

Gig Economy in 21st Century in India-An Analysis on Socio-Legal Perspective

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I. INTRODUCTION:

The gig economy provides flexibility of working and given new income opportunities but still lack of due protection for the gig workers against exploitation and provisions for minimum wage and related social assistance and insurance schemes.

As a ray of hope the Code on Social Security, 2020 makes provisions to integrate and protect this new growing workforce and also tries to make a balance between gig workers and the platforms.

In Rajasthan the Rajasthan Platform Based Gig Workers (Registration and Welfare) Act, 2023 has been passed so that to provide registration, welfare and social security of the gig workers within the state of Rajasthan. In Rajasthan it is a mandate for the platform to get registration & data sharing of the gig workers and also to make a welfare fund for the gig workers.

CHALLENGES FACED IN THE GIG ECONOMY IN INDIA:

Lack of the comprehensive national and state rulings makes the gig workers vulnerable to exploitation and the gig workers also lack of due rights to have a compliance from the platforms where they are working.

There is definitional issue also. The definition of the primary employer and the aggregator must statutorily be clear so that get the gig workers in the arena of the social security as provided under the code on Social Security, 2020.

SOCIAL SECURITY ASPECT OF THE GIG WORKERS IN INDIA:

The gig workers urgently need the social security measures including provision for PF & pension, disability insurance, health insurance etc. For the same the government may include the gig workers and the related platform in the purview of the code on Social Security, 2020 so that to extend the social security measures to the gig workers in extensively.

II. OBJECTIVE:

Researcher is coming into this research with a view to find the key aspects of the gig economy, which is now evolving and significant part of the Indian labour market. The researcher is also to identify the challenges involved with the gig economy.

1. RESEARCH METHODOLOGY

Researcher has started this research on the basis of both doctrinal and non-doctrinal method of research.

III. CONCLUSION

Due to lack of regular employment throughout India the numbers of the gig workers are increasing day by day. At the time of the engagement the gig workers do not think about fate and future of their job. Practically the most of the gig workers do not have any idea regarding the essence of social security in the gig-platform sector like the other regular employment. After deployment from the gig employment they may

realize the needs of the social security. In this situation it is the duty of the government to make the statutory provisions for the social security benefits and its proper execution. After all there must be a dedicated national law for the protection of gig workers in India.

REFERENCES:

- [1]. NITI Aayog Launches Report on India's Gig and Platform. 27 Jun 2022. Press Release: Press Information Bureau