

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 3127
TO BE ANSWERED ON 27.03.2025**

EMPLOYMENT PROTECTION FOR GIG AND PLATFORM WORKERS

3127. SHRI DEBASHISH SAMANTARAY:

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

- (a) whether Government has formulated any policy to regulate gig and platform workers employed by digital companies;**
- (b) the initiatives taken to extend social security benefits like Employees' Provident Fund (EPF) and Employees' State Insurance Corporation (ESIC) to gig workers;**
- (c) whether Government has received complaints regarding exploitation of gig workers and if so, the action taken thereon; and**
- (d) the measures planned to ensure fair wages and job security for gig and platform economy workers?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (d): For the first time, the definition of 'gig workers' and 'platform workers' and provisions related to the same have been provided in the Code on Social Security, 2020 which has been enacted by the Parliament.

As per the Code, the gig worker has been defined as a person who performs work or participates in a work arrangement and earns from such activities outside of a traditional employer-employee relationship.

The Code provides for framing of suitable social security measures for gig workers and platform workers on matters relating to life and disability cover, accident insurance, health and maternity benefits, old age protection, etc. The Code also provides for setting up a Social Security Fund to finance the welfare scheme.

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Recognizing the contribution of gig workers on online platforms, the Government in its Budget announcement made on 1.2.2025, proposed to register them on e-Shram portal, arrange for their identity cards and provide health care under Ayushman Bharat-Pradhan Mantri Jan Aarogya Yojana (AB- PMJAY) health scheme.
