



CHAPTERS ON
**MULTIDISCIPLINARY
RESEARCH STUDIES
AND DEVELOPMENT**



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CHAPTER-10: A LEGAL PERSPECTIVE ON GIG AND PLATFORM ECONOMY IN INDIA: ROADBLOCKS AND OPPORTUNITIES

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Introduction

To provide rights and predictability for employees and employers in their employment relationship, the labour market must be regulated. Labour laws offer an effective framework for combining three aspects of market quality, flexibility, and operation in industrial relations. Compared to the conventional model of full-time employment, the gig economy is unique. Involving independent contractors and freelancers for a brief time or on a project-by-project basis is a part of the gig economy. It is a non-standard style of employment where the independent contractors or freelancers don't have set working hours, vacations, or salaries. The India has huge ambit of the labour laws covering different aspects of labourers and workers to deal with. Although the gig workers were never been the direct entity of the legislative provisions as they are not the traditional employees and rather considered as contractors by the individual companies so the provisions of the labour laws are not directly applicable to them and somehow their rights can be guaranteed directly in employment to prevent their exploitation. The new labour codes in India has tried to comprehend all the lacunas from the previous individual legislative provisions and consolidated almost 29 labour laws in the four labour codes to address the changing need of the society and of them is adding a gig workers and platform workers to this list covered under The Social Security Code 2020. The research paper is an attempt to analyse the blooming concept of the gig economy and it's regulating legislative provisions. It also tries to evaluate the opportunities for these workers in existing paradigm along with challenges and its possible solutions.

Gig Economy: Conceptual Analysis

The gig economy describes a way of working in which organisations hire independent contractors to fill temporary roles. The gig workers are broadly accumulated in various jobs with involvement of brief assignments. Further, anyone who engages in a second job, sometimes known as a side gig, which is unrelated to their principal career, is also subject to this. Platform-based workers and non-platform-based employees can be used as broad categories to describe gig workers, or people who pursue careers outside of the typical employer-employee relationship. The term "platform employees" refers to individuals whose jobs are dependent on digital platforms or online software apps. Non-platform gig workers typically earn a casual income and work on their own accounts in traditional industries, either full- or part-time. The India is a rapid developing country where government is constantly making the efforts to add a value to each business sector so that ultimately an economy can be more enhanced. In



ABOUT THE EDITORS



Dr. Rajbir Singh is working as an Associate Professor and Head, Department of Political Science at GGSD PG College, Palwal, Haryana for the last seventeen years. He has twenty one years experience in teaching, research and administration. He is graduated from Maharishi Dayanand University, Rohtak, Haryana. He has done M. A. in International Relations, M. Phil. and Ph. D. in South Asian Studies from School of International Studies, Jawaharlal Nehru University, New Delhi. His expertise are on issues like women, minority, dalits, human rights, society and politics in South Asia and Pakistan in particular. Dr. Rajbir Singh has worked with South Asia Foundation at New Delhi as Research Associate. He has more than twenty research papers in his credit which have been published in various national and international journals. He has attended more than hundred national

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