

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2158
TO BE ANSWERED ON 18.12.2025**

PROTECTION OF PLATFORM WORKERS

2158. SHRI RAJINDER GUPTA:

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

- (a) whether Government is taking adequate measures towards ensuring protection of platform workers through social security extensions and fair pay guidelines;**
- (b) if so, the details thereof;**
- (c) if not, the reasons therefor;**
- (d) the challenges in classification and enforcement across apps; and**
- (e) the proposed measures to be taken in this regard, balancing worker's rights with platform flexibility?**

ANSWER

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

(a) to (e): 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 come into force on 21.11.2025.

The Code provides for framing of suitable welfare schemes for gig workers and platform workers on matters relating to life and disability cover, health and maternity benefits, old age protection, etc. The Code provides for setting up a Social Security Fund to finance these welfare schemes. The Code also have provisions to constitute a National Social Security Board for the purposes of the welfare of gig workers and platform workers.

The Ministry of Labour and Employment had launched e-Shram portal on 26.08.2021 for creation of a Comprehensive National Database of Unorganised Workers including platform workers, migrant workers, etc. The e-Shram portal is meant to register and

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support the unorganised workers by providing them a Universal Account Number (UAN) on a self-declaration basis. The Ministry of Labour and Employment has also launched the e-Shram- 'One-Stop-Solution' that entails integration of different social security/welfare schemes at single portal i.e., e-Shram. This is envisaged to enable unorganised workers registered on e-Shram to access social security schemes and see benefits availed by them so far, through e-Shram.

To maximise registration of platform workers on e-Shram portal, three nationwide special registration drives were held during the months of April, May and August-September, 2025 in collaboration with States and Union Territories.

Multiple rounds of deliberations have been conducted with Aggregators, Knowledge Partners and Platform Workers Unions/Associations and State Government/UTs for social security framework of gig and platform workers.
