

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1690
TO BE ANSWERED ON 13.03.2025**

ALGORITHMIC WAGE DETERMINATION ON GIG WORKERS

1690. SHRI MALLIKARJUN KHARGE:

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

- (a) whether Government has assessed the impact of algorithmic wage determination on gig workers in the country, particularly regarding pay variability and transparency;**
- (b) the steps taken to regulate algorithmic wage-setting mechanisms to prevent potential wage discrimination;**
- (c) whether any studies have been conducted to examine wage disparities due to algorithmic pay models; and**
- (d) whether Government plans to introduce regulatory measures or minimum pay standards to protect gig workers from algorithmic wage exploitation?**

ANSWER

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

(a) to (d): 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.

As per the Code, the gig worker has been defined as a person who performs work or participates in a work arrangement and earns from such activities outside of traditional employer-employee relationship.

The Code 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.

Recognizing the contribution of gig workers of online platforms, the Union Government in its Budget announcement made on 1.2.2025, proposed to register them on e-Shram portal, arrange for their identity cards and provide health care under Ayushman Bharat-Pradhan Mantri Jan Aarogya Yojana (AB- PMJAY) health scheme.
