

QUALITY OF THE GIG

An Analysis of App-Based Platform Drivers' Working Conditions in the Greater Chicago Area

Larissa Petrucci,
Frank Manzo, and
Robert Bruno



PLATFORM BASED GIG WORK



Comparison of workplace legal protections for employees and for independent contractors in the United States

Labor standard	Employee	Independent contractor
<i>Minimum wage</i>	√	X
<i>Overtime pay</i>	√	X
<i>Unemployment insurance</i>	√	X
<i>Workers' compensation</i>	√	X
<i>Paid sick days</i>	√	X
<i>Paid family leave</i>	√	X
<i>Health and safety protections</i>	√	X
<i>Right to a union</i>	√	X
<i>Discrimination and sexual harassment protections</i>	√	X

Source: Authors' analysis of current (as of May 2022) federal and state laws. Employees have these protections in places where they are statutorily prescribed. Independent contractors do not have these protections in any jurisdiction.

Should gig workers choose flexibility or protections?

16 EXPERT COMMENTS

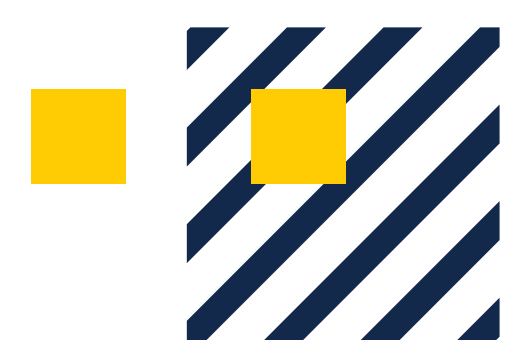
DISCUSSION



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Uber for Business

**Flexibility in the office:
the new wellness benefit**



UBER EMPLOYEE BENEFITS (FOR NON-DRIVERS)

- Employee Discounts
- Childcare and Family Leave
- Health Insurance
 - Life, dental, mental, disability, vision, etc.
- Retirement and Stock Options
- Flexibility

GIG DRIVER LAWS



PROP

22

CALIFORNIA

HB

2067

WASHINGTON

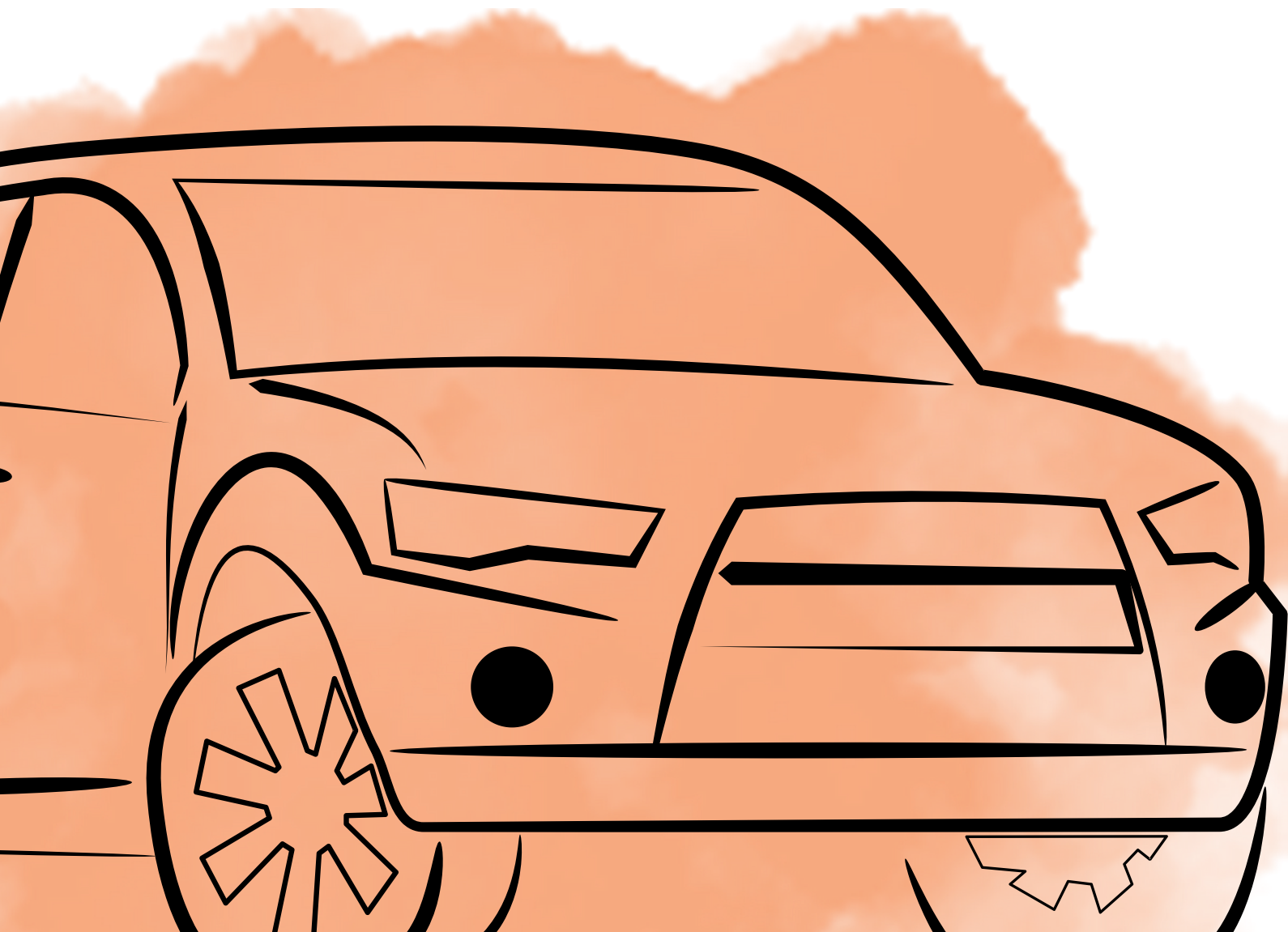
**PETITION
FOR
LAW**

MASSACHUSETTS

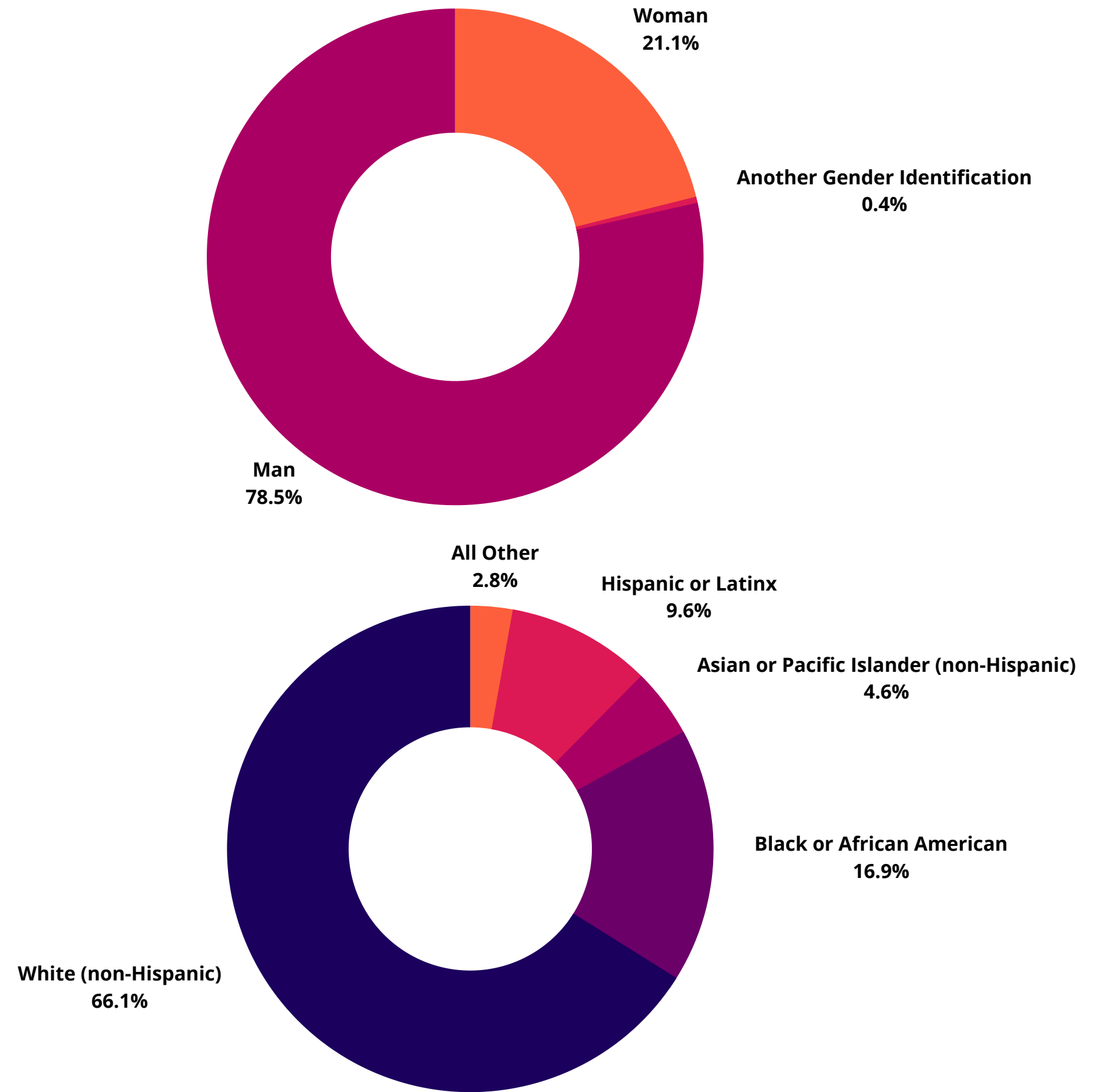
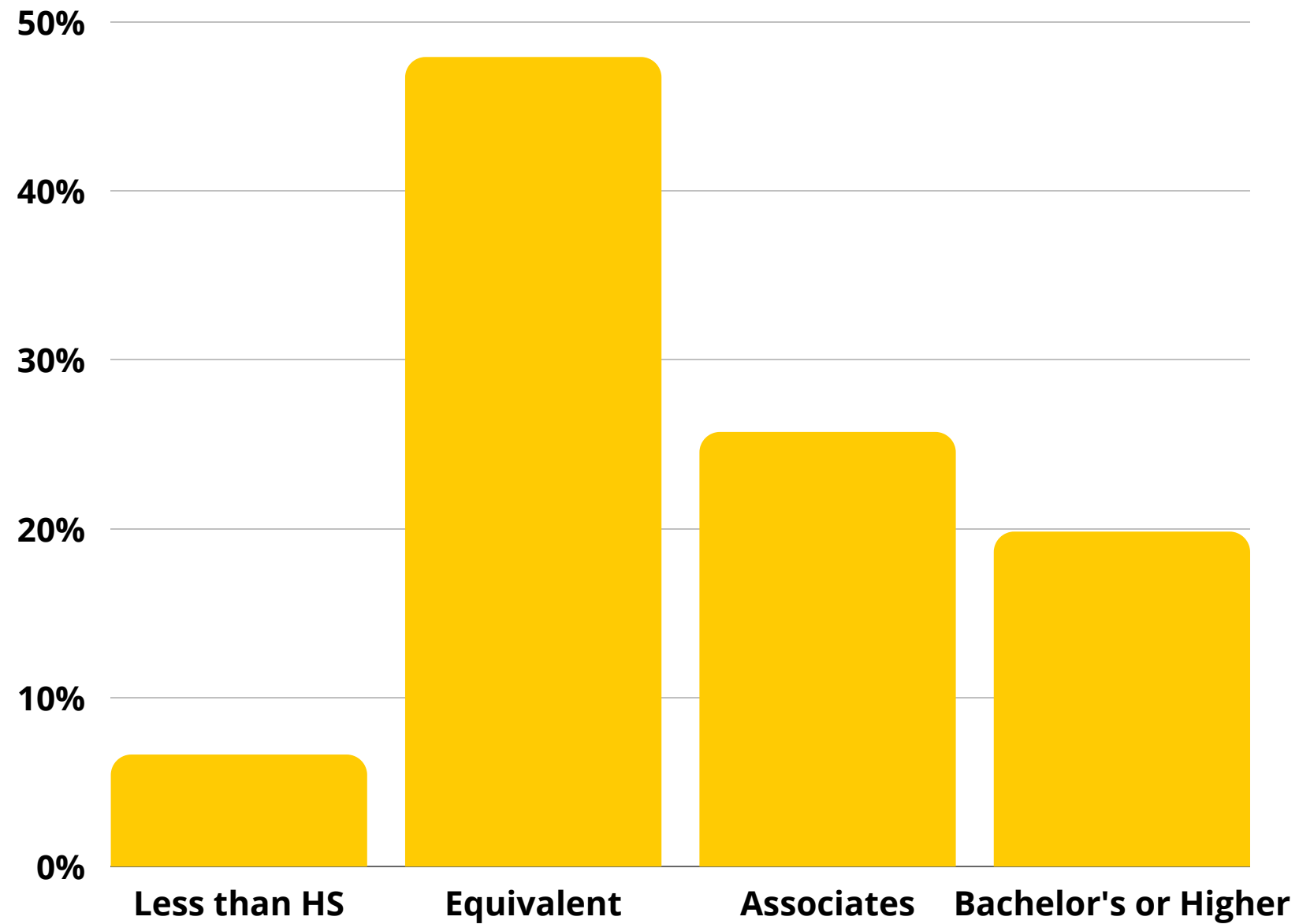


JOB QUALITY ISSUES:

- 1 HOURS**
- 2 INCOME AND INSURANCE**
- 3 EXPENSES**
- 4 HEALTH AND SAFETY**
- 5 FLEXIBILITY AND EMPLOYMENT
STATUS**



STUDY SAMPLE



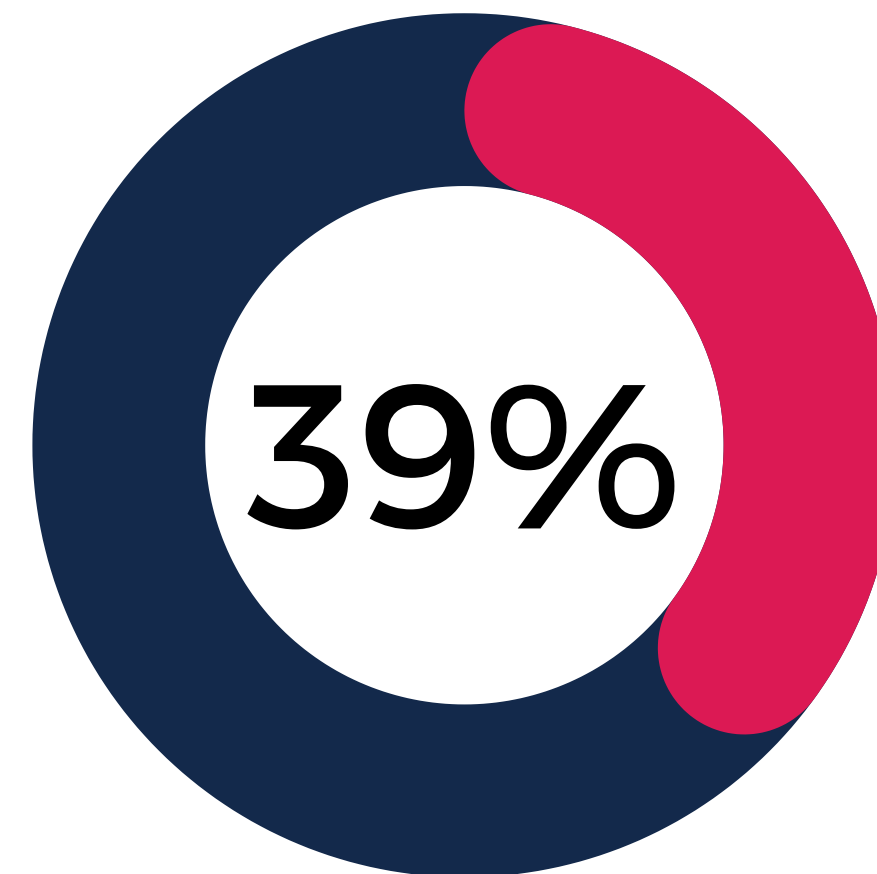
EMPLOYMENT AND HOURS

- Hours Per Week
 - 11% work 19 hours or fewer
 - 27% work between 20 - 29 hours
 - 17% work between 30-39 hours
 - 45% work 40 hours or more

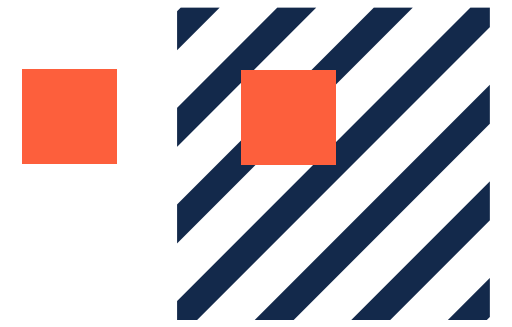
SIX IN TEN WORKERS WORK 30 HOURS OR MORE PER WEEK



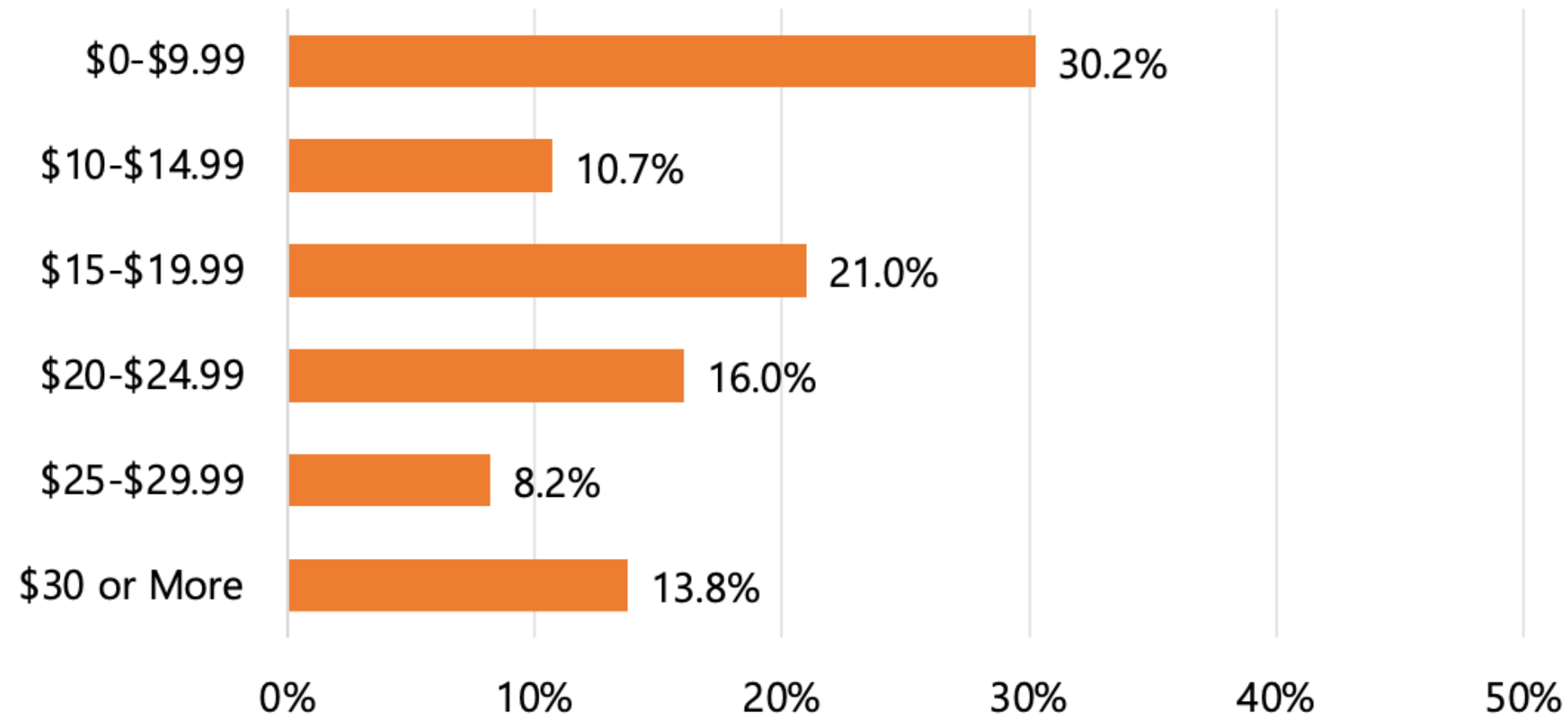
UNPAID WORK TIME



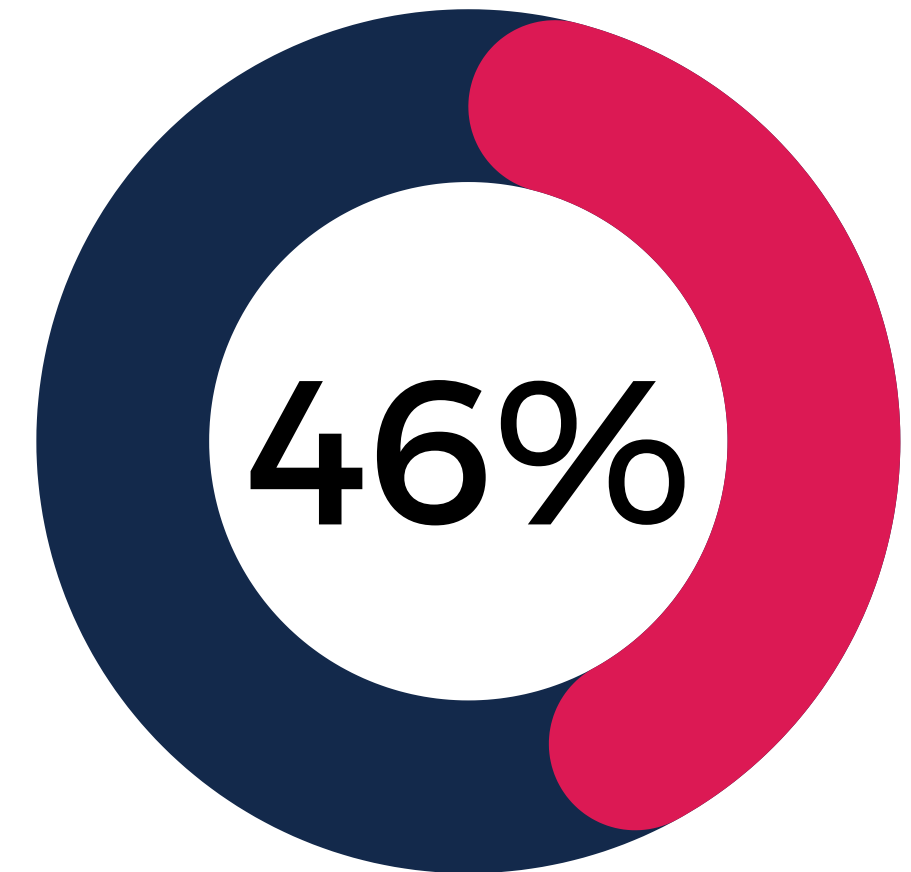
INCOME AND HEALTH INSURANCE



Distribution of Estimated Net Wages for App-Based Drivers



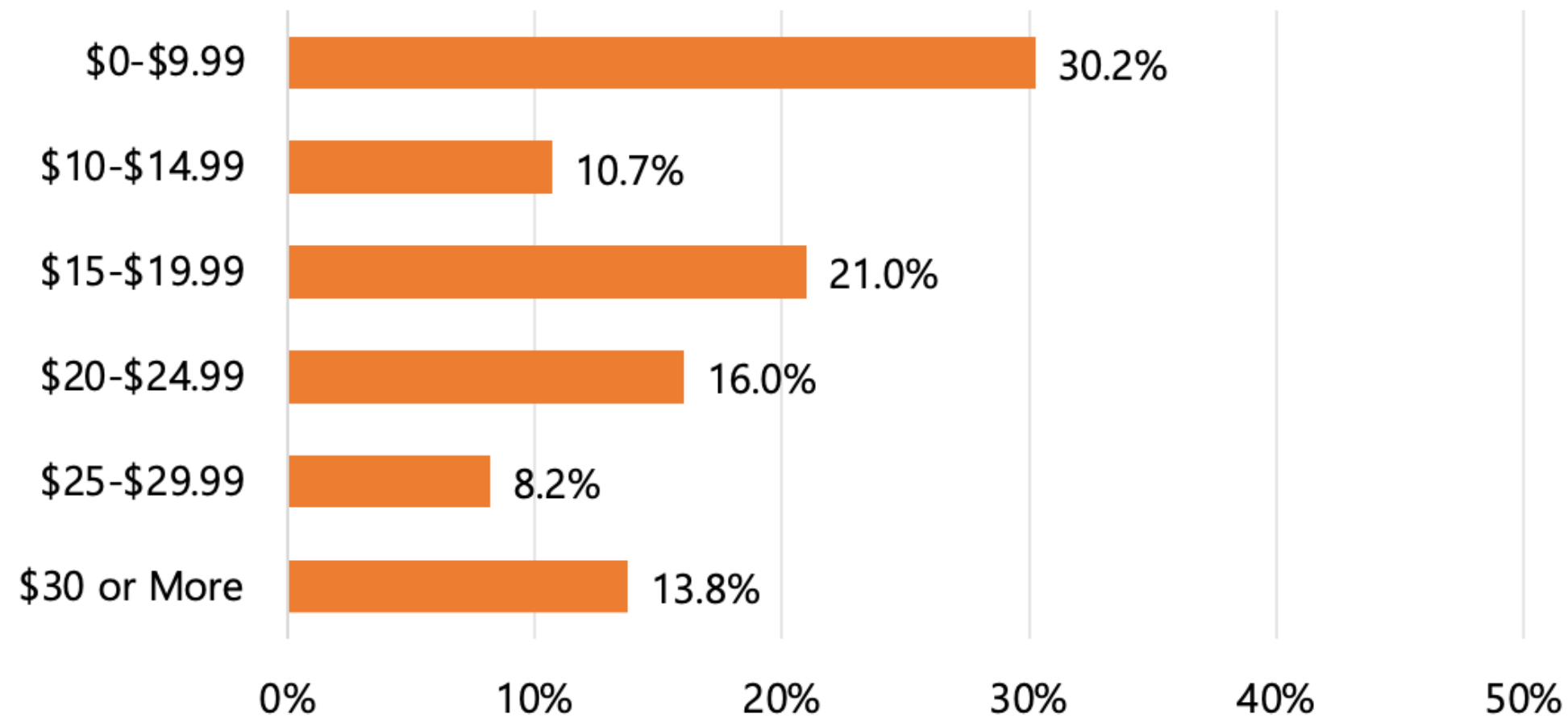
PERCENT AVERAGE INCOME BELOW LOCAL LABOR MARKET



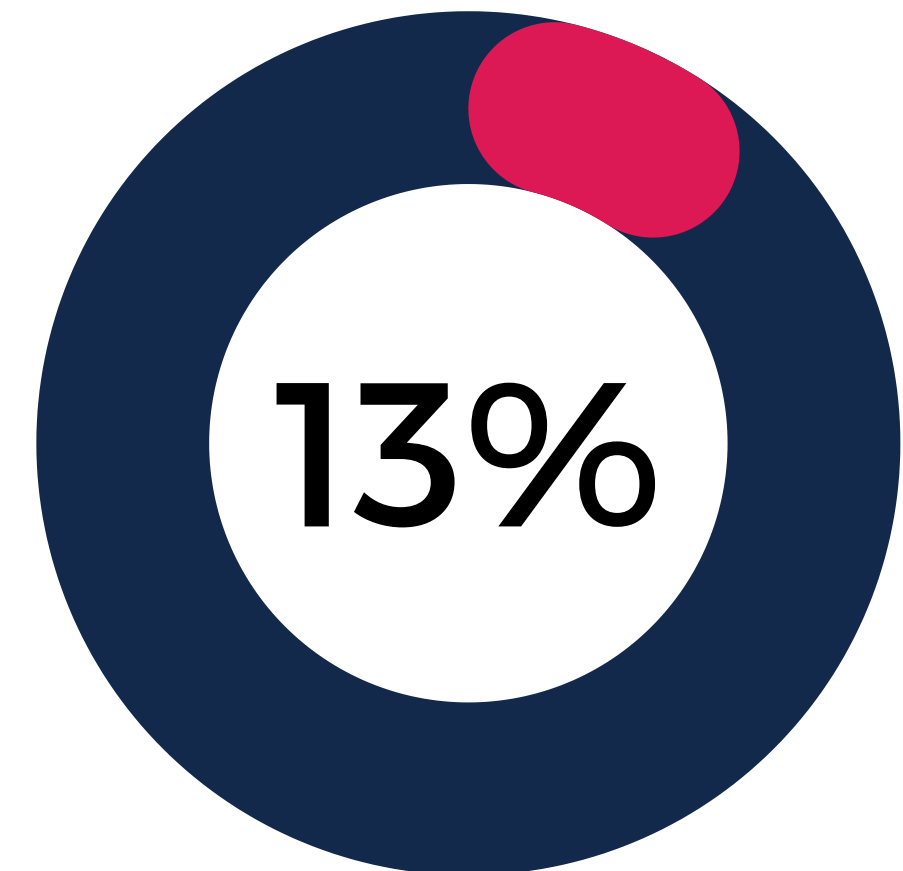
INCOME AND HEALTH INSURANCE



Distribution of Estimated Net Wages for App-Based Drivers



PERCENT UNINSURED



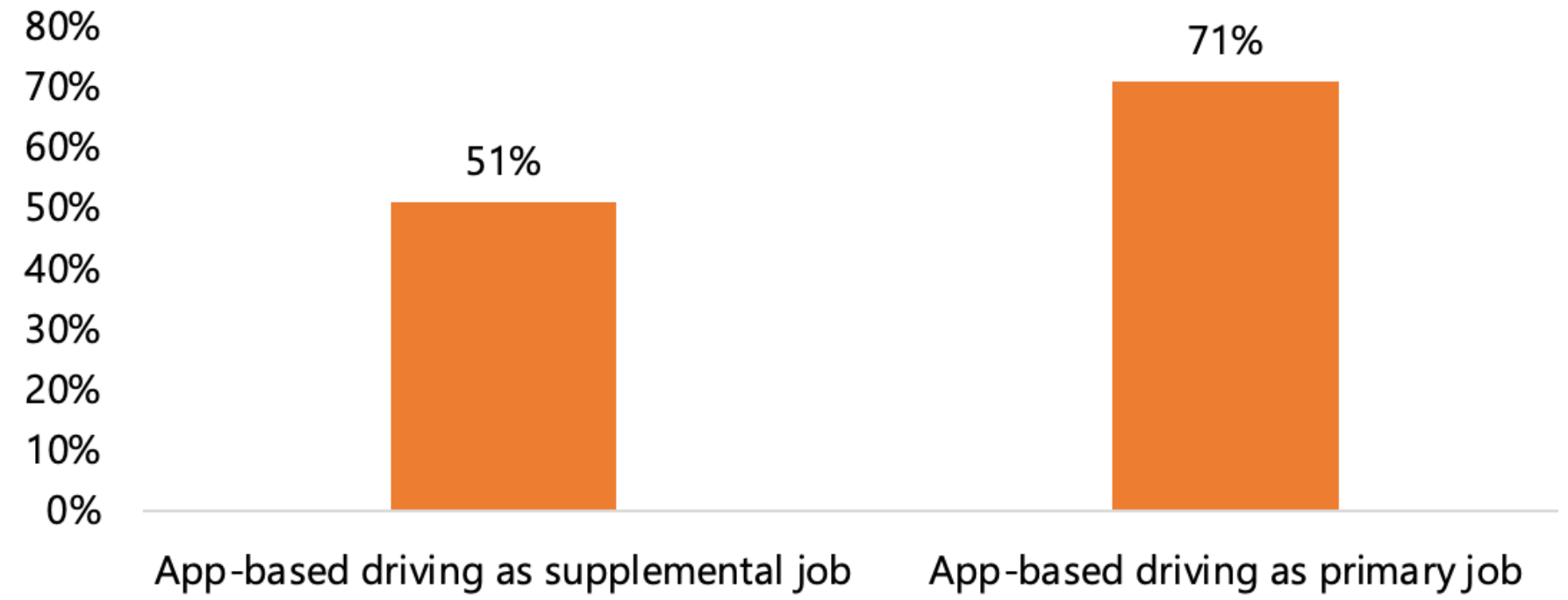
DRIVING EXPENSES



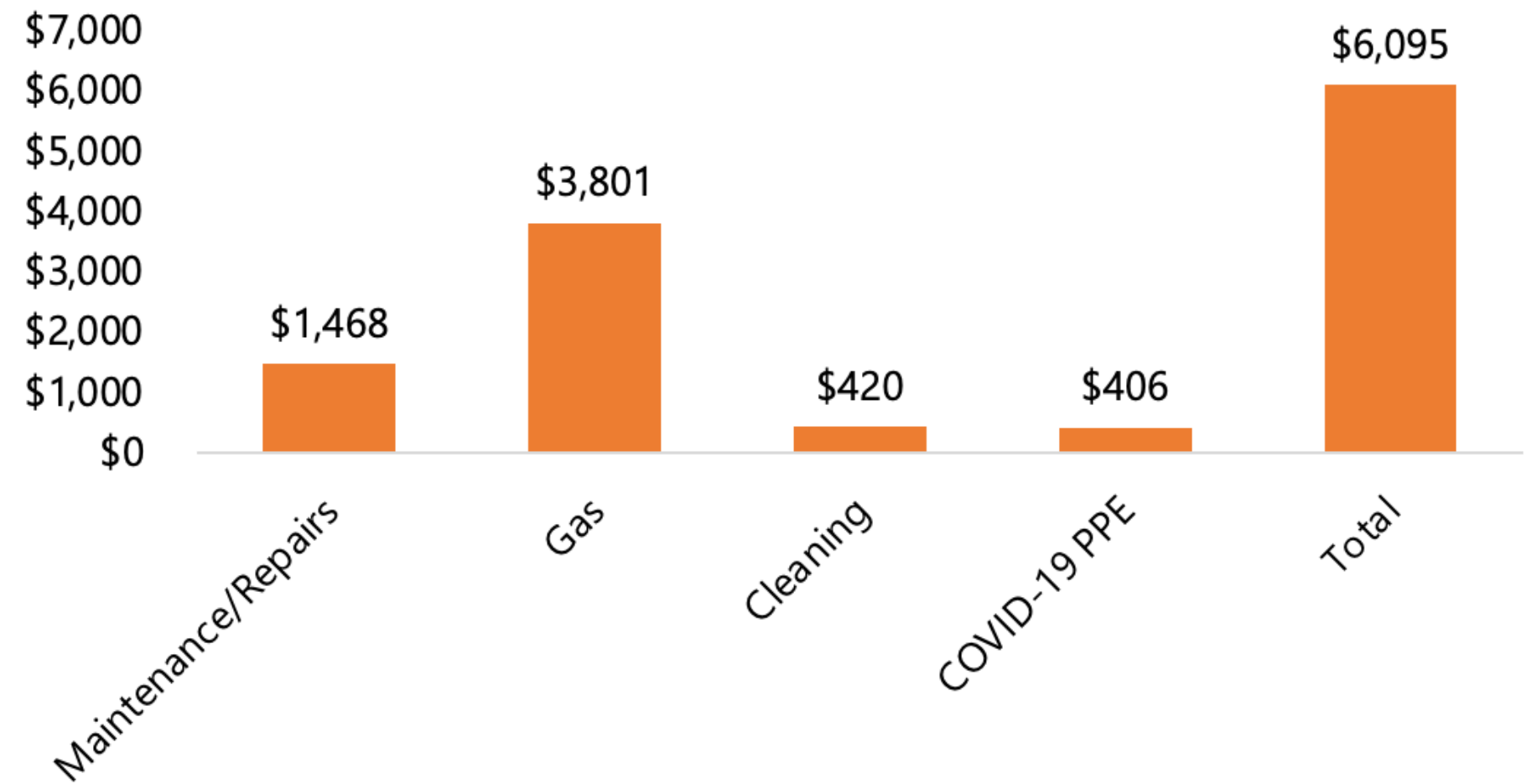
DRIVING EXPENSES: OPERATING COSTS



Percent of App-Based Drivers Who Purchased Car for Primary Purpose of Platform-Work



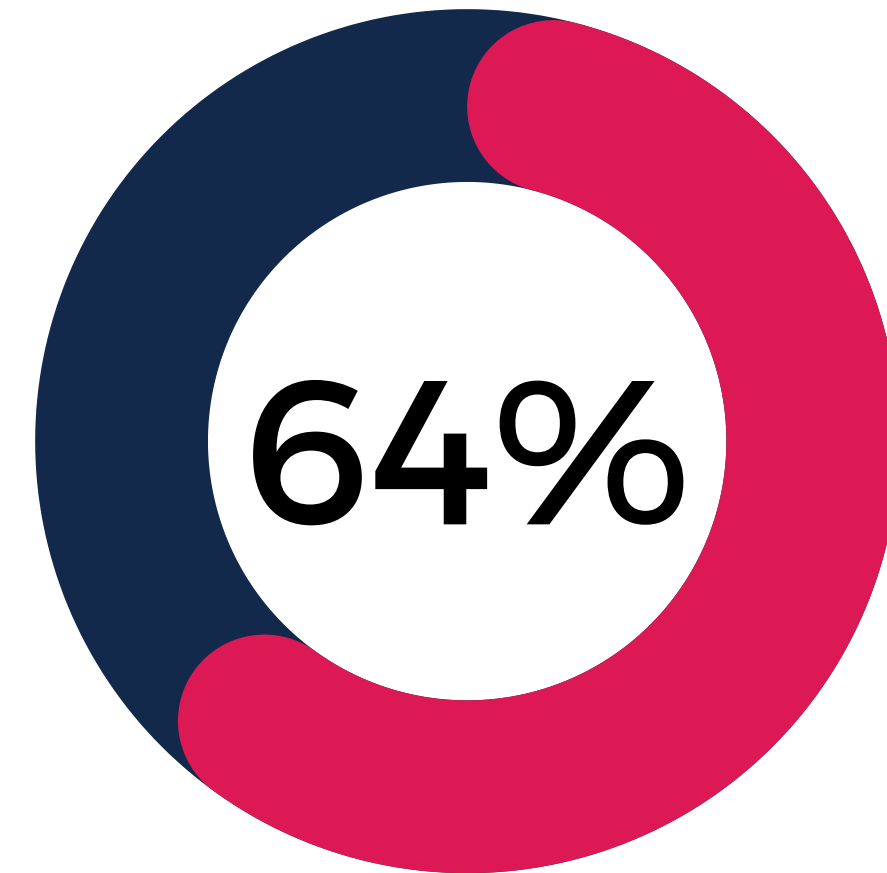
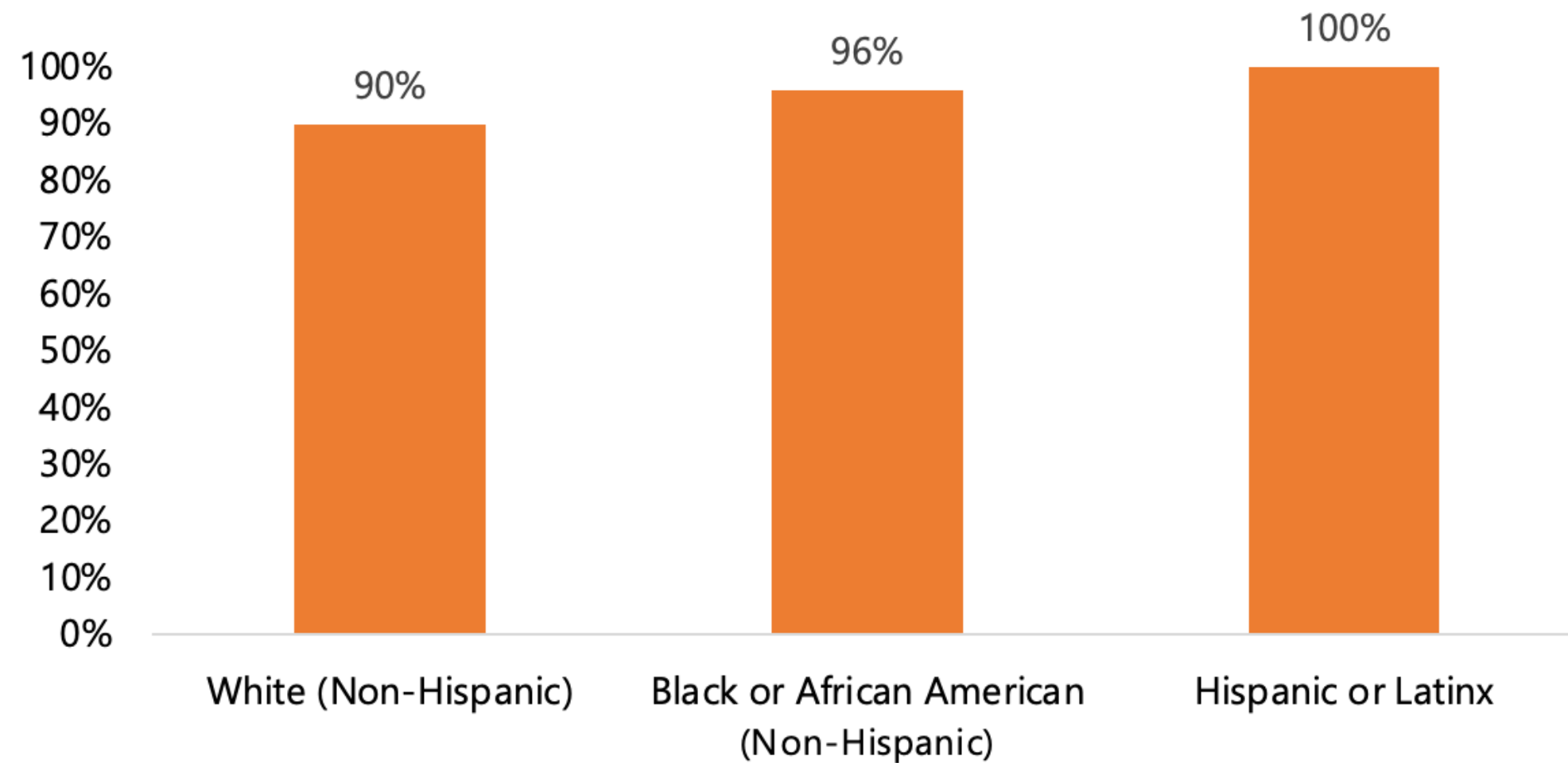
Annual Operating Costs, Dollars



DRIVING EXPENSES: TICKETS

PERCENT RECEIVED A TICKET

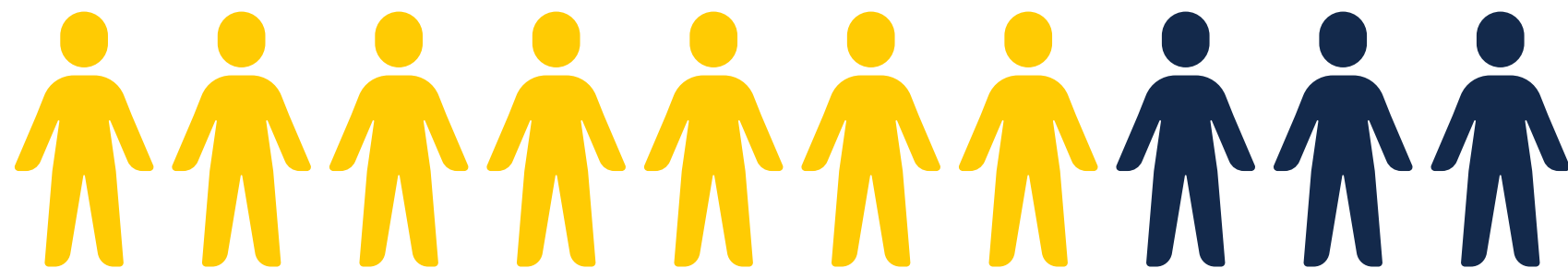
Percent Who Incurred Fine when Ticketed, By Racial or Ethnic Group



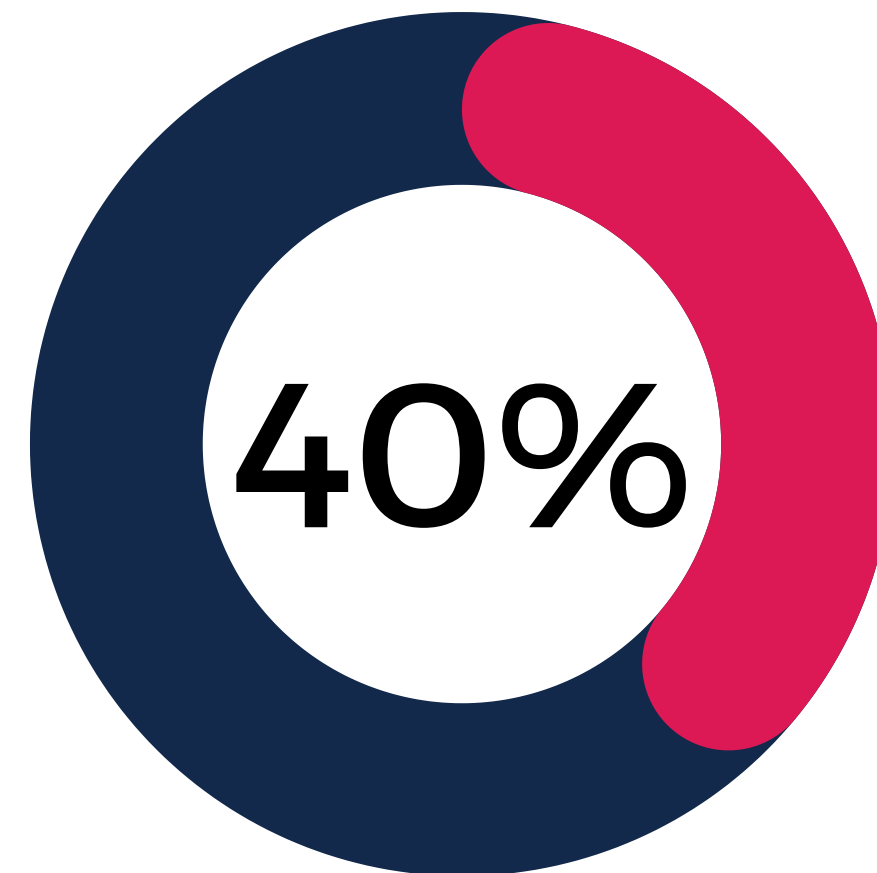
HEALTH AND SAFETY

- 13% injured due to crash or accident
- 11% injured due to passenger
- 5% suffered non-COVID-19 related illness
- 6% contracted COVID-19 at work
- 10% experienced some other injury

ALMOST SEVEN IN TEN WORKERS EXPERIENCE WORK-RELATED PAIN



SUFFER INJURIES OR ILLNESS FROM TRANSPORTING PASSENGERS

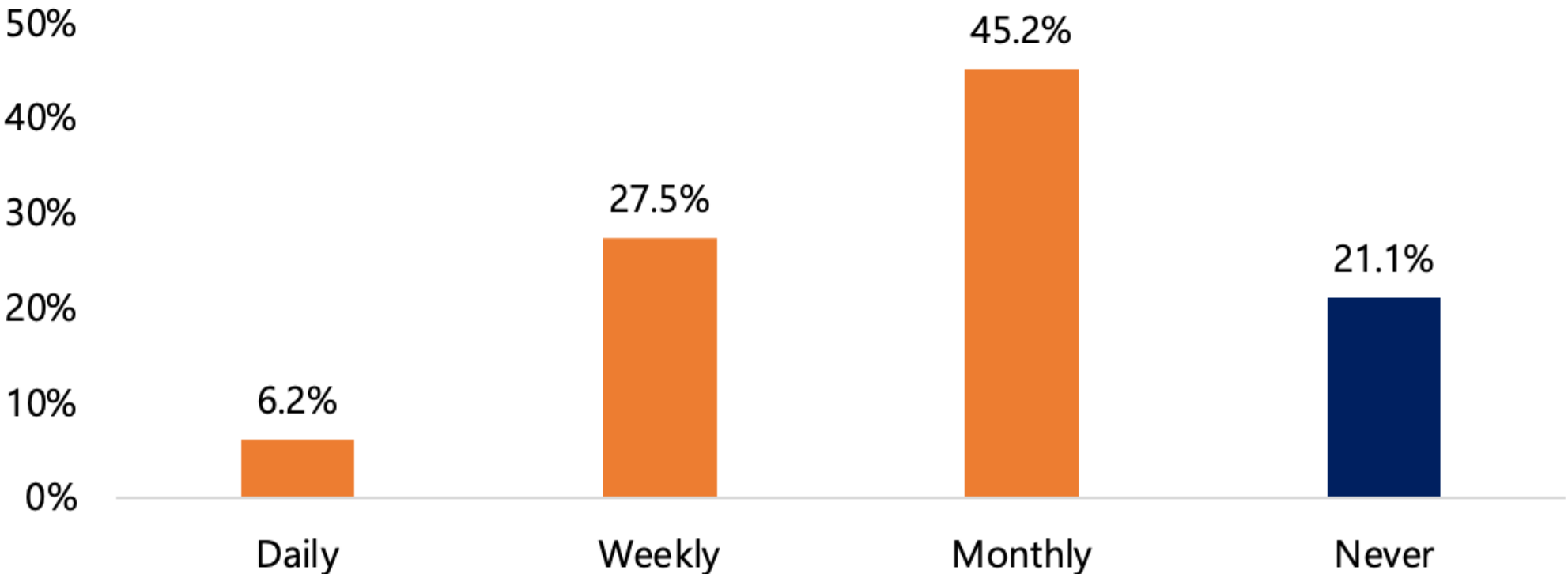


**75 PERCENT OF DRIVERS
AVOID TAKING A
BATHROOM BREAK**

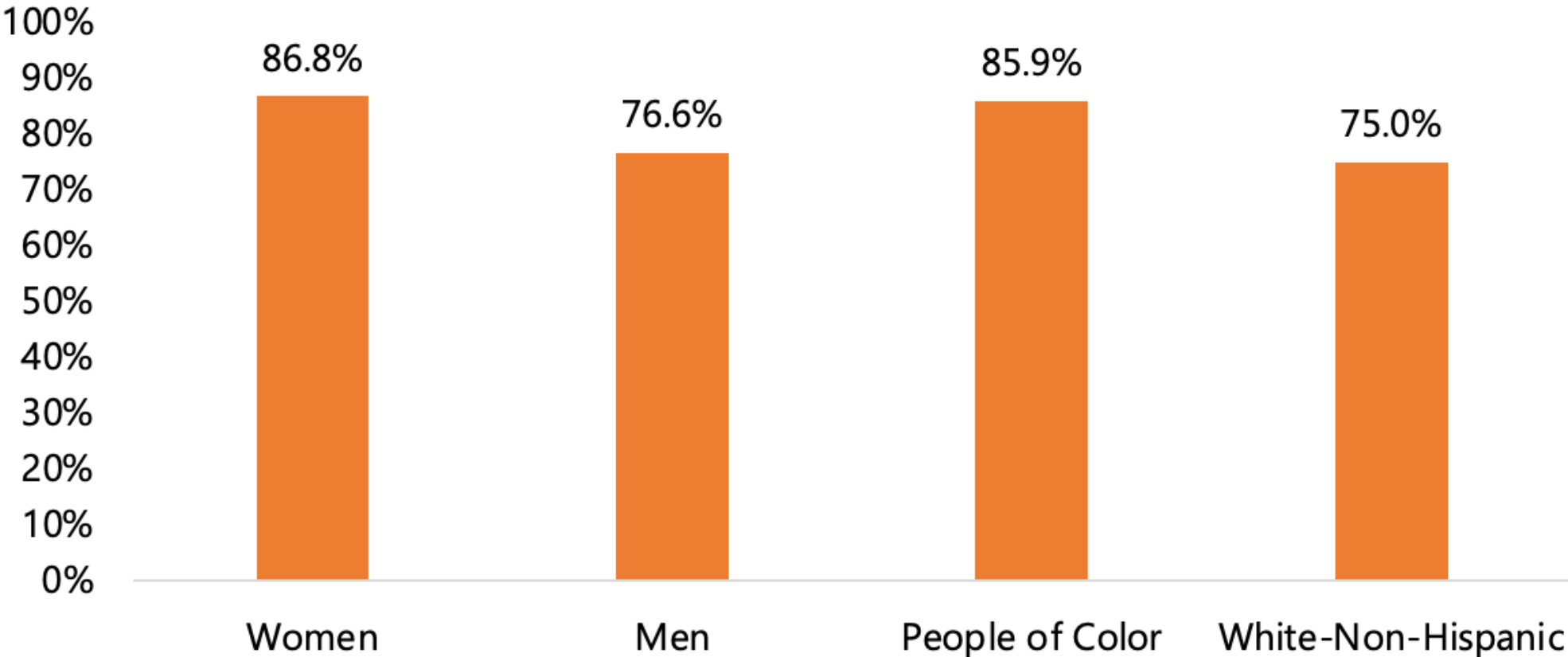


FEELING UNSAFE

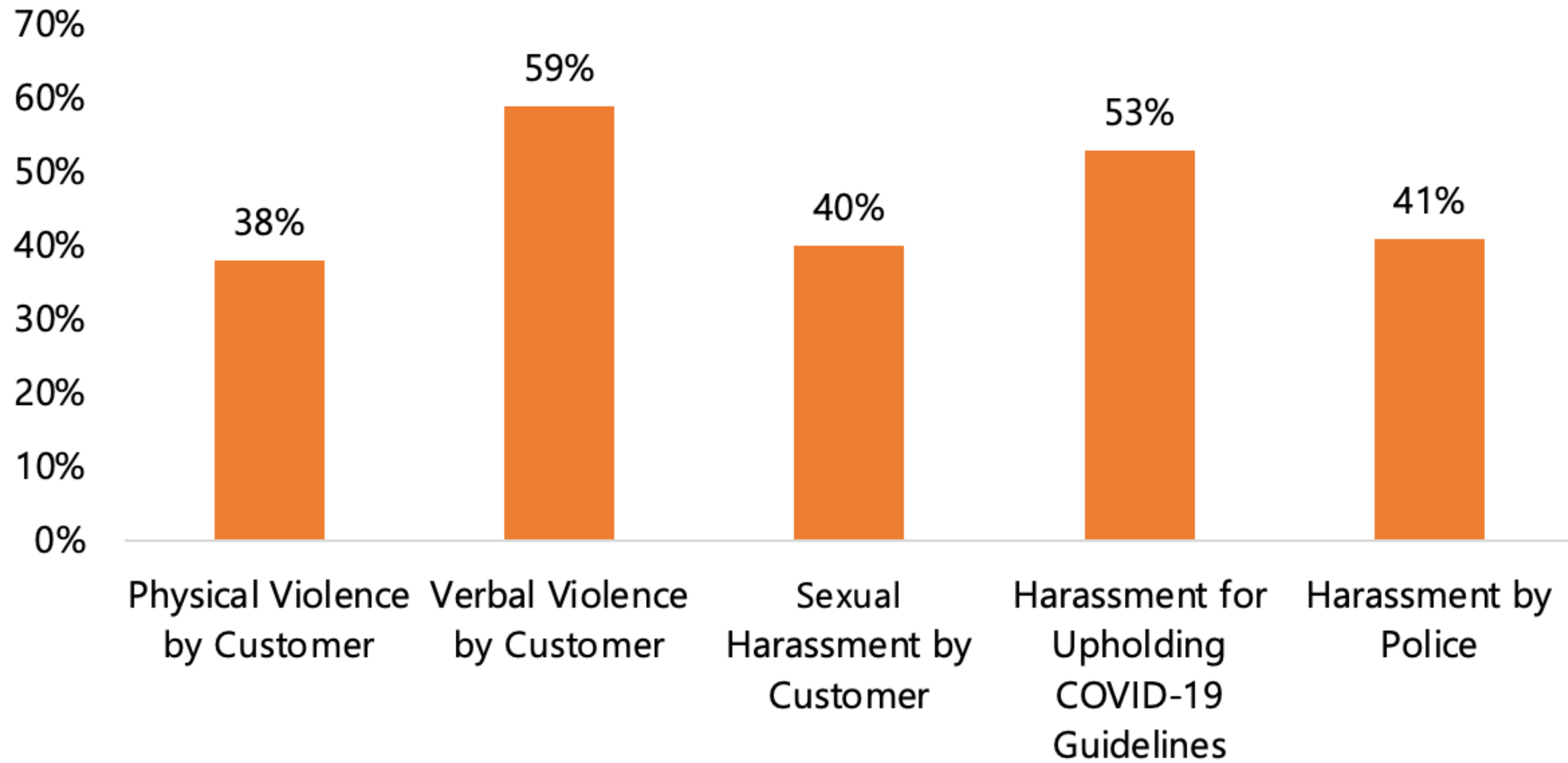
Percent Felt Unsafe While Driving



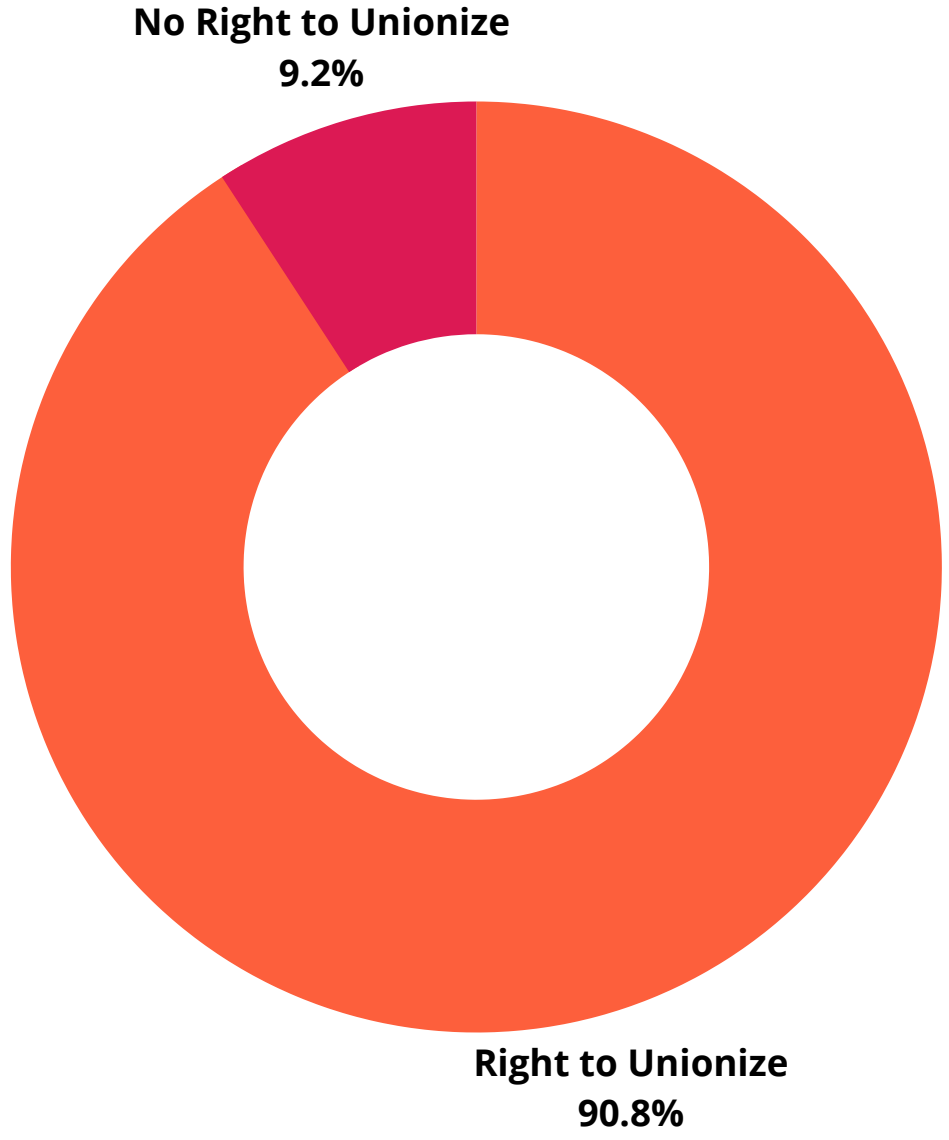
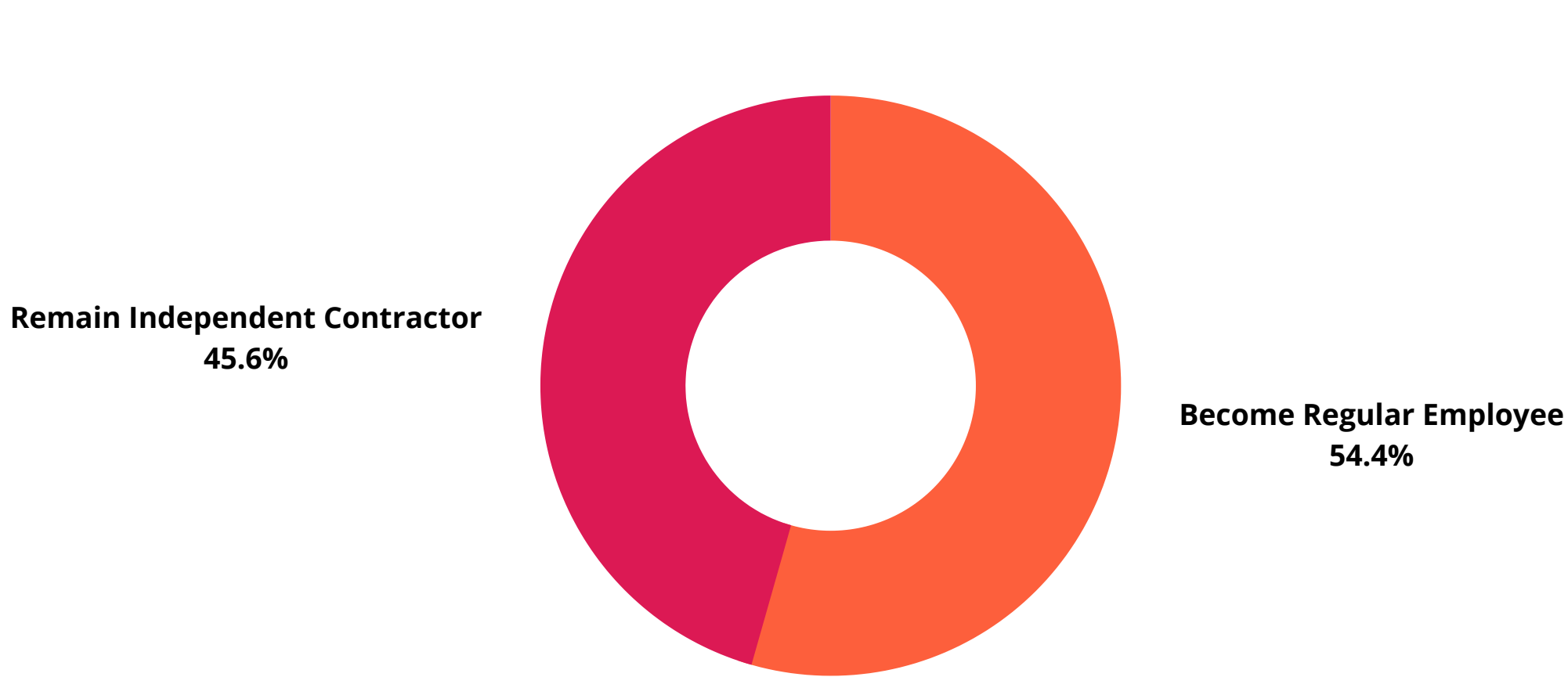
Percent Felt Unsafe by Race and Gender



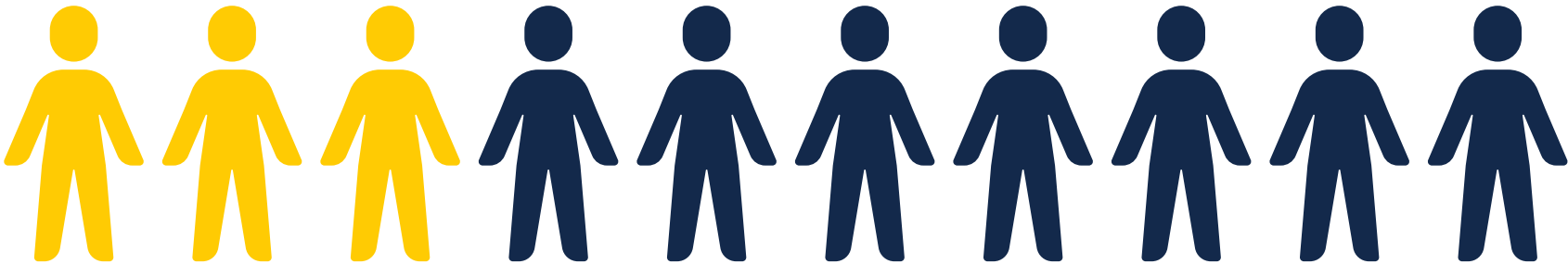
Percent Experienced Violence or Harassment



FLEXIBILITY, EMPLOYMENT STATUS, AND UNIONS



THREE IN TEN WORKERS SAY THEY DO NOT HAVE CONTROL OVER WHERE THEY DRIVE



RECOMMENDATIONS



- 1 Make Drivers Regular Employees
- 2 Protect Drivers under NLRA
- 3 Require Sexual Harassment Training
- 4 Provide Option to Cancel Ride
- 5 Provide Illinois Drivers with I-PASS
- 6 Pay Workers for All Time Working
- 7 Remove Rating Systems



QUESTIONS?

Reach me at larissap@illinois.edu