

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 3147
TO BE ANSWERED ON 19.03.2026**

GIG ECONOMY AND WOMEN

3147. SMT. PRIYANKA CHATURVEDI:

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

- (a) whether the expansion of gig economy to an estimated 23.5 million workers has been assessed for its impact on job quality and women's participation;**
- (b) the gender-disaggregated details of low-income gig workers;**
- (c) whether women - single mothers, violence survivors - face algorithmic control, gendered pay, safety risks, unionisation barriers;**
- (d) whether the factors affecting women's entry, retention, safety and earnings in gig work have been examined;**
- (e) whether best practices from States are being considered for wider adoption; and**
- (f) the timeline for ensuring greater choice and security in gig employment?**

ANSWER

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

(a) to (f): As per an estimation by NITI Aayog vide its report titled "India's Booming Gig and Platform Economy" published in June 2022, the number of gig workers and platform workers, including women in the country was 7.7 million in 2020-21, which is expected to rise to 23.5 million by 2029-30.

The Code on Social Security, 2020 has come into force on 21.11.2025 with the objective to consolidate and simplify the existing social security laws into a single framework and to extend social security coverage to all workers, including organized, unorganized, gig, platform, and self-employed workers.

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.

Contd..2/-

:: 2 ::

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. The Code provides for setting up of a Social Security Fund to finance these welfare schemes. The Code also has provisions to constitute a National Social Security Board for the purposes of the welfare of gig workers and platform workers.

Multiple rounds of deliberations have been conducted with Aggregators, Knowledge Partners and Platform Workers Unions/Associations and State Government/UTs for social security framework for gig and platform workers.
