

Regarding rights of gig workers

SHRI HIBI EDEN (ERNAKULAM): Sir, I would like to draw the attention of the House to a very important matter related to the poor conditions of the gig workers in the country.

The gig economy in India has seen a significant growth, with millions of workers employed by digital platforms such as Swiggy, Zomato, Uber, Ola, Amazon, and Flipkart. However, these workers remain deprived of their basic social security benefits, fair wages and legal protections. Such gig workers are classified as independent contractors instead of employees, denying them rights such as minimum wages, accident insurance, provident fund, and pension benefits. Many gig workers face arbitrary pay cuts, excessive working hours and a lack of grievances redressal mechanisms. Additionally, algorithm-driven employment models often lead to unfair suspensions and wage deductions, worsening their financial instability.

My request to the Government of India is to recognize gig workers as employees under the labour laws, establish a Gig Workers' Social Security Fund, ensure PF, ESI, health insurance and pension benefits, enforce fair pay structures and transparent algorithmic policies, create a grievance redressal body, and Mandate digital platforms to contribute to workers' social security.

Given the urgency of the situation, I request the Government to take immediate action by introducing legislation or amendments to safeguard the rights of gig workers.