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SOCIAL SECURITY FOR GIG AND PLATFORM WORKERS IN INDIA: AN ANALYSIS THROUGH THE INDIAN KNOWLEDGE SYSTEM AND CONSTITUTIONAL VALUES

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Abstract

The rapid evolvement of India's digital landscape has transformed the nature of employment by generating new forms of work facilitated through digital platforms. Gig and platform work, mediated by companies such as ride-sharing, food delivery, e-commerce, and in-home services platforms, has created significant employment opportunities while at the same time exposing workers to uncertain working conditions, income insecurity, and lack of social protection. Unlike workers in traditional employment relationships, gig and platform workers often operate outside the employer-employee framework, resulting in limited access to social security benefits such as health insurance, maternity benefits, old age protection and retirement security. Although the Code on Social Security, 2020 represents a notable legislative development by recognizing gig and platform workers as different categories of workers, many concerns regarding the implementation, scope and enforceability of the proposed social security framework. Therefore, the problem lies not merely in recognizing these gig and platform workers but in ensuring that statutory recognition translates into peaceful social and economic security.

The paper analyses the constitutional vision of labour welfare reflected in the Preamble, Fundamental rights, and Directive Principles of State Policy, focusing the principles of equality, dignity, social justice, and the State's duty to promote the welfare of the workers. It further reflects how these constitutional ideals accord with concepts within the Indian Knowledge System, including Sarva Jana Hitaya, Sarva Jana Sukhaya (the welfare and happiness for all), Dharma as a concept of ethical responsibility, and customs emphasizing human dignity, collective welfare, and accountable administration. Instead of treating these philosophical concepts as complementary to constitutional law, this paper argues that they

provide an important legal foundation competent of enhancing modern labour policy and promoting a more comprehensive understanding of worker's rights in new forms of employment.

Undertaking a Doctrinal research methodology, the study tackles a critical analysis of the Code on Social Security, 2020, constitutional provisions, judicial precedents, parliamentary and policy reports relating to labour rights, platform work, and social security. It also relies on selected related developments from foreign jurisdictions regarding the regulation of gig and platform workers to identify best possible measures that may lead to future reforms in India. The paper assesses the practical challenges affecting the enactment of social security measures, including uncertainty in employment classification, fragmented regulatory responsibilities, limited employer liability, and the absence of inclusive institutional procedures for enforcement.

The paper argues that while the legislation of Code on Social Security, 2020 provides statutory recognition to gig and platform workers, the existing framework remains insufficient to ensure accessible social security protection. The paper further also argues the constitutional values such as dignity, social justice, welfare should be considered along the Indian Knowledge System such as Dharma, Sarva Jana Hitaya serves as a foundation to strengthen social security framework. The findings of the study enhance the existing statutory reforms, digital employment platforms, and alternative employment structures. This study propounds strategic recommendations for policymakers and digital platform managers that protects the dignity, welfare, and rights of gig and platform workers in India's evolving world of work.

Keywords

Gig Workers; Platform workers; Social Security; Code on Social Security, 2020; Indian Knowledge System; Constitutional Values.

Introduction

The transformation of the Indian Labour market through digital platforms has generated new forms of work that is quite different from the traditional categories of employment. Gig and Platform based work has enlarged opportunities for flexible income generation and generated new forms of economic engagement; however it has also raised crucial questions regarding the social security protection available to workers employed outside traditional employment

relationships. ¹The absence of fixed employment structures, continuity of income and conventional employer-employee relationships can leave such workers particularly unguarded to occupational risks, income insecurity, illness, disability and insufficient protection in old age. The worthwhile question of extending significant social security to this rising workforce has therefore become an important part of modern labour-law discussion.

²The Code on Social Security, 2020 marks a significant statutory development in this concern. For the first time, the legislative framework explicitly acknowledge the categories of “gig worker” and “platform worker” and creates a framework for their registration and social security protection. Chapter IX of the Code particularly addresses social security for unorganized workers, gig and platform workers. ³Section 113 provides for their registration, while section 114 provides for the formulation of schemes for gig and platform workers. The legislative development symbolizes a shift towards expanding social security protection beyond traditional employment relationships.

However, legislative recognition does not automatically render significant social security. The efficiency of the structure depends upon the accessibility of registration procedure, formulation and execution of appropriate schemes, financial feasibility, participation of relevant stakeholders and effective institutional implementation. ⁴The main concern, is not merely whether gig and platform workers have been recognized within the statutory framework, but whether such recognition can provide accessible and relevant protection compatible with India’s comprehensive commitment to social and economic justice.

The Constitution of India places social and economic justice at the centre of the constitutional order and directs the state towards circumstances favourable to dignity, equality and the welfare of its citizens⁵. Meanwhile this constitutional mechanism, principles connected with the Indian Knowledge System provide an additional moral perspective on public welfare, accountable conduct, and the social value of work. Principles such as Sarva Jana Hitaya, Sarva Jana Sukhaya and Dharma may although be look into not as different to constitutional or statutory

¹ NITI Aayog, *India’s Booming Gig and Platform Economy: Perspectives and Recommendations on the Future of Work* (2022) 7–8.

² The Code on Social Security, 36 of 2020 ss 2(35), 2(61)

³ Ibid, ss 113-114

⁴ NITI Aayog, *India’s Booming Gig and Platform Economy: Perspectives and Recommendations on the Future of Work* (2022) 50-52

⁵ INDIA CONST. art. 38, 39, 46, 43; Preamble

law, but as supplementary regulatory perspectives capable of informing a more inclusive approach to labour mechanism.

Although existing debate on gig and platform workers have broadly analyses the questions of employment status, labour rights and social security, relatively less recognition has been given to examining the social security framework for gig workers through the lens of constitutional values and Indian Knowledge System. This paper seeks to address this gap by critically analysing whether the existing framework can be enhanced through a workforce- oriented approach rooted in constitutional responsibility to social justice and compatible principles of collective welfare and responsibility.

The research questions for the proposed paper were as follows:

1. Whether the Code on Social Security, 2020 provides a sufficient legislative framework for determining social security protection to gig and platform workers?
2. How do constitutional values of equality, dignity and social justice make sure the State's approach towards social security for gig and platform workers?
3. Whether principles linked with the Indian Knowledge System can amount constitutional values in evolving a more comprehensive and worker-centric mechanism for social security administration?

Gig and Platform Workers: Concept and Emerging Labour Challenges

⁶The Code on Social Security, 2020 marks a significant approach in the Indian legal framework by addressing gig and platform workers. Section 2(35) states a 'gig worker' as a person who performs work or participates in a work arrangement and earns from such activities outside the traditional employer-employee relationship. A 'platform worker' is expressed under section 2(61), meanwhile section 2(60) defines 'platform work' in terms of work arrangements outside the traditional employer-employee relationship in which organizations or individuals use an online platform to access other organizations or individuals to solve specific problems or to provide specific services or any such other activities, in exchange for payment.

⁷It is, hence, vital to differentiate between gig workers and platform workers. Gig work is the

⁶ The Code on Social Security 36 of 2020 ss 2(35), 2(61), 2(62)

⁷ NITI Aayog, India's Booming Gig and Platform Economy: Perspectives and Recommendations on the Future of Work (2022)

broader category, covering any kind of work that is not carried out under the conventional employer-employee arrangement, while platform work involves any kind of work conducted on the online platform. Platform workers can, therefore, be regarded as subset of gig workers. The significance of differentiating between the gig and platform workers comes into place when looking at the issue of social security.

This model of working has also generated several socio-economic opportunities. Such a kind of work allows the entry into the labour market in a rather flexible manner, allow individual to engage themselves in various kinds of activities, and also generate employment opportunities in sectors like transport, delivery, domestic service, and other digitized services.⁸The NITI Aayog's report on India's gig and platform economy estimated that the country's gig workforce numbered approximately **7.7 million in 2020-21** and projected that it could reach **23.5 million by 2029-30**. The growth of this labour force has made the issue of its social security very important in the context of India's labour policy.

Yet another major issue is related to the nature of the workers connection with the aggregator or the platform. Labour law has been based on clear employer-employee relationship for establishing the allocation of rights and duties. The question arises here that platform work has complicated the matter by making the platform responsible for connecting the worker to the customer, assigning the tasks, setting pay rate or influencing it, evaluating the work and regulating access to work without identifying the worker as employee. This raises an issue of regulation regarding the application of labour laws to workers whose employment status is different from that of the traditional worker.

However, **it is clear that social security is not the same thing as legal recognition**. The fact that gig workers and platform workers are included within a statutory framework marks the first step, but the effectiveness of that mechanism depends upon the design, funding, accessibility and execution of the schemes.⁹It is clear that the government recognizes the need for registration and the development of social security measures for such workers. Thus, the issue is not whether these workers receive legal recognition, but whether they can receive social security benefits through this recognition.

⁸ Ibid, at 17.

⁹ Ministry of Labour and Employment, Government of India, 'Code on Social Security, 2020 provides for framing of suitable social security schemes for gig and platform workers' (13 March 2023).

Social Security Framework for Gig and Platform Workers: From Recognition to Effective Protection

¹⁰The incorporation of gig workers and platform workers within the social security mechanism marks a significant change from the traditional notion of labour law protection. The importance of this development is that it not only marks the statutory recognition of a relatively unprotected class of workers but also attempt to provide social protection to individuals whose work does not fall within the traditional employer-employee relationship. The Code on Social Security, 2020 can be considered an important step in analyzing whether Indian labour law is adaptable to new forms of labour.

However, the framework itself is quite scheme based. This difference is significant for the current study because the mere statutory recognition does not necessarily ensure the effective implementation of social security benefits. The impact of the protection system, therefore, relies on the ability of workers to be a part of the framework, appropriate schemes are devised, and the process of implementation being conducted through institutions that are capable of accessing workers in platform-based employment. The main concern of this study moves from **recognition of the worker to accessible and effective protection.**

The registration framework explains this shift. Registration is necessary for linking workers with the social security mechanism, but the existence of registration mechanism does not mean that all eligible workers can practically be benefitted under the law. The knowledge about the registration procedure, digital literacy, regular involvement with platforms can vary greatly from person to person. Thus, the effectiveness of registration should be viewed from the workers concern, not on the basis of existence of statutory framework.

The scheme approach further raises the question of the **nature of protection that should be emphasized.** Social Security cannot be minimized to single benefit because of the various dimensions of vulnerability among the gig and platform workers. Problems such as income insecurity, injuries, sickness, disability, paternity and lack of employment-based benefits may affect workers in the various stages of their working lives. The applicability of the legal framework will, therefore, be determined by the extent to which the schemes within the statutory framework address these challenges in a practical manner.

¹⁰ The Code on Social Security, 36 of 2020

The difference between formal involvement and significant involvement becomes a critical issue for analysis in the current study. Formal involvement involves a category of workers being recognized by law and being entitled to a legislative mechanism. In the case of significant involvement, what needs to be ensured is that the individual worker is able to obtain social protection through the framework. The Code is clearly a step forward in terms of formal involvement, but considering the welfare orientation of Indian Labour Law, the focus should be on meaningful social protection.

Thus, the social security mechanism for gig and platform workers must be considered more than just legal recognition. The true significance is whether it can translate legal recognition into meaningful and accessible protection for the workers. The Code lays down the institutional basis of such a process; however, the true nature of its effectiveness will lie in the actual meaningful protection to workers as laid down in the framework. This requires the legislative framework to be look into with constitutional values of social justice and the principles of Indian Knowledge System.

Constitutional Values and Social Security for Gig and Platform Workers

The aspect of social security from a constitutional point of view becomes significant when analyzing the status of gig and platform workers. The Indian Constitution is not only an instrument setting up the structure of rights and governance but also reflects a certain commitment towards social, economic and political justice.¹¹ The Preamble, along with the Directive Principles of State Policy forms a welfare-oriented approach which raises questions related to labour protection and social security can be analyzed. The significance of the constitutional commitments in relation to gig and platform workers is that the changes in the way people earn a living must not generate new economic risks without considering social protection.

The concept of equality is the first constitutional approach.¹² Article 14 does not state that every individual or group of individuals must be dealt with same way in every situations; what it means is that any differentiation done by State must have some reasonable relation to the purpose to be achieved. This is particularly significant in the context of gig and platform

¹¹ INDIA CONST. Preamble. Directive Principles of State Policy

¹² State of West Bengal v Anwar Ali Sarkar, AIR 1952 SC 75; E.P. Royappa v State of Tamil Nadu, (1974) 4 SCC 3

workers since the mere fact that their employment status differs must not be a ground for excluding them from the meaningful social security. Their exclusion from the employment relationship may be of legal significance in deciding what form of regulation applies, but it should not result in their vulnerability being overlooked.

A second and related approach involves the dignity principle in the constitution.¹³ Article 21 has been translated by the Supreme Court as protecting life and personal liberty in a way which states protection against such conditions which prevent the individual from living a life of dignity. Thus, social security may be considered as an important element of the welfare state that guarantees people protection from situations that severely impair their dignity and ability to work. Gig and platform workers problems in terms of occupational hazards, sickness, disability, irregular income therefore, clear reasons why social security is not simply another economic advantage.

This aspect is further explained through the Directive Principles of State Policy.¹⁴ Article 38, encourages the State to frame its policies to promoting the welfare of the people and to attain the social order based on social, economic and political justice. The relevance of this objective in the constitution with regard to the welfare of gig and platform workers lies in the fact that economic and technological growth must operate in a framework within a context where social and economic inequality is minimized. Though the growth of digital platforms can generate opportunities for economic gain, it is essential that we do not separate the benefits derived from such development from our duties to those who work to support the platform economy.

A worker-oriented approach is especially vital in this regard. The effectiveness of social security must be analyzed whether or not the provision of social security is accessible to the worker. If system of registration is theoretically possible but complicate to navigate, or if their schemes exist, that does not provide adequate protection to workers, then there will be formal compliance without real welfare. Hence, constitutional principles encourage a shift from examining the **existence of protection in meaningful and quality protection**.

Thus, the constitutional approach reaffirms the recognition of gig and platform workers in legal sense is a necessary step, but it cannot achieve the goals of social justice. The criteria for the

¹³ Francis Coralie Mullin v Administrator, Union Territory of Delhi, (1981) 1 SCC 608

¹⁴ INDIA CONST. art. 38.

success of social security approach lie in the possibility that the workers will be able to enjoy access to adequate, accessible and continuous protection in relation to their occupational risks. The constitutionality approach constitutes the threshold for exploring whether principles drawn from the Indian Knowledge System provide another perspective on the common welfare and the social value of work.

Indian Knowledge System and the Social Security of Gig and Platform Workers

The Indian Knowledge System (IKS) presents an appropriate normative approach for evaluating the prevailing social security system as far as it relates to addressing the concerns of gig and platform workers. The applicability of IKS to the current research study is not based on treating ancient notions as substitutes by the statutory and constitutional laws. On the contrary, principles such as Dharma, Sarva Jana Hitaya and Sarva Jana Sukhaya can be considered concepts of collective responsibility and welfare that expand the understanding of social justice under the constitution. The significance of these rights is mainly in instances where the formal legal recognition exists, but this may not guarantee any protection for individual workers.

5.1 Dharma as a Principle of Responsibility

This idea of Dharma might be relevant to labour welfare since it connects together the rights and social relations with duties and accountability. The principle of Dharma, within the context of gig and platform work, would provide a broader way of looking at the responsibilities of those who exercise economic and technological power over workers. While the relation of the platform economy with the workers might not necessarily fit into the traditional definition of employer-employee, this does not necessarily imply that no responsibility towards the worker welfare.

The task of social security cannot just rely on any formal contractual labels. From a perspective based on Dharma, it would support an approach in which those have real influence and deriving economic gains are expected to be responsible towards the well-being of those performing that work.

This does not mean that Dharma can impose upon platforms a legally binding obligation. It can be useful in explaining why labour regulation should not be concerned solely with the categorization of the relationship as contract but should also take into account its economic

impact. By such approach, Dharma will reinforce the constitutional concern for social justice.

5.2 Sarva Jana Hitaya and Collective Welfare

The concept of **Sarva Jana Hitaya**, i.e., to the welfare of all, is particularly applicable to the issue of social security because the platform economy provides benefits to multiple participants at once. Consumers have access to useful services, the platform companies receive profits, and the workers gets chance for earning money. At the same time, the distribution of such benefits does not mean that the risks are equally shared. Accidents, ill-health, irregular income and lack of adequate work may affect workers despite living outside conventional employment structure.

The relevance of Sarva Jana Hitaya can also be seen in the application of social security schemes. A scheme that exists formally but is not accessible to the majority of the workers cannot serve the purpose of collective welfare. Registration difficulties, unawareness about the schemes, divided responsibilities and uncertainty about eligibility could deny workers the protection prescribed by law. Consequently, for collective welfare, it requires the State and other institutions to examine the social security scheme on the basis of its accessibility.

5.3 Sarva Jana Sukhaya and Meaningful Social Security

The concept of Sarva Jana Sukhaya, implying the happiness and well-being of all, adds another dimension to the discussion of welfare. The relevance of the principle in current study does not lies in the fact that labour framework is expected to ensure an emotional feeling of happiness. Meanwhile, this indicates the general understanding of governance whereby development must serve to human well-being.

The significance of this principle arises when platform-based employment provides opportunities for flexibility and income while also exposing the workers at risk of insecurity. This is because flexibility itself does not justify welfare, especially in cases where the workers are subjected to job hazards, sickness, disability and irregular income. A worker-oriented social security system must therefore consider whether the circumstances under which flexibility of the work allows workers to ascertain minimum level of security and dignity.

The concept, however, justifies a shift from a limited interpretation of social security to a broader one. Social protection should not be confined to theory but must reflect the various risks faced during the course of gig worker's work life-cycle. Thus, Sarva Jana Sukhaya strengthen the constitutional idea that economic development needs to stay linked with human well-being.

5.4 IKS and the Constitutional Idea of Social Justice

Importance of IKS in the current study becomes foremost when its principles are viewed alongside to the constitutional values instead of considering separately from them. The constitution itself ensures social justice, equality and dignity at the core of the welfare state obligations. IKS can serve as another source that explains the need for constitutional values for emerging worker categories.

This relationship is significant because gig and platform workers are vulnerable in terms of their position in the labour law framework. This creates a discrepancy between statutory categorization and actual problem by excluding the workers from the conventional structure. The constitutional and Indian Knowledge System framework examines whether the worker is being protected from the risks associated with the mode in which work is organized.

In this respect, IKS cannot substitute constitutional provisions with the philosophical principles. Its suitable role is to justify a welfare-centric approach of existing legal mechanism. Dharma may provide accountability, Sarva Jana Hitaya may strengthen collective welfare, Sarva Jana Sukhaya can focus on human well-being. Together with equality, dignity, social justice these ideas facilitate the meaningful protection of the workers concerning the labour law framework.

Integrating Constitutional Values and the Indian Knowledge System

The previous sections of the paper analyses that the social security of the gig and platform workers cannot merely be examined by statutory recognition as distinct worker. The real issue lies whether this recognition leads to effective protection from risks related to platform-based work. Constitutional Values and principles of Indian Knowledge System provides alternate perspective for examining this discussion. While the Constitution lays down the foundations of social justice, the IKS expands the understanding of responsibility and human welfare.

6.1 From Legal Recognition to Substantive Protection

The constitutional obligation to social justice requires State to go beyond categorization in cases where the individuals remain vulnerable on social and economic grounds. The Supreme Court has consistently held that constitutional provisions cannot be interpreted formally and equality and dignity have significant dimensions. This is important in the case of gig and platform economy where workers are classified from conventional relationship despite facing similar social and occupational hazards.

The difference between **recognition and protection** is crucial for the current study. It means

that the effectiveness of the social security framework must be considered based on its practical results, but not merely on the presence of legislative measures. The worker-centric model will address the constitutional focus on dignity and social justice, as well as the IKS principle of welfare have significant impact on members of the gig and platform economy.

6.2 Accessibility as a Measure of Social Justice

Social Security is effective when it is accessible. The existence of a benefit within the law but its inability to be understandable, accessed and claimed by those it intends to benefit is ineffective. This is especially relevant for gig and platform workers whose work is facilitated through online platforms and involve irregular income and varying working patterns.

In constitutional perspective, accessibility is linked with equality and dignity. Workers who face more economic or social obstacles may need an administrative process which is complying to these obstacles, which is better than the system that operates on assumption that all workers have equal abilities to access the administrative process.

Further, the IKS theory strengthens this approach by treating welfare as something that is common objective and not merely something that is benefitted for individual. Sarva Jana Sukhaya promotes the concept of social security in which worker welfare is regarded as a necessary element of an effective socio-economic system. Hence, the efficiency of a scheme must not be evaluated by its mere existence but also by the extent to which the workers can gain from the scheme.

6.3 Towards an Integrated Framework

In the context of gig and platform workers, this holistic approach results in simple but profound concept: the effectiveness of social security can only be determined by whether the workers receive protection against the risks that they face during the course of work. The legal recognition of worker's rights, registration procedures, and creation of social security programs are key elements of such a procedure, but these alone do not fulfill the objective of social security.

This combined framework of constitutional values and Indian Knowledge System thus provides a comprehensive framework within which the future of social security may be considered. It shifts the debate from the mere issue of the formal recognition of gig workers to more important matter of whether the regulatory bodies facilitate their living and working in a secure and dignified manner.

Comparative Perspective: Emerging International Approaches

The issues linked with expanding social security and labour protection to gig and platform workers are not limited to India. International and comparative developments shift towards recognizing the importance of developing the framework for the protection of gig and platform workers without minimizing the flexibility offered by platform work.¹⁵ Internationally, the International Labour Organization adopted the Decent Work in the Platform Economy Convention, 2026 (No. 193). This is the first international labour convention specifically to address platform economy. The objective of this convention is to ensure that technological change and emerging forms of organization develop balancing workers' rights ensuring access to social protection and better working conditions.

¹⁶ Another notable comparative development can be noticed in the European Union through Directive (EU) 2024/2831 on improving working conditions in platform work. This Directive took an alternative approach by emphasizing the question of determining the proper employment status of persons engaged in platform work and ensuring safeguards relating to organizational management. It creates a presumption of employment when there are indications of control and direction present, while increasing transparency and human involvement in the organizational decision-making process. Despite the fact that the Directive focuses on employment status and working conditions instead of creating a unified social security system, the approach taken shows the significance of ensuring that misclassification does not become an obstacle for labour and social protection.

These developments provide valuable comparative outlook for India. The Indian perspective under the Code of Social Security, 2020 acknowledges gig and platform workers as categories of workers which they are entitled to a suitable social security protection, without being confined necessarily to the conventional employment structure. Therefore, it is clear from this comparative analysis that the effectiveness of India's framework cannot just be justified by the merely by the formal recognition of gig and platform workers but whether the expected outcome ensures accessible, continuous and actual protection against the vulnerabilities linked with platform work, in context of constitutional values and the principles of Indian Knowledge

¹⁵ International Labour Organization, *Decent Work in the Platform Economy Convention, 2026 (No. 193)*, adopted 6 June 2026.

¹⁶ Directive (EU) 2024/2831 of the European Parliament and of the Council of 23 October 2024 on improving working conditions in platform work, [2024] OJ L 2024/2831.

System.

Recommendations and Way Forward

From the above analysis, it examines that the recognition of gig and platform workers under The Code on Social Security, 2020 is a major step but the advantage of social security lies in how framework is actually get implemented. A future-centric model should progress from formal recognition to accessibility, accountability and meaningful protection for workers. Recommendations include:

8.1 Simplifying Registration and Access to Social Security

The registration procedure must be designed towards the specific practical conditions of the gig and platform workers. Many of the platform workers operate through digital platforms and have varying degree of digital literacy skills. The registration mechanism cannot depend on the worker's capability to access complex digital processes individually. Platforms, government agencies and welfare institutions are required to assist in registration process and provide detailed information regarding the availability of schemes.

This approach will help provide practicality to the constitutional value of equality by recognizing that equal protection in certain situations may need administrative process for considering differences in which different workers work. The ultimate goal is to ensure that the registration process serves as a foundation for social security for workers and not an obstacle.

8.2 Designing Social Security According to Actual Worker Risks

The social security schemes must be designed by keeping in mind the actual risks which affects the workers in the course of their job. The schemes created should be responsive to the risks associated with the gig and platform work. Workers may suffer from occupational injuries, accidents, illness, disability and irregular income.

A worker-centric model should also recognize that workers may mediate through the other platforms or combine platform work with other forms of employment. Social security benefits should remain linked with the worker rather than continuous association or dependence on only one platform. Benefits arising especially in labour market characterized by mobility and multiple ways of earnings.

8.3 Outcome Based Monitoring of Social Security Schemes

The implementation of the social security schemes is determined by the expected outcomes

and not merely by the legal recognition of the workers or schemes. Legal institutions and authorities must review the implemented schemes periodically by assessing factors such as number of workers registered under the scheme, proper utilization of the benefits by workers, accessibility of registration, claim resolution and grievance redressal mechanism.

This type of monitoring puts emphasis from **legal recognition to meaningful protection**. It also shows the constitutional value towards social justice and dignity. A protection that is legally recognized but is ineffective in meaningful implementation especially for the workers cannot achieve its welfare purpose i.e. Sarva Jana Hitaya.

8.4 Preserving Flexibility While Ensuring Minimum Protection

One of major shift of workers from traditional employment relationship to gig and platform work is **flexibility**. Any regulatory framework cannot bars the workers from basic social security. This helps the workers to engage in different platform work while receiving the benefits, Therefore, flexibility should never become justification that sets aside the basic social security protection.

The ultimate goal is to create a framework whereby the workers maintains flexibility in terms of deciding when and how they work and at the same time getting basic social security protection in cases of illness, occupational hazards. It would allow the labour framework to adapt to new forms of employment, instead making every platform-based work to traditional employment structure.

8.5 Strengthening Platform Accountability and Institutional Coordination

The meaningful implementation of social security requires coordinated system between the platform authorities and the government. Platforms have knowledge regarding the workers using their platforms and can help in the identifying workers, and provide them information of available schemes and facilitating access to welfare measures.

Meanwhile, institution should remain accountable. A framework involving multiple authorities makes it clear which institution is responsible for registration, implementation, grievance redressal and supervising. Regular intervention is also important to ensure that the schemes are actually benefitting the workers and benefits are being delivered in a timely manner.

Conclusion

The framework of gig and platform work challenges traditional notions of social security in India. The question is not whether these gig and platform workers are legally recognized but

whether the laws can be effectively made to govern changing nature of work. The Code on Social Security, 2020 remarks a progressive step in this regard, however, the need of social security requires the legal institutions to deal with the vulnerabilities of platform-based work.

The future of gig and platform economy in India will depend upon how labour framework evolve, while preserving their welfare purpose. A regulation which is able to balance technological advancement while ensuring that the workers not get exposed to the risks following the advancement represents a more meaningful form of social security. The purpose of any labour framework would hence, ensuring workers to experience security, dignity and welfare in actual practice not merely the formal recognition.

Therefore, the emphasis from conventional employment structure to platform work should not mean barring of social security measures. The labour regulation, keeping in mind, the rapid evolvement of various forms of work should ensure that any transformation in the organization of work must be transformed in the manner in which workers are protected. This would allow technological and economic progress to remain connected to broader constitutional values and welfare state.

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