



### DIMENSIONS IN LABOUR FORCE PARTICIPATION IN TEACHING GIGS

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#### **Abstract:**

*Teaching gig is the modern word for today's scenario of teachers. Teaching gig is very helpful for increasing the labor force in the teaching field but not by choice its acceptance. Teaching is a more preferred occupation as nursing, personal health care work and aganwadies. So teaching gigs somewhere create good opportunities for women but create lots of limitations for males. I can't say that teaching gig help full for direct increment in National Income but it give a platform for the high labor force and an increase in individual income and consumption power of teachers.*

**Keywords:** *Teaching gig, modern word, labor force, National Income, individual income, consumption power.*

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#### **Introduction:**

A Gig Economy is a free market system in which temporary positions are common and organizations hire independent workers for short-term commitments. If people being gig workers has allowed them to continue to advance their careers or at least keep their skills up-to-date and maintain relevant experience, whilst also balancing the demands of caregiving. The gig economy is called a Sharing economy. A Gig Economy has been started and the economy will shift in a new direction by creating employment. It is very helpful for increasing the per capita income of person. After the 2008 Global Financial crisis, many people were

unemployed or underemployed in developed as well as developing countries. As a result, many people joined several part-time freelance jobs, flexible jobs, mini jobs, and fixed contract jobs at that time people became familiar with the Gig Economy. There has been rapid growth in the gig economy to date and the traditional employment relationship is changing. But in India Gig Economy was boosted in the second phase of Covid 19. The gig economy is expected to grow fast further, making up a considerable proportion of the economy in years to come. The Gig Economy includes consulting and contractor arrangements, part-time jobs, temporary



assignments, freelancing, self-employment, side gigs, and on-demand work through platforms like Urban Company, Upwork, TaskRabbit, and MyMobiforce. The gig economy is very helpful for women's empowerment as women with on-demand work allow them to join and drop out of the workforce as per their own will.

While Gig workers can choose the profession they want to be associated with, the institute can manage costs by adjusting its flexible workforce based on the demand. India is currently estimated to have more than 15 million Gig workers engaged in projects in different fields of the gig economy. The expected size of the gig workforce by 2029-30 will be 23.5 million. That's 6.7% of the non-farm workforce. In the education sector, the expansion was from 66,000 to more than 100,000 by 2019-20. The retail sector saw an increase of 1.5 million Gig workers from 2011-12 to 2019-20, the transport sector 800,000, and manufacturing 400,000 during the same period<sup>1</sup>. (Associated Chambers of Commerce and Industry of India) There are challenges for Gig workers regarding remuneration, work satisfaction level, job security, stress for contractual work, etc.

**Teaching gig:** A teaching gig is a job that lasts a certain period, often the life of a project or as long as the institute has that specific need. It can be short-term and specific in length, or long-term and lasting as long as the need continues. In Teaching gigs including CHB faculty, Visiting Faculty, Ad hoc teachers.

Corona pandemic affected almost all sectors of the world. The education sector is not an exception to it. Especially, part-time, ad-hoc, and CHB faculties are badly affected and regular teachers became visiting faculty. Many of them had to manage online

learning, got reduced workloads, lost their jobs, and thus got into a stressful life. This pandemic was not good for the CHB faculties. Socio-economic life is badly affected during covid-19. Most of the colleges offered minimum lectures online to finish their syllabus. And even the regular workload was reduced during the pandemic. The regular earnings become more uncertain.

According to UNESCO Education Report 2021, in India there were a total 42 thousand of colleges, in Maharashtra 8558 colleges, in Mumbai 762 (the University of Mumbai Affiliated) and in Mumbai region total of 198 colleges (only commerce and humanities) are there. So the education sector can create a huge labor force and help to increase GDP. Teaching gig also creates good scenarios for economical activities but that is only for the short-term period.

Nowadays teaching has more casualization. The role of a teacher in education is very special and essential. They impart knowledge and create good generations. They bring a positive influence on the learners. Today, they are not counted as mere a teacher but named as external parents, mentors, counselors, role models, etc. Teachers, satisfied with their jobs and pay scale are motivated to contribute to the best of themselves and help in creating future citizens. Their services should not be overlooked rather provisions should be made to provide them with academic delight. Different colleges pay a different rates for hourly lectures.

The relationship between person engagement in the labor market and broader development outcomes is complex. Labor participation in India's Labor force is low and has been declining. UNDP, Confederation of Indian Industry, Wheebox,



PeopleStrong, AICTE (India) found that in 2014 women and men's workforce were 29% and 71%. but in 2021 – 22 it's become grown to 33% because of providing Gig Platforms to women, and for men was 67%, according to data men are not satisfied with gig economy. (Statista Research Department,2022) In reality, Gig Economy is not helpful for creating job security and life support remuneration because of worker commitment, ethical and security issues, lack of benefits, isolation etc.

### Advantages of Teaching Gig:

1. The advantages of a teaching gig include an increase in affordable and efficient services not to mention the flexibility that comes from a flexible working plan as well as convenience.
2. Teachers can involve in other part-time or full-time work with teaching Gig.
3. For lactating women teaching gig to give an economical benefit platform as well as complete our responsibilities also.
4. Teaching Gig reduce the paperwork also and time-saving job.
5. Good effect on health.

### Disadvantages of Teaching Gig:

1. Teaching gig include the lack of employment benefits such as insurance and paid leave days, lack of a routine for teachers which may affect mental health.
2. There is a slow development of careers.
3. Teachers may not always reach out to the students when needed.
4. There is a time limitation for teachers.
5. A single-earner teaching gig is not good because CHB or visiting post is only for a short period.
6. Teaching gig affect the socio-economic

condition of the teachers.

7. Institute not providing social and institutional support to teachers (CHB or Visiting)
8. Remuneration is very less.

### Review of Literature:

1. Kadam, 2018: in his article Financial Issue of CHB Professors “studies the problem of CHB professors’ remuneration, they are not able to earn a four-digit salary.”
2. Manisha Devne, 2022: In his article “Remuneration holds of professors on clock hour basis CHB in Maharashtra”, studied the financial problem of professors and Candidates offering their services to aided colleges on an hourly basis for very meager wages after clearing tough exams like NET-SET. If even that meager salary is not received even after the end of the academic session, it is serious.
3. Nurul, et.al, 2020: In their paper “Teaching in the time of covid-19: The challenges faced by teachers in initiating online class sessions”, studied problems faced by teachers in Malaysia and many initiatives introduced by the Malaysian government to support teachers. They worked on eight themes choices to conclude.
4. TNN, 2018: In the article "Conference to focus on CHB teachers’ issues”, studied the alleged low remuneration for teachers working on a clock-hour basis (CHB) in institutions of higher learning and the ban on recruitment of teachers among other issues will be raised
5. Sarfaraz Ahmed, 2018: In the article “New norms promising Rs18k PM to part-time teachers a sham”, studied norms not only increase unemployment among youth but also leave students without teachers and at several colleges,



no classes have been held so far as well as demanded that instead, the government allows us to recruit contractual teachers.

### Objectives:

1. To discuss the nature of work in private colleges and universities in the Mumbai region.
2. To explore the socio-economic problems of the teachers working in private colleges and universities in the Mumbai region.
3. To explore the impact of the Covid pandemic on women teachers working in private colleges and universities in the Mumbai suburban region.

### Methodology:

Primary data: The primary data is collected by observation of CHB teachers.

Secondary data The secondary data is proposed to be collected from the following sources: Relevant books and journals related to a research paper, theses, private journal publications, reports on real estate, and University websites.

### Limitation:

The study is about teachers working in colleges and universities as ‘Teaching Gig’ in the India.

### Conclusion:

In India 94% of jobs are unorganized, so the demand for teaching gig is increasing, labor participation is high but not by choice it's by force. Teaching gig is part of economic growth but only for short term. Institutes have to provide social and institutional support to the gig teachers. Teachers have to involve in many institutes because teaching gig give flexibility in workload.

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