

**STUDY ON THE LONG-RUN PROSPECTS OF EMPLOYMENT
OPPORTUNITIES IN 'GIG ECONOMY'**

Submitted To

**DEPARTMENT OF COMMERCE
Government Degree College, Kukatpally
(Affiliated to Osmania University)**

In partial fulfilment of the requirement for the award of the degree of
BACHELOR OF COMMERCE (Computer Applications)



Submitted By

Jaswanth Thirumalasetti

UNDER THE SUPERVISION OF

N. SURESH NAIDU

ASSISTANT PROFESSOR OF COMMERCE

GOVT DEGREE COLLEGE, KUKATPALLY

HYDERABAD-500072

2022

CERTIFICATE

This is to certify that this project entitled “**STUDY ON THE LONG-RUN PROSPECTS OF EMPLOYMENT OPPORTUNITIES IN GIG ECONOMY**” submitted in partial fulfilment of the requirement for completion of bachelor of commerce (computer applications), carried out by Jaswanth Thirumalasetti

Under my guidance and supervision.

Project Guide
N. SURESH NAIDU
Assistant Professor
Department of commerce

External Examiner

DECLARATION

We, hereby declare that this Project Report titled “**STUDY ON THE LONG-RUN PROSPECTS OF EMPLOYMENT OPPORTUNITIES IN GIG ECONOMY**”, is submitted in partial fulfilment for completion of **Bachelor of Commerce (Computer Applications)**. It is a Bonafide work undertaken by us and it is not submitted to anywhere for the award of any degree.

Place: Kukatpally (Hyderabad)

Date:

ACKNOWLEDGEMENT

We are extremely thankful to our respected Principal **DR. N ALIVELU MANGAMMA** madam for her motivation and encouragement of our project. Our profound thanks to, HOD Commerce for her continuous support. We extend our sincere thanks to our project guide **N. SURESH NAIDU** for his valuable guidance, cooperation, and motivation right from beginning till the end of the project. His continuous support and valuable suggestions throughout our project work were very helpful. We would like to express our sincere thanks to all faculty of Commerce and friends who motivated us in doing this project and helped us in completing the project on time.

Place: Kukatpally (Hyderabad)

Date:



TELANGANA STATE COUNCIL OF HIGHER EDUCATION
DEPARTMENT OF COMMERCE-OSMANIA UNIVERSITY
GOVERNMENT CITY COLLEGE(A), HYDERABAD

Certificate of Participation

This is to certify that Mr/Kum _____

B.Com VI Semester, Hall ticket number _____

College _____

has participated in **Free Online Student Development Program (SDP)** on
"Project Report Preparation", Organized by Telangana State Council of
Higher Education, Department of Commerce-Osmania University and
Government City College(A), Hyderabad to the B.Com Students on 25
February, 2023

Gajendra Babu PGK
Co-Ordinator
Govt City College(A), HYD

Prof. D. Chennappa
Head, Dept. of Commerce, OU

Prof. R. Limbadri
Chairman, TSCHE

TABLE OF CONTENTS

S. No	CONTENTS	Page No
	List of Tables	I
	List of figures	II
	STUDY ON THE LONG-RUN PROSPECTS OF EMPLOYMENT OPPORTUNITIES IN ‘GIG ECONOMY’	
1	INTRODUCTION	
1.1	Introduction	2
1.2	Objectives of the project	2
1.3	Need for the study	2
1.4	Scope of project	3
1.5	Research methodology	3
1.6	Period of the study	3
1.7	Sample size	3
1.8	Chapter plan	4
2	OVERVIEW ON GIG ECONOMY	
2.1	Meaning of gig economy	6
2.2	Difference between gig economy and traditional economy	6
2.3	Advantages of gig economy	7
2.4	Disadvantages of gig economy	9
2.5	Factors leading to the growth of gig economy	10
2.6	Gig economy-global perceptive	12

2.7	Gig economy condition in India	13
2.8	Niti Aayog in gig economy	15
3	EMPLOYMENT OPPORTUNITIES IN GIG ECONOMY	
3.1	Employment opportunities in gig economy introduction	18
3.2	Types of employment opportunities found under gig economy	19
3.3	Nature of job found under gig economy conditions	25
3.4	Difference between the job conventional and gig economy	26
3.5	Employment trends in gig economy at global level	27
3.6	Employment trends in gig economy at national level	30
3.7	Government policy towards the jobs of gig economy in India	32
4	PERCEPTIONS OF FREE LANCER ON GIG ECONOMY	
4.1	Gender involved in freelancing job	36
4.2	Your age group in freelancing job?	37
4.3	Are you involved in any freelancing job?	38
4.4	The nature of freelancing job you're involved in?	39
4.5	How much you earn a month through freelancing job?	40
4.6	Why do you pursue freelancing job?	41
4.7	Are you willing to continue in a present freelancing job during a long run?	42
4.8	Are you willing to recommend this freelancing job to your friends?	43
4.9	Do you think that the present freelancing job is a viable carrier option?	44

4.10	Do you think that the present freelancing job permits you to reach your long-term objectives?	45
4.11	Do you pursue more than one freelancing job at a time?	46
4.12	What is your opinion on freelancing economic conditions?	47
5	FINDINGS AND CONCLUSION	
5.1	Conclusion	49

LIST OF TABLES

Table No	Title	Page No
1	Difference between gig economy and traditional economy	6
2	Difference between the job conventional and gig economy	27

LIST OF CHARTS

TABLE NO	TITLE	PAGE NO
1	Impact of the pandemic on the gig economy market size	29
2	Trends in the gig economy at the national level	31
3	Gender involved in freelancing job	36
4	Your age group in freelancing job?	37
5	Are you involved in any freelancing job?	38
6	The nature of freelancing job you're involved in?	39
7	How much you earn a month through freelancing job?	40
8	Why do you pursue freelancing job?	41
9	Are you willing to continue in a present freelancing job during a long run?	42
10	Are you willing to recommend this freelancing job to your friends?	43
11	Do you think that the present freelancing job is a viable carrier option?	44
12	Do you think that the present freelancing job permits you to reach your long-term objectives?	45
13	Do you pursue more than one freelancing job at a time?	46
14	What is your opinion on freelancing economic conditions?	47

STUDY ON THE LONG-RUN PROSPECTS OF
EMPLOYMENT OPPORTUNITIES IN ‘GIG
ECONOMY’

CHAPTER-1
INTRODUCTION

1.1 INTRODUCTION:

Employment has been the prime source of making livelihood among a vast majority of Indian middle-class households. It is the reason why most of the parents get their children educated with the core purpose of obtained employment. Most of the middle-class households having a conventional view on livelihood sources under entrepreneurship often try to make their living through employment. It also viewed that earning under employment are constant and risk-free. But the changing business models of the contemporary global markets have shifted the scope of livelihood from regular jobs to freelancing jobs which is informally known as ‘GIG ENONOMY’.

Gig economy has been in existence across the capitalistic societies like ‘US’ where no job is permanent, rather employees work on freelancing bases and often shifts their source of generating revenue. This phenomenon is now being spread in ‘India Economy’, especially in the urban habitations like ‘Hyderabad’ where a sizeable number of youngsters seeking jobs are entering gig economy as food delivery boys, cab partners etc., but how far this trend can be continued in long run under the myopic view of middle-class households is a major question at this junction. An attempt is therefore made to answer this question in this project by accomplishing by the following objective.

1.2 OBJECTIVES OF THE PROJECT:

- A. Understanding the concept of gig economy.
- B. Analysing the opportunities of finding employability under gig economy conditions.
- C. Accessing the perceptions of freelancers on the long-term prospects of employment in gig economy.

1.3 NEED FOR THE STUDY:

This project is considered to be essential owing to the following aspects:

A.The growth of gig economy has unleashed opportunities for both skilled and unskilled workers which necessitates to study the long run prospects of gig economy in order to make concrete policies for the benefit of freelancing job seekers.

B. It is not feasible for the government to provide regular employment to the exponentially increasing population, therefore diverting a sizable of working population towards gig economy becomes essential and at the same time it is necessary to see how much diversion impacts the economic indicators like per capita income and consumption power.

1.4 SCOPE OF PROJECT:

The project has got a macro level scope of collecting and analysing secondary data on merits and demerits of gig economy, but its geographical scope of collecting primary data from the freelancer is continued to the 'HYDERABAD' alone.

1.5 RESEARCH METHODOLOGY:

The first and second objectives of this project require secondary data on the turnover, employability, sectoral operations and other economic indicators of gig economy which is collected over a period of '5 years' and analysed through constructing a thread line in spread sheets on the others hand. The third objective requires primary data close end questionnaire and analysed with the help of simple pie charts.

1.6 PERIOD OF THE STUDY:

The project considered the period of '5 years' from the 'APRIL' 2018 to 'march' 2023 to collect secondary data on the working potential of gig economy.

1.7 SAMPLE SIZE:

The project considered a random sample of 50 respondents who meet the following two conditions.

- A. The respondents must be finding livelihood under the conditions of gig economy.
- B. All the respondents must reside in the twin cities of HYDERABAD and SECUNDERABAD.

1.8 CHAPTER PLAN:

Chapter 1- Introduction

Chapter 2- Overview of Gig Economy in India

Chapter 3- Employment opportunities in gig economy

Chapter 4- Perceptions of freelancer on gig economy

Chapter 5- Finding and conclusion

CHAPTER-2

OVERVIEW ON GIG ECONOMY IN INDIA

2.1 MEANING OF GIG ECONOMY:

A gig economy is an economy that operates flexibly, involving the exchange of labour and resources through digital platforms that actively facilitate buyer and seller matching. In the gig economy, organizations hire independent contractors and freelancers instead of full-time employees. It is because work is allocated on a temporary basis, not requiring a systematic schedule. A similar arrangement can be seen in companies such as Uber, Door Dash, and Airbnb.

The result of a gig economy produces cheaper, more efficient and flexible services that can offer consumers a unique and fast alternative to regular, standardized business. In addition, it is solely operated through the internet, making it an extremely popular choice for the younger demographic. In the United States, it is estimated that about one-third of the population is operating in some form of gig capacity. The number is expected to rise as more organizations adopt independent contractor work in order to save time and money.

2.2 DIFFERENCE BETWEEN GIG ECONOMY AND TRADITIONAL ECONOMY:

Characteristics	Gig Economy	Traditional Economy
Definition	Refers to an economy where flexible and temporary jobs are available hence companies hire freelancers and independent contractors as opposed to full-time employees.	Refers to an economy whereby a company employs people on a full-time basis to carry out a particular task.
Types of job	Offers temporal jobs such as contracts or short-term gigs.	Offer long-term and permanent jobs.

Flexibility	It has a high level of flexibility.	Does not offer work flexibility.
Benefits	Employees do not enjoy additional benefits.	Employees enjoy additional benefits such as health insurance and leave days.
Costs incurred	Employers eliminate unnecessary overhead costs such as additional benefits, office space as well as employee training.	Employer's unnecessary overhead costs including the payment of additional benefits such as health insurance and leave days.
Work monotony	Breaks work monotony hence promoting creativity and enthusiasm.	Creates work monotony hence discouraging creativity and enthusiasm.

2.3 ADVANTAGES OF GIG ECONOMY:

Operating in the gig economy produces a wide array of advantages realized by both the business and the workers.

I. SHOWN BELOW ARE SOME OF THE ADVANTAGES REALIZED BY BUSINESSES:

A. COST-EFFECTIVENESS:

Minimizing costs and expenses are widely considered one of the major benefits of operating in the gig economy. This is because businesses are able to hire off-site workers which significantly reduce the need to maintain expensive workspaces and large offices.

In addition, hiring independent contractors completely eliminates large expenses such as employee benefit packages, retirement plans, and paid sick leaves.

B. LABOR FORCE:

The gig economy provides a laborforce that is able to directly match the company to the freelancer.

This removes the hassle of dealing with a middleman throughout the hiring process, thus, making it easier to find people to complete the job.

C. OUTPUT PRODUCTION:

Modern workers in today's society are beginning to value flexibility much more than compared to in the past. This is why the gig economy prospers.

Individuals who are interested in accumulating extra income are attracted to applying for a position that offers a unique work schedule. Such flexibility directly impacts employee motivation, which in turn, creates a positive correlation to output production.

II. SHOWN BELOW ARE SOME OF THESE ADVANTAGES REALIZED BY THEWORKERS:

A. INDEPENDENCE:

Independent contractors in the gig economy are not required to work in offices, rather, they work in their own spaces. It varies from someone working in a home office writing articles to someone working from their car driving for Uber.

B. FLEXIBILITY:

Workers operating in the gig economy are allowed to work any of the hours they desire. In most cases, a task will be given to a worker with an end date, but when they work on it is completely up to their discourse.

C. INCOME:

As mentioned above, the gig economy is an increasingly attractive market due to the sheer flexibility that allows individuals to earn extra income.

2.4 DISADVANTAGES OF GIG ECONOMY:

While there is a wide variety of an advantage that the gig economy produces, there are also some downsides that tend to make the process difficult.

I. SHOWNBELOW ARE THE DISADVANTAGES REALIZED BY BUSINESSES:

A. WORKER COMMITMENT:

Individuals who work as freelancers may not be as invested in their organization as if they were hired full-time. In addition, gig economy companies are generally not known to incentivize their employees.

Such an arrangement can create loyalty issues, reduce the likelihood of further work, and decrease motivation to work overall.

B. ETHICAL ISSUES:

In some cases, organizations that operate in a gig economy are criticized for the ethical practices they perform. Their employment is casual, does not offer benefits, and generally does not offer competitive wages.

II. SHOWN BELOW ARE THE DISADVANTAGES REALIZED BY WORKERS IN THE GIG ECONOMY:

A. LACK OF BENEFITS:

Organizations operating in a gig economy do not provide benefits to their workers. Independent contractors are not completely considered “employees” of the business.

B. PERSONAL EXPENSES:

In some cases, organizations within the gig economy are not required to cover personal expenses such as gas used while driving for Door Dash.

C. ISOLATION:

Being an independent contractor is an extremely independent job. For some people, the arrangement is a major motivation tool, but for others, it can create a feeling of isolation, which can negatively affect production and mental health.

2.5 FACTORS LEADING TO THE GROWTH OF GIG ECONOMY:

A. THE GROWTH OF START-UP CULTURE:

For budding entrepreneurs who have just joined the start-up world, recruiting full-time employee’s costs heavily. Generally, companies prefer to hire freelancers based on assignments and specifications they obtain from their clientele to leverage resources efficiently. The emergence of start-up culture represents a boon for millennials entering the gig economy world.

B. ECONOMIC LIBERALISATION:

The Indian government’s economic liberalisation policies have led to increased competition and a more open market, which has encouraged the growth of the gig economy.

C. INCREASING DEMAND FOR FLEXIBLE WORK:

The gig economy is particularly attractive for Indian workers who are looking for flexible work arrangements that allow them to balance their personal and professional lives.

D. DEMOGRAPHIC FACTORS:

The gig economy is also driven by the large and growing number of young, educated and ambitious Indians who are seeking to improve their livelihoods with side income generation.

E. GROWTH OF E-COMMERCE:

The rapid growth of e-commerce in India has led to a significant increase in demand for delivery and logistics services, which has in turn led to the growth of the gig economy in these sectors.

F. GROWTH OF FREELANCING PLATFORMS:

The rise of the freelancing platforms has led to the growth of the gig economy in the country and globally. Many home-grown and international platforms act as a bridge between brands and freelancers around the world, providing businesses with a global marketplace to outsource work at an affordable price and freelancers to build a living on their terms.

G. BLOCK CHAIN-BASED PAYMENTS:

Last but not least, payment mode is also seen as one of the obstacles for freelancers. A recent survey by PayPal found freelancers to be positive about their future; they agreed that their greatest challenge was an inconsistent income. But with the advent of the block chain-based payment system, this has eased down the financial transaction leading to transparency in the payment structure.

Today, in India, millennials are becoming more prone to work satisfaction than any other metric, while selecting the perfect job for them. Factors that play a vital role in significantly improving the gig economy are hyper-connectivity, career stability, and fluid dynamics of the work. The future of the gig economy in the country is bright and can ascend as India is among the top 10 countries for freelancers.

H. MNCS ARE EMPLOYING CONTRACT-BASED WORKERS:

This is one of the most important trends contributing to the Indian gig culture. The bigger market players are slowly contractually hiring young talent for small ventures. MNCs are doing flexi-hiring to reduce costs and time and effectively curb operational expenses and manage time, giving young and budding talents great opportunities and exposure. As per the EY report, 20% of organisations globally with over 1,000 employees have a workforce that is made up of 30% or more contingent workers.

Growth of freelancing platforms: The rise of the freelancing platforms has led to the growth of the gig economy in the country and globally. Many home-grown and international platforms act as a bridge between brands and freelancers around the world, providing businesses with a global marketplace to outsource work at an affordable price and freelancers to build a living on their terms.

2.6 'GIG' ECONOMY – GLOBAL PERCEPTIVE:

The gig economy refers to a type of employment where temporary or freelance jobs are offered through online platforms or apps, allowing workers to have flexible work arrangements and complete tasks on a project-by-project basis. This type of work has become increasingly popular in recent years, especially in developed countries, and has been facilitated by the growth of digital technologies and online platforms.

From a global perspective, the gig economy has had both positive and negative impacts. On the one hand, it has provided opportunities for individuals in low-income countries to access work

opportunities and earn income, often through online platforms that allow them to connect with clients around the world. This has created new possibilities for people who might not have had access to traditional employment, and has allowed them to develop new skills and work on a variety of different projects.

At the same time, however, the gig economy has also been criticized for contributing to a decline in job security and employment protections. Many workers in the gig economy are classified as independent contractors, which mean they are not entitled to benefits such as health insurance, sick leave, or retirement plans. This can leave them vulnerable to financial instability and uncertainty, particularly if they are unable to find consistent work.

In addition, the gig economy has also been criticized for contributing to income inequality, as some workers are able to earn substantial incomes through the gig economy, while others struggle to make ends meet. This has led to debates about the need for greater regulation of the gig economy, and the need to ensure that workers are able to earn a fair wage and access basic protections and benefits.

Overall, the gig economy has had a significant impact on the global labour market, and its growth is likely to continue in the coming years. As such, it will be important for policymakers and businesses to consider the opportunities and challenges presented by this new form of work, and to work together to create a more equitable and sustainable economy for all.

2.7 'GIG' ECONOMY CONDITION IN INDIA:

The gig economy in India has been growing rapidly in recent years, with the proliferation of digital platforms and the rise of flexible work arrangements. However, the working conditions for gig workers in India can vary widely depending on the sector and platform they work in. Here are some general observations on the gig economy conditions in India:

A. LOW WAGES:

Many gig workers in India earn very low wages, especially in the unskilled sectors such as delivery, where the pay can be as low as INR 10-15 per delivery. Even in skilled sectors like software development, freelance workers may earn lower wages compared to regular employees.

B. LACK OF JOB SECURITY:

Gig workers in India typically have no job security or benefits such as health insurance, paid leave, or retirement savings. The work is often project-based or task-based, which means that workers may not have a steady income.

C. LONG WORKING HOURS:

Many gig workers in India work long hours to make ends meet. For example, delivery workers may work 12-14 hours a day to earn enough to cover their expenses.

D. LIMITED SOCIAL PROTECTION:

Gig workers in India do not have access to social protection benefits such as worker's compensation, disability benefits, or unemployment benefits.

E. EXPLOITATIVE PRACTICES:

Some gig platforms in India have been criticized for exploiting workers by imposing unfair conditions or penalizing them for factors beyond their control, such as traffic or weather conditions.

F.DIGITAL DIVIDE:

While the gig economy in India is growing, not all workers have equal access to digital platforms or the necessary technology to participate in the gig economy.

Overall, the gig economy in India presents both opportunities and challenges for workers. While it provides flexibility and new work opportunities, it also exposes workers to precarious working conditions and low wages. As the gig economy continues to grow in India, there is a need for policymakers and industry stakeholders to address these issues and ensure that gig workers are protected and have access to fair working conditions.

2.8NITI AAYOG IN GIG ECONOMY:

The report was released by NITI AAYOG Vice Chairman Suman Bery, CEO Amitabh Kant and Special Secretary Dr. K Rajeswara Rao.

The report is a first-of-its-kind study that presents comprehensive perspectives and recommendations on the gig–platform economy in India. The report provides a scientific methodological approach to estimate the current size and job-generation potential of the sector. It highlights the opportunities and challenges of this emerging sector and presents global best practices on initiatives for social security and delineates strategies for skill development and job creation for different categories of workers in the sector.

Speaking on the occasion, NITI AAYOG Vice Chairman Suman Bery said, “This report will become a valuable knowledge resource in understanding the potential of the sector and drive further research and analysis on gig and platform work.”

CEO Amitabh Kant highlighted the job creation potential of this sector given rising urbanization, widespread access to internet, digital technologies and smartphones in India. He said, “The recommendations in this report will serve as a crucial resource for ministries, state governments,

training providers, platform companies and other stakeholders to work in collaboration for promoting growth and employment opportunities in this sector.”

Special Secretary Dr. K Rajeswara Rao presented the key findings and recommendations of the report. The report estimates that in 2020–21, 77 lakh (7.7 million) workers were engaged in the gig economy. They constituted 2.6% of the non-agricultural workforce or 1.5% of the total workforce in India. The gig workforce is expected to expand to 2.35 crore (23.5 million) workers by 2029–30. Gig workers are expected to form 6.7% of the non-agricultural workforce or 4.1% of the total livelihood in India by 2029–30. At present, about 47% of the gig work is in medium skilled jobs, about 22% in high skilled and about 31% in low skilled jobs. Trend shows the concentration of workers in medium skills is gradually declining and that of the low skilled and high skilled is increasing.

To harness the potential of the gig-platform sector, the report recommends accelerating access to finance through products specifically designed for platform workers, linking self-employed individuals engaged in the business of selling regional and rural cuisine, street food, etc., with platforms to enable them to sell their produce to wider markets in towns and cities. The report puts forth suggestions for platform-led transformational and outcome-based skilling, enhancing social inclusion through gender sensitization and accessibility awareness programmes for workers and their families and extending social security measures in partnership mode as envisaged in the Code on Social Security 2020. Other recommendations include undertaking a separate enumeration exercise to estimate the size of the gig and platform workforce and collecting information during official enumerations (Periodic Labour Force Survey) to identify gig workers.

CHAPTER-3
EMPLOYMENT OPPORTUNITIES IN 'GIG'
ECONOMY

3.1 EMPLOYMENT OPPORTUNITIES IN GIG ECONOMY

INTRODUCTION:

The gig economy refers to a labor market characterized by the prevalence of short-term contracts or freelance work as opposed to permanent jobs. It is a rapidly growing sector, fueled by the rise of technology platforms that connect freelancers with clients or customers.

There are many employment opportunities in the gig economy across various industries, including transportation, delivery, food service, personal services, and more. Here are some examples of jobs within the gig economy:

A. RIDE-SHARING AND DELIVERY SERVICES:

Companies like Uber, Lyft, and Door Dash are popular examples of gig economy platforms that offer flexible work opportunities for drivers and delivery workers.

B. LINE MARKETPLACES:

Platforms like Etsy, Fiverr, and Upwork connect freelancers with clients seeking their skills in fields like graphic design, writing, and programming.

C. HOME SERVICES:

Companies like Handy and TaskRabbit connect homeowners with independent contractors who can perform household tasks such as cleaning, plumbing, and furniture assembly.

D. PERSONAL SERVICES:

Platforms like Care.com offer opportunities for people to offer their services as caregivers, pet-sitters, or nannies.

Overall, the gig economy offers a range of flexible work opportunities that can be appealing to those seeking a more flexible schedule, extra income, or the ability to work from home. However, it's important to note that these jobs often lack benefits like health insurance and retirement plans, and may not provide a stable source of income.

3.2 TYPES OF EMPLOYMENT OPPORTUNITIES FOUND UNDER GIG ECONOMY:

The gig economy refers to a labor market characterized by the prevalence of short-term contracts or freelance work, rather than permanent jobs. Here are some examples of employment opportunities found in the gig economy:

A. RIDE-HAILING AND DELIVERY SERVICES:

These are services that allow individuals to use their personal vehicles to provide transportation or deliver goods to customers. Examples include Uber, Lyft, Door Dash, and Instacart.

B. FREELANCE WRITING AND EDITING:

Many businesses and individuals need written content for their websites, blogs, and other publications. Freelance writers and editors can provide this content on a project-by-project basis.

C. WEB AND GRAPHIC DESIGN:

As more businesses move online, there is a growing demand for website and graphic design services. Freelancers can offer these services to clients on a project basis.

D. HOME-SHARING AND SHORT-TERM RENTALS:

Services like Airbnb allow homeowners to rent out their homes or apartments to travelers on a short-term basis.

E. PERSONAL SERVICES:

Many individuals need help with tasks like house cleaning, pet care, and personal shopping. Freelancers can offer these services to clients on a project-by-project basis.

F. ONLINE TUTORING AND TEACHING:

With the growth of online learning, there is an increasing demand for online tutors and teachers who can provide instruction in a variety of subjects.

G. GIG PLATFORMS:

There are also platforms like Fiverr and Upwork that connect freelancers with clients who need specific skills or services.

Overall, the gig economy offers a wide range of employment opportunities for individuals with a variety of skills and interests.

I. TYPES OF EMPLOYMENT OPPORTUNITIES FOUND UNDER GIG ECONOMY UNSKILLED WORK:

The gig economy offers a wide range of employment opportunities, including unskilled work. Here are some examples of unskilled gig economy jobs:

A. DELIVERY DRIVER:

Many gig economy companies hire drivers to deliver food, groceries, and other items to customers. These jobs typically require a driver's license and a reliable vehicle.

B. TASK RUNNER:

Task runners are people who perform small tasks for others, such as picking up dry cleaning or running errands. These jobs don't usually require any specific skills or qualifications.

C. CLEANING SERVICES:

Many gig economy companies offer cleaning services, and some allow individuals to sign up as cleaners. These jobs involve cleaning homes or businesses and may require some basic cleaning skills.

D. RIDE SHARE DRIVER:

Ride-share services like Uber and Lyft hire drivers to transport passengers. These jobs require a driver's license and a reliable vehicle.

E. FREELANCE WRITER:

Freelance writing is a popular gig economy job that doesn't require any specific qualifications. Freelance writers write content for websites, blogs, and other online platforms.

F. PET SITTER:

Pet sitting is a popular gig economy job for animal lovers. Pet sitters take care of pets while their owners are away and may involve feeding, walking, and playing with the pets.

G. ONLINE SELLER:

Many people use gig economy platforms like eBay, Amazon, and Etsy to sell items online. This job involves listing items, packaging and shipping them, and communicating with buyers.

II. TYPES OF EMPLOYMENT OPPORTUNITIES FOUND UNDER GIG ECONOMY SKILLED WORK:

In the gig economy, skilled work opportunities are available for workers with specialized expertise or skills. Some examples of skilled work opportunities in the gig economy include:

A. FREELANCE WRITING OR CONTENT CREATION:

Skilled writers can offer their services to businesses or individuals looking for high-quality content for their websites, blogs, or social media accounts.

B. WEB DEVELOPMENT AND DESIGN:

Skilled web developers and designers can offer their services to clients who need help creating or updating their websites or developing web-based applications.

C. DIGITAL MARKETING:

Skilled digital marketers can offer their services to businesses looking to improve their online presence, including social media marketing, search engine optimization, and content marketing.

D. GRAPHIC DESIGN:

Skilled graphic designers can offer their services to businesses or individuals in need of high-quality visual content, including logos, marketing materials, and website design.

E. PHOTOGRAPHY OR VIDEOGRAPHY:

Skilled photographers or videographers can offer their services for special events, marketing materials, or other types of visual content.

F. SOFTWARE DEVELOPMENT:

Skilled software developers can offer their services to businesses or individuals looking to develop new software applications or improve existing ones.

G. CONSULTING:

Skilled consultants can offer their services to businesses or individuals looking for expert advice on a particular topic or area of expertise.

H. TRANSLATION OR INTERPRETATION:

Skilled translators or interpreters can offer their services to individuals or businesses in need of language services for international communication.

III. TYPES OF EMPLOYMENT OPPORTUNITIES FOUND UNDER GIG ECONOMY SEMI-SKILLED Work:

The gig economy is a term used to describe a labor market where temporary and short-term jobs are more prevalent than traditional full-time jobs. Semi-skilled work in the gig economy includes a wide range of jobs that require some level of skill but are not highly specialized. Here are some examples of semi-skilled gig economy jobs:

A. DELIVERY SERVICES:

Delivery drivers for companies like Uber Eats, Grub Hub, and Door Dash are in high demand. These jobs require a valid driver's license, reliable transportation, and good time-management skills.

B. HOME SERVICES:

Jobs like house cleaning, yard work, and handyman services are all available in the gig economy. These jobs require some level of skill, but they do not necessarily require specialized training.

C. PERSONAL CARE SERVICES:

Jobs in personal care services, such as pet grooming or childcare, are also found in the gig economy. These jobs may require some level of certification or training, but they are generally considered semi-skilled.

D. CREATIVE SERVICES:

Jobs like graphic design, copywriting, and social media management are also available in the gig economy. These jobs require some level of skill in the creative field, but they do not necessarily require a degree.

E. Technical services:

Technical services such as computer repair, software development, and IT support are also available in the gig economy. These jobs require a certain level of technical skill, but they do not necessarily require a degree.

Overall, the gig economy offers a wide range of semi-skilled jobs that can provide individuals with flexible employment opportunities.

3.3 NATURE OF JOBS FOUND UNDER GIG ECONOMIC CONDITIONS:

The gig economy refers to a labor market characterized by short-term, flexible, freelance, or independent work arrangements, often facilitated by online platforms or apps. Some common examples of jobs found under gig economic conditions include:

A. RIDE-HAILING OR DELIVERY DRIVERS:

Drivers for companies like Uber, Lyft, and Door Dash provide transportation or deliver food or packages on a freelance basis.

B. FREELANCE WRITERS OR EDITORS:

Individuals who work as freelance writers or editors can take on projects as they become available and work on a variety of topics and subjects.

C. GRAPHIC DESIGNERS OR WEB DEVELOPERS:

Freelance graphic designers and web developers offer their services to clients for website design, logo creation, or other graphic design work.

D. TASK-BASED WORK:

People can find gig work in tasks like dog-walking, house cleaning, personal shopping, and other on-demand services.

E. VIRTUAL ASSISTANTS:

Some people work as virtual assistants, providing administrative support to clients remotely.

	Conventional jobs	Gig economy
--	-------------------	-------------

F. ONLINE TUTORING OR COACHING:

Freelance tutors or coaches can work with clients on a flexible schedule to provide instruction and guidance in a particular subject or skill.

G. CREATIVE PROFESSIONS:

Freelance artists, musicians, and performers can also find work in the gig economy, often performing at events or providing creative services to clients.

Overall, the nature of jobs found under gig economic conditions varies widely, but they tend to be flexible, short-term, and project-based work arrangements.

3.4 DIFFERENCES BETWEEN THE JOBS IN CONVENTIONAL AND GIGECONOMY:

The conventional job market and the gig economy are two different types of employment arrangements with several differences.

Conventional jobs are typically characterized by a long-term commitment to a particular employer, where employees work a set schedule and receive regular pay and benefits such as health insurance, retirement plans, and paid vacation time. In conventional jobs, employees are typically provided with training, supervision, and the tools and equipment necessary to perform their job duties

On the other hand, gig economy jobs are usually short-term or project-based work arrangements where workers are paid for specific tasks or projects rather than on a regular schedule. In the gig economy, workers are often independent contractors or freelancers who work on a flexible schedule and are responsible for providing their own equipment and tools. They may also be responsible for their own taxes and other expenses.

Stability	Conventional jobs offer more job stability, as employees typically have a contract and work for a fixed period of time	Gig economy jobs, on the other hand, may not be as stable, as workers are often hired on a project-by-project basis.
Benefits	Conventional jobs typically offer more comprehensive benefits such as health insurance, retirement plans, and paid vacation time	In the gig economy, workers are responsible for their own benefits.
Flexibility	Conventional jobs usually require workers to be on-site during specific hours.	Gig economy jobs often offer more flexibility, as workers can choose their own hours and work from anywhere with an internet connection
Control	In conventional jobs, employees often have less control over their work, as they are expected to follow specific policies and procedures	In the gig economy, workers often have more control over their work, as they are responsible for setting their own schedules and determining how they will complete tasks.

3.5 EMPLOYMENT TRENDS IN GIG ECONOMY AT GLOBAL LEVEL:

The gig economy is a rapidly growing sector of the global labor market, characterized by the prevalence of short-term contracts or freelance work rather than traditional full-time employment. While the gig economy has been fueled by technological advancements and the rise of digital platforms, such as Uber, Lyft, and TaskRabbit, it is also driven by shifting attitudes towards work and a desire for greater flexibility and independence.

I. HERE ARE SOME EMPLOYMENT TRENDS IN THE GIG ECONOMY AT

A GLOBALLEVEL:

A. RAPID GROWTH:

The gig economy is rapidly growing worldwide, with estimates suggesting that up to 36% of the US workforce and 30% of the UK workforce are engaged in some form of gig work.

B. INCREASING DIVERSITY:

The types of gig work available are becoming increasingly diverse, with a range of new platforms and services emerging to meet changing consumer demands. For example, there has been a rise in gig work in areas such as home healthcare, tutoring, and pet care.

C. GEOGRAPHICAL REACH:

The gig economy is not limited to developed economies, and is growing rapidly in emerging markets. In countries such as India and China, platforms such as Ola and Didi Chuxing are disrupting the traditional taxi industry.

D. REGULATORY CHALLENGES:

The growth of the gig economy has created regulatory challenges for governments, with debates centering around issues such as employment rights, taxation, and the classification of workers.

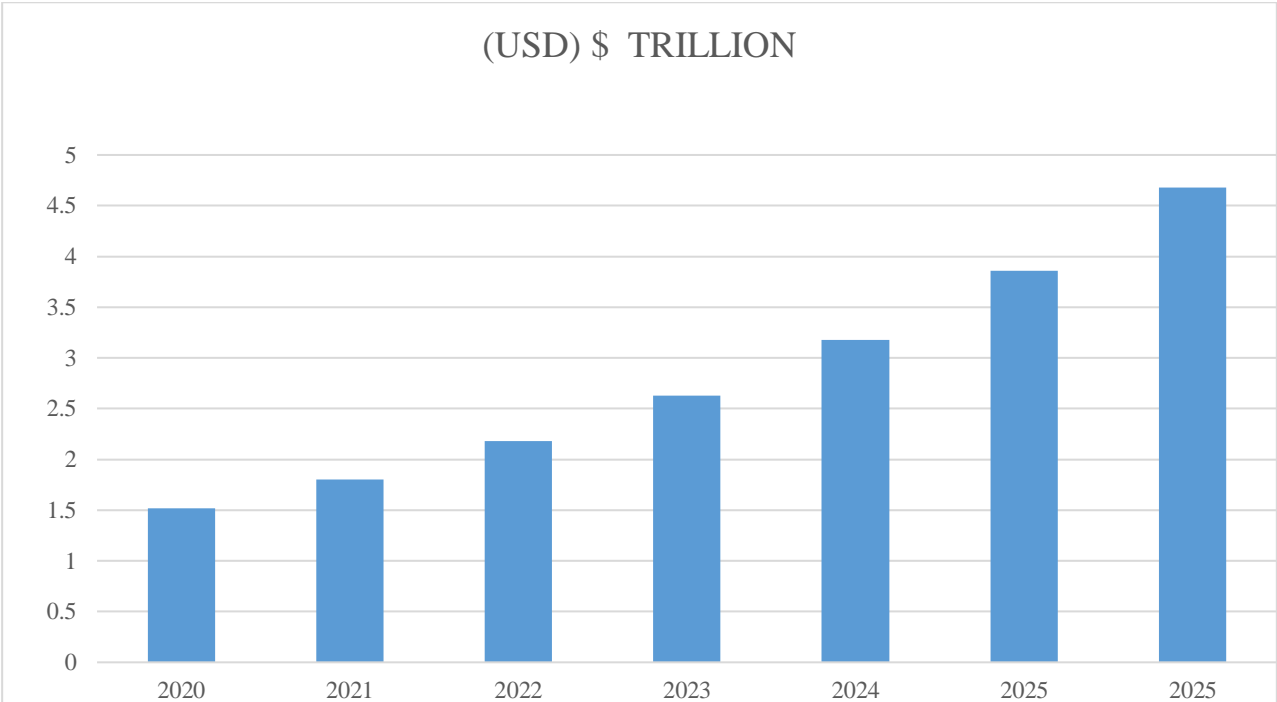
E. SKILLS AND EDUCATION:

As the gig economy continues to grow, there is a greater focus on skills and education to ensure that workers are equipped to thrive in this environment. Freelancers and gig workers need to be able to market their skills effectively and manage their finances, while also staying up-to-date with technological changes and trends.

According to a recent report by Mordor Intelligence, the global gig economy market size was valued at \$1.52 trillion in 2020, and is expected to grow at a compound annual growth rate (CAGR) of 18.6% from 2021 to 2026. The report defines the gig economy as “an environment where temporary positions are common and organizations contract with independent workers for short-term engagements.” This includes freelancers, independent contractors, and on-demand workers who provide services such as ride-hailing, food delivery, and other similar services.

However, it’s worth noting that the COVID-19 pandemic had a significant impact on the gig economy in 2020. Many gig workers were adversely affected by lockdowns and business closures, and there was a decrease in demand for certain gig services such as ride-hailing and vacation rentals. That being said, the gig economy has proven to be resilient, and many gig workers have adapted to the changing circumstances by pivoting to different types of work or finding new clients.

II. HERE IS A GRAPH SHOWING THE IMPACT OF THE PANDEMIC ON THE GIG ECONOMY MARKET SIZE, BASED ON DATA FROM THE SAME MORDOR INTELLIGENCE REPORT:



Gig Economy Market Size During COVID-19 Pandemic

As you can see from the graph, the gig economy market size experienced a dip in 2020 due to the pandemic, but is expected to rebound and continue growing in the coming years.

3.6 EMPLOYMENT TRENDS IN GIG ECONOMY AT NATIONAL LEVEL:

The “gig economy” refers to the market of freelance and short-term contract work, often facilitated through online platforms. Employment trends in the gig economy can vary greatly depending on the country, as regulations and cultural attitudes toward work can differ significantly.

I. HERE ARE SOME GENERAL EMPLOYMENT TRENDS IN THE GIG ECONOMY AT THE NATIONAL LEVEL:

A. UNITED STATES:

The gig economy has grown significantly in the United States over the past decade, with an estimated 36% of workers engaging in freelance or gig work in some capacity. Popular gig platforms in the US include Uber, Lyft, TaskRabbit, and Upwork.

B. UNITED KINGDOM:

Like in the US, the gig economy has grown rapidly in the UK over the past decade, with an estimated 4.7 million people (or 14% of the workforce) engaged in gig work. Popular UK gig platforms include Deliveroo, Just Eat, and Uber.

C. INDIA:

The gig economy in India is largely driven by the tech sector, with many workers engaging in freelance software development, graphic design, and content creation. Popular Indian gig platforms include Fiverr, Upwork, and Freelancer.

D. CHINA:

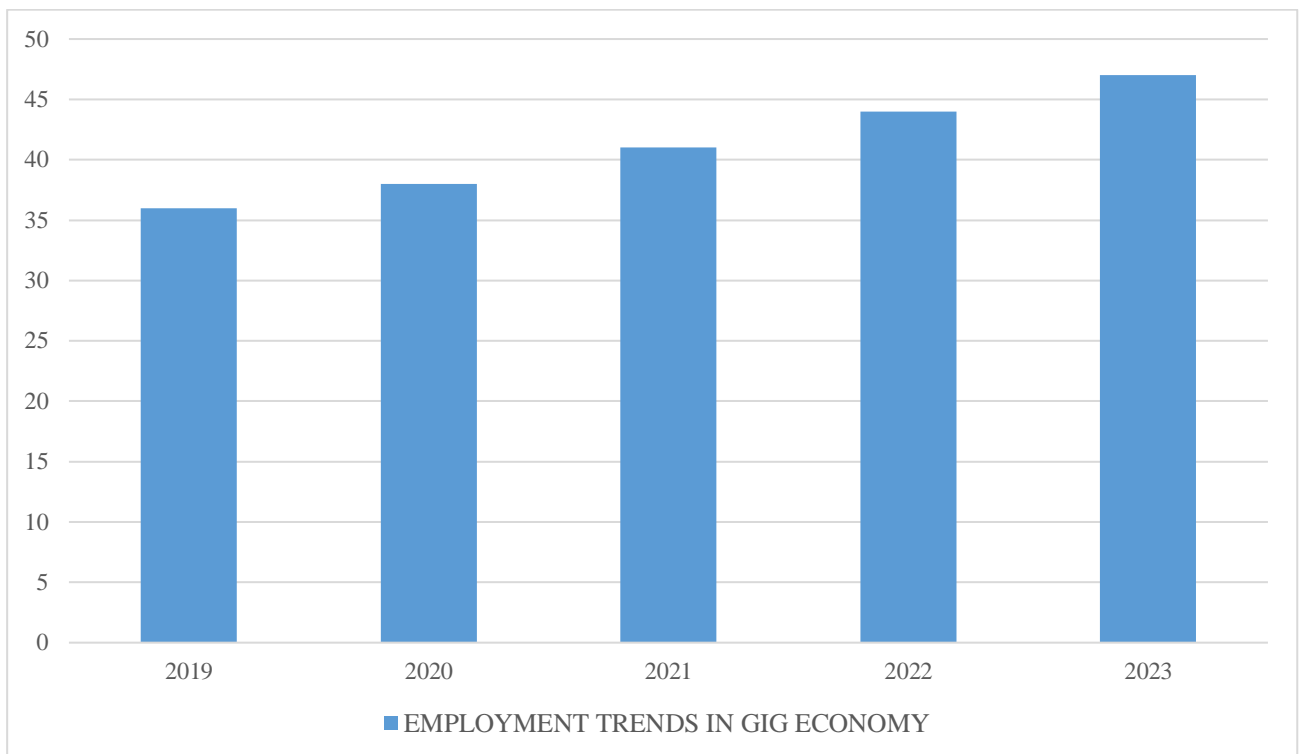
The gig economy in China is also largely driven by the tech sector, with many workers engaging in freelance programming, web design, and translation services. Popular Chinese gig platforms include Didi, maithuna, and deadpanning.

E. AUSTRALIA:

The gig economy in Australia is growing, with an estimated 7% of the workforce engaged in gig work. Popular Australian gig platforms include Uber, Airtasker, and Deliveroo

II. HERE IS A GENERAL OVERVIEW OF THE EMPLOYMENT TRENDS IN THE GIG ECONOMY AT THE NATIONAL LEVEL FROM 2019 TO 2023:

EMPLOYMENT TRENDS IN THE GIG ECONOMY (2019-2023)



EXPLANATION:

According to recent studies and research, the gig economy has been steadily growing in the past few years, and this trend is expected to continue in the coming years. In 2019, it is estimated that there were about 36 million gig workers in the United States. However, due to the COVID-19 pandemic, the gig economy experienced a dip in employment in 2020, with an estimated 38 million gig workers. Many gig jobs, such as ride-hailing and food delivery, were negatively affected by the pandemic as people stayed at home and avoided non-essential services.

Despite the pandemic, the gig economy is expected to rebound and continue to grow. In 2021, it is estimated that there were 41 million gig workers, and this number is expected to increase to 44 million in 2022 and 47 million in 2023. This growth can be attributed to several factors, including the increasing popularity of gig work among younger generations, the continued development of digital platforms that facilitate gig work, and the flexibility and convenience that gig work offers. Overall, the gig economy is expected to continue to play an important role in the labor market, providing opportunities for both workers and businesses to benefit from flexible and on-demand work arrangements.

3.7 GOVERNMENT POLICY TOWARDS THE JOBS OF GIG ECONOMY IN INDIA:

The Indian government has taken several steps to address these issues and provide support to gig workers. In this article, we will explore the government's policies towards the gig economy in India.

A. DEFINITION OF GIG WORKERS:

In 2018, the Indian government recognized gig workers as a separate category of workers, defining them as individuals who perform work or services for customers outside the traditional employer-

employee relationship. This definition includes freelance workers, independent contractors, and workers who are hired through online platforms.

B. SOCIAL SECURITY FOR GIG WORKERS:

In 2020, the Indian government announced the ‘Social Security Code’ that includes provisions to extend social security benefits to gig workers. The code mandates the establishment of a social security fund for gig workers, where the government will contribute to the fund, and workers will also be required to make contributions.

Gig workers can now avail benefits under the following schemes: Employees’ State Insurance Corporation (ESIC), Employees’ Provident Fund Organization (EPFO), Gratuity, and a health and safety scheme. The government is currently working to create awareness among gig workers about these schemes.

C. GIG WORKERS’ CHARTER:

In July 2020, the Indian government announced a ‘Gig Workers’ Charter,’ which aims to provide a framework for regulating the gig economy and ensuring the welfare of gig workers. The charter outlines several measures, including the creation of a grievance redressal mechanism, the establishment of a minimum wage for gig workers, and the provision of social security benefits.

D. NATIONAL DIGITAL HEALTH MISSION:

In August 2020, the Indian government announced the National Digital Health Mission (NDHM), which aims to create a digital infrastructure for the healthcare sector in India. The mission also includes provisions to ensure that gig workers have access to healthcare services, such as online consultations with doctors.

E. LABOR CODES:

In September 2020, the Indian government passed three labor codes, which aim to provide comprehensive protection to workers. The codes include provisions related to wages, social security, and occupational safety and health.

The codes also include provisions related to gig workers, such as the right to form unions and the right to social security benefits. The codes provide for the creation of a database of gig workers, which will help the government to provide targeted support to these workers.

F. SIMPLIFIED COMPLIANCE REGIME:

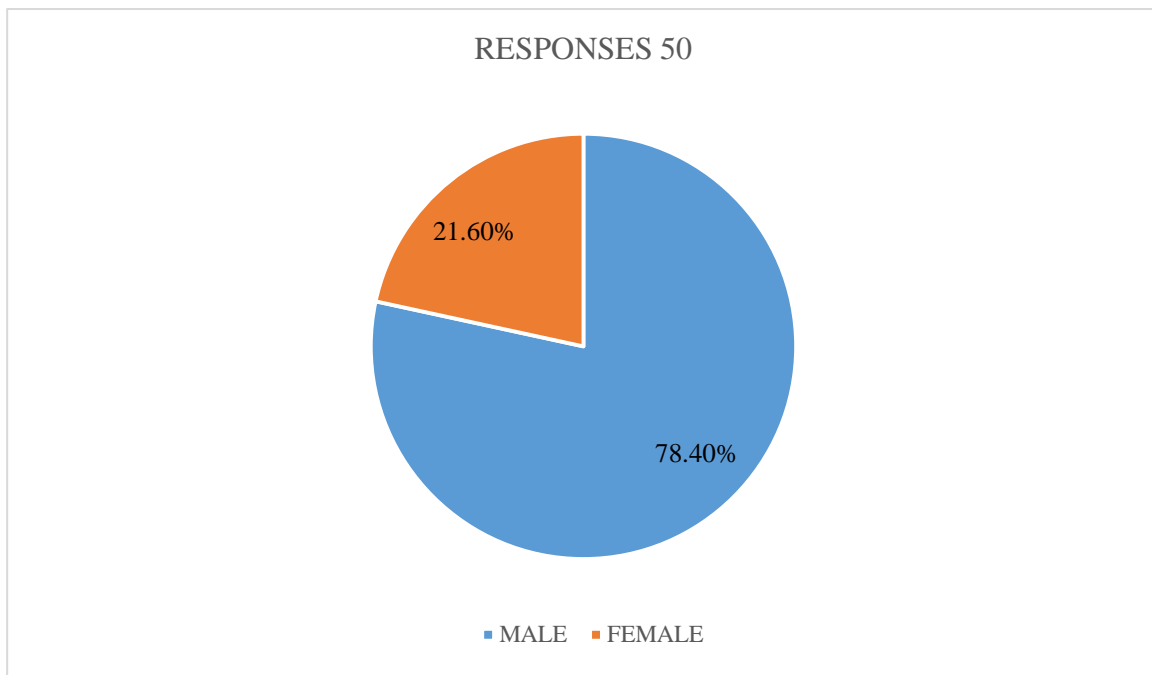
The Indian government has also introduced a simplified compliance regime for small businesses and gig workers. The regime aims to reduce the compliance burden on small businesses and gig workers and make it easier for them to do business. The regime includes measures such as simplified registration procedures, reduced compliance costs, and increased transparency.

CONCLUSION:

The Indian government has taken several steps to address the challenges faced by gig workers and provide support to them. The measures include providing social security benefits, creating a grievance redressal mechanism, and ensuring access to healthcare services. The government has also passed labor codes that provide comprehensive protection to workers, including gig workers. These measures will help to create a more conducive environment for the growth of the gig economy in India and ensure the welfare of gig workers.

CHAPTER-4
PERCEPTIONS OF FREE LANCER ON GIG
ECONOMY

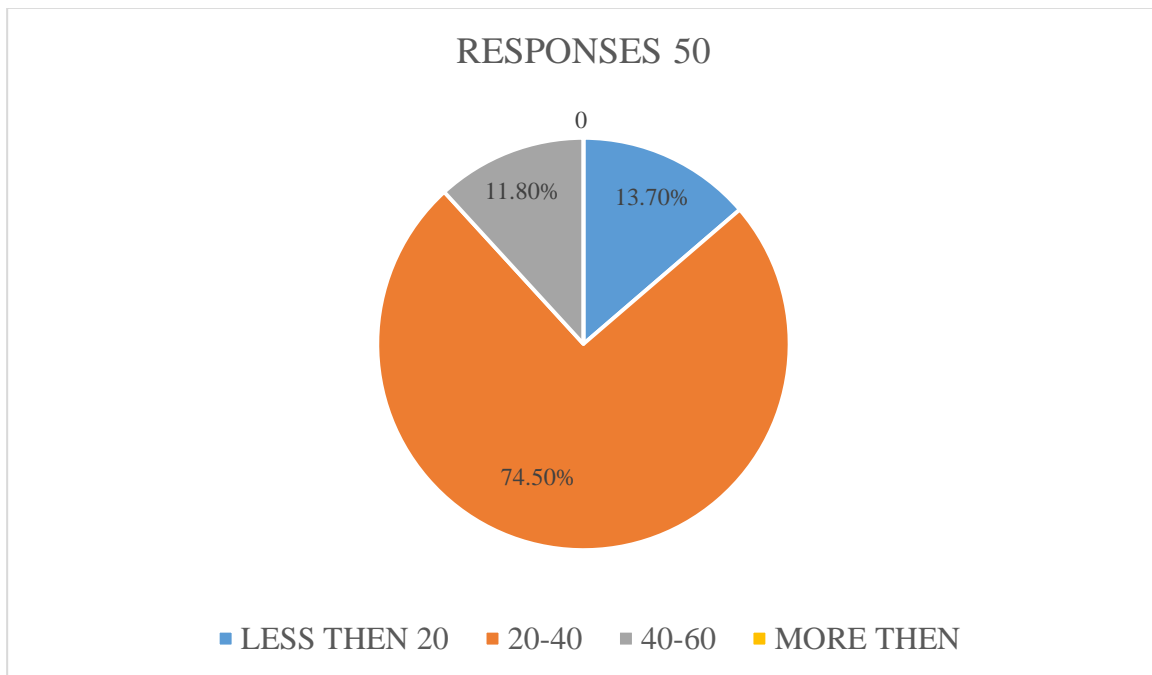
4.1 GENDER INVOLVED IN FREELANCING JOB:



INTERPRETATION:

The above pie chart shows the percentages of Male and female in the freelancing job. As per the above by chat we can interpret that male are more involved in freelancing job then the woman.

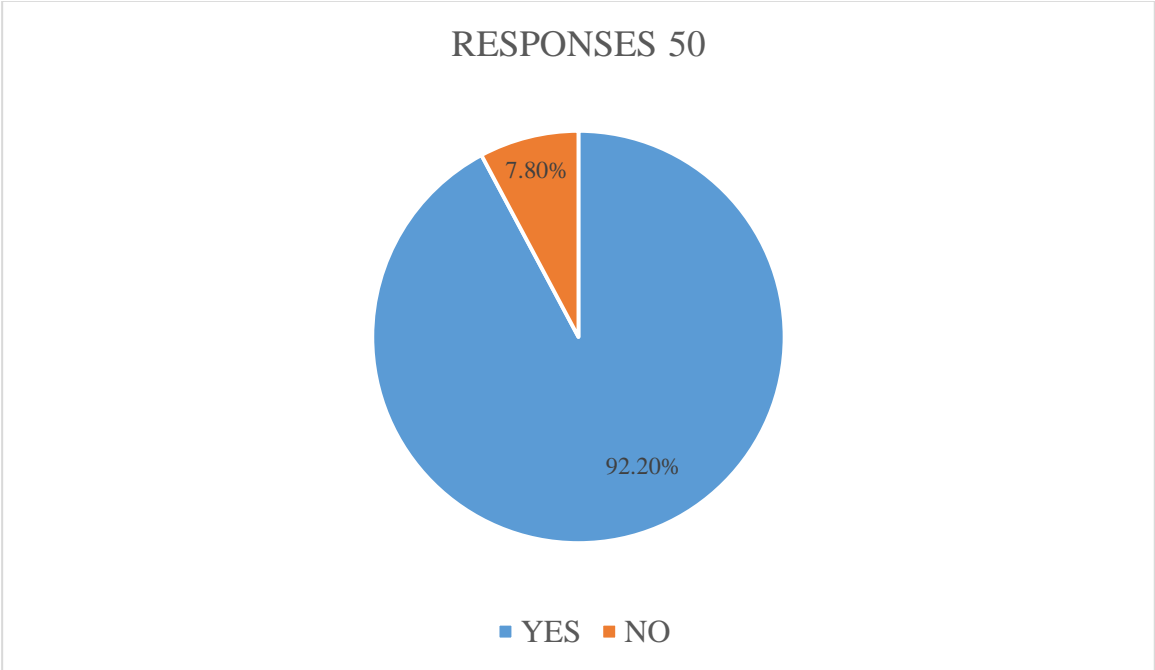
4.2 YOUR AGE GROUP IN FREELANCING JOB?



INTERPRETATION:

The above pie chart shows us which age group people are more working under freelancing job. As per the above pie chart we can interpret that 20 to 40 age group people are 74.5% more working under freelancing job while less than 20 age group people are 13.7% and 40 to 60 age group people are 11.8% are working under freelancing job.

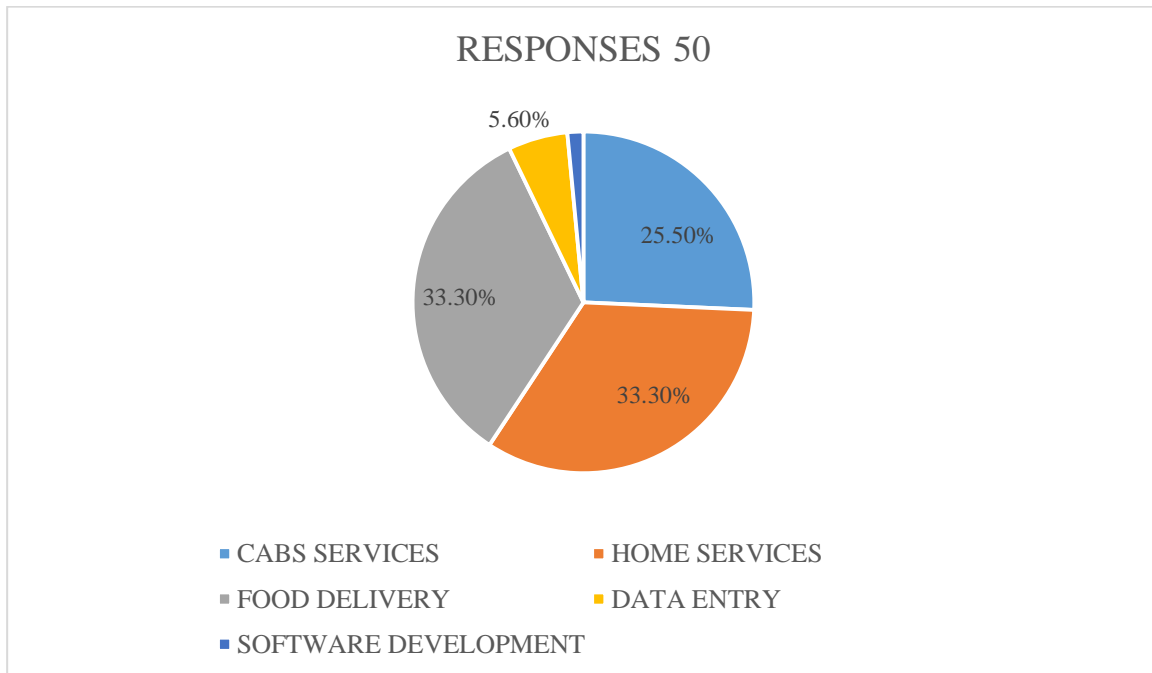
4.3 ARE YOU INVOLVED IN ANY FREELANCING JOB?



INTERPRETATION:

The pie chart shows us how many people are involved in freelancing job. As per the above pie chart we can interpret that 92.2% people are involved in freelancing job While 7.8% people are not involved in any freelancing job.

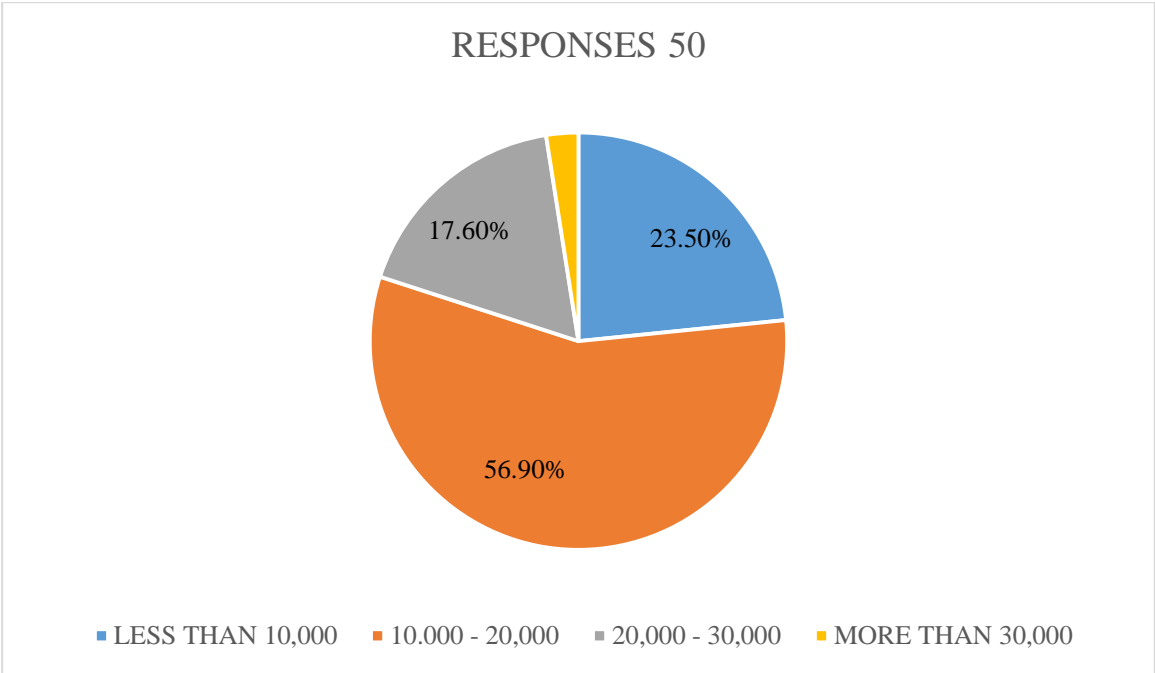
4.4 THE NATURE OF FREELANCING JOB YOU'RE INVOLVED IN?



INTERPRETATION:

The above pie chart shows as the nature of freelancing job people involved in. As per the about pie chart we can see that food delivery and home services are more Involved freelancing jobs with the same percentage 33.3% while cabs services are 25.5% and data entry jobs are with a 5.9% involved in freelancing job.

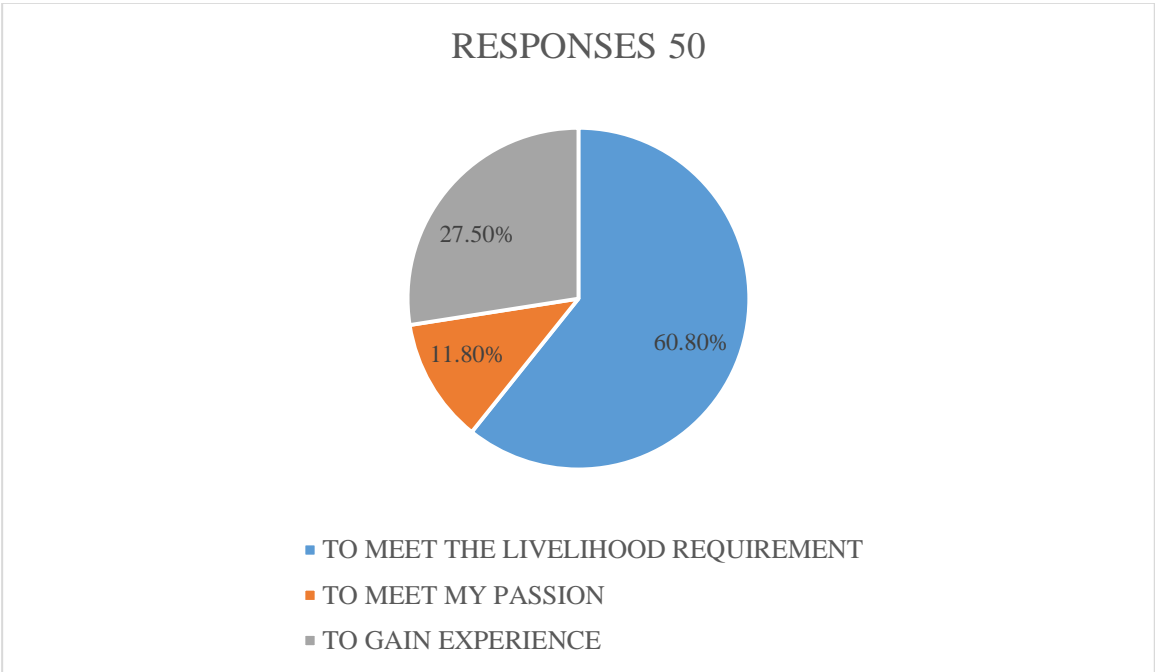
4.5 HOW MUCH YOU EARN A MONTH THROUGH FREELANCING JOB?



INTERPRETATION:

The above pie chart shows us how much a freelancing job worker earn a month. As per the above pie chart we can interpret that 10,000 to 20,000 earn workers are more involved in freelancing job while less than 10,000 earn workers are 23.5% And 17.6% workers are earn 20,000 to 30,000 in a month through freelancing jobs.

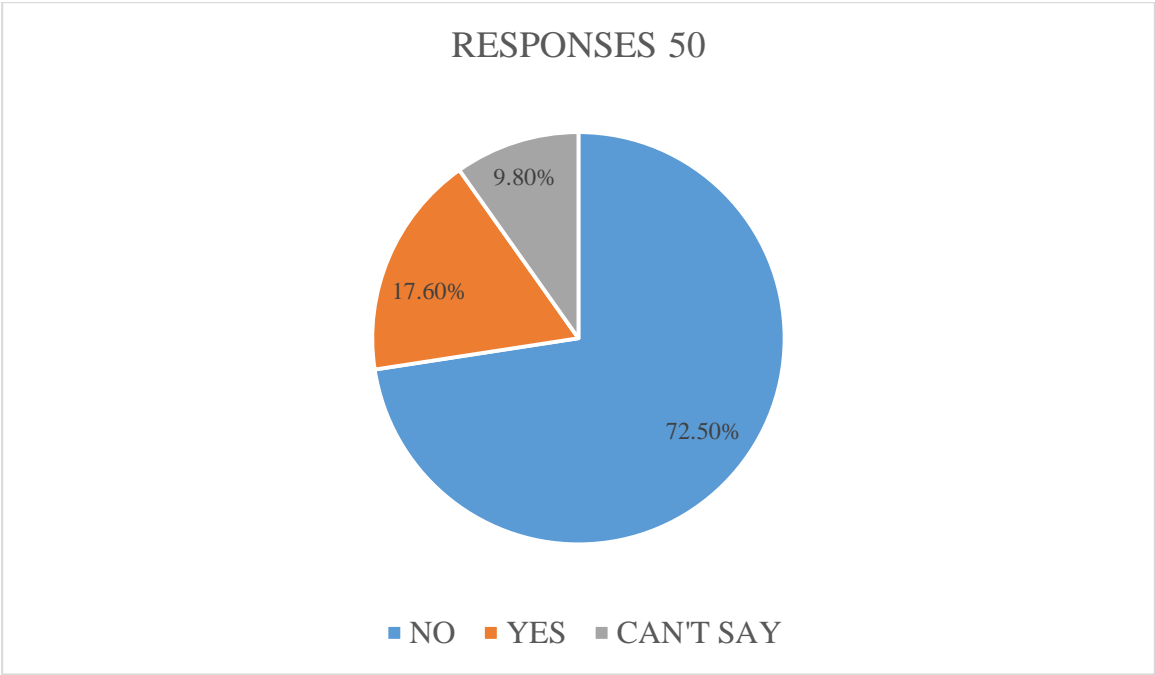
4.6 WHY DO YOU PURSUE FREELANCING JOB?



INTERPRETATION:

The above pie chart shows us for what reasons they pursue freelancing job. As per the above pie chart we can interpret that the most freelancing job workers pursue to meet their livelihood requirements with a 60.8% while to meet my passion are 11.8% and to gain experience were 27.5% . So, we can say that the most freelancing job workers are working to meet their livelihood requirements.

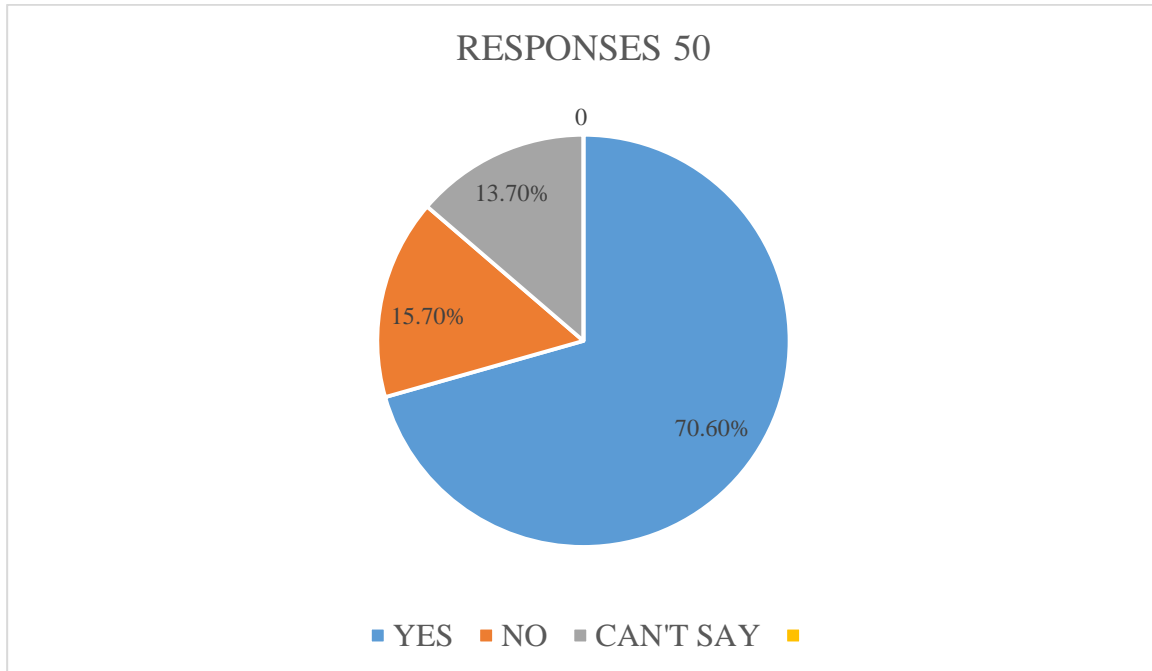
4.7 ARE YOU WILLING TO CONTINUE IN A PRESENT FREELANCING JOB DURING A LONG RUN?



INTERPRETATION:

The above pie chart shows us that how many freelancing jobs workers are willing to continue in a present freelancing job during long run. As per the above pie chart we can interpret that the 72.5% workers are not agree with that they want to continue in the long run in this present freelancing job while 17.6% are want to continue in a present freelancing job during a long run and 9.8% freelancing job workers are not sure to continue in a freelancing job during a long run.

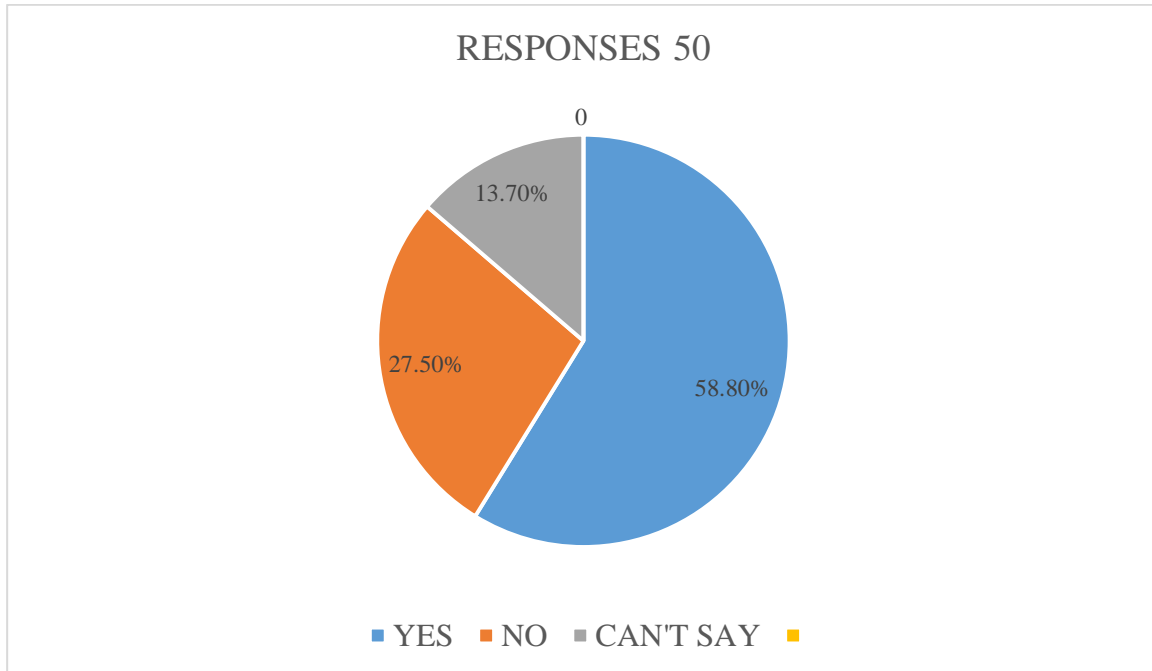
4.8 ARE YOU WILLING TO RECOMMEND THIS FREELANCING JOB TO YOUR FRIENDS?



INTERPRETATION:

The above pie chart shows us that the how many freelancing job workers are willing to recommend these freelancing jobs to their friends. As per the above pie chart, we can interpret that 70.6% freelancing job workers are willing to recommend their job to friends while 15.7% freelancing job workers are don't want to recommend their job to friends and 13.7% freelancing job workers are not sure to recommend their job to friends.

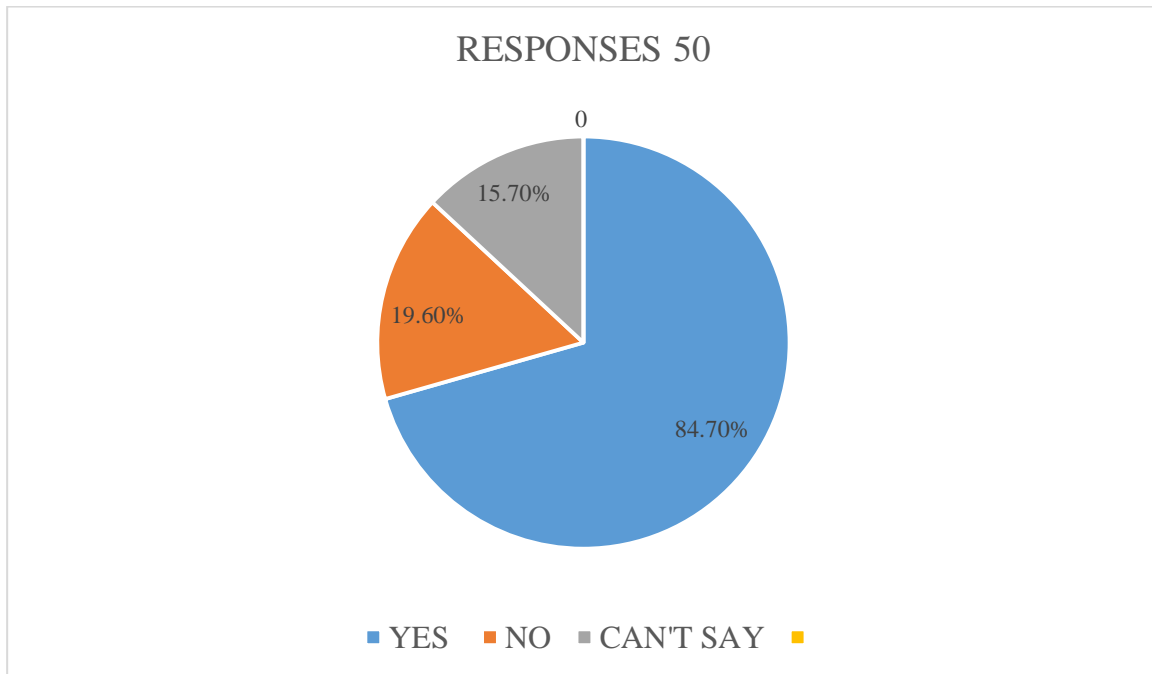
4.9DO YOU THINK THAT THE PRESENT FREELANCING JOB IS A VIABLE CARRIER OPTION?



INTERPRETATION:

The above pie chart shows us the opinions of freelancing job workers on whether their freelancing job is a viable career option or not. As per the above pie chart, we can interpret that 58.8% of freelancing job workers are agreed that it is a viable career option while 27.5% of freelancing job does not agree that is a viable career option and 13.7% of freelancing job workers are not sure that their job is a viable career option.

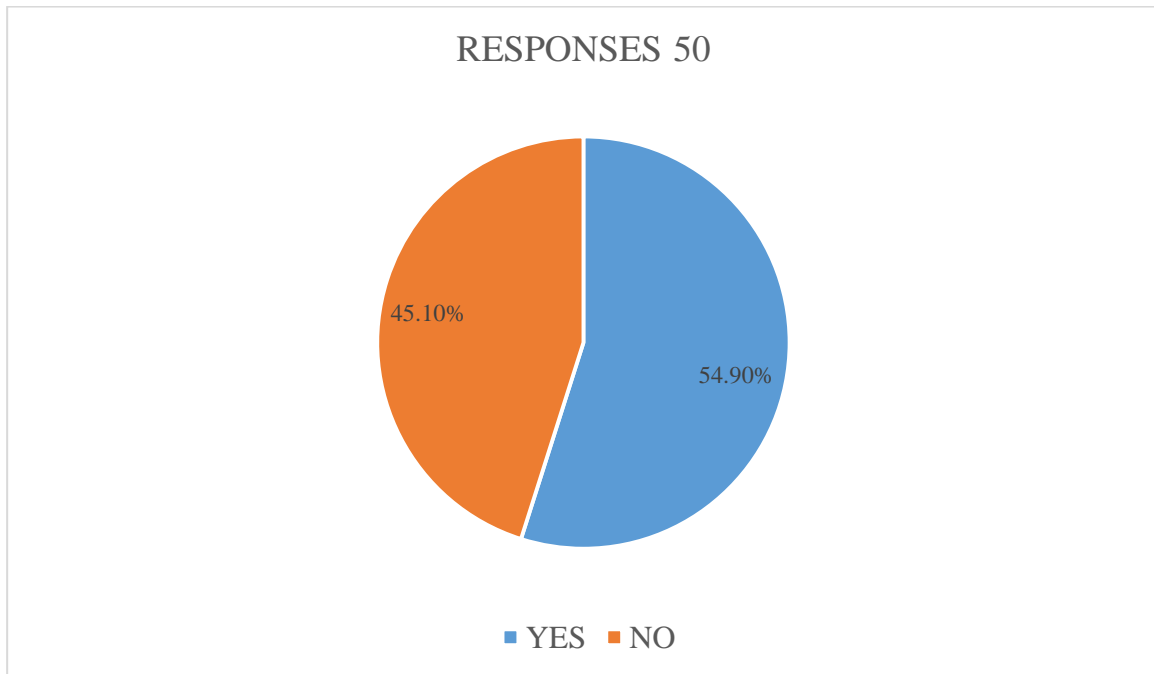
4.10 DO YOU THINK THAT THE PRESENT FREELANCING JOB PERMITS YOU TO REACH YOUR LONG-TERM OBJECTIVES?



INTERPRETATION:

The above pie chart shows us that the opinions on the present freelancing job permits you to reach your long-term objectives. As per the above pie chart we can interpret that the most freelancing job workers are agree with the statement that the present freelancing job permits to reach our long-term objectives with 64.7% while 19.6% freelance workers not agree with it and 15.7% freelance workers or not sure about it.

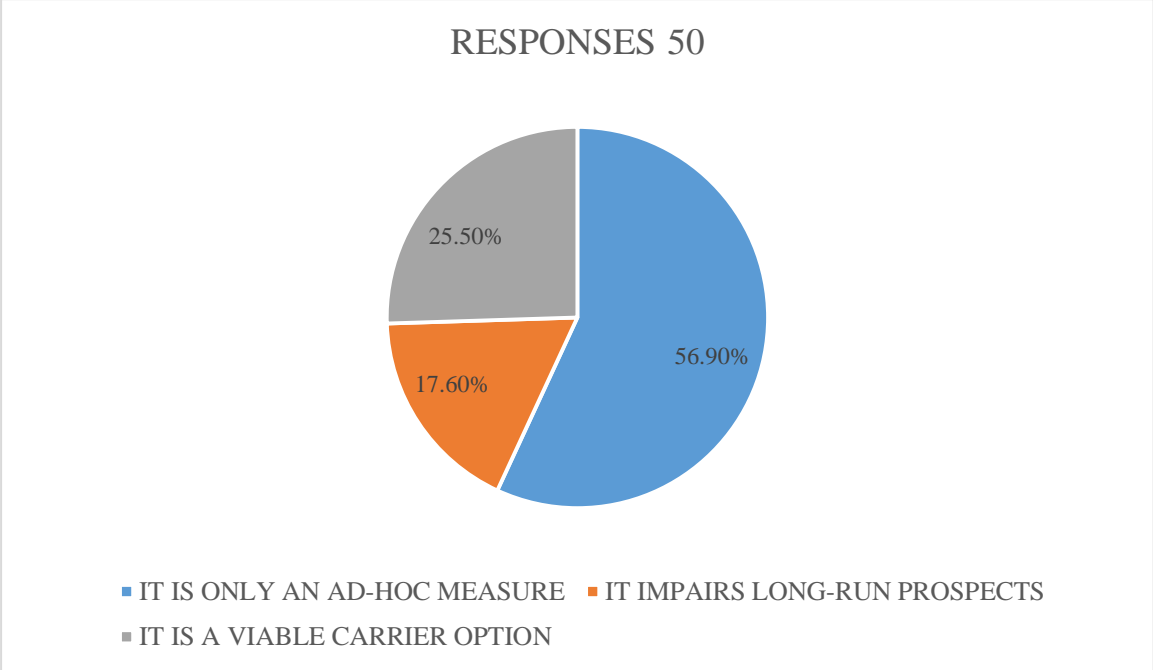
4.11 DO YOU PURSUE MORE THAN ONE FREELANCING JOB AT A TIME?



INTERPRETATION:

The above pie chart shows us that the opinions on how a freelance worker pursues more than one freelancing job at a time. As per the above pie chart we can interpret that the more than one freelance job workers are more than the only one freelance job doing workers.

4.12WHAT IS YOUR OPINION ON FREELANCING ECONOMIC CONDITIONS?



INTERPRETATION:

The above pie chart shows us that the opinion on freelancing economic conditions under freelancing job workers. As per the above pie chart we can interpret that the 56.9% freelance job workers are stated that it is only an ad-hoc measure while 17.6% freelance job workers stated that it impairs long-run prospects and 25.5% freelance workers are stated that it is a viable career option.

Chapter-5

Finding and conclusion

CONCLUSION

1. This project concludes from its primary data analysis that most of the respondents undertook freelancing jobs to meet their economic ends on temporary basis and do not wish to continue the same in long run, therefore the state should identify the threshold areas where freelancing jobs yields more income and promote Employment Opportunity therein.
2. The primary data also shows that most of the respondents have been pursuing more than one freelancing job simultaneously. It indicates the emergence moonlighting trends in Indian cities as well, therefore this project recommends to take a specific stand on the moon lighting trends either to encourage it or curtail it.
3. The review of this project followed by secondary data analysis enables to draw a conclusion that Government of India also proposed certain guidelines with respect to the regulations of freelancing but such guidelines are still found to be at rudimentary stage which the state should convert into a concrete policy.
4. The overview on unorganized economic conditions reveals that freelancing jobs are not continued to unskilled works alone, rather they were extended to C-suite jobs either. Therefore, the state should bring all kinds of freelancing jobs into the ambit of regulatory environment.
5. This project could find from the primary data and that most of the respondents engaged in freelancing jobs or below the age group of 40 years who feel it comfortable to shift their careers. Therefore, the state should identify the competence of freelancers and train them to induct such competence is into organized sector.

6. This project recommends that the income levels of freelancers must be considered and not the whole earnings to levy taxes, because the freelancers execute the work, the compensation of which also includes the cost components.
7. It is also concluded that earning potential under gig conditions is highly violated. Therefore, the freelancers are recommended to save sizeable portion of their income to meet the contingencies.
8. It is found from secondary data that there is very weak institutional mechanism to regular gig conditions across the world and so is the case with India therefore the state should attempt to strengthen its institutional setup this direction.
9. Finally this project concludes that gig conditions and freelancing jobs are unavoidable, as the present business models are highly disruptive and occasioning a shift in the job profiles, all that it requires is vigilance of the state to systematically promote a livelihood opportunity under gig conditions.