

Implementation of provisions for GIG and Platform Workers

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The Code on Social Security, 2020 is one of the four Labour Codes enacted by the Parliament. “Labour” is in the Concurrent List of the Constitution and under the Labour Codes, rules are required to be framed by the Central Government as well as by the State Governments. As a step towards implementation of the Code on Social Security, 2020, the Central Government has pre-published the Code on Social Security (Central) Rules, 2020 and the Code on Social Security (Employee’s Compensation) (Central) Rules, 2021 for public consultations. As per available information, 21 States/UTs have pre-published draft Rules under the said Code. The Code has not yet come into force.

The provisions relating to gig and platform workers have been introduced for the first time in the Code on Social Security, 2020. The Code envisages social security benefits through formulation of schemes for gig and platform workers and can be implemented through Employees’ Provident Fund Organisation (EPFO) and Employees’ State Insurance Corporation (ESIC) which hitherto provides social security benefits to organised sector workers. A Social Security Fund has also been set up under the Code and one of the sources of fund, is contribution from aggregator between 1 to 2% of annual turnover of an aggregator subject to the limit of 5% of the amount paid or payable by an aggregator to such workers.

This information was given by Shri Rameswar Teli, Minister of State, Ministry of Labour & Employment in Rajya Sabha today.