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## Gig Work Culture: A Necessary Shift to Boost India's Position Globally

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*Gig-culture can be the leap forward in the Indian sub-continent to expand the untapped workforce potential the country wheels, It will open doors for the nations growth, along with its revolution and its benefits, it has its own Pandora's box, once unleashed it would be hard to curtail it, but with forthcoming laws to promote, to protect and to educate people regarding this work culture it can be prevented. This Article deals with the scenario in which the gig culture is more radically followed here in India and how it will affect the job markets and how it will affect the entire nation's economy as a whole. The main focus of this article is regarding the younger half of the population that will be exposed and introduced into work culture, the challenges that arise due to their age and different constraints, the employer and the broker have to deal with, and all the possible laws that can be used to regulate their rights and limitations will be discussed here. Due to the tender age of the young workforce, it's easier to exploit them for which certain laws are non-negotiable, if a Gig-Culture needs to be radically introduced into the Indian work culture and workspace and focuses on the usage of efficient young and untapped workforce, untapped time of individuals, Work efficiency and introduction of new law for this field for current gig workers and for future untapped varieties of gig works.*

**Keywords:** *gig, work culture, work space, financial and economic revolution, financial independence.*

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## INTRODUCTION

Given the fact that in today's fast-growing world, financial stability is a very important aspect in an individual's life, and it can be brought through an early age, working culture. There are a lot of benefits with some cons, which can be regulated with some precautionary measures. Today's society, the people are shifting towards western culture which self-fully fill their short-term needs but not adapting to their working culture which is a very prominent for a young country like India to grow with average age of the population to be a lot younger than the global average, but entry of Indians into working space is late leading to a void in the workforce.

Work culture is a management concept that encompasses the attitudes, beliefs, and perceptions of the employer's principles and practices. Organisational culture includes leadership and management behaviours, policies, standard practices, and perceived expectations within the workforce. These shared values and beliefs create an environment that is supportive or unsupportive. Here comes the need of the modern working culture, such as "Gig", so here we may get a question: what is the gig working culture? Let's divide work hours into 3 types: these being *Full-time*, *Part-time*, and *Gig*. So here we are focusing on the part of Gig-work, which is Short-term, project-based employment where individuals are hired for a specific task or period, often through online platforms or direct contracts, rather than traditional long-term or part-time employment. Gig workers are considered independent contractors, and they are even considered as partners, such examples are Swiggy, Zomato/Eternal, Blinkit, Instamart, and many more. This culture is beneficial in a wider perspective, and there are minimal cons, which makes the necessity for the adoption of gig-work culture and a need for a set of laws to monitor. It's a very necessary topic in today's time. In developed nations, students usually start work at a young age, which allows individuals to explore the practicality of the application of what they learn in Schools/Colleges/universities, leading to a productive population of society.

Coming to the legal aspect of the introduction, there is no specific law (some laws exist but are not sector specific or do not bring any benefit to any of those or bring major cons to one of those) that prevails in India at the moment to regulate gig-workers or to the ones who provide it. It is very much necessary for such laws to exist with proper benefits for both, contractor and the provider, leading to a new sector of the workforce. The new law must be

a mix of the Prevention of Sexual Harassment Act<sup>1</sup>, POCSO Act<sup>2</sup> and other major laws regarding employment, all the essential concepts to be borrowed from the above-mentioned laws, making it rigid and flexible at the same time.

## **THE DIFFERENCE IN WORK CULTURE BETWEEN INDIA AND THE REST OF THE DEVELOPED AND DEVELOPING PARTS OF THE WORLD**

In India the usual age at which the educated start working is after 22 years of age, that is waste of staggering 4 years after being major, which decreases the overall productivity of the young workforce of nation, whereas usually the lesser educated tend to work earlier from an age of 14-16 which is totally unregulated and leads to child exploitation, keeping a person who is handling studies and earning is very good and must avoid making minors who work just for money. No country officially mandates work from a very young age; Bolivia stands out for having the youngest legal working age, where children as young as 10 can work for their families. In contrast, some European countries, like those in Scandinavia, emphasise early career planning and education with a strong focus on career development from a young age.

I've worked from the age of seven, but the good thing was that I was not the only one working at that age; there were other children in my school who had to work from the age of four or five, starting to work, helping their families in different fields. There are a lot of children who already work from the age of five. I worked from eight, seven, six in the morning until about eight at night; I would make enough money for the rent and also my salary for the day. I earned about 20 pesos for a day; I went home and gave that to my mother.<sup>3</sup> The above-mentioned is the response of a Bolivian citizen, who took a survey when wondering why around 8 lakh children work at a young age.

In contrast to many Western nations, where students commonly hold part-time jobs for experience and expenses, India's culture often views part-time work as a distraction from academics, a practice not widely encouraged or respected by families or society. This difference stems from a cultural emphasis on education for prestigious careers, a lower cost

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<sup>1</sup> Prevention Of Sexual Harassment Of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013

<sup>2</sup> Protection of Children from Sexual Offences Act 2012

<sup>3</sup> Kary Stewart, 'Is child labour always wrong? The view from Bolivia – podcast transcript' *The Guardian* (24 February 2017) <<https://www.theguardian.com/global-development/2017/feb/24/is-child-labour-always-wrong-the-view-from-bolivia-podcast-transcript>> accessed 20 August 2025

of education making parental support feasible, and a societal perception that diminishes the dignity of such labour. Abroad, part-time work provides valuable experience, confidence, and financial independence, alongside an encouraging and supportive environment for young workers.<sup>4</sup> There is a lack of respect for the 'dignity of labour' for young people doing part-time jobs, which are seen as a diversion from academic success rather than a positive step.<sup>5</sup>

The prevalence of young, part-time work differs significantly between India and developed/other developing nations due to varying economic pressures, family support structures, and societal norms. In developed nations, part-time work is a common path for young people to gain experience, independence, and financial contributions to their education and living costs.<sup>6</sup> In contrast, India's lower cost of living, parental financial support, a strong emphasis on education, and a cultural perception of blue-collar jobs often lead to a less popular culture of part-time work among students.

Basically, in India if a student is working part time it is either considered that the parents are not taking proper care of the person or considered he is poor, in other developed countries such as the western countries and East-Asian countries such as Korea, Japan and others, working early whether part time or full time is considered as responsibility towards family and movement towards financial independence.<sup>7</sup> Working from young age in non-hazardous firms is very necessary, that is after completion of high school or primary basic education, it builds qualities in person and responsibility in a person and contributes greatly to society for which students go to work (part time) at an early age and earn their livelihood making them financially independent and of their parents decisions and it brings a habit of wise spending which would be beneficial for both parents and children.

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<sup>4</sup> 'Part-time jobs for students: India v/s Abroad (*Study Abroad Expert*, 19 December)  
<<https://www.studyabroadexpert.com/blog/part-time-jobs-for-students-india-vs-abroad/>> accessed 25 August 2025

<sup>5</sup> *Ibid*

<sup>6</sup> Matt Flynn et al., 'The Impact of National Context on Age Diversity and Age Management: The Case of the UK and Hong Kong' in Emma Parry and Jean McCarthy (eds), *The Palgrave Handbook of Age Diversity and Work* (Palgrave Macmillan London 2016)

<sup>7</sup> Peter Xenos et al., 'A look at Asia's changing youth population' (1999) Asia Pacific Population & Policy  
<<https://pubmed.ncbi.nlm.nih.gov/12349008/>> accessed 25 August 2025

## THE RISE OF THE GIG ECONOMY IN JAPAN

The gig economy, characterised by short-term contracts and freelance work, has been gaining traction in Japan for several reasons:

**Technological Advancements:** Technological and internet progress have simplified the work of finding and doing gig work. Applications such as Uber, Rakuten, and Airbnb have entered Japan and brought various gig work opportunities in transport, retail, and accommodation, and another factor is the changing Work Preferences. Japan's traditional lifetime employment system is declining as people, especially the younger generations, opt for flexible work. The attraction to a good work-life balance and the ability to work on varied projects is what draws many individuals to the gig economy and brings out beneficial economic factors for a country. Japan's low birth rate and ageing population have created a decreasing workforce, forcing corporations to embrace more flexible labour practices. The gig economy offers a solution for corporations that require a more flexible workforce.<sup>8</sup>

## OPPORTUNITIES IN THE GIG ECONOMY

**The expansion of the gig economy in Japan offers several opportunities:**

**More Flexibility and Autonomy:** Gig jobs enable the selection of projects, working hours, and customers. This autonomy is highly attractive to those aiming to mix work and personal life or chase more than one interest.

**Multiple Sources of Income:** Gig economy workers can diversify their sources of income by engaging in multiple projects. This can give them economic security and chances for higher incomes compared to conventional jobs.

**Development of Skills:** Gig work requires flexibility and adaptability from workers. This, consequently, allows one to gain a wide range of skills that make one more desirable to future clients or employers.

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<sup>8</sup> Lyra Clavecilla, 'How Gig Economy Is Changing the Traditional Work Setup in Japan' (*SME Japan*, 12 June 2023) <<https://www.smejapan.com/business-news/how-gig-economy-is-changing-the-traditional-work-setup-in-japan/>> accessed 26 August 2025

**Business Innovation:** The gig economy promotes innovation because startups and small firms can leverage professional skills and services on a non-permanent basis. This results in quicker product creation and entry into the market.<sup>9</sup>

## CHALLENGES FACED BY THE GIG ECONOMY IN JAPAN

**In addition to the opportunities, the Japanese gig economy has some serious challenges:**

**No Job Security and Benefits:** Gig workers do not have the job security and benefits of traditional employees, including health insurance, paid time off, and pension schemes. This results in financial uncertainty and insecurity for the workers.

**Regulatory and Legal Issues:** Japan's labour laws were originally crafted for classical employment forms, making it difficult to regulate and protect gig workers. There has been debate on how to classify gig workers and provide them with sufficient protections and benefits.

**Income Volatility:** Gig employment may lead to unstable earnings, subject to work availability and demand in the market. Such uncertainty may hinder the ability of gig workers to budget their finances and obtain loans or mortgages.

**Social Attitudes and Stigma:** Full-time employment in Japan is still much esteemed, and gig employment may be viewed as less secure or prestigious. Such social stigma may influence gig workers' self-worth and career development.<sup>10</sup>

## THE FUTURE OF THE GIG ECONOMY IN JAPAN

The gig economy in Japan is looking to grow further, fueled by technological developments, shifting work choices, and financial considerations. However, it is important to tackle challenges related to gig work, for example, job insecurity and regulatory concerns, for its sustainable growth. For the support of the gig economy, policymakers and companies need to join hands to make available a just and nurturing platform for gig workers. This involves revising labour laws, giving access to social safety nets, and encouraging the advantages of gig work to transform societal attitudes.

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<sup>9</sup> *Ibid*

<sup>10</sup> *Ibid*

Lastly, the gig economy of Japan presents tremendous opportunities for workers and businesses. For it to achieve its full potential, though, its challenges must be rectified. Through this, Japan can develop a vibrant and inclusive labour market where all players benefit.<sup>11</sup>

**Size of the Gig Economy in the UK:** According to the survey revealed the gig economy in the UK was put at slightly less than half a million individuals (463,583). Within a workforce of more than 32.5 million, gig economy workers represent only 1.4% of all employment.<sup>12</sup> This is compared to stark findings from TUC research in 2021, where it was established that 14.7% of employed individuals, calculated at 4.4 million individuals, worked for gig economy platforms more than once a week in England and Wales. This, however, was using the survey of only 2,201 members.<sup>13</sup>

**An Individual's Preference in Choosing a Job:** A prevalent impression is that the majority of those employed in the gig economy are private hire drivers or food delivery drivers, owing to the apparent visibility of large operators like Uber, Deliveroo, or Just Eat. Our estimates indicate slightly more than 50,000 individuals work as private hire drivers, one in ten of those employed in the gig economy. Although more are doing food delivery (slightly more than 80,000), they only comprise a fifth overall.

Contrastingly, a quarter of a million individuals carry out desk-based work, including web development or translation and legal services via websites and apps. These individuals constitute more than half of the UK's gig economy. Almost 100,000 individuals perform cleaning, decorating, plumbing, electrical, dog walking, or other manual work in the gig economy. India has around 7.7 million gig workers as of 2021, with projections to reach 23.5 million by 2029-30, but state-specific distributions show much higher concentration in less-industrialised states like West Bengal, Uttar Pradesh, and Bihar. States such as Rajasthan and Karnataka have introduced gig worker protection schemes, and metropolitan cities like

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<sup>11</sup> Hayato Kanayama and Suguru Otani, 'Nonparametric Estimation of Matching Efficiency and Elasticity in a Spot Gig Work Platform: 2019-2023' (*arXiv*, 25 December 2024) <<https://arxiv.org/abs/2412.19024>> accessed 26 August 2025

<sup>12</sup> James Cockett, 'The true story of the UK gig economy' (*CIPD*, 12 October 2023) <<https://www.cipd.org/uk/views-and-insights/thought-leadership/cipd-voice/uk-gig-economy/>> accessed 26 August 2023

<sup>13</sup> *Ibid*

Hyderabad, Mumbai, and Bengaluru are showing strong growth in gig workforce participation.<sup>14</sup>

**State-wise Gig Workforce:** Recent data highlights significant regional variations in gig worker registrations across India. West Bengal recorded the highest formal registrations with over 219,000 workers, followed by Uttar Pradesh with 128,241 and Bihar with 67,329. Other eastern states such as Jharkhand, Odisha, and Chhattisgarh also reported notably high registrations, indicating the growing reliance on gig platforms in these regions. Interestingly, industrialised states like Maharashtra (18,497) and Gujarat (12,502) showed relatively low numbers in official counts, suggesting possible underreporting or higher prevalence of informal gig work. At the same time, urban centres remain major hubs—for instance, Hyderabad (Telangana) hosts nearly 300,000 gig workers, while Mumbai (Maharashtra) also stands out as a key concentration zone, particularly in metropolitan areas where gig-based services are in high demand.<sup>15</sup>

**Geographic and Sectoral Trends:** The growth of the gig economy in India reflects both regional and generational trends. Uttar Pradesh records the highest rate of freelance and gig work sign-ups among youth below 30 years, highlighting a generational shift towards flexible, platform-based employment. Metropolitan regions such as Mumbai, Hyderabad, Bengaluru, Chennai, and Kolkata are witnessing the fastest month-on-month growth, largely fueled by demand in passenger transportation, food delivery, and logistics. In contrast, registrations in smaller states often indicate rising unemployment, with gig work serving as a fallback option within the informal sector. On the other hand, major cities display a more diversified gig landscape, extending beyond delivery services to include professional and skill-based roles, showing how urban economies are adapting gig work into multiple sectors.

**Government Initiatives:** Rajasthan became the first state in India to pass a comprehensive gig worker welfare law, ensuring protections such as accident insurance and access to social security for platform-based workers. This landmark move set a precedent for other states to follow. Karnataka has also taken progressive steps by piloting insurance schemes and drafting bills aimed at safeguarding gig workers, though these remain at the early stages of

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<sup>14</sup> *Ibid*

<sup>15</sup> Sourabh Jain and Deepti Mudgal, 'Gig Workers In India Analyzing The Legal Framework' (*Lawrbit*, 26 October 2024) <<https://www.lawrbit.com/article/gig-workers-in-india-analyzing-the-legal-framework/>> accessed 26 August 2025

implementation. In contrast, most other states are still in the process of formalising recognition and extending welfare benefits, leaving a majority of gig workers without adequate legal or social protection. This uneven progress reflects the need for a more uniform national framework to ensure fair treatment of gig workers across the country.<sup>16</sup>

**Personalities who started Working Early:** We can take an example of a major personality, for starting work early in life, which is very important; it is none other than the greatest investor ever, Warren Buffett. During his undergraduate years, he worked at several jobs, such as selling newspapers, delivering papers, and working as an usher at a local movie theatre. He also became a bookkeeper for the Nebraska Furniture Mart, which was owned by his father's friend, Rose Blumkin. He was even selling chewing gum (at the age of 6). It was during his time as a bookkeeper that Buffett first realised the power of compounding interest.

Upon graduation, Buffett took a job as an investment analyst at Buffett-Falk & Company, a securities firm in Omaha. This is where he developed his early investment strategies. When Buffett was 13, he took on the responsibility of delivering copies of *The Washington Post* in Washington, D.C. What set him apart was his drive to turn this task into a personal challenge. His father, representing a Nebraska district in Congress, instilled in Buffett a strong work ethic. This led him to wake up at 4:30 in the morning, even during Christmas breaks, to ensure timely delivery to his route of five buildings.

Buffett's determination didn't stop at efficient deliveries. He sought ways to optimise his service. Noticing the expiration of magazine subscriptions along his route, he seized the opportunity to sell new subscriptions along with calendars, maximising his earnings. By the age of 15, his dedication had yielded \$2,000 from paper deliveries alone.

Remarkably, at the age of 15, Buffett filed his first federal income tax return. In 1944, his earnings amounted to \$592.50, surpassing the IRS threshold requiring all U.S. citizens—even minors earning more than \$500—to file a return. This revealed Buffett's early financial acumen and responsibility, setting him apart from his peers. His disciplined approach to

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<sup>16</sup> *Ibid*

work, knack for spotting opportunities, and early investment decisions laid the groundwork for his remarkable journey toward becoming one of the most successful investors in history.<sup>17</sup>

## ADVANTAGES OF GIG WORK CULTURE

The benefits of the Gig working culture would bring a huge leap in one's personal life, be better for companies, and for the country. This is so because all the advantages of an increase in working would give a chain reaction/domino effect, which would bring out a better overall economic performance for a country.

**Benefits at an Individual Level:** Earnings at early age at free time would help to build foundation for financial sustainability for middle age of a person, Financial Independence for minor expenses, work experience increases and there would be a touch to ground reality rather than just sticking into the theory taught in schools/colleges, stronger CV for finding new works, individual would get to know the difficulty to earn and would start to manage money wisely that is "Financial Literacy", reduction of homelessness and exploitation, Increase in household income and respect among the household and it helps building connections for the people who are working, Connections with employees and with employers.

**Micro Level Benefits/ Benefits for Firms:** Cheaper labor with will to learn and earn, cheaper training costs as young people could grasp faster, higher profit margin as the labor wages/cost would be reduced in this gig working culture, higher firm loyalty as the gig is a contract and the employee is not a worker, rather he is individual contractor, more word of mouth for the company, better utilization of time and specialization and it would be easier to find skilled employees as they are subjected to work only for the selected hour.

**Macro Level Benefits/Benefits for the Nation:** Economic growth brings several benefits, such as an increase in per capita income, which directly enhances the standard of living and improves Purchasing Power Parity (PPP). It also contributes to the reduction of unemployment and poverty by creating more job opportunities and ensuring that people are engaged in productive work, thereby decreasing internal threats to the nation. Along with

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<sup>17</sup> 'Warren Buffett's years in education: A peek into his schooling, college days and early career path' *The Times of India* (29 November 2023) <<https://timesofindia.indiatimes.com/education/news/warren-buffetts-years-in-education-a-peek-into-his-schooling-college-days-and-early-career-path/articleshow/105581968.cms>> accessed 20 August 2025

this, the scalability of industries expands, attracting more Foreign Direct Investments (FDI) and strengthening the overall economy. Together, these factors create a cycle of development that not only uplifts individuals but also contributes to national stability and progress, and may decrease internal threats to the nation, as most people are employed and busy at work.<sup>18</sup>

## TROJANS OF GIG WORKING CULTURE

The gig economy, while offering flexible opportunities, also poses serious challenges that cannot be ignored. Underage gig workers are often exposed to physical and mental abuse, while women face threats of sexual harassment in the absence of stricter ground-level preventive and executive laws. Many gig workers are exploited through extremely low wages and a lack of legal protection, which leaves them vulnerable without job security or access to social benefits. For students, gig work can disturb their education and overall growth. Additionally, psychological and health risks arise due to the negligence of employers, and exposure to harmful environments worsens the situation. The presence of unfamiliar contractors or inexperienced gig workers may even lead to theft, robbery, or chaos within firms. Furthermore, existing laws remain unregulated and are not sector-specific, making it difficult to ensure fair treatment and proper accountability in the gig sector.

Though there are many cons for this kind of work culture it only affects individual level or a little on micro level, that is to the employers, in broad perspective it's beneficial for the nation in a macro perspective. Rather than just discussing the problems, let's deep dive into a solution that would lead to a legal aspect in a very deep manner.

## SOLUTIONS AND SUGGESTIONS

The gig Work culture-based economy can create enormous opportunities for flexible employment, but here we are engaging with minors from 14 to 18 years of age, which poses a risk of endangering the minors' rights or putting them into danger, as they are vulnerable. The major drawbacks include physical and mental abuse, threats, and harassment faced by young women, exploitation through extremely low wages, and disruption of Education due

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<sup>18</sup> Michael J. Gilligan, 'Employment and rebellion in conflicted and fragile states' (*Iza World of Labor*, 01 June 2016) <<https://wol.iza.org/articles/employment-and-rebellion-in-conflicted-and-fragile-states/long>> accessed 25 August 2025

to irregular or long working hours.<sup>19</sup> Exposure to an unsafe environment without health protection. These risks highlight the need for a gig working culture as well as safe laws that maintain a safe working environment for youngsters to contribute to the nation, as well as for the self-development of individuals.

From the perspective of existing legal frameworks regarding this matter, particularly the protection for minors, Section 3(A) of the Adolescent Labour (Prohibition and Regulation) Act 1986 (amended 2016)<sup>20</sup> prohibits hazardous work for adolescents and regulates hours of work. However, gig work is not “Hazardous”, though working in shops as a salesman or cashier is a cycle delivery agent. It is not a hazardous job, but in the name of gig work, giving children or adolescents work in hazardous environments, such as industries that have dangerous machinery or in mines, which are dangerous to work in, and to be more specific, laws for gig work. Section 3<sup>21</sup> mandates schooling up to age 14, but adolescents above 14 remain vulnerable to dropping out under economic pressure as no mechanism links weak platforms with schooling requirements, Here the benefit is that children can dedicate all of their time towards their studies until they are 14 as per the after that they can dedicate their time for studies as well as work with the help of better loss for gig working as most of the jobs today are either part time or full time which doesn't match with the criteria of the college or school timings of the students.

POCSO Act 2013 provides a strong defence against sexual offences on minors, but gig companies are not under a duty to monitor, prevent, or report the harassment faced by the workers during work, for which a few changes are necessary in the POCSO Act or a new law to be passed by the legislative and executive bodies for gig work. The POSH Act 2013 helps to address harassment at workplace those are shops and retail stores factories and warehouses are covered under this, but delivery routes and streets are not covered under this, which can be an easy loop hole for the criminals to be misused leaving minors especially leaving girls outside the jurisdiction of the POSH Act 2013 though there is existence of law

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<sup>19</sup> 'About Child Labor' (Ministry of Labour & Employment) <<https://labour.gov.in/childlabour/about-child-labour>> accessed 25 August 2025

<sup>20</sup> Child and Adolescent Labour Prohibition and Regulation Act 1986, s 3A

<sup>21</sup> Right of Children to Free and Compulsory Education Act 2009, s 3

but the regulation and execution is not effective, the realities of law is much different from those of in the books.<sup>22</sup>

To address these gaps, there is a big necessity for a comprehensive law specifically designed for the gig work economy. A proposed framework, the Gig Workers (protection of minors and safety) Act 2025. This would be the merger of the protection under Labour Law, POCSO, and POSH, while tailoring those to gig culture.

A proposed legislative framework for regulating student participation in gig work could introduce several vital safeguards to balance opportunities with protection. Firstly, the act could set 16 years as the minimum age for non-hazardous work, with strict limits on working hours to prevent exploitation. It would prohibit minors from engaging in late-night shifts, unsafe routes, hazardous environments, or physically damaging tasks, ensuring their safety and well-being. Additionally, gig platforms and brokers who facilitate student employment would be required to establish a digital internal compliance committee to address harassment and compliance issues, including reports lodged through apps.

To safeguard education, the act could mandate that brokers link students' job eligibility with their educational attendance records. If attendance falls below a minimum level, students would be barred from gig work. Any attempt to force students into work despite this restriction, whether by parents, guardians, employers, or brokers, would attract heavy fines and potential imprisonment. Furthermore, the act should ensure fair wage parity, insurance coverage, accident protection, and additional benefits for all permitted gig work. Importantly, it must also guarantee full authority of students over their earned income, preventing parental interference. Any violation in this regard could invite penalties, and in cases of serious infringement, imprisonment. This framework would strike a balance between enabling students to gain practical experience and safeguarding their education, health, and fundamental rights.

By blending the laws and creating such new laws The Anti-Harassment framework of POSH which protects women/girl students in the workplace with a little higher dose of reach in this new law, the safety of the student workforce with Labour Laws and the safety of students/minors under POCSO Could be ensured as this new legislation would close

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<sup>22</sup> Prevention of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013

existing loopholes and create a balanced regulatory structure. The proposed law would not only protect minors from exploitation and abuse but also ensure that the gig economy evolves responsibly without compromising the rights, safety, and education of the underage workers.

## CONCLUSION

In conclusion, as India is a growing economy with a very young average population, which is around 28 years old<sup>23</sup>, which is way less than the global average. With a staggering 6.5% growth in GDP for the fiscal year 2024-25<sup>24</sup>. If there is an implication of such laws, the young population as well as the growing GDP would be mixed, and the outcome would be skyrocketing per capita income, GDP, a better Indian economy with sustainability, better living standards, and a way more peaceful society to live in, as we all know work brings responsibilities in a person.

For all this to happen there must be particular set of law such as mentioned in this particular article which can regulate the growth and focus vision of India into a set direction and the direction is provided by the legal environment in business terminologies, for which the law making, executing, firms and citizens have to join their hands together, citizens have to understand how important it is to dedicate their time, which they waste, into something useful for themselves and for the nation, direct benefit for themselves in form of monetary benefits and indirect benefit for the nation. The Indian economy is like a haystack which just needs a small spark to ignite, and the spark is the said law in the legal aspects. Once the spark is generated Indian economy and its global position will glow very bright just like the stack of hay.

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<sup>23</sup> Abhishek Jha, 'World population data: Average Indian 10 Years Younger than Chinese' *Hindustan Times* (20 April 2023) <<https://www.hindustantimes.com/india-news/indias-median-age-is-10-years-younger-than-china-s-says-unfpa-report-asia-s-median-age-is-31-9-years-youngest-continent-is-africa-at-18-8-years-101681931441033.html>> accessed 25 August 2025

<sup>24</sup> 'India's Economic Surge' (Press Information Bureau, 06 July 2025)

<<https://www.pib.gov.in/PressNoteDetails.aspx?NoteId=154840&ModuleId=3>> accessed 25 August 2025