

Ministry of Labour & Employment Annual Report 2024–25

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Introduction

The Ministry of Labour and Employment's Annual Report 2024–25 outlines the Government of India's sustained efforts to improve labour welfare, strengthen employment generation mechanisms, and expand the reach of social security schemes across the country. In a rapidly formalizing and digitizing economy, the Ministry has focused on enhancing the capabilities of both the formal and informal workforce. Through the integration of technology, policy reforms, and infrastructure development, the Ministry aims to create a more inclusive, efficient, and worker-centric labour ecosystem. The report reflects India's ongoing transition toward a system that is responsive to the challenges faced by gig workers, platform-based employees, and migrant labourers, while simultaneously reinforcing institutional mechanisms like the EPFO and ESIC. The report primarily seeks to document the performance and expansion of employment services, social security schemes, and labour reforms during the 2024–25 fiscal year. It also aims to highlight the progress in implementation of the four Labour Codes, the outreach of digital platforms like e-Shram and the National Career Service (NCS), and new schemes introduced for formal job creation.

Key Findings

- A major highlight of the year was the expansion and deepening of the e-Shram portal, which crossed 30 crore registrations, integrating workers into various national welfare schemes such as MGNREGA, PM-SVANidhi, and PMAY-G.
- The portal introduced new modules to include gig workers and enable aggregator verification. In parallel, the National Career Service portal witnessed a significant rise in its reach, having mobilized nearly 1.89 crore vacancies during the year and organizing over 8,000 job fairs across the country.
- These digital platforms demonstrate the Ministry's commitment to using technology for inclusive employment facilitation.
- The report also showcases the launch of the MIS portal for construction workers, aimed at consolidating welfare data from Building and Other Construction Workers' (BOCW) boards across states. On the legislative front, six regional workshops were conducted to fast-track the implementation of the four Labour Codes, and over 36 states and union territories were on track to notify the harmonized rules by March 2025. Reforms were also evident in key statutory institutions.
- The EPFO launched the Centralized Pension Payment System (CPPS), streamlining pension delivery to over 77 lakh beneficiaries, while the ESIC undertook 28 major infrastructure projects, including approval for 10 new medical colleges.
- In a notable policy innovation, the Employment Linked Incentive (ELI) Scheme was introduced in the 2024–25 Union Budget to promote formal job creation. It includes wage

subsidies for new employees, EPFO reimbursements, and direct support for employers hiring in manufacturing sectors.

- Simultaneously, the Ministry initiated a collaborative effort with the International Labour Organization to develop a framework for the social protection of gig and platform workers.

Conclusion

The Ministry's Annual Report 2024–25 signals a firm step toward creating a balanced and inclusive labour landscape in India. While considerable strides have been made in terms of digital inclusion, social security expansion, and job creation, the success of these initiatives will depend on effective implementation, stakeholder collaboration, and a continued focus on worker-centric governance.

Read more: [Ministry of Labour & Employment Annual Report 2024-25](#)

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