



Code on Social Security, 2020

- The Indian Parliament, in a bid to rationalise the 44 labour codes in India, consolidated them into four labour codes and enacted them by 2020.
- The four labour codes are the Code on Wages, 2019; Industrial Relations Code, 2020; Code on Social Security, 2020; and Code on Occupational Safety, Health and Working Conditions, 2020.
- The SS Code 2020 subsumes nine regulations relating to social security, retirement and employee benefits.

Key Provisions of the Social Security Code, 2020

- The definition of employees has been widened to include inter-state migrant workers, construction workers, film industry workers and platform workers.
- It has provisions for the registration of all three categories of workers – unorganised workers, gig workers and platform workers.
- Gig workers refer to workers outside the “traditional employer-employee relationship”.
- The government could notify schemes for unorganised sector workers (such as home-based and self-employed workers), gig workers, and platform workers.
- The Code also provides for the setting up of a ‘National Social Security Board’.
- The functions of the Board include recommending schemes to the central government and also monitoring the schemes for the different types of workers, advising the Government on matters relating to the administration of the Code amongst others.
- The code expands the scope to cover fixed-term contract workers who will now be eligible for gratuity; whereas earlier only employees that were permanent were covered.
- Uniformity in determining wages for the purpose of social security benefits is another highlight of the code given the ambiguity in the current regulations.