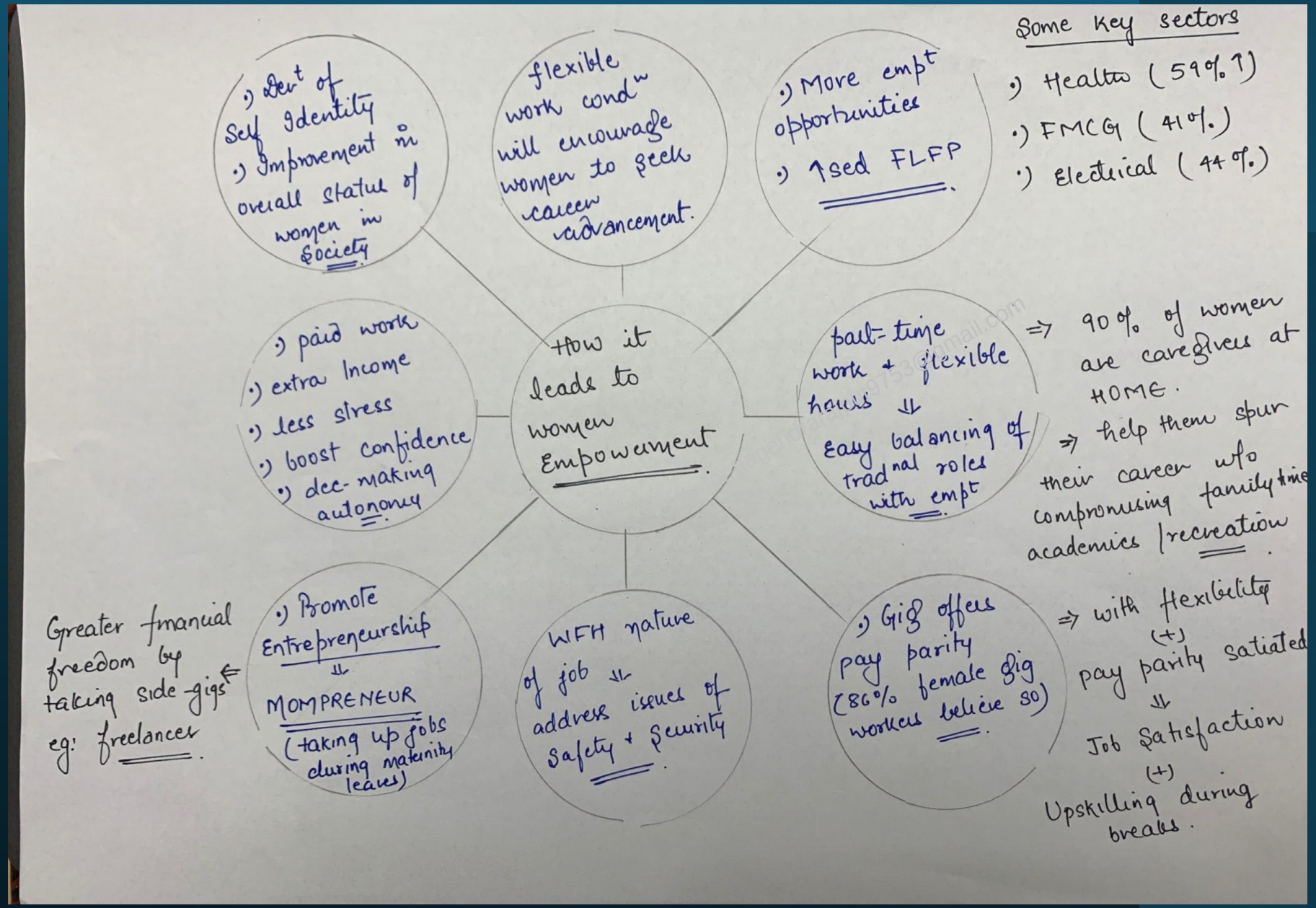
TRODUCTION :- •) Define 'Gig Economy'.

Acc. to WEF, "Gig-economy involves the exchange of labor for money b/w Individual or company via digital platforms. It actively facilitate matching b/w providers & customers on short-term (OR) payment-by-task basis".

Acc. to WEF, characteristic feature of 'Gig-economy' is its focus on work-force participation & income-generation via gigs (ie single project / task for which worker is hired).



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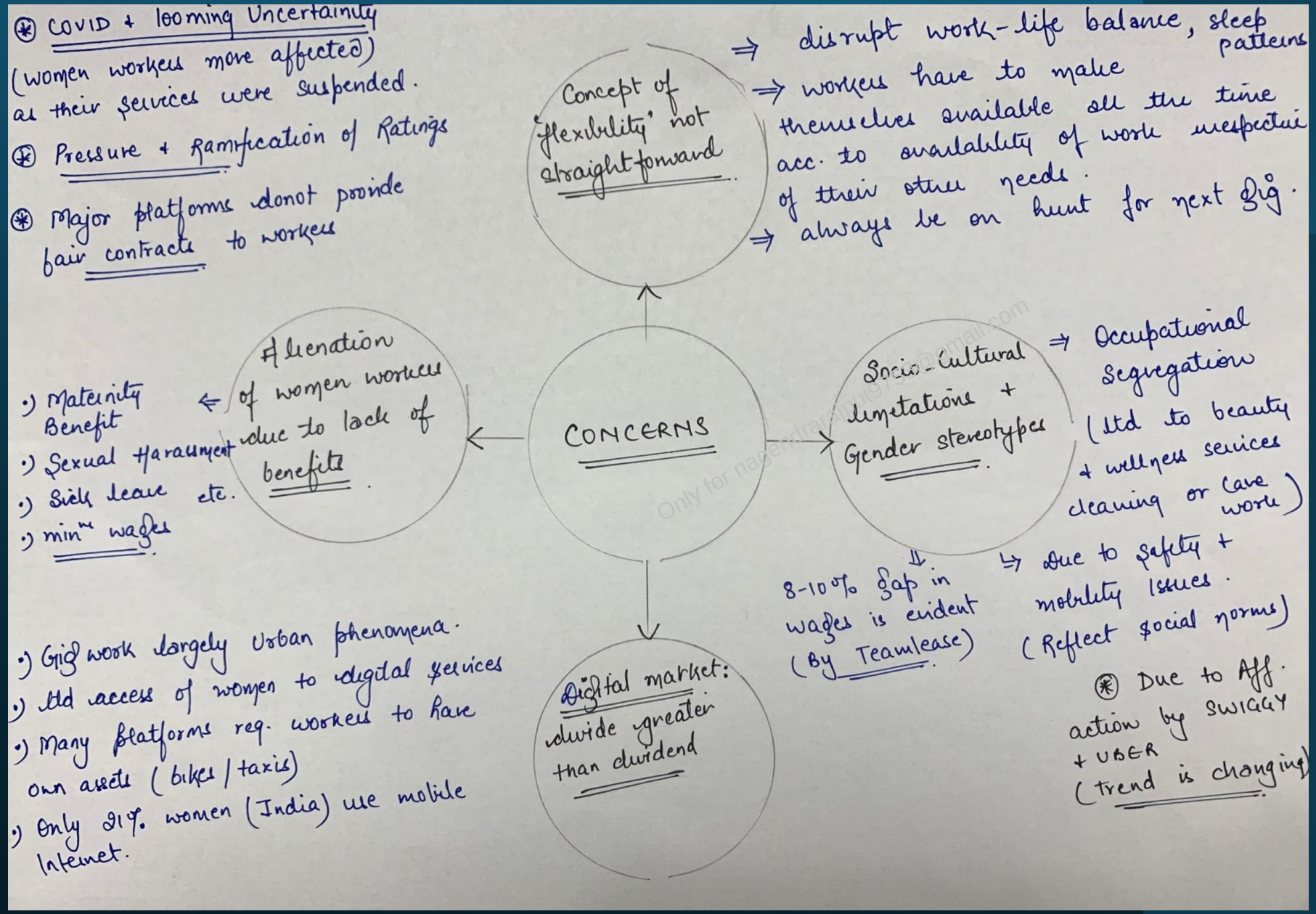

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CONCLUSION :- Despite limitations, Gig economy has potential to create gender parity in empt & hence not only ensure women empowerment but also overall growth of Nation.

Report By : BOSTON Consulting Group & Michael & Susan Dell foundation stated Gig-economy = Service upto 90 mn jobs in non-farm economy
⇓
Contribute Incremental 1.25% to India's GDP.

Mckinsey Global Institute : India's GDP ↑se by $0.7 tn.
If women LFP ↑se by 10% by 2025.

Hence, Create a Securer Gig-economy. (Code of Social Security 2020).
Provn for re-skelling to ensure better absorption of women.
address Issue of digital illiteracy.

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Women in Workforce

Key Data and Facts

As per **Periodic Labour Force Survey** (2022-23), Women participation has increased from 23.3% (2017) to **37% (2022-23).**	**Wage disparity:** men in India capture 82% of labour income (World Inequality Report 2022)

Reason behind Low Participation of Women in Work Force

Family responsibilities and the need to conform to social norms.	Women participation in workforce discouraged with the rise of household income	Lack of **opportunity** as a higher percentage of males compared to females have received vocational/technical training	Gender based **discrimination** at workplace like low wages, sexual harassment, etc.	**Digital divide** (only 35% women use internet)

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Importance of Women in Work Force

Gender equality would increase India's annual **GDP growth** by 1.4% (McKinsey report)	Women's **decision-making** power in the household is more if they are employed (NFHS)	Improvement in **social indicators** like Infant Mortality Rate (IMR), Maternal Mortality Rate (MMR) etc.	A younger women workforce could help India reap the benefits of **demographic dividend.**	Parity with Other Countries and achieving Global Commitment such as **SDG 1** (No Poverty), **SDG 5** (Gender Equality), etc.

Initiatives to promote women in workforce

Maternity Benefit (Amendment) Act, 2017	Code on Occupational Safety, Health and Working Conditions (OSH), 2020	Code on Wages (2019) prohibits discrimination on the ground of sex	Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 **(POSH)** to enhance safety of women at workplace.	G20 Alliance for Empowerment and Progression of Women's Economic Representation **(G20 EMPOWER).**

- **2) Causes of decline in FLFP:**
- a) Increase in household income which leads to the domestication of women.
- b) Concept of brahminical patriarchy which attaches the notion of purity and pollution with working women.
- c) Lack of investment in a sector that can readily absorb women. For example, the manufacturing sector.
- d) Lack of incentive among women to work.
- e) Infrastructural constraints.
- f) Social constraints(career break due to marriage and reproductive responsibility, limited access due to gender stereotyping development, etc.)
- g) Decline in the desirability of women in the formal labour market.
- h) Lack of a conducive work environment(sexually colored remarks, quid pro quo)
- i) Problem of the digital divide. Only 21 % of women are mobile internet users.
- j) Impact of COVID-19: Acc. to Azim Premji state of working India Report 7% of men lost jobs post-COVID, however, 47% of loss.
- **Feminization U-hypothesis:**

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- **Implications at the individual level-**
- Lack of opportunity for upward **social mobility.**
- Lack of **financial independence.**
- **Lack of autonomy** with respect to decision-making.
- They have limited **cognitive development**.
- **Self- alienation**
- Lack of ability to initiate change.
- **Implications at the child level-**
- Incidences of **child labor** increases.
- Lack of autonomy among women.
- **High fertility rate** and child malnutrition increase.
- **At the Family level-**
- The decline in the **standard of living.**
- The low status of women remains low in the family.
- Lack of ability to challenge patriarchy because of which there is intergenerational transmission of patriarchy.
- **At the National level-**
- Threatens the potential to reap the benefits of a **Demographic dividend.**
- It negatively impacts economic growth (For eg according to the IMF chief if FLFP=MLFP, the GDP of India will increase by 27%).
- It will obstruct the achievement of **SDG goal number 5.**
- It will lead to the perpetuation of social evils in society for eg. dowry, child marriage, domestic violence, etc.
- **At the Global level-**
- If threatens the potential of India to emerge as a global power.
- The overall status of the nation declines due to poor performance with respect to social indicators and indices.

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The latest round of the Periodic Labor Force Survey (PLFS) introduced a crucial focus on weekly hours worked, revealing that the inequality in total earnings might not capture the full picture.

More on News

- **Earnings Gap**: Men earn more than women across all work types, with self-employed men earning 2.8 times more than women in 2023.
- **Labour Participation**: Rural women's LFPR increased, with more self-employed, but average work hours dropped from 37.1 to 30.1 weekly (2019-2023).
- **Financial Decisions**: 47% of women make financial decisions independently; autonomy depends on income, age, and affluence stage.
- **Pay Disparity**: Women earn 77 cents for every dollar men earn. Less than 20% of economies have mechanisms to enforce pay gap solutions (World Bank).

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Causes

- According to OECD, there are two reasons for Gender Pay Gap
- Low Bargaining Power
- Undervaluation of "Care Work".
- Over-concentration of women due to pink colour jobs or feminized occupations.
- According to ILO, the wage gap exists because of:
- Patriarchy
- Limited Access to education, skills, experience, etc.
- Motherhood Penalty
- Undervaluation of Feminized Occupation.

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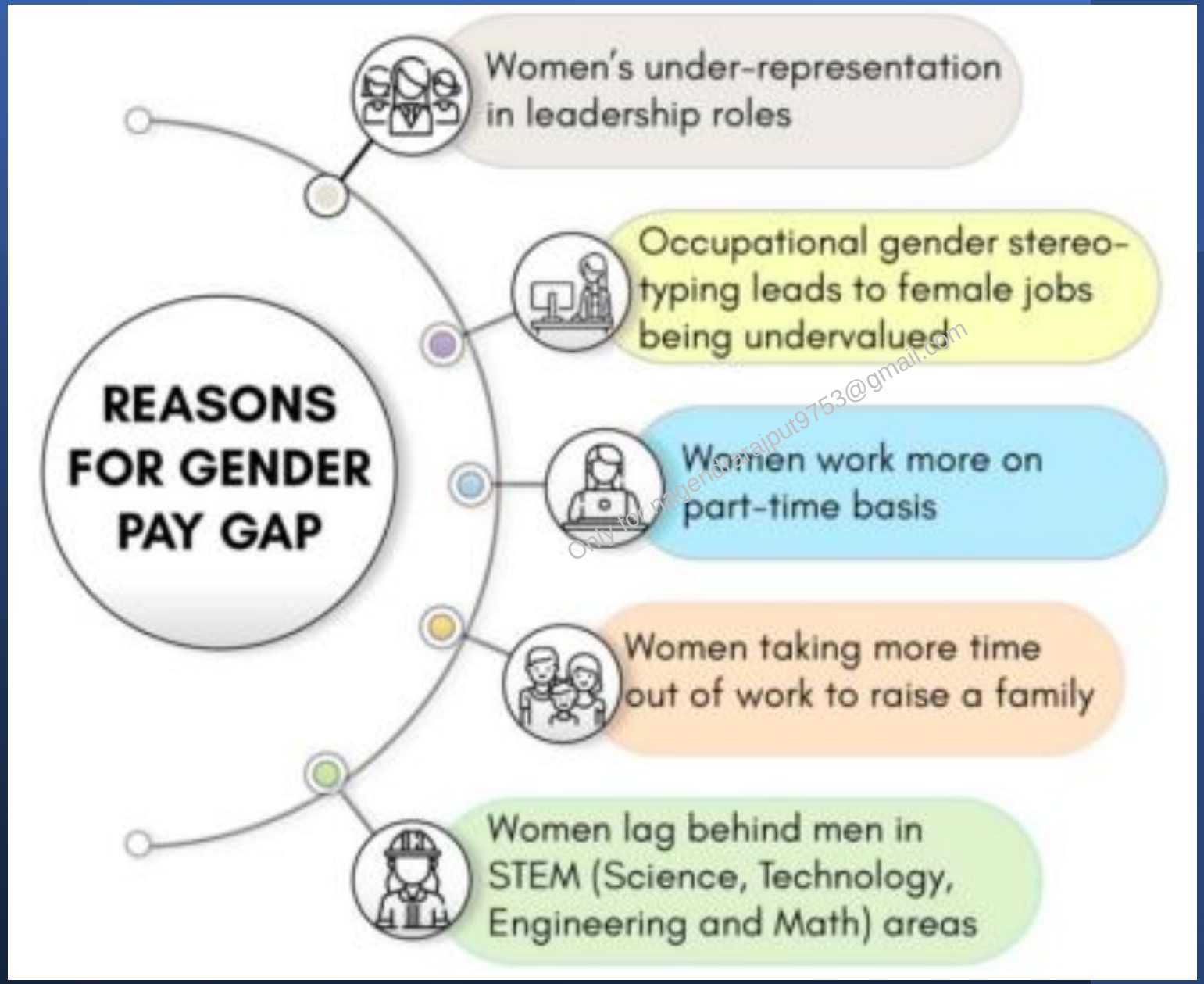

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Initiatives by Government of India for reducing Gender pay gap

Mahila Shakti Kendra (MSK)

National Crèche Scheme

Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

Deen Dayal Upadhyay National Urban Livelihoods Mission (DAY-NULM)

Prime Minister's Employment Generation Programme (PMEGP)

Female Entrepreneurship: Programmes like Stand-Up India and Mahila e-Haat, etc.

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Way Forward

- **Promote pay transparency:** Communicate salary ranges for different positions and regularly disclose gender pay gap data to assess progress.
  - Establish and enforce **centralised wage-setting institutions**, such as collectively agreed wage floors or statutory minimum wages.
- **Key Performance Indicators (KPIs) for leadership:** Will ensure effective and objective representation of women in leadership roles.
- **Reforms at the workplace:** Implement the POSH Act, support maternity breaks, offer remote work, and promote equality with better parental leave and childcare.
- **Addressing social norms:** Gender-equal socialization by family and schools will help in gender sensitization.
  - Also engage with **community leaders**, **religious institutions**, and other **influential figures**.
- **Adequate Research**: Collection and use of high-quality data, disaggregated by sex, age and other forms of social and economic differentiation, will help in policy making.

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