

# Gig Economy

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## In News

In a gig economy, temporary, flexible jobs are commonplace and companies tend toward hiring independent contractors and freelancers instead of full-time employees. A **gig economy undermines the traditional economy of full-time workers** who rarely change positions and instead focus on a lifetime career.

## Features of Gig Economy

- The gig economy is based on **flexible, temporary, or freelance jobs**, often involving connecting with clients or customers through an online platform.
- The gig economy can benefit workers, businesses, and consumers by **making work more adaptable to the needs of the moment and demand for flexible lifestyles**.
- At the same time, the gig economy can have downsides due to the **erosion of traditional economic relationships between workers, businesses, and clients**.
- Those who don't engage in using technological services such as the Internet tend to be left behind by the benefits of the gig economy.
- **Cities** tend to have the most highly developed services and are the **most entrenched in the gig economy**.
- There is a wide range of positions that fall into the category of a gig. For example, adjunct and part-time professors are contracted employees as opposed to tenured or tenure-track professors.

## Gig Workers

- Traditional workers have a **long-term employer-employee relationship** in which the worker is paid by the hour or year, earning a wage or salary.

- Outside of that arrangement, work tends to be temporary or project-based; workers are **hired to complete a particular task or for a certain period of time.**
- In some cases, they have an employer, but the company that pays them is different than the one at which they work.
- These types of arrangements are often called **alternative or nonstandard work arrangements**, and may include freelancing, temp agency work, self-employment, and subcontracted work.
- Not only may workers **lack protection and fair pay**, but the roles aren't as flexible as they seem, as workers may be incentivized or pressured to work when the companies need them.
- On top of that, workers **may not be paid benefits such as holiday or sick pay**, and reports suggest some aren't making minimum wage.