



IFAT-FES WORKSHOP ON SOCIAL  
SECURITY FOR APP-BASED TRANSPORT  
WORKERS

21-22 March 2022 | Kolkata





THE CODE ON SOCIAL SECURITY, 2020

- Defines ‘gig worker’, giving formal recognition
  - a person who performs work or participates in a work arrangement and earns from such activities outside of traditional employer-employee relationships
  
- Defines ‘platform worker’ and ‘platform work’
  - a person engaged in or undertaking platform work
  - a work arrangement outside of a traditional employer-employee relationship in which organisations or individuals use an online platform to access other organisations or individuals to solve specific problems or to provide specific services or any such other activities which may be notified by the Central Government, in exchange for payment

# Mandatory Registration

- On an online portal, following conditions:
  - *Between 16-60 years*
  - *Worked for at least 90 days during the last 12 years*
  - *Submit a self-declaration electronically or otherwise*
  - *Every eligible gig/platform worker shall make an application for registration in such form along with the documents including Aadhar number*

# Social Security Benefits

1. Life and disability cover;
2. Accidental insurance;
3. Health and maternity benefits;
4. Old age protection;
5. Creche; and
6. Any other benefit as may be determined by the Central Government.

# Social Security Fund

- Contributions from gig companies and the Centre or State government, with gig companies expected to allot 1-2% of their annual turnover.
- Apart from that, these companies are also expected to maintain a register of their gig workers, and any expense borne for maintenance and updation of the database could fall on them.

# Concerns

- Upper age limit of 60 years
- Worked for at least 90 days
- Over reliance on Aadhar card
- Responsibility on companies/aggregators for Social Security Fund
- Workers switching between platforms – lack of clarity for applicability of schemes
- Definitions of gig worker, platform worker and unorganized sector worker is confusing
- No binding obligations on the government with a set timeline to implement schemes



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