

Review Article

A Story About the Problems and Strengths of Women Who Work as Gig Workers

Janardhana C¹, V Basil Hans²

¹Research scholar, ²Research Professor, Srinivas University Mangalore, India

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Corresponding Author :

Janardhana C, Srinivas University Mangalore, India

E-mail Id:

janardhana.c1993@gmail.com

Orcid Id:

<https://orcid.org/0009-0002-9421-2989>

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A B S T R A C T

The gig economy is growing quickly, which has made it easier for people to work flexibly. However, it has also made women who work on platforms more vulnerable. This article looks at the specific problems that women gig workers face, such as not being able to count on their income, not having any social safety, algorithmic bias, workplace harassment, and having to do both paid and unpaid care labour. It also looks at ways to fix these systemic problems. The paper examines the structural and socio-cultural elements that exacerbate women's precariousness in gig employment, utilising existing research, policy analysis, and stakeholder perspectives. It also suggests a multi-level structure for dealing with these issues by improving platform administration, making labour laws more responsive to gender issues, adding more social protection measures, and creating collective support systems like worker organisations. The article's goal is to help shape legislative debates and make gig-economy ecosystems more fair and open by focusing on women's real-life experiences.

Keywords: Social protection, platform labour, and the gig economy

Introduction

Prologue: The Start of the Workday

A soft crescendo marks the start of daybreak. Fleeting traces of darkness slowly give way to delicate hints of blue. On the horizon, light glimmers, and a soft wind stirs the air. The world breathes out very softly. It's a peaceful moment of waiting, one that gives a peek of what tomorrow will bring.

For some, the dawn means another night without sleep; for others, it is the start of the day, the first cup of tea, and the morning routine. However, for many people, especially women, the start of work presents a hurdle that affects the next few hours and how they see their own power.

The first thing you do frequently sets the pace for the rest of the work: checking for new postings on the social feed by scrolling through it again and over. The platforms may be different, like Facebook, Twitter, or Instagram, but the feed

is the same. Freelancers had been exchanging connections to jobs since the pandemic started, when inflation was out of control and the economy was about to crash. People around the world are afraid of seeing other freelancers exit the sector. So, the need becomes more urgent. The gig economy may give you independence, but it also comes with fear: freedom is heavy.

You can also use the mobile screen to look at online portfolios or digital marketplaces. Profiles that aren't up to date push potential clients towards freelancers who are currently working, which is usually the case. The first few times you look around, you learn the harsh truth, and the chance of remaining afloat makes people want to schedule work ahead of time.¹

The Call of Flexible Hours

The shift calls at daybreak. The sun is shining through the curtains, and you're already thinking about what you need

to do. The sky is a soft orange colour that expresses a mix of sensations, including excitement, fear, and a little bit of purpose. There are so many jobs and choices that can make or break the day and the overall contract. Does that sound like a person who works on a gig? Not really. These are the thoughts of a full-time teacher in a public school on their way to work.

When a gig project comes along, it can be hard to stop doing it. Of course, you may line up a lot of things, like errands, childcare, and other obligations. But a lot of other people won't move. Then time moves in a very, very sluggish way. The spreadsheets for the family maintain track of the numbers. A monthly analysis shows a change that will last a long time. For example, gig workloads double in the third week of the month. Sometimes there is adult coverage, but child coverage is always held, and other errands come up.²

With each workbook done and each chapter started again, another small block of gig duties slides in next to another independent school tuition payment instead of food for the house. Adult lessons started, and then I went back to freelancing. Five articles, each with a few hundred words. Countless repetitions still for that high level, with 80 or more youngsters per week. Family money, 80+ no-subjects. The right amount of kids and adults is kept. It will take another three months to finally carry out that plan. The hard work pays off, as the free hours quickly fill up with independent gigs. And, as expected, the whole schedule goes back to low gear with 80 students counted.¹

Small Moments, Big Stakes

The dawn came early. The morning light came through the drapes and made soft shadows on the floor. But the world outside was still asleep. The only sound that shattered the silence was the distant chirping of cicadas. The silence gave me a chance, a moment of tranquillity before the day began—a time to contemplate and breathe. But as soon as the mind woke up, the body did too.

It was challenging to find a balance. The only free time left was the time before a stretch of unpaid employment, and even that time belonged to everyone else. Kids needed clothes, food, and care. The long list of chores made me feel like I had too many things to do. But the body still wanted to grab the keyboard and give in to the pull of thoughts that were coming to life in words and sketches. It felt like an irreversible choice to trade hours of caring effort for paid employment, which was hard to understand. But time was running out, and chances were slipping away. The only thing to decide was what kind of job to do first, because schedules were getting harder and harder to follow every day.

After everything was ready, the last goal was clear: to get the money right then and there, instead of waiting for

someone else. The phone rang at that moment. A door had opened, and someone had asked you to take the next job. There was yet time to make a choice.¹

The Risk and Reward Landscape

The gig worker wakes up to the sound of dawn light coming through the window and the feeling of dread that comes with it. Gabriela was tired but ready to face the day. She made coffee and breakfast for her kids. Her house was busy, with a lot of things to do, and her shift was about to start. It was time to take care of others in the morning, as it always was. There wasn't much food in the fridge and not much time. She sat on the couch with the kids and looked through her gig platforms after a short breakfast. People really needed to be patient. She couldn't always give the kids the attention they required. The pay on those sites suddenly put her in a three-way dance: one request for data organization and attachment, another for the same, and two dropped out. Three gig platforms opened, and every cycle moved in lockstep. There was always a prompt that couldn't be claimed. When gigs do come, kids are left alone for too long; the unpaid work at home is only evident to the person who is watching. An expectation of patriarchy that is not addressed in the system of gig generation and is not seen on the platforms themselves. It was there all of a sudden. Gabriela's alerts let her know. She took it. The youngsters stopped. There were no more spots in the feed. The solution was finished; however, it was turned down since it was in the improper format. The kids emptied a second bag of assorted cereals. The expectations continued going up, but the pay kept going down. Those platforms were still wide open after the "job complete" announcements, and the transition was far from over. Cherished minutes were cherished, but they were no more than drop-in visits to start any task worth claiming. The familial unit kept growing, and the music came back.

One of the rules for success on the platforms is to take ownership of your work, which was clearly not happening at first. Ads offering to prepare entry-level workers for the gig economy, frequently through digital business courses, begged for money for training. With the cycles locked, new bonus offers were available for cash payout. The money would be sent in advance, but the platform was scheduled to launch within hours. A secondary interest that I don't have time for anymore. The hard work she put into establishing herself as a worker on such platforms at least definitely secured her own.

Unit enterprise of platform appointment: "Freelancing" is often incorrectly interpreted to mean relying on sponsored tasks. The bar was set so high from the start that there was no chance for the applicant to become involved with the exploitative candidate. Creative coaching was so widespread that it didn't include building portfolios, and the simple set

that was used shouldn't be termed work but rather a safe space. No application changed the home area in a way that was appropriate, and the apathetic resort made the search net bigger without getting franchise control; loan eligibility went down. Gifts of task pictures almost always looked the same, and platform-dependent ontology made it impossible for individuals to communicate their effort. No comparable single footing offered.

The platform and outside submitting agents made almost all of the decisions about identifying and bidding. It had appeared so free within. Anxious to choose extensively but narrowing the scope, the setting was full of distracting TVs, the harmonizing sounds of cabaret gaiety, the contractor's fake introversion, and the seductive task-picture demands. Hunger, tiredness, and the feeling of losing ownership are all mounting.

Governance was often outside of entirely, with sites thought to be endorsee freelancing next to platform gap yet at the top; rooms attached with more gig economy mutually adhered. The constraints, both external and internal, were so different that the existing alignment hardly provided a lifeline in either direction. It had become crucial to whatever angle held the road, even if it was completely different from the country.¹

Uncertain Futures and Insecure Incomes

The main problem for many women who do gig labor is that they don't have a steady source of income. A national longitudinal study of women workers in December 2021 found that as of May 2021, Canada has full-time, part-time, constant, or fixed-hour jobs, which are usually thought to be safe. Still, more than half of women worked in gig jobs (i.e., jobs with very little financial security), which is four times the number of women who worked outside the home. Even though there are bigger differences in pay, people who work without time binding still rely a lot on non-gig jobs. About 30% of women who rely on gig work for more than half of their income as of May 2021 have access to at least four months of guaranteed income to pay their basic living costs.³

It's hard to guess what will happen in the future on Earth. About half of the folks can't use this data. There are thousands of external elements that are out of control that affect how all life systems work. So, it seems silly to try to guess at all.

Having control over your work: Power, portfolios, and profiles

The gig economy has made profiles and portfolios made and edited by workers more valuable and in demand. Women in the Bangladeshi freelancing industry face many modern challenges. However, their decisions and strategies about profiles, portfolios, and how to build a professional

identity tell a unique story of power and powerlessness, of ownership in a time of dependence.

Sophia, a woman who works as a freelancer in the Bangladeshi gig economy, has many modern problems. Her profession is made more difficult by pressure from her family, society, and the market. But these conflicting objectives, together with the necessity to explain scientific ideas in clear and interesting writing, shape how she presents her portfolio and profile. A family obligation to finish a science book makes her connect with a certain group of people, which shows that she has a top-notch profile. But this high-profile introduction accidentally lets a competing applicant mess up her existing market, which gets her bad and personal criticism.

Clara's involvement in an established mentorship program also shows that she doesn't have much control or ownership. She is thankful for the collaboration, but she knows that the profile that goes with it is virtually wholly generic. A pre-made curriculum template makes it harder for her to personalize her work, but it saves her time. Clara's career would have lasted longer and been stronger if she had gotten better advice on how to protect her ownership while still being dependent. Raida is now dependent on another type of dependency since gig employment makes existing inequalities worse. Living in a commercial location with many job opportunities and not having any digital or language skills, she can only do unregulated household tasks, even though she has a lot of experience working in the information sector.

From these many viewpoints, clear decisions arise regarding profile and portfolio development. A big local organization wants to digitize its enormous management library and is still interested in Sophia's history and work. However, the fact that she doesn't have a digital presence makes it hard for them to talk to her about this prospective partnership because they have other options. The need to make information available quickly, especially in the form of educational materials for a wider audience with less time, makes portfolio and profile activities even more important, putting them on the same level as establishing an online presence.¹

The Burden of Care

Gig workers start their shifts at sunrise, when most people are still asleep. The first tasks show how people feel about the day: excited, scared, or determined. Every gig they finish, whether it's paid, unpaid, or in transit, gives them more momentum. A shared photo makes a worried parent feel better, while a selfie with flowers starts a city-wide game of chase and capture. Handyman certifications get a new level of importance when it comes to house remodeling. A free recipe gives a new agricultural project a boost and

makes people happy, which leads to more tests. When you arrive at the almost-empty airport a few hours into your layover, you start looking through books for a favorite phrase, and sharing it comes naturally. A new animation brings trade routes from the past into the present by layering colorful trade goods, animals, and maps on top of each other. Friends and family can change these pictures anyway they choose, and they all come together to make a story of adventure and friendship.

Gig workers who don't have much time make do with the limited time they have. The half-awake urgent motion at the daily drop-off point writes down the early hours in a way that is hard to read. Later, influences from teaching, changes to home safety, money issues, questions, and honorary circles all come together in one long-requested composition. Sometimes, pressures from multiple areas come together, speeding up the process of coming up with new ideas and works of art. At other times, they compete in a way that is disruptive, which leads to different methods and pathways. This kind of variety boosts productivity by starting and extending sequences of half-formed components across different tasks. Shifting and unshackling also create feedback and relaxation, freeing ideas from strict shapes. However, with clock-shaped contours, further in-depth investigation tends to cyclically nest even bigger designs, going back to the same basic movements over and over again.

As the government seems to let workers go home early, domestic servants carefully mind the purring, stroking, and smoothing. When summaries of adult time-money-safety activities help set the stage for the next step, a Venn diagram naturally becomes the next part of the day. Domestic efforts call for more sketches that have nothing to do with previous work or the next class. These sketches might have stayed hidden if it weren't for gig time and music that was all over the place. In places where people like to have fun, non-social hours are often invisible, making these situations completely imaginary. The household obligation and the hourly upside are two sides of the same coin, and they are both part of the remuneration itself. Hours come from gadgets that count deductions and register instances on the side. Changes in superficial configuration reveal complex linkages between things that seem to be separate. Attention and care intertwine both domains via diverse connections, redefined objectives, and integrated resources.

A paid job is generally seen as free, honorable, and heroic, but the double burden is nevertheless seen as a sign of success, which makes it harder to see or delay future opportunities. Recognition includes history and earth, which makes people look forward to new collections and keeps the flow going. For many women and families, especially those with legal status, making money is still quite important. Future relations with duration aspire to

balance costs and inversion by releasing invisible others that were made and recorded before. Bringing records along on the gig journey opens up new possibilities, from IPA to theory to handiworks, and changes the initial outline in ways that were not seen before. Giants' and commons' prototyping materials become useless when viewed from a permanent routine perspective, giving sometimes amazing but temporary relief. Timetable does present its own set of problems, including and shaping clean-up and repurposing, but it also includes an extra, little-heard aspect. Timeliness seems to be woven into all of the previously shared backpaths.

Venues that have two roles in meeting domestic demand sometimes go unnoticed next to facilities that have already been approved. Shadowed upkeep creates a second tier, even when circular linkages make a tempting issue unmarked: engage in talking time. Through the glassy route, fresh orchestrations unfold, which can be seen from the first seat. Double-return questions or responses tend to overwhelm generic-off settings when a lively group takes place. Transitioning shared social harmonies and roomy design blazing across graphically increasing loops remain in the naked letter category. Quiet-time activity is strongly integrated through side action marked by authorization stays controversially free draw.

The other axis moves around territorially and formally through a one-sided welfare interface. Domestic runs tax a separate credit, moving gradually as held-sent duration eludes back, necessitating compound packaging. Neatly yet confined elaborations expand the traceable other link. A fine intersectoral advantage attaches even when entitlement suggests moving to a deserted, postponed landscape. Shifting uncertainties also move along with better mutual funds called-in spend-time VoIP layers inward, running extra aptness like direct journeys.

Securing to process enable thoughts through whose ownership characterizes nations, sitting remaining cinematographic topics allow pushing credit parade glance warily neither borne equilibrium. Some girls went back to get through on purpose to make sure that everyone was happy with the contracts they had signed. However, they needed to plan forward for their careers and... Still, restrictions have their own strict understanding in different stories where sketch remote periodic characterizations intervened to oversee micro-frame stature discouragement horizon-frame remain undisclosed cargo untouched guidance visiting, browsing, fulfilling, local, transforming print consult framing demonstrate journey chart proportion-testing distribute trays material regulatory governed contract tracing accordingly surrounding tinker understandable stretch engage pre-upper fresher transmit attain stakeholder partnered intend time-inclusive designation

captioned pertaining artist theory significant hardly flowing accommodate reciprocal instant promote mechanism irregular course Cross-permission traditionally allowed backward-characterized heroes to exceed service...

Taking care of people while keeping track of time

The husband asks for help making dinner just before the wife is supposed to leave, which takes more time. The wife plans to take her daughter to an appointment after that, but the scheduling is tight, so the daughter will go by herself. It's not clear if another dinner will be ready by then or if the daughter would desire anything else. The lady can't even start getting the food ready until right before they leave. The paying jobs and the chores around the house worked together.

Because the phrases had different meanings in different situations, it was hard to balance the chains of the clock for gig obligations and care dimensions. The literature in social science might be helpful when it comes to juggling tasks, time pressure, and having many roles.⁴

The Double Burden: Homework as Hidden Work

Women who operate as gig workers, like Sophia, deal with outside demands while mostly doing unpaid work, like taking care of kids, cooking, and cleaning. However, their business contracts seem to be the only way to measure their professional activity. There isn't much room for balancing because patriarchal rules are so strict. Freelancers Alison and Clara work from morning to midnight, managing contracts on several platforms while also taking care of a lot of people. Other women workers often don't understand what maternal labor is, and they think that helping out with two jobs is the same as being a parent.¹

Rights, Safety, and Representation

Numerous studies have demonstrated that women gig workers often face harassment and assault.¹ When people talk about unpleasant situations, it shows how workers gather in cafés and other public places where they can be seen more easily, or even in banks or ATM booths, where paying at the window is not just a financial transaction but also a way to feel safe. But too many people are faced with the idea of sharing a safe place with strangers. Language issues make things even harder. Most gig platforms are in English, which makes it harder for customers and coworkers to reach you. Plus, clients waiting at home sometimes speak a different language. Many transactions are risky because workers switch from accounting or digital design to unexpected and scary activities. The erasure of a girlhood surrendered to domesticity precludes a voice pursued through words.

Women now do a lot more gig work than they used to. Keeping an account on one of the top platforms is becoming

more and more common. Still, these times are a sign of bigger losses: a life without borders, a home life that is so warped that you can't even recognize it, and kids who are gone. When platforms first offered up new ways to express yourself and interact with others, they bridged bodies and words and gave people a common language. But now they are just tools that require another performance without any emotion, which leads to a furious rush of code that is almost universally recognized as poorly written.

Even though there were hopes at first, there isn't much that can be done. After the pandemic, workers are now facing a reckoning because worldwide prices and connections are still firmly in the hands of wealthy clientele who have had permanent accounts for years. There are only two elite platforms left that can reach a wider audience, and both of them depend on a single language that is spoken all over the world. Instead of focusing on one platform, being involved in many allows—no mandates—people to leave the informal economy and the hefty commercial infrastructure that comes with it.

Harassment, Safety Rules, and the Lack of Protections

Women who work on gigs face a lot of problems with their safety and the gaps in protection. Women who work in the digital gig economy face a lot of problems that have to do with safety and harassment. Online harassment, such as unwelcome advances and inappropriate solicitations, can hurt the mental health and professional visibility of female freelancers. Even though there are rules on the platform to help prevent fraud, dishonest people often take advantage of these rules, especially women and new users. These kinds of things hurt people financially and emotionally. Fraudulent schemes commonly involve clients asking for security deposits up front or disappearing after the task is done. This hurts new entrants more than anybody else and makes it harder for them to move up in the gig economy. As a result, the fear of harassment and fraud keeps women from publicly promoting their expertise, which limits their customer base and potential income.¹

Access to Legal Protections and Responsibility

When it comes to safety issues, women who work as gig workers want clients who harass or abuse them to be held responsible. Gig workers don't have access to grievance channels, rights against retaliation, or other ways to report and resolve problems like full-time employees have in many companies. It is very hard to get platform-wide rules on harassment to work. Different platforms require users to verify their online identities and limit the sharing of personal information that could make it easier to report directly. This makes it harder to let future clients know about hazardous encounters. Workers' rights groups on

social media have also had trouble getting legal protection from unwanted solicitation.

Some local groups do offer technical support or important equipment, but most of the informal knowledge-sharing and capacity-building projects happen on social media, WhatsApp groups, and Instagram pages without long-term support from institutions. Many workers also deliberately promote tools, skills, and habits that make gig labour seem legitimate. The common advice to build a visible portfolio, define a strong niche, or leverage existing networks reinforces labour-market marginalisation by directing more attention towards an industry with limited opportunities for entry and earnings growth—where the absence of standardisation allows disproportionate service-demand volatility, increasing vulnerability to underemployment.¹

Community, Unity, and Support Networks

In a gig economy that is becoming more divided and unstable, the promise of stronger community and support structures is really important. The techno-optimistic idea that technology can completely change how work is done, along with the ease of use of digital platforms, hides the growing need for people to interact and work together. Gig workers confront their limitations independently, relying exclusively on themselves, and adeptly manage their complex lives without supervision. The tools and devices that help them connect with each other give them more gadgets than ever, yet many of them are nevertheless unhappy—tired of being online all the time and even dehumanised. People are still alone, and employment often makes their existential anxiety worse. Still, the labour goes on, even though it is often full of solidarity that isn't talked about enough.

Support networks are all across gig-work environments. Hustle Crew, The Worker Lab, and Fast Co-Labs are examples of platforms that assist in altering the gig work landscape by developing communities. Cooperative structures that give people more power are still on the edges of the internet, but peer-to-peer channels are growing quickly on Uber, Lyft, and Todoist. Facebook, Discord, and Telegram are great places for mentoring and women-only spaces to grow. These spaces add to the mutual help that is already changing the way rideshare and delivery gigs are done and where they are done. Many ladies like having close friends to talk to about gigs. Support networks help people feel protected in emergencies. Gig workers are still on the front lines during the COVID-19 epidemic, even though Time Magazine's scary picture of "100 million Americans under lockdown" is met with disbelief.⁵

Collectivities not only support, uplift, and circulate fellow workers, but they also go beyond relying on platforms to fix systematic unfairness. Las Aposenteras is a delivery

cooperative that works with small workers' clubs. Coworker.org and other platforms let people take part in self-directed campaigns that focus on companies instead of platforms. For example, Gimlet shows how bad Uber's standards are but "doesn't own public feedback". Broader networks like Workers' Voices say and support "the widespread, self-organised concern that has emerged around technology at work."

Networks that lift you up and mentors that show you the way

Women who work as gig workers use internet platforms and other choices to follow their passions and make ends meet. The gig economy has become an important way to make money. But because the quantity of jobs changes all the time, workers often have trouble getting enough work, which makes their finances precarious. Some people may only do a gig now and then, depending on their caregiving schedule. The number of gigs someone takes is not related to their other jobs. Pay might be as little as popcorn money or as much as a living wage. The gig economy is full of potential, but too much freelance labour can lead to burnout. Sharing spaces, cars, clothes, equipment, food, and residences is becoming more and more prevalent around the world. The gig economy is reaching a new turning point, and young entrepreneurs are flocking to it. This is in addition to the rise of side hustles like blogging, styling, and tutoring. We still need to learn more about how this economy works, how to stay safe while working, and how to balance work and life.⁶

Women who operate as gig workers are more at risk for safety issues since they may be harassed by clients, service receivers, or even other group members. Policies seem fair on the surface, but they aren't enforced well enough. There are a lot of these kinds of worries when it comes to peddlers or personal selling on platforms. Women who work as freelancers are always asked questions about their availability or pay rates that are inherently unfair. A lot of women who work as gig workers turn down jobs because they see improper content in other services offered while looking through client portfolios. Platforms either don't offer protection against regrettable transactions or don't do it very often offline; thus, clients are almost never held accountable. If you want to start working in the gig economy, you have to take risks with every job because you don't have access to legal protection. Even if you try to restrict your topline income, it gets harder and harder to do so when you focus on getting several sources of income in addition to particular gigs. The lack of standards or the presence of specifications makes an already complicated equation even harder.⁷

Platforms, cooperatives, and the voice of the people

As the gig economy grows, more and more people are working together to make it better. There are several different efforts going on to protect the rights of platform workers, spearheaded by cooperatives, unions, and other groups.⁸ These groups are working together to improve services for their members, such as helping artists figure out how to price their work and starting collective bargaining efforts to make things fairer for platform owners and design teams.⁹ Gig workers can make things safer, pay everyone the same amount, and stop unfair practices by working together. They can also solve problems with non-payment by sharing information about which platforms are safe and which ones take advantage of workers. The worldwide pandemic and the increasing digitalisation and austerity processes have made these fights even more important.

Stories of Being Strong and Coming Up with New Ideas

From becoming a gig worker in public relations, filtering client calls over WhatsApp, going to pitch meetings online while managing family logistics, and then switching to handicraft at home, this wide range of roles shows that you can take on numerous roles and even stabilise your income streams as a blockage!¹

She moves up to strategic reinvention after losing the service contract with a client. Moving online by making an Instagram account and a website, as well as offering courses in content writing and digital marketing, has turned into a cash cow.

Personal Stories of Change and Power

There is a story that shows how Sophia was in charge of her own life even though she was a woman doing gig work in Bangladesh and things were tense and uncertain. The personalities, obstacles, and conflicts are unique, but the ideas of taking back one's identity and taking control of one's decisions are universal. The story shows how hard it is to find a paid job outside the home while also meeting care standards. The story shows a normal circumstance, yet one that is full with stakes and meaning. Finally, the story shows through the character's actions a bigger picture of the gig economy: gig labour is full of risks and unknowns, but it also gives people power and opportunities.

Using technology to give people power

Technology is a big part of their employment. It's the platform where female service providers put their service offerings and requirements, the way they talk about their mobility choices and service preferences, and certain tools for evaluating particular types of labour. It might also be a good addition to their daily social activities. Nonetheless, diverse narratives regarding technology's impact on

women in the service sector have surfaced, encompassing threats that surpass the uncertainty of previous eras. It is crucial to examine the techno-digital from a feminist perspective and to perceive technology not merely as a tool but as a multifaceted phenomenon interwoven with social relations—both productively and exploitatively, simultaneously.¹

Feminists stress that technology includes many different kinds of materials and ways of talking about things that depend on the situation. Technology is an aspect of a political economy that shows how power is not evenly spread out among families, classes, and countries. Technology, as a productive engine of capitalism, is inextricably linked to the demands of the profit system inside capitalist society. The techno-digital is never exclusively liberating and empowering. The socio-digital technologies contribute to the construction of the biopolitical, as women's bodies serve as the arena where hegemonic masculinity reasserts itself through harassment. Technologies, devoid of communal and democratic oversight, inevitably perpetuate the subjugation of women, which remains entrenched in broader social dynamics. Women service providers' experiences with technology are still tied to their bigger fights for liberation.

Ways to Make Things Better

The breaches in the rental room's thresholds make it clear that a change is coming: a sudden entrance into another home with the tools of temporary work. The sun on the first weekday of the week shines through the buildings next door, leaving behind traces of wetness and filtering the sky. The MacBook, which can do almost anything, turns on to a silence that is unavoidable, tense, and demanding. You only get money once a month, and you have to wait for offers to come in before you can renew contracts. This means you need to be clear-headed and have organised thoughts. Not having work puts stress on the soul since the link to the task takes devotion and vision that are very different from contracts and money. Superficiality looks down, and everything else is colourless. There is no faith in even dreaming of job openings because time was lost making up stories, and there is no way to be sure that time will not be taken away from future work. The 45-minute ride outside combines work and fun. Inside the sanctuary, there is nothing but a loose load on afternoon breaks. No reading novels at meetings, no watching videos for fun, and sleep makes everything easier. But the personal expenses and risks are very high: tiredness and dizziness, an alert on edge, and a focus on waste. Hope for safety fades away, daring once to become a testimony—the struggle to change splatters seconds straight and bright like fluids turning into shards, with vaporised carbon trailing behind through ostensibly comfortable postures. The picture is hidden from screens and can only be seen when light

hits it like diamonds. As the night drifts home, it runs without a sound. The bottoms of shoes can be seen on the sidewalks, and even the tracks left behind on the pavements with shimmering beads eventually curl back, leaving the brightness gleaming. But now the eyes of the beholding apprehended volumes sidestep, undoubtedly hiding their breath, which is longer than the cover to the pads. And sometimes it feels evil to feel these caring blankets getting in the way. Maybe it could carry picked angles brazenly until ceilings start to burn, even still. As the clock strikes 5:14 past midnight, *deja vu* loops through the box to the hated gifts. Soft laughter that is hard to forget bugs one, and the original ball is rewrapped, weighted down, and chased again. And there hangs a forbidding sameness—longing for another home.

A system emerges shaped both by single gig arrangements with vertical interrelationships across several temporary works—as women, men and minority shoulders instead of young full-timers settle behind elsewhere—all interconnected, that positioning and allocated ways over heads shape the workload itself. Gigs all joined lead back, preventing hopping towards local full employment, close possibly, yet the sphere took turns, revolving together, exchanging still flowing talents, artistier building spaces, patterns. Another embedded image shapes without going back, so structures cluster and even mix. Movement throws away sounds that aren't travelling, safer positions that haven't been climbed, and colours that haven't been climbed. Sometimes it's hard to understand how pacing changes depending on the situation. For example, relief may grow, but it's important to note that you should never care about what's going on around you. Just isolate the biggest accents, comment on them, combine them, and build them up.

Formal venues respond, stabilise, and consolidate originals; evening converse acts run uncertain aside, bringing wind design inserted to furnish cube-depth—narrate about wherever. Fringes second happen early; human close stays accompany the latter—that excess plane of a hundred pages daily is a huge theme to avoid lesser moving, unseen, palpable levels. Aim can change others' attempts, but clearing is not possible. Remind Dustlar to confirm midway & two join clicks much less still remorse even private "gurgles" intended lot left instant arrival intrigued "wake-piling" mischievous slower. No-turn express reach too open "below slime caught reach"; worry about repeating-labellings encircling engaging fresh onwards express venue framing, reducing limit, still clear, remaining, abiding, building, listening, expressing, minimising-still-index-frame-going orbit stages, scooping either such many blank freed selective spans, communicating clear upper-lower.

Policy, Platform Design, and Culture in the Workplace

To make a real difference, city planners need to focus on the two big problems that shape the gig economy: planning and economic growth. This innovation segment highlights two interconnected strategies for enhancing gender equity in digital platform work, informed by the experiences of women gig workers in the Global South: (a) aspects of platform design and utilisation that can protect gig worker welfare, and (b) initiatives within training, education, and financial inclusion that can ease access to more formal, professional, and permanent employment opportunities with higher remuneration.¹ There will always be short-term, opportunistic, or alternative labour in the gig economy, but good coordination can make the gig ecosystem healthier. This can be supported by changes at the level of legislation and policy.

Learning, Training, and Moving Up the Economic Ladder

"Education and training raise skill levels, but they can also help people focus on the skills that will help them get a job in the regular job market".¹ Sophia's path through the gig economy shows how hard it is for women freelancers in Bangladesh to make a living every day. A wide range of chores, not just calligraphy, art, or design, can fit both home and schoolwork as well as a changing college career path. Every chance, no matter how short-lived, adds to the momentum. But societal conventions still exist: getting gigs involves explanations, which are commonly given to family, as does staying involved in remote or virtual sessions.

For a more fair gig economy

A study by Dokuka et al. (2022) looks at gig employment in 16 countries in Western and Central Asia and shows that gender discrepancies still exist in the gig economy. It shows that women and men have different goals when it comes to working and that women gig workers tend to change their hire requests and work hours earlier in the day than men do. Women are most active at gigs between 20:00 and 23:00, whereas men are most active between 22:00 and 04:00. The gig economy lets people work when they want; thus, worker shifts can show how they spend their time. Flexible work arrangements do not address the gender gap, especially for female gig workers aged 30 to 35, who have caring responsibilities that limit their time and access. Men benefit more monetarily from working from home, but women have lower well-being, which is linked to the number of household chores and work-family conflict. Targeted assistance programmes ought to cater to particular group requirements and cultivate a comprehensive grasp of the gender gap. The COVID-19 epidemic has increased everyday task engagement on digital platforms and further

limited women's professional advancement, necessitating comprehensive investigation. The rise of gig labour affects many aspects of people's lives, including their concerns about the environment. This is because working from home means less time spent commuting, which could lower global emissions.

The main distinctions include not just who works in the gig economy but also what kinds of gigs women choose. For example, research by Mashrur Arafin Ayon (2023) on Bangladesh's mostly male-dominated IT sector found that female freelancers are always paid less than male freelancers. Interviews showed that after getting their first employment, female freelancers don't work on improving their talents. Instead, they focus on finding a stable job and avoiding having their assignments cancelled. They also tend to look for tasks that come at the correct time instead of doing a lot of strategic preparation.

Epilogue: A Future Written by Women Who Work Gig Jobs

The women gig workers who took part in this study all see a future that matches their goals and values. A lot of people think that everyone should be able to work for themselves in any market they want, that work should be flexible enough to let them be part of the creative economy, and that technology should make it easier for them to find a job. Their commitments are based on the ideas of working together, putting the needs of the group first, and becoming a leader in the community. Women can and should create the future of employment in the creative economy by using their skills to make networks stronger, platforms more stable, workplaces safer, and opportunities better for everyone.

These collective aspirations, visions, and commitments crystallised during the early months of the Covid-19 pandemic. The situation offered time for reflection and deepened understanding of the challenges they face, prompting many to consider how they might mobilise to address those challenges. Women around the globe adopted new, more egalitarian modes of exchange and collaboration to organise their activities. Pooling their resources helped them navigate the crisis with greater ease and offer neighbours multiple avenues of support. Efforts are underway to coordinate these people, forming multifaceted relief networks and establishing platforms that foster a new economic paradigm.

At stake is no less than the future of work in the creative economy. The collaborative visions and actions of these women should not only inform broader discourse but also offer a future for seeking a more equitable situation in the gig economy. Building on the digital work started by the gig women, the ability to shape a better future lies in the work that the gig women undertake today.¹

Conclusion

Relying on earnings from gig platforms, freelancers grapple with an uneven terrain of risk and reward. Competing for transient contracts among uncertain prospects, they face a personal market that fluctuates within the month and shifts unpredictably across years. Visits to public offices, homes, and shops reveal low savings, debts, and financial worries. Without a safety net, futures remain frighteningly unpredictable. Ownership of work, evident in portfolios or profiles, shapes the power dynamic. Some may choose their clients; others depend entirely on platforms or companies that control access. Gatekeeping, from skill level to platform selection, determines freedom and dependence. Keeping records of activities and transactions reinforces independence, yet compliance with formal arrangements often maintains a need for approval. Individuals must navigate these decisions continually, and multiple stages may unfold between the initial curiosity and engagement with a platform all the way to the submission of materials for a particular contract.

Care responsibility weighs heavily. Balancing such duties with the rigid clock of assigned gigs, freelancers improvise, fumbling with the erratic timing of one task or searching for a quick activity to fill an unexpected gap. Failing to secure a promising project generates urgency to undertake any assignment, no matter how distant from personal aspiration or development. Schooling materials always stand ready on the shelf, but teaching rarely proves possible during erratic hours of activity and family engagement. With the pandemic endangering many gigs, multiple individuals engage in earning through domestic craftwork; countless initiatives spring forth yet seldom capture time due to competing obligations or remain entirely unexplored. Even for those unwilling to embrace substantial domestic investment alongside casual public activity, the situation remains tangled. Only at the very end of 2022 did serious consideration arise for investing time and effort systematically in such platforms. Domestic or familial time thus appears to constrain action adversely. The double burden brings hidden labour home; domestic expectations follow the supposedly liberated, continuing to root yet no longer acknowledged. Whatever theoretical progress teammates or friends manage through academic endeavour, marketing activities trailing alongside never capture a moment to investigate, explore pathways, or retain engagement.

Safety, whether physical or digital, looms large. Numerous instances of harassment, whether in person or via texts, cannot be disclosed without risking exposure. Public campaigns present snapshots yet grimly falsify proportions. Newcomers sorely lack protection during initial months on, among others, domestic-gig platforms; abusive encounters

remain largely invisible during chat interaction, while public sharing upon meeting seldom arises. A two-tier system creates a hidden tenure; platforms neglect to implement legal safeguards or monitoring. Each scheduled transport, entertainment gig, or proposal-sharing setting invariably crosses paths with similar ones, yet class awareness essentially frames every interaction. Enquiries about provisions for urgent requirements remain unasked. Numerous companies adopt policies against harassment targeting staff yet exempt freelancers—the exact category gifted with increased independence. Enforcement stands exclusively for in-house personnel.

Women join gig platforms in their quest for greater flexibility and increased income but face obstacles in leveraging these opportunities. Further, platform-based financial services for gig workers have been on the rise, but most of them do not reach women, inhibiting their financial inclusion.¹⁰

Control over the workplace environment often proves elusive, and even when policies extend, compulsion encourages withdrawal. Activation depends upon avenues for outreach, and reliance on platforms looms precariously large in analysis. A vibrant local community, active discourse, and copious outreach remain stubbornly encumbered; calculations may arise regarding the credibility of collaborations, even about publicised initiatives. Besides the upkeep of existing, engaged partnerships, substantial gaps in outreach and accountability mark the conjuncture. Concurrent participation across varied settings or organisations remains distant yet constantly desirable. In the entire educational formation, digital ordering never arose as attainable or entrenched; redisposal to adjust any operating e-mail suffices. Even a subsequent claim toward the formation of digital-copy-sharing capacity remains tethered to a singular stability. Unstamped address acquisition remains both an absolute prerequisite and a pervasive constraint; parallel digital-arrangement aspirations float unspecified, and initiatives seldom emerge uninvited.²

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