

Shram Shakti Niti-2025 – Another attempt to undermine the existing labour laws and the rights of the working class.

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The Central Government has published the draft of the National Labour & Employment Policy – Shram Shakti Niti-2025. It has released on 8th October, 2025, for public consultation by the Ministry of Labour & Employment. Although the government claims that the new policy places strong emphasis on universal social security, occupational safety and health, women and youth employment and job creation, the reality appears quite different – as pointed out by all central trade unions in the country.

Trade unions have denounced this draft policy as a ‘backdoor entry’ for capitalists and Multinational Corporations (MNCs) into the Indian economy. They have observed that the government has failed to fully implement the Labour Code Bills and is now attempting to introduce a new labour policy through this Shram Shakti Bill-2025, bypassing established consultation mechanisms. It is particularly objectionable that the government has ignored the tripartite consultation process – which mandates discussions with central trade unions before formulating or revising any labour policy. The draft policy aims to impose a new policy regime that effectively bypass the failed legislative attempts made through the four labour codes during 2019-2020.

If implemented, this policy will pose a serious threat to the fundamental rights of the workers including defined working conditions, the minimum wages and social security. Moreover, it will empower the government and managements at various levels to take vindictive and punitive measures against workers who participated in collective dissent or agitation. In practice, this policy serves to protect the employers’ profits rather than ensure fair wages and comprehensive social security for the workers.

In protest, all Central Trade Unions have raised strong demands including:- (i) immediate consultation with trade unions before finalising any labour policy, (ii) Withdrawal of four anti-worker labour codes. The Joint Platform of trade unions has also warned the government against taking unilateral and provocative actions on matters concerning workers’ rights and conditions.

The BSNLEU will also take appropriate steps to condemn this anti-workers’ draft policy and organise campaign programme to oppose this Shram Shakti Niti-2025. The Union will continue to exposes the failures of the capitalists system and strengthen the joint action programme in coordination with other trade unions in BSNL.
