

Forum: Economic and Social Council (ECOSOC)
Issue: Setting Standards for Employment Rights in the Gig Economy
Student Officer: Marios Pasoglou
Position: President

PERSONAL INTRODUCTION

Dear Delegates,

My name is Marios Pasoglou, I am 16 years old and at the time of the conference will be attending the 11th Grade of Pierce – The American College of Greece. In this year's PSMUN conference, I have the utmost honor of serving as the President of the Economic and Social Council. This will be my 7th time chairing and I am very eager to participate in this PSMUN conference.

I started MUN when I joined my school's MUN club last year and since then, I have developed both as a person and as a student. MUN can have many benefits to those participating in it, such as improving students' public speaking and critical thinking skills which are essential in an academic and professional environment. Furthermore, students can develop their writing and research skills through reading the study guides and writing resolutions. Finally, through MUN, one can inform oneself and further understand the global issues that affect our world.

This year's agenda topic, "The Paradox of Progress", is directly related to the mandate of the ECOSOC Committee and has been of utmost importance these last few years. The topics that have been selected, especially the one in regard to the Gig Economy, resonate deeply with the challenges we face with progress.

This study guide is by no means the sole preparation you should conduct for this conference. A good and capable delegate should always do significantly more research based on the contents of this guide while taking advantage of the bibliography already included. If you want clarification on any part of this guide, feel free to contact me at: m.pasoglou@acg.edu

Kind Regards,

Marios Pasoglou

INTRODUCTION

The gig economy has been revolutionary these past few years. It has transformed the traditional sense of employment and revolutionized the way people work. In contrast to traditional jobs, the gig economy is characterized by short-term, freelance, or independent work opportunities usually made possible by digital platforms such as Uber. The employees, also referred to as gig workers, are usually classified as independent contractors and offer their services on-demand.

The growth of the gig economy has brought significant benefits to both employees and employers. It gives employees the freedom to select and form their own schedules, pursue different projects, and simultaneously run their own businesses. Consequently, employers have a wider pool of employees to choose from and hire for smaller projects that wouldn't be available for regular employees. Examples of such projects include web design, voiceovers, and graphic design gigs.

On the other hand, the gig economy has led to serious concerns over the rights afforded to those who work in such settings. In contrast to full-time workers, labor rights such as overtime pay, minimum wage, guarantees, and social security benefits are not guaranteed for gig workers. Additionally, they are not entitled to safeguards such as the right to collective bargaining and protection from unfair termination. As a result of such practices, the risk of workers being exploited or bad working conditions has significantly increased. The confusion surrounding the job status of gig workers has made the determination of who is liable for any potential dispute or accidents extremely difficult. Such problems underline the necessity of setting clear and comprehensive standards that establish the rights of gig workers.

The topic as a whole is directly connected to this year's conference theme, "The Paradox of Progress". Progress, much like most innovations, brings both good and bad to any issue at hand. The theme suggests that progress can have many outcomes, positive or negative. The gig economy is a modern innovation closely linked with the concept of progress. This is because the industry follows the partner of progress and has shown positive and negative outcomes depending on the treatment of workers and the benefits offered to consumers, even though the gig economy is still a relatively new industry in the market.

DEFINITION OF KEY TERMS

Gig Economy

“A gig economy is a labor market that relies heavily on temporary and part-time positions filled by independent contractors and freelancers rather than full-time permanent employees.”¹

Freelancer

A freelancer is a person who works for an organization without being permanently contracted to it. Most workers within the gig economy are classified as freelancers and not afforded the same rights as full-time employees.

Employment Rights

Employment Rights are the rights employees gain once hired. They usually include the right to equal pay, the right to non-discrimination, and the right against retaliation. Workers within the gig economy more often than not do not have the same rights as employees due to their classification as independent contractors.

Platform Economy

“Platform economy is the tendency for commerce to increasingly move toward and favor digital platform business models.”² It includes three sorts of platforms: the Transaction Platform (Amazon, Etsy), the Innovation Platform (Microsoft, Oracle), and the Integration Platform (App Store, Google Play). Most digital platforms, including the abovementioned, host job opportunities for gig workers.

Gig Worker

A gig worker is a person who works as a freelancer or independent contractor in the gig economy. Gig workers usually complete small projects such as food delivery or short tasks in exchange for payment.

Social Security

The term social security is defined as “any of the measures established by legislation to maintain individual or family income or to provide income when some or all sources of income are disrupted or terminated or when exceptionally heavy expenditures have to be incurred”³.

¹ Team, The Investopedia. “Gig Economy: Definition, Factors behind It, Critique & Gig Work.” Edited by Thomas Brock and Katrina Munichiello, Investopedia, 27 Jan. 2023, www.investopedia.com/terms/g/gig-economy.asp.

² Fitzgibbons, Laura. “What Is Platform Economy?: Definition from TechTarget.” CIO, 17 July 2023, www.techtarget.com/searchcio/definition/platform-economy.

³ Abel-Smith, Brian. “social security”. Encyclopedia Britannica, 5 Jul. 2023, <https://www.britannica.com/money/topic/social-security-government-program>. Accessed 19 July 2023.

Collective Bargaining

Collective bargaining is the process in which the unions of employees negotiate with their companies for better compensation or working conditions. This method has been used extensively by gig workers' unions in attempts to gain better compensation or treatment.

BACKGROUND INFORMATION

The gig economy is a labor market that is usually described by the freelance or part-time status of most employees. This type of job market has recently spread widely throughout the world. This is necessitated by the fact that the gig economy utilizes digital platforms as a means of connecting customers with either shops and delivery drivers or in general, any other service they need. It also provides ways to reduce costs for businesses and job opportunities for freelancers. However, it is often plagued by litigation against platforms that work in the gig economy due to the severe mistreatment of workers.

Characteristics of the Gig Economy

The gig economy is usually defined by specific characteristics. First of all, the status of workers in the gig economy is typically classified as independent contractors. Classifying gig workers as independent contractors affects their legal rights as most countries' laws do not provide the same protections for both categories. Secondly, the workers in the gig economy are more flexible and can choose when or where they work and often even set their own rates. This is a great advantage for employees who have other commitments such as college students or parents who have to take care of their children. Furthermore, there are countless different opportunities in many sectors within the gig economy such as ridesharing, delivery, freelancing, and home-sharing, meaning that workers can choose or alternate the work given to them. In essence, gig work is enabled by platforms that enable the easy obtainment of such work, thanks to platforms similar to the ones mentioned. It is worth noting that there is a high level of competition and uncertainty associated with gig work as the income of employees can fluctuate a lot.

Impact of the COVID-19 Pandemic

The COVID-19 pandemic had a dramatic impact on the gig economy. More specifically, the pandemic led to a severe decline in demand for many services such as ride-hailing and food delivery, as people were less likely to use these services during the lockdown. This is due to the fact that most people remained at home and faced significant cuts in their income. Additionally, the increase in unemployment during the pandemic led to many people resorting to the gig economy for work, considering that regular businesses shut down and laid off their staff. This was a result of the mass quarantine

of people across the world where everyone was advised to stay home and not come in contact with other humans when possible. The pandemic further created many new work opportunities in areas such as online tutoring for students and grocery delivery to households as their members were afraid to go out of their houses. Lastly, many platforms faced a surge of users during the pandemic both looking for work and those using those platforms for services such as grocery delivery. For example, many leading economies faced significant growth of people using gig economy platforms with people in the US looking for work using the gig economy increased by 30%⁴, deliveries and gig work increasing in the UK by 7%⁵ and India's gig economy facing significant growth⁶.

Growth and Impact

The gig economy has experienced very rapid growth in recent years that can be attributed to a multitude of factors. The main reason behind this growth is the speedy advancement of technology in the 21st century, whose progress has made platforms such as Uber and Airbnb more easily accessible to consumers and has contributed to the expansion of gig economy platforms in other regions. Such marketplaces have also facilitated, thanks to their easy use, the employment process for workers. Another factor directly affecting the rise of the gig economy is the decline of traditional employment due to the increasing automation of jobs and the rise of corporations conducting outsourcing due to high costs. Lastly, it is evident that the number of employees looking for flexible job opportunities, including working from home or having a flexible work schedule, has significantly increased. The flexibility that the gig economy provides has been central to its development because it is seamlessly aligned with the vision of a modern workplace.

Benefits and Concerns

Employees

Most employees can benefit immensely when participating in the gig economy due to its characteristics. Employees working within the gig labor market have a far more flexible schedule and can work from different places or at different times. Alongside that, workers in the gig economy can choose from a plethora of different opportunities in a variety of sectors and as such can easily change their careers or attain work experience in different sectors. Freelancers within

⁴ Gibbons, Serenity. "3 Reasons Businesses Are Tapping into the Gig Economy." *Forbes*, Forbes Magazine, 8 Nov. 2022, www.forbes.com/sites/serenitygibbons/2022/07/21/3-reasons-businesses-are-tapping-into-the-gig-economy/?sh=2adecb49101c.

⁵ "Gig Economy Statistics UK: 2023 Industry Report." *StandOut CV | CV Writing Advice, CV Examples and Templates*, 5 May 2023, standout-cv.com/gig-economy-statistics-uk.

⁶ "Economic Survey 2020-21: India's Gig Economy Now among Largest in the World." *The Economic Times*, 29 Jan. 2021, economictimes.indiatimes.com/tech/technology/economic-survey-2020-21-indias-gig-economy-now-among-largest-in-the-world/articleshow/80586505.cms.

the gig economy are usually provided with access to new markets and customers that can help expand their business. For example, a freelancer worker in Europe can easily make contact with potential buyers in Asia and the American market. It is important to consider that the payouts of gig workers may be increased if they can build up a strong reputation within their industry. For instance, in the Uber platform, drivers with a high rating are prioritized in high-paying rides or in rides with customers who provide substantially better tips.

Be that as it may, working in the gig economy also comes with many concerns for employees. To be more specific, employees working in the gig economy do not have the same job security, as their companies do not contract them and work on a gig-by-gig basis. Consequently, workers may need to constantly look for new opportunities or have their pay fluctuate due to the trends in the job market. Another significant problem with working in such a market is that gig employees are not even entitled to minimum wage, considering that they are not granted the same rights as full-time employees. Consequently, workers may end up working for wages sub-standard to the minimum one and not receive benefits such as health insurance or sick leave. Employees may potentially even be exploited by companies that take advantage of the less strict worker rights regulations for gig workers. This tendency has led to the unions of gig workers demanding stronger and more stringent labor legislation.

Businesses

The gig economy can also be deemed beneficial for companies because it can be used as means of providing and promoting one's services. One of the most obvious benefits the gig economy has for businesses is that it can contribute to saving money on both the cost of the work and benefits such as health insurance and sick leave, since they aren't mandated to give such benefits to workers. There is also more flexibility for businesses that choose to work within the gig economy as workers can be hired as needed without having to commit in the long term.

Businesses working in the gig economy can, nonetheless, face many difficulties as well. They often face uncertainty regarding the gig economy. This is necessitated by the fact that companies may be unable to find workers or employees at a reasonable price. Another challenge faced by companies is the potential legal liability that they might face for the actions of workers hired through platforms of the gig economy. It is worth mentioning that many businesses face difficulties in complying with the complicated labor laws surrounding the gig economy. Unfortunately, such difficulties can make the process of gig employment time-consuming and complex. This is necessitated

by the fact that little international regulations surround the gig economy and local laws are more often than not too complex.

Society

The gig economy is very beneficial to most societies. The main benefit is job creation, as the spread of the gig economy helps to reduce unemployment rates in many regions as untrained workers and those unable to find a job can get one easily through platforms of the gig economy. The industry has also led to innovation in many industries. For example, platforms such as Lyft and Uber have revolutionized the transportation industries of a handful of countries by offering better services at a cheaper price than local alternatives. Lastly, as previously mentioned, people can participate more quickly in the economy as they can get a job more efficiently and, thus, spend money.

There are also many concerns faced by society in relation to the gig economy. The gig economy has been one of the most important factors in the rise of inequality, especially in terms of income, since gig workers earn lower wages and have limited to no access to health and social benefits. The gig economy has also significantly impacted the traditional economy because it has created many new employment positions. At the same time, it has led to a decrease of traditional jobs and to a significant decline in workers participating in labor unions. As gig workers often use cars or motorbikes to work or get to their place of work there is a severe environmental impact associated with the gig economy.

Different Approaches to the Regulation of Gig Work

Many countries have taken different approaches to regulating the gig economy. Some of the most common approaches used include countries introducing laws classifying gig workers as employees and granting them the same rights and benefits. Governments have also introduced regulations that require platforms to provide gig workers with standard protection such as upfront information on the working conditions they are going to face, along with their monetary compensation, in order for them to be informed when deciding on working for an organization or initiative. Through the same regulations, companies have been asked to protect workers from any discrimination or harassment in the workplace.

Another type of regulation imposed on the gig economy by countries is establishing a new category of workers that would have some of the rights or benefits that full-time employees are afforded. Many other countries have, nonetheless, decided not to take any action and allow the gig economy to operate with almost no regulation by the government.

Moreover, there are many negative consequences associated with the regulation of the gig economy. One such consequence is the increased costs businesses face if gig

workers are classified as full-time employees. Companies may end up having to pass on to the consumer instead of absorbing such costs themselves. Another negative effect is the reduced flexibility associated with the regulation of jobs in the gig economy which some workers value. Lastly, companies may be discouraged from hiring gig workers as a result of the increased bureaucracy that regulation might impose on the gig economy.

The regulation of the gig economy can also have a significant impact on the employment rights of workers. If gig workers are classified as employees and entitled to equal rights, this could lead to companies paying them less or providing them with significantly limited opportunities. Furthermore, as previously mentioned, the flexibility of the gig economy could be impacted if regulation is imposed since workers could be required to work only certain hours. Lastly, the increased bureaucracy imposed by regulation could hinder companies from hiring gig workers as companies would need to file paperwork, get health insurance, and complete reports on the workers' performance. Correspondingly, companies could hire fewer gig workers and increase costs that get passed onto the consumer.

Discrimination in the gig economy

While discrimination in the gig economy is a very important problem that has arisen, addressing and regulating it constitutes a complicated challenge. The very nature of gig work being decentralized makes it difficult for discriminatory practices to be identified and addressed. Several platforms have implemented anti-discrimination policies in order to combat discrimination based on characteristics such as gender, race, or religion. Many platforms such as Uber have also applied the use of algorithms to detect potentially discriminatory behavior like cancellations against specific groups of drivers.

In addition, some states of the United States of America (USA) have tried to limit the number of discriminatory instances within gig work. For example, California introduced the Fair Pay for Equal Work Act which aims to combat wage discrimination by companies toward those working in the gig economy. Furthermore, there have been several court cases against gig platforms by gig workers that allege discrimination against specific groups of people. A prominent example is the case of black drivers against Uber. Despite all these measures, discrimination has remained a very substantial issue within the gig economy. Many studies have even revealed that the harassment rates have increased, alongside the decrease of the monetary income for marginalized gig workers.

MAJOR COUNTRIES AND ORGANISATIONS INVOLVED

United States of America (US)

The United States, being one of the largest economies in the world, is a major player in regard to the gig economy. Huge global companies that are prominent within the gig economy, such as Uber, started and have their headquarters in the US. This is due to the fact that the United States of America offers more favorable regulations in regard to gig workers. Be that as it may, a significant issue workers in the US face is that gig workers are often misclassified as independent contractors, meaning that they are not provided with the same rights as full-time employees and as such, are not entitled to minimum wage nor health insurance. Another issue faced by gig workers in the US is the lack of transparency between workers and employers as far as their pay is concerned. Employers are not obliged to inform gig workers on their average salary on each gig while offering them an employment position. Lastly, the algorithms that platforms use often discriminate against gig workers and underpay them. There have been many legal cases from gig employees that advocate for their classification, in order for them to get their full legal rights.

Germany

Germany has a well-established gig economy. More specifically, the German government has taken many steps in the regulation of the gig economy. In 2017⁷, a law was passed that required companies to provide gig workers with protections such as minimum wage and paid sick leave. The legislation further required that gig workers are offered information on their pay and working conditions before being hired. An additional law was passed in 2021⁷ that mandated companies to classify their workers either as employees or self-employed workers. Those classified as employees are afforded worker rights such as paid vacation and parental leave. These regulations, although welcomed by the workers, have been criticized by companies that argue that innovation within the gig economy will be stopped as the regulation is too restrictive. Germany has not taken any steps to address such criticism from the companies.

India

India, apart from being one of the fastest-growing economies in the world, has also faced significant growth within the gig economy. In a 2021 report by the Internet and Mobile Association of India, around 7.7 million people were employed in the gig economy from 2020 to 2021⁸. Despite the substantial growth gig work in India has

⁷ Hai peter, Thomas & Hoose, Fabian. "Don't GIG up, Never! Country Update - Germany", *Don't Gig Up EU*, February 2022, https://www.dontgigup.eu/wp-content/uploads/2022/06/Country%20Update_Germany.pdf.

⁸ "NITI Aayog Launches Report on India's Gig and Platform Economy." *Press Information Bureau*, 27 June 2022, pib.gov.in/PressReleasePage.aspx?PRID=1837277.

faced, lawmakers have been slow to adapt in order to address any challenges that the sector faces. Consequently, there is a significant percentage of people in India that have and are working in the gig economy. It is important to mention that the number of these employees is steadily increasing. However, the country has not introduced significant or strict legislation to combat the issues within the gig industry. In 2021, the government introduced a draft bill which would provide workers with some rights; however, this bill has still not been codified as a law due to bureaucracy. It is clear that such ongoing developments in the regulation of gig work in India will play a significant role in the future of the gig economy in the country.

International Labor Organization (ILO)

The International Labor Organization, being the UN agency for labor-related matters, plays a crucial role in setting standards related to the gig economy. It has been actively addressing employment rights in the gig economy publishing reports and guidelines to guide states. For instance, the organization published in 2019 the ILO Centenary Declaration for the Future of Work that acknowledged the difficulties faced in the gig market. As an organization, the ILO has published a plethora of reports aiming to outline the issues faced by gig workers and guide governments in safeguarding the rights of employees in the gig economy. Lastly, the International Labor Organization has promoted through its reports the development of a more sustainable form of the gig economy.

European Union (EU)

The European Union has been actively engaged in the regulation of the gig economy in order to ensure the fair treatment of workers by introducing regulations and legislation. The European Commission has proposed various directives aimed at addressing issues such as platform transparency and working conditions. In 2016, the European Commission published a report on the gig economy titled “A European Agenda for the Collaborative Economy” which showcased the rapid growth that the gig economy had experienced in the European market and the unprotected status of the majority of gig workers. The European Commission also submitted a proposal in 2020 in order to establish a directive that sets minimum standards to protect workers in the EU gig economy. Such a directive would ensure the classification of gig workers as traditional employees and rights such as the right to collective bargaining. This directive is still being negotiated and is expected to be finalized in 2023.

Independent Workers' Union of Great Britain (IWGB)

The Independent Workers' Unions of Great Britain is a trade union that represents gig workers in Great Britain. It was founded in 2012 and has grown to over 20 thousand members in many industries. As a union, it has been fighting for the rights of workers such as minimum wage, sick leave, and collective bargaining through litigation and advocacy. It has been active in a plethora of legal cases, such as a proceeding with

Uber due to the use of facial recognition algorithms that racially discriminates drivers. Furthermore, the IWGB recently appealed to the UK Supreme Court for the collective bargaining rights of gig workers working for Deliveroo.

Independent Drivers Guild (IDG)

The IDG is a relatively recent union founded in 2019 that specializes in the representation of gig drivers in the US. It has over 50 thousand members and represents drivers in all industries. The union is actively fighting for the gig drivers' legal rights such as those to minimum wage, sick leave and collective bargaining. As a union, it has been successful in litigation against companies such as Uber through its free legal support for drivers. The IDG actively advocates with lawmakers on legislation protecting drivers and provides legal support to any drivers facing problems.

TIMELINE OF EVENTS

DATE	DESCRIPTION OF EVENT
December 1999	Elastic is founded which aims to connect freelancers with businesses looking to contract them. It later merged to create Upwork.
August 11 th , 2008	Airbnb is launched providing a platform for individuals to rent their homes for short timespans.
2008	TaskRabbit is launched as a platform where freelancers can be paid for completing small tasks.
March 2009	Uber is founded aiming to connect drivers to consumers through their app.
2017	The French Platform Workers' Charter is signed by major gig platforms in France.
2018	First major ruling classifying uber drivers as independent contractors rather than employees is adopted.
September 2019	California Assembly Bill AB5 is enacted aiming to provide gig workers the classification of usual employees.
2019	The ILO Centenary Declaration for the Future of Work is adopted by the ILO.

PREVIOUS ATTEMPTS TO SOLVE THE ISSUE

California Assembly Bill 5 (AB5)

The AB5 was enacted in 2019 by the California Assembly. The Assembly Bill aimed at complicating the establishment of gig workers as independent contractors for companies. That way, gig workers would be rather classified as employees, meaning that they would be afforded to equal rights with full-time employees. However, it has faced significant legal challenges. The AB5 has significantly impacted the economy, considering that many businesses were forced to classify gig workers as employees and consequently, provide them with benefits such as minimum wage. The success of AB5 is debatable because it has faced countless challenges in many sectors because of Bill 2257. This specific bill exempted many professions from the provisions of AB5 and as such appraiser, inspectors, landscape architects and some other specialized workers were not automatically classified as employees. Additionally, Proposition 22 which was backed by major ridesharing platforms such as Uber and Lyft was voted upon by Californians. This proposition resulted in the reclassification of drivers and delivery workers as independent contractors.

UK Employment Status and Rights Review

The review on the UK employment status and rights was commissioned by the then-UK Prime Minister Theresa May in 2016. The main goal of this initiative was to review modern employment practices such as those used in the gig economy. It was, also, influenced by the success of Uber drivers in a tribunal which allowed them to be classified as employees. The main recommendations of the review focused on defining the nature of gig workers' employment, minimum wage and changes to their rights and benefits. For example, it recommended that all gig workers get the same social benefits afforded to full-time employees and have minimum wage protections. Be that as it may, the effectiveness of the UK Employment Status and Rights Review is debatable. Even if the government implemented some of the recommendations in the following years, the regulations made did not ensure any substantial change, nor did they protect vulnerable workers. On top of that, the implementation of the review failed to tackle the issue of low wages and zero-hour contracts, which provide no minimum set contract hours. In essence, even if the review has been successful in raising awareness to weaknesses in the work quality in the UK, it has met various challenges in its implementation.

European Union Directive on Transparent and Predictable Working Conditions

This directive was adopted by the European Parliament and the Council of the EU in 2019 and aims at improving the predictability of working conditions for all workers in order for workers to be aware of the work conditions they are going to face in their future work environment. The framework requires employers to provide employees with information on their working conditions such as pay, working hours, and vacation

days. It further demands that businesses provide employees with their employment terms within two months of when they start work. The directive, although not yet being implemented in all EU member states, is expected to have a significant impact in all labor markets and especially the gig economy. This is because it provides an overview and solutions for most challenges faced by workers in such a sector. Lastly, it addresses key issues that have often been controversial or concerning.

The French Platform Workers' Charter

The French Platform Workers' Charter was signed by major gig platforms in France such as Uber and Deliveroo in 2017. It outlined commitments made by those companies to ensure the working conditions of gig employees such as providing them with information on pay and working conditions, paid sick leave, and vacation days along with access to social protection. Some important commitments include increased transparency by companies on the compensation of workers, the right to disconnect when not working and the right to organize and bargain collectively. Unfortunately, this charter has mostly failed, as laws in France have swayed in favor of companies such as Uber with minor wins for workers. Furthermore, it has been criticized for not being actively enforced and not sufficiently protecting workers. Lastly, many legal cases brought before French courts have heavily swayed in a favorable way for companies and not workers.

ILO Centenary Declaration for the Future of Work

In this Declaration adopted in 2019, the ILO acknowledged the challenges posed by the gig economy and other new work types such as irregular work hours and no minimum wage. Furthermore, it emphasized the need to ensure decent work and fundamental rights for all workers in order to ensure the workers' well-being. With this declaration the organization committed to advance and enhance decent work in the gig economy. This commitment involves securing the gig workers' rights to organize under a union and provide them with access to social protection. Since the declaration is relatively recent, one cannot already evaluate its success; however, the proposed measures are noteworthy, meaning that this attempt provides a substantial foundation for its success.

POSSIBLE SOLUTIONS

Enhancement of Social Protections

Gig workers are often excluded from social programs that provide important benefits to them either by the state or their employer. Some examples of benefits include health insurance, pension funds and paid sick leave. This happens because they aren't classified as full-time employees, meaning that their employers are not obliged to include them in such programs. In order to address this issue, social protection programs must be expanded and enhanced as a means of including gig workers as

well. This measure could be achieved by providing subsidies or tax credits to them. In this manner, workers can acquire health insurance by themselves or receive their pension via government-run pension funds, which will potentially be created if social protection programs also include employees in the gig industry.

Strengthening Compliance Mechanisms for Countries and Companies

A vast variety of laws and regulations in relation to gig workers are often not enforced due to the lobbying of gig companies or the inadequate motivation for them to abide by the legislation. As such, the establishment of compliance and monitoring mechanisms is of the utmost importance to ensure that all companies operate according to the law, while at the same time, any possible infractions can be handled appropriately. Further, an international agency, under the supervision of the ILO, should be created, in order for a monitoring mechanism to oversee specifically gig economies around the globe. Such an agency would have the authority to provide reports to the governments of each nation to adjust their regulations. Lastly, it could impose fines on nations or companies that disregard the rights of workers in the gig economy.

Establishment of a Framework Surrounding the Gig Economy

Another possible solution to this issue is the establishment of a comprehensive framework to set minimum standards on the treatment of gig workers. Minimum standards include transparency by employers and minimum wage protections. Such a framework should include provisions on countless aspects that regard gig workers, including pay, working hours, and benefits. Simultaneously, provisions on the employees' right to collective bargaining and the right to dispute resolution should also be developed. It is noteworthy that such a framework could encourage the establishment of legislation, adapted to the needs and customs of each country, on an international scale.

Collective Bargaining

An alternative way of facing the issue is by encouraging and promoting the rights of employees in regard to collective bargaining. By safeguarding this labor right, employees could form unions in order to advocate for their treatment and rights, while also reminding others of the importance of their own worker rights. Furthermore, it would be beneficial for workers to have platforms for negotiations with their employees. These platforms could be founded by international organizations and should base their regulations in accordance with the labor legislation and transparency. Correspondingly, such a platform can bring employees together to collectively negotiate with their employers, facilitating easier communication in the workplace in regards to the protection of the gig workers' rights.

BIBLIOGRAPHY

“About.” *IWGB*, <https://iwgb.org.uk/en/page/about-us/>.

Blackham, Alysia. “Challenging Discrimination in the Gig Economy.” *Pursuit*, The University of Melbourne, 20 November 2023, <https://pursuit.unimelb.edu.au/articles/challenging-discrimination-in-the-gig-economy>.

“Case Details.” *Independent Workers Union of Great Britain (Appellant) v Central Arbitration Committee and Another (Respondents) - The Supreme Court*, www.supremecourt.uk/cases/uksc-2021-0155.html.

Cole, Aaron H. “AB 2257 Enacts Significant Changes to AB 5 on Classification of Workers as Independent Contractors.” *Ogletree*, 13 October 2020, <https://ogletree.com/insights-resources/blog-posts/ab-2257-enacts-significant-changes-to-ab-5-on-classification-of-workers-as-independent-contractors/>.

“Commission Proposals to Improve the Working Conditions of People Working through Digital Labour Platforms.” *European Commission - European Commission*, 9 December 2021, https://ec.europa.eu/commission/presscorner/detail/en/IP_21_6605.

“Collective Bargaining: AFL-CIO.” *AFL*, <https://aflcio.org/what-unions-do/empower-workers/collective-bargaining..>

“Employment, Social Affairs & Inclusion.” *Transparent and Predictable Working Conditions - Employment, Social Affairs & Inclusion - European Commission*, <https://ec.europa.eu/social/main.jsp?langId=en&catId=1313>.

Evans, Claire. “UK: Taylor Review Recommendations and the Mixed Reactions of the Social Partners.” *Eurofound*, 25 August 2017, www.eurofound.europa.eu/publications/article/2017/uk-taylor-review-recommendations-and-the-mixed-reactions-of-the-social-partners.

“Freelancer.” *Merriam-Webster Dictionary*, <https://www.merriam-webster.com/dictionary/freelancer>.

“Gig worker.” *Merriam-Webster Dictionary*, <https://www.merriam-webster.com/dictionary/gig%20worker>.

“The History and Future of the Gig Economy.” *Gigworker.Com*, 25 July 2023, <https://gigworker.com/gig-economy-timeline/>.

“IDG Makes Drivers Lives Easier.” *Independent Driver’s Guild (IDG)*, 10 January 2023, <https://ny.driversguild.org/new-judge-issues-ruling-in-uber-pay-lawsuit/>.

“IDG Makes Drivers Lives Easier.” *IDG*, <https://driversguild.org/about-us/>.

“ILO Centenary Declaration for the Future of Work, 2019.” *Centenary Declaration for the Future of Work, 2019*, www.ilo.org/global/about-the-ilo/mission-and-objectives/centenary-declaration/lang-en/index.htm.

- The Investopedia Team, and Katrina Munichiello. "Gig Economy: Definition, Factors behind It, Critique & Gig Work." Edited by Thomas Brock, *Investopedia*, 1 October 2022, www.investopedia.com/terms/g/gig-economy.asp.
- Kayali, Laura, and Alexandre Léchenet. "How France Delivered for the Gig Economy." *POLITICO*, 13 January 2023, www.politico.eu/article/france-gig-economy-platforms-workers-rights-stuart-uber-deliveroo-emmanuel-macron/.
- Kelly, Philippa. "'So Many Reports of Violence and Abuse': How the Gig Economy Fails Women around the World." *The Guardian*, 26 June 2023, www.theguardian.com/global-development/2023/jun/26/violence-and-abuse-how-the-gig-economy-fails-women-around-the-world.
- Lake, Rebecca. "California Assembly Bill 5 (Ab5): What's in It and What It Means." Edited by Robert C Kelly and Katharine Beer, *Investopedia*, 30 May 2023, www.investopedia.com/california-assembly-bill-5-ab5-4773201.
- "Lex - 52016DC0356 - En - EUR-Lex." *EUR-Lex*, 2 June 2016, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM%3A2016%3A356%3AFIN>.
- Mackay, Steve. "Entrepreneurship, the Gig Economy and You." *Engineering Institute of Technology*, 10 September 2018, www.eit.edu.au/entrepreneurship-the-gig-economy-and-you/.
- "NITI Aayog Launches Report on India's Gig and Platform Economy." *Press Information Bureau*, 27 June 2022, <https://pib.gov.in/PressReleasePage.aspx?PRID=1837277>.
- "A Normative Gap Analysis on Decent Work in the Platform Economy." *International Labor Organization*, 24 Feb. 2023, www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_869158.pdf.
- Probasco, Jim. "California Proposition 22 (Prop 22): What It Means, How It Works." Edited by Michael J Boyle and Amanda Jackson, *Investopedia*, 14 March 2023, www.investopedia.com/california-proposition-22-prop-22-5085852.
- "Providing Adequate and Sustainable Social Protection for Workers in The Gig and Platform Economy" *International Labor Organization*, January 2023, www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg_p/documents/publication/wcms_867535.pdf.
- Shepherd, Leah. "Eu Proposes New Protections for Gig Workers." *SHRM*, 2 February 2022, www.shrm.org/resourcesandtools/hr-topics/global-hr/pages/eu-proposed-protections-gig-workers.aspx.
- Taylor, Matthew, et al. "Good Work: The Taylor Review of Modern Working Practices - Gov.Uk." *Good Work: The Taylor Review of Modern Working Practices*, July 2017, https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/627671/good-work-taylor-review-modern-working-practices-rg.pdf.

Schaffer, Matthias. "Gig Economy: Opportunity or Risk for the Labour Market?", *Konrad Adenauer Stiftung*, April 2019, <https://www.kas.de/documents/252038/4521287/AA349+Gig+Economy+ENGL.pdf/07894e08-2770-c349-ac20-da77d6e886b8?version=1.0&t=1556607568526>.

Haipeter, Thomas & Hoose, Fabian. "Don't GIG up, Never! Country Update - Germany", *Don't Gig Up EU*, February 2022, https://www.dontgigup.eu/wp-content/uploads/2022/06/Country%20Update_Germany.pdf.