

## **Challenges Facing by Gig Workers**

Gig workers in India face several challenges, including job insecurity, inconsistent income, lack of social security benefits and limited legal protections. They also struggle with issues like delayed payments, the need for constant upskilling and social stigma associated with their work. Additionally, some gig workers experience isolation and have difficulty balancing work and personal life.

### **FINANCIAL & SOCIAL SECURITY**

#### **Job Insecurity:**

Gig workers often face unpredictable workloads and lack the job security of traditional employees, leading to anxiety about future income and financial stability.

#### **Inconsistent Income:**

Earnings can fluctuate based on demand, competition and seasonal trends, making it difficult to plan finances and access loans or credit.

#### **Lack of Benefits:**

Gig workers are typically excluded from social security benefits like health insurance, retirement plans and paid leave.

#### **Delayed or Non-Payment:**

Some gig workers experience difficulties with timely payments, which can cause financial strain.

#### **High Commission Fees:**

Platforms often charge high commission rates, reducing the earnings of gig workers, particularly those in sectors like ride-hailing and food delivery.

### **LEGAL & REGULATORY ISSUES**

#### **Lack of Legal Protections:**

Gig workers often lack the same legal protections as employees, including those related to workplace harassment, discrimination or unfair termination.

#### **Absence of a Comprehensive Legal Framework:**

The lack of a clear legal framework leaves gig workers vulnerable to exploitation and makes it difficult to address issues like minimum wages and working conditions.

### **Employee Vs. Contractor Classification:**

The ambiguous classification of gig workers as "independent contractors" rather than "employees" can lead to disputes over benefits and rights.

## **OTHER CHALLENGES**

### **Work-Life Balance:**

The flexible nature of gig work can make it difficult to maintain a healthy balance between work and personal life.

### **Isolation:**

Gig workers may experience social isolation due to working from home or independently, limiting opportunities for social interaction and networking.

### **Lack of Up-skilling Opportunities:**

Some gig workers report a lack of opportunities to learn new skills and advance their careers.

### **Social Stigma:**

Gig work is largely perceived as temporary or low-paying, leading to social stigma and lack of recognition.

### **Customer Misbehavior and ID Deactivation:**

Some gig workers, especially in delivery and transportation, face issues like customers acting out or their IDs being deactivated.

### **Long Working Hours and Demanding Work Conditions:**

Many gig workers, particularly in sectors like ride-hailing and food delivery, face long working hours and demanding work conditions that can lead to exhaustion and stress.