Indian - rooted in constitutional values and the civilisational respect for labour as *śrama dharma*.

In doing so, India positions itself as a **thought leader** in shaping an inclusive, sustainable, and humane future of work.

9. Implementation Roadmap

The implementation of *Shram Shakti Niti 2025* will be guided by the institutional and digital architecture described in Section 5 and the Monitoring and Evaluation framework in Section 7. It will be executed in three progressive phases - **Immediate (2025-27)**, **Medium-Term (2027-30)**, and **Long-Term (Beyond 2030)** - each with defined milestones, accountability mechanisms, and review points to ensure measurable outcomes.

9.1 Immediate Phase (2025-27): Institutional Setup and Foundational Integration

Primary Objective:

Establish institutional mechanisms, operationalise MoLE’s facilitative role, integrate databases, and launch pilots for employment facilitation and digital governance.

Key Actions:

- Constitute the National Labour and Employment Policy Implementation Council (NLEPI) under MoLE with representation from States, industry, and workers.
- Launch the Employment Facilitation Framework under MoLE, Set up Industry-run Education-to-Employment Career Lounges in 500 universities under PPP mode to deliver AI-enabled career services including job-matching, career guidance, and credential verification.
- Pilot AI-based job-matching and credential-verification systems in select districts using the NCS-DPI.
- Roll out Labour and Employment Stack Phase I, linking EPFO, ESIC, e-SHRAM, PM-SYM, PM-JAY, and NCS databases on a single interoperable platform.
- Initiate a National Worker Registration Drive through PRIs, ULBs, and District Labour Resource Centres (DLRCs) for unorganised, gig, and migrant workers.
- Establish State Labour Missions and appoint nodal officers for coordinated implementation.
- Roll out the National OSH Portal and pilot digital inspections in high-risk industries (construction, mining, manufacturing, logistics, healthcare).
- Launch a national awareness campaign — *Shram Suvidha Saptah* — to promote registration, social-security enrolment, and worker rights.
- Establish a Digital Employment Innovation Cell within MoLE to design, test, and scale new AI-driven employment solutions.

Responsible Agencies:

- MoLE (Lead) with convergence from MSDE, MWCD, and NITI Aayog.
- State Labour and Employment Departments
- National Informatics Centre / Digital India Corporation
- EPFO, ESIC, NCS, NHA, and State Welfare Boards

Expected Outcomes:

- Institutional architecture for employment facilitation established at national, state, and district levels.
- Labour and Employment Stack Phase I operational for key databases.
- NCS-DPI pilots functional with verified digital credentials and AI-based job matching.
- Digital inspection and grievance systems live in pilot States.

9.2 Medium-Term Phase (2027-30): Expansion, Skill Integration and Evaluation**Primary Objective:**

Scale successful pilots, deepen convergence across ministries, institutionalise NCS as a national DPI for Employment, and strengthen monitoring through measurable performance indices.

Key Actions:

- Expand Labour and Employment Stack Phase II to include State Welfare Boards, MSME registries, and local employment records.
- Operationalise NCS as Digital Public Infrastructure for Employment with open APIs and governance standards enabling States and start-ups to create local, multilingual employment applications.
- Operationalise the Universal Social Security Account (USSA) nationwide, linking benefits across EPFO-ESIC-PM-JAY-NCS-e-Shram.
- Implement India Skills Credit System (ISCS) in collaboration with MSDE and NITI Aayog to promote lifelong learning.
- Institutionalise Labour and Employment Policy Evaluation Index (LEPEI) and publish annual State rankings.
- Establish Employment Facilitation Cells within all DLRCs to coordinate job matching, skilling, and grievance resolution.
- Launch Green Jobs and Just Transition Initiative to support industries and workers affected by decarbonisation.
- Expand Dual Apprenticeship Programmes to 5,000 industries and 10,000 institutions.
- Publish the first National Labour and Employment Report and conduct a mid-term policy review under the NLPI Council.

Responsible Agencies:

- MoLE (Lead) with convergence from MSDE, MWCD, and NITI Aayog.

Expected Outcomes:

- NCS fully operational as national employment DPI.
- Universal interoperability across social-security and skill databases.
- Employment Facilitation Cells functioning in all districts.
- LEPEI institutionalised for state benchmarking.
- First independent impact evaluation completed.

9.3 Long-Term Phase (Beyond 2030): Consolidation and Continuous Improvement

Primary Objective:

Achieve universal coverage, institutional maturity, and global leadership in humane and technology-enabled labour governance.

Key Actions:

- Attain **100 percent worker registration** and full social-security portability under USSA.
- Complete convergence of central and state systems under the **One Nation Integrated Workforce Architecture**.
- Integrate **AI-driven analytics** for predictive policy planning, skill forecasting, and risk-based inspections.
- Institutionalise **Employment Facilitation Reviews** under NLPI Council to assess NCS-DPI and DLRC performance.

- Mainstream lifelong learning and green-employment strategies into national growth plans.
- Fully implement **Responsible Business and Supply-Chain Standards** aligned with ESG frameworks.
- Establish **National Centre for Labour and Employment Policy and Innovation (NCLPI)** as a global think-tank for policy design and collaboration.
- Recognise top-performing States and Districts through **National Labour Excellence Awards** and performance-linked grants.
- Position India as a global leader in ethical, inclusive, and technology-driven labour governance through strategic partnerships with ILO, OECD, and G20.

Responsible Agencies:

- MoLE (Lead), NITI Aayog (policy integration), Ministry of External Affairs (international cooperation), State Governments, Industry Chambers.

Expected Outcomes:

- Nationwide employment-facilitation network operational at every district.
- Fully digital, paperless, and transparent labour administration.
- India recognised as a model for inclusive and technology-enabled labour governance.
- Continuous cycle of evidence-based policy renewal under the NLPI Council.

9.4 Implementation Enablers

To support all three phases, the following cross-cutting enablers will be prioritised:

- **Financial Sustainability:** Creation of a Labour Reforms Fund pooling resources from central, state, and private stakeholders.
- **Digital Governance Standards:** Adherence to open-data, privacy, and interoperability norms to ensure trust and transparency.
- **Human Resource Strengthening:** Rationalisation and digital upskilling of labour officials and data managers.
- **Citizen Outreach:** Integration of labour services with Umang and DigiLocker platforms for simplified access.
- **Stakeholder Coordination:** Annual Convergence Forums bringing together ministries, states, industry, and worker organisations for joint review.

10. Way Forward

Shram Shakti Niti 2025 marks the beginning of a long-term transformation in India's labour ecosystem. The coming decades will demand continuous learning, policy innovation, and sustained partnership among government, industry, and citizens.

Building on the institutional and digital architecture established through this Policy, the **Ministry of Labour & Employment** will evolve as a **National Employment Facilitator**, enabling trusted linkages between opportunity, skills, and enterprise. The **National Career Service**, as a **Digital Public Infrastructure for Employment**, will serve as the technological

backbone of this transformation—making dignified work accessible, inclusive, and future-ready.

As India moves towards *Viksit Bharat @ 2047*, this framework will ensure that productivity and protection advance together, and that every worker's contribution is recognised within a fair and humane economy. The spirit of *śrama dharma*—the dignity and value of work—will remain the cornerstone of India's inclusive and sustainable growth.

.....