

COUNTRY EXPERIENCE: INDIA

GOOD PRACTICE REGARDING EXTENSION OF SOCIAL PROTECTION TO PLATFORM WORKERS

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SOCIAL SECURITY

Social Security and Labour Market Flexibility are not contradictions. Therefore, social security should be considered as part of a broader set of policy mechanisms.



Guarantee of universal social protection throughout the life cycle



**International
Labour
Organization**

THE INDIA COUNTRY CONTEXT- KEY FACTS AND FIGURES FOR DIGITAL LABOUR PLATFORMS



POPULATION- 1.4B*



GDP 4 TRILLION IN 2024



600M* SMART PHONE USERS



Workforce

**500 MILLION WORKFORCE
(210 MILLION IN AGRICULTURE,
290 MILLION IN NON-
AGRICULTURE)**



PLATFORM BASED GIG ECONOMY SNAPSHOT IN INDIA

SWIGGY zomato
FOOD-DELIVERY

OLA Uber rapido
RIDE-HAILING

Flipkart amazon
E-COMMERCE

MUNZO **zepto** **blinkit** **inc42** **swiggy instamart**
QUICK COMMERCE

yesmadam **uc Urban Company**
BEAUTY & HOME SERVICES

Ubiquity of smartphones and availability of affordable data are transforming how we work, move, and live – LOW ENTRY BARRIER FOR PLATFORM WORK IN INDIA

PLATFORM BASED GIG ECONOMY SNAPSHOT IN INDIA

INDIA'S BOOMING GIG AND PLATFORM ECONOMY"- NITI AAYOG,
JUNE 2022:

Approximately **7.7 million** workers were engaged in the gig economy. They constitute **2.6%** of the nonagricultural workforce or **1.5%** of the total workforce in India.

The gig workforce is expected to expand to **23.5 million** workers by **2029-30**. The gig worker are expected to form **6.7%** of the non-agricultural workforce or **4.1%** of the total livelihood in India by 2029-30.

At present about **47%** of the gig work is in medium skilled jobs, about **22%** in high skilled, and about **31%** in low skilled jobs.

DEFINITIONS AND KEY LEGISLATION

The Central Government has taken historical step of codifying **29 laws into 4 Codes**, so that workers can get security along with respect, health and other welfare measures with ease.

The Government formulated four Labour Codes, namely,

- the Code on Wages, 2019,
- the Industrial Relations Code, 2020,
- **the Code on Social Security, 2020** and
- the Occupational Safety, Health and Working Conditions Code, 2020

and published these Codes in the Official Gazette of India. 29 Central laws were subsumed to create the Labour Codes.

THE CODE ON SOCIAL SECURITY- 2020

The objective of the Code on Social Security, 2020 is **to amend and consolidate the existing labour laws relating to social security** with the wider goal of extending social security benefits to all employees and workers irrespective of belonging to the organised or unorganised sector.

The Code on Social Security, 2020 brings, within itself the self-employed workers, home workers, wage workers, migrant workers, the workers in the unorganised sector, **gig workers and platform workers** for the purpose of social security schemes, including life insurance and disability insurance, health and maternity benefits, provident fund.

IMPORTANT PROVISIONS OF THE CODE

CHAPTER IX of the CoSS- SOCIAL SECURITY FOR UNORGANIZED WORKERS, GIG WORKERS AND PLATFORM WORKERS (Chapter 9 specifically is dedicated for the benefit of unorganized workers that includes gig and platform workers)

Article 109 (1)- The CENTRAL GOVERNMENT shall formulate and notify welfare scheme for unorganized workers relating to:

- 1. Life and disability cover**
- 2. Health and maternity benefits**
- 3. Old age protection**
- 4. Education and other benefits to be determined by Central Government**

IMPORTANT PROVISIONS OF THE CODE (cont.)

Article 109 (2) The STATE GOVERNMENT shall formulate and notify welfare scheme for unorganized workers relating to:

- 1. Provident fund**
- 2. Employment injury benefit**
- 3. Housing**
- 4. Educational schemes for children**
- 5. Skill upgrading of workers**
- 6. Funeral assistance**
- 7. Old age homes**

DEFINITIONS AND KEY LEGISLATION

Article 114 (4) identifies:

The contribution to be paid by the aggregators for the funding referred to in clause (ii) of sub-section (1) of section 141, shall be at such rate not exceeding two per cent., but not less than one per cent., as may be notified by the Central Government, of the annual turnover of every such aggregator who falls within a category of aggregators

Article 114 (6) states that a NATIONAL SOCIAL SECURITY BOARD shall be the Board for the welfare of gig and platform workers under this code.

STATE LEGISLATION

Rajasthan Platform Based Gig Workers (Registration and Welfare) Act, 2023 (Passed in state legislature)

Karnataka Platform based Gig Workers (Social Security and Welfare) Bill 2024 (Pending to be passed in state legislature)



Jharkhand Platform Based Gig Workers (Registration and Welfare) Bill, 2024 (Pending to be passed in state legislature)

Kerala Gig, Platform Workers' Welfare Fund Bill, 2024 (Pending to be passed in state legislature)

STATE SP FOR PLATFORM WORKERS

Karnataka Rolls Out Rs 4 Lakh Insurance Cover To Gig Workers

The Karnataka government has launched a Rs 4 lakh insurance package for state gig workers, with Rs 2 lakh for life insurance and an additional Rs 2 lakh for accidental insurance.

 Saurabh  Published On September 15th, 2023



Telangana CM assures health, accidental insurance to gig workers

Updated - December 24, 2023 11:01 pm IST Published - December 23, 2023 09:55 pm IST - Hyderabad

THE HINDU BUREAU



 READ LATER  PRINT



Chief Minister A. Revanth Reddy interacts with Gig workers in Hyderabad on Saturday.

Analysis of Social Protection by Platform of India






Category of Digital Platform	Social Protection Benefits/ Initiatives				
	Accident Cover (including disability, and death)	Health and Medical Support	Term Life Cover	Old Age Protection	Education Support for Children
					
Passenger Mobility	✓	✓			✓
Hyperlocal Delivery	✓	✓			✓
Home Services	✓	✓	✓		✓
E-Commerce	✓	✓	✓		✓

Table 2A : Social protection benefits by platforms in India²⁰; Source : Authors' analysis.


Category of Digital Platform	Social Protection Benefits/ Initiatives					
	Skilling/ Skill Upgradation	Access to Credit	Facilitating Access to Government Schemes	Maternity Cover	Affirmative Action for Improving Women's Participation	Any Other Benefits ²¹
						
Passenger Mobility	✓	✓	✓			✓
Hyperlocal Delivery	✓		✓	✓	✓	✓
Home Services	✓	✓				✓
E-Commerce	✓					✓

Table 2B : Social protection benefits by platforms in India; Source : Authors' analysis.

DIGITALIZATION: E-SHRAM AND SOCIAL SECURITY

Ministry of Labour & Employment developed e-Shram portal for creating a National Database of Unorganized Workers (NDUW), which is seeded with Aadhaar (nation-wide biometric ID).

It has details of name, occupation, address, occupation type, educational qualification, skill types etc. for realizing their employability and extending the benefits of the social security schemes to them.

It is the first-ever national database of unorganised workers including migrant workers, domestic workers, gig and platform workers and others.

CHALLENGES AND WAY FORWARD

Digitalization and database

- **E-shram: E-shram database needs to be optimized for extending social protection for platform workers**
- **Data sharing and data protection: strong, robust digital infrastructure to be designed for by governments and utilized by platforms to extend social protection to platform workers**

CHALLENGES AND WAY FORWARD (cont.)

Effective scheme design

- **SP scheme design: Gradual and staggered approach to be adopted for SP scheme design and implementation. This must include appropriate estimation of platform workers, contributions for sustainable schemes through sustainable financing mechanisms**
- **Gender and Persons with Disabilities as cross-cutting focus areas to ensure inclusive SP extension**

CHALLENGES AND WAY FORWARD

Where we stand now

- ILC standard setting discussion: the 113th and 114th International Labour Conference standard setting discussion will also give shape and direction as to how SP legislation and implementation n will give shape for respective countries
- Knowledge sharing and capacity building: strong ecosystem to be established for the learnings of good practices and therefore building capacity of policy makers and other relevant stakeholders.

Thank you

