

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 3250
TO BE ANSWERED ON 21.08.2025**

**SOCIAL SECURITY BENEFITS AND LEGAL PROTECTION TO
INFORMAL SECTOR WORKERS**

3250. # SMT. SUNETRA AJIT PAWAR:

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

- (a) the specific challenges faced by current labour policies in providing social security benefits and legal protection to informal sector workers and the measures taken to address these challenges;**
- (b) the innovative measures Government is considering to bring more workers into the formal social security fold without imposing excessive compliance burden on small businesses;**
- (c) whether the current labour policies adequately support rapid reskilling and upgradation of the workforce needed to meet the demands of the changing economy, if so, the details thereof; and**
- (d) the measures taken to promote adaptability and flexibility of the labour market?**

ANSWER

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

(a) to (d): To give impetus to social security coverage for the workforce engaged in the formal sector, the Government of India has recently launched the Prime Minister Viksit Bharat Rojgar Yojana with a total outlay of ₹99,448 crore. The scheme is based on enrollment in EPFO and will provide incentives to employers and first-time employees for an estimated 3.5 crore additional jobs. It will also ensure comprehensive social security coverage through EPFO, including benefits under the Employees' Provident Fund Scheme, the Employees' Pension Scheme, 1995, and the Employees' Deposit-Linked Insurance Scheme.

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The Government has formulated the Code on Social Security, 2020 with a view to providing social security benefits to all workers including in the unorganized sectors as well as gig and platform workers. Some of the key provisions, inter alia, envisaged in the aforesaid Code are as under:-

- (i) Extension of social security benefits to all types of workers including unorganized workers, gig workers and platform workers.**
- (ii) The gig workers and the platform workers have been defined for the first time in the Code for the purpose of formulating schemes to provide social security benefits.**
- (iii) Setting up of Social Security Fund for formulating schemes for welfare of the unorganized workers, gig workers and platform workers.**
- (iv) 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.**

The Government has formulated four Labour Codes, namely, the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020. The Labour codes have been aligned with the present economic scenario and technological advancements alongwith reduction in multiplicity of definitions & authorities. The Codes also provide for ease of compliance mechanism aiming to promote ease of doing business/setting up of enterprises and catalyze creation of employment opportunities while ensuring safety, health and social security of every worker. Use of technology, such as, web-based Inspection has been incorporated in order to ensure transparency & accountability in enforcement. Decriminalization of minor offences has also been provided in the Labour Codes.

Government is implementing Skill India Mission (SIM) to deliver skill, re-skill and up-skill training through an extensive network of skill development centres/ schools/ colleges /institutes etc. under various schemes, viz. Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Jan Shikshan Sansthan (JSS), National Apprenticeship Promotion Scheme (NAPS) and Craftsmen Training

Scheme (CTS) through Industrial Training Institutes (ITIs). The SIM aims at enabling youth of India to get future ready, equipped with industry relevant skills.

Further, Ministry of Labour and Employment, Government of India is running the National Career Service (NCS) Portal which is a one-stop solution for providing career related services including information on jobs from private and government sectors, information on online & offline job fairs, job search & matching, career counselling, vocational guidance, information on skill development courses, employability enhancement programmes etc. through a digital platform [www.ncs.gov.in].
