

## ABSTRACT

Gig term is defining a job for a short time or specific target done by the workers under any firm. Mostly there is confusion between employee and worker, employee is a contractual employee or self-employed and works under the firm's employee contract where their salary and benefits are fixed. Worker's categories are wide any individual who works for a firm for specific period it can be one day, week or month there is no limitation or fixed period for doing job they can resign and join in any time, and they are not self-employed. Gig workers appointed and control by distance through software. The gig economy is a latest concept based on digital work alteration in business era. Day by day gig workers are increasing but still, there is not proper work done for their rights and compensation, no one have highlighted their laws and legal agreements. The aim of this study is to detect the laws for the rights of gig labors and to study whether such laws are implemented, and food panda riders get their rights according to the set labor laws. A Qualitative study was performed through semi-structured interview questionnaires. The targeted population of the study is food panda riders. A total of 20 participants were taken as a sample. The convenience sampling method was used to conduct the interview. The finding shows that these kinds of workers are appointed through digital/ agreement where their rights are not highlighted, and firms are not giving them proper rights according to the laws set by government. Such as minimum wage rate, bonuses, the study also found that riders do not get any safety measures. The firms are highlighting their duties how to do and what to do in their digital agreement. It was recommended there should be a legal written agreement and where there must be mention gig workers' rights, bonus, and they should provide safety measures to the gig workers.

**Keywords:** Gig workers, legal agreement, Gig economy, Labor laws