

ASIA-PACIFIC SOCIAL PROTECTION WEEK 2026

Empowered Lives, Resilient Futures

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India's Social Security Framework for Gig and Platform Workers

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❖ India's Gig & Platform Economy: Emerging Workforce

- ✓ **7.7 million** gig workers in FY 2020–21, accounting for **2.6%** of the non-agricultural workforce
- ✓ Gig workforce projected to reach **23.5 million** by FY 2029-30 nearly **3 times** growth in a decade
- ✓ Share of gig workers projected to rise to **6.7% of non-agricultural** and **4.1% of total workforce** by FY 2029–30
- ✓ Workforce spans diverse skill levels: **47% medium-skilled**, **31% low-skilled** and **22% high-skilled**
- ✓ The evolving nature of gig work highlights the need for social security, financial inclusion and effective worker registration



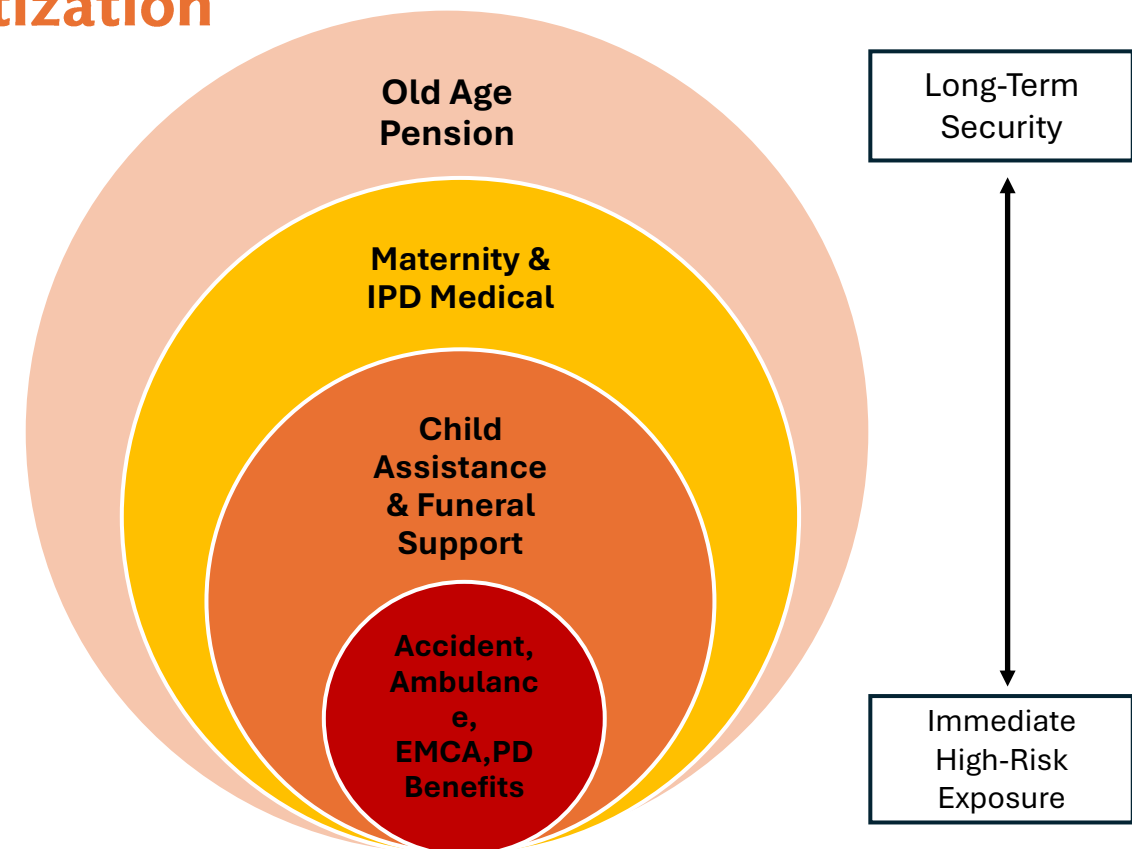
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❖ Scheme design principles and Benefit Prioritization

- ✓ **Universal Identification & Registration:** Building a verified worker database through e-Shram and UAN-based registration.
- ✓ **Portable & Inclusive Social Protection:** Designing benefits that remain accessible across platforms and locations.
- ✓ **Shared Responsibility & Sustainable Financing:** Involving governments, aggregators and other stakeholders in financing and delivery.
- ✓ **Risk-Based Benefit Prioritization:** Prioritizing benefits that address the most immediate and severe vulnerabilities faced by gig and platform workers.



Risk-Based Social Protection Architecture

EMCA: Emergency Medical Care Assistance ; PD: Permanent Disablement

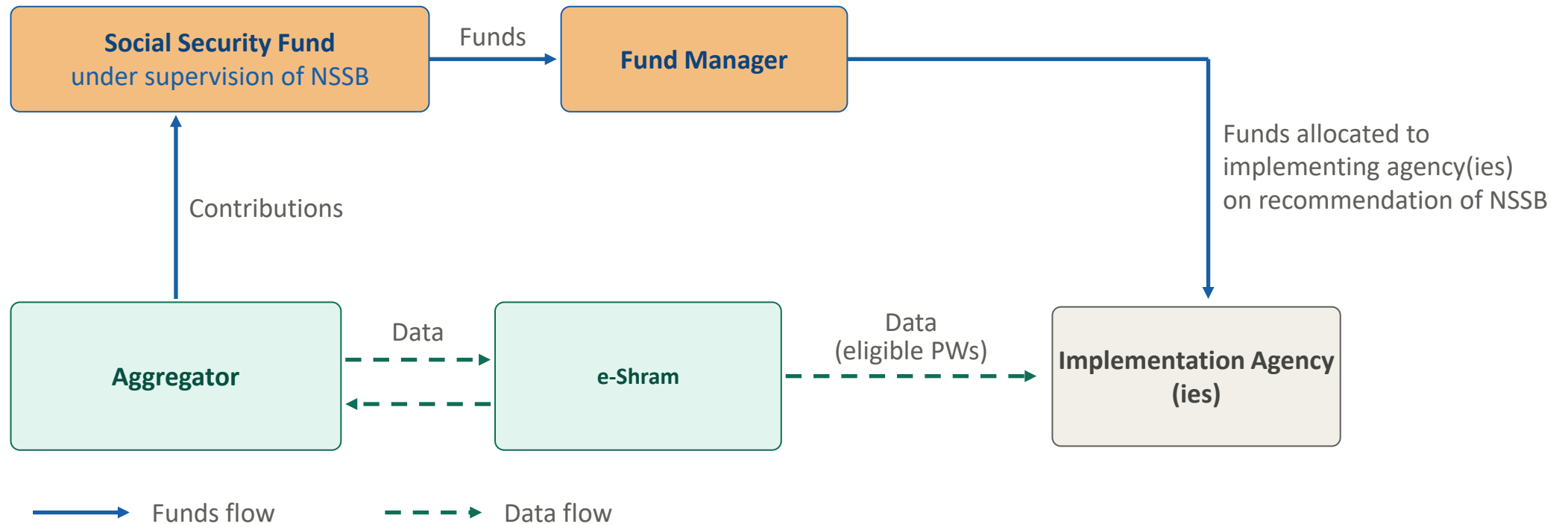


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❖ Fund Flow Architecture



PWs = platform workers

NSSB = Nation Social Security Board



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❖ Learnings

- ✓ **Worker Identification is Foundational**
A robust and updated worker database is the first step towards ensuring timely and effective social-security coverage.
- ✓ **Portable Benefits for a Mobile Workforce**
Benefits must remain accessible regardless of location, platform affiliation, or changes in work arrangements.
- ✓ **Stakeholder Collaboration Drives Sustainability**
Sustainable social protection requires coordinated efforts by Governments, aggregators/platforms, workers and implementing agencies.

❖ Way forward

- ✓ Sustainable financing for Long-term viability
- ✓ Accessible and Responsive Grievance Redressal
- ✓ Greater portability and system interoperability
- ✓ Adaptive framework for a Changing World of Work
- ✓ Future-ready and inclusive social protection



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Thank you!