

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 103
TO BE ANSWERED ON 02.02.2023**

**PROTECTION OF SMALL ESTABLISHMENTS UNDER CODE ON
SOCIAL SECURITY, 2020**

103. SMT. VANDANA CHAVAN:

Will the Minister of Labour and Employment be pleased to state:

- (a) the reasons that the Code on Social Security, 2020 has overlooked the requirement of social security provisions for establishments of size lesser than 10 employees;**
- (b) the number of such establishments and the number of workers employed therein; and**
- (c) the steps being taken to ensure that workers in these establishments are also protected?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SHRI RAMESWAR TELI)**

(a) to (c): Irrespective of the size of the establishment, the Code on Social Security, 2020 (SS Code) aims to extend social security to all employees and workers both in the organised and unorganised sectors. The provisions in SS Code to enhance coverage of social security are as follows:-

- i. The coverage of Employees' State Insurance Corporation (ESIC) is being extended pan-India as against notified districts/areas. Further, ESIC coverage on voluntary basis for establishments having less than 10 employees has been introduced. Further, benefits under ESIC can also be made applicable to an establishment which carries on hazardous or life threatening occupation as notified by the Central Government, in which even a single employee is employed.**

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- ii. The Code envisages a Social Security Fund for formulating schemes for welfare of the unorganized workers, gig workers and platform workers.**
- iii. The Central Government has been empowered to extend benefits to unorganized workers, gig workers and platform workers and the members of their families through ESIC or Employees' Provident Fund Organization.**

As per the "All India Report of Sixth Economic Census", there were 5,76,91,987 establishments of size lesser than 10 workers.
