

## **GIG WORKFORCE : ECONOMY**

**NEWS:** Gig workforce in India to grow to 62 mn by 2047: Labour ministry study

### **WHAT'S IN THE NEWS?**

The VV Giri National Labour Institute projects that gig workers will comprise 7% of India's non-agricultural workforce by 2030, rising to 62 million by 2047.

However, regulatory gaps, lack of social security, and algorithmic opacity remain major challenges to sustainable gig economy growth.

### **Context and Overview**

- The **VV Giri National Labour Institute (VVGNI)** has projected that gig workers form about **15% of India's total non-agricultural workforce**, highlighting their growing significance in the labour market.
- The findings build upon **NITI Aayog's 2022 report** on the gig economy and workforce trends in India.

### **Key Findings and Workforce Projections**

- In 2020, approximately **3 million workers** were engaged in platform-based jobs across **11 major companies**.
- By **2030**, the gig workforce is expected to rise to **23 million**, accounting for **7%** of the non-agricultural workforce.
- By **2047**, the number is expected to **more than double**, reaching **62 million workers**.
- In an **aspirational growth scenario**, the gig economy could support up to **90.8 million jobs**.
- Under **economic and regulatory constraints**, growth may be limited to **32.5 million jobs**.

### **Sectoral Diversification**

- Originally dominated by sectors like **ride-sharing and food delivery**, gig work has now expanded into:
  - **Healthcare and eldercare** services
  - **Education** and online tutoring
  - **Creative industries** (content creation, design)
  - **Professional consulting**, tech support, and freelancing
- The rise of **app-based services** and **changing work culture** are driving this diversification.

### **Key Challenges and Structural Gaps**

- **Absence of social security benefits** such as healthcare, accident insurance, or pensions for most gig workers.
- **Long, irregular working hours** with unpredictable income and job-related stress.

- **Lack of formal grievance redressal systems;** in many cases, workers face consequences like **ID blocking** for raising issues.
- **Opaque algorithmic task distribution,** leading to unclear income generation and job discrimination.

## Regulatory Considerations and Recommendations

- **Legal Recognition and Union Rights**
  - The study calls for **formal recognition** of gig workers as a labour category.
  - Recommends allowing **unionisation** and **collective bargaining rights**.
- **Algorithmic Transparency**
  - Encourages **disclosure of digital task allocation mechanisms** to ensure **fair pay** and workload distribution.
- **Worker Classification and Legal Protections**
  - Many global economies (UK, France, Spain, Canada) distinguish between **workers** and **independent contractors**, providing legal and welfare support accordingly.
  - India needs a **clear classification framework** for gig workers to address legal vulnerabilities.
- **Fair Wages and Accountability**
  - Recommends setting **minimum wage guarantees**, regulated work hours, and **transparent payment systems**.
  - Emphasizes **algorithmic accountability** to prevent bias or exploitation.

## Proposed Structural Reforms

- **National Platform Worker Registry**
  - Creation of a **statutory centralised database** to register all gig and platform workers.
  - Would facilitate **access to social welfare schemes** and help in regulation and governance.
- **Occupational Health and Safety**
  - Calls for integrating **health and safety standards** into platform work design and oversight.

## Existing Policy Support and Government Initiatives

- **Code on Social Security, 2020**

- Aims to bring **gig and platform workers under a legal welfare framework**.
- Proposes a **social security fund** supported by contributions from platform aggregators.
- Covers **health insurance, pension plans, and accident insurance**.
- **Skill Development Initiatives**
  - Government and private agencies are promoting **digital literacy, entrepreneurial training, and job-specific upskilling**.
  - These efforts aim to **enhance employability** and income potential of gig workers.

Source: [https://www.business-standard.com/economy/news/gig-workforce-to-grow-to-62-million-by-2047-labour-ministry-study-125060901083\\_1.html](https://www.business-standard.com/economy/news/gig-workforce-to-grow-to-62-million-by-2047-labour-ministry-study-125060901083_1.html)