



# Social, Legal & Economic Challenges Of Gig Workers In Modern India

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## *Abstract*

After facing a long horrible situation of pandemic corona in India, here is originated a new generation of worker and a new role of worker is defined as “Gig-worker” and now it has been proved that, Gig-workers are made most essential part of modern India because in every big or small activity of business, they are contributing their skill and labour in instant manner. And today, we cannot imagine that, instant services will be completed without Gig-workers. But it is unfortunate that, till now no one thought about their rights and protection, which is provided under our Indian constitution. Gig-workers are totally violated in every stage of their life. In their employment, there is no security provided to them, they can be fired in any time without giving any information by their employer. It is great grief that there is no law, no awareness and great lackness of determination of Governments & Employers too.

*Keywords:* Low payment, Lack of benefits, Job insecurity of Gig workers, No employ protection, Lack of worker rights, Poor working conditions & Competition for Gig

## *Introduction*

In modern India, this is the era of A.I., so situation will be more difficult, when there will be no value of man power and workers. Day by day Gig-workers are doing various activities now a day’s in increasing form, so they are becoming an important part of economy of country. Therefore it is the responsibility of state government and central government to make laws and should provide security to them, because, they are also the part of our society and country. And their ignorance can’t be excused in any manner.

In 21<sup>st</sup> century, here is created and established a great commercial structure of Gig-workers and Gig world into whole nation so, they are contributing in the economy of the country. They can’t be ignored any more now. Because, (1) “Gig Economy is a market that depends largely on temporary and part time roles, filled by freelancers and independent contractors instead of traditional full-time employees. The gig economy conventionally does not fall in the employee- employer model, where professionals are hired and given specific designated roles in an organization”.

So, in this complicated commercial web of various business in India, there should be equality among various kinds of workers or labourers, and in the globalization of the world, where various nations are coming more close to each other in every matter, such as in relation to commerce & business etc. so, every individual of this market system must be seemed and protected by their rights and duties must be fixed too. Then we can get the complete feature of perfect & modern Nation among this world.

(2)“A gig economy is characterized by the employment of workers on a flexible temporary and contractual basis”.

When any person is delivering food at the delivery App, to the fulfillment of the demand of any customer then this is the kind of gig worker’s example and this act is also included in the contribution of gig economy.

Today, various activities and business which may be big or small are now became technically advanced in this new era of the world. Hence, it became very easy to hold various activities from home easily and efficiently. And in small business, there is no need of highly qualified and skilled worker to complete these demanding tasks in the gig jobs.

(3) Although, the term, ”Gig Work”, originates from the west, referring to free & flexible jobs in the Indian context, it refers to all app. Based workers, such as delivery, home based services etc. who depend on this work for their overall sentience & survival rather than an extra income”

### *Abstacles Before Gig Workers*

Instantly rapid growth increased among various kinds of sectors and businesses in modern India, so, there are instantly increasing works of all kinds of labours & machines too, and we know very well that, now A.I also has come in the great role of technically advanced worker. Hence, A.I is the most tool which can overpower upon the various activities of workers in India.

But first of all, we should consider about various challenges in front of Gig workers, then we will find that, there is great lackness of will power of every one, who can make the situation of Gig workers legal, socially and commercially much better as before, because, social security of Gig workers can be made strong through the tool of legislation as given the fundamental rights in part 3<sup>rd</sup> of the Indian constitution. Now this is the time to think the situation of Gig Workers seriously and for their protection at the social, legal & commercial level, their need can be more secured like all established & permanent labours in India.

If we consider then we will find that, there is no law like labour laws for Gig workers and those are working without any legal protection, they can be terminated without any information or notice and they are deprived from any fundamental benefits such as, health insurance, and any other basic requirement, which are necessary for anyone.

### *Some Attempts Of Legal System*

(4) “On July 24, 2023, Rajasthan became the first Indian State to enact the Rajasthan Platform based Gig Workers (Registration & welfare) Act,” here is trying to regulate platform based Gig Workers. Under this enactment, it is defined that, Gig workers are those individual, whose are separated from traditional workers from old era; and on 14<sup>th</sup> June, 2021, the National Human Rights commission had filed a writ petition before the Honorable Supreme Court prying for better conditions for gig workers, platform workers, and migrant workers. (5) It is pleasing direction by The Honorable Supreme Court to the central government and the state government that, they have to complete the registration processes which would be essential for these gig workers and unorganized

workers can be benefitted off the schemes introduced by Govt. and various State govts. And again the S.C directed all Stats govts. To file affidavits specifying the mechanisms of how any ratio is going to be distributed amongst these workers, under the Atma Nirbhar Bharat Scheme.(6)

### *Conclusion*

The motive of this Article is to give attention upon the critical conditions of the Gig workers in the society. And they are facing horrible challenges such as, at social, legal and economic level among the various kinds of businesses activities in modern India. Law makers, and various state govts must take responsibility to provide a clean & safe position for them in society.

### *Footnotes*

- (1) “India’s Gig Economy: A Legal Minefield”.  
(Aug 20, 2024. Manupatra Articles, Manpreet Singh)
- (2) Team, T.I. (2024) Gig Economy: Definition, factors behind it and criticism, Investopedia. Available at :  
<https://www.investopedia.com/term/g/gig>.
- (3) “India’s Gig Economy: A legal Minefield”  
(Aug 20, 2024. Manupatra Articales, Manpreet Singh)
- (4) Rajasthan Platform- Based Gig workers (Registration & welfare) Act (2023).
- (5) Problems & Miseries of migrant Labours, In re, 2021 Sec online S.C. 398.
- (6) “India’s Gig Economy; A Legal Minefield”  
(Aug. 20,2024. Manupatra, Articles, Manpreet Singh)