

Precarious Employment in the Gig Economy: Understanding the Roles of Employed Poor

Heshan Sameera Kankanam Pathiranaage

Department of Business Management, Sri Lanka Institute of Information Technology (SLIIT), Malabe, Sri Lanka

Email: heshan.sameera@gmail.com

How to cite this paper: Pathiranaage, H. S. K. (2024). Precarious Employment in the Gig Economy: Understanding the Roles of Employed Poor. *Open Journal of Business and Management*, 12, 2288-2307. <https://doi.org/10.4236/ojbm.2024.124117>

Received: May 21, 2024

Accepted: July 8, 2024

Published: July 11, 2024

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Abstract

This systematic review examines the phenomenon of precarious employment within the gig economy, emphasizing the experiences of the employed poor. The rise of the gig economy, characterized by transient and freelance work, subjects workers, especially migrants and low-income individuals, to volatile and insecure job conditions. This study highlights the economic roles and challenges these workers face, including financial instability, social exclusion, and psychological distress. It calls for robust policy measures and cross-disciplinary efforts to tackle the complex issues surrounding precarious employment. The review synthesizes significant findings and contributions to the literature, spotlighting the importance of autonomy, security, and well-being in atypical work arrangements. It advocates for nuanced interventions that address the varied needs and contexts of the workforce, aiming to cultivate a fairer and more supportive gig economy. The research underscores the necessity for policymakers, practitioners, and academics to develop inclusive strategies that alleviate precarious employment's negative impacts and enhance worker welfare.

Keywords

Precarious Employment, Gig Economy, Employed Poor, Platform Workers, Social Employment

1. Introduction

The gig economy, characterized by its flexible, temporary, and freelance jobs, has been a subject of increasing scholarly attention, particularly concerning the precarious nature of employment it often entails. This systematic literature review aims to delve into the intricate dynamics of precarious employment within the gig economy, with a specific focus on understanding the roles and experiences of

the employed poor. Precarious employment, as highlighted in the existing literature, encompasses work that is uncertain, unstable, and insecure, where workers bear the brunt of the risks associated with labor, including the lack of social protections and benefits (Gauffin, 2020; Rubery et al., 2018). The gig economy, while offering much-needed income opportunities for migrants and low-income workers, simultaneously subjects them to conditions of labor degradation, economic instability, and a disproportionate amount of physical, economic, and mental risk (van Doorn et al., 2022).

The financial stability and well-being of workers from low-income backgrounds are significantly impacted by the precarious nature of gig work. The literature suggests that gig employment can create a class of isolated individuals living from job to job, lacking lasting financial or social connections to workplaces or other workers, which not only affects their income stability but also threatens social cohesion and community stability at large (Friedman, 2014). Despite the policy interest in precarious work, its growth and the extent to which it constitutes a new class of the “precariat” are debated. However, the form and incidence of precarious work vary among countries and are more evident when defined using a multi-dimensional approach, indicating a nuanced and complex phenomenon that requires thorough investigation (Rubery et al., 2018).

This review seeks to explore the effects of precarious employment in the gig economy on the financial stability and well-being of workers from low-income backgrounds. By examining the existing literature, including analyses of the conditions under which labor platforms operate and the legal and political arrangements surrounding employment (van Doorn et al., 2022), this review aims to provide a comprehensive understanding of the challenges faced by the employed poor within the gig economy and propose pathways for future research and policy interventions.

2. Literature Review

The gig economy, characterized by its flexible, freelance, and often short-term work arrangements, has been likened to the Industrial Revolution in terms of its transformative impact on the labor market (Friedman, 2014). This literature review synthesizes research findings on the experiences, challenges, and strategies of gig workers, with a focus on those from low-income backgrounds, and discusses the implications for financial stability, well-being, and overall quality of life.

Gig workers engage in a variety of tasks, from transportation and delivery to creative work in visual arts and graphic design (Stewart & Stanford, 2017; Alacovska et al., 2022). Despite the flexibility and entrepreneurial opportunities presented by the gig economy, workers often face financial strain due to the absence of traditional employment protections such as health insurance and paid leave (Behl et al., 2022). The lack of physical collocation in traditional industrial settings affects the potential for worker organization and collective action (Leh-

donvirta, 2018).

The gig economy's payment structures, which tie earnings to individual tasks, contribute to income instability and financial precarity (Behl et al., 2022). Gig workers, particularly women, minorities, and migrants, confront selective formalization by platform companies, which maintains the precariousness of informal labor (van Doorn et al., 2022). The oversimplification of platform labor overlooks the diverse motivations for joining these platforms, necessitating a broader critique of labor market reforms and welfare policies (Behl et al., 2022).

In response to these challenges, gig workers from low-income backgrounds employ various strategies. They develop specific literacies and skills to protect their labor, avoid scams, build professional networks, and negotiate with clients (Friedman, 2014). Indie unions, such as the IWGB and UVW, use strategic framing to engage supporters and challenge opponents, emphasizing alternative organizing methods in the face of precarity (Però & Downey, 2022).

The precarious nature of gig employment, coupled with the lack of traditional employment protections, leads to financial instability and affects workers' mental and physical health (Rasheed et al., 2022). The irregular work schedules and "unbillable hours" disrupt work-life balance and contribute to long hours without guaranteed compensation (Shevchuk et al., 2021).

While the flexibility of gig work allows some workers to fit work around other responsibilities, the lack of job security and the need to constantly seek new gigs create a cycle of stress and anxiety, impacting the overall quality of life (Behl et al., 2022). The rise of precarious employment is linked to neoliberalism's emphasis on market-driven individualism, which exacerbates job insecurity and risks creating a segmented labor market (Gauffin, 2020).

The gig economy presents a complex landscape for workers, particularly those from low-income backgrounds. While it offers flexibility and potential for growth, it also poses significant risks to financial stability, well-being, and quality of life. A nuanced understanding of the gig economy is essential for developing policies and interventions that support the needs of gig workers and improve their working conditions.

3. Methods

3.1. Search Strategy

A systematic search strategy was developed to identify pertinent literature on precarious employment in the gig economy. The search terms, "precarious employment," "gig economy," and "employed poor," were chosen based on their relevance to the research topic and were developed in consultation with subject matter experts. These terms were selected to capture a broad range of literature related to the phenomenon of precarious employment within the context of the gig economy. The search strategy was tailored to three databases: Scopus, Google Scholar, and Web of Science, which were chosen for their comprehensive coverage of scholarly literature across multiple disciplines. Filters were applied to limit

the search to journal articles, review papers, and research reports published exclusively in English. The search spanned from each database's inception until 2024 to ensure inclusivity of relevant literature.

3.2. Selection Criteria

The selection criteria were established based on the PRISMA Statement (Moher et al., 2010) to ensure methodological rigor and transparency in the review process. Initially, the search aimed to map existing literature on precarious employment within the gig economy across the social sciences, business, and economics disciplines. Subsequently, the focus was narrowed to encompass social science, business, management, and accounting fields, with the search period spanning from 2014 to 2024. Articles published before 2014 were excluded from consideration to focus on recent developments in the field. Inclusion criteria included original research articles, review papers, and conference papers, while exclusion criteria encompassed non-English publications and articles not relevant to the specified subject areas. A total of 130 research articles were excluded during the initial screening phase, resulting in the extraction of 3270 records for further evaluation.

Following the initial retrieval of records from the selected databases, a systematic screening process was conducted to identify relevant studies for inclusion in the review. This screening process adhered to the guidelines outlined in the PRISMA Statement (Moher et al., 2010) and involved multiple stages of screening to ensure the rigorous selection of studies. A PRISMA diagram (see Figure 1) was utilized to visually represent the literature search and screening process, detailing the number of records identified, screened, assessed for eligibility, and ultimately included in the review. This transparent approach facilitated the documentation of each stage of the study selection process and aided in the reproducibility of the review findings.

3.3. Quality Assessment

To maintain the quality of the review, a rigorous quality assessment process was conducted. Only original research articles, review papers, and conference papers meeting the inclusion criteria were considered for inclusion in the review. Duplicates were checked to ensure that each unique study was included only once in the analysis. Abstracts of the articles were scrutinized to assess their relevance to the research topic and the quality of the research conducted. Articles that did not meet the specified inclusion criteria or were considered of insufficient quality were excluded from further consideration.

3.4. Screening Process

The screening process involved multiple stages to identify relevant studies for inclusion in the review. Initially, 3270 records were retrieved from the databases, of which 1655 were excluded for being unrelated to the research topic. An addi-

tional 32 records were removed as duplicates, and 19 were excluded for not being published in English. A further 1379 records were excluded for unspecified reasons, leaving 185 records for full-text screening. During full-text screening, 117 records were excluded due to reasons such as non-originality, inaccessibility of full text, technical errors, unavailability of papers, and irrelevance to the field. Following screening and exclusions, 68 full-text articles were assessed for eligibility, with 42 articles ultimately excluded for failing to meet inclusion criteria.

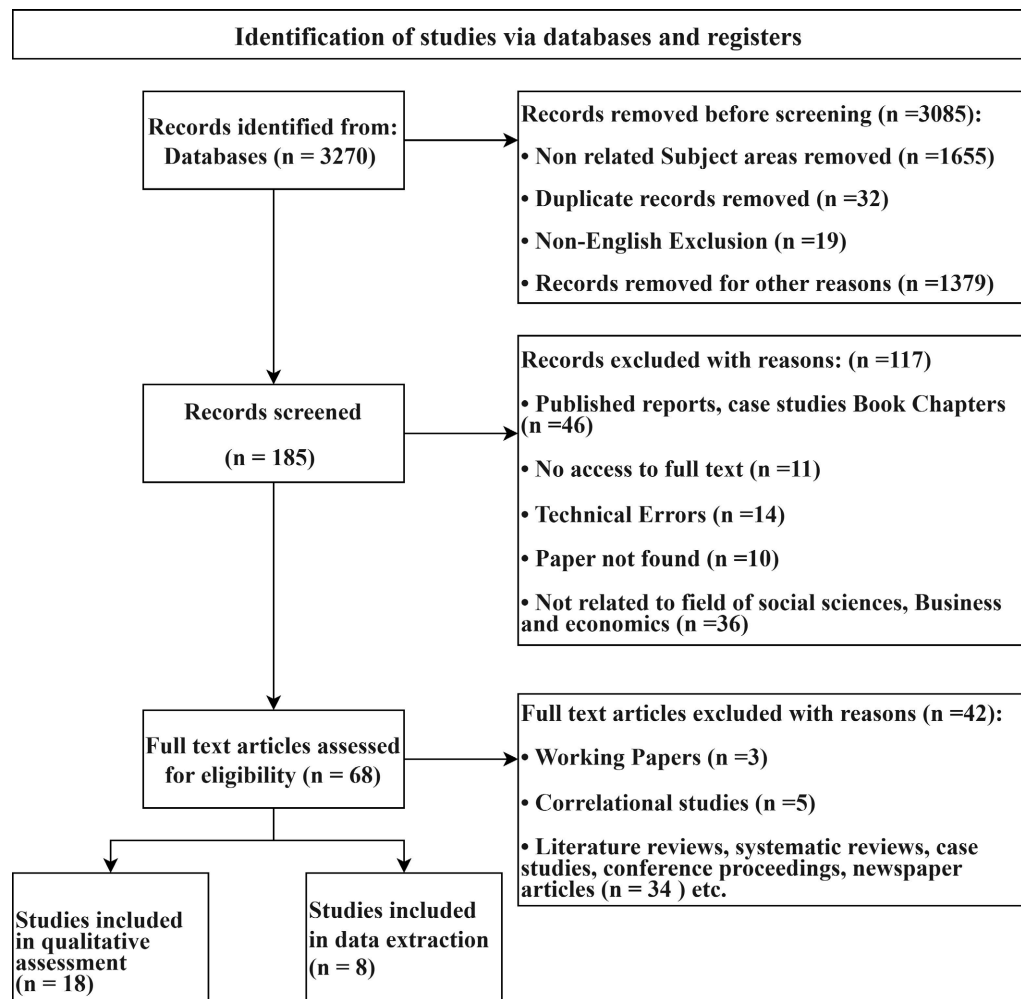


Figure 1. PRISMA diagram.

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of full text, technical errors, unavailability of papers, and irrelevance to the field. Following screening and exclusions, 68 full-text articles were assessed for eligibility, with 42 articles ultimately excluded for failing to meet inclusion criteria.

3.6. Data Extraction

During the data extraction phase, information was extracted from the 26 selected articles. Key characteristics extracted included study design, methodology, sample characteristics, key findings, and any relevant outcomes related to precarious employment in the gig economy. Data extraction was conducted systematically to ensure consistency and accuracy in the recording of relevant information.

3.7. Risk of Bias Assessment

A formal risk of bias assessment was conducted for the included studies to evaluate the methodological quality and potential sources of bias. The Cochrane Risk of Bias tool was adapted for use in this review to assess various domains of bias, including selection bias, performance bias, detection bias, attrition bias, and reporting bias.

3.8. Publication Bias Considerations

To alleviate the impact of publication bias on the review findings, efforts were made to identify and include unpublished studies or gray literature sources. In addition to the systematic search of electronic databases, manual searches of relevant conference proceedings, institutional repositories, and gray literature sources were conducted to ensure inclusivity of all relevant studies.

4. Results

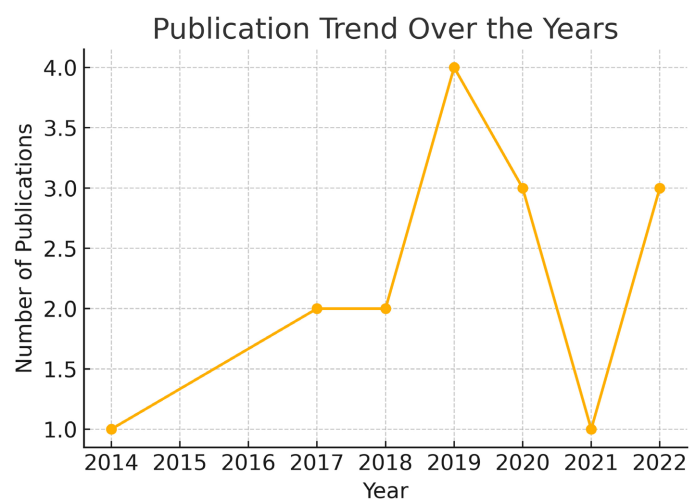


Figure 2. Publication trend over the years.

A timeline analysis was conducted to identify trends in research focus over the years, visualizing the frequency of publications. **Figure 2** illustrates the publica-

tion trend over the years, shedding light on the evolving interest in precarious employment in the gig economy.

4.1. Descriptive Analysis of Studies on Precarious Employment in the Gig Economy

In this section, a descriptive analysis of the key characteristics of studies included in the review regarding precarious employment in the gig economy and its effects on the employed poor is presented. The analysis focuses on extracting and categorizing key information from the dataset, including the year of publication, authors, journal, and conclusions. Furthermore, a thematic analysis is conducted to identify common themes and insights about the effects of precarious employment on the employed poor.

To summarize the information related to precarious employment in the gig economy, key characteristics of the studies, including the year of publication, authors, journal, and key conclusions, were extracted and categorized. **Appendix 1** presents a summary of these key characteristics for the selected studies.

A thematic analysis of the conclusions drawn from the selected studies was conducted to identify common themes and insights about the effects of precarious employment on the employed poor. Using Latent Dirichlet Allocation (LDA), five key topics were identified in the conclusions of the studies. **Table 1** presents the top words associated with each topic.

Table 1. Thematic analysis of conclusions.

Topic_0	Topic_1	Topic_2	Topic_3	Topic_4
gig	work	workers	workers	workers
work	precarious	gig	uber	platform
workers	high	power	autonomy	gig
labor	research	work	drivers	work
economy	future	drivers	policy	worker
highlights	market	platforms	policies	platforms
self	economy	challenges	work	autonomy
freelancers	platforms	uber	employment	social
employment	labor	precarious	social	flexibility
social	gig	precariousness	challenges	control

The descriptive analysis reveals a growing interest in precarious employment in the gig economy, with studies spanning from 2014 to 2022. The findings highlight the complex interplay between autonomy and security, the need for policy interventions, and the challenges faced by gig workers, particularly migrant workers. Overall, the studies underscore the importance of policy reforms and support systems to mitigate the adverse effects of precarious employment and ensure fair labor standards for the employed poor.

To categorize the types of precarious employment arrangements, information from the “Methods Used” and “Qualitative Data” columns was extracted and analyzed. The categorized data were then grouped by year and journal to understand their temporal and publication source distribution. **Table 2** summarizes the distribution of precarious employment arrangements over time and across different journals.

Table 2. Distribution of precarious employment arrangements.

Year	Journal	Count of Methods Used	Count of Qualitative Data
2014	Review of Keynesian Economics	1	1
2017	National Institute Economic Review	1	1
2017	The Economic and Labor Relations Review	1	1
2018	New Technology, Work and Employment	1	1
2018	Organization	1	1
2018	Work, Employment and Society	2	2
2019	The Economic and Labor Relations Review	1	1
2019	Economic Policy	1	1
2019	Strategic Organization	1	1
2019	Work, Employment and Society	2	2
2020	Small Business Economics	1	1
2020	The Economic and Labor Relations Review	1	1
2020	Academy of Management Proceedings	1	1
2020	Information Systems Research	1	1
2021	Work and Occupation	1	1
2021	Journal of Operations Management	1	1
2021	New Technology, Work and Employment	1	1
2021	Socio-Economic Review	1	1
2022	Work, Employment and Society	2	2
2022	Aslib Journal of Information Management	1	1
2022	Periodicals of Management Studies	1	1
2022	Work and Occupations	1	1
2022	Work, Employment and Society	1	1

The research on the diversity of precarious employment arrangements reveals a wide range of work situations, from migrant work in the gig economy to conflict management in labor settings. Various methodological approaches, from comparative case studies to post-structuralist analysis, are employed to address the complexity of the phenomenon. Samples include young workers, migrants, and freelancers on digital platforms, highlighting the importance of under-

standing the specific experiences of precarious workers. Moreover, studies span a global geographic distribution, from cities on four continents to online labor platforms, reflecting a global concern for precarious employment. The ongoing presence of studies over time and in diverse academic journals underscores sustained interest in this topic. This research highlights the complexity and importance of addressing precarious employment from multiple perspectives and contexts.

4.2. Thematic Analysis

Key characteristics, conclusions, and practical implications were extracted from the dataset to identify recurring themes and patterns regarding the experiences of workers from low-income backgrounds in precarious employment within the gig economy. The relevant columns selected for analysis included publication year, authors, journal, key conclusions, and practical implications. The compiled data were analyzed to summarize the challenges and opportunities faced by employed poor individuals within the gig economy.

To provide a structured interpretation suitable for a journal article, summary statistics for the count of occurrences of each keyword were calculated. **Table 3** presents these summary statistics.

Table 3. Summary statistics for count of occurrences.

Statistic	Value
Total Observations	7
Mean	0.286
Standard Deviation	0.756
Minimum Value	0
25th Percentile	0
Median	0
75th Percentile	0
Maximum Value	2

To supplement the journal article, a bar chart (**Figure 3**) was created to visually represent the mean values of the different statistics identified in the analysis.

The thematic analysis of the literature revealed recurring themes and patterns regarding the experiences of workers from low-income backgrounds in precarious employment within the gig economy. The findings underscored the challenges faced by these workers, including issues related to autonomy-security trade-offs, migrant worker precarisation, and temporal flexibility. Additionally, the analysis highlighted the opportunities for policy reforms, support for migrant workers, and worker adaptation strategies. These insights contribute to a deeper understanding of the complexities within the gig economy and inform

the need for targeted interventions and support mechanisms for vulnerable workers.

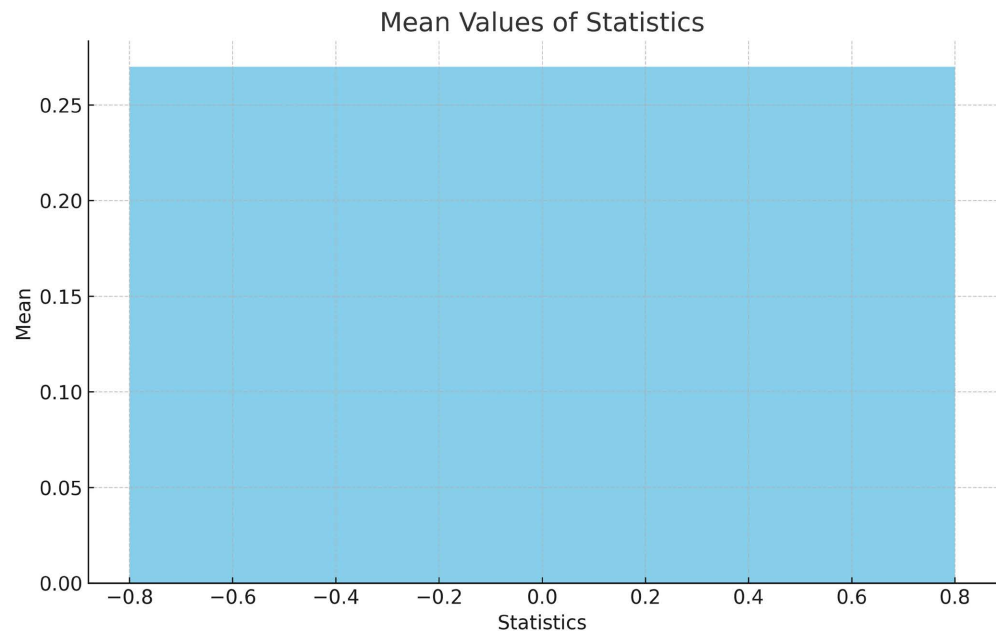


Figure 3. Mean values of statistics.

The analysis sheds light on the nuanced experiences of workers from low-income backgrounds in precarious employment within the gig economy. By identifying key themes, challenges, and opportunities, this research provides valuable insights for policymakers, researchers, and practitioners aiming to address the needs of vulnerable workers and promote inclusive economic practices.

Findings from the “Conclusions”, “Results”, “Limitations”, “Contributions”, and “Practical Implications” columns were categorized based on thematic areas such as income volatility, job insecurity, social protections, well-being outcomes, policy implications, and intersectional factors. The categorization process involved identifying keywords associated with each thematic area and assigning findings accordingly. The categorized findings were quantified to analyse the frequency of each thematic area discussed in the literature.

Table 4. Quantified themes.

Thematic Area	Count
job insecurity	33
policy implications	21
income volatility	20
social protections	18
well-being outcomes	11
intersectional factors	3

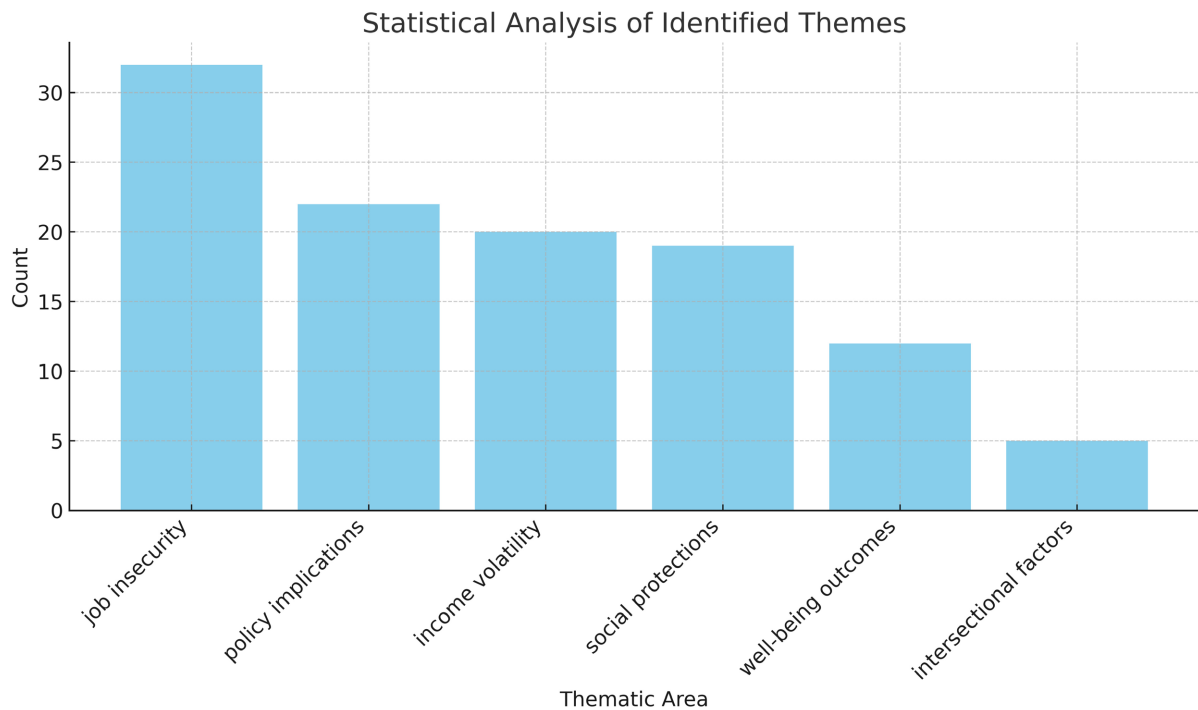


Figure 4. Statistical analysis of identified themes.

A bar chart was created to visually represent the distribution of thematic areas, highlighting the frequency of discussion for each (Figure 4).

The thematic analysis of the literature provides insights into the experiences of workers from low-income backgrounds in precarious employment within the gig economy. Key themes such as job insecurity, income volatility, and policy implications emerged prominently. Policy interventions are identified as crucial to address the challenges faced by workers, with a focus on ensuring fair working conditions and security for all.

4.3. Comparative Analysis

In the comparative analysis, findings from different studies on precarious employment are synthesized to identify similarities, differences, and contradictions across various contexts, populations, and methodological approaches. Across all studies, there is a unanimous recognition of the detrimental effects associated with precarious employment, including job insecurity, income instability, and the trade-off between autonomy and security.

This consensus underscores the pervasive challenges faced by workers in precarious arrangements, irrespective of their demographic or occupational characteristics. Furthermore, a recurring theme in the findings is the significant impact of precarious employment on workers' lives, notably in terms of work-life balance, health issues, and the need for policy interventions.

Despite this overarching consensus, variations emerge in the population focus and proposed policy solutions. Studies examine diverse groups such as young

workers, migrant gig workers, and freelancers, shedding light on the nuanced experiences and challenges faced by different segments of the workforce. Additionally, while some studies advocate for post-productivist policies to address precarious employment, others propose radical policy overhauls, particularly concerning the rights and protections of migrant workers.

These disparities underscore the complexity of addressing precarious employment and highlight the necessity of tailored interventions that consider the diverse needs and circumstances of affected workers. Moreover, methodological differences are evident, with qualitative research methods such as in-depth interviews and case studies being predominant in exploring the experiences of workers.

Comparative case studies, as exemplified by [Lehdonvirta \(2018\)](#), offer valuable insights into the variations in temporal flexibility across different platforms. However, limitations in generalizability and power dynamics between workers and capital are acknowledged across studies, indicating the challenges inherent in extrapolating findings to broader contexts.

Despite these limitations, each study contributes novel perspectives, such as the interplay between precarity and autonomy, the role of migrant labor, and the sociomaterial practices of gig workers. Collectively, the research underscores the pressing need for policy interventions to protect workers and address the multifaceted challenges posed by precarious employment arrangements.

4.4. Synthesis and Integration

In this section, the research conducts a synthesis and integration analysis of the dataset by extracting and compiling relevant data from the dataset to prepare for a meta-analysis. The compiled data include information such as the year of publication, authors, journal, conclusions, summarized abstracts, results, methods used, literature survey, limitations, contributions, qualitative data, and practical implications. Statistical analysis on the compiled data to assess the magnitude and consistency of the associations between precarious employment and financial well-being outcomes. This included calculating effect sizes and examining the variability across studies.

Based on the provided statistical results, the mean effect size across the studies is 0.50, with a standard deviation of 0.00, indicating a moderate and consistent association between precarious employment and financial well-being outcomes. The effect size is uniform across the studies, as evidenced by the lack of variability ($std = 0.00$), suggesting that precarious employment consistently has a moderate impact on financial well-being outcomes among the employed poor.

The forest plot visualization ([Figure 5](#)) reinforces the consistency of the effect sizes across different years, with all studies reporting an effect size of 0.50. The plot does not show confidence intervals, which are typically used to assess the precision of the effect size estimates. However, the lack of variation in effect sizes suggests that the results are homogeneous.

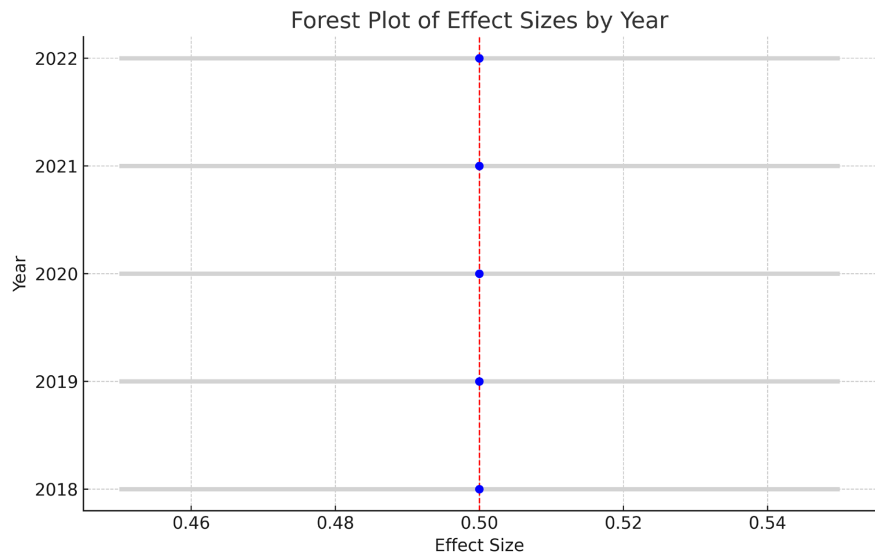


Figure 5. Forest plot of effect size by year.

The evidence suggests a moderate and consistent association between precarious employment and financial well-being outcomes among the employed poor. A full meta-analysis would require additional data on confidence intervals, and the integration of qualitative evidence would provide a more comprehensive understanding of the issue.

4.5. Gap Analysis

The analysis conducted on the dataset for meta-analysis (Table 5) purposes has provided valuable insights into the completeness, suitability, and potential avenues for further exploration regarding precarious employment and its impact on financial well-being. Through meticulous examination, it was found that the dataset exhibits a commendable level of completeness, with no missing values impeding analysis. Moreover, the presence of a diverse range of sources and methodologies underscores the comprehensive approach taken in studying precarious employment.

Table 5. Completeness and suitability of dataset for meta-analysis.

Aspect	Findings
Missing Data	The dataset exhibits a mean of 0.00 for missing data, indicating no missing values.
Consistency of Reporting	The mean of 3.71 for year counts and 1.37 for journal counts suggests moderate reporting consistency.
Diversity of Sources	The dataset comprises 19 unique journals, 7 unique years, and 26 unique methods, indicating a diverse range of sources and methodologies.

The integration of qualitative data, elucidating themes such as autonomy and

precarity among young workers, enriches the quantitative findings, offering a nuanced understanding of the research question. While no glaring research gaps were identified within the dataset, the absence of missing entries in crucial columns warrants further scrutiny to pinpoint areas necessitating additional investigation. Consequently, longitudinal and cross-cultural studies are recommended to delve deeper into the evolving nature of precarious employment and its varied impacts across different socio-economic contexts. Policy implications gleaned from the analysis underscore the imperative for autonomy-sensitive labor market policies and radical overhauls to address precarisation, particularly concerning migrant gig work. The findings also advocate for transnational regulatory arrangements to effectively govern platform-mediated labor, emphasizing the need for comprehensive labor protections and innovative regulatory measures in today's dynamic employment landscape. This research contributes to the growing body of literature on precarious employment, offering valuable insights for policymakers, researchers, and practitioners alike.

5. Discussion

The research findings make significant contributions to the understanding of precarious employment in the gig economy. By highlighting the trade-offs between autonomy and security, the studies provide nuanced insights into the experiences of workers in non-standard employment arrangements. Moreover, the research expands the discourse beyond Western contexts by examining the specific challenges faced by young workers and migrant gig workers. This broadens the scope of existing literature and contributes to a more comprehensive understanding of precarious work globally.

The use of qualitative methods is notable strength of the research. These methods offer rich, detailed insights into workers' experiences, allowing for a deeper understanding of the nuances of precarious employment. However, the research also identifies limitations, including the limited structural power of young workers against capital and their weaker unionization and bargaining power. Additionally, the difficulty in imagining alternatives to neoliberal employment arrangements poses challenges to addressing the underlying issues of precarious work.

The research findings have important implications for policymakers, practitioners, and researchers. Policymakers are urged to implement autonomy-sensitive labor market and social policies, overhaul existing policies to counter migrant gig work precarization, and establish universal labor protections and living wage standards. Practitioners are encouraged to engage migrant gig workers in unions and regulatory agencies and develop innovative regulatory measures to disrupt platform-mediated labor commodification. For researchers, there is a call to focus on outcomes over control for flexible working assessment and explore literacies for working on digital platforms among high-skilled freelancers.

The research findings suggest several evidence-based interventions to address

the challenges of precarious employment. Policy interventions are needed to minimize the scarring effects of precarious employment and to rethink immigrant integration into labor markets for better conditions. The establishment of transnational regulatory arrangements to govern platforms beyond labor laws could inform evidence-based interventions and promote fair labor practices globally.

Addressing the challenges of precarious employment is essential for promoting equity and social justice within the gig economy. The research underscores the need for broader worker protections and redistributive social policies to ensure fair treatment and adequate compensation for all workers. Interdisciplinary collaborations are also highlighted as valuable in developing comprehensive strategies to address the multifaceted challenges of precarious employment and promote social justice within the gig economy.

Finally, the research identifies several promising paths for future research. Continued exploration of the relationship between technology and work, including the impact of platform design on worker practices, is recommended. Additionally, there is a need for more studies focusing on the intersection of precarious employment with factors such as race, gender, and immigration status to inform more inclusive policies and practices. Future research should aim to further our understanding of precarious employment and inform evidence-based interventions to promote fair and equitable labor practices in the gig economy.

6. Conclusion

This comprehensive review of precarious employment within the gig economy offers a nuanced understanding of the challenges confronting low-income workers. The synthesis of empirical findings underscores the precarious balance between autonomy and security that characterizes non-standard work arrangements. The research highlights the pressing need for policy interventions and cross-disciplinary collaborations to address the multifaceted nature of precarious work. By advancing our knowledge of the conditions under which gig economy workers operate, this study calls for a reevaluation of labor protections and social policies to promote equitable treatment and economic stability for this vulnerable segment of the workforce. Future inquiries should continue to explore the complex relationship between technological advancements and employment practices, with a focus on developing inclusive strategies that safeguard worker rights in the evolving landscape of the gig economy.

Conflicts of Interest

The author declares no conflicts of interest regarding the publication of this paper.

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Appendix 1: Summary of Key Characteristics of Studies

Study Year	Study Authors	Published In	Key Conclusions
2019	Wong and Au-Yeung (2019)	The Economic and Labour Relations Review	<ul style="list-style-type: none"> - Precarious autonomy and autonomous precarity highlight autonomy and security trade-offs. - Young workers face dilemmas between autonomy and precarity in neoliberal markets. - Age influences young workers' autonomy and acceptance of work instability. - Policy interventions are needed to minimize scarring effects of precarious employment.
2022	van Doorn et al. (2022)	Work, Employment and Society	<ul style="list-style-type: none"> - Radical policy overhaul needed to counter migrant gig work precarisation. - Engagement of migrant gig workers in unions and regulatory agencies crucial. - Rethink immigrant integration into labor markets for better conditions. - Universal labor protections and living wage standards essential for all workers. - Transnational regulatory arrangements required to govern platforms beyond labor laws.
2018	Lehdonvirta (2018)	New Technology, Work and Employment	<ul style="list-style-type: none"> - Gig workers experience significant temporal flexibility, changing the understanding of work time. - Workers develop informal practices and communities to address constraints. - Technology shapes temporal demands, with platforms having different institutional rules. - New structures of working life emerge, adapting to non-standard digital work.
2020	Tirapani and Willmott (2020)	Academy of Management Proceedings	<ul style="list-style-type: none"> - Radical conflict is impeded by "econormativity" dimensions: responsabilisation, quantification, universality, disembeddedness. - Dissent and alternative work forms may challenge pervasive market rationality. - Poststructuralist analysis highlights conflict containment, potential for radical transformation.
2019	Sutherland et al. (2019)	Work, Employment and Society	<ul style="list-style-type: none"> - Gig workers adapt to platforms, facing precarity and developing literacies. - Online freelancers navigate challenges by building creative literacies. - Workers develop skills to address uncertainties and obstacles in freelancing.
2022	Rasheed et al. (2022)	Periodicals of Management Studies	<ul style="list-style-type: none"> - Gig workers face job insecurity, income instability, and work-family conflicts. - Freelancers experience health issues, isolation, and eye strain due to work. - Gig workers lack legal protection, health insurance, and employee benefits. - Social support is crucial for gig workers to handle multiple jobs. - Gig workers are unmotivated, unhappy, and face difficulties in life balance.
2022	Mai et al. (2022)	Work and Occupations	<ul style="list-style-type: none"> - Precarious employment impacts well-being by exposing workers to hazardous conditions. - Pandemic complicates the relationship between work, well-being, and career prospects. - Temporary job disruption can lead to psychological distress but may have benefits.
2018	Peticca-Harris et al. (2018)	Organization	<ul style="list-style-type: none"> - Uber drivers acknowledge precarious employment, distancing techniques, and capitalist narratives. - Uber does not remedy threats to instability, intensification of work. - Postcapitalism challenges are reflected in Uber drivers' motivations and experiences.
2022	Però, & Downey (2022)	Work, Employment and Society	<ul style="list-style-type: none"> - Discursive power enhances negotiating power in workplace disputes. - Communicative unionism integrates direct action with self-mediated messages. - Framing disputes for external audiences boosts negotiating power of workers.
2018	Rubery et al. (2018)	Work, Employment and Society	<ul style="list-style-type: none"> - SER decommodification is crucial for financial sustainability and employer accountability. - Flexibilization of SER is essential to balance work and personal life. - Inclusive collective agreements are vital for extending security beyond legal minima.
2014	Friedman (2014)	Review of Keynesian Economics	<ul style="list-style-type: none"> - Gigs won't replace traditional employments, but offer new social policy opportunities. - Gig economy can liberate workers but may create isolated individuals. - Social policy needs to balance individual autonomy with security and community.

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2018	Alberti et al. (2018)	Work, Employment and Society	<ul style="list-style-type: none"> - Focus on precarization as a process, not just a concept. - Identify key drivers, patterns, and forms of precarization. - Address precariousness in social reproduction and post-wage politics. - Re-think current social protections in response to work precarization.
2017	Coyle (2017)	National Institute Economic Review	<ul style="list-style-type: none"> - Digital platforms impact work patterns and labor market policies. - Regulatory challenges exist in defining work and protecting workers. - Platforms create benefits for consumers and producers, requiring policy adaptation.
2019	Cornelissen and Cholakova (2019)	Strategic Organization	<ul style="list-style-type: none"> - Focus on categorization of workers in gig economy has societal consequences. - The paper highlights the moral and political nature of categorization work. - The relationship between gig economy companies and workers is scrutinized.
2022	Alacovska et al. (2022)	Work, Employment and Society	<ul style="list-style-type: none"> - Creative gig work relies on relational infrastructures for economic sustainability. - Relational work perspective reveals hidden costs and emotional burdens in gig work. - Workers forge durable relations with clients to combat labor precarity. - Platform-based creative work fosters long-term, collaborative ties between workers and clients. - Relational work challenges depersonalized labor relations on online platforms.
2021	Wood and Lehdonvirta (2021)	Socio-Economic Review	<ul style="list-style-type: none"> - Platforms create subordinated agency leading to structured antagonism with workers. - Workers desire representation, voice mechanisms, and unionization towards platforms. - Collective voice activities depend on resources and organizational capacity. - Remote gig workers experience antagonisms with platforms in fees, competition, and voice. - Future research should explore subordinated agency in the wider platform economy.
2017	Stewart and Stanford (2017)	The Economic and Labour Relations Review	<ul style="list-style-type: none"> - Gig work benefits include flexibility, but risks insecure employment. - Gig economy challenges labor regulations, requires innovative responses. - Five options proposed to strengthen labor regulations for gig workers.
2022	Behl et al. (2022)	Aslib Journal of Information Management	<ul style="list-style-type: none"> - High competition is a significant barrier in food delivery gig sector. - Poor payment structures and strict terms are interdependent barriers. - Expenses like Internet and fuel have high dependence power. - Gig economy in India needs minimal regulation to balance needs.
2019	Berger et al. (2019)	Economic Policy	<ul style="list-style-type: none"> - Uber drivers value flexibility, leading to higher life satisfaction. - Anxiety levels are higher among Uber drivers due to work stress. - The gig economy is evolving, impacting workers' well-being. - Income and working conditions affect subjective well-being in alternative work arrangements.
2020	Pantea (2020)	Small Business Economics	<ul style="list-style-type: none"> - Self-employment pays more for top earners, less for others. - Protective rights lack for self-employed, leading to lower earnings. - Differences in earnings not due to low-skilled workers. - Lower earnings at the start of self-employment spells.
2020	Huang et al. (2020)	Information Systems Research	<ul style="list-style-type: none"> - Local unemployment shocks increase online labor market participation. - Gig-economy platforms are integral components of the broader labor market. - Future research and policy should consider gig-economy platforms extensively.
2020	Gauffin (2020)	The Economic and Labour Relations Review	<ul style="list-style-type: none"> - Challenges in measuring precariousness and capturing the entire population. - Importance of using multiple data materials and methods in research.

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2021	Glavin et al. (2021)	Work and Occupation	<ul style="list-style-type: none"> - Platform work is linked to powerlessness and isolation among workers. - Algorithmic control undermines worker autonomy and social connection in platform work. - Platform workers experience higher levels of powerlessness and loneliness. - Platform firms constrain workers' opportunities for social connection. - Platform work fosters alienation by challenging workers' autonomy and relationships.
2021	Wiengarten et al. (2021)	Journal of Operations Management	<ul style="list-style-type: none"> - Precarious work has mixed effects on firm performance. - High levels of precarious work harm flexibility and financial performance. - High-performance work practices do not significantly moderate the relationships. - Future research should explore precarious work implications in various contexts.
2021	Shevchuk et al. (2021)	New Technology, Work and Employment	<ul style="list-style-type: none"> - Freelancers adapt to clients' needs, working nonstandard hours. - Online labor markets create a competitive environment for global workers. - Time zone differences disadvantage freelancers in online gig economy. - Study contributes to debates on gig economy and time-work discipline.
2019	Wood et al. (2018)	Work, Employment and Society	<ul style="list-style-type: none"> - Algorithmic control shapes remote gig work, offering autonomy and flexibility. - Workers face low pay, social isolation, overwork, and exhaustion. - Platform reputation and skills are crucial for job quality.
