

Labour Department
Government of Karnataka

Date: 29/6/2024

Public Notice

The draft of the following Bill, the Karnataka Platform based Gig Workers (Social Security and Welfare Bill, 2024 is published inviting objections/suggestions from persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration after the expiry of ten working days from the date of its publication in the Labour Department Website.

Any objections or suggestions which may be received by the State Government from any person with respect to the said draft before the expiry of the period specified above will be considered by the State Government.

Objections and suggestions may be addressed to the Principal Secretary to the Government, Labour Department, Vikasa Soudha, Bangalore and Labour Commissioner, Karmika Bhavan, Bannerghatta Road, Bangalore.

The Karnataka Platform based Gig Workers (Social Security and Welfare) Bill, 2024

A Bill to protect the rights of platform based Gig workers, to place obligations on aggregators in relation to social security, occupational health and safety, transparency in automated monitoring and decision-making systems, to provide dispute resolution mechanisms, to establish a Welfare Board and create a welfare fund for platform based Gig workers, to register platform based Gig workers and aggregators in the State.

Whereas it is expedient to protect the rights of platform based Gig workers, to place obligations on aggregators in relation to social security, occupational health and safety, transparency in automated monitoring and decision-making systems, to provide dispute resolution mechanisms, to establish a Welfare Board and create a welfare fund for platform based Gig workers, to register platform based Gig workers and aggregators in the State and for matters connected therewith or incidental thereto.

Be it enacted by the Karnataka State Legislature in the seventy fifth year of the Republic of India, as follows:-

1. Short title, commencement and application.-(1) This Act may be called the Karnataka Platform Based Gig Workers (Social Security and Welfare) Act, 2024.

(2) It shall come into force on such date as the State Government may, by notification in the Official Gazette, appoint;

(3) It applies to,-

(i) an aggregator providing any one or more services specified in the Schedule-I; and

(ii) Gig worker and a platform as defined in the Act.

2. Definitions.-In this Act, unless the context otherwise requires,-

(a) "Automated monitoring and decision making systems" means systems which make decisions solely by automated means without human intervention;

(b) "Aggregator" means a digital intermediary for a buyer of goods or user of a service to connect with the seller or the service provider, and includes any entity that coordinates with one or more aggregators for providing the services;

(c) "Board" means the Karnataka platform based Gig Workers Welfare Board established under section 3;

(d) "Fund" means the Karnataka platform based Gig Workers Social Security and Welfare Fund established under sub-section (1) of section 21;

(e) "Gig worker" means a person who performs work or participates in a work arrangement that results in a given rate of payment, based on terms and conditions laid down in such contract and includes all piece-rate work, and whose work is sourced through a platform, in the services specified in the Schedule-I;

(f) "Platform" means any arrangement providing a service through electronic means, at the request of a recipient of the service, involving the organization of work performed by individuals at a certain location in return for payment, and involving the use of automated monitoring and decision making systems;

(g) "Prescribed" means prescribed by rules made under this Act;

(h) "Regulations" means the regulations made by the Board under this Act;

(i) "Schedule" means a schedule appended to this Act;

(j) "Unique ID" means the unique Identification number issued to platform based Gig worker registered under sub-section (4) of section 11.

(k) "Welfare Fee" means the fee levied under sub-section (1) of section 22 of this Act;

(l) "Notification" means a notification published in the Official Gazette of the State, as the case may be, and the expression "notify" with its grammatical variations and cognate expressions shall be construed accordingly;

(m) "Grievance redressal officer" means the authority notified by the State Government under sub-section (1) of section 23; and

(n) "Terminate" or "Termination" means materially restricting a platform based Gig worker access to the digital platform, including blocking such workers' access to the digital platform, suspending a platform based Gig worker, or making the platform based Gig worker ineligible to provide services on the digital platform.

3. Establishment of Gig Workers Welfare Board.-(1) The State Government shall, with effect from such date as it may appoint, establish a Board to be known as "the Karnataka Platform Based Gig Workers Welfare Board" to exercise the powers conferred on, and perform the duties and functions assigned to it, under this Act.

(2) The State Government may, as and when necessary, notify general or sector specific social security and other benefits that shall be implemented by the Board.

(3) The headquarters of the Board shall be at Bengaluru.

(4) The Board shall be a body corporate with the name aforesaid, having perpetual succession and common seal, with power to acquire, hold and dispose of property, and to contract, and may by that name, sue or be sued.

4. Composition of the Board.-(1) The Board shall consist of,-

(a)	the Minister in-charge of the Department of Labour, Government of Karnataka	- Ex-officio Chairperson;
(b)	the Additional Chief Secretary or Principal Secretary or secretary to Government, Department of Labour or his nominee not below the rank of Joint Secretary, Government of Karnataka	- Ex-officio Member;
(c)	the Additional Chief Secretary or Principal Secretary or secretary to Government, Department of Information and Technology or his nominee not below the rank of Joint Secretary, Government of Karnataka	- Ex-officio Member;

(d)	the Commissioner, Department of Commercial Taxes or his nominee not below the rank of Joint Commissioner	-Ex-officio Member;
(e)	A Chief Executive Officer appointed by the State Government shall be Executive in-charge of day to day functioning of the Board and carry out duties on behalf of the Board	- Ex-officio Member Secretary;
(f)	two representatives of the gig workers to be nominated by the State Government	Member;
(g)	two representatives of aggregators to be nominated by the State Government	Member;
(h)	One representative from the civil society who has experience working in the field or a subject matter expert that works in field to be nominated by the State Government	Member;

A technical expert in the field of data collection and IT systems may be invited as and when necessary to provide inputs

(2) The nominated members of the Board shall have a term of three years:

Provided that the State Government may extend their tenure for another one year if it deems appropriate.

(3) In the event of any vacancy occurring on account of death, resignation, disqualification or removal under sub-section (5) such vacancy shall be filled by the State Government by fresh nomination for the remaining term.

(4) Any nominated member of the Board may at any time resign from his office by writing under his hand addressed to the Chairperson, and his office shall, on acceptance of resignation, become vacant.

(5) No person shall be chosen as, or continue to be, a nominated member of the Board who,-

- (i) is a salaried officer or an employee of the Board; or
 - (ii) is or at any time has been adjudged insolvent; or
 - (iii) is found to be a lunatic or becomes of unsound mind and stands so declared by a competent Court; or
 - (iv) is or has been convicted of any offence involving moral turpitude;
- or

(v) is absent without leave of the Board for more than three consecutive meetings of the Board.

(6) The nominated members of the Board shall be entitled for allowances for attending the meetings of the Board, at such rates as may be prescribed.

5. Meetings of the Board.- (1) The Board shall meet at such time and place and observe such rules of procedure for transaction of business at its meetings as may be prescribed:

Provided that, the Board shall meet at least once in six months:

Provided further that, the Chairperson may convene a meeting of the Board upon a written request from at least six members of the Board.

(2) The Chairperson, or, if for any reason he is unable to attend any meeting of the Board, any other member as decided by members present, shall preside over the meeting.

(3) All questions which come up before any meeting of the Board shall be decided by a majority of votes of the members present and voting, and in the event of equality of votes, the Chairperson, or in his absence, the person presiding, shall have a second or a casting vote.

(4) The quorum for the meeting of the Board shall be fifty percent of the total members.

6. Powers and functions of the Board.- The powers and functions of the Board shall be as follows, namely:-

(i) ensure registration of gig workers in accordance with the provisions of this Act;

(ii) ensure registration of aggregators operating in the State in accordance with the provisions of this Act;

(iii) set up a monitoring mechanism to certify that welfare fee is being duly collected;

(iv) ensure implementation of general and specific social security schemes based on contributions made as may be notified by the State Government and disburse the social security benefits through the individual social security accounts linked to the Unique IDs allocated to platform based Gig workers.

(v) monitor the schemes for social security of registered platform based Gig workers and provide recommendations to the State Government for administering such schemes;

- (vi) ensure that gig workers have access to the benefits as per the schemes formulated by the State Government and to provide proactive facilitation to them in their engagement with concerned aggregator;
- (vii) engage with workers associations working with gig workers and hold regular open consultations with them;
- (viii) constitute a committee for providing the recommendations to the State Government for formulation, review and implementation of the schemes;
- (ix) make social security schemes for specific groups of gig workers such as women, persons with disabilities etc.;
- (x) seek aggregated data from the aggregators and platforms on the work done via their platform.

7. Rights of platform based Gig Worker.- A platform based Gig worker shall have the right to,-

- (a) be registered with the State Government on being onboarded on any platform, irrespective of the duration of the work, and be provided a Unique ID applicable across all platforms;
- (b) have access to general and specific social security schemes based on contributions made by them as may be notified by the State Government;
- (c) access a grievance redressal mechanism as specified in Section 23;

Provided that, nothing in this Act shall affect any benefit or protection accorded to platform based Gig workers under any other law for the time being in force.

8. Officers and employees of the Board.- The officers and employees working with Karnataka State Unorganized Workers Social Security Board shall be considered to be officers and employees of the platform based Gig Workers Welfare Board for the efficient discharge of its functions under the Act.

9. Accounts and audit.- (1) The Board shall maintain proper accounts and other relevant records and prepare an annual statement of accounts, including a balance-sheet in such form as may be prescribed.

(2) The accounts of the Fund shall be audited annually by the office of the Accountant General of the State.

(3) The accounts of the Fund certified by the auditor, together with the audited report thereon shall be submitted annually to the State Government before such date as may be prescribed.

(4) The Board shall comply with such directions as the State Government may, after perusal of the report of the auditor, think fit to issue.

(5) The cost of the audit, as determined by the State Government, shall be paid out of the Fund.

(6) All monies forming part of the Fund shall be kept in current or deposit account with any Nationalized Bank.

10. Registration of gig workers.- (1) The aggregators shall provide to the Board its database of all gig workers onboarded or registered with them within sixty days from the date of commencement of this Act in such manner as may be specified in the regulations.

(2) All platform based Gig workers onboarded or registered with any platform after the commencement of this Act shall be electronically registered by the Board, within sixty days of their being so onboarded or registered. The aggregators shall update the Board about any changes, i.e., increase or decrease in numbers of gig workers in the data provided under sub-section (1) in such manner as may be specified in the regulations.

(3) The Board shall maintain a database of gig workers in the State along with the details of their employment with one or more aggregators, and notwithstanding the duration or time of engagement with any platform.

(4) The Board shall register and generate a unique ID to every gig worker who is on-boarded by one or more aggregators operating in the State.

11. Registration of aggregators.- (1) Every aggregator shall register with the Board within sixty days from date of commencement of this Act.

(2) The Board shall maintain a register of aggregators operating in the State along with the name and designation of an officer authorized by the State Government responsible for carrying out obligations under this Act.

(3) The Board shall publish the register of aggregators on its web portal.

12. Obligation to enter into fair contracts.-(1) All contracts entered into between aggregators and platform based Gig workers shall comply with the provisions of this Act.

(2) Contracts shall be written in simple language easily comprehensible, and shall be available in Kannada, English or any other language listed in the Eighth Schedule of the Constitution known to the platform based Gig worker.

(3) Once the contract has been entered into, the aggregator shall notify the platform based Gig worker of any change in the terms of the contract not less than fourteen days before the proposed change, and the platform based

Gig worker shall have the option to accordingly terminate the contract, without any adverse consequences for their existing entitlements under the previous contract.

(4) A platform based Gig worker may refuse or reject, with reasonable cause, a specified number of Gig work requests per week, as shall be provided in the contractual agreement between the platform based Gig worker and the aggregator, without any adverse consequences.

13. Contract guidelines and templates.- (1)The State Government shall publish sector specific guidelines for contracts from time to time.

(2)The State Government may review contract templates sent by aggregators, on request, in order to ensure fair contracts with platform based Gig worker.

14. Transparency in respect of Automated Monitoring and Decision Making Systems.- (1) The aggregator must communicate the following information regarding the respective platform based Gig worker, in writing, in Kannada, English or any other language listed in the Eighth Schedule of the Constitution known to the platform based Gig worker, as and when sought by him –

- (i) the main parameters which, either individually or collectively, are the most important for determining the allocation of work, the distribution of work, the assessment of work carried out, and the grounds for denial of work
- (ii) the rating system, if any, set up by the aggregator;
- (iii) categorisation of Gig workers, on the basis of the quality of service rendered, log-in time, or any other criteria, where such categorisation is employed by the aggregator;
- (iv) the personal data of the respective Gig worker available with the aggregator, such personal data which is processed by the aggregator, including the purposes for which such personal data is processed;
- (v) any other information that may be prescribed by the State Government

(2) The aggregator must inform the platform based Gig worker, in simple language and in Kannada, English or any other language listed in the Eighth Schedule of the Constitution known to the Gig worker, regarding the procedure to seek information in respect of the automated monitoring and decision making systems employed by the aggregator, which have an impact on their working conditions, including fares, earnings, customer feedback and allied information.

(3) The aggregator shall take measures to prevent discrimination on the basis of religion, race, caste, gender, or place of birth by the automated monitoring and decision making systems employed by it.

15. Termination of work.- (1) The contractual agreement entered into between the aggregator and the platform based Gig worker shall contain an exhaustive list of grounds for termination of contract by the aggregator or deactivation of the Gig worker from the platform.

(2) An aggregator shall not terminate a Gig worker without giving valid reasons in writing and with prior notice of fourteen days.

16. Income security.- (1) In the cases of payment deductions, the aggregator must inform the platform based Gig worker about the reasons for such deductions within the invoice raised for the work performed by the platform based Gig worker.

(2) The aggregators must compensate the platform based Gig workers at least on a weekly basis with no delay in disbursement of pay.

17. Reasonable working conditions.- (1) The aggregator must provide and maintain, as far as is reasonably practicable, a working environment that is safe and without risk to the health of the platform based Gig worker.

(2) The aggregator shall comply with the applicable, sector-specific, occupational safety and health standards as may be prescribed.

18. Disclosure obligations.- (1) The aggregator shall ensure that information on the grievance redressal mechanism in section 23 is easily accessible on their platform.

(2) The aggregator shall ensure that information on the dispute resolution mechanism in section 24 is easily accessible on their respective platform.

19. Nomination of Point of Contact for Enquiries.-(1) Each platform based Gig worker shall be provided with a human point of contact for all clarifications under the provisions of this Act:

Provided that, the aggregator may maintain physical spaces where platform based Gig workers may seek clarifications under the provisions of this Act.

(2) The worker shall have the option of communicating with the point of contact in Kannada, English or any other language listed in the Eighth Schedule of the Constitution known to the platform based Gig worker.

(3) The contact information of the point of contact shall be provided on the respective platform based Gig workers' accounts on the platform application.

20. Fund for Gig Workers.-(1) The State Government shall establish a fund to be called "The Karnataka Gig Worker's Social Security and Welfare Fund" for the benefit of registered platform based Gig workers and the following money shall form part of, and be paid into, namely:

- (i) all sums received from welfare fee levied under this Act;
- (ii) all contributions made by individual platform based Gig workers;
- (iii) all sums received as grant-in-aid from the State Government and Central Government;
- (iv) all sums received by way of grants, gifts, donations, benefactions, bequests or transfers; and
- (v) all sums received from any other sources as may be prescribed.

(2) The Fund shall be utilised and managed in such manner as may be prescribed.

21. Gig Workers Welfare Fee.-(1) There shall be charged, from an aggregator, a welfare fee known as "The Platform Based Gig Workers Welfare Fee", which shall be at such rate (percent) of the pay of the platform based Gig worker in each transaction or on the annual State specific turnover as may be notified by the State Government.

(2) Such fee shall be collected by the State Government in such manner and within such time as may be prescribed.

(3) The aggregator shall deposit the welfare fee levied under this Act, at the end of each quarter in such manner as may be prescribed.

22. Central Transaction Information Management System.-(1) All payments generated on platforms shall be mapped on to a Central Transaction Information and Management System (CTIMS) administered by the State Government and monitored by the Board.

(2) Every payment made to Gig workers and the welfare fee deducted shall be recorded on the Central Transaction Information and Management System (CTIMS) for each transaction related to platform based Gig worker in such manner as may be prescribed.

(3) The details of welfare fee collected and spent at the Gig workers level shall be disclosed and made available on the Central Transaction Information and Management System (CTIMS).

23. Redressal of grievances.- (1) A platform based Gig worker registered under this Act may file a petition in person before a grievance redressal officer as notified by the State Government, or make a petition through web portal, in relation to any grievance arising out of entitlements, payments and other benefits provided under this Act.

Provided that, the link to such web portal shall be provided on the platform application of every aggregator registered under this Act.

(2) The procedure for the disposal of the petition filed under sub-section (1) shall be such as may be prescribed.

(3) The officer so authorized under sub-section (1), shall upon inquiries, dispose of the said petition by passing an order of redressal.

(4) An appeal against the order under sub-section (3), shall lie within ninety days from the date of order before the Appellate Authority, as prescribed by the State Government:

(5) The Appellate Authority shall dispose of the appeal in accordance with such procedure as may be prescribed.

24. Resolution of disputes against aggregator.- (1) Every aggregator, with more than fifty platform workers registered on their platform, shall constitute an Internal Dispute Resolution Committee for the resolution of disputes specified in Schedule II.

(2) The composition and procedures of the Internal Dispute Resolution Committee shall be such as may be prescribed.

(3) The Internal Dispute Resolution Committee shall complete its proceedings within thirty days on receipt of a written complaint by or on behalf of the aggrieved party.

Provided that, either party may take up the process of arbitration to resolve the dispute among them.

(4) Notwithstanding anything contained in this section, a platform based Gig worker may seek resolution of his disputes through the mechanism under the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

25. General penalty for offences.- Save as otherwise expressly provided in this Act, if an aggregator contravenes any of the provisions of the Act or rules or regulations or any of standards made thereunder or of any order in writing given under the Act or such rules or regulations or standards, the aggregator shall be liable to penalty which shall not be less than five thousand rupees but which may extend up to one lakh rupees, and if the contravention is continued after the conviction, then, with further penalty which may extend to five thousand rupees for each day till such contravention continues.

26. Offences by companies.-(1) Where an offence under this Act has been committed by a company, every person who, at the time the offence was committed, was in charge of, and was responsible to, the company for the

conduct of the business of the company, as well as the company, shall be deemed to be guilty of the offence and shall be liable to be proceeded against and punished accordingly:

Provided that, nothing contained in this sub-section shall render any such person liable to any punishment, if he proves that the offence was committed without his knowledge or that he had exercised all due diligence to prevent the commission of such offence.

(2) Notwithstanding anything contained in sub-section (1), where any offence under this Act has been committed by a company, and it is proved that the offence has been committed with the consent or connivance of, or is attributable to any neglect on the part of any director, manager, company secretary or other officer of the company, such director, manager, company secretary or other officer shall be deemed to be guilty of that offence and shall be liable to be proceeded against and punished accordingly.

Explanation.- For the purposes of this section,

(a) "company" means any body corporate and includes a firm or other association of individuals; and

(b) "director" means,

(i) in relation to a firm, a partner thereof; or

(ii) any of its members.

(iii) in case of association of individuals other than specified in sub-

Clause (ii), any of its members.

27. Cognisance of offences.- No court inferior to that of a Metropolitan Magistrate or a Judicial Magistrate of the first class shall try any offence punishable under this Act.

28. Compounding of offences.- (1) Any offence punishable under this Act may, either before or after the institution of the prosecution, on an application by the alleged offender, be compounded by payment of compounding amount not more than fifty percent by such officer or authority as the State Government may, by notification in the Official Gazette, specify in this behalf:

Provided that, the appropriate Government may, by notification in the Official Gazette, amend the said specified compounding amount:

Provided further that, the offences of the same nature committed by the same offender for more than three occasions shall not be compoundable:

Provided also that, such offences shall be compounded only after the alleged offender has acted to the satisfaction of such officer or authority that such offence is not continued any further:

(2) Where an offence has been compounded under sub-section (1), no further proceedings shall be taken against the offender in respect of such offence.

29. Entitlement to more than one benefit.- No right or entitlement provided for under this Act shall affect any benefit or protection accorded to platform based Gig workers under any other law for the time being in force.

30. Submission of Quarterly Returns.- The aggregators must submit quarterly returns in such form as may be prescribed by the State Government.

31. Annual Report.- (1) The Board shall prepare a report every year of its activities under this Act during the year and submit the report to the State Government.

(2) The State Government shall, as soon as may be after the receipt of report under sub-section (1), cause the same to be laid before the each Houses of the State Legislature.

32. Act to be in addition to any other law.- The provisions of this Act shall be in addition to, and not in derogation of, any other law for the time being in force.

33. Protection of action taken in good faith.- No suit, prosecution or other legal proceeding shall lie against any person for anything which is in good faith done or intended to be done in pursuance of this Act or any rule or order made thereunder.

34. Power to make rules.- (1) The State Government may make rules for carrying out the purposes of this Act.

(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:

- (i) Any additional information regarding the automated monitoring and decision making systems that may be sought by the Gig worker from the aggregator under clause (v) of sub-section (1) of section 14.
- (ii) Sector specific occupational safety and health standards under sub-section (2) of section 17.
- (iii) The contributions from the aggregator and the Gig worker for access to general and specific social security schemes as per clause (iv) of section 6;

- (iv) The rate (percent) of the value of each transaction chargeable as welfare fee as per sub-section (1) of section 21.
- (v) The format in which the quarterly return referred to in section 30 must be submitted.
- (vi) The time, place and procedure for meetings of the Board as required under section 5.
- (vii) The salary and allowances of nominated members as required under sub-section (6) of section 4.
- (viii) The manner in which proper accounts, annual statements of accounts including balance sheet and other relevant records must be maintained under sub-section (1) of section 9.
- (ix) The format for payment of welfare fee under sub-section (2) of section 21.
- (x) The form in which payment made to platform based Gig workers and the welfare fee deducted shall be recorded on the Central Transaction Information and Management System (CTIMS) for each transaction under section 22.

(3) Every rule made under this Act shall be laid, as soon as may be after they are so made, before the House of the State Legislature, while it is in session, for a period of not less than fourteen days which may be comprised in one session or in two successive sessions and if before the expiry of the session in which it is so laid or of the sessions immediately following, the House of the State Legislature makes any modification in the rule or resolves that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be, so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done thereunder.

(4) Every rule made under this Act shall be published in the Official Gazette.

35. Power to make Regulations.- The Welfare Board may make regulations to provide for the following matters under this Act-

- (i) The manner of registration of aggregators as per sub-section (1) of section 11.
- (ii) The manner in which the aggregators shall provide the database of all Gig workers onboarded or registered with them to the board under sub-section (1) of section 11.
- (iii) The manner in which the latest data of all platform based Gig workers engaged by aggregators must be shared as per sub-section (2) of section 11.

36. Powers of inspection.-The State Government shall have the power to conduct inspections and reviews of contracts, automated monitoring and

decision making systems, occupational safety standards and working standards adopted by aggregators to check compliance with the Act and rules thereunder, by such officer as may be designated.

37. Power to remove difficulties.-(1) If any difficulty arises in giving effect to the provisions of this Act, the State Government may, by order, published in the Official Gazette, make such provisions, not inconsistent with the provisions of this Act, as may be necessary or expedient for removing the difficulty:

Provided that, no order under this section shall be made after expiry of three years from the date of commencement of this Act.

(2) Every order made under this section shall, as soon as may be after it is so made, be laid before the House of State Legislature

Schedule I

[see clause (i) of sub-section (3) of section 1]

Services provided by aggregators

1. Ride sharing services.
2. Food and grocery delivery services.
3. Logistics services.
4. e-Market place (both marketplace and inventory model) for wholesale/retail sale of goods and/or services Business to Business /Business to Consumer (B2B/B2C).
5. Professional services provider.
6. Healthcare.
7. Travel and hospitality.
8. Content and media services.

Schedule II

[see section 24]

Disputes raisable by gig worker

1. Aggregator fails to provide a contract to the gig worker, as required by under sub-section (2) of section 12;
2. Aggregator fails to notify the gig worker of any change in the terms of the contract, as required by sub-section (3) of section 12;
3. Aggregator fails to communicate information sought by the gig worker regarding automated monitoring and decision making systems under sub-section (1) of section 14;
4. Aggregator terminates work on grounds not mentioned in the contract, in violation of sub-section (1) of section 15;

5. Aggregator terminates work without notice, in violation of sub-section (2) of section 15;
6. Aggregator fails to provide reasons for deductions in pay as provided for under sub-section (1) of section 16;
7. Aggregator fails to compensate the gig workers in a timely manner as provided for under sub-section (2) of section 16;
8. Aggregator fails to comply with occupational safety and health standards as prescribed by the State Government under section 17.