

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 1214  
TO BE ANSWERED ON 05.12.2024**

**IMPACT OF GIG ECONOMY ON WOMEN WORKERS**

**1214. SHRI MALLIKARJUN KHARGE:**

**Will the Minister of Labour and Employment be pleased to state:**

- (a) whether Government has conducted any studies to assess the impact of gig economy platforms on women workers, particularly regarding job security, working conditions, and social security benefits;**
- (b) the steps taken to address exploitative practices such as auto-assigned jobs, unrealistic targets, and lack of transparency in algorithmic management;**
- (c) whether Government is considering introducing regulations to ensure data privacy and protect women gig workers from digital and economic exploitation; and**
- (d) if so, the details thereof?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SUSHRI SHOBHA KARANDLAJE)**

**(a) to (d): NITI Aayog has published a report titled “India’s Booming Gig and Platform Economy” in June 2022. The report mentions, inter-alia, that gig and platform work allow women workers to better manage their paid and unpaid care work responsibilities due to the flexible working hours in the gig economy where structured physical work setting is not required and democratizing of access to jobs with low entry barriers creates equal opportunity for all. The sector provides opportunity for women to enhance their economic participation, leading to a more inclusive economy.**

**An advisory has been issued by the Ministry of Labour and Employment to platform aggregators to register themselves and platform workers engaged with them on e-Shram portal.**

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**Further, the Ministry of Labour and Employment had launched the e-Shram- “One Stop-Solution” on 21<sup>st</sup> October, 2024. This entails integration of different social security/welfare schemes at single portal i.e. e-Shram.**

**The Digital Personal Data Protection (DPDP) Act, 2023 has been enacted on 11<sup>th</sup> August, 2023 that casts obligations on Data Fiduciaries to safeguard digital personal data, holding them accountable, while also enshrining the rights and duties of Data Principals.**

**For the first time, the definition of ‘gig workers’ and ‘platform workers’ and provisions related to the same have been provided in the Code on Social Security, 2020 which has been enacted by the Parliament.**

**The Code on Social Security, 2020 provides for framing of suitable social security measures for gig workers and platform workers on matters relating to life and disability cover, accident insurance, health and maternity benefits, old age protection, etc.**

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