

Social Security of Gig Workers in India

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ABSTRACT

The social security system will surely show gig workers a lot of warm respect while highlighting their challenges. People have chosen to work as independent contractors or freelancers on projects for numerous businesses. This study aims to identify the social security policies implemented for gig workers. The study's objectives include learning more about gig workers and their place in the Indian economy and exploring the difficulties they encounter. A computerized literature review was used. According to the research, gig workers have been found to have promising futures and contribute more to the economy. Whenever the social security Programme covers them, gig workers must constantly increase their expertise through upskilling and reskilling to be competitive. The study is limited to the gig economy without considering other significant sectors of the Indian economy. It sheds light on the initiatives taken by social security to improve a lot of gig workers. According to the study's findings, market structure and labour market data are needed for policymakers to create an effective strategy for promoting the gig economy as a new source of growth.

Keywords: *Gig economy, gig workers, social security, unorganized sector, platform worker, freelancer*

INTRODUCTION

The gig economy is one of the recent innovations continuously and relentlessly discussed. The NITI Aayog suggests extending social insurance programmes, as well as leave, insurance, and pension benefits, to gig workers and their families. The Code defines a gig worker on Social Insurance section 2(35) as "one who performs work or participates in a very work arrangement and earns from such activities outside of traditional employer-employee relationships." They can be broadly divided into platform-based and non-platform-based employees. Platform employees are people whose positions depend on online software programmes or other digital platforms, such as Zomato, Swiggy, Blinkit, Ola, Uber, etc. Non-platform gig workers typically maintain individual accounts and earn hourly pay while working full- or part-time in traditional industries, such as Freelancers, contingent workers, freelance contractors, etc. According to the Business Standard research, "India's Booming Gig and Platform Economy," gig workers would make up 4.1% of the total workforce in India by FY30, up from 1.5% at present.

There are many benefits to a gig economy, but because gig workers are classified as independent contractors or freelancers, they are typically exempt from social security and labour rules. These gig workers are consequently denied the safeguards frequently provided to employees in formal businesses. The NITI Aayog recommended that the Social Security Code 2020 be revised to recognize gig workers and protect them in the same way as other people in what is termed a "genuine employer-employee relationship." The instability that has plagued COVID-19 has lasted for almost a year. After losing their jobs, many people were forced into the gig economy. The need to identify gig workers has become more urgent due to the COVID-19 outbreak. On the one hand, the social security legislation will show gig workers a lot of warm gratitude. On the other side, the code had resulted in several challenges, namely the need for mandatory registration. The primary focus of this study is to evaluate the level of security provided to gig workers by the Social Security Code of 2020. It will also examine if the indicated code has filled any holes in existing laws.

OBJECTIVE OF THE STUDY

The goal of the current study is to: Examine social security benefits for gig workers.

- 1.To examine the Gig Economy's expansion.
- 2.To assess the requirements of gig workers.
- 3.To evaluate the Social Security Code's application to gig workers.
- 4.To investigate how the Social Security Code affects gig workers.

SCOPE OF THE STUDY

The current study sheds light on the numerous actions the code on Social Security for Gig workers has done.

RESEARCH METHODOLOGY

This study is essentially a theological and non-empirical analysis using secondary data. I will primarily rely on internet resources because my study concept is currently being developed.

LIMITATION

Without having direct contact with the gig workers, it is quite challenging for the researcher to get all the pertinent data for a given study. Sincere attempts have been made throughout the process despite these constraints.

REVIEW OF LITERATURE

Digital services and platforms are disrupting international labour markets. One aspect of this disruption is the rise of the "gig economy." The "sharing economy" and the gig economy are linked yet distinct. Both have been difficult to define and have made it easy to exaggerate their present size and future expansion. The term "gig economy" refers to all individuals who use digital platforms to negotiate discrete job assignments with clients and customers. The self-employment sector's nature and makeup have had the most effects so far. Professional freelancers with extra employment in taxi driving and "concierge services" for families are projected to make up a large portion of the gig economy. (*Brinkley, 2016*). The collective of markets known as the gig economy facilitates on-demand commerce by matching providers and customers on a gig basis. In the fundamental business model, gig workers sign legal contracts with on-demand businesses (like Uber and Zomato) to render services to the clients of those businesses. Prospective customers make service requests using a smartphone application or web-based platform that enables them to look for service providers or describe jobs. The on-demand company hires providers (also known as gig workers) who deliver the desired service and are paid for their effort. With a few notable exceptions, on-demand businesses view providers as independent contractors (i.e., not employees) who utilize their platforms to get recommendations and conduct business with customers. The written agreement that specifies the conditions of the provider-company relationship will typically make this identification clear. The gig economy can be seen as an expansion of traditional freelancing in several aspects (i.e., self-employed workers who generate income through a series of jobs and projects). However, there are a few ways that gig work may be different from conventional freelancing. The restrictions imposed on providers' use of particular tech platforms may further distinguish gig work. (*Donovan, Bradley, & Shimabukuro, 2016*).

As a method of service delivery that challenges established corporate models, labour-management practices, and regulations, the "gig economy" has quickly evolved. Although there is growing public interest in how platform companies interact with their workforces, there isn't yet a commensurate body of scholarly study in this area. To better understand the power dynamics in the gig economy and how they put established norms and institutions to the test, academic analysis is required. However, theoretical analysis of the gig economy shouldn't assume that it will dominate the workforce in the future. The expansion of the gig economy could be slowed down or stopped by several industrial, political, and economic variables (*Healy, Nicholson, & Pekarek, 2017*). Paid work linked with digital platform enterprises (in maintenance, delivery, and other roles) incorporates characteristics that make applying conventional labour laws and employment norms challenging. Regarding the scope of traditional norms, minimum standards, and remedies in the context of irregular digitally mediated employment, there is a great deal of confusion. Policymakers and regulators should think about ways to improve and broaden the regulatory framework governing gig work. Enforcing current laws, clarifying or broadening definitions of "employment,"

defining a new category of "independent worker," establishing rights for "workers," not "employees," and rethinking the idea of an "employer" are the five main alternatives in this regard. To appropriately safeguard workers' minimal standards and conditions in these circumstances, regulators must be innovative and ambitious. (*Stewart & Standford, 2017*).

Companies in the gig economy gain from workforce flexibility by using independent contractors to fill positions as they become available. However, the flexibility of employees' work schedules is a significant obstacle to planning and committing to a service role. Financial incentives strongly support the idea of positive income elasticity put forth by the standard income effect and have a favourable impact on both the decision to work and the length of the workday. With incentive optimization, service capacity can be increased without adding to costs or maintained at a lower cost. Neglecting behavioural aspects could result in understaffing below the level of ideal capability. (*Allon, Cohen, & Sinchaisri, 2018*). People who want to participate in the gig economy now have more work possibilities thanks to growing usage and the expansion of firms entering the market. However, not all chances for gig work are the same. Opportunities for gig work typically fall into two categories: direct selling or the sharing economy. The perceptions of persons who choose to work these two types of gigs are distinctive. Workers in direct sales had better self-congruence levels and lower perceptions of commerciality, which resulted in favourable assessments of the given product, organizational trust, and job happiness. A more complex link with the outcome variables results from sharing economy workers' much lower levels of self-congruence and higher levels of perceived commerciality. (*Gleim, Johnson, & Lawson, 2019*). The gig economy has sparked debate about the future of employment, labour regulation, the impact of technology, and job quality and is becoming a focus of public and legislative attention (*Kaine & Josserand, 2019*).

Expanding the gig economy is seen as the driving force behind social advancement by those who support it. Thanks to digital technology, workers can now finally sell their labour at auction in a worldwide talent market. Higher contract granularity facilitates the development of frictionless labour markets where human capital can be continuously reallocated to its most advantageous use. In this post, we have attempted to demonstrate the significant human cost associated with the gig economy's growth. Gig work typically causes a risk transfer from capital owners to workers. Workers are often not compensated for taking on such additional risk, at least not in the low-skilled sector of the gig economy. The negative consequences of this risk transfer are normatively problematic since some happen even if the risk does not materialize. The risk shift impacts the most disadvantaged workers because it makes it difficult for them to make long-term plans, impacting their agency and sense of self-worth. This uncertainty affects their income and the amount of free time they have available. However, it also places costs on society indirectly in ways that frequently go against the most fundamental standards of justice. Those who support an unregulated gig economy forget that labour is a deeply ingrained social good rather than a commodity like any other. One way to look at it is that the interaction of employees, their families, communities, and a viable welfare state produces labour. The foundation of the welfare and self-respect of workers and, more indirectly, of their families and communities is good working circumstances, which include fair pay, regular hours, and access to social security. Businesses in the gig economy ignore this fundamental social embeddedness of labour by considering it a constantly translatable and infinitely granular commodity. They attempt to free it from the social ecosystem it supports and emerges from (*Bieber & Moggia, 2020*).

GIG ECONOMY- THE CONCEPT

Most of India's significant socioeconomic and cultural changes have occurred within the past 70 years. A study by Kalra Sahi (2013) that used 374 Indian adults as its sample found that individuals who worked in government offices were better able to preserve their financial stability. Because of the stability and flexibility of these roles, people have long been drawn to working in the public sector or for the government. It is essential to be aware that 402 million individuals in India currently hold jobs, per Census India. In such a case, it would be absurd to expect all 402 million of them to be suitable for typical government work. There are, of course, numerous options, such as opportunities for employment in the private sector, but the labour shortage has remained. People then started to shift their attention away from the conventional work model and toward more innovative ones where there might not always be a genuine employer-employee connection. With this shift in employment away from the traditional workplace came the birth of the gig economy. (2016) De Stefano; (2016) Farrell and Greig Due to the quick spread of technological advances, the gig economy has contributed to the production of non-standardized types of labour through the use of digital platforms. These platforms pay meagre base salaries, have erratic employment, and offer few extra benefits. Due to their contractual and flexible character, gigs frequently act as a secondary source of

income for most gig workers. When someone is given a quick task and paid for it under a contract, they are frequently referred to as on-demand employment, digital work, just-in-time work, or shared economy jobs. The platforms have a high worker turnover rate. In the gig economy, both the individual and the business hire independent contractors temporarily. The gig economy is characterized by freelance or part-time work rather than full-time or long-term contracts. The "gig economy," "sharing economy," or "on-demand economy" refers to the shift from a structured work setting to an informal one. Jazz music is where the term "gig economy" initially made its debut. The term "gig," which derives from musicians, refers to a profession that only lasts for a limited time. Jazz artists Abraham, Haltiwanger, Sandusky, and Spletzer (2019) claim that the term "gig" was first used to designate solo concerts in 1915. Today, the term "gig" is used by musicians of all genres and non-musicians. In 2009, Tina Brown, a former editor of *The New Yorker*, coined the term "gig economy" to describe a range of independent work, consulting services, and part-time jobs traded in an online marketplace. Businesses like Uber, Airbnb, and others started actively advertising this concept, which fueled the gig economy's continued growth and appeals. In the gig economy, contract workers who are occasionally hired and fired may find work in various industries that need the online supply of human services. Platform owners serve as a middleman between service providers and delivery agents. Amazon, Ola, Uber, Zomato, Swiggy, and other services are examples.

RISE OF GIG ECONOMY IN INDIAN ECONOMY

Technology innovation has caused a noticeable change in the labour economy. The gig economy is expanding day by day. Unemployment ranks as the leading cause of the emergence of the gig economy when we consider its origins. We won't leave home again for as long as we don't look for work and continue to be unemployed. People will find a replacement by any means necessary, as seen by the expansion of the gig economy. The formal nature of the work has turned informal in this instance due to the transition. The emergence of new types of labour is reflected in the expansion of the gig economy.

Another essential aspect fuelling the expansion of the gig economy is technology development. Since the online platform is the primary factor impacting the significance of the gig economy, this growth in the gig economy would not have been possible without the increasing use of smartphones and the internet. Practically speaking, what good are Swiggy and Zomato programmes if the client doesn't use a smartphone or isn't aware of how to use one? The way organizations work today is changing as a result of artificial intelligence. Businesses typically adopt new technology to improve their profitability in this fiercely competitive climate. As commercial organizations become more technologically focused, job opportunities for gig workers also increase on their own.

The gig economy has made it feasible to be flexible at work. In some respects, customers, gig workers, and employers are among the primary beneficiaries of the gig economy. Employers might utilize the services of the gig workers as required from their standpoint, and they do not need to waste money on pay even when they are not working. The gig economy will also save firms cash because they need to make accommodations for temporary workers based on customer demand. According to gig workers, they do not have to restrict their career options to a single position.

Although unemployment was at an all-time high at the beginning of the COVID-19 outbreak, the gig economy gave many people new chances to survive. The gig economy has aided in the emancipation of women while considering the many social strata that make up Indian society. It is important to remember that, in the absence of any admission restrictions, more people are choosing to participate in the gig economy. Accordingly, more people are contributing to the expansion of the Indian economy. Despite the chaotic job environment, gig workers like Uber drivers in India are evolving into independent small business owners. Undoubtedly, the economy has profited significantly from the increase in non-traditional jobs.

With the Gig Economy beginning to take off, there is a significant increase in the working population, up to four million people annually. This alone has a significant impact on the labour market. Gig and platform workers will now be covered by the social security law of 2020, which will likely attract more people to the gig economy.

GIG WORKERS

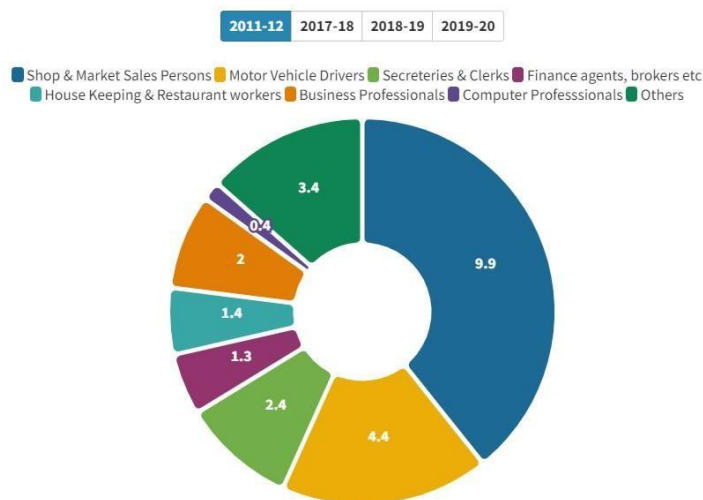
Many occupations, such as performing artists, document editors, delivery drivers, and technical help, may employ gig workers. Regardless of their educational background or job preference, people who work on a project-by-project basis rather than as long-term employees of one organization define the gig economy.

Many occupations, such as performing artists, document editors, delivery drivers, and technical help, may employ gig workers. Regardless of their educational background or job preference, people who work on a project-by-project basis rather than as long-term employees of one organization define the gig economy. Regular workers in the US are entitled to the \$7.25 federal minimum wage, overtime pay of 1.5 times the introductory wage rate for each hour worked more than 40 per week, and benefits from their employers. These benefits, which are legally required for all employees, include unemployment insurance, workers' compensation, and social security. Employees are also likely to receive extra benefits, including health insurance, paid sick days, vacation time, and retirement benefits, as part of the benefits package.

A study by the International Labour Organization (2015) found that even companies that use crowd workers only provide less than 10% of the funds to the workers' social security, which is their primary source of income. The pay, benefits, and working conditions that gig workers in the US receive are more likely to be significantly lower than those of employees with standard work arrangements performing comparable work because they lack the power to bargain favorable financial terms with their employers as independent contractors.

Aside from unpredictable pay rates and inconsistent schedules, the most significant disadvantage for gig workers has been the absence of social security benefits like pensions, health insurance, and other legal incentives equal to regular employment. Since there is no formalized legislation for gig employees in India, those who work in the gig economy are classified as independent jobs or independent contractors, depending on their participation. The agreements that gig workers had formed individually with their employers served as their only legal recourse before the passage of the Code on Social Security Bill, 2019. Their contractual protection did not cover social security benefits; it was restricted to the terms of their employment. Gig workers are classified as unorganized employees in the unorganized sector under the Code, which intends to enact universal social security (sec. 2(79), (79)). As a result, Section 45 of the Code grants the government the power to create policies to guarantee their protection in several sectors, including health and maternity benefits, life and disability insurance, and old age security (sec 114). The government must protect gig workers and ensure they receive security benefits, even though the law recognizes their existence.

Gig-workers in India by Occupation
(in Lakhs)



Source: NITI Aayog's study report

GIG WORKER DURING COVID-19 PANDAMIC

Gig workers have been at the forefront of this issue, working relentlessly to bring essential products to doorsteps. In contrast, everyone has been quarantined at home owing to the coronavirus outbreak. Because of this, the nature of their profession is the complete opposite of social isolation because they maintain constant contact with clients, coworkers, and suppliers in both public and private settings, making them very vulnerable to catching the virus.

Governments worldwide advised those exhibiting symptoms to isolate themselves, and many countries were implementing lockout laws that mandated that inhabitants remain at home unless specific activities occurred. That is easier said than done for gig workers. A person cannot pay their family's expenses or put food on the table if they do not have a job. Businesses would block their accounts if they didn't use them frequently and lose any collected

rewards. Because of this, they have forums to express their demands when the crisis is happening on our streets and in front of our houses. If their employer doesn't perform, employees who must pay rent or lease payments for their working vehicles or machinery could face financial difficulties and further debt buildup. Self-isolation does not bring any financial security to contract employees.

CHALLENGES FACED BY THE GIG WORKERS



1. Job and income Insecurity: Similar to other countries, platform workers in India are frequently paid on a piece rate basis (i.e., per assignment) and are categorized by the platforms as either "independent contractors" or "driver/delivery partners." As a result, employees do not benefit from labour laws that regulate wages, hours, working conditions, and the availability of collective bargaining (Fairwork 2020). The Fairwork Report 2021 states that as most of those who work online are not regarded as full-time employees eligible for benefits like social security and income security, their employment status is a serious issue. Due to this classification, many people lack a work-based identity, stable employment, and money.

2. Language barriers: For gig workers, who are strictly instructed to control their words, using improper language may have unintended repercussions. This personnel are asked to read the orders before delivering even though they do not speak English properly. Learning the local language is essential for securing gig work among the many challenges they face. When returning goods, they ought to be courteous and literate in English.

3. Accessibility issues: Even if the gig economy is open to anybody who is eager to engage in such employment due to the wide range of job options it offers, access to internet services and digital technology might be a limiting barrier. This is especially true for people who reside in remote and rural areas. As a result, the gig economy is mostly a city phenomenon (IWWAGE 2020). This means that persons who live in urban regions and those from rural areas who are prepared to move to a town or a city or who commute there frequently may have better access to platforms that require in-person services.

4. Occupational safety and health risk: Studies show several workplace safety and health risks for those who work for digital platforms, especially women who use apps to work in the delivery and taxi industries. According to ILO global studies on freelancing platforms, employees in the taxi and delivery app businesses, particularly women, have several occupational safety and health issues. 83% and 89% of employees in the app-based taxi and delivery industries expressed concern about workplace safety, typically about road safety, theft, and physical assault. Because there aren't many women working in this area in these countries, a disproportionately high percentage of respondents from India, Mexico, and Morocco (mainly men) reported experiencing discrimination or harassment in the app-based delivery industry (ILO 2021)

IMPACT OF SOCIAL SECURITY

In September of last year, a gig worker organization known as the Indian Federation of App-Based Transport Workers submitted a public interest petition to the Supreme Court of India asking for social security benefits for gig workers who offer delivery and transportation services. The case, which raises the critical issue of social security's legal status and whether or not it is a fundamental right of employees, including gig workers, was accepted for review by the court. This is particularly critical given that the COVID-19 pandemic has increased the prevalence of gig employment, which, while providing flexibility, also strengthens formalization and precarity.

According to research on "Protecting Workers in the Digital Platform Economy" carried out by IFAT in partnership with the International Transport Workers' Federation (ITF), many gig workers lacked any kind of social insurance. In reality, the minimum "accidental insurance" was available to only 0.15% of the employees surveyed. The Fairwork India Ratings for 2020 place the well-known food delivery apps Zomato and Swiggy at the very bottom. In essence, gig workers are thought of as independent contractors, and they are usually viewed as the future of employment. This is the norm in our neoliberal times across all industries, allowing firms to avoid giving employees any kind of social security or rights while maximizing profits at the expense of the dignity of the most defenceless individuals. In contrast, the Act of 2020 offers a variety of safeguards to gig workers, platform workers, and unorganized employees. The Social Security Code also streamlined and rationalized nine social security rules while increasing protections for gig workers.

Gig workers were formally recognized under the Code on Social Security, 2020. The Gig Economy's explosive growth and the imperative need for its protection may have been the impetus for the regulation's introduction. A recent writ case, *Avantika Mondal v. the State of Karnataka* on 12.05.2020, was dismissed by the Karnataka High Court because there was no logical justification for requiring the State Government to enact legislation safeguarding gig workers. Only a tiny portion of unorganized workers was covered by the Unorganized Worker's Social Security Act of 2008 before introducing the Code on Social Security 2020. However, the Act of 2008 limited its application to unorganized labour. In contrast, the Code on Social Security, 2020, provides gig workers, platform workers, and unorganized employees with a number of protections. The Social Security Code also strengthened protections for gig workers while streamlining and rationalizing nine social security regulations.

The Code on Social Security 2020 establishes provisions for workers in the gig economy and calls for the creation and promotion of any suitable assistance programmes by the federal and state governments. These would provide several safeguards, including life insurance, disability insurance, health and maternity benefits, old age security, education, provident funds, damage benefits, and others. A registration mechanism and helplines are being developed to make access to social security programmes easier for gig workers. As per the Code on Social Security, 2020, funding for programmes should come from federal and state governments and platform aggregators for gig work. Between 1% and 2% of their entire revenue, up to 5% of the total amount they pay gig workers, is what aggregators are obliged to contribute.

SOCIAL SECURITY MEASURES FOR GIG WORKERS

The following are several social protection tactics employed worldwide for gig and platform employees and how they could pave the way for comparable policies in India:

1. Policies Regarding Paid Sick Leave, Insurance, and Access to Healthcare: Gig workers have embraced these measures as part of their workplace or work engagement policy for all the employees they engage year-round, like the actions made by platform companies to alleviate the issues caused by the Covid-19 outbreak. This will allow us to offer these companies' gig workers a social security benefit.

2. Insurance for occupational disease and work-related accidents: Ride-hailing, delivery, and e-commerce platforms may use a model similar to Indonesia's activities in this area to provide accident insurance to all delivery and driver-partners, as well as other platform workers throughout India. These efforts aim to give the workers accident and additional insurance through digital processes. As per the Code on Social Security, 2020, they may be offered in collaboration with the public or private sector.

3. Pension/Retirement Plans and Other Insurance Benefits: As shown in the case of measures implemented in the U.K. in the study, gig and platform businesses need to adopt policies that provide old age/retirement plans and benefits as well as other insurance coverage for contingencies like injury arising from work that may lead to loss of employment and income. As per the Code on Social Security, 2020, such plans and policies may be expressly developed by a business in collaboration with insurance providers or be designed and made available in partnership with the government.

4.Assistance for Employees in Unusual Work Conditions: According to the research presented in the policy brief India's Booming Gig and Platform Economy: Perspectives and Recommendations on the Future of Work, gig and platform businesses may consider providing financial services aid to employees. Providing minimum salaries and social security against income loss due to job instability or irregularity will be a necessary step.

5.Supporting start-ups and entrepreneurs linked to platforms: As part of measures taken to address the issues brought on by the Covid-19 outbreak, there have been examples of specific platforms providing interest-free business advances and delaying return terms to protect gig workers, the self-employed, and small businesses connected with them. A meal delivery service called Zomato teamed up with the Kerala State Civil Supplies Corporation in Kochi to supply the app with food and other needs. Following such instances, platform-small business/entrepreneur collaborations may be encouraged.

6.Coverage for Emergencies from a Corpus Fund: To help auto-rickshaw, cab, kaalipeeli, and taxi drivers lessen the impact of the Covid-19 ban on their business, a mobility platform has launched the "Drive the Driver Fund," a corpus with a 20 Cr INR worth. Platform and gig workers, as well as other related independent contractors, can be helped in an emergency by offering social security cover from a corpus fund.

FINDINGS

According to this study, people who opted to work in the gig economy did so out of opportunity rather than necessity. The emergence of new types of labour is reflected in the expansion of the gig economy. Gig workers are essentially seen as independent contractors and frequently seen as the future workforce. In order to remain competitive, it is crucial for gig workers to continuously improve their level of proficiency through upskilling and reskilling. Gig workers have been shown to have solid prospects and make a bigger economic contribution.

The Code on Social Security 2020 establishes provisions for workers in the gig economy and calls for the creation and promotion of any suitable assistance programmes by the federal and state governments. 7.7 million people are currently employed in the gig economy in India, but by 2029–2030, that number is predicted to rise to 23.5 million. As a result, the gig economy has offered companies the ability to outperform gig workers by requiring social security and insurance programmes.

CONCLUSION

Before the Code on Social Security, 2020, a person must pass several exams to be deemed an employee under Indian work regulations. These evaluations involve figuring out how much influence the employer has over the worker, who has the power to hire and fire workers, who are in charge of salary payments, etc. In the gig economy, a division of the digital industry, workers can accept temporary jobs that are either full- or part-time in nature. One benefit of the gig economy is independence and the freedom to choose your hours. According to the Centre for Monitoring Indian Economy, about 31 million unemployed Indians are desperate for employment. The Gig Economy has shown to be the perfect solution to all of their issues. People are using internet services more frequently due to the flexibility of the gig economy, which is good for the Indian economy. As a result, more people are currently engaged in the gig economy. Since the gig economy already contributes significantly to the Indian economy, it is currently inconceivable to imagine it becoming autonomous.

Due to the expansion of the gig economy, there is a greater demand for security for gig workers. Additionally, under the social security preview, the Code on Social Security 2020 included strengthened protections for the gig, platform, and unorganized employment. Despite the Code on Social Security 2020 extensive efforts to protect gig workers, it is crucial to remember that there are still a few legal challenges, including the need for registration for social security schemes without even a grace period, the lower contribution made by digital aggregators (1-2%), the lack of a minimum wage cap for gig workers, and others. It is still admirable that the legislative branch is working to safeguard gig workers, though.

RECOMMENDATION

The government may issue the necessary directives to the neighborhood panchayats, ration shops, and other practicable local organisations to promote awareness of the registration requirements outlined in the Code on Social Security, 2020, as well as the Helpline number, Social Security Schemes, and associated benefits. Given the circumstances in India right now, time may be given for the gig workers to sign up and benefit from the Schemes. How the welfare measures outlined in the Code on Social Security, 2020, are put into practice can also be clarified. Policymakers may use information on market structure and labour market demand to create a successful strategy to promote the gig economy as a new growth engine. According to the Code on Social Security, 2020, the National Social Security Board, which consists of five members from aggregator businesses and five from the gig economy, will oversee the welfare of gig economy workers. The Code on Social Security 2020 also requires that the Union government establish a Social Security Fund for gig economy workers. The Code on Social Security, 2020, while a positive beginning toward providing social security for gig economy workers, is vague about the scope, type, funding source, and basic standards for gig workers.

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