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Gig Workers Case Study

Dr. Shashi Bala, Senior Fellow*

Preliminaries

A universal minimum wage and floor wage are set forth in the 2019 Code on Wages for both organized and unorganized sectors, including gig workers. Gig workers are recognized as a new occupational category in the 2020 Social Security Code.

Issues Related to the Security Code

The Code on Social Security bill of 2020 makes platform workers eligible for benefits like maternity benefits, life and disability insurance, old age protection, provident funds, employment accident benefits, etc. A noteworthy aspect here is that eligibility does not imply a promise of receiving the benefits. None of the clauses guarantee benefits, therefore although the Central government occasionally develops social programs that address these issues of personal and employment security, they are not guaranteed.

GIG Economy and GIG Worker- Introduction and Background

A Gig economy is a form of free market where businesses frequently use independent contractors for brief assignments and temporary roles are popular. In common parlance a task that lasts for a set amount of time is referred to as a “gig”. The phrase is taken from the music industry, where performers schedule “Gigs,” which are one-time or temporary engagements at different places. Freelancers, independent contractors, project-based employees, and temporary or part-time personnel are a few examples of gig workers. Customers and gig workers are frequently connected using digital technology and gig apps. According to an estimate made by NITI Aayog in its June 2022 study, “India’s Booming Gig and Platform Economy,” there were 7.7 million gig and platform workers in the nation in 2020–21, including women. By 2029–2030, that number is predicted to increase to 23.5 million¹.

Methodology

It is critical to comprehend this significant issue of GIG workers because it directly affects a GIG employee. Through a case study compiled using an extensive participative approach on November 30, 2022, an attempt has been made to examine the issues pertaining to the social security situation of a GIG Worker.

Case Study

Tularam (Changed Name) 35, is married with two sons, one of them is 12 years old and the other is 8 years old, as well as a 15-year-old elder daughter. His mother is old

¹Retrieved from PIB “Gig Workers In The Country” Posted On: 28 NOV 2024 5:01PM by PIB Delhi <https://www.pib.gov.in/PressReleaseIframePage.aspx?PRID=2078528>



Name: Tularam (Chnaged Name)

Age: 35 years

Job: Helper at ARTO, Noida

Address: Greater Noida

and his father is missing. His wife works as a tailor in addition to running a cosmetic store. He has been working since 2012 and is currently employed by ARTO, Noida, as a helper on a commission basis. He has encountered many challenges in his 20 years of experience. His meager daily wage of INR 500 per day may vary depending on the availability of tasks.

During the COVID period, he did not have any source of income apart from the cosmetic shop run by his wife. As a father, he also aspires to give his children the best facilities in terms of education and living. He is uninformed of the many government programs and believes that it takes a lot of time to avail himself of the benefits of different schemes. He also said that it became a herculean task for him to acquire a sewing machine through a scheme. He also has concerns related to several other subsidies as he does not have complete information. He urges upon the proper guidance of plans and schemes to assist him in coping with his financial difficulties¹.

Summary and Evaluation

From the above-mentioned case study, we understand that there are several concerns when it comes to a GIG Worker. Mentioning a few of them will include unstable pay, a lack of job stability, and an unpredictable employment position. Due to the contractual arrangement between the platform owner and the gig worker, the latter is not entitled to several employment benefits. However, an increase in available work and income is linked to a reduction in stress brought on by uncertainty. It can be suggested that expansion of the availability of institutional loans for platform users and those who are interested in starting their own platforms. It is also of vital importance that youth and workers focus on developing their skills to become employed. Through the Code on Social Security, the government can guarantee that platform workers receive universal coverage.

² Source:

1) Rinki Arora, Research Associate, V.V. Giri National Labour Institute, NOIDA

2) Archana Bhardwaj, Research Associate, V.V. Giri National Labour Institute, NOIDA

Conclusion

Perhaps it can be said that the only means to provide employment for unskilled, semi-skilled, and new workers is through the “gig economy.” Therefore, it is critical to support this sector’s development. We require procedures and regulations that make it clear how the industry ought to operate.

Recommendations for the future

- **Paid Leaves, Health Access, and Insurance**

In order to mitigate the challenges posed due to the COVID-19 pandemic, the platform workers adopted measures to reduce the difficulties. Therefore, platforms may adopt an approach for paid sick leave, health access, and insurance as a part of their workplace or work engagement policies for all of the employees they engage year-round.

- **Occupational Disease and Work Accident Insurance**

Platforms may implement methods for offering accident insurance to all delivery and driver partners, as well as other platform employees throughout India. In accordance with the Social Security Code 2020, such provisions should be provided in association with public and private sector.

- **Provision of Corpus Funds**

Measures like providing social security benefits from a corpus fund can support gig and platform workers as well as other sector-related independent contractors in the event of emergencies.

End matter

Through the Code on Social Security, the government can guarantee that platform workers receive universal coverage. In the platform economy, unsecured loans made to new borrowers may fall under the category of Priority Sector Lending Supporting Small Businesses & Entrepreneurs Associated with Platforms.

Work and Skill Impacts: Analysis of Cases Pertaining to Women Workers

Priyadarsan Amitav Khuntia*

1. The Context:

The vulnerabilities of Informal Sector Workers are known facts. The academic and policy discussions and deliberations revolve around the challenges being confronted by the working masses and how to address these challenges. Interventions by Government, Non-Government and International Agencies are targeted towards formalizing the informal workers, tackling the gender inequality and combating gender stereotypes. Facilitating skill enhancement and lifelong learning are viewed to be effective components in achieving these goals. In the absence of initial learning, skill, and further training opportunities the stagnation, stereotypes and vulnerability persist which impede the individual worker's upliftment and development of the economy as well.

Stone breaking workers and the menial construction workers also belong to these vulnerable sections who are a neglected and deprived lot. The present study analyses the work issues of the women stone breaking workers near the Shillong city of Meghalaya, North Eastern State of India. On the other hand the second case is about the menial construction workers journey towards better work experience with the strategic skill training intervention by Self Employed Women's Association (SEWA) through formation of Rachaita Mandali of women construction workers in the Ahmedabad city of State of Gujarat. In the first case the women stone breaking workers in the absence of guidance and a systematic support are found to be stagnated and managing with hand to mouth with a meager earning, where as in the second case the women construction workers earlier engaged in menial activities switched over to semi-skilled and skilled work due to strategic intervention.

2. Objectives, Scope and Limitations of the Study:

The study tends to analyze the skill impact on women workers in one case where the vulnerability aspect that persists along with stagnation without accessibility to skill and in the other case how a strategic intervention by workers' union in bridging the skill gap with handholding could facilitate upward mobility of women construction workers in Ahmedabad City. The second objective of the study is to emphasize the collaborative role of government agencies and other social partners to make the best use of the skill development measures targeted for the women and workers from marginalized communities so that nobody is left out. These two cases are little older but hold relevance for larger perspectives.

The first case of the women stone breaking workers; the author has personally visited twice once on the occasion of an official visit to North Eastern Hill University (NEHU) in Shillong and second one was during a personal visit to Meghalaya. The interactions were

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in different time period with two different groups of workers. The eliciting of information and data mostly through interaction, unstructured interview and observations which are discussed in detail in the following analysis. The second case is based on secondary source material and to some extent personal interactions, discussions with some stakeholders during V.V. Giri National Labour Institute's national training programmes, workshops in Noida and also through telephonic discussions. There was no personal visit to the location that is in discussion.

3. Case-1 Analysis of the Interactions with two groups of Stone Breaking Workers in different years:

This interaction with an elderly group of female workers engaged in stone breaking near Shillong in Meghalaya goes back to March 2015. The author was in North Eastern Hill University (NEHU) campus as a part of professional engagement for the VVGNI-ICSSR (NER) collaborative National Seminar on Skill Development of Youth when the opportunity to interact with the workers happened along the road to Chherapunji.

The workers in the discussion are the age groups of about 65-70 years. They have been doing this work for years mostly the nature of work being piece rated. As per the information elicited they used to earn about Rs. 80-100 per day depending upon the quantum of stones they crush using their hands and fingers. The contractor pays them Rs. 20 to 30 per one oil tin full with crushed stones generally used for storing oil (empty oil tin container) which is visible in the photo. And as per their information they used to crush 4-5 full of tins depending up their strength and duration of work. The discussion was not direct and in-depth because of language barrier. The help of an accompanying support staff was taken in the process of interaction. One or two respondent offered to freely discuss without any hesitation to unknown persons meeting for the first time.

The irony of the fact that they spent their whole life earning a scanty amount with such strenuous work and hazardous too. Everyone has the right of upward mobility with their sheer endeavor and hard work. But here the hard work has not been translated in to economic prosperity proportionately. Had they been given any kind of skill training in the youth or even latter part of their life, they would have been in a better place. They could have been trained in the related trades like masonry, tile fitter, and painter etc. in construction sector which could have fetched more remuneration thereby facilitating better stand of living. It is a collective failure of the stakeholders/social partners that in spite of having so many schemes/programmes targeted for informal workers especially women and marginalized communities in the last two decades. During the interaction it was revealed that neither they knew about skill training initiatives meant for their upliftment thorough short duration modular forms nor anyone has enlighten, motivated them to avail the existing schemes through which they could have added more value to their work.



(Photo: 1: The author while leaving after conversation with the elderly stone breaking workers during March, 2015 visit)

In this photo, the author is interacting with a group of stone breaking workers along the Shillong-Cherapunji road in April 2018 while on a personal visit with his parents. This group is comparative younger group in comparison to the previous group. But the process and conditions of work are almost same. They were being paid at a piece rate for one tin (oil tin of about 15 liter) about Rs. 30-40 little higher than previous group as this visit happened after 3-4 years of the first visit.



(Photo-2: The author during the April, 2018 visit)

The major constraint in eliciting information from the workers in both the cases were firstly because of language barrier, secondly the interaction was very short period and without any proper planning. Due to impromptu and short nature of interaction, building rapport with the workers was minimal. They were also feeling shy to talk more about their work related issues. Thirdly the number of workers interacted were small in both the visits. Within this short duration of interaction the author tried to sensitize the workers the importance of acquiring skills in related trades of their current work and the socioeconomic, health and environmental advantages.

4. Case 2- Analysis of Women Construction Workers of Self Employed Women's Association (SEWA) through the Experience of Rachaita:

Self Employed Women's Association (SEWA) is a National Trade Union works for the poor and self-employed women workers in the informal economy. As envisaged in SEWA's introductory home page the organistaion in order to achieve its goal of Full-employment and Self-Reliance for its members and to facilitate representation, economic empowerment, and collective strength and increased bargaining power of its members, SEWA follows integrated approach namely; Organising for collective strength, Capacity building to stand firm in competitive market, Capital formation for risk migration & fight poverty, Social security to enhance well-being & productivity. The organistaion adopts joint action of union and cooperatives as part of their strategy. (<https://www.sewa.org/about-us/>).

SEWA's intervention in bringing changes in the women construction workers doing manual work is to be discussed here. In Indian context the Construction sector which is primarily controlled and dominated by male workers, even though women account for nearly 50-51 percent of the workforce in this sector. Among women construction workers, more than 96 percent are casual workers and are engaged in menial tasks like shifting of material from one place to another, carry bricks on head and shoulder and digging at construction sites. At the same time the sector seeing robust growth with the magnifying scope of employment opportunities but with a rising demand for skilled workers.

SEWA visualises the opportunities and challenges posed for the women construction workers in the globalized era which was witnessing large-scale technological penetration

and transformative changes in various sectors and trades including construction. These transitions immensely impacted women construction workers, who feel tremendously disadvantaged due to lack of skills for undertaking specialized construction work. Several studies including one of the study¹ of the author have suggested that women construction workers are either being side-lined or settling for low wages in the labour market. Migrant workers are at the receiving end. Pessimistic perceptions and apprehensions of some stakeholders like builders, engineers, supervisors and clients, regarding the skills and capabilities of women construction workers and also the new trend of commissioning construction assignments on a job –work basis because of the entry of multinational construction companies also aggravated the predicament.

There are thousands of unskilled women construction workers who can take up the various jobs available in this sector, deliver the assigned work as per expectations if they are equipped with proper skills like the case in Ahmedabad city which is under discussion. Further, many workers who were already trained but they were unable to generate employment opportunities for themselves as they were working in isolation and remained unaware of the work opportunities available in the relevant field.

In this backdrop and realising the problems and concerns of women construction workers in Ahmedabad, SEWA made a timely intervention and formed Rachaita Cooperative (Shree Rachaita Bandhkam Mahila Sewa Sahakari Mandli Limited) for addressing the difficulties and challenges being encountered by the workers. The cooperative consists of a trained and organized group of women construction workers and functions with the intention of upgrading the skills of these women workers and bringing them in to the mainstream in this sector

Rachaita, as the objectives envisaged in the brochure works towards attaining progress through capacity building of its members, and implementation of improved processes and use of advanced state-of-the art technology. In order to achieve this objective, the women workers are provided regular training in the areas of construction activity namely;

- Properties of various construction materials used;
- Usage of latest construction tools and equipments;
- Concepts of measurement, proportions, volume and size used in construction works; and
- Various mathematical calculations pertaining to manpower, volume of work, and cost estimation, among other things

There has been a centralized tools and equipment set up for providing the requisite equipments to Rachaita SEWA cooperative's members on a rental basis at a reasonable cost to enable them to take up small construction assignments/ contracts on their own or as a group. The tools library intends to provide assistance to women construction workers by lending them various construction tools and equipment, such as: Concreting machines;

¹ Khuntia, P A (2005), Opportunities and Challenges before the Construction Workers in the Globalised Era: The Indian Case, NLI Research Study Series (No : 067/2005)

Tile cutter machines, bar bending machines, Drilling machines; and Plastering tools.

Rachaita also aims to regularly upgrade the skills and potential of women construction workers through the introduction of improved processes and latest technology. For the purpose, it conducts regular skill upgradation and training programmes for its members in order to develop their skills for operating the latest equipments and machines currently being used in the construction sector. In order to augment its methodological training programme, Rachaita has also joined hands with a technical school, which is bound to prove beneficial for the women workers who are valiantly trying to hold their own in a highly competitive and skill oriented industry. In this effort, Rachaita is thus offering appreciable support and guidance to the women workers, by not only enhancing the employment opportunities for them but also honing and developing their skills.

As mentioned in the brochure the Rachaita Construction Workers Mahila SEWA Cooperative has successfully executed many projects requiring the use of skills among its workers, including: Masonry (brickwork), plastering (different finishes), fitting of China Mosaic (plain and different patterns), Laying of variety of floors (IPS, Kota, Jaisalmer, marble, granite, ceramic and synthetic tiles), Bathroom Tiling (toilet seats, wash basins, tubs,), Pest Control (on the floor, soil, wooden doors and window frames), Waterproofing (exposed surface), Repair Work.

The various projects that have been executed by women workers who are members of Rachaita include the construction of Mahatma Mandir site of Larsen & Toubro (L&T), Ahmadabad, Bungalows, Flats, Factory Buildings, Shops, Commercial buildings, schools, Riverfront Project on the Sabarmati River in Ahmadabad.

The major transformation unfolded as women workers with renewed vigour, confidence broke the stereotypes by venturing in to the variety of construction skill acquisition with increased earning capacity. Women workers who used to do manual works, after being trained in construction skills through Rachaita initiative started earning higher wages. In this case of Rachaita the author did not visit to the field to assess the real situation. However, SEWA workers representatives during interaction while attending various training programmes in VVGNI five-six years back claimed that the workers who used to get Rs. 100 to Rs. 150/- started earning Rs. 300 – Rs.350 after being skilled through Rachaita initiative in 2011. In one of the training session, the author while discussing the Sewa's Rachaita Mandali model one participant identified herself among the photo clips doing painting work in the brochure



Photo-3 (The Cover Page of the Brochure of Rachaita. The brochure was presented to the author by some members of SEWA while attending a training programme in the V.V. Giri National Labour Institute, Noida.) (Women Workers are seen with Bar Bending Work at the construction site.)

of Rachaita (placed below) which was presented by some participants of the same organisation participated in a previous training programme in the institute in Noida. It was a unique coincidence and overwhelmingly inspiring moment as the claims made by the organisation was corroborated with the acknowledgment of a beneficiary. This move has not only broken the gender stereotype in construction where skilled trades were mostly the domain of male only but also enabling higher wages for women means more inclusivity and upward mobility.

In photos (3&4) Self Employed Workers engaged in Skilled Work after availing short duration training through SEWA's Rachaita Mandali (Source: Shree Rachaita Bandhkam Mahila Sewa Sahakari Mandali Limited- Promoted by Self Employed Women's Association, Ahemdabad)

This model of SEWA for skilling its members though Rachaita was novel and progressive initiative managing thorough their own arrangements. This model can be followed by more and more organisations in partnership with government schemes which do have the provisions of financial support and being implemented by various government departments and agencies. The short term courses associated with skill development initiatives also include employability skills that help the sustainability of employment, certification, to some extent enhancing knowledge of occupational hygiene, environmental and safety risks.



(Photo-4: Photo clips of women construction workers engaged in skilled work after getting training, Source: The Brochure of Rachaita)

5. Concluding Remarks and Way Forward:

The whole idea of bringing these cases from two remotely places and analyzing is to foster a connectivity that how in the latter case with the strategic intervention though non-government initiative, the work and lives of manual construction workers could be better off and more productive whereas in the cases of stone breaking workers concerted actions to empower them was probably missing. The author has been highlighting, sensitizing various stakeholders/social partners about the above discussed issues and solutions in different training sessions, workshops of VVGNI so that the skill development and other welfare measures designed by all the governments whether central, state, local reach to the destination. Non-government initiatives including civil societies, corporates/industries also have designed their own strategies and models. They all need to strengthen the coherence and coordination for better outcome.

For example the two leading flagship programmes in operation for skill development namely; Deen Dayal Upadhyaya Grameen Kaushalya Yojana(DDU-GKY) of Ministry of Rural Development, Government of India and Pradhan Mantri Kaushal Vikash Yojana (PMKVY) of Ministry of Skill Development and Entrepreneurship, Government of India

are being implemented in collaboration with mostly state & non-government partners. The DDU-GKY which is targeted for rural youth is being implemented through Project Implementing Agencies (PIAs) across the country. The PIAs are responsible for mobilisations, training and placements. In case of PMKVY (currently 4.0 in operation) which has a pan India reach out is being implemented through Training Partners/Training Providers with the National Skill Development Corporations (SNDC) and Sector Skill Councils (SSC). The District Skill Committee (DSC) comprising District Administration (chaired by district collectors), Line departments of Districts, ITIs, industry bodies are constituted to work closely to develop district skill development plans, field level monitoring, and facilitating convergence among skilling schemes in the districts. Individuals with prior learning experiences or skills are being assessed and certified under Recognition of Prior learning (RPL). Since a significant portion of Indian Workforce operate in the informal sector possessing relevant skills acquired through experience but lacking formal certification, RPL is to validate their skills, enhancing their employability and earning potentiality. PMKVY 4.0 now aligns with other government initiatives like PM Viswakarma, PM Surya Ghar: Muft Bijli Yojana, the Green Hydrogen Mission to foster a skilled workforce while supporting various sectors like energy etc. The e-Shram and National Career Service are two distinguished initiatives of Ministry of Labour and Employment, Government of India which can address the issues such as working in isolation and unaware of the skilling avenues, opportunities and work opportunities available in the relevant field even after being skilled. Firstly the registration of remaining informal workers not registered in the e-Shram Portal so far should be expedited, secondly mobile skill training camps may be undertaken using e-Shram registration data. National Career service portal and Model Career Centres could be instrumental in connecting workers and employers, providing information on availability of work opportunities to job seekers, informed choice of work and career growth. More awareness, sensitisations on these portals and facilitation to avail the services through common services centres or gadgets like mobile phone etc. are required. So Training Partners/Providers, PIAs and the other social partners like Workers' Organizations, Non-Government Organisations, Panchayat and Municipal Bodies, Academics, State Skill Development Missions, Livelihood Missions, Labour Department Officials, other Government officials and Media too need to work in a well-coordinated manner for efficient and effective delivery and no one is left out.

As the promotion of green economy is viewed pivotal for achieving economic and social development which is also environmentally sustainable, women have the potentiality and opportunities to access Green jobs. The ILO's Gender Equality and Green Jobs Policy Brief (2015) accentuates that investing in women and girls enhance gender equitable access to green and decent jobs and also lead to greater and more sustainable economic growth. Though there is a Skill Council for Green Jobs covering Solar (Photo voltaic), Bio Energy, Clean cooking, Waste Management, Water management, Ecotourism, Forestry sectors more scope for green works for women and men can be augmented by promoting policy coherence and proactive involvement of stakeholders and social partners ultimately supporting sustainable development that leaves no one behind.

Notes & Abbreviations:

Notes:

SCGJ: Skill Council for Green Jobs is one of the most recently launched initiatives of the Government of India aligned to the National Skill Development Mission. It is promoted by the Ministry of New and Renewable Energy (MNRE) and Confederation of Indian Industry (CII). The creation of the SCGJ was approved in the 10th meeting of National Skill Qualifications Committee held on 28th September 2015. Established as a not-for-profit, autonomous, industry-led society, the SCGJ was incorporated under the Societies Registration Act XXI, 1860 on 1st October, 2015. (<https://sscgj.in/about-us/>)

Abbreviations:

- VVGNI- V.V. Giri National Labour Institute
- ILO-International Labour Organisation
- DDU-GKY -Deen Dayal Upadhyay Grameen Kaushalya Yojana
- DSC-District Skill Committees
- ICSSR- Indian Council for Social Science Research
- PMKVY- Pradhan Mantri Kaushal Vikash Yojana
- DDU-GKY-
- NER- North East Region
- PIA-Project Implementing Agencies
- TP-Training Partners/ Training Providers
- ITI-Industrial Training Institutes

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Street Vendors: A Case Study

Dr. Shashi Bala, Senior Fellow*

Preliminaries

Based on Article 21 of the Indian Constitution the right to live with dignity the national government passed the Street Vendors (Protection of Livelihood and Regulation of Street Vending) Act in 2014. The act is intended to “protect” and “control,” as its name implies, street vendors in metropolitan areas. Due to the Delhi government’s and the civic organizations’ unwillingness to put the 2014 Street Vendors Act into effect, street vendors in the nation’s capital still live under the continual fear of eviction. Further sections of the study focus on the different constitutional adoptions and an interview method to gain further insights into the challenges faced by a street vendor.

Introduction and Background

A Street Vendor is a person who offers goods for sale to the public at large without having a permanent built-up structure from which to sell. Street vendors may be stationary in the sense that they occupy space on the pavements or other public/private spaces or, they may be mobile in the sense that moves from place to place by carrying their wares on push carts or in baskets on their heads.

There is a substantial increase in the number of street vendors in the major cities around the world, especially in the developing countries of Asia, Latin America, and Africa. Around 49.48 lakh street vendors have been identified in India. Uttar Pradesh has the maximum at 8.49 lakh, followed by Madhya Pradesh at 7.04 lakh. Delhi has only 72,457 street vendors. No street vendor has been identified in Sikkim.¹

Methodology

Understanding this important concern impacting street vendors in the labor market is essential. An attempt has been made to look into these matters through a case study, collected through interview method during December 2022. Through the case study, an in-depth analysis of challenges faced by the street vendors, the impact of Covid on them, and government initiatives to support them is listed below.

Constitutional Provisions

- Right to Trade: Article 19 (1) (g) gives the Indian citizen a fundamental right to practice any profession, or to carry on any occupation, trade, or business.
- Equality Before Law: Article 14 of the Constitution states that the state shall not deny to any person equality before the law or equal protection of the laws within the territory of India.

¹ Disclosed from the Union Housing and Urban Affairs Minister Hardeep Singh Puri’s reply on socio-economic upliftment of street vendors, the MoHUA launched, on January 4, 2021, ‘SVANidhi se Samridhhi’ in 125 urban local bodies. <https://www.hardeepsinghpuri.com/single-media/4948-lakh-street-vendors-identified-in-india-government>

- **Social Justice:** The preamble of the Indian Constitution states that India is a sovereign, socialist, secular democratic republic and shall secure to its citizens 'justice, social, economic, and political, and equality of status and of opportunity.'
- **Directive Principles:** Article 38(1) directs the state to promote the welfare of the people by securing a social order in which justice – social, economic, and political, shall inform all institutions of national life. Article 38(2) directs to 'minimize the inequalities in income status, facilities, and opportunities.' Article 39(a) directs the state to formulate policy to ensure that citizens, men, and women equally, have the right to an adequate means of livelihood. Article 41 specifically provides for the 'right to work' within the limits of the state's economic capacity.

A discussion was undertaken with a street vendor on the challenges Ravi (name changed) faced. Through an analysis of the interview the following challenges have been listed.

- **Lack of Space:** Master plans prepared for our cities do not allocate space to vendors/hawkers, as planners blindly imitate the western concept of marketing, ignoring Indian traditions.
- **Tackle Multiple Authorities:** The vendors have to deal with multiple authorities – the Municipal Corporation, police (thana as well as traffic), regional development authorities, district administration, local panchayats, and so on. This leads to exploitation and extortion. In many cases, the positive steps taken by one authority are nullified by the actions of others. Instead of regulating vendors, municipal corporations treat them as a nuisance and an irritant, their policies and actions are aimed more at removing and harassing them rather than at regulation.
- **Frequent Eviction:** The regular eviction carried out by the district or municipal administration. They fear the very sight of the eviction team which is known locally by different names.
- **Extortion Racket:** Cases of 'rangdari tax' and 'hafta' are common. In many cities, vendors have to part with substantial money in order to ply their trade²



Figure 1: Picture showing the fruit street vendor on road during COVID-19.

Summary and Evaluation

An analysis of government initiatives specific to street vendors tells us the following-

SVANidhi Scheme: SVANidhi Scheme was launched to benefit over 50 lakh street vendors who had been vending in urban areas including those from surrounding peri-urban/rural areas. It also aims to promote digital transactions through cash-back incentives up to an amount of Rs. 1,200 per annum.

² Source: A. Miss .Meghna Khurania, Research Associate under Dr. Shashi Bala, Senior Fellow, V.V. Giri National Labour Institute, NOIDA
B . Miss Archana Bhardwaj, Research Associate under Dr. Shashi Bala, Senior Fellow, V.V. Giri National Labour Institute, NOIDA

National Association of Street Vendors of India: NASVI is an organization working for the protection of the livelihood rights of thousands of street vendors across the country. The main objective was to bring together the street vendor organizations in India so as to collectively struggle for macro-level changes.

The Street Vendors (Protection of Livelihood and Regulation of Street Vending) Act, 2014 was enacted to regulate street vendors in public areas and protect their rights. The Act defines a “street vendor” as a person engaged in vending of articles of everyday use or offering services to the general public, in any public place or private area, from a temporary built-up structure or by moving from place to place.

Summary and Conclusion

The lockdown in Delhi came down harshly on street vendors, as it did for many other workers in the city’s massive informal economy. Announced on 24th March, 2020³ with just 4 hours’ notice, an empty city meant that the city’s vendors immediately lost their source of income and were confronted with hunger and deprivation.

Some vendors (fruit and vegetable sellers) began venturing out after a few days without explicit permission and immediately faced police harassment. After a few weeks, the government eased restrictions and essential vendors were (due in large part to the advocacy of vendor organizations and activist networks). However, the cost of doing business, as well as the risk, has gone up significantly, with vendors not having access to wholesale markets and suppliers and having to spend more on travel costs due to travel restrictions in place in the city. Also, with the lockdown still partially in place, the number of buyers has gone down and so have earnings. Due to the harsh summer heat, perishable fruits and vegetables also have a reduced shelf life so vendors are unable to capitalize on whatever produce they do have.

The state has recently announced a stimulus package of INR 5000 crore for nearly 50 lakh vendors, acknowledging the grave impact of their loss of livelihood. The intended relief for vendors will be a credit loan that will provide an initial working capital of INR 10,000 for all vendors, but this is not sufficient. Instead of credit, the government should think of converting it into a direct income benefit, a cash grant, as livelihood support to start the income activity in a regular way. The vendors need income support to be able to restart work, and if they are not able to do so, how will they return the loan? In the face of the ever-changing crisis, vendor organizations have to step forward and advocate for vendors to be provided the resources they need to be able to resume their livelihoods.

End Matter

Despite multiple schemes running for the street vendors, there are various gaps in the implementation, identification, awareness, and accessibility of various schemes which should be plugged in a timely manner. Benefits like maternity allowances, accident relief, natural death compensation, education support for children for higher studies, and pension during any crisis should be provided to them. This can be done through organizing an awareness generation workshop on this important concern for a dignified livelihood.

संविदा श्रमिक: एक केस स्टडी

प्रारंभिक

संविदा श्रम एक निर्दिष्ट अवधि के लिए एक ठेकेदार द्वारा एक अनुबंध के माध्यम से मजदूरों को नियोजित करने की प्रणाली है। एक श्रमिक को एक संविदा श्रम के रूप में जाना जाता है। संविदा कर्मचारी अप्रत्यक्ष कर्मचारी हैं; एक ठेका मजदूर एक दैनिक मजदूर है या दैनिक मजदूरी जमा की जाती है और महीने के अंत में दी जाती है। संविदा मजदूरों को काम पर रखना, पर्यवेक्षण करना और पारिश्रमिक देना ठेकेदार की जिम्मेदारी है।

भारत में, संविदा श्रमिकों का उपयोग विभिन्न उद्योगों में कुशल से लेकर अर्ध-कुशल काम पर संगठित और असंगठित क्षेत्रों के श्रमिकों के रूप में किया जाता है। अनुबंध श्रम की स्थिति का विश्लेषण कई आयोगों, समितियों, श्रम ब्यूरो श्रम मंत्रालय आदि द्वारा किया गया और यह पाया गया कि अनुबंध श्रम- श्रमिकों की खराब आर्थिक स्थिति, नौकरी की सुरक्षा की कमी, रोजगार की आकस्मिक प्रकृति आदि हैं। इसलिए संविदा मजदूरों के पर्याप्त कामकाज को नियमित करने और अनुबंध के शोषण को रोकने के लिए विधायिका ने संविदा श्रम (विनियम और उन्मूलन) अधिनियम, 1970 (जो 10 फरवरी, 1971 को लागू हुआ) को अधिनियम किया।

परिचय और पृष्ठभूमि-

श्रम सम्बन्धी कानूनी प्रावधानों में समय के अनुसार परिवर्तन लाने सम्बन्धित उठायी जाती थी। श्रम सम्बन्धी कानूनों में सुधार करने हेतु द्वितीय राष्ट्रीय श्रम आयोग का गठन किया गया। द्वितीय राष्ट्रीय श्रम आयोग ने श्रम से सम्बन्धित उद्योगों, व्यवसायों आदि में लगभग 100 राज्य कानूनों और 40 केन्द्रीय कानूनों को समेकित करने का सुझाव दिया था।

- मजदूरी संदाय अधिनियम, 1936
- न्यूनतम मजदूरी एक्ट 1948
- कारखाना एक्ट 1948
- मातृत्व लाभ एक्ट 1961
- प्रसूति लाभ अधिनियम, 1961
- बोनस संदाय अधिनियम, 1965
- संविदा श्रम (विनियमन और उन्मूलन) अधिनियम, 1970
- समान पारिश्रमिक अधिनियम, 1976
- महिलाओं के साथ यौन उत्पीड़न (रोकथाम, निषेध और निवारण) एक्ट 2013

भारत में कुछ महत्वपूर्ण श्रम कानून हैं। इन कानूनों में भारत में संगठित और असंगठित क्षेत्रों के श्रमिकों के हितों को सुरक्षित रखने के लिए कई प्रावधान हैं। वेतन/मजदूरी संहिता के अंतर्गत भारत के सभी कामगारों को निर्धारित न्यूनतम मजदूरी के दायरे में लाने का प्रावधान है।

- मजदूरी संहिता में कामगारों के लिए कामकाजी घंटों के संदर्भ में अस्पष्टता को दूर करते हुए, इन्हें 8 घण्टे निर्धारित किया गया है। 8 घण्टे से अधिक कार्य या श्रम को ओवर टाइम के रूप में माना जायेगा। इसके अतिरिक्त, यह भी प्रावधान है कि एक कार्यदिवस में कुल कामकाजी घंटे, 12 घंटों से अधिक नहीं हो सकते हैं (ओवर टाइम और विश्राम अंतराल को शामिल करते हुए)।

- नियोक्ता (Employer) द्वारा कामगार को न्यूनतम मजदूरी न उपलब्ध कराने की स्थिति में कामगार निकटतम मजिस्ट्रेट कोर्ट में अपील कर सकता है।
- कोई भी प्रतिष्ठान जहां बीस या अधिक कामगार कार्यरत हैं या पूर्ववर्ती बारह महीनों के दौरान किसी भी दिन संविदा श्रमिक के रूप में जुड़े थे।
- कोई भी ठेकेदार जो पूर्ववर्ती बारह महीनों के किसी भी दिन बीस या अधिक कामगारों को संविदा श्रमिक के रूप में नियोजित या नियुक्त करता है।
- यह अधिनियम उस व्यक्ति पर लागू नहीं होता है जिसे सलाहकार या प्रबंधकीय क्षमता में नियुक्त किया गया है।

कार्यप्रणाली

इस महत्वपूर्ण चिंता को समझना आवश्यक है-श्रम बाजार में सार्थक भागीदारी। केस स्टडीज के माध्यम से इन मामलों में गहराई से भागीदारी के माध्यम से एकत्र किया गया। यह बहुत चिंता का विषय है कि संविदा श्रमिकों को अपने कार्य के अनुरूप वेतन, अवकाश, प्रतिदिन कार्य की सीमित समय सीमा, स्वास्थ्य एवं सुरक्षा सुविधाएं आदि ठीक प्रकार से प्रदान नहीं की जाती। कार्य क्षेत्र में इसी गिरावट को देखते हुए एक केस के माध्यम से संविदा श्रमिक पर एक विश्लेषण किया गया।

मामला (केस स्टडी)

28 वर्षीय सावित्री अपने पति और दो बच्चों के साथ सैक्टर 18, नोएडा में रहती है इनके पति दिहाड़ी पर बेलदारी का काम करते हैं जिसमें उन्हें अगर जिस दिन काम मिले तो 400/- रुपये प्रतिदिन का मिल जाता है। इनके दो बच्चे एक 11 वर्षीय लड़की और 7 वर्षीय लड़का है जो पास ही संस्था के द्वारा चल रहे विद्यालय में शिक्षा ग्रहण करते हैं। सास-ससुर गाँव में खेती कर कम आय में परेशानियों से जीवन यापन कर रहे हैं। ये और इनके पति अपने बच्चों का अच्छा भविष्य बनने के लिए यहाँ नोएडा में किराए पर रहते हैं। सावित्री को पिछले तीन वर्ष से कार्य करना पड़ रहा है, जब इनके पति को कुछ वर्ष पहले काम के दौरान करंट लगने से जब वे एक वर्ष तक काम करने में असमर्थ रहे और उनका इलाज करने में काफी परेशानी झेलनी पड़ी। लेबर में स्वास्थ्य और अन्य सुविधा उपलब्ध ना होने पर उनके पति के साथ काम करने वाले सहकर्मी और रिश्तेदारों के आर्थिक सहयोग से उनका इलाज करा पाना संभव हुआ। सुबह से लेकर शाम तक घंटों अस्पताल की लाइनों में काफी मुश्किलों के बाद पूरा दिन के बाद नंबर आ पाता और इस तरह उनका इलाज करा पाना संभव हुआ। घर की स्थिति बिगड़ने पर काम देखना पड़ा, किसी जानने वाले ने ‘मैरी विद्या एकेडमी’ में चाय पिलाने के लिए संविदा पर कार्य लगवाया, जहां सुबह 8 से शाम 8 बजे तक 12 घंटे और कभी इससे ज्यादा समय के लिए बिना किसी छुट्टी के मात्र 9000/- रुपये मासिक पर कार्य किया और इस प्रकार वे अपने परिवार को उस बुरे समय में संभाल पायीं। ऐसे में घर, पति और बच्चों की देखभाल करने के लिए भी कई कठिनाइयाँ आती। कार्य कुछ समय बाद बदल जाता है, और कभी छूट भी जाता है, कुछ महीने पूर्व ही कार्य बदल दिया है और अब ‘मैक्स इंटरप्राइजेज लिमिटेड’ के द्वारा मंदिर में सुरक्षा गार्ड के रूप में कार्य कर रही हैं। यहाँ 12 घंटे तक खड़े रहने और सार्वजनिक व्यवहार का कार्य है। यहाँ महीने के 30 दिन के लिए मात्र 10500/- रुपए ही



नाम: श्री. सावित्री देवी (उम्र- 28 वर्ष)
उम्र: 28 वर्ष
मूल निवास : स्वामी नारायण, छपिया (उ. प्र.)

मिलते हैं जो महीने की 10-15 तारीख तक इनके खाते में जमा कर दिये जाते हैं, जिसमें पीएफ़ और अन्य स्वास्थ्य एवं सुरक्षा की कोई सुविधा नहीं मिलती है। देखा जाए तो 12 घंटे के अनुसार दिन के लगभग 315/- रुपये में इतनी महंगाई में परिवार को चला पाने अत्यंत कठिनाइयों का सामना करना पड़ रहा है।¹

परिणाम-

सबसे अधिक मेहनत करने वाला श्रमिकों आज भी सबसे अधिक बदहाल स्थिति में है। सरकार श्रमिकों के हित व उनकी भलाई के बहुत सी योजनाएं व कानून बनाती है मगर उनको मिल पाने में समय आता लग जाता है। भारत सहित दुनिया के सभी देशों में **एक मई को मजदूर दिवस**² मनाया जाता है, जिसका मुख्य उद्देश्य उस दिन श्रमिकों की भलाई के लिए काम करने व श्रमिकों में उनके अधिकारों के प्रति जागृति लाना होता है।

गांव में खेती के प्रति लोगों का रुझान कम हो रहा है। इस कारण बड़ी संख्या में लोग श्रम करने के लिए शहरों की तरफ पलायन कर जाते हैं। जहां ना उनके रहने की कोई सही व्यवस्था होती है ही उनको कोई कार्य मिलने भी कठिनाई भी होती है। मगर आर्थिक कमजोरी के चलते शहरों में रहने वाले मजदूर वर्ग जैसे तैसे कर वहां अपना गुजर-बसर करते हैं। कोरोना महामारी की मार सबसे ज्यादा मजदूर वर्ग पर पड़ी है।

सारांश और मूल्यांकन-

ठेकेदार की यह जिम्मेदारी है कि वह ठेका श्रमिक के तहत नियोजित प्रत्येक श्रमिक को निर्धारित अवधि की समाप्ति से पहले न्यूनतम मजदूरी एक्ट के अनुसार निर्धारित आवश्यक मजदूरी का भुगतान करे। यदि ठेकेदार निर्धारित अवधि के भीतर भुगतान करने में विफल रहता है तो मुख्य नियोक्ता पूर्ण मजदूरी या देय बकाया राशि का भुगतान करने के लिए उत्तरदायी होगा। मजदूरी का निर्धारण श्रम आयुक्त द्वारा किया जाना है।

ठेकेदार द्वारा या कार्यक्षेत्र पर उपयुक्त सरकार द्वारा निर्धारित नियमों का पालन करते हुए निम्नलिखित सुविधाएं प्रदान करता है।

- एक या एक से अधिक कैटीनों की व्यवस्था की जाएगी और उनका रखरखाव किया जाएगा।
- न्यूनतम मजदूरी एक्ट के अनुसार निर्धारित आवश्यक मजदूरी का भुगतान करे।
- कार्यक्षेत्र पर काम के संबंध में श्रमिकों को रात में रुकना पड़ता है, वहाँ शौचालय या अन्य उपयुक्त सुविधाएं प्रदान करनी चाहिए जो पर्याप्त रोशनी, हवादार, स्वच्छ और आरामदायक हों।
- कार्यक्षेत्र पर उचित और रहने योग्य अन्य सुविधाएं जैसे पीने का पानी, शौचालय और मूत्रालय) पुरुषों और महिलाओं के लिए अलग, (धोने की सुविधा, प्राथमिक चिकित्सा आदि प्रदान करने के लिए उत्तरदायी है।

भविष्य के लिए सिफारिशें-

अनुबंध श्रम (विनियमन और उन्मूलन) अधिनियम, 1970 जब एक ठेकेदार द्वारा अनुबंध के आधार पर नियुक्त किए गए श्रमिकों के अधिकारों की सुरक्षा की बात आती है तो यह एक आवश्यक विधान है। हालाँकि, अधिनियम में कई कमियाँ हैं जिन्हें विधायिका द्वारा ध्यान में रखा जाना चाहिए और अधिनियम को तदनुसार संशोधित किया जाना चाहिए।

¹ स्रोत- 1. मंजु सिंह, कंप्यूटर ऑपरेटर, वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नोएडा

2. अर्चना भारद्वाज, रिसर्च एसोसिएट, वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नोएडा

² <https://www.dol.gov/general/laborday/history>

- अधिनियम में कहा गया है कि यह 20 या अधिक संविदा श्रमिकों को नियोजित करने वाले प्रत्येक संगठन पर लागू होता है, इस प्रकार यह प्रतिष्ठान या ठेकेदार को 20 से कम श्रमिकों को नियोजित करके श्रमिकों के कल्याण के संबंध में उनकी जिम्मेदारी से बचने में सक्षम बनाता है।
- अक्सर प्रतिष्ठान अलग-अलग नाम से लाइसेंस लेकर प्रावधानों का फायदा उठाते हैं। इसलिए इस समस्या को कम करने के लिए लाइसेंस जारी करने के लिए सिंगल विंडो होनी चाहिए और हर राज्य में स्थिति से निपटने के लिए एक लाइसेंसिंग अथॉरिटी होनी चाहिए।
- अधिनियम के दंडात्मक प्रावधान पर्याप्त निवारक नहीं हैं, इसलिए यह अधिनियम के प्रावधानों का पालन करने के बजाय प्रमुख नियोक्ता को अभियोजन का सामना करने में सक्षम बनाता है।
- अधिनियम के तहत संविदा श्रमिकों की शिक्षा योजना का विस्तार किया जाना चाहिए क्योंकि अधिकांश श्रमिक अकुशल, निरक्षर और अपने अधिकारों से अनभिज्ञ हैं।
- अधिनियम के तहत दावा दायर करने या कम/गैर-भुगतान करने के लिए कोई प्रत्यक्ष या स्वतंत्र प्रावधान नहीं है; अवैध कटौतियां आदि। ये दावे वेतन अधिनियम, 1936 या न्यूनतम मजदूरी अधिनियम, 1948 के भुगतान के तहत दायर किए जाते हैं इसलिए अधिनियम के बेहतर संचालन के लिए इन प्रावधानों को शामिल किया जाना चाहिए।

अंत मामला-

संविदा श्रमिकों के लिए बेहतर सुरक्षा उपाय और सुविधाएं प्रदान की जानी चाहिए। वैसे श्रमिक जो किसी संस्थान के द्वारा सीधी नियुक्ति के द्वारा नहीं होते। वस्तुतः आजकल संविदा प्रथा का प्रचलन बढ़ता जा रहा है भारी बेरोजगारी होने के कारण श्रमिक ठेका प्रथा को मानने एवं स्वीकार करने को बाध्य है। भविष्य में वेतन अधिनियम, 1936 या न्यूनतम मजदूरी अधिनियम, 1948 के भुगतान के तहत की अवधारणा को विकसित करने और बेहतर संचालन के लिए इन प्रावधानों को शामिल करने में भी मदद करेगा।

गिग श्रमिक: एक केस स्टडी

प्रारंभिक

गिग श्रमिक संगठित और असंगठित सहित दोनों क्षेत्रों के लिए 2019 कोड ऑन वेज में एक सार्वभौमिक न्यूनतम वेतन और फ्लोर वेज निर्धारित किया गया है। गिग श्रमिक को 2020 सोशल सिक्योरिटी कोड में एक नई व्यावसायिक श्रेणी के रूप में मान्यता दी गई है।

सामाजिक सुरक्षा संहिता, 2020 से संबंधित मुद्दे

2020 का कोड ऑन सामाजिक सुरक्षा बिल प्लेटफॉर्म श्रमिक को मातृत्व लाभ, जीवन और विकलांगता बीमा, वृद्धावस्था सुरक्षा, भविष्य निधि, रोजगार दुर्घटना लाभ आदि जैसे लाभों के लिए पात्र बनाता है। पात्र होने का मतलब लाभ पाने का वादा नहीं है।

गिग इकॉनमी और गिग श्रमिक - परिचय और पृष्ठभूमि

एक गिग अर्थव्यवस्था मुक्त बाजार का एक रूप है जहां व्यवसाय अक्सर संक्षिप्त कार्य के लिए स्वतंत्र ठेकेदारों का उपयोग करते हैं और अस्थायी भूमिकाएं लोकप्रिय हैं। आम बोलचाल में एक कार्य जो एक निर्धारित समय तक चलता है उसे "गिग" कहा जाता है। यह वाक्यांश संगीत उद्योग से लिया गया है, जहां कलाकार "गिग्स" शेड्यूल करते हैं, जो विभिन्न स्थानों पर एक बार या अस्थायी जुड़ाव होते हैं। स्व-नियोजित, स्वतंत्र ठेकेदार, प्रोजेक्ट-आधारित कर्मचारी, और अस्थायी या अंशकालिक कर्मी गिग श्रमिक के कुछ उदाहरण हैं। ग्राहक और गिग वर्कर अक्सर डिजिटल तकनीक और गिग ऐप का उपयोग करके जुड़े रहते हैं।

क्रियाविधि

इस महत्वपूर्ण मुद्दे को समझना महत्वपूर्ण है क्योंकि यह सीधे गिग श्रमिक को प्रभावित करता है। 30 नवंबर, 2022 को एक व्यापक सहभागी दृष्टिकोण का उपयोग करके संकलित एक केस स्टडी के माध्यम से, एक गिग कार्यकर्ता की सामाजिक सुरक्षा स्थिति से संबंधित मुद्दों की जांच करने का प्रयास किया गया है।

केस स्टडी

35 साल के तुलाराम (परिवर्तित नाम) शादीशुदा हैं और उनके तीन बच्चे हैं: बड़ी बेटी 15 साल की है और दो बेटे 12 और 8 साल के हैं। उसके पिता लापता हैं, और उसकी मां बुजुर्ग है। उनकी पत्नी न सिर्फ कॉस्मेटिक की दुकान चलाती है बल्कि दरजिन का काम भी करती है। वह 2012 से काम कर रहा है और वर्तमान में एआरटीओ, नोएडा द्वारा कमीशन के आधार पर सहायक के रूप में कार्यरत है। अपने 20 साल के अनुभव में उन्हें कई तरह की मुश्किलों का सामना करना पड़ा है। असाइनमेंट की उपलब्धता के आधार पर, वह प्रत्येक दिन ₹ 500 जितना कम कमा सकता है।

कोविड-19 काल के दौरान उनकी पत्नी द्वारा संचालित कॉस्मेटिक की दुकान के अलावा उनके पास आय का कोई स्रोत नहीं था। एक पिता के रूप में वह अपने बच्चों को शिक्षा और जीवन-यापन के मामले में सर्वोत्तम सुविधाएं देने की भी इच्छा रखते हैं। उन्हें कई सरकारी कार्यक्रमों की जानकारी नहीं है और उनका मानना है कि विभिन्न योजनाओं का लाभ लेने में बहुत समय लगता है। उन्होंने यह भी कहा कि एक योजना के माध्यम से सिलाई मशीन हासिल करना उनके लिए एक कठिन कार्य बन गया। उन्हें कई अन्य सब्सिडी से भी चिंता है क्योंकि उन्हें पूरी जानकारी नहीं है। वह अपनी वित्तीय कठिनाइयों का सामना करने में सहायता करने के लिए योजनाओं के उचित मार्गदर्शन का आग्रह करता है।¹



नाम : तुलाराम (परिवर्तित नाम)
उम्र: 35 साल
नौकरी : सहायक, एआरटीओ, नोएडा
पता : ग्रेटर नोएडा

¹ स्रोत: 1. रिकी अरोड़ा, रिसर्च एसोसिएट, वीवी गिरी राष्ट्रीय श्रम संस्थान, नोएडा

2. अर्चना भारद्वाज, रिसर्च एसोसिएट, वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नोएडा

सारांश और मूल्यांकन

उपरोक्त मामले के अध्ययन से हम समझते हैं कि जब गिग कार्यकर्ता की बात आती है तो कई चिंताएँ होती हैं। उनमें से कुछ का उल्लेख करने में अस्थिर वेतन, नौकरी की स्थिरता की कमी और एक अप्रत्याशित रोजगार की स्थिति शामिल होगी। प्लेटफॉर्म के मालिक और गिग वर्कर के बीच संविदात्मक व्यवस्था के कारण, बाद वाला कई रोजगार लाभों का हकदार नहीं है। हालांकि, उपलब्ध काम और आय में वृद्धि अनिश्चितता से उत्पन्न तनाव में कमी से जुड़ी है। यह सुझाव दिया जा सकता है कि प्लेटफॉर्म उपयोगकर्ताओं के लिए संस्थागत ऋण की उपलब्धता का विस्तार और जो अपने स्वयं के प्लेटफॉर्म शुरू करने में रुचि रखते हैं। यह भी महत्वपूर्ण है कि युवा और श्रमिक रोजगार पाने के लिए अपने कौशल को विकसित करने पर ध्यान दें। सामाजिक सुरक्षा पर संहिता के माध्यम से, सरकार इस बात की गारंटी दे सकती है कि प्लेटफॉर्म के कार्यकर्ता सार्वभौमिक कवरेज प्राप्त करें।

निष्कर्ष

शायद यह कहा जा सकता है कि अकुशल, अर्ध-कुशल और नए श्रमिकों के लिए रोजगार प्रदान करने का एकमात्र साधन "गिग इकॉनमी" है। इसलिए, इस क्षेत्र के विकास का समर्थन करना महत्वपूर्ण है। हमें प्रक्रियाओं और विनियमों की आवश्यकता है जो यह स्पष्ट करें कि उद्योग को कैसे संचालित करना चाहिए।

भविष्य के लिए सुझाव

- सवेतन छुट्टी (पेड लीव्स), स्वास्थ्य सेवा तक पहुंच (हेल्थ एक्सेस) और बीमा (इंश्योरेंस)

COVID-19 महामारी के कारण उत्पन्न चुनौतियों को कम करने के लिए, मंच के कार्यकर्ताओं ने कठिनाइयों को कम करने के उपायों को अपनाया। इसलिए, प्लेटफॉर्म उन सभी कर्मचारियों के लिए अपने कार्यस्थल या कार्य सहभागिता नीतियों के एक हिस्से के रूप में सवैतनिक अस्वस्थता अवकाश, स्वास्थ्य पहुंच और बीमा के लिए एक दृष्टिकोण अपना सकते हैं, जिसमें वे साल भर लगे रहते हैं।

- व्यावसायिक रोग और कार्य दुर्घटना बीमा

प्लेटफॉर्म सभी डिलीवरी और ड्राइवर भागीदारों के साथ-साथ पूरे भारत में अन्य प्लेटफॉर्म कर्मचारियों को दुर्घटना बीमा प्रदान करने के तरीकों को लागू कर सकता है। सामाजिक सुरक्षा संहिता 2020 के अनुसार सार्वजनिक और निजी क्षेत्र के सहयोग से ऐसे प्रावधान किए जाने चाहिए।

- कॉर्पस फंड का प्रावधान

कॉर्पस फंड से सामाजिक सुरक्षा लाभ प्रदान करने जैसे उपाय आपात स्थिति की स्थिति में गिग और प्लेटफॉर्म श्रमिकों के साथ-साथ अन्य क्षेत्र से संबंधित स्वतंत्र ठेकेदारों का समर्थन कर सकते हैं।

अंत मामला

सामाजिक सुरक्षा पर संहिता के माध्यम से सरकार इस बात की गारंटी दे सकती है कि प्लेटफॉर्म के कार्यकर्ता सार्वभौमिक कवरेज प्राप्त करें। प्लेटफॉर्म इकॉनमी में नए उधारकर्ताओं को किए गए असुरक्षित ऋण प्लेटफॉर्म से जुड़े छोटे व्यवसायों और उद्यमियों को प्राथमिकता देने वाले क्षेत्र के ऋण की श्रेणी में आ सकते हैं।

V.V. Giri National Labour Institute (VVGNI) is a premier institution involved in research, training, education, publication and consultancy on labour and related issues. Set up in 1974, the Institute is an autonomous body of the Ministry of Labour and Employment, Government of India.

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"A globally reputed institution and centre of excellence in labour research and training committed to enhancing the quality of work and work relations"

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- Undertaking research studies and training interventions of world class standards; and
- Building understanding and partnerships with globally respected institutions involved with labour.



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