Society & Social Justice · GS - III

The expansion of the gig economy has created new employment opportunities but exposed workers to significant social and economic vulnerabilities. Examine the challenges faced by gig workers in India and suggest measures for ensuring their social security.

EXAM YEAR	PAPER	SUBJECT
DAILY PRACTICE 14/11/2026	GS - III	Society & Social Justice

MARKS	WORD LIMIT
10	~150 words

Answer Hint

Platform economy, informalisation of labour, employment flexibility, income insecurity, algorithmic management, occupational safety, social security, Code on Social Security 2020, welfare boards, portability of benefits.

Model Answer

Introduction

The gig economy has expanded employment opportunities through digital platforms in transportation, delivery and other services. However, flexible work arrangements often coexist with income uncertainty and inadequate social protection.

Major Challenges

Gig workers frequently face fluctuating earnings, long working hours, occupational hazards and limited bargaining power. Algorithmic allocation of work, ratings and unilateral account deactivation can create employment insecurity. Many lack adequate health insurance, accident coverage, pension benefits and paid leave.

Measures for Social Security

The Code on Social Security, 2020, recognises gig and platform workers and provides a framework for welfare schemes. State-level welfare boards can facilitate registration, grievance redressal and benefit delivery. Accident insurance, healthcare, maternity benefits and retirement support should be expanded.

A portable social-security system linked to worker registration can ensure continuity across platforms and states. Transparent platform policies, fair remuneration and effective dispute-resolution mechanisms are equally important.

Conclusion

India must balance innovation in the platform economy with decent working conditions and inclusive social protection.

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