

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1375
TO BE ANSWERED ON 11.12.2025**

WELFARE OF WORKERS

1375. # SHRI MITHLESH KUMAR:

SHRI SHAMBHU SHARAN PATEL:

SHRI MADAN RATHORE:

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

- (a) the manner in which the recognition from the International Social Security Association (ISSA) would strengthen India's leadership role in social security cooperation and knowledge sharing;**
- (b) the steps being taken to integrate skill development, employment and social security schemes for overall worker welfare in the country;**
- (c) the measures being taken by Government to translate the increased social security coverage into quality and accessible health services and pension facilities; and**
- (d) the steps taken by the Ministry, so far, to strengthen social security coverage in the country?**

ANSWER

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

(a) to (d): India has been conferred with the Outstanding Achievement in Social Security Award 2025 by the International Social Security Association (ISSA), recognising the country's exemplary efforts in expanding social protection coverage and ensuring inclusive welfare for its citizens. The ISSA Award is a prestigious global recognition, presented once every three years at the World Social Security Forum. The award recognises that India has achieved a historic milestone in the realm of social protection coverage, recording an increase from 19% in 2015 to 64.3% in 2025.

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A holistic approach to worker welfare has also been strengthened through efforts in skill development and employment facilitation. The Skill India Mission (SIM) delivers skill, re-skill and up-skill training through an extensive network of skill development centres / institutes under various schemes like Pradhan Mantri Kaushal Vikas Yojana 4.0 (PMKVY 4.0), the Pradhan Mantri National Apprenticeship Promotion Scheme (PM-NAPS), and the Jan Shikshan Sansthan (JSS) Scheme. Simultaneously, the National Career Service (NCS) platform is connecting jobseekers with employers, offering career counselling, and facilitating skilling and placement linkages.

India's expansion in social protection coverage has been enabled by a strong foundation of digital and financial inclusion. Bank account coverage under Jan Dhan, combined with Aadhaar-enabled identification and the Direct Benefit Transfer system, has enabled benefits to reach the intended recipients swiftly and transparently. Complementing this, a wide array of social protection programmes include Pradhan Mantri Shram Yogi Maan Dhan, PM- POSHAN, Janani Suraksha Yojana, Pradhan Mantri Kisan Saman Nidhi Yojana, Pradhan Mantri Matru Vandana Yojana, Pradhan Mantri Vaya Vandana Yojana, etc. In addition, Health protection through Ayushman Bharat, supported by the Ayushman Bharat Digital Mission, has extended accessible healthcare.

The Code on Social Security, 2020 has come into force from 21.11.2025. Social security coverage under the Code has been widened to cover both formal and informal workers , including gig and platform workers. Its provisions include pan-India ESIC coverage, ESIC coverage for establishment which carries on hazardous or life-threatening occupation even with a single employee. Also, employees under fixed term employment are entitled to all benefits available to permanent employees, including proportionate gratuity after one year of continuous service. Women employees are eligible for 26 weeks of maternity benefit with full leave salary for up to two children, and establishments with 50 or more workers must provide a creche facility. The Code also enables the framing of social security schemes for unorganised workers covering life and disability insurance, health and maternity benefits, old-age protection, education etc.

Together, these initiatives complement India's social security programmes by ensuring that workers not only receive protection but also have improved access to skills, jobs and better livelihood opportunities.