

National Social Security Boards for Unorganised, Gig and Platform Workers

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Why in News?

The Ministry of Labour and Employment has announced the establishment of the National Social Security Boards for Unorganised Workers and Gig and Platform Workers.

- **Aim** - To integrate unorganised, gig, and platform workers into a statutory institutional framework for social security planning, welfare, and monitoring.
- **Task** - Recommending appropriate welfare schemes to the Central Government and overseeing centrally administered social security schemes.

National Social Security Boards for Unorganised, Gig and Platform Workers		
Particulars	Key Information	
 Notifying ministry	Ministry of Labour and Employment	
 Legal framework	Code on Social Security, 2020	
 Chairperson	Union Labour and Employment Minister	
 Meetings	At least 3 times a year	
 Main beneficiaries	Unorganised, gig and platform workers	
 Role	Recommend and monitor welfare schemes	
 Social security coverage (2015)	19%	
 Social security coverage (2025)	64.3%	
 Workforce in unorganised, gig and platform categories	More than 92% (as reported)	
 Relevant constitutional list	Concurrent List	

National Social Security Boards

- **Statutory Framework**
 - Established under the Code on Social Security, 2020.
 - Function under the Ministry of Labour and Employment.

- Provide an institutional mechanism for recommending and monitoring social security measures for:
 - Unorganised workers.
 - Gig workers.
 - Platform workers.
- **Composition**
- **Chairperson** - Union Minister of Labour and Employment (Dr. Mansukh Mandaviya).
 - Members include representatives of:
 - Central Government.
 - State Governments.
 - Aggregator companies.
 - Employers.
 - Civil society organisations.
 - Workers' unions.
 - Gig and platform workers' associations.
- **Meetings**
 - The boards are required to convene at least three times annually.
 - They must adhere to procedures prescribed by the Central Government.
- **Functions**
 - **Policy Recommendations** - Recommend appropriate social security and welfare schemes for various worker categories to the Central Government.
 - **Scheme Monitoring** - Oversee centrally administered social security schemes.
 - **Advisory Role** - Advise the government on the administration and implementation of the Code on Social Security.
 - **Record-Keeping Review** - Review record-keeping at the State Government level.
 - **Financial Oversight** - Review expenditures from relevant funds and accounts.
 - **Additional Responsibilities** - Perform other functions assigned by the Central Government.
- **Categories of Workers Covered**
 - **Unorganised Workers** - Self-employed and wage workers in the informal sector with limited social security benefits.
 - **Gig Workers** - Individuals earning through short-term or flexible work arrangements outside traditional employer-employee relationships.
 - **Platform Workers** - Workers providing services through digital platforms such as transportation and food delivery apps.
 - **Aggregators** - Digital platforms that connect service providers/sellers with consumers (e.g., ride-hailing and food-delivery platforms).
- **Constitutional and Institutional Provisions**

Provision	Significance
Article 41	Right to work, education and public assistance in certain cases
Article 42	Just and humane conditions of work and maternity relief
Article 43	Living wage and decent standard of life for workers
Article 43A	Participation of workers in management of industries
Seventh Schedule	Labour-related subjects fall under the Concurrent List

Reference

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