

**Bill No. 79 of 2025**

**THE CODE ON SOCIAL SECURITY (AMENDMENT) BILL, 2025**

By

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A

BILL

*to amend the Code on Social Security, 2020.*

BE it enacted by Parliament in the Seventy-sixth Year of the Republic of India as follows:—

1. (1) This Act may be called the Code on Social Security (Amendment) Act, 2025.

Short title and commencement.

5 (2) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.

2. In section 2 of the Code on Social Security, 2020 (hereinafter referred to as principal Act),—

Definitions.

(a) for sub-section (2), the following sub-sections shall be substituted, namely:—

10 “(2) “aggregator” means a digital intermediary for a buyer of goods or user of a service to connect with the seller or the service provider, and includes any entity that coordinates with one or more aggregators for providing the services;

(2A) “anonymous feedback platform” means an online or offline platform through which Gig workers may submit their feedback without being required to

share any identifying information, such as their name or a unique identification number;”;

(b) after sub-section (4), the following sub-sections shall be inserted, namely:—

“(4A) “automated monitoring and decision making systems” means systems which make decisions solely by automated means without human intervention;”;

(c) after sub-section (5), the following sub-sections shall be inserted, namely:—

“(5A) “Board” means the Platform-Based Gig Workers Welfare Board established under section 114A;”;

(d) after sub-section (34), the following sub-sections shall be inserted, namely:—

“(34A) “Fund” means the Platform-Based Gig Workers Social Security and Welfare Fund established under sub-section (1) of section 114V;”;

(e) for sub-section (35), the following sub-sections shall be substituted, namely:—

“(35) “gig worker” means a person who performs work or participates in a work arrangement that results in a given rate of payment, based on terms and conditions laid down in such contract and includes all piece-rate work, and whose work is sourced through a platform;”;

(f) after sub-section (56), the following sub-sections shall be inserted, namely:—

“(56A) “personal contact information” means any information that may be used by a customer to identify and contact a gig worker, such as their full name, phone number or email address;”;

(g) after sub-section (59), the following sub-sections shall be inserted, namely:—

“(59A) “platform” means any arrangement providing a service through electronic means, at the request of a recipient of the service, involving the organization of work performed by individuals at a certain location in return for payment, and involving the use of automated monitoring and decision making systems;

(h) after sub-section (83), the following sub-sections shall be inserted, namely:—

“(83A) “terminate” or “termination” means materially restricting a platform based gig worker access to the digital platform, including blocking such workers’ access to the digital platform, suspending a platform based gig worker, or making the platform based gig worker ineligible to provide services on the digital platform;”;

(i) after sub-section (84), the following sub-sections shall be inserted, namely:—

“(84A) “Unique ID” means the unique Identification number issued to platform based Gig worker registered under sub-section (a) of section 1144E;”.

3. After Chapter IX of the principal Act, the following Chapter and sections thereunder shall be inserted, namely:—

#### “CHAPTER IXA

#### PLATFORM AND GIG WORKERS’ WELFARE

**114A. (1) The Central Government shall, with effect from such date as it may appoint, establish a Board to be known as the Platform Based Gig Workers Welfare Board to exercise the powers conferred on, and perform the duties and functions assigned to it, under this Act.**

Insertion of  
new Chapter  
IXA.

Establishment  
of Gig  
Workers  
Welfare Board.

(2) The Central Government may, as and when necessary, notify general or sector specific social security and other benefits that shall be implemented by the Board.

(3) The headquarters of the Board shall be at Mumbai in the State of Maharashtra and the Board shall establish its branches in all other States and Union territories at conspicuous places as the Board may deem fit and necessary.

(4) The Board shall be a body corporate with the name aforesaid, having perpetual succession and common seal, with power to acquire, hold and dispose of property, and to contract, and may by that name, sue or be sued.

10 114B. (1) The Board shall consist of,–

Composition  
of the Board.

(a) the Minister in-charge of the Union Ministry of Labour and Employment – ex-officio Chairperson;

(b) an officer not below the rank of Joint Secretary in the Union Ministry dealing with the administration of this Act to be appointed by the Central Government– ex-officio Member;

(c) the Commissioner, Department of Revenue or his nominee not below the rank of Joint Commissioner - ex-officio Member;

(d) a Chief Executive Officer appointed by the Central Government shall be Executive in-charge of day to day functioning of the Board and carry out duties on behalf of the Board - ex- officio Member Secretary;

**(e) four representatives of the gig workers to be nominated by the Central Government, at least one of whom shall be female – ex-officio Member;**

**(f) two representatives of aggregators to be nominated by the Central Government– Member;**

**(g) one representative from civil society to be nominated by the Central Government who has experience of working in the field or a subject matter expert that works in field – Member,**

to be appointed by the Central Government in such manner as may be prescribed.

(2) The Board may also invite a technical expert in the field of data collection and Information Technology (IT) system as and when necessary to provide inputs.

(3) The nominated members of the Board shall have a term of three years:

Provided that the Central Government may extend their tenure for another one year if it deems appropriate.

(4) In the event of any vacancy occurring on account of death, resignation, disqualification or removal under sub-section (5), such vacancy shall be filled by the Central Government by fresh nomination for the remaining term.

(5) Any nominated member of the Board may at any time resign from his office by writing under his hand addressed to the Chairperson, and his office shall, on acceptance of resignation, become vacant.

(6) No person shall be chosen as, or continue to be, a nominated member of the Board who,–

(i) is a salaried officer or an employee of the Board; or

(ii) is or at any time has been adjudged insolvent; or

(iii) is found to be a lunatic or is of unsound mind and stands so declared by a competent Court; or

(iv) is or has been convicted of any offence involving moral turpitude; or

(v) is absent without leave of the Board for more than three consecutive meetings of the Board. 5

(7) The nominated members of the Board shall be entitled for allowances for attending the meetings of the Board, at such rates as may be prescribed.

Meeting of the Board.

114C. (1) The Board shall meet at such time and place and observe such rules of procedure for transaction of business at its meetings as may be prescribed: 10

Provided that, the Board shall meet at least once in three months:

Provided further that, the Chairperson may convene a meeting of the Board upon a written request from at least six members of the Board.

(2) The Chairperson; or, if for any reason he is unable to attend any meeting of the Board, any other member as decided by members present, shall preside over the meeting. 15

(3) All questions which come up before any meeting of the Board shall be decided by a majority of votes of the members present and voting, and in the event of equality of votes, the Chairperson, or in his absence, the person presiding, shall have a second or a casting vote. 20

(4) The quorum for the meeting of the Board shall be fifty percent of the total members.

Functions of the Board.

114D. The Board shall,—

(a) ensure registration of gig workers in accordance with the provisions of this Act; 25

(b) ensure registration of aggregators operating in the country in accordance with the provisions of this Act;

(c) set up a monitoring mechanism to certify that welfare fee is being duly collected;

(d) ensure implementation of general and specific social security schemes based on contributions made as may be notified by the Central Government and disburse the social security benefits through the individual social security accounts linked to the Unique IDs allocated to platform based Gig workers. 30

(e) monitor the schemes for social security of registered platform based Gig workers and provide recommendations to the Central Government for administering such schemes; 35

(f) ensure that gig workers have access to the benefits as per the schemes formulated by the Central Government and to provide proactive facilitation to them in their engagement with concerned aggregator;

(g) engage with workers associations working with gig workers and hold regular open consultations with them; 40

(h) constitute a Committee for providing the recommendations to the Central Government for formulation, review and implementation of the schemes meant for the welfare of gig workers;

(i) make social security schemes for specific groups of gig workers such as women and persons with disabilities; and

(j) seek aggregated data from the aggregators and platforms on the work done via their platform.

5 114E. A platform based gig worker shall have the right to,—

Rights of platform based Gig Worker.

(a) be registered with the Central Government on being on boarded on any platform, irrespective of the duration of the work, and be provided a Unique ID applicable across all platforms;

10 (b) have access to general and specific social security schemes based on contributions made by them as may be notified by the Central Government; and

(c) access to grievance redressal mechanism as specified under section 23:

Provided that nothing in this Act shall affect any benefit or protection accorded to platform based gig workers under any other law for the time being in force.

15 114F. The officers and employees working with National Social Security Board shall be considered to be officers and employees of the platform based Gig Workers Welfare Board for the efficient discharge of its functions under this Act.

Officers and employees of the Board.

20 114G. (1) The aggregator shall provide to the Board its database of all gig workers on boarded or registered with them within sixty days from the date of commencement of this Act in such manner as may be specified in the regulations.

Registration of gig workers.

(2) All platform based gig workers on boarded or registered with any platform after the commencement of this Act shall be electronically registered by the Board, within sixty days of their being so on boarded or registered.

25 (3) The aggregator shall update the Board about any changes including increase or decrease in numbers of gig workers in the data provided under sub-section (1) in such manner as may be specified in the regulations.

(4) The Board shall maintain a database of gig workers in the country along with the details of their employment with one or more aggregators, and notwithstanding the duration or time of engagement with any platform.

30 (5) The Board shall register and generate a unique ID to every gig worker who is on-boarded by one or more aggregators operating in the country.

114H. (1) Every aggregator shall register with the Board within sixty days from date of commencement of this Act in such manner as may be prescribed.

Registration of aggregators.

35 (2) The Board shall maintain a register of aggregators operating in the country along with the name and designation of an officer authorized by the Central Government responsible for carrying out obligations under this Act.

(3) The Board shall publish the register of aggregators on its web portal in such manner as may be prescribed.

40 114I. (1) All contracts entered into between aggregators and platform based gig workers shall comply with the provisions of this Act.

Obligation to enter into fair contracts.

(2) The contracts under sub-section (1) shall be written in simple language easily comprehensible and shall be available in Hindi, English or any other language listed in the Eighth Schedule of the Constitution known to the platform based gig worker.

(3) The aggregator shall, once the contract has been entered into, notify the platform based gig worker of any change in the terms of the contract not less than fourteen days before the proposed change, and the platform based gig worker shall have the option to terminate the contract accordingly, without any adverse consequences for their existing entitlements under the previous contract. 5

(4) A platform based gig worker may refuse or reject, with reasonable cause, a specified number of gig work requests per week, as shall be provided in the contractual agreement between the platform based gig worker and the aggregator, without any adverse consequences.

(5) A platform based gig worker may take up employment with other employers besides the aggregator without any adverse consequences: 10

Provided that if the employment of a gig worker is subject to a probationary period such period shall not exceed three months.

Fixing of  
minimum rate  
of wages.

114J. (1) The Board shall fix,—

(a) a minimum rate of wages for time work; 15

(b) a minimum rate of wages for piece work.

for various categories of gig work under this Act.

(2) While fixing or revising minimum rates of wages under this section, different minimum rates of wages may be fixed for,—

(a) different categories of gig work; 20

(b) different classes of work in the same category of gig work; and

(c) different localities.

(3) The Board shall fix a minimum allowance for gig workers working in hazardous conditions.

(4) The Board shall review at such intervals as it may think fit, such intervals not exceeding five years, the minimum rates of wages and allowance so fixed and revise the minimum rates and allowance, if necessary. 25

Regulation  
of working  
hours.

114K. (1) The aggregator shall inform gig workers of the following:—

(a) if the work pattern is entirely or mostly predictable, the length of the worker's standard working day or week and any arrangements for overtime and its remuneration and, where applicable, any arrangements for shift changes; 30

(b) if the work pattern is entirely or mostly unpredictable,—

(i) the principle that the work schedule is variable, the number of guaranteed paid hours and the remuneration for work performed in addition to those guaranteed hours; 35

(ii) the reference hours and days within which the worker may be required to work; and

(iii) the minimum notice period to which the worker is entitled before the start of a work assignment.

(2) When a work pattern is entirely or mostly unpredictable, the gig worker shall not be required to work by the aggregator unless both of the following conditions are fulfilled,— 40

(a) the work takes place within predetermined reference hours and days as referred to in sub-clause (ii) of clause (b) of sub-section (1); and

(b) the gig worker is informed by his or her employer of a work assignment within a reasonable notice period as established in sub-clause (iii) of clause (b) of sub-section (1):

5        Provided that where one or both of the aforementioned requirements is not fulfilled, a gig worker shall have the right to refuse a work assignment without adverse consequences.

114L. (1) It shall be the duty of every aggregator to inform gig workers of the deadline within which the aggregator may cancel a work assignment after the assignment has been confirmed.

Compensation for Cancellation of Agreed Work Assignments.

10        (2) If an aggregator cancels a work assignment previously agreed with a gig worker, the worker shall be entitled to receive a cancellation compensation fee equivalent to not less than half the wage which he would have received if he had completed the work assignment.

15        114M. (1) If an aggregator requires a gig worker to undergo any form of training prior to the commencement of his duties, the aggregator shall ensure that,–

Training of gig workers.

(a) the costs of such training shall not be charged to the gig worker or withheld or deducted from his remuneration; and

20        (b) the training shall be conducted during the regular working hours of the gig worker, unless otherwise mutually agreed by the gig worker and the aggregator.

114N. (1) The Central Government shall publish sector specific guidelines for contracts between the gig workers and the aggregators, from time to time, in such manner as may be prescribed.

Contract guidelines and templates.

25        (2) The Central Government may review contract templates sent by aggregators, on request, in order to ensure fair contracts with platform based gig worker.

114O. (1) The aggregator shall communicate the following information regarding the respective platform based gig worker, in writing, in Hindi, English or any other language listed in the Eighth Schedule of the Constitution known to the platform based gig worker, as and when sought by him–

Transparency in respect of Automated Monitoring and Decision Making Systems.

30        (a) the main parameters which, either individually or collectively, are the most important for determining the allocation of work, the distribution of work, the assessment of work carried out, and the grounds for denial of work

(b) the rating system, if any, set up by the aggregator;

35        (c) categorisation of gig workers, on the basis of the quality of service rendered, log-in time, or any other criteria, where such categorisation is employed by the aggregator;

(d) the personal data of the respective gig worker available with the aggregator, such personal data which is processed by the aggregator, including the purposes for which such personal data is processed; and

40        (e) any other information that may be prescribed by the Central Government.

(2) The aggregator shall inform the platform based gig worker, in simple language and in Hindi, English or any other language listed in the Eighth Schedule of the Constitution known to the Gig worker, regarding the procedure to seek information in respect of the automated monitoring and decision making systems



employed/formulated by the aggregator, which have an impact on their working conditions, including fares, earnings, customer feedback and allied information.

(3) The aggregator shall take measures to prevent discrimination on the basis of religion, race, caste, gender, or place of birth by the automated monitoring and decision making systems employed by it.

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Termination of work.

114P. (1) The contractual agreement entered into between the aggregator and the platform based gig worker shall contain an exhaustive list of grounds for termination of contract by the aggregator or deactivation by the Gig worker from the platform.

(2) An aggregator shall not terminate a gig worker without giving valid reasons in writing with prior notice of fourteen days.

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Income security.

114Q. (1) In the cases of payment deductions, the aggregator shall inform the platform based gig worker about the reasons for such deductions before the invoice is raised for the work performed by the platform based gig worker.

(2) The aggregators must compensate the platform based Gig workers on a weekly basis without delay in disbursement of pay.

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Reasonable working conditions.

114R. (1) The aggregator shall provide and maintain, as far as is reasonably practicable, a working environment that is safe and without risk to the health of the platform based gig worker.

(2) The aggregator shall strictly comply with the applicable, sector-specific occupational safety and health standards as may be prescribed.

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Safety regulations.

114S. (1) Every aggregator shall,—

(a) allow gig workers to opt into real-time location tracking, with location sharing enabled for emergency contacts designated by the gig worker;

(b) integrate Emergency Buttons into their application;

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(c) provide mandatory safety training to gig workers, covering risk identification, de-escalation techniques, and emergency responses.

(d) ensure that customer communications with gig workers are routed through the platform's internal communication channels and refrain from disclosing gig workers' personal contact information to the customer;

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(e) ensure that gig workers have access to an anonymous feedback platform to report safety concerns regarding clients, locations or routes;

(f) ensure that the platform shall allow for incident-specific reports, including but not limited to harassment, aggression, unsafe environments, or other risks that could threaten the physical or mental well-being of gig workers;

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(2) The aggregators shall review incident-specific reports under clause (f) of sub-section (1) and take appropriate action, including the suspension or removal of a client from the platform, re-routing of affected workers and the classification of areas or routes as high-risk.

(3) The aggregators shall ensure that the gig workers are notified of high-risk areas in advance of accepting such work requests and the gig workers on receipt of such notification may refuse or reject Gig work requests in high-risk areas without any adverse consequences.

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114T. (1) The aggregator shall ensure that information on the grievance redressal mechanism under section 114ZA is easily accessible on their platform.

Disclosure obligations.

(2) The aggregator shall ensure that information on the dispute resolution mechanism under section 114ZB is easily accessible on their respective platform.

5 114U. (1) Each platform based gig worker shall be provided with a human point of contact for all clarifications under the provisions of this Act:

Nomination of Point of Contact for Enquiries.

Provided that the aggregator may maintain physical spaces where platform based gig workers may seek clarifications under the provisions of this Act.

10 (2) Every gig worker shall have the option of communicating with the point of contact in Hindi, English or any other language listed in the Eighth Schedule of the Constitution known to the platform based Gig worker.

(3) The contact information of the point of contact shall be provided on the respective platform based Gig workers' accounts on the platform application.

15 **114V. (1) The Central Government shall establish a Fund to be called the Gig Worker's Social Security and Welfare Fund for the benefit of registered platform based gig workers.**

Fund for Gig workers.

**(2) The Fund shall consist of,—**

**(i) all sums received from welfare fee levied under this Act;**

**(ii) all contributions made by individual platform based gig workers;**

20 **(iii) all sums received as grant-in-aid from Central Government and State Governments;**

**(iv) all sums received by way of grants, gifts, donations, benefactions, bequests or transfers; and**

**(v) all sums received from any other sources as may be prescribed.**

25 **(3) The Fund shall be utilised and managed in such manner as may be prescribed under section 114W:**

**Provided that if any question arises whether any particular expenditure is or is not debitable to the Fund, the matter shall be referred to the Central Government whose decision thereon shall be final.**

30 114W. (1) The Fund shall vest in, and be held and applied by, the Board as trustees, subject to the provisions, and for the purposes of this Act.

Vesting and application of fund.

(2) The moneys in the Fund shall be utilised by the Board to defray the cost of carrying out measures which may be specified by the Government, from time to time, to promote the welfare of gig workers and of their dependents.

35 (3) Without prejudice to the generality of the provisions of sub-sections (1) and (2), moneys in the Fund may be utilised by the Board to defray expenditure on the following activities, namely:—

**(a) health insurance coverage for gig workers;**

40 **(b) income support to gig workers during periods of inactivity due to injury, illness, pregnancy, or other incapacitating circumstances;**

**(c) emergency financial aid to Gig workers affected by accidents, natural disasters, or other unforeseen crises;**

(d) setting up rest stations for Gig workers;

(e) vocational training;

(f) legal aid for Gig workers in disputes relating to workplace safety, discrimination, or contractual matters; and

(g) cost of administering this Act including the salaries and allowances of the staff appointed for the purposes of this Act. 5

Gig Workers  
Welfare Fee.

114X. (1) There shall be charged, from an aggregator, a welfare fee known as the Platform Based Gig Workers Welfare Fee, which shall be at such rate (percent) of the pay of the platform based Gig worker in each transaction or on the annual turnover as may be notified by the Central Government. 10

(2) The welfare fee under sub-section (1) shall be collected by the Central Government in such manner and within such time as may be prescribed.

(3) The aggregator shall deposit the welfare fee levied under this Act, at the end of each quarter in such manner as may be prescribed.

Accounts and  
audit.

114Y. (1) The Board shall maintain proper accounts. and other relevant records and prepare an annual statement of accounts, including a balance-sheet in such form as may be prescribed. 15

(2) The accounts of the Fund shall be audited annually by the office of the Comptroller and Auditor General of India.

(3) The accounts of the Fund certified by the auditor, together with the audited report thereon shall be submitted annually to the Central Government before such date as may be prescribed. 20

(4) The Board shall comply with such directions as the Central Government may, after perusal of the report of the auditor, think fit to issue.

(5) The cost of the audit, as determined by the Central Government, shall be paid out of the Fund. 25

(6) All monies forming part of the Fund shall be kept in current or deposit account with any Nationalized Bank.

Central  
Transaction  
Information  
Management  
System.

**114Z. (1) All payments generated on platforms shall be mapped on to a Central Transaction Information and Management System (CTIMS) administered by the Central Government and monitored by the Board.** 30

(2) Every payment made to gig workers and the welfare fee deducted shall be recorded on the Central Transaction Information and Management System (CTIMS) for each transaction relating to platform based Gig worker in such manner as may be prescribed. 35

(3) The details of welfare fee collected and spent at the Gig workers shall be disclosed and made available on the Central Transaction Information and Management System (CTIMS).

Redressal of  
grievances.

114ZA. (1) A platform based Gig worker registered under this Act may file a petition in person before a grievance redressal officer as notified by the Central Government, or make a petition through web portal, in relation to any grievance arising out of entitlements, payments and other benefits provided under this Act: 40

Provided that the link to such web portal shall be provided on the platform application of every aggregator registered under this Act.

(2) The procedure for the disposal of the petition filed under sub-section (1) shall be such as may be prescribed.

(3) The grievance redressal officer so authorized under sub-section (1), shall upon inquiries, dispose of the said petition within a time limit by passing an order of redressal.

(4) An appeal against the order under sub-section (3), shall lie within ninety days from the date of order before the Appellate Authority, as prescribed by the Central Government:

(5) The Appellate Authority shall dispose of the appeal in accordance with such procedure as may be prescribed.

114ZB. (1) Every aggregator shall, with more than fifty platform workers registered on their platform, constitute an Internal Dispute Resolution Committee for the resolution of disputes specified in Schedule II.

Resolution of disputes against aggregator.

(2) The composition and procedures of the Internal Dispute Resolution Committee shall be such as may be prescribed.

(3) The Internal Dispute Resolution Committee shall complete its proceedings within thirty days on receipt of a written complaint by or on behalf of the aggrieved party.

Provided that, either party may take up the process of arbitration to resolve the dispute among them.

(4) Notwithstanding anything contained in this section, a platform based Gig worker may seek resolution of his disputes through the mechanism under the Industrial Disputes Act, 1947 (Central Act 14 of 1947).”.

114ZC. Save as otherwise expressly provided in this Act, if an aggregator contravenes any of the provisions of the Act or rules or regulations or any of standards made thereunder or of any order in writing given under the Act or such rules or regulations or standards, the aggregator shall be liable to penalty which shall not be less than five thousand rupees but which may extend up to one lakh rupees, and if the contravention is continued after the conviction, then, with further penalty which may extend to five thousand rupees for each day till such contravention continues.

General penalty for offences.

114ZD. (1) Where an offence under this Chapter has been committed by a company, every person who, at the time the offence was committed, was in charge of, and was responsible to, the company for the conduct, of the business of the company, as well as the company, shall be deemed to be guilty of the offence and shall be liable to be proceeded against and punished accordingly:

Offences by companies.

Provided that, nothing contained in this sub-section shall render any such person liable to any punishment, if he provides that he had exercised all due diligence to prevent the commission of such offence.

(2) Notwithstanding anything contained in sub-section (1), where any offence under this Act has been committed by a company, and it is proved that the offence has been committed with the consent or connivance of, or is attributable to any neglect on the part of any director, manager, company secretary or other officer of the company, such director, manager, company secretary or other officer shall be deemed to be guilty of that offence and shall be liable to be proceeded against and punished accordingly.

*Explanation.*— For the purposes of this section,

(a) “company” means any body corporate and includes a firm or other association of individuals; and

(b) “director” means,

(i) in relation to a firm, partner thereof; or

(ii) any of its members

(iii) in case of association of individuals other than specified in sub-Clause (ii), any of its members.

Cognizance of offences.

114ZE. No court inferior to that of a Metropolitan Magistrate or a Judicial Magistrate of the first class shall try any offence punishable under this Chapter.

Compounding of offences.

114ZF. (1) Any offence punishable under this Chapter may, either before or after the institution of the prosecution, on an application by, the alleged offender, be compounded payment of compounding amount not more than fifty percent by such officer or authority as the Central Government may, by notification in the Official Gazette, specify in this behalf:

Provided that, the appropriate Government may, by notification in the Official Gazette, amend the said specified compounding amount:

Provided further that, the offences of the same nature committed by the same offender for more than three occasions shall not be compoundable:

Provided also that, such offences shall be compounded only after the alleged offender has acted to the satisfaction of such officer or authority that such offence is not continued any further:

(2) Where an offence has been compounded under sub-section (1), no further proceedings shall be taken against the offender in respect of such offence.

Entitlement to more than one benefit.

114ZG. No right or entitlement provided for under this Act shall affect any benefit or protection accorded to platform based Gig workers under any other law for the time being in force.

Submission of Quarterly Returns.

114ZH. The aggregators shall submit quarterly returns in such form as may be prescribed by the Central Government.

Annual Report.

114ZI. (1) The Board shall prepare a report every year of its activities under this Act during the year and submit the report to the Central Government.

(2) The Central Government shall, as soon as may be after the receipt of report under sub-section (1), cause the same to be laid before the each of the Houses of Parliament.

Power to make rules.

114ZJ. (1) The Central Government may make rules for carrying out the purposes of this Chapter.

(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:

(i) any additional information regarding the automated monitoring and decision making systems that may be sought by the Gig worker from the aggregator sub-section (2) of section 114O;

(ii) sector specific occupational safety and health standards under sub-section (2) of section 114R;

(iii) the contributions from the aggregator and the Gig worker for access to general and specific social security schemes;

(iv) the rate (percent) of the value of each transaction chargeable as welfare fee as per sub-section (I) of section 114X;

5 (v) the format in which the quarterly return referred to in section 30 shall be submitted.

(vi) the time, place and procedure for meetings of the Board as required under section 114C;

10 (vii) the salary and allowances of nominated members as required under sub-section (6) of section 114B;

(viii) the manner in which proper accounts, annual statements of accounts including balance sheet and other relevant records maintained under sub-section (I) of section 114Y;

15 (ix) the format for payment of welfare fee under sub-section (3) of section 114X; and

(x) the form in which payment made to platform based Gig workers and the welfare fee deducted shall be recorded on the Central Transaction Information and Management System (CTIMS) for each transaction under section 114Z.

20 114ZM. (I) Every rule made under this Chapter shall be laid, as soon as may be after they are made, before each House of Parliament while it is in session, for a period of not less than fourteen days which may be comprised in one session or in two successive sessions and if before the expiry of the session in which it is so laid or of the sessions immediately following, the House of Parliament makes any modification in the rule or resolves that the rule should not be made, the rule shall  
25 thereafter have effect only in such modified form or be of no effect, as the case may be, so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done thereunder.

(2) Every rule made under this Chapter shall be published in the Official Gazette.

30 114ZK. The Board may make regulations to provide for the following matters under this Act,—

Power to make Regulations.

(a) the manner of registration of aggregators as per sub-section (I) of section 114H;

35 (b) the manner in which the aggregators shall provide the database of all Gig workers on boarded or registered with them to the board under sub-section (I) of section 114G; and

(c) the manner in which the latest data of all platform based Gig workers engaged by aggregators shall be shared as per sub-section (2) of section 114G.

40 114ZL. The Central Government shall have the power to conduct inspections and reviews of contracts, automated monitoring and decision making systems, occupational safety standards and working standards adopted by aggregators to check compliance with the Act and rules thereunder, by such officer as may be designated.

Power of inspection.

## STATEMENT OF OBJECTS AND REASONS

The emergence of platform-based work has fundamentally transformed the nature of employment, creating new economic opportunities while simultaneously exposing workers to vulnerabilities that traditional employment laws fail to address.

An estimated 23.5 million of India's citizens are projected to be gig workers by 2029-30. Despite their critical contributions to the economy, they lack social security, fair wages, workplace protections, and grievance redressal mechanisms.

The present Bill seeks to amend the Code on Social Security, 2020 with a view to recognize platform-based gig workers as a distinct category of workers and ensure their access to social security benefits, fair working conditions, and equitable contracts. It proposes the establishment of a Platform-based Gig Workers Welfare Board to regulate platform work, register workers and aggregators, ensure fair wages, and implement social security schemes. It also introduces transparency in automated decision-making, mandates fair contracts, and protects workers from arbitrary termination and wage deductions.

The Bill further provides for the creation of a Gig Workers' Social Security and Welfare Fund, financed through contributions from aggregators, government grants, and worker contributions. The Fund shall be utilized for health insurance, income security during periods of inactivity, and other welfare measures.

Additionally, the Bill seeks to introduce minimum wages for gig workers, regulate working hours, and mandate safety provisions, including emergency response measures. It also provides for an independent grievance redressal mechanism and dispute resolution framework to ensure accountability.

By addressing these critical gaps, this Bill will create a fairer and more sustainable gig economy in India, balancing the flexibility of platform-based work with the fundamental rights and protections that all workers deserve.

Hence this Bill.

NEW DELHI;  
*February 21, 2025.*

SUPRIYA SULE

## FINANCIAL MEMORANDUM

Clause 2 of the Bill *vide* proposed section 114A provides for the establishment of Board to be known as the Platform Based Gig Workers Welfare Board to exercise the powers conferred on, and perform the duties and functions assigned to it, under this Act. It also *vide* proposed section 114V provides for the constitution of the Gig Worker's Social Security and Welfare Fund to which all aggregators shall contribute. It also *vide* proposed section Clause 114Z provides for setting up a Central Transaction Information and Management System. The Bill, therefore, if enacted, will involve expenditure from the Consolidated Fund of India. It is estimated that a recurring expenditure of one hundred crore rupees would be involved per annum.

A non-recurring expenditure to the tune of rupees five hundred crore is also likely to be involved.



## MEMORANDUM REGARDING DELEGATED LEGISLATION

Clause 2 of the Bill *vide* proposed section 114ZJ empowers the Central Government to make necessary rules, by notification in the official gazette, for carrying out the purposes of the Bill. It also *vide* proposed section 114ZK empowers the Central Government to make regulations for carrying out the purposes of this Act. As the rules and regulations will relate to matters of details only, the delegation of legislative power is of a normal character.

ANNEXURE

[EXTRACT FROM THE CODE ON SOCIAL SECURITY, 2020]

(ACT No. 36 OF 2020)

\* \* \* \* \*

2. In this Code, unless the context otherwise requires,— Definitions.

\* \* \* \* \*

(2) “aggregator” means a digital intermediary or a market place for a buyer or user of a service to connect with the seller or the service provider;

\* \* \* \* \*

(35) “gig worker” means a person who performs work or participates in a work arrangement and earns from such activities outside of traditional employer-employee relationship;

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LOK SABHA

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BILL

to amend the Code on Social Security, 2020.

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*(Shrimati Supriya Sule, M.P.)*