

Union Minister, Dr. Mansukh Mandaviya Chairs Tripartite Consultation on Draft Shram Shakti Niti-2025

**Dr. Mandaviya welcomes suggestions from representatives
of employers' associations and trade unions to enrich
Draft National Labour and Employment Policy of India with
focus on workers' welfare**

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Union Minister for Labour & Employment and Youth Affairs & Sports, Dr. Mansukh Mandaviya, chaired a tripartite consultation on the draft Shram Shakti Niti- 2025 (National Labour and Employment Policy of India), with representatives of employers' associations and Central Trade Unions (CTUs), in New Delhi today.

Secretary (Labour and Employment), Ms. Vandana Gurnani, set the context of the consultation with an overview of the Draft Policy. The Shram Shakti Niti-2025, she stated, 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.



In his remarks, Dr. Mansukh Mandaviya underlined that the collective aim was to collaborate effectively to create the best possible vision document for an equitable and resilient world of work. Emphasising that the shared intent of all stakeholders was ensuring the welfare of workers and protecting their interests, he welcomed suggestions on the draft Policy from the representatives of employers' associations and trade unions. Their suggestions, reflecting their extensive experience in their respective domains, would go a long way in enriching the Policy, the Union Minister said.



Dr. Mansukh Mandaviya further stated that the draft Policy was open to modifications based on inputs from stakeholders. The policy would be finalised only after incorporating suitable improvements suggested over several rounds of consultation, as necessary, he stressed.

Representatives from all CTUs and employer groups appreciated the Ministry's efforts and initiative in formulating a forward-looking, comprehensive policy framework. Everyone welcomed the vision and mission of the Policy, its strong grounding in the Constitution and its alignment with International Labour Organisation (ILO) standards and the Sustainable Development Goals (SDGs). CTUs reiterated their earlier suggestions and offered additional ideas to further strengthen worker protection, social security delivery, grievance redress, and employment opportunities. Employer bodies contributed perspectives on promoting innovation, enabling job creation, simplifying compliance, and improving ease of doing business while ensuring fair working conditions.

The CTUs present included Bharatiya Mazdoor Sangh (BMS), All India Trade Union Congress (AITUC), Hind Mazdoor Sabha (HMS), Centre of Indian Trade Unions (CITU), All India United Trade Union Centre (AIUTUC), Trade Union Coordination Centre (TUCC), Self Employed Women's Association (SEWA), All India Central Council of Trade Unions (AICCTU), Labour Progressive Federation (LPF), United Trade Union Congress (UTUC) and National Front of Indian Trade Unions (DHN).



Employers' associations present at the consultation included All India Association of Industries (AIAI), Federation of Associations of Small Industries of India (FASII), Council of Indian Employers (CIE) –All India Organisation of Employers (AIOE), Council of Indian Employers (CIE) – Standing Conference of Public Enterprises (SCOPE), Council of Indian Employers (CIE) – Employers Federation of India (EFI), All India Manufacturers' Organisation (AIMO), Indian Council of Small Industries (ICSI), Laghu Udyog Bharti (LUB), The Associated Chambers of Commerce & Industry of India (ASSOCHAM), Confederation of Indian Industries (CII), Federation of Indian Chambers of Commerce and Industry (FICCI), PHD Chambers of Commerce & Industries (PHDCCI).

The meeting concluded on a positive and collaborative note, with broad confidence that the final Shram Shakti Niti-2025 will emerge as a robust, forward-looking, and inclusive framework to guide India's labour governance in the years ahead.

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