

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 1537
TO BE ANSWERED ON 09.02.2026**

WELFARE OF GIG WORKERS

†1537. SHRI KULDEEP INDORA:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Government has taken any measures to provide facilities such as health insurance, social security and minimum wages to millions of gig workers such as delivery agents, cab drivers, freelancers etc., in view of their uncertain and insecure employment conditions;**
- (b) if so, the details thereof;**
- (c) whether the Government is considering taking concrete steps to address the discrimination being carried out by companies workers being classified as "independent contractors" rather than formal employees;**
- (d) if so, whether the Government proposes to introduce a dedicated National Policy or Legislation for gig workers to ensure a clear mechanism for social security, minimum rights and grievance redressal; and**
- (e) if so, the details thereof?**

ANSWER

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

(a) to (e): The Code on Social Security, 2020 has come into force on 21.11.2025 with the objective to consolidate and simplify the existing social security laws into a single framework and to extend social security coverage to all workers, including organized, unorganized, gig, platform, and self-employed workers, by ensuring universal access to social security benefits, promoting portability of benefits across employments and States, enabling the Central and State Governments to frame appropriate schemes, leveraging technology for efficient delivery, and clearly defining the roles of governments, employers, and aggregators in order to provide comprehensive social protection to the workforce in line with evolving labour market conditions.

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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.

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 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 provides for setting up of a Social Security Fund to finance these welfare schemes. The Code also has provisions to constitute a National Social Security Board for the purposes of the welfare of gig workers and platform workers.

The Code has provisions for setting up a toll-free call centre, or helpline or facilitation centres for unorganised, gig, and platform workers by the appropriate Government. These facilities are to disseminate information on available social security schemes, facilitate filing, processing and forwarding of application forms for registration, assist to obtain registration and facilitate the enrolment of the registered unorganized workers, gig workers and platform workers in the social security schemes.
