

Protection Of Self-Employed Unorganized Workers In India Under The Code On Social Security, 2020

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Submitted: 10-08-2021

Revised: 25-08-2021

Accepted: 28-08-2021

STATEMENT OF PROBLEM/SCOPE:

This research paper will highlight the issue of social security of unorganized workers in India in the light of informal or unorganized economy with special reference to self employed workers. As per the **Periodic Labour Force Survey (PLFS)** carried out by the **National Sample Survey Organisation** of the **Ministry of Statistics & Programme Implementation**, in the year **2017-18**, out of **47 crores** workers around **38 crores** are in the unorganized sector.¹ That is more than **80.85 %** of national workforce in India is in unorganized employment, and of which a large majority is the self employed workers who face serious decent work gaps, including a lack of access to social protection i.e. social assistance and social insurance. According to the **National Commission for the Enterprises in the Unorganised Sector (NCEUS)**, the share of self-employed in the workforce was **56.61 %** in **2004-05**. The **Periodic Labour Force Survey (PLFS)** of **2017-18** found that this percentage had come down to **52.2%**. This large scale of unorganized workers cannot count on access to health care services and at least a basic level of minimum income security, and hence, could not enjoy their human right to social security. This research paper also aims to cover case laws decided by the Indian Supreme Court on social security.

LIMITATIONS:

In the course of collecting and analyzing the resources that the researcher relied upon it has been strongly felt that the ambit of the laws relating to unorganized self employed workers is not so developed in India. The related information is unorganized and scattered. The researcher is going to work on the basis information from previously

categorised resources pertaining to the research topic.

LITERATURE SURVEY/RESOURCES USED:

In support of his research the researcher gives herewith the detailed information about the resources he relied upon. There are three kinds of resources as follows.

Primary:

The Unorganised Workers Social Security Act, 2008 (UWSSA); the West Bengal Transport Workers Social Security Scheme 2010; the Karnatak State Private Commercial Transport Workers Accident Benefit Scheme; the National Pension Scheme for Traders and Self-Employed Persons (NPS-Traders) 2019 and the Code on Social Security, 2020

Secondary:

The National Commission for the Enterprises in the Unorganised Sector (NCEUS); the Periodic Labour Force Survey (PLFS) of 2017-18; the Parliamentary Standing Committee on Labour found; the International Labour Organisation (ILO) Social Protection Floors Recommendation, 2012 (Recommendation No. 202); Parliamentary Standing Committee on Labour; the UN Committee on Economic, Social and Cultural Rights (CESCR); Report of the Comptroller and Auditor General (CAG), 2016-17

Tertiary:

<https://www.dvara.com/blog/2020/08/21/c-hallenges-to-social-security-for-self-employed-workers-in-india-and-the-code-for-social-security-bill-2019/>

RESEARCH QUESTIONS:

- 1) Which are the specified challenges regarding the inclusion of self-employed and own-account workers under the social security legislation?

¹ Press Information Bureau, Govt. of India, Ministry of Labour & Employment, Posted On: 24 MAR 2021 3:23PM by PIB Delhi

- 2) How can self-employed and own-account workers be come under the jurisdiction of social security legislation?
- 3) What else are relevant to consider in including self-employed and own-account workers under social security legislation?

HYPOTHESIS:

- 1) Unorganised Workers Social Security Act, 2008 includes a reference of 'Self employed worker' under the definition of 'Unorganized worker' but the Act itself does not create any entitlement for the workers and left the introduction of the schemes to the discretion of the government.
- 2) The said Unorganised Workers Social Security Act, 2008 does not give any rights but rather of charity.
- 3) The funds lying in the National Social Security Fund constituted under the Unorganised Workers Social Security Act, 2008 had not been used properly since its inception.
- 4) There is no minimum content, nor any statutory timeline or any concrete procedure for framing of social security schemes under the Code on Social Security, 2020.
- 5) Nor does the Code on social Security, 2020 explain in detail any minimum standard of social security that would be available for all workers as suggested by the National Commission for the Enterprises in the Unorganised Sector (NCEUS) and recommended by the International Labour Organisation (ILO) Social Protection Floors Recommendation, 2012 (Recommendation No. 202).

CHAPTERIZATION:

There are three chapters in this article. The first chapter explores about the topic followed by the second chapter addressing the concerns of the researcher about the area and the third chapter describes the comparative study on this topic.

INTRODUCTION:

Literally the term 'self employed' are defined as "earning one's living in one's own business or through freelance work, rather than as the employee of another"²; "working for oneself, with direct control over work, services,

etc. undertaken and fees, charges, etc."³ and "earning one's living directly from one's own profession or business, as a freelance writer or artist, rather than as an employee earning salary or commission from another"⁴. **Unorganised Workers Social Security Act, 2008** was specifically enacted for informal labour and did extend to self-employed workers. **S. 2 (m)** of this Act which defines 'unorganised worker' includes a reference to 'self-employed worker'. In India, self-employed workers, including own-account workers and assisting family workers, consists the major portion of the workforce. Five out of ten workers are self-employed or work in small businesses. Social security legislation has traditionally covered organized employees. However, India is now adopting measures to extend social security to the unorganized workers including self-employed workers through the Unorganised Workers Social Security Act, 2008 and try to overcome the related challenges through a range of measures as provided to the unorganized self employed workers. But the **Parliamentary Standing Committee on Labour** found that "even after 12 years of the enactment of the Act, only six per cent of the unorganised workers are covered under one or other form of social security."⁵ Further, the **Comptroller and Auditor General (CAG)** had found in **2016-2017** that **the funds lying in the National Social Security Fund** constituted under the UWSSA had not been used since its inception. Further progress is still required to ensure effective protection for self-employed workers.

CHAPTER-I

BARRIERS IN EXTENDING SOCIAL SECURITY TO THE SELF EMPLOYED WORKERS

Social security is recognized as a universal human right which is integral to the guarantee of human dignity for all persons and social as well as national cohesion. Indeed, Article 22 of the **Universal Declaration of Human Rights of 1948** affirms that "everyone, as a member of society, has the right to social security." Not surprisingly, there has been a rapid increase of social security

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⁴ Most material © 2005, 1997, 1991 by Penguin Random House LLC. Modified entries © 2019 by Penguin Random House LLC and HarperCollins Publishers Ltd

⁵ (Page 126 of the report)

² Collins English Dictionary. Copyright © HarperCollins Publishers

legislations in most of the democracies countries like India. In India, social security has also been preserved in the Constitution as one of the Directive Principles of State Policy and recognised by the judiciary as to be included in the periphery of fundamental Right to Life under Constitution. This constitutional mandate has been executed through different Central legislations on social security and numerous other state legislations like West Bengal Transport Workers Social Security Scheme 2010; Karnataka State Private Commercial Transport Workers Accident Benefit Scheme etc. But still there persists some barriers in extension of social security to the unorganized self employed workers in India as well as in abroad as identified by the **International Labour Organization Social Protection Platform** and these are as mentioned as below.

- “Diverse circumstances, needs, and contributory capacities: The situation is very different for professionals or business owners than it is for small farmers, entrepreneurs, members of cooperatives, or assisting family workers, requiring a diverse set of policy responses.
- **Legal exclusion:** Social security legislation is often focused only on employees. Sometimes self-employed workers are de facto excluded because they do not meet certain eligibility criteria (minimum income). Disguised self-employment is another issue, as are other situations involving an unclear or ambiguous working arrangement.
- **Administrative barriers:** Self-employed workers face a higher administrative burden in terms of reporting income, keeping records, collecting contributions, and receiving benefits. Without an employer, they are personally responsible for all administrative procedures.
- **Inadequate benefits and priority needs:** Self-employed workers are not always willing to contribute to social security if the available benefits do not meet their needs. Depending on their situation, different types of benefits and services may be necessary to meet their needs, especially their most immediate needs.
- **Lack of enforcement and low compliance:** In some cases, compliance imposes excessive costs and involves cumbersome procedures that discourage self-employed workers from accessing the systems. In addition, labor inspections are unable to detect fraud committed by self-employed workers. Inspections are more difficult for workers who have no fixed workplace (e.g., taxi drivers,

street vendors) or are "invisible" (domestic workers).

- **Lack of information and organization:** Many self-employed workers are not organized and most existing organizations lack capacity. Due to their isolation, they may lack information/knowledge about social security plans and procedures.”⁶

Let see how these barriers can be overcome by means of necessary legislative and administrative measures to be taken by the government of India.

CHAPTER-II

SOCIAL SECURITY MEASURES COVERING SELF EMPLOYED WORKERS IN INDIA

THE UNORGANIZED WORKER SOCIAL SECURITY ACT, 2008

On recommendations of the Second Labour Commission during the period of **NDA** government the **Unorganized Sectors Workers Bill, 2003** was drafted to guarantee the social security towards the workers in India. Another Bill was drafted during the period of the **1st UPA** government in India namely the **Unorganized Sector Workers’ Social Security Bill, 2005** and the **Unorganized Sector Workers’ conditions and livelihood promotion Bill, 2005**. In this respect the aspect of social security were discussed almost in all parts of India. After all the **UPA** government instead of accepting the “**Unorganized sector Worker Bill, 2003**” as drafted by the earlier **NDA** government drafted another Bill namely “**Unorganized Sector Workers Social Security Bill, 2005**” for the purpose of securing social security to the workers so engaged in the unorganized sector. Even **UPA** government has also followed the recommendations laid down by the Second National Commission on Labour constituted by the **NDA** government. Through this Bill the **UPA** government has given the statutory shape to their National Common Minimum Programme commitments.

Finally the unique piece of legislation has been placed in the floor of the House of the Parliament. The legislature argued in favour of this legislation. It was widely advocated for the extension of formal social security towards the weaker section of the society. However, the **Unorganized Worker Social Security Act, 2008** has notified by the Central Government and to

⁶ <https://www.social-protection.org/gimi/Emodule.action?id=33> @ ILO I Social Protection Platform

make the social security relevant and meaningful for about 40crors unorganized workers in India.

The **Preamble** of the **Unorganized Worker Social Security Act, 2008** clearly provides for the social security and welfare of the unorganized workers and also for the matter connected and incidentally related to the social security and welfare of the unorganized workers. That gives a **wide definition of the unorganized workers** by means and includes the **home based, self employed** or **wages workers** in the unorganized sector as well as the workers in the organized sector, who are not covered by the any other Acts. **Section 2(1)** of the Act given the definition of the unorganized sector as the **enterprise or the establishment owned by the individual or the self workers** and engaged in the production, sale of goods, providing service etc and the establishments or the enterprises employ less than ten workers.

Let see the schemes and coverage under this Act so as to evaluate the social security measures taken under this Act for the unorganized self employed workers in India. In reference to the **Section 3** under the **Chapter-II** of the Unorganized Worker Social Security Act, 2008 it can be said that both the 'basic' and the 'contingent' form of social security are provided for the **unorganized self employed workers** through this Act. The schemes as covered under **Schedule-I** of the Act are **Handloom Weavers' Comprehensive Welfare Scheme, Handicraft Artisans' Comprehensive Welfare Scheme, Pension to Master craft persons and National Scheme for Welfare of Fishermen and Training and Extension**, and these are to be undertaken by the Central Government. The Central Government may also undertake the other schemes as it think fit from time to time and in this regard it can **modify the Schedule** of this Act also. On the other hand for the welfare of the unorganized workers the State Governments are to undertake the schemes like provident fund; employment injury benefit; housing; educational schemes for children; skill up gradation of workers; funeral assistance; and old age homes.

For the strengthening of activities of the government Indian Parliament has enacted this unique piece of legislation i.e. the Unorganized Workers Social Security Act, 2008 but this legislation is not properly evolved several aspects for benefit of unorganized self employed workers. The long title of the Act has emphasized to provide for social security and welfare of the unorganized workers and for other matters connected therewith or incidental thereto. But the terms "**Social**

Security" has not been defined in the Act. Even this term does not occur in the body of the bare provision of the law or in any substantive sense. Unless the expressions "**Social Security**", "**Social insurance**" and "**Welfare**" are used interchangeably in which there is not a comprehensive legislation in the regards of "Social Security" Act in our country rather its emphasis seems to be only on schemes of welfare. However, this Act did not create any entitlement of right for the unorganized workers and still left the introduction of schemes at the discretion of the government. The language of the Act is not giving any rights but rather of charity. Further, the schemes listed in the Schedule I to the Act were previously existing anti-poverty schemes that applied only to workers who fall **Below-Poverty Line (BPL)**. As a result of this though some of the states in India have notified a few schemes under this Act of 2008 for the protection of self-employed workers in certain sectors only, the hopes for extension of the protection to informal workers through this Act has been failed to fulfil its expectation. Indeed, the **Parliamentary Standing Committee on Labour** found that "even after 12 years of the enactment of the Act, only six per cent of the unorganised workers are covered under one or other form of social security."⁷ Further, the **Comptroller and Auditor General (CAG)** had found in **2016-2017** that the funds lying in the National Social Security Fund constituted under the UWSSA had not been used since its inception.

It is also to be noted that the Central Government has introduced additional social security schemes like the **Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM)**, a pension scheme for unorganised workers, and the **National Pension Scheme for Traders and Self-Employed Persons (NPS-Traders) 2019**. However, there is a scarcity or lack of information on the legal basis, the enforcement mechanism and the extent of the enrolment of the self-employed workers under these schemes.

THE CODE ON SOCIAL SECURITY, 2020

The Code on Social Security, 2020 was enacted on the basis of the recommendations made by the Second National Commission on Labour, which stated in its report that the existing set of labour laws must be amalgamated on the basis of subject-matter. The Code was introduced in the Parliament in December 2019 and the Parliamentary Standing Committee submitted its report on 31st July 2020. Thereafter, a fresh Bill

⁷ (Page 126 of the report)

was introduced, namely the Code on Social Security, 2020 aiming to facilitate the implementation of labour laws, reducing the multiplicity of definitions, giving streamline to different authorities under various labour laws and ensuring basic concepts of benefits and welfare to the workers. Another major objective of this Code is to promote relevant technologies to ensure the compliance and execution of the provisions there under.

The Code on Social Security, 2020 amalgamates and rationalizes the provisions of the following nine Central labour laws:-

- 1) The Employees' Compensation Act, 1923
- 2) The Employees' State Insurance Act, 1948
- 3) The Employees' Provident Funds and Miscellaneous Provisions Act, 1952
- 4) The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959
- 5) The Maternity Benefit Act, 1961
- 6) The Payment of Gratuity Act, 1972
- 7) The Cine Workers Welfare Fund Act, 1961
- 8) The Building and Other Construction Workers Welfare Cess Act, 1996
- 9) The Unorganized Workers' Social Security Act, 2008

As per **Section 2 (75)** of the Code "**self-employed worker**" means any person who is not employed by an employer, but engages himself in any occupation in the unorganised sector subject to a monthly earning of an amount as may be notified by the Central Government or the State Government, as the case may be, from time to time or holds cultivable land subject to such ceiling as may be notified by the State Government and as per **Section 2 (78)** of the Code "**social security**" means the measures of protection afforded to employees, unorganised workers, gig workers and platform workers to ensure access to health care and to provide income security, particularly in cases of old age, unemployment, sickness, invalidity, work injury, maternity or loss of a breadwinner by means of rights conferred on them and schemes framed under this Code. On the other hand **Section 2 (79)** of the Code gives the clear definition of "**Social Security Organization**" which means any of the following organisations established under this Code, namely:—

- (a) the Central Board of Trustees of Employees' Provident Fund constituted under Section 4;
- (b) the Employees' State Insurance Corporation constituted under Section 5;
- (c) the National Social Security Board for Unorganised Workers constituted under Section 6;

(d) the State Unorganised Workers' Social Security Board constituted under Section 6;

(e) the State Building and other Construction Workers' Welfare Boards constituted under Section 7; and

(f) any other organisation or special purpose vehicle declared to be the social security organization by the Central Government.

The Code also provides the concept Unorganized Sector and Unorganized Workers in the light of Self-employed Workers. According to **Section 2 (85)** of the Code "**unorganised sector**" means an enterprise **owned by individuals or self-employed workers** and engaged in the production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten. And as per **Section 2 (86)** of the Code "**unorganised worker**" means a home-based worker, **self-employed worker** or a wage worker in the unorganised sector and includes a worker in the organised sector who is not covered by the Industrial Disputes Act, 1947 or Chapters III to VII of this Code.

The Code empowers the Central Government to frame social security schemes for unorganised workers, gig workers and platform workers including members of their families in respect to provide benefits under the ESIC. The Code also empowers the Central Government to frame the required schemes to provide social security benefits to the **self-employed workers** also. **Section 45 (1)** of the Code empowers the Central Government which may by notification, frame scheme for unorganised workers, gig workers and platform workers and the members of their families for providing benefits admissible under this Code by the Corporation. And as per **Section 45 (2)** the contribution, user charges, scale of benefits, qualifying and eligibility conditions and other terms and conditions subject to which the scheme may be operated shall be such as may be specified in the scheme.

Regarding the "**Social Security Fund**" there is also clear provisions in this Code. **Section 141** of the Code provides (1) There shall be established by the Central Government a Social Security Fund for social security and welfare of the unorganised workers, gig workers and platform workers and the sources of the fund shall comprise of funding received—

- (i) under sub-section (3) of Section 109;
- (ii) under sub-section (3) of Section 114;

(iii) from the composition of the offences under this Code relating to Central Government and from any other Social Security Fund established under any other central labour law.

(2) A separate account shall be established and maintained for the funding mentioned under each of the clauses (i), (ii) and (iii).

(3) Social Security Fund referred to in Sub-Section (1) shall be expended for the purposes for which each separate account has been established and maintained under Sub-Section (2).

(4) The Social Security Fund shall be established and administered in the manner prescribed by the Central Government.

(5) There shall be established by the State Government a Social Security Fund for the welfare of the unorganised workers in which there shall be credited the amount received from—

(i) the composition of offences under this Code relating to the State Government; and (ii) such other sources as may be prescribed by the State Government, and the fund shall be administered and expended for the welfare of the unorganised workers in such manner as may be prescribed by the State Government.

LIMITATION OF THE CODE

Section 109 of the Code which is dealing with the social security schemes for unorganised workers does not provide any legal entitlement as binding for the protection of workers by means of social security. Even there is no minimum content nor any statutory timeframe or any hard and fast procedure for the formulation of social security schemes. Consequently, the Code does not provide a rights-based approach to the social security. In fact, the Code does not think about a justifiable legal right to social security as provided to unorganised workers at all. Nor does the Code explain in detail any minimum standard of social security as available for all workers as suggested by the **National Commission for the Enterprises in the Unorganised Sector (NCEUS)** and recommended by the **International Labour Organisation (ILO) Social Protection Floors Recommendation, 2012** (Recommendation No. 202). The **Parliamentary Standing Committee on Labour and Employment** has observed: “merely retaining the usual administrative Clauses of the UWSSA, 2008 in the Social Security Code without any legal framework will not bring the intended benefits for the unorganised workers nor widen the social security coverage in the near future. The Committee, therefore, impress upon the Ministry to make suitable modifications in the appropriate Clauses so as to ensure a legally binding universal

social protection for all the workers in the unorganised sector within a definite time frame.”⁸

The Code fails to provide a minimum legal entitlement to social security for **self-employed** and **other unorganised workers**. It does not address the structural bars towards the effective execution of social security for self-employed workers. Apart from the loopholes in legal eligibility and coverage, there are structure related challenges in extending social security to the self-employed workers. In the absence of an employer to take over the burden of contributing and becoming worse of the earnings of self-employed workers, contributory-schemes can particularly be unsuitable for self-employed workers. Moreover the self-employed workers may not have the capacity of record-keeping and other compliance-work related to the social security schemes. As such, the design of the social security schemes would have to be appropriately fitted to the specificity of the unorganized self-employed workers.

Remarkably, the Code of 2020 is also very economical with respect to the provisions on financing of social security schemes for unorganised workers. Section 109 (4) empowers the Central Government to constitute a Social Security Fund but the Code does not provide any clear mandate on financial support for the purpose of social security schemes. Under Section 110 (1) the Code only acknowledges that the schemes ‘may’ wholly be funded by the State Government or partly be funded by the State Government and partly be funded through contributions collected from the beneficiaries or may be funded from any source including corporate social responsibility fund. However, there is no hard and fast provision so that the Central Government and State Government ‘must’ provide financial support for the social security schemes for the unorganised workers. In the experience of National Social Security Fund under the Unorganized Workers Social Security Act, 2008 such lack of clarity and directive on central and state government regarding the funding it may be may be fatal to the enforcement of the Code of 2020. That is why the Standing Committee on Labour and Employment stated that: “there is a lack of firm commitment on the part of the Government to fund schemes meant for the unorganised sector. The Committee, therefore, recommend that the funding pattern for the schemes meant for the unorganised sector

⁸ Report of the Parliamentary Standing Committee on Labour and Employment (Page 151 of the report)

workers be clearly spelt out in the law so as to ensure adequate accrual of funds for potent implementation of various Schemes.”⁹

The Code on Social Security 2020 is hoped for the social protection but it impossible to achieve by the unorganized self-employed workers and the right to social security shall remain a fanciful hope for self-employed workers.

CHAPTER-III

SOCIAL SECURITY OF SELF-EMPLOYED WORKERS IN THE EYE OF INTERNATIONAL ORGANIZATIONS

The International labour Organization (ILO) social Protection Platform provides for the necessity of the social security of the self-employed workers as “In many countries, self-employed workers, including own-account workers and assisting family workers, make up the majority of the workforce. Seven out of ten workers are self-employed or work in small businesses. Social security legislation has traditionally focused on covering employees. However, many countries are adopting measures to extend labor and social security legislation to self-employed workers and to overcome challenges through a range of measures tailored to their situation. However, further progress is still needed to ensure effective protection for self-employed workers”¹⁰.

The ILO has also made following recommendations in regard to the enactment and enforcement of the provisions for the social security throughout the world.

“Extending legal coverage

- Include self-employed workers in the general social protection system in order to provide adequate coverage when workers change employment status or combine paid (part-time) employment and self-employment.
- Expand the scope of the legislation for workers, for example by redefining the terminology used in social security legislation, such as contributor or insured person.
- Promote mandatory coverage, rather than voluntary coverage

Promote mandatory coverage, rather than voluntary coverage

- Simplify and streamline registration and other administrative procedures, such as through mobile or online registration, and remove

geographical barriers by increasing access points for self-employed workers.

- Develop integrated service delivery mechanisms, such as one-stop-shops, to improve access to social protection for self-employed workers, especially in remote areas.
- Facilitate access to social security through partnerships with independent workers' organizations (cooperatives or rural producers' associations).

Facilitating contribution collection and funding mechanisms

- Simplify the declaration and payment of social insurance contributions and taxes for the self-employed, such as through mono tax mechanisms.
- Facilitate the payment of social security contributions by making the timing of contribution payments more flexible or by allowing contribution to priority branches of social security, and by introducing differentiated contributory provisions or unified social insurance contributions.

Enhancing compliance and facilitating inspections

- Make it easier to carry out inspections of self-employed workers by adapting the legal and operational framework to their characteristics, including the legal framework governing inspection services, and by allocating more resources to inspection services.
- Raise awareness and promote compliance through preventive measures and combine sanctions with information and awareness campaigns.

Raising awareness and sharing information

- Raise awareness of the importance of social protection among self-employed workers and inform them about the plans and benefits available and the relevant procedures, taking into account the specific needs and characteristics of self-employed workers in the design of communication and awareness activities.

Strengthen incentives for formalization through links with other policy areas

- Simplify business registration procedures and reduce transaction costs for self-employed workers, facilitate market access for self-employed workers to help self-employed workers transition to the formal economy.
- Provide training to self-employed workers in the areas of finance and entrepreneurship.

⁹(Page 154 of the report)

¹⁰ <https://www.social-protection.org/gimi/Emodule.action?id=33> @ ILO I Social Protection Platform

- Promote the organization of self-employed workers.”¹¹

The UN Committee on Economic, Social and Cultural Rights (CESCR) had in its General Comment No. 19 on the right to social security (Art. 9 of the Covenant) had called upon member States to “establish non-contributory schemes or other social assistance measures to provide support to those individuals and groups who are unable to make sufficient contributions for their own protection”. In the same track the ILO and Organisation for Economic Co-operation and Development (OECD) have recommended policy innovations that range from lowering minimum contribution thresholds and allowing for interruptions in contribution periods to government subsidy for low-income self-employed workers. The failure of the Code on Social Security, 2020 to engage with these structural barriers is, therefore, a serious lack and may undermine the promise of globalization of social security for all workers organized or unorganized.

CONCLUSION

In point of the specific characteristics of self-employed workers and the state of being heterogeneous of this group, a branch of additional social enforcing measures are essential to ensure the execution of the laws in practice. These enforcing measures include adaptation of registration and other executive procedures and the calculation of contributions, adaptation of mechanism for the inspection of different groups of self-employed workers, and raising awareness among the self-employed workers about existing plans, program, and functionalities and how to access them. The state concern must design plans so that to take into consideration of the worker's ability to contribute in the social security schemes and also to provide proper mechanisms for adjusting contribution rates and scales. The self-employed workers must be facilitated with different entrepreneurship training and skill-building programs so that it can promote productivity among self-employed workers and assist them in transition to the formal economy from that of informal economy.

¹¹ <https://www.social-protection.org/gimi/Emodule.action?id=33>