

New Labour Codes of India
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Lecture 32
Definitions under the Code on Social Security, 2020

Dear students, today we are going to discuss important definitions under the Social Security Code. And the last class, we were talking about the highlights of the Social Security Code 2020 and its important definitions, which include certain new terminologies, which is used in the Indian labour codes or used in the new Indian labour legislations like gig workers, platform workers like employment injury, and various other definitions are added to the new Social Security code.

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CONCEPTS COVERED

- Various Definitions defined under the Code on Social Security, 2020

KEYWORDS

- Appropriate Government
- Building worker
- Central Board
- Contract Labour
- Fix-term employment
- Gig workers
- Platform workers
- Employment injury
- Occupational disease



So, our today's discussion is confined to the important definitions, not all definitions. And these definitions, why such kinds of definitions are required for a long period of time, certain sections of the Indian workers are not defined anywhere. For example, construction workers, construction workers are loosely defined under the central act as well as in the state acts, but now, we have an elaborate definition with regard to construction work as well as construction workers.

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Introduction

- Multiplicity of definitions provided under existing repealed Acts has created confusion.
- The objective of this Code is to streamline various definitions used throughout this Code, to explain various schemes of social security benefits, in a structured manner.

And we see so that the multiplicity of definitions always creates confusion not only for the workers but also when sometimes the interpretation by the judiciary as well. So, these definitions are very important with regard to providing Social Security benefits and also disbursement of Social Security benefits to these particular classes.

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Definitions- S. 2 of Code on Social Security, 2020

- S. 2(1) – “agent” refers to every person, whether appointed or not appointed to any establishment, who on behalf of the owner, look after the management, control, supervision or direction of such establishment or part thereof;
- S. 2(2) – “aggregator” refers to a digital intermediary that provides a market place for the buyer or user of the service to connect with the seller or the service provider;

So, the definitions are contained in section 2 of the Social Security Code 2020 and some of the new definitions can find in for example, in section 2(2) which defines aggregator, so aggregator refers to the digital intermediary that provides a marketplace for the buyer or user of the service to connect with the seller or the service provider.

So, this aggregator definition is very new to India, because of the surge in E-commerce businesses like Amazon or Flipkart or any other market providers, so digital market providers and also we can see that the agent, the definition of agent refers to every person who was appointed by the establishment or whose own behalf of the owner, who looked after the management or have control or supervision or direction of the establishment.

So, in the earlier definitions, you can see a similar definition in the Factories Act for the occupier, who is the ultimate control over the activities of that particular factory or manager of that particular factory here it is named as Agent.

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- S. 2(3)- “appropriate government” means-
 - (a) Central government – to those establishment or industry controlled by or under the authority of Central government as well as the establishment of
 - i. Railways including metro railways,
 - ii. Mines,
 - iii. Oil field,
 - iv. Major ports,
 - v. Air transport service,
 - vi. Telecommunication,

- vii. Banking,
- viii. Insurance Company,
- ix. Corporation or other Authority established by a Central Act,
- x. Central Public Sector Undertaking,
- xi. Subsidiary companies set up by Central Public Sector Undertaking, or
- xii. Subsidiary companies set up by the Principal undertakings, or

And the other definitions include the appropriate governments, so appropriate governments in the central government as far as these particular industries or this particular sector are concerned, the central government is the appropriate government, for example, railways, mines, oil fields, major ports, and air transport service, telecommunication and most of them are under the purview of the central government.

And you can see that the other areas like banking, insurance, and any cooperation or authority established by any central Acts. So, central public sector undertakings are subsidiaries of the companies of central public sector undertakings and subsidiary companies set up by the principal undertakings of the central PSUs. All these companies will come at a definition of the central government.

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- xiii. Autonomous bodies owned or controlled by the Central government including-
 - a. Establishment of contractors for the purpose of such establishment;
 - b. Corporation, or
 - c. Other authority
- xiv. Central PSUs, Subsidiary companies or autonomous bodies or any company, in which the Central government held not less than 50% of the paid-up share capital

And there are certain autonomous bodies owned or controlled by the central government in that case. So, in the case of the establishment of contractors or for the purpose of such a particular establishment or corporation or any authority even though the central PSU or subsidiary companies or other autonomous bodies or companies.

So, if the central government has not less than 50 percent of the paid-up share capital and then it is going to have the appropriate government is the central government. So, now it is very clear that if the central government has not less than 50 percent of the paid-up share capital, then the appropriate government is going to have the central government, not state governments.

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- S. 2(6) – “building or other construction work” refers to the construction or alteration or repair or maintenance or demolition of any-
 - i. Buildings, streets, roads, railways, tramways, airfields, irrigation, drainage, embankment and navigation works, flood control work (including stormwater drainage works), generation; or
 - ii. Transmission and distribution of power; or
 - iii. Waterworks (including channels for distribution of water); or

- iv. Oil and gas installations; or
- v. Electric lines, internet towers, wireless, radio, television, telephone, telegraph and overseas communications; or
- vi. Dams, canals, reservoirs, watercourses; or
- vii. Tunnels, bridges, viaducts, aqueducts, pipelines;
- viii. Towers, cooling towers, transmission towers;

Or any other works as specified by the Central government

So, we already said some of the new definitions or codified definitions of building or construction work. So, this is the construction work which is relating to the construction or alteration or repair or maintenance or demolition, it is a wide definition of it is not only buildings but also the construction of streets, roads, railways, tramways, airfields, irrigation drainage or navigation works or embankment works, flood control works or other kinds of generations and distribution of power, water works.

So, distribution of water services, all these categories will come under the definition of building and other construction work which also includes oil and gas installations, electric works telephone works, internet towers, wireless services, Radio Television or the overseas communications construction of the dam, canals, reservoirs, water houses or water services or water pipes and tunnels bridges.

And you can say that towers in transmission towers or look at Central Government can include any activity, this kind of construction activity in the definition of the building or other construction work. So, now, the construction work is not only confined to the building which is why the definition is included a larger definition.

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- BOCW (Building and Other Construction Work)- Its definition does not include-
 - i. Any building or other construction work related to
 - a) Factory;
 - b) Mine; or
 - ii. Any building or other construction work where **less than 10 workers are being employed;**

- iii. Any construction work carried **out for residential purposes of an individual** or group of individuals for their own residence and –
 - a. Its total cost shall not exceed **50 lakhs rupees** or such higher amount; and
 - b. employing more than such number of workers as specified by the appropriate government

So, we can see that this building and other construction work and exempted specifically certain establishments that certain establishments are factories, mines, and any other construction of building works less than using 10 workers, then this will not come under the purview of this concession work for the purpose of this act. So, for factories, there are specific provisions, and for mines also there are specific laws.

So, construction work which is using less than 10 workers will not come under the purview of this particular Act. And also you can say that, most importantly, any construction work or any residential construction work for an individual or group of individuals housing schemes. So, if the total cost is not exceeded 50 lakh rupees, so we know that now the construction cost of a single house.

So the central government has confined not limited to the spending of 50 lakh rupees. So, then, if we already said that more than 10 employees if less than 10 employees, then this Act will not be applicable. So, using more than 10 employees and for residential purposes, then also there is an exemption. So, it means that, if it is a residential complex and you declared the plan budget is less than 50 lakhs.

The purview of this particular Act is not going to be attracted, the portion of this Act is going to be attracted and the present, the state government laws most of the state governments are leaving a lot of Cess for the construction workers for even for 10 lakh rupees. So, all those state laws are going to be superseded by this central law of the limitation of 50 lakh rupees. So, the cost is going to be the cost ceiling is going to be 50 lakh rupees.

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- S. 2(7) – “building worker”



- S. 2(7) – “building worker” refers to that person who is employed for-
 - i. Skilled, or
 - ii. Semi-skilled, or
 - iii. Unskilled, or
 - iv. Manual, or
 - v. Technical, or
 - vi. Clerical work

For hire or reward, irrespective that whether employment terms are express or implied, in relation to any building or other construction work

It does not include those persons who are being employed in managerial or supervisory or administrative capacity

So, the building workers we can we know that it is they are in different forms, they do the construction works and a large quantity and also large category of workers who work in construction. So, the building worker is now defined under Section 2(7). So, the building worker can be a skilled worker, unskilled worker, semi-skilled worker, manual, or technical clerical. So, it means that it includes a series of categories of workers in the definition of building workers.

Even clerical work can come under the purview of the definition of a building worker. And also we can see that simply you should be engaged in this construction work and the persons who are the only exemption are people who are employed in a managerial or supervisory or administrative capacity. The question is again, whether the clerk is working in an administrative capacity or not to be decided by the court according to the circumstances of each case.

Whether he is doing any administrative work or whether he will come under the purview of the definition of a construction worker. So, the definition is very clear in the plain reading of the section, a clerk also can come on to the definition of a construction worker, but specifically excluding managerial, supervisory and administrative capacities.

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- S. 2(8) – “**Building Workers’ Welfare Board**” refers to the State Building and other Construction Workers’ Welfare Board established u/s. 7(1) of this Code.

S.7 speaks about the Constitution of State Building and other Construction Workers’ Welfare Board

- S. 2(10) – “**Central Board**” refers to the Board of Trustees of the Employees’ Provident Fund established u/s. 4

S. 4 provides the Constitution of the Board of Trustees of Employees Provident Fund

And every so section 2(8) very clearly prescribes that every state government should constitute a Building Workers Welfare Board. So, the Building Workers’ Welfare Boards are presently constituted by not all the states. So, the states those who have state legislations, already have these particular welfare boards, but now, section 2(6) prescribes this Building Workers Welfare Board for each and every state.

So, if the constitution of this particular board is there, there will be a central board as well as a state board. So, for the purpose of this section, these boards can also include the central board refers to the Board of Trustees of the employee’s provident fund and also the construction of the Board of Trustees of the employee’s provident fund. So, this also will come under the purview of this particular board.

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- S. 2(19) – “contract labour”



- S. 2(19) – “contract labour” refers to the worker who shall be-
 - a. Deemed to be employed or connected with the work of an establishment when he is hired; or
 - b. In connection to such work by or through a contractor

With or without the knowledge of the principal employer and includes inter-state migrant workers and may includes also part-time employees;

And if you look into contract labour, so we can find the earlier definitions in many legislations who is contract labour. So, section 2(19) defines who is contract labour. So, contract labour is deemed to be employed or connected with the work of an establishment when he is hired or in connection to such work by through a contractor. So, simply the simple reading of this section, so we can understand that if anybody is employed through a contractor, he will be known as the contract labour.

So, he may be with or without the permission of the principal employer. So, and also most importantly, the contract labour includes the industry, migrant workers and also part-time employees. So, most of it there is a migration of workers from one state to the other state.

That is why the central government also wants to include interstate migrant workers in the definition of contract labour.

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- But this definition does not include-
 - a. An employee who is **regularly employed** by the contractor for any activity of his employment; and
 - b. His employment is administered by the mutually accepted standards of the conditions of the employment (including engagement on a **permanent basis**); and
 - c. **Getting periodical financial increment**, social security, and welfare benefits, from the principal employer, to be applicable to such employment according to the law for the time being in force.

But this contract labour, will not come under the purview of certain exemptions provided, these exemptions are the employee who is regularly employed by the contractor through the activity of employment, so he will not come under the definition of contract labour. And also if his employment is decided by the mutually acceptable standards of conditions of service.

So, that means, if he is employed, or mutual consent, normally mutually consents to engage on a permanent basis, then he also will not come under the definition of contract labour. And if he is getting a periodical increment, Social Security benefits are paid. And he is getting other welfare benefits from the principal employer.

And then also that particular person also will not come under the purview of contract labour. So it means that if somebody is getting working on a permanent basis, mostly he is getting all the benefits of financial benefits and increments, he will not come under the definition of contract labour.

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- **Contractor**
- 2(20) "contractor", in relation to an establishment means a person, who—
- (i) undertakes to produce a given result for the establishment, other than a mere supply of goods or articles of manufacture to such establishment through contract labour; or
- (ii) supplies contract labour for any work of the establishment as **mere human resource** and includes a **sub-contractor**

And the contractor is defined under Section 2(20) of the social code. So, the contractor is clearly defined and we cannot find much difference between the earlier definitions, of who undertakes to produce a given result for the particular establishment. So, other than a supplier of goods or articles of manufacture, to such establishment, through the contract labour and also supplies contract labour for any of the work of the establishment. So, human resources includes also a subcontractor.

So, it means that a contractor is a subcontractor and also can be included under the definition of the contractor under Section 2(20). So, we know why this is very clearly defined because the government want all the contractors to be registered so it means that a subcontract also has to be registered. So, he will also come under the definition of the contractor so that the government can identify who is really a contractor or subcontractor or the principal employer who is contracting human resources or people.

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- S. 2(26) – “employee” means a person who is employed on wages by an establishment, on regular basis or through a contractor, to do –
 - i. Any skilled, or
 - ii. Semi-skilled, or Unskilled, or
 - iii. Manual, or Operational, or
 - iv. Supervisory, or managerial, or administrative, or
 - v. Technical, or
 - vi. Clerical or any other work, irrespective that the terms of employment are expressed or implied, or
 - vii. Any person declared to be an employee by the

So, in the last class also we discussed the widest definition of employee. So, the employee definition has widened the ambit of this particular working class. So, here skilled unskilled or semi-skilled people or manual operational and also most importantly here we can see that supervisory managerial or administrative people also come under the definition of employee and technical employees, clerical employees.

So, the terms of employment are immaterial and also any government can also say that, yes, this particular person is an employee, an appropriate category of workers. So, the state government or central government can add more people to the category of employees. So, section 2(26) defines an employee and a wide category of people are included under the definition of employee including supervisory, managerial or administrative persons, those who are working in the establishment.

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- But the definition does not include-
 - a) Person engaged as “Apprentice” under the Apprentices Act, 1961, and
 - b) Any member of the Armed Forces of the Union


- PROVIDED – for the purpose of Chapter – III (Employees’ Provident Fund), except in case of EPF Scheme and Chapter – IV (Employees State Insurance Corporation), the term “employee” shall mean to such person who draws wages less than or equal to the wage ceiling fixed by the Central government and includes other persons or class of persons as specified by the Central Government;

But there are some exceptions like the persons who are employed under the Apprentice Act of 1961. So, an apprentice is not an employee and the persons under the armed forces of the Union are completely exempted. So, the employee means, again the question is the employee under the definition of this Provident Fund Act, ESI Act. So, you can see the employee’s provident fund actually as ESI Act is a corporation beneficiary.

So, that means, the persons who are drawing wages less than or equal to the wage ceiling fixed by the central government in these cases, for example, all the people are not eligible to avail of the ESI scheme. So, there is a salary ceiling and PF also there is a salary ceiling. So, the people below that particular service ceiling also will be considered as an employee under the definition of the social security code.

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- S. 2(28) – “employment injury”



- S. 2(28) – “employment injury” specifies to personal injury to an employee, caused by accident or due to occupational disease, arising out of the course of his employment-
 - i. For the purpose of Chapter – IV (ESIC) if he is an insured or an insurable employee u/s. 28 whether such accident occurs or the occupational disease is contracted within or outside the territorial limits of India; and
 - ii. For the purpose of Chapter – VII (Employees' Compensation), whether such accident occurs or the occupational disease is contracted within or outside the territorial limits of India.

So, the employment injury is because there is a special provision with regard to this comment session for employment injury. So, section 2(28) talks about employment injury. So, what is this employment injury, employment injury means personal injury to an employee caused by accident or due to occupational disease or and most important condition arising out of the course of his employment

So, the last component arising out of the course of his employment, we will discuss in the next class elaborately with the help of the Supreme Court interpretations through various cases. So, the other components are personal injury to the employee, second, it must be personal injury caused by an accident or the third category is an occupational disease, there is a long schedule which is attached to the central government as well as the state governments

come out with a long list of diseases which is known as occupational diseases, it can be from cancer to TB or TB to even now, the so-called lifestyle diseases like the BP and even some of the other also even stress, so that some of the countries are included, even stress due to work is also under the definition of employment injury, but so far not India.

So, here we can again see the definitions, the accidents that occur, the occupational disease, and again, the definition under the ESI Corporation Act. So, it will not also come under definition and the Employees Compensation Act also is very clearly defined what is an accident. So, occupational disease within or outside the territories.

So, it can be inside or outside the territory. So, employment injury means personal injury to an employee caused by accident or it can be occupational disease arising and in the course of employment. So, we will discuss the last component elaborate in the next class.

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- Personal Injury:
- The case of **Indian News Chronicle vs. Mrs. Lazarus**, AIR 1961 Punj. 102
- Court defined the scope of personal injury caused to any workman while working in an establishment.
- In this case, the workmen went to a cooling room from a heating room and contracted pneumonia and he died within a span of five days.
- The Court held that the workmen died due to a personal injury.
- ***A personal injury includes a physical injury.***

So, personal injury. So, the interpretation of personal injury is very wide. For example, in this particular case, interesting case, the Indian News Chronicle versus Mrs. Lazarus, 1961, the Punjab judgment and here the personal injury, what is the personal injury? So, when working in an establishment, so the facts of this particular case say that the workmen's job is to frequently go from the cooling room and also to the heating room.

So, if a workman is constantly going to the cooling room and the heating room, and he got pneumonia, and also immediately even though he was admitted to the hospital, so immediately after 10 days or he died within a span of 5 days. So, because of the nature of his work, he died during the course of employment.

But the question was whether there is a personal injury because whether this pneumonia is caused, there is no doubt that this pneumonia is caused due to the nature of his work. But the question was, whether it is a personal injury, the Court held that he died due to a personal injury. And the court very categorically said that the personal injury includes a physical injury.

So, if a person is got pneumonia or TB, so we know that TB is an occupational disease. So, here the pneumonia cause contracted due to this nature of work, so the court said that, it will come under the definition of personal injury and the employer has to pay compensation according to the Employees Compensation Act.

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- S. 2(34) – “fixed-term employment” refers to the engagement of an employee on the basis of a written employment contract for a fixed a period:

PROVIDED –

- i. His hours of work, allowances, and other benefits shall be at par with the regular employee, doing the same work or similar nature of the work;
- ii. Under any law for the time being in force, he shall be eligible for all benefits, like those available to a permanent employee, proportionately according to the period of service rendered by him even though his employment period does not extend the qualifying period of service.

So, the definitions, and more interpretations, will see in the next class also there is a new category of employment, which is defined under Section 2(34) which is fixed-term employment. So, all the western countries have new concepts of coming to India as well fixed-term employment. So, it is simply engaging a particular employee on the basis of a written employment contract for a fixed period.

So, this is nothing but contract employment for a fixed term. So, it is known as fixed-term employment. So, that means, once the fixed term is mentioned in the contract is over and he will be out of his job, it is neither going to be retrenchment, it is not going to be a termination. And similarly, it is going to be a fixed-term employment and he is not eligible to get any kind of allowances or any kind of compensation at the time of ending his contract.

So, fixed-term employment is going to be legalized. So, definitely, his hours of work allowance and whether he is doing similar work as a permanent employee or this has to be taken into consideration at the same time. So, we can see that he is definitely eligible for other benefits, which are available to a permanent employee and also proportionately according to the period of his service.

So, that means, if he is not qualified to be his within the period of his contract work, he is not eligible. Otherwise, he is eligible for all other benefits of regular workers or permanent employees as well. So, fixed-term employment is legalized through the particular definition which says, section 2(34) defines fixed employment.

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- 2(36) "home-based worker"
- means a person engaged in,
- the production of goods or services for an employer in his **home or other premises of his choice other than the workplace** of the employer,
- for remuneration,
- irrespective of whether or not the employer provides the equipment,
- materials or other inputs

And also we can see that the home-based workers, home-based workers are there a lot of categories of workers who work from home. So, and we heard this, very frequently in the pandemic type working from home is something different from home-based workers. So home-based workers are the production of goods or services which are ended for the employer in his home itself or other premises of the choice other than the workplace.

So, if somebody is working from outside the workplace of the employer, they will come under the home-based worker, then you ask if somebody is rendering services from home, definitely, they are going to come under the new definition of home-based worker and definitely for remuneration. So, whether the employer is providing the materials or providing raw materials or equipment, this is immaterial.

So, the question is the workers like for example, the bidi workers, whether they are those who are rolling the bidis from at home, whether they are considered to be home-based workers, the answer is yes, but, so bidi workers have special provisions in the Act itself. So, the special provisions will prevail. So, when you ask the question if they are home-based workers, the answer is yes. So, that means, if somebody is producing goods or providing services, they will come up with a definition of home-based worker.

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- S. 2(51) – “Occupational Disease”



- S. 2(35) - “gig worker” – refers to such a person who performs the work or participates in a work arrangement and earns from such activities **outside of traditional employer-employee relationship**;
For Example – **independent contractors, on-call workers**, etc.

And occupational disease, which we already talked about and because of the nature of their work, they contract a disease which is popularly known as an occupational disease. So, section 2(51) elaborates or gives a schedule of occupational diseases. So, there is a central list of occupational diseases and if the state government can add to the complete list of

occupational diseases, we will discuss more in the next code which is the Occupational Safety and Health code.

And most importantly, in the beginning, I was talking about including some of the definitions like gig workers, so this section 2(35) talks about defining gig worker, so gig worker is basically those who are working through in a working arrangement and ends from such activities outside of the traditional employer-employee relationship.

So, gig workers come and work and go, and there is no employer-employee relationship, like independent contractors, or on-call workers, I would say that all daily wage workers or daily wage workers, come and work for one day and go, and no employer-employee relationships subsist, that all of them are known as gig workers.

So, independent contractors also can be considered as gig workers. So, all the workers for any category of work, come and go without an employer-employee relationship, they will be considered as gig workers.

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- S. 2(51) – “Occupational disease” refers to the specified disease mentioned u/Third Schedule of the Code on Social Security, 2020 as a disease peculiar to the employment
For example – the risk of being contaminated with parasitic diseases who are employed in laboratory work or animal husbandry work or veterinary work.

And occupational disease. So, I think they have occupational diseases, which is specific kind of diseases in the schedule. So, there is a third schedule, which talks about the social security code attached to the code, which talks about giving a full list of occupational diseases. So, it is very simple this is related to the particular work. So, this particular disease must be contracted because of that particular work. So, occupational diseases, a long list is attached to the Social Security code.

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- S. 2(61) – “platform worker” refers to a person engaged in or undertaking platform work.
- S. 2(60) – “platform work” specify to a particular work arrangement outside of traditional employer-employee relationship, where an organization or individuals use an online platform to access other organizations or individuals to solve specific problem or provide specific services or any other activities, as notified by the Central government, in exchange for price

For example – Private Hire Cab Drivers, on-line food/grocery delivery boy, taxi drivers, etc

- S. 2(61) – “platform worker”



And another definition that we are talking about is platform workers. So, platform workers are the new category of workers with the advent of technologies and also in supplying various materials. So, here it is the particular work, it is a work arrangement outside the traditional employer-employee relationship. So, in certain organizations, individuals use these platforms not only to access the customers but also to provide services.

And these services, for example, type cabs, the people who book online cabs. So, the best example is Ola or Uber and all online food suppliers or grocery suppliers, and other taxi drivers, all these people will come up with the definition of platform worker. And this platform workers are in a new category added because of the kind of technologies and the advent of technologies in providing services.

So, the platform workers include a wide variety of workers who work so which means, it is there outside the traditional model of the employer-employee relationship. So, if you work more, if you deliver more, you get more money per day. So, from there is no working time, you can work from morning to midnight, no specific working time, there is no incentives. So their incentive is their work.

So, if you want more, so more money, these are the platform workers. So we can see that they have these, the platform worker or gig workers, all these are outside the purview of all the social security benefits earlier. Now, through this personal security code, the government want to bring them to the purview of the Social Security legislation. So, these workers are also under the purview of Social Security legislation.

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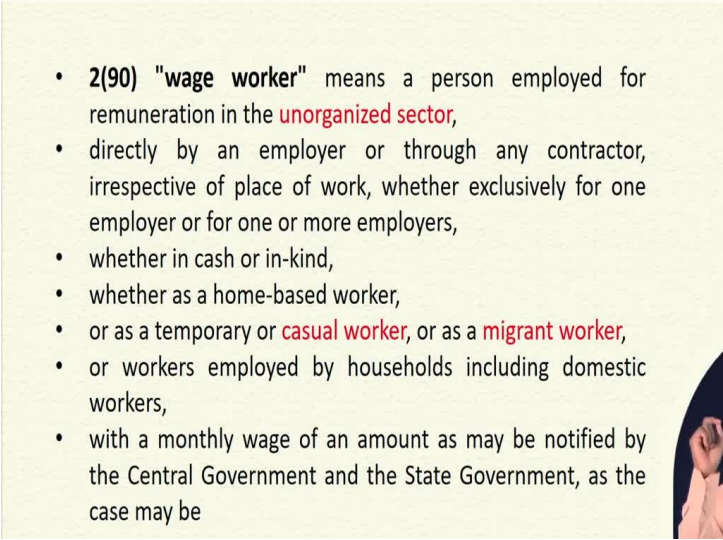
- 2 (42) "manufacturing process" means any process for—
- (i) making, altering, repairing, ornamenting, finishing, oiling, washing, cleaning, breaking up, demolishing, refining, or otherwise treating or adapting any article or substance with a view to its use, sale, transport, delivery or disposal; or
- (ii) pumping oil, water, sewage or any other substance; or
- (iii) generating, transforming or transmitting power; or
- (iv) composing, offset printing, printing by letter press, lithography, photogravure screen printing, three or four dimensional printing, prototyping, flexography or other types of printing process or book binding; or
- (v) constructing, reconstructing, repairing, refitting, finishing or breaking up ships or vessels; or

As far as factories are concerned the definition of the manufacturing process, so in the coming classes, we will discuss more on the various interpretations of manufacturing process or industry, but manufacturing process means it is making altering, preparing, automatic finishing, oiling, washing, cleaning, breaking up demolishing, refining or otherwise treating or adapting any article or substances with a view to its use sale transport delivery disposal.

So, we can see that this definition is the same definition which is almost it is taken from the old Factories Act. And also we can see all other activities like pumping oil, water, sewerage and any other substance generation or transforming or transmitting power. So, offset printing or letterpress, lithography and photo screen printing.

So, and also this prototyping and flexography any other type of process or bookbinding. So, constructing or reconstructing or repairing, refitting, finishing or breaking up ships or vessels also come under the definition of the manufacturing process. I think in the coming classes we will discuss the definition of the manufacturing process.

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- 2(90) "wage worker" means a person employed for remuneration in the **unorganized sector**,
 - directly by an employer or through any contractor, irrespective of place of work, whether exclusively for one employer or for one or more employers,
 - whether in cash or in-kind,
 - whether as a home-based worker,
 - or as a temporary or **casual worker**, or as a **migrant worker**,
 - or workers employed by households including domestic workers,
 - with a monthly wage of an amount as may be notified by the Central Government and the State Government, as the case may be

And another category of inclusion in the Social Security Code is the wage worker. So, the definition says means, a person employed for remuneration in the unorganized sector. So, wage worker we can very simply say that the daily wage worker, so the employer can come through the contractor or through the employer or irrespective of their work.

So, they come through or exclusive for one employer or for more employees, they work in more than one place per day, whether they are home-based workers or whether they are paid in cash or kind, whether they are temporary casual or migrant workers. So, we can see that under the wage workers all the categories, which we discussed earlier also will come into the purview of the wage worker.

So, here you can see that that is the monthly wage, when they need not get a monthly wage, they get a daily wage as well. So, the wage worker has a wide variety of categories of people are workers are included under the wage workers.

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CONCLUSIONS

- The objective of defining certain new works like “gig workers”, “platform workers”, in the Code on Social Security, 2020 is to ensure the wellbeing of our industrious workers and give a boost to the economic growth
- S. 2 of the Code, contain a comprehensive definitions which uniformly used for implementing social security benefits to all category of workers.

REFERENCES

- E-Book of The Code on Social Security, 2020, available at <https://labour.gov.in/ebook/SS/index.html>
- Booklet- New Labour Code for New India, available at https://labour.gov.in/sites/default/files/Labour_Code_Eng.pdf

So, we can see that in this class, we discussed the very important definitions of the Social Security Code, whether it includes gig workers, which includes platform workers, which include home-based workers, which includes wage workers, and also new categories like employment injury.

So, all of these new categories of definitions were included, and also we can say that section 2 gives comprehensive definitions with regard to the Social Security benefits available to all categories of workers. So, we can very well see that these definitions are going to be useful for the implementation of the code on Social Security 2020 in the future. Thank you.