



### GIG ECONOMY - INCLUSION OF UNORGANIZED WORKFORCE IN ORGANIZED SECTOR

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#### Abstract:

*The inclusion of the unorganized workforce in the organized sector has become a pressing issue in developing countries. This research paper investigates the challenges and opportunities for the inclusion of the unorganized workforce in the organized sector. The gig economy is a free market system in which organizations contract with independent workers for short-term engagements and temporary roles are frequent. Although the notion of the gig economy has been around for a long time, it has recently come under more attention due to the growing number of individuals who can access it via the Internet. The goal of this article is to highlight the challenges to developing nations posed by the fast expansion of the gig economy based on flexible forms of working relationships, as well as to make recommendations for the implementation of state policy as part of their leveling. Economic factors also play a role in the growth of the gig economy. Companies that cannot afford to recruit full-time staff to perform all of the work that needs to be done may frequently hire part-time or temporary personnel to handle busy times or specialized projects. On the employee side of the equation, people frequently discover that they must relocate or take numerous jobs to finance the lifestyle they desire. It's also usual for people to change occupations several times over their lives, thus the gig economy might be seen as a large-scale representation of this. There are some drawbacks to the gig economy notwithstanding its advantages. The gig economy trend can make it more difficult for full-time employees to advance in their careers since temporary workers are frequently less expensive to recruit and have more flexible schedules, even if not all firms are keen to use contractual staff. There is a shortage of workers in some sectors who want a traditional career path and the security and stability that go along with it.*

**Keywords:** *Gig Economy, Unorganised Labour, Organised Sector.*

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#### Introduction:

##### Gig Economy:

Due to people's desire for flexible lives and the increased ability of the labor force to meet these needs, the gig economy may be advantageous for consumers, businesses, and employees. However, the gig economy may suffer if long-standing consumer and business ties break down. In a gig economy, many people hold down

part-time or temporary jobs or work as independent contractors. A gig economy produces more efficient and reasonably priced services like Uber or Airbnb for those who are prepared to use them. People who don't use modern resources like the Internet might not be aware of the advantages of the gig economy. Cities are typically where you may find the most innovative services and where the gig economy has been most widely adopted.



Any employment, which includes a vast range of vocations, is a job. Work might be everything from food delivery, driving an Uber to coding, or writing freelancing. In contrast to academics on the tenure track or having tenure, adjunct, and part-time lecturers are contract workers.

### Factors behind the Gig Economy:

Forecasts state that by 2021, up to one-third of the workforce in America, which is rapidly establishing a gig economy, will already be engaged in gig employment. Because these occupations permit independent contracting work and many of them don't require a freelancer to report to an office, it is anticipated that the number of people employed in this sector will rise. Part-time and remote jobs are far more common among gig workers. Employers are not required to base hiring decisions on a candidate's residence, allowing them to select from a larger pool of candidates. Additionally, technology has advanced to the point that computers may either replace human workers or permit them to carry on with their current professions.

The development of the gig economy is also impacted by economic difficulties. Employers generally use temporary or part-time labor to cover busy times or specialty projects when they are unable to afford to recruit enough full-time employees to complete all the work that needs to be done. People frequently discover they must move or hold down numerous jobs to finance the lifestyle they desire on the employee side of the equation. The gig economy can be seen as a wide representation of how frequently people change employment during their lives, which is also typical. To make ends meet in 2020, people whose jobs had been abolished turned to contract and part-time labor, while the gig economy exploded in growth thanks to gig workers.

### Criticism of the Gig Economy:

The gig economy has many disadvantages despite its advantages. Though not all firms favor hiring contract

workers, the gig economy trend may make it more difficult for full-time employees to develop their careers. This is so because temporary employees often cost less to acquire and have more flexibility with their schedules. Workers who want a typical career path and the stability and security that come with it could be hard to find in some areas. Because gig employment is so flexible, some employees may struggle with daily routines, sleep cycles, and work-life balance. Because many employees are expected to be accessible whenever jobs are offered, regardless of their other commitments, and to constantly search for new responsibilities

In reality, gig economy workers behave more like entrepreneurs than traditional employees. Even though this may provide the individual worker with more options, the stability of permanent employment with regular pay, benefits, including a retirement account, and a daily schedule that has defined labor for centuries is steadily eroding. Last but not least, long-term relationships between employees, employers, clients, and vendors may suffer due to the fluidity of gig economy transactions and interactions. Long-term relationships may cause the advantages of routines based on trust and familiarity with clients and employers to be lost. No one wants to spend a lot of money on a partnership that will end as soon as the next contract is offered. In reality, gig economy workers behave more like entrepreneurs than traditional employees. Even though this may provide the individual worker with more options, the stability of permanent employment with regular pay, benefits, including a retirement account, and a daily schedule that has defined labor for centuries is steadily eroding. Last but not least, long-term relationships between employees, employers, clients, and vendors may suffer due to the fluidity of gig economy transactions and interactions. Long-term relationships may cause the advantages of routines based on trust and familiarity with clients and employers to be lost. No one wants to spend a lot of money on a



partnership that will end as soon as the next contract is offered.

### **Benefits of the Gig Economy:**

There is a lot of promise in the gig economy for both employers and employees. A business has access to a large pool of potential employees. If the competence turns out to be insufficient, there is no guarantee that the person will stay on staff and there are no problems with firing them. Additionally, when it becomes increasingly challenging to recruit full-time workers, companies may turn to the gig economy to fill positions. Additionally, since firms are not compelled to cover benefits like health insurance, using gig workers may be more cost-effective. For workers, the gig economy offers the ability to complete a variety of jobs, the freedom to work from anywhere, depending on the occupation, and flexible schedule.

### **Importance of the Gig Economy in the Unorganized Sector:**

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#### **1. FLEXIBILITY:**

Unlike traditional employees, gig workers have the freedom to choose the tasks they take on, as well as the times and places they work. It is simpler to juggle the responsibilities and schedules of both a job and a family when working from home. You may choose to keep your

full-time job as is, but never moan about your predictable burden. In the gig economy, your teammates will do whatever it takes to work for themselves.

#### **2. INDEPENDENCE:**

Workers in the gig economy frequently enjoy nearly limitless freedom to complete their jobs whenever and however they see fit.

#### **3. VARIETY:**

There is a wide variety of activities and clients every day to keep the work exciting, it encourages gig workers to be more passionate and creative about their work. It is totally up to you how exciting or boring you want your day to be.

#### **4. MODEST PAY:**

Gig workers are frequently required to lower their fees to land a job, at least to a level that makes them a more attractive prospect than their rivals for the same task, without the protection of minimum wages, unions, salary scales, and health insurance. The gig economy is not a genuine answer to securing your financial future. The concept of doing freelance work to supplement your full-time career may seem enticing, but it is not as simple as it looks. Most individuals are unaware of the amount of work required to secure financial stability through the gig economy.

#### **5. NO BENEFITS:**

There are incredibly few gig jobs that offer retirement or health benefits of any kind. Even while some long-term contracts may have modest benefit packages, this is uncommon.

#### **6. TAXES AND EXPENSES:**

Contract gig workers are not considered to be "employees" by law, therefore their employers are not required to deduct income tax or EPF payments from their paychecks. Consequently, gig workers need to set away their resources as a safety net and make projected tax payments. Additionally, the majority of gig workers are in charge of purchasing their work-related vehicles, laptops, and smartphones. While some of these costs can



be written off against taxes, not all of them can.

### 7. STRESS:

An unfavourable trade-off for the greater flexibility of gig labour is that all of the above, as well as the necessity to continually seek their next engagement and deal with changes in their present contract, can lead to higher stress.

#### Challenges of the Gig Economy:

Despite the number of gig workers growing daily, these gig workers face several obstacles in their quest for consistent access to high-quality work and projects. First, legislation addressing gender disparities while applying for gigs on internet gig platforms is lacking (Barzilay & Ben-David 2016).

Second, there is a lack of official support and a framework for fostering environments that are favourable for high-quality projects and work, worker protection, and access to benefits offered by traditional jobs (Donovan et al., 2016). There is a significant problem and the need for new labor models as a result of the rise of the gig economy and online talent portals, which have given a new definition to "jobs," employees, and employers that do not fit inside the parameters of current labor regulations (Horney, 2016). As is evident in the scenario with Uber in the UK, people working in such positions are referred to as self-employed or microentrepreneurs and are not eligible for the advantages enjoyed by normal workers (Lusher, 2017). The long-term requirements of the workers were significantly jeopardized by this new business model.

Given its flexibility, the short allocation model is considered less reliable and highly exploitable even if it guarantees a flow of funds (CIPD Report, 2017). It is difficult to determine a person's creditworthiness because there is no assurance of a consistent income for gig workers, which is another issue. Due to the lack of a social safety net for the jobless in the Indian setting, this issue is significant. (Vaidyanathan and Bose, 2017) Legal tangles and disputes may result from issues with

intellectual property and confidentiality. These make the already murky relationship even more complicated. Data privacy protection and acquiring intellectual property rights for the goods and services provided by freelancers present significant challenges for businesses. Since there is no "non-compete" clause in informal employment contracts, the freelancers may be simultaneously working for numerous rival companies, endangering the interests of the business. In light of this, it may be risky to hire someone temporarily and provide them access to sensitive data

#### Review of Literature:

The gig economy is defined as "a form of working that is centered on people having temporary employment or completing several bits of labor, each paid independently, rather than working for an employer" by Cambridge Dictionary (2020). According to a research study, it is a new manifestation of Taylorism in the form of micro-fragmentation of the labor market based on gig work or extremely transient micro-tasks

Additionally, globalization and computerization resulted in the creation of well-known platforms for finding gig labor (such as Upwork, Amazon Mechanical Turk, Uber, TaskRabbit, etc.), spreading the gig economy around the world. 2015 (Aloisi). "People in impoverished nations now have access to customers in affluent countries," thanks in large part to digital sourcing platforms. The gig economy's contribution may not be huge compared to the traditional economy, but it nonetheless generates an estimated 1.3 trillion in revenue and employs 53 million people

(Meijerink & Keegan, 2019). Previous studies have looked at the economic well-being of digital workers in sub-Saharan Africa and south-east Asia and have emphasized the problems they face, such as lack of bargaining power, inclusionary economic policy, and the inability to improve their skill set to participate more actively in the global workforce supply chain of the gig economy (Graham et al., 2017). According to recent



research, the gig economy is constituted of three actors: gig workers (also known as independent contractors or freelancers), customers who make requests, and platform intermediaries. While there is no formal employment contract between gig workers and customers, the intermediary digital platform is essential for managing human resources and assuring project completion and payment processes

(Graham et al., 2017). Previous research stated that gig workers should increase their competence through certifications to compete in this market. At the same time, the sector should be supported by solid regulatory measures and democratic control over digital platforms. Additionally, the gig economy disruption brings about several significant shifts and trends in how gig workers manage their personal and professional life in the new work environment.

The necessity for a blended workforce in the post-COVID era—a shift from a homogeneous workforce to a heterogeneous workforce comprising full-time employees working alongside gig workers connected through digital platforms—was conceptually examined in this study. We created propositions that anticipate that in the future, the alignment of multilateral activities of gig workers with a permanent workforce will be used to address the needs of short-term specialized skill sets and scalable operations while creating a fair balance through a flexible and agile workforce. These propositions drew on the concepts of various talent management functions. We expect that future studies will continue to examine the different facets of the framework necessary to assist gig workers and organizations in light of its theoretical and practical value

### Research Methodology

#### Objectives:

1. To learn about the precise requirements that support the integration of employees in the gig economy.
2. To research the protection of gig workers' privacy and safety.

3. To learn whether gig workers receive any social security and job benefits.

#### Methodology:

The data collected for this research is based on secondary sources, meaning it was obtained from previously published sources rather than collected first hand.

#### Significance of Study:

A study on the inclusion of unorganised labour in the organised sector of the gig economy is significant because it has the potential to provide insights on how to bridge the gap between the two sectors. The gig economy is rapidly expanding, and a large portion of its workforce is made up of individuals from the unorganised sector. By looking into ways to incorporate this workforce into the organised sector, The study could lay the groundwork for more stable and secure employment opportunities for gig workers, as well as ensuring they receive the same benefits and protections as other workers. Furthermore, the study could help to identify the potential benefits and challenges of this inclusion, as well as provide recommendations for policymakers and organisations seeking to create a more inclusive and equitable gig economy.

#### Limitation of Study:

The potential lack of comprehensive data on this topic is one limitation of this study on the inclusion of unorganised workforce in the organised sector of the gig economy. Because the gig economy is a new phenomenon, official data on the number of unorganised workers transitioning to the organised sector may be limited. This could result in incomplete or inaccurate analysis and conclusions. Additionally, there may be challenges in defining and categorizing unorganized workers, further complicating data collection and analysis.

#### Finding and Analysis:

##### India's Informal Labour Market Structure:

The term "informal worker" refers to a worker without a documented contract, paid time off, health benefits, or





social security. Table 1 depicts the formalization of the workforce from 2011–12 to 2017–18. The unorganized sector employs 83% of the labor force, compared to the organized sector's 17%. In the economy, there are 92.4% of undocumented, unpaid leave, and other benefits employees. Compared to the 17% employed by the organized sector, 83% of the labor force is employed by the unorganized sector. Employees who are illegal, on unpaid leave, or receiving other benefits make up 92.4% of the workforce. The amount of outsourcing is indicated

by the 9.8% of informal employees in organized industries. These may be the contract employees. The share of employment in the unorganized sector climbed by 3.6 percentage points in 2017–18, while the share of employment in the official sector increased by 0.9 percentage points. The percentage of formal employment has increased. This further demonstrates the government's attempts to give social protection to employees in the unorganized sector.

**Table 1: Total Employment Distribution (%)**

WORKER:	2011-12			2017-18		
	UNORGANISED:	ORGANISED:	TOTAL:	UNORGANISED:	ORGANISED:	TOTAL:
INFORMAL	82.6	9.8	92.4	85.5	5.2	90.7
FORMAL	0.4	7.2	7.6	1.3	7.9	9.3
TOTAL	83.0	17.0	100.0	86.8	13.2	100.0

Source: Calculated using NSS 68th unit level employment and unemployment data for the years 2011–12 and 2017–18 and the Periodic Labour Force Survey.

### Data Sources for the Indian Economy's Unorganized Sector:

Land use statistics, area and production of major crops, and cost of cultivation studies are the primary data sources for agriculture used in estimating national revenue. The revenue department's statistics on land use are available. The Ministry of Agriculture gives crop-wise production estimates based on state government-conducted crop-cutting tests. Cost of cultivation studies include details on inputs including seed, diesel, power, animal feed, and repair and maintenance of agricultural equipment. Data on state-level usage is, however, more trustworthy when it comes from the Central Electricity Authority of India and the Indian Fertilizer Association. Data on crop output is also provided by several boards, including those for tea, coffee, and rubber.

The dependence on surveys is unavoidable given the size of the nation and the existence of such a sizable informal sector, as described above, and the frequency of such surveys that can be made accessible each year is similarly constrained. Therefore, surveys that typically

have a 5-year gap between them are used to cover the non-agricultural unorganized sector component.

The major sources of data are:

- 1] ENTERPRISE SURVEYS
- 2] EMPLOYMENT UNEMPLOYMENT SURVEYS.

#### • Enterprise Surveys:

The non-agricultural survey of the unincorporated sector is limited to cooperatives, public sector businesses, and unincorporated businesses not registered under the Companies Act of 2008. It gathers data on production, intermediate consumption, value-added, and additions to the capital stock. Workers are covered in a multi-stage home sample strategy.

Enterprise surveys measure value added per worker, labor input, and value added per enterprise, and record organized segments of businesses by geography and kind.

#### • Employment Unemployment Surveys:

The NSS surveys are stratified randomly in two stages: designing a sampling that includes the entire nation to get data from homes. The head of home provides



information about the family members about employment, education, and gender. Data on employment terms is also gathered. Persons are categorized into different activity groups based on the activities they undertook during specific reference periods. The current weekly status approach, current daily status approach, and normal status method are the three approaches used.

The standard status technique assesses a person's activity status using a one-year reference period. Labor force indicators such as LFPR, WPR, and unemployment rate are derived in the usual status, usual status + subsidiary status, current weekly status, and current daily status. People's activity involvement is dynamic and multifaceted, so key surveys are used as references.

(1) Unincorporated Non-Agricultural Enterprise Survey in India, 67th round, NSSO 2010–11 unit level data, Ministry of Statistics and Program Implementation, Government of India. New Delhi

(2) NSSO Ministry of Statistics and Program Implementation 2011–12 unit level statistics, 68th round, Employment Unemployment survey. Government of India. New Delhi

### Concerns with the Unobserved Economy:

Activities that are clandestine, illegal, in the informal sector, or carried out by families for their exclusive use are most likely to be unobserved..

1. Informal employment in India is prohibited, but gambling is a state-regulated activity. Gambling is a significant industry, estimated to be worth billions. The National counts are not modified, and households engage in only forestry, fishing, and agriculture for their consumption. The ultimate use of the household includes the output of own account capital production. A time usage survey is being done, which may reveal additional activities not currently taken into consideration by socioeconomic activities..

### Challenges and Future Directions:

More than 50% of the GVA is made up of the

unorganized sector of the economy, which presents various difficulties. The businesses in the unofficial sector are dynamic by nature. Enterprises are also born and die extremely quickly. It is challenging for policymakers to execute appropriate policies given the survey findings offered by the system, which is conducted only every five years.

1. The NSO started conducting annual surveys of the unincorporated sector and sporadic surveys of the labor force to address the aforementioned issues. This would make it possible to create yearly National Income estimates based on the most recent data.
2. If deemed appropriate, it would use the labor input technique of calculating GVA or the effective labor input method, which would call for estimating coefficients on an annual basis rather than fixing them for a period of five years as they are currently.
3. Additionally, the Goods and Services Tax has had an effect on businesses in the unofficial sector. In 2017–18, the GST was implemented. If and only if the input provider uploads the invoices indicating the supply on a matching basis to offset the input tax credit, the system enables corporates and other companies to claim the taxes paid on inputs. The informal sectors are typically left out and are barred from doing business with major corporations since they are not required to register themselves under the GST system due to the turnover of their businesses. To conduct business with major corporations, some businesses do register themselves with the GST system.
4. Over 12.5 million businesses are presently registered with the goods and services tax network. Monthly filings are required of businesses paying GST. In addition to tax information, businesses must also submit records on their annual revenue, their business activities (such as manufacturing, selling, or providing services), and the likely goods they are dealing in (based on HS classification). Additionally, there is a plan to triple-check the information that



businesses provide to the Income Tax, Ministry of Corporate Affairs, and GST. These would provide the essential residual adjustment factors for the unorganized sector at the macroeconomic level as well as at the activity or product level.

5. Currently, the National Accounts Division may utilize corporate sector data to create yearly accounts. For the new series, the Ministry of Corporate Affairs is making this information available for more than 0.7 million enterprises.
6. The measuring of the informal sector's contribution must take into account the usage of AI and big data.
7. Due to the decentralized nature of the Indian statistical system, quality standards should be set for all significant statistical output both horizontally and vertically. All Central Ministries and States were advised to evaluate the quality of their statistical products by mapping them with the quality parameters as per the template of the National Quality Assurance Framework (NQAF) in the Guidelines on National Quality Assurance Framework published by the Ministry of Statistics and Programme Implementation (MOSPI) in April 2018.
8. The MOSPI divisions for national accounts, survey design and research, and price statistics have received ISO 9001: 2015 certification. To meet recognized criteria, other divisions are also working hard.

### Government Measures:

The Narendra Modi administration is attempting to control India's burgeoning gig economy by including thousands of employees of ride-hailing services and food delivery companies under a social insurance program. This move is part of the government's new "Code on Social Security" and could cause a stir among the titans of the gig economy.

The Code on Social Security for unorganized workers states that the Central Government may formulate and notify suitable social security schemes for gig workers and platform workers on matters relating to life and

disability cover, health and maternity benefits, old age protection, and any other benefit as may be determined by the Central Government. The scheme must include provisions for the way the scheme will be administered, the agency or agencies that will carry out the administration, the function of aggregators within the scheme, the sources of funding for the scheme, and any other matter that the Central Government may deem necessary for the effective administration of the scheme. Drivers and delivery men labor in India's tech-enabled gig economy, which is now mainly unregulated. Companies in the gig economy have based their operations on low-cost, independent labor that does not provide social security, insurance, or other benefits.

The gig economy is a form of employment where employees accept temporary employment or freelancing jobs and are compensated for the gigs they complete. It is responsible for creating 56% of new jobs in India, including for white-collar and blue-collar workers. Californian lawmakers have enacted a landmark bill that would force gig economy workers to be categorized as employees rather than contract workers, which has been branded a "fraud" by the Centre of Indian Trade Unions (CITU).

### Conclusions & Recommendations:

The gig economy complements the traditional brick-and-mortar economy by creating markets to exploit spaces that have remained inaccessible. The paper explores the drivers of the gig economy phenomenon and discusses its implications for labor productivity, employment, income distribution, and corporate strategies. As a case in point, we propose the hypothesis that the economics and the availability of ICT infrastructure moderate the supply of gig labor. We find that ICT infrastructure plays a pivotal role in the spread of the gig economy. We find that such global reach does not result in wage equality despite its capacity to link employees across national boundaries. Instead, we discover evidence of widening





wage gaps between low-skilled and highly-skilled gig workers, suggesting that the phenomenon has diverse effects on the various skill levels. Businesses in industries including transportation, health, education, personal services, and the gig economy have led to the displacement of brick-and-mortar labor at its crossing points with the conventional economy. Given our findings concerning the disparities in benefits between activities and skill classes in the gig economy, governments should consider the most suitable regulatory or tax initiatives. The decision-makers must also create interventions to meet the requirements of these displaced people through retraining or by providing them with new job prospects.

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- Author links open overlay panel Rune Elvik, Highlights The risk of falls inside a public transport vehicle is 0.2–0.3 per million passengers Emrick of falls when alighting or boarding a public transport vehicle is 0.8–1.7 per million passengers. Estimates of risk are highly uncertain. and Abstract Research Problem. This paper reviews and summarises studies of the risk of non-collision injuries to public transport passengers. Non-collision injuries include injuries when boarding or alighting and falls onboard as a result of e.g. sudden braking (2019) *Risk of non-collision injuries to public transport passengers: Synthesis of evidence from eleven studies*, *Journal of Transport & Health*. Elsevier. Available at: <https://www.sciencedirect.com/science/article/pii/S2214140518306261> (Accessed: April 10, 2023).
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*The spread of Gig Economy: Trends and effects.*

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