

1. With gig economy expanding in India, face the development of rights available to gig workers and evaluate the role of gig worker organization in protecting their rights?
Gig economy is a free market system in which workers are temporary and organizations contracts for short term work. It is platform based work where workers earn money by providing services like food delivery service, cab-hailing etc.

As per ASSOCHAM report, India's economy will raise ~~more~~ to ~~the~~ US\$ 455 billion by 2024

Challenges faced by gig workers:

Survival rights

* Health and safety - gig workers are not provided with sick leave, health insurance etc.

* social security rights - they face so many issues like less payment, loss of work, etc due to which ^{many} rights are violated.

Empowerment rights -

* Skilling and upskilling workers according to the enhanced technologies.

Protection rights - Many a times gig workers sign the contracts without reading Terms & conditions due to which they face so many issues.

Gender equality rights - However lady gig worker have ~~not~~ ~~control~~ the flexibility of working in home as well as gig workers fulfilling her professional obligations still face issues of disparity of pay, vulnerability to harassment etc.

Gig worker Organizations :-

- ① Gig worker collective - work towards fair ~~pay~~ pay and job security in the informal economy
- ② India federation of app based technology - towards social security.
- ③ Due to corona pandemic many lost ~~of their~~ job due to which many gig workers are planning to form a "Umbrella Union" for all workers.

Government step:

Code of social security, 2019 → gave provisions to informal labour to enhance their social security.

Best example:

California has given the workers status to gig workers than ^{giving} Contractors status

With gig economy expanding in India and India ushering to industry 4.0 must bring up various schemes, regulations and laws to safeguard, empower gig workers for the sustainable future.