



**वी.वी. गिरि राष्ट्रीय श्रम संस्थान**

(श्रम एवं रोजगार मंत्रालय, भारत सरकार का स्वायत्त निकाय)

**V.V. GIRI NATIONAL LABOUR INSTITUTE**

(An Autonomous Body of Ministry of Labour and Employment, Government of India)

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डॉ. एच. श्रीनिवास, भा.रे.का.से.  
महानिदेशक

**Dr. H. Srinivas, IRPS**  
Director General

No. PRG/WKS/09/20  
March 17, 2021

**Subject: Virtual Consultative Workshop on Strengthening Social Protection for Workers in New Forms of Employment - The Case of Gig and Platform Workers, March 30, 2021.**

Dear Sir/Madam,

I have pleasure to inform you that the institute would be organizing a 'Virtual Consultative Workshop on Strengthening Social Protection for Workers in New Forms of Employment - The Case of Gig and Platform Workers' on March 30, 2021.

The workshop will deliberate on strengthening the social protection system for gig and platform workers. It will also focus on features of the Code on Social Security and its implication for social protection of the workers in new form of employment. Brochure providing all the details of the workshop, including the modalities for nominations is attached.

I request you to nominate at least 05 personnel for this important online workshop.

With regards,

Yours sincerely,

(Dr. H. Srinivas)

To:

- Central and State Government
- Employer's Organisations
- Central Trade Unions
- Educational and Research Institutions



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पीआरजी/डब्ल्यूकेएस/09/20

17 मार्च 2021

**विषय: 'रोजगार के नए रूपों में श्रमिकों के लिए सामाजिक सुरक्षा को मजबूत करना - गिग और प्लेटफॉर्म श्रमिकों का मामला' पर वर्चुअल परामर्श कार्यशाला, 30 मार्च 2021**

महोदय/महोदया,

सहर्ष सूचित किया जाता है कि वी. वी. गिरि राष्ट्रीय श्रम संस्थान 30 मार्च 2021 को 'रोजगार के नए रूपों में श्रमिकों के लिए सामाजिक सुरक्षा को मजबूत करना - गिग और प्लेटफॉर्म श्रमिकों का मामला' पर एक वर्चुअल परामर्श कार्यशाला आयोजित करेगा।

इस कार्यशाला में गिग और प्लेटफॉर्म श्रमिकों के लिए सामाजिक सुरक्षा प्रणाली को मजबूत करने पर विचार-विमर्श किया जाएगा। इसमें सामाजिक सुरक्षा संहिता की विशेषताओं और रोजगार के नए रूपों में श्रमिकों की सामाजिक सुरक्षा के लिए इसके निहितार्थ पर भी फोकस किया जाएगा। नामांकन करने के तरीकों सहित कार्यशाला के सभी विवरण युक्त विवरणिका संलग्न है।

आपसे इस महत्वपूर्ण ऑनलाइन कार्यशाला के लिए कम से कम 05 कार्मिकों को नामित करने का अनुरोध है।

सादर,

भवदीय,

*Dr. H. Srinivas*

(डॉ. एच. श्रीनिवास)

सेवा में,

- केंद्र सरकार और राज्य सरकारें
- नियोक्ता संगठन
- केंद्रीय ट्रेड यूनियन
- शिक्षण एवं अनुसंधान संस्थान

**Virtual Consultative Workshop  
on  
Strengthening Social Protection for Workers  
in New Forms of Employment  
–The Case of Gig and Platform Workers**

**March 30, 2021**



**V.V. Giri National Labour Institute  
Noida– 201301, Gautam Budh Nagar  
Uttar Pradesh**

## INTRODUCTION:

The growing diversification of work arrangements has become a distinct feature of current labour markets in both developed and developing countries. While some of the more traditional forms of employment are disappearing or transforming in the wake of automation and digitalization, “new” forms of employment have emerged in various occupations and sectors. (ILO, 2017b; OECD, 2016, 2019a).

These new forms of employment offer opportunities as well as challenges for labour markets. Many of these jobs are found in non-standard forms of employment, having contractual arrangements that deviate from a “standard” full time, employment relationship, which constitutes the key reference point for most labour and social security policy frameworks (Degryse, 2016; ILO, 2016a). According to the ILO (2016a), non-standard forms of employment include part-time and on-call work, temporary employment, multi-party employment relationships and disguised employment and dependent self-employment. These new forms of employment often include work facilitated by digital platforms (such as ride-hailing or delivery services provided through Uber, Zomato), and crowd-based work which is provided in a global setting (well-known providers include Amazon Mechanical Turk or Click worker).

The work on digital platforms is often task-based, temporary, and casual in nature, and the boundaries between genuine self-employment and disguised employment relationships are often blurred.<sup>[1]</sup> As a result assuring social security to such workers becomes a challenge as many social protection systems operate in traditional employment relationship and are not well equipped to address the non-standard employment.

It has been seen that a large proportion of this work is performed by workers in the developing countries, led by India, which now accounts for about 20% of the total global share. Social protection coverage for workers in “new” forms of employment constitute a major challenge for the future of work and it is for this reason that the ILO Centenary Declaration for the Future of Work discussed the need for a human-centered approach to the future of work, based on Social Protection Floors (SPF) model on ensuring coverage in an universal manner.

It is in this background, the Code on Social Security 2020 which was passed in the Parliament in September, 2020 envisages extending and strengthening of the social protection system by formulating suitable schemes for the unorganized sector, gig workers and platform workers. It also aims to provide occupational safety, health and better conditions by bringing various sections of workers under the ambit of different social security schemes, including life and disability insurance, provident fund, health and maternity benefits and skill-upgradation. By providing access to ESIC benefits for the gig and platform workers, the Code on Social Security targets many of the social security benefits addressed under the ILO Security (Minimum Standards) Convention, 1952 (No. 102) and Social Protection Floors Recommendation, 2012 (No. 202).

## **OBJECTIVES:**

Keeping the above background in to consideration, the workshop will deliberate on strengthening the social protection system for gig and platform workers. The workshop will particularly focus on the following points:

- Features of the Code on Social Security and its implication for social protection of the workers involved in new forms of employment such as the gig and the platform workers.
- Ensuring universal coverage of social protection for unorganized, gig and platform workers.
- Role of tripartite constituents and national stakeholders in extending social protection to the unorganized, gig and platform workers.

## **PARTICIPATION LEVEL**

- This interactive workshop would be for Government Officials, Representatives of Workers and Employers Organisations, Civil Society and Academicians.
- Participants should have access to internet and computer with audio-visual facilities

## **DATE**

- This programme is scheduled for March 30, 2021
- Online workshop would be held from 10.30 a.m. to 01:30 p.m.

## **NOMINATION AND ENROLMENT**

The nominations of those interested in participating in this workshop, can be sent either through organisations or individually.

- Please fill in the linked registration form and submit it. Without registration form, nomination will not be considered.

[https://docs.google.com/forms/d/e/1FAIpQLSfkZ84UTzbxJBARSKf9K5\\_pusuHVgEI35vW39uM2M6k1paWwA/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSfkZ84UTzbxJBARSKf9K5_pusuHVgEI35vW39uM2M6k1paWwA/viewform?usp=sf_link)

- The registration link should be sent through soft copy to the nominees. Link will not open if sent through photo copy. Nominees can also use link given in our website brochure.
- The nominations received will be scrutinised by the VVGNLI and those selected will be intimated individually via email. They will also be informed the log in details to access the online workshop and related training resources.

## **WORKSHOP COORDINATOR**

Dr. Ruma Ghosh  
rumaghosh.vvgnli@gov.in

## **COMMUNICATION**

All correspondence should be addressed to:

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