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DIGITAL SWEATSHOPS: HOW THE GIG ECONOMY GLOBALISES AND GENDERS PRECARIOUS WORK

OUTLINE

1. Introduction

Thesis statement: In the fastest globalising economy, the gender discrimination and exploitation is also prevailing respectively

2. Globalization of gig economy and role of genders.

3. How genders are being exploited in gig digital work.

a. Digital services in developing countries.

- a.i - economic benefit is less as compared to work load
- a.ii - No legal protection of the rights of workers
- a.iii - Gender pay-gap discrimination (WIEF report 2025)
- a.iv - Gender harassment
- a.v - less privileges than traditional jobs.

b. Digital services in developed countries

b.i - Gender discrimination in job domains or nature.

b.ii - Exploitative towards developing countries (particularly women)

b.iii - No job security

b.iv - low wages job.

4. Way forward to increase gender equality in global digital economy

5. Conclusion.

"The fastest growing gig economy comes at the cost of exploitation and violation of workers' rights". Further, this exploitation exacerbate when it comes to gender roles in this field. The gender discrimination particularly, women and transgenders face enormous discrimination in traditional professional sphere as well as digital jobs. As the digital services are concerned, the developing countries are the most vulnerable in this regard. The majority of the digital service providers are from the

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developing countries. These service providers work for the enterprises that are mostly established in the developed states. In the whole perspective, the economic benefits are less than the service and working hours ~~these~~ provided. ~~They~~ People are hired on the lowest-wage to perform a certain task. Whereas, the legal protection to these workers is not provided wheather it is a developed ~~or~~ developing country. According to various reports presented by Global Organizations, the pay-gap still exists in the twenty-first century. The equality in wages despite the equal performance of tasks is yet depends upon the gender identity. Gender-based violence is still prevalent. Women faces online-cyber bullying and discrimination during working online. Besides that, digital gig work do not provide basic worker previledges. with no job security. The jobs in digital marketplace are also classified and gendered. Certain domains are expected to be performed better by a men or women. In a global market-structure, the exploitation of core countries towards the periphery is also observed in digital marketplaces. However, through certain pre-requisit measures, gender equality can be

achieved in digital gig workplace. Such as, legal, security, equal pay and mainstreaming all genders can help to uphold the end of gender exploitation.

In the globalized gig economy, the role of gender is yet unjust. In a broader perspective, the major participants of gig economy belong to developing country. Whereas, it is still perceived that the technological related jobs are not part of the women's domain. The services like coding, artificial intelligence and metaverse have lesser women participation than men. On the other hand, the digital gig platforms like fiverr, upwork, etc exploit their service providers. For instance, these platforms reserve an ~~chunk~~ adequate amount of commission on every service. In this manner, the gender exploitation is prevalent in the global gig domain.

The gender-gap is observed in almost every sphere of ~~the~~ life. Women as well as transgenders are being sidelined when it comes to equal opportunity and representation. According to the Gender Gap Report -2025

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by World Economic Forum, women earn only 77% of the men's income.

Women are not given the equal pay despite the equal working hours and working conditions. Thus, in digital gig economy where the worker exploitation is common, women undergo extremely low wages even after providing full working hours and unlimited revisions of work.

In conclusion, it can be said that the digital gig marketplace is discriminatory towards genders. However through certain ~~mas~~ measures, this global gig economy would yield benefits for men, women and trans-genders. It is mandatory for the Governments to work for the improvement of this fastest growing field as it plays a crucial part in the economy of ~~a~~ countries as well as global economy.