

International Journal of Humanities Arts and Business (IJHAB)

ISSN: 2709-0604 (Print)

ISSN: 3006-4805 (Online)

Volume-02, Issue-03, pp-33-46

www.ijhab.com

Research Paper

Open Access

## Emergence of GIG Work and its Impact on the People of Bangladesh: Social and Economic Perspective

Salma Akter Laboni

Lecturer, Department of Business Administration, City University, Ashulia, Savar, Dhaka, Bangladesh. Email: [labonisikder1995@gmail.com](mailto:labonisikder1995@gmail.com)

**Citation (APA):** Laboni, S. A. (2024). Emergence of GIG Work and its Impact on the People of Bangladesh: Social and Economic Perspective. *International Journal of Humanities Arts and Business (IJHAB)*; Vol-2, Issue-3.

**ABSTRACT:** This research focuses on the idea, application, and consequences of the gig economy on Bangladesh's contemporary economy, namely in Dhaka. Links to more detailed explanations of words from the gig economy and digital economy sectors may be found in the introduction section. The current study employed an explicitly planned qualitative method to get comprehensive and trustworthy data. This research summarizes and arranges the critiques of gig economy platforms based on the analysis, together with the salient characteristics noted by the study participants. A broader view of the impacts of the gig economy is also given by the researcher based on the findings from the qualitative data. In my opinion, utilizing actual economic experiments to investigate the impact of the gig economy on the economy as a whole is essential to comprehending the structural trends influencing our economies and to diligently cultivate evidence-based decision making for the sound socioeconomic development of our places of employment and society. Policymakers will continue to find it important to understand how digital technologies are changing our earning activities, and scholars will find it to be an intriguing area of study.

**Keywords-** Gig work, economy, impact, factors, advantages, disadvantages

### 1. INTRODUCTION

The nature of work has undergone an unparalleled change in the twenty-first century, with gig work taking the spotlight. The paradigm in job structures is changing, with an emphasis on digital connectivity, mobility, flexibility, and autonomy (Aloisi, 2016). Gig work can also be termed as gig economy. The gig economy, which is characterized by temporary, task-oriented employment agreements made possible by digital platforms, has spread around the world and profoundly changed preconceived ideas about employment and work (Brinkley, 2016). The rise of the gig economy has altered how individuals work by making a range of on-demand services possible and fostering the development of new online job markets (CIPD, 2017). Employees may get paid for their work, skills, or time by using apps like Lyft, TaskRabbit, Handy, or Uber (Huws et al., 2016). These online marketplaces enable direct and easy matching and transactions between employers and workers, giving rise to a significant socioeconomic movement that encompasses a variety of activities referred to as the "gig-economy" (Stefano, and ILO., 2016). The gig economy is a technology-driven change to the

nature of employment that has challenged people's preconceptions about the role of the workplace in society and the optimal way to assign responsibility to corporations, governments, and laborers (Dobson, 2017). Comprehending the existence and consequences of the gig economy, governments and states may support in formulating laws that will benefit the workforce, businesses, and communities in the labor markets of the future (Smith, and Leberstein, 2015).

Digital platforms function as a medium of contract between employers and independent contractors. For example, individuals who own cars can "share" a trip with someone else for a fee while en route to a location via ride-hailing services (Evans, 2016). Sharing is advantageous to both sides. Through the use of their digital platforms, platform enterprises facilitate the ongoing hiring of personnel to carry out activities as "independent contractors" and provide services that customers desire (Smith, and Leberstein, 2015). It is no longer necessary to hire full-time staff because to the platforms' availability. Unlike employees who are given a fixed wage, workers are compensated for each task they complete (Evans, 2016). As of right now, the gig economy is expanding quickly, and the conventional job engagement is evolving (Horney, 2016). It is anticipated that the gig economy would continue to expand and contribute significantly to the economy in the years to come (Malhotra & Van Alstyne, 2014 and Sundarajan, 2014). It's a part of a larger trend where jobs are becoming more informal as businesses move into the digital age (Stefano, 2015). Digital companies like Sheba.xyz, Uber, Pathao, Foodpanda, and Obhai act as a middleman between Bangladeshi consumers and freelance workers who are both able and ready to work. Many of these workers are either unemployed or heavily indebted because to the economic downturn brought on by the epidemic. They are thereby becoming members of the class that Todolí-Signes, (2017) referred to as the "precariat." Because they typically have greater educational backgrounds than those needed for the jobs they might hope to get or be obliged to do, precariat workers constitute a distinct category. They work for labor that is not often included in official statistics, has little opportunity for advancement, a unique pay income, no benefits, and they frequently have unmanageable debt (Todolí-Signes, 2017).

So, it can be assumed that Gig work in Bangladesh is becoming a significant part of the economy, particularly as the country experiences rapid technological advancements and an increase in internet connectivity. Hence, this sector needs to be looked at through research. This research work will focus on the sector of gig economy, especially on its impact on several areas of our lives. It can be assumed that this new sector of economy lacks proper policy and monitoring system. Intensive research works might be helpful to uncover the hidden characteristics of this field and help the stakeholders to take necessary steps to integrate this newly emerged sector of economy into the mainstream economy of the country.

## 2. OBJECTIVE OF THIS STUDY

As far as I'm aware, not many studies have been done on Bangladesh's gig economy so far. In my opinion, this research is essential since it contributes to the systematization of the current body of knowledge on the issue, which is particularly important for the emerging discipline of gig economy studies. By linking critical assessments of various gig economy disciplines, it can uncover potential blind spots or problematic features and present the subject from a fresh angle, so adding to the body of knowledge on the subject. This study has two goals about the gig economy and how it affects the economy of Bangladesh.

- a. To investigate the dimensions of gig works prevailing in Bangladesh

b. To understand the consequence of evolving gig works on the national economy of Bangladesh

In order to provide light on the socioeconomic variables impacting participation in this rapidly expanding workforce, the research intends to thoroughly examine the industries and platforms that are propelling Bangladesh's gig economy. By conducting a comprehensive analysis, the study aims to quantify the degree to which the gig economy impacts employment trends and income distribution, offering valuable insights into its impact on the financial well-being of the country's working population. The research aims to evaluate the gig economy's impact on innovation and economic growth at the same time, looking at how it encourages technology breakthroughs and entrepreneurial ventures. With a keen focus on regulatory frameworks, the research aims to evaluate the effectiveness of existing policies governing gig work in Bangladesh, ultimately contributing valuable recommendations for enhancing the adaptability and sustainability of the nation's economic landscape in the face of this transformative employment paradigm.

### 3. RESEARCH METHODOLOGY OF THIS STUDY

The purpose of the study was to examine the characteristics of the gig economy, as well as its benefits and drawbacks, and its effects on Bangladesh's overall economy. The current study took an inductive approach, collecting and analyzing data using a qualitative research methodology, mainly through interview (Gill & Johnson, 2010). This made it possible to examine some topics in greater detail and determine how much Bangladeshi citizens have embraced gig employment. Over the course of seven days in April 2024, gig workers provided their narratives. Although the interviews were unstructured, they adhered to a theme framework. There were forty interviews done in all. Every responder had used a digital platform for earning for a minimum of three months. Some of the respondents utilized more than one platform; in these situations, the platform they used for the longest amount of time was taken into account. The platform employees that were to be interviewed were chosen using the convenient sampling approach. Interview subjects were chosen from four areas of Dhaka city: Panthapoth/Dhanmondi, Rampura, Kawran Bazar, and Jatrabari, in order to minimize biases. At times, drivers of cars may be detected by scanning the apps, while bicyclists and autorickshaws might be located at intersections or traffic lights.

**Table 1: List of respondents**

<b>Platform or service types</b>	<b>Number of Respondents</b>
Uber bike	5
Uber car	5
Pathao bike	5
Pathao car	5
Pathao delivery	5
Foodpanda delivery	5
Obhai auto-rickshaw	5
Freelancer on digital platform	5

Additionally, five independent contractors were approached directly after a freelance training center provided their contact information. The study also depends on interactions with drivers and delivery personnel while riding or after placing food orders via the platforms throughout the previous year, even though the narratives were gathered through direct discussion for a

comprehensive knowledge of the working circumstances. The information gathered from the interview procedure was subjected to a thematic analysis. While there are other theme analysis techniques, Braun & Clarke's (2006) thematic analysis tool was used for this study largely because it was designed to be used within a qualitative paradigm.

Any research that uses human participants must adhere to the ethical criterion of informed consent. The gig workers were given a Plain Language Statement (PLS) outlining pertinent research material during the process of obtaining their consent to conduct the interviews. This allowed them to make an informed decision about whether or not to participate in the study. The PLS was created by according to the guidelines for qualitative interviews provided by King et al. (2018).

#### 4. FINDINGS AND DISCUSSION

This section covers the key findings of the interview results, collected as previously discussed in the methodology. Firstly, the demographic and personal information of the sample will be discussed, then the findings from the interview will be narrated in relation to the objectives of the research work. The findings will also be cross-referred by the findings of other researchers.

##### 5.1 Demographic and personal information

The sample analysis consisted of 40 responses. This consisted of 67.5% male and 32.5% female, of which 96.6% referred to the role as their current job and 4.4% referred to the role as their past job.

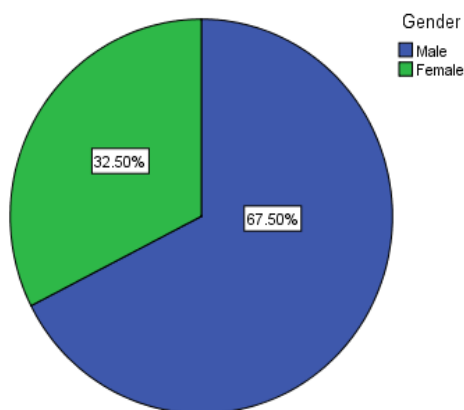


Chart 1: participants' gender distribution

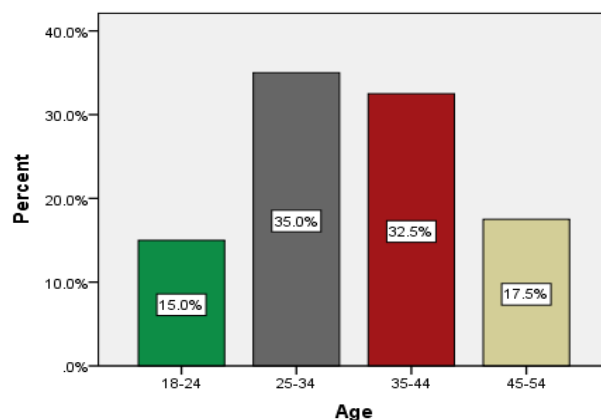
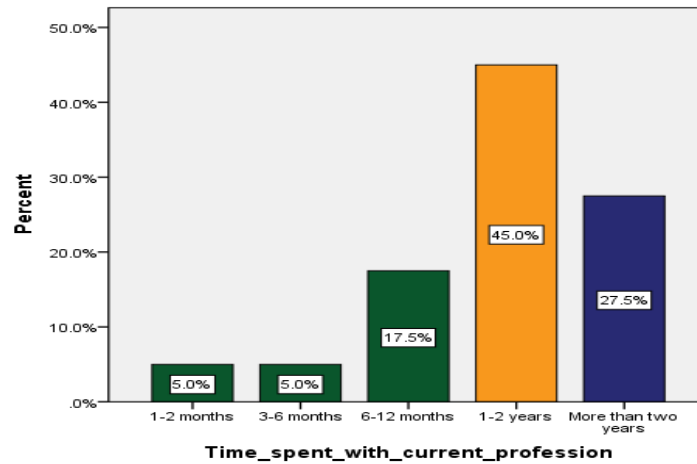
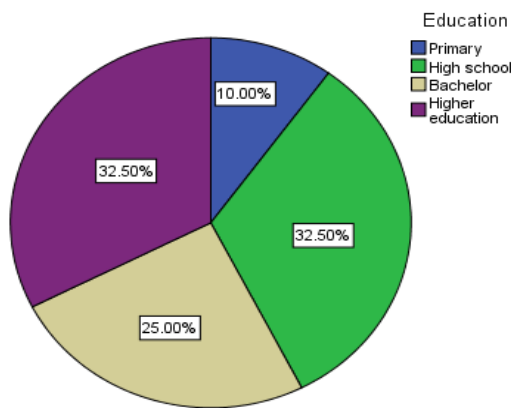


Chart 2: Participants' age distribution

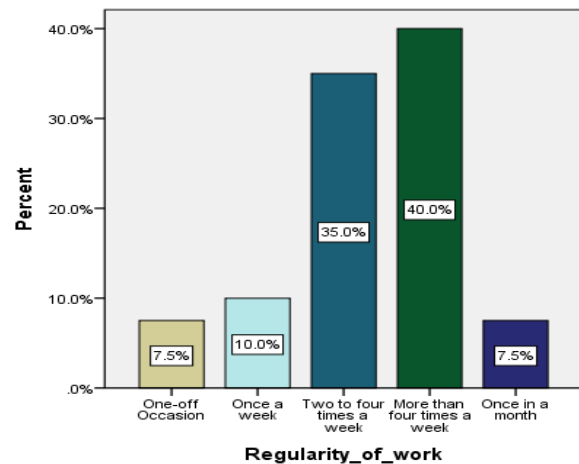


**Chart 3: Time spent with current profession**

Among the participants, majority are aged from 25-34 years (35%) and 35-45 years (32.5%). A notable number of the participants are above 45 years (17.5) years. On the other hand, majority of the participants have been working in this field for 1 to 2 years (45%), but almost 28% of the participants have experience of working of more than two years. Data shows that majority of the gig workers are male and the range of their age is 25 to 45 years. Besides, most of them have already spent more than one year in this profession that shows their adaptation and acceptance level of this newly emerged profession.



**Chart 4: Education level of the Participants**

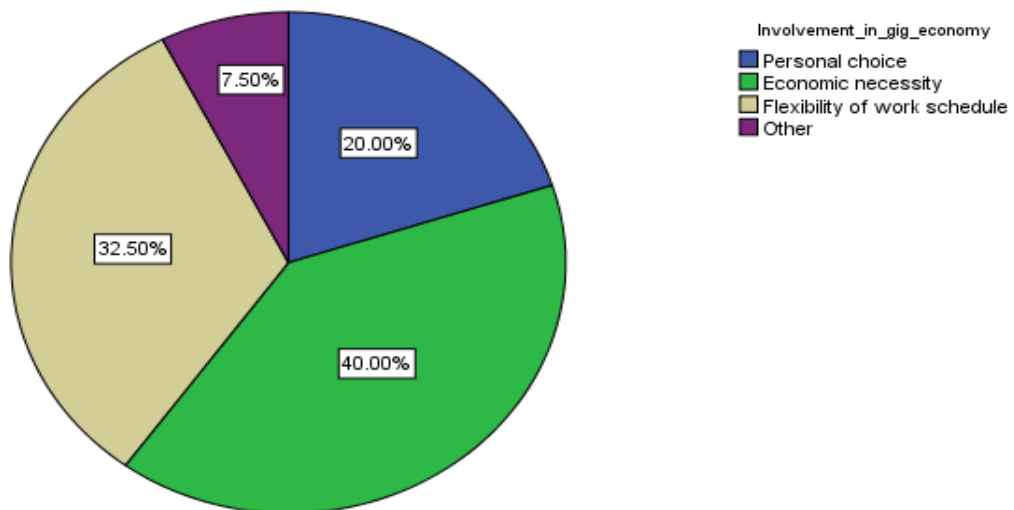


**Chart 5: Frequency of attending work**

In case of education, variety has been noticed. Almost 32.5% of the participants completed their high school and a similar percentage (32.5%) of the participants have their MA degree. So, it can be assumed that a vast number of highly educated people are getting involved with gig works and education level seems to be important to succeed in this profession. Besides 25% of the participants were graduate. Majority of the participants are involved in gig work almost on regular basis (40%) and 34% of them work on two to four days a week. Findings show that gig workers choose their working days and hours independently and therefore, are able to involve themselves in multiple earning activities.

**Working\_in\_Dhaka\_city**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Yes	40	100.0	100.0	100.0

**Table 2: Living location of the participants****Chart 6: Reason for gig work**

Moreover, all of the participants were from the city of Dhaka. They might have migrated from different areas of the country, but now they are living in Dhaka city for professional purpose. Besides, majority of them (40%) involved themselves with gig work for economic reason and 32.5% of the participants chose gig work because of its nature of work schedule flexibility. Economic necessity obviously is the biggest motivation behind any work. However, in case choosing gig work, flexibility of work hours has become a great inspiration.

## 5.2 Findings from the interviews

The researcher conducted semi-structured interviews to explore various issues related to gig work and specially to investigate the impact of gig economy on the overall economic development of Bangladesh. The findings from the interviews have been summarized in the following sections.

### 5.2.1 Technological advancement and gig work

Majority of the respondents believe that Technological development in Dhaka city plays a pivotal role in facilitating gig work in several ways. They believe that recent launching of several websites and mobile apps connect gig workers with potential clients or customers. Platforms like Uber, food panda, phatao, and Fiverr allow gig workers to advertise their services and find gigs easily (Balaram et al., 2017). Besides, many gig jobs are location-based and require mobility. Mobile apps enable gig workers to receive job requests, navigate to the job site, communicate with clients, and track their work hours and earnings efficiently (Bieber, and Moggia, 2020). Now, with the help of technology friendly policy adopted by the

present government, smartphones are available at cheap rates and people can buy one easily to start gig work in the city areas (Brown, 2017).

Some respondents have said that recent technological development in Dhaka city has enabled them seamless and secure transactions between gig workers and clients. Digital payment platforms like Bkash, Nagad, and Upay have allowed for quick and hassle-free payment processing. Some respondents have opined that gigs that can be done remotely, various digital tools facilitate collaboration, communication, and project management. Tools like Slack, Zoom, Google Workspace, and Trello enable remote gig workers to collaborate effectively with clients and team members (Collier et al., 2017). Some participants from Dhaka city have said that online platforms often include rating and review systems where both clients and gig workers can provide feedback on their experiences. This helps establish trust between parties and allows gig workers to build their reputation and attract more gigs. Besides, technology allows gig workers to manage their schedules flexibly. They can choose when to work, accept or reject gigs based on their availability, and balance multiple gigs simultaneously, thanks to the convenience of digital platforms (Donovan et al., 2016).

So, it can be said that, now in city areas, gig workers can access a wealth of information online to improve their skills, learn about industry trends, and stay updated on relevant news and developments. This access to information empowers gig workers to enhance their expertise and remain competitive in their respective fields (Bieber, and Moggia, 2020). Overall, technology streamlines the process of finding, completing, and managing gig work, making it more accessible and efficient for both gig workers and clients living in the city areas (Balaram et al., 2017).

### **5.2.2 Gig work and urban dynamics**

The researcher also investigated how gig economy influenced urban dynamics in Dhaka city and has found that gig work has significantly influenced urban dynamics in various ways. Here are some key aspects mentioned by the respondents. Majority of the respondents have said that gig work has affected people by facilitating to choose to live and work within urban areas. Some other respondents have opined that the rise of gig work has increased demand for flexible transportation options such as ride-sharing services and bike rentals. This can impact traffic patterns and public transportation usage in Dhaka city. Gig work also contributes to the economy of urban areas by providing additional sources of income for residents (Doucette and Bradford, 2019). However, it also raises concerns about job security, benefits, and labor rights, which can affect the overall economic landscape of cities (Dunn, 2019). Few of the respondents have said that gig workers often provide on-demand services such as food delivery, home cleaning, and pet care, which contribute to the convenience and efficiency of urban living. However, they believe that the gig economy also raises questions about the quality and reliability of these services. Furthermore, the influx of gig workers in urban areas can put pressure on the housing market, leading to increased demand for rental properties and potentially driving up housing prices (Liu et al., 2019). This can contribute to gentrification and displacement of lower-income residents (Doucette and Bradford, 2019).

### **5.2.3 Gig work and overall economic development**

The first interview question was related to the impact of gig economy on the overall economic development of Dhaka city. According to the response of the participants the impact of the gig economy on a country's economic development can be both positive and negative, depending on various factors such as regulation, labor market dynamics, and overall

economic structure. Here are some key points mentioned by the participants to consider. The gig economy often creates opportunities for individuals to participate in the workforce who might otherwise be unemployed or underemployed. This can contribute to reducing overall unemployment rates and increasing labor force participation in Dhaka city. Some participants believe that gig work offers flexibility in terms of working hours and location, allowing individuals to balance work with other commitments such as education, caregiving, or pursuing entrepreneurial ventures. This flexibility has led to higher job satisfaction and overall well-being for workers. On the other hand, the gig economy fosters innovation by enabling the development of new business models and services in Dhaka city (Lloyd, 2019). Besides, companies in Dhaka city operating in the gig economy often benefit from lower overhead costs and increased operational efficiency (Mincer, 2020). By outsourcing tasks to independent contractors or freelancers, businesses can scale more quickly and respond more effectively to market demand (Warnecke, 2021). However, some of the respondents believe gig work has some negative impact on the overall economic sector in Dhaka city. They think gig workers often lack the job security, benefits, and protections that traditional employees enjoy, such as healthcare, retirement plans, and unemployment insurance. This can lead to financial instability and insecurity for workers, especially during economic downturns. Moreover, gig workers may face lower wages and less predictable income compared to traditional employees. Some other participants believe that the rapid growth of the gig economy has raised concerns about labor rights, worker protections, and tax compliance. Regulating gig work presents challenges for policymakers, as they strive to balance the benefits of flexibility and innovation with the need to ensure fair labor standards and social protections (Mincer, 2020). Hence, overall, the impact of the gig economy on economic development varies depending on how it is regulated, how workers are treated and compensated, and its integration into the broader labor market. Policymakers need to carefully consider these factors to maximize the benefits of the gig economy while mitigating its potential drawbacks (Lloyd, 2019).

#### **5.2.4 The impact gig economy on the traditional employment**

The researcher also explored how gig economy changed the traditional employment system in Dhaka city. Majority of the interview participants believe that the gig economy has significantly impacted traditional employment in several ways. They believe gig work offers flexibility, allowing individuals to work when they want and for how long they want. On the other hand, a number of participants believe that many people now engage in gig work either as a primary or secondary source of income. This shift in workforce dynamics has led to a more diverse and fragmented labor market, where individuals may hold multiple gigs or switch between traditional and gig employment based on their needs (Bieber, and Moggia, 2020). Some of the interview participants believe that traditional employment often provides greater job security compared to gig work, where contracts can be short-term or sporadic. This lack of job security in the gig economy can lead to increased financial uncertainty for workers (Liu et al., 2019). Besides, they also believe that the rise of the gig economy has also influenced the types of skills and training needed for employment. In some cases, gig work requires specialized skills (like coding, graphic design, or writing) that may not be as emphasized in traditional employment sectors. Majority of the participants have opined that while gig work offers flexibility, it's often associated with lower wages and fewer benefits compared to traditional employment. Additionally, gig workers are typically responsible for their own taxes, healthcare, and retirement savings, whereas traditional employees may have these expenses partially or fully covered by their employers (Brinkley, 2016).

#### **5.2.5 Gig work and social life**

The researcher also explored the impact of gig work on social life balance. The findings from the related quires have been summarised in this section. According to the respondents, gig work can have both positive and negative impacts on social life, depending on various factors such as individual preferences, work arrangements, and lifestyle choices (Stewart & Standford, 2017). First, gig work often offers flexibility in terms of when and where individuals work. This can allow for better integration of work with social activities and commitments, as individuals have more control over their schedules (Smith and Leberstein, 2015). However, some of the participants believe that gig work can also be isolating, especially if the nature of the work involves remote or solitary tasks. Without the structure of a traditional workplace or colleagues, gig workers may miss out on social interactions and a sense of belonging. Depending on the type of gig work, individuals may have opportunities to network with clients, other freelancers, or customers (Bieber, and Moggia, 2020). This can expand their social circles and potentially lead to new friendships or business connections (Stefano, 2017). Majority of the respondents believe that balancing gig work with personal life can be challenging, especially if individuals struggle to set boundaries between work and leisure time. This can affect relationships with friends and family if work encroaches on personal time.

Besides, findings from the interviews shows that gig work often involves interacting with a diverse range of people, including clients, customers, and fellow gig workers. This can enrich social experiences and expose individuals to different perspectives and cultures (Brinkley, 2016). Moreover, some gig workers find a sense of identity and community within their respective gig economies. For example, rideshare drivers may feel a sense of camaraderie with other drivers. This can provide a supportive social network but may also contribute to a sense of competition or comparison.

Overall, the impact of gig work on social life varies widely among individuals and depends on factors such as personal preferences, work arrangements, and support networks (Stewart & Standford, 2017). While gig work offers flexibility and networking opportunities, it can also lead to isolation, financial stress, and challenges in achieving work-life balance (Liu et al., 2019).

### **5.2.6 Regulatory framework for gig work**

In Bangladesh, the gig economy has been growing rapidly, especially in urban areas, driven by factors such as technological advancements, changing work preferences, and the need for flexible employment opportunities (Dobson, 2017). However, the regulatory framework for gig work in Bangladesh is often perceived as lacking or insufficient (Huws et al., 2016). The researcher explored whether existing regulations in Bangladesh adequately address the needs and challenges of gig workers or not. The findings have been summarized here.

Majority of the respondents have opined that much of the gig work in Bangladesh operates in the informal sector, outside the purview of formal regulations. This lack of formalization makes it difficult to enforce labor standards, ensure fair wages, or provide social protections for gig workers. Moreover, gig workers in Bangladesh often fall into a gray area in terms of their employment status (Liu et al., 2019). They may be classified as independent contractors or freelancers, which exempts them from many labor protections and benefits afforded to traditional employees (Dobson, 2017). Some of the respondents have opined that existing labor laws in Bangladesh are more suited to traditional employment arrangements and may not adequately address the unique needs and challenges faced by gig workers. There's a lack of specific regulations governing issues such as minimum wage, working hours, occupational safety, and health standards for gig workers (Smith and Leberstein, 2015). The interview participants have also said that gig workers in Bangladesh

typically do not have access to social security benefits such as health insurance, retirement savings, or unemployment benefits. This lack of safety nets can leave gig workers vulnerable to financial instability, especially during periods of economic downturn or personal hardship.

Some of the participants expressed that the taxation of gig work can be complex and challenging to enforce, especially when many gig workers operate on a cash basis or through digital platforms that may not have a physical presence in Bangladesh. This can lead to issues of tax evasion and a loss of government revenue (Bieber, and Moggia, 2020). Hence, it can be said that without clear regulatory oversight, gig workers in Bangladesh may be susceptible to exploitative practices by employers or platform companies. This can include low wages, long hours, lack of job security, and limited recourse for grievances or disputes. Addressing these challenges requires a multi-faceted approach that involves stakeholders from government, industry, labor unions, and civil society (Stefano, 2017). Developing a comprehensive regulatory framework for gig work in Bangladesh would involve updating existing labor laws, establishing new regulations tailored to the gig economy, promoting formalization of employment relationships, and ensuring enforcement mechanisms are in place to protect the rights and well (Liu et al., 2019).

### 5.2.7 Future of gig work

According to the findings from the interview the future of gig work in Bangladesh is likely to continue evolving, driven by technological advancements, changing labor dynamics, and economic shifts. Here are some potential trends expected by the interview participants:

**Technology Integration:** As technology becomes more pervasive, gig workers in Bangladesh may increasingly rely on digital platforms and mobile apps to connect with clients and manage their work. This could lead to greater efficiency and access to a wider range of opportunities.

**Diversification of Gig Economy Sectors:** While gig work in Bangladesh has traditionally been associated with sectors like ride-hailing and delivery services, we may see diversification into other areas such as freelance writing, graphic design, virtual assistance, and software development. This diversification could provide more options for gig workers and cater to a broader range of skills.

**Regulatory Challenges:** The regulatory landscape surrounding gig work in Bangladesh may evolve to address concerns around worker rights, benefits, and job security. Striking a balance between protecting workers and fostering innovation and entrepreneurship will be crucial for policymakers.

**Skill Development and Training:** With the rise of automation and AI, there will be a growing emphasis on upskilling and reskilling among gig workers to remain competitive in the marketplace. Training programs and initiatives to enhance digital literacy and entrepreneurship skills may become more prevalent.

**Collaborative Platforms and Networks:** Gig workers may increasingly collaborate with each other through online platforms and networks to share resources, knowledge, and best practices. This collaborative approach could help them navigate challenges and access new opportunities more effectively.

**Social Safety Nets:** There may be efforts to develop social safety nets tailored to the needs of gig workers, such as access to healthcare, retirement savings, and income protection. These

initiatives could help mitigate the inherent risks associated with gig work and provide a safety net for workers during periods of economic uncertainty.

Overall, the future of gig work in Bangladesh will likely be shaped by a combination of technological innovation, regulatory frameworks, and social and economic factors. Adaptability and agility will be key for gig workers to thrive in this evolving landscape. In summary, it can be said that in more traditional societies like in Bangladesh, there have some cultural barriers to gig work, particularly for women, due to societal expectations around gender roles and family responsibilities. However, in cities like Dhaka, where there's a significant expatriate population and a growing gig economy, attitudes may be more varied. Overall, cultural perspectives on gig work are diverse and complex, shaped by historical, economic, and social factors specific to each region. While gig work offers opportunities for flexibility and autonomy, it also raises important questions about labor rights, social protections, and the future of work in an increasingly globalized world.

### 5.3 Recommendations

The policy ideas discussed here address future business conditions, possible challenges to workers' rights, and workers' rights in general.

1. Training ride-hailing drivers on navigation systems can reduce frustration and increase customer satisfaction.
2. This direct link between drivers and platforms enhances the user experience and comfort with digital application features.
3. Workforce fatigue from coercing hours for bonus benefits can lead to accidents, especially for ride-hailing app drivers. Applications should monitor driving hours and limit driving beyond permissible hours.
4. Workers often feel isolated, affecting the functionality of gig work platforms. An efficient grievance management system should provide a comprehensible hotline number for complaints, rather than relying on app features.
5. A lot of drivers feel uneasy about work-related concerns and rules that they get as text messages from their platforms. The aforementioned requirement suggests that all platform employees should receive refresher training.
6. Full-time users of these platforms need to be considered workers and eligible for retirement benefits. If it is guaranteed, it will end worker instability and create a doorway to social safety.
7. In Bangladesh, ride-hailing services now pocket 25% of the total charge for a journey, but they do not bear the expense of any trip-related running expenditures, such as gasoline, vehicle maintenance, required paperwork, or communication expenses. Legislators ought to think about establishing a revenue-sharing policy.
8. Drivers who use ride-hailing services must fulfill certain conditions, including those related to age, method of transportation, and current driver's license. These regulations, nevertheless, could allow room for possible risk. To lower safety worries, platforms should supervise in-person driving exams and guarantee that drivers possess a basic understanding of car maintenance and city driving routes.
9. The platforms may compile a database of drivers requesting registration and provide it to the police stations at each driver's current and permanent address to lessen the workload for prospective drivers.

## 5. CONCLUSION

Advances in technology are upending labor markets, leading to a polarized distribution of income and the loss of jobs as a result of automation and other phenomena. In my opinion, utilizing actual economic experiments to investigate the impact of the gig economy on the economy as a whole is essential to comprehending the structural trends influencing our economies and to diligently cultivate evidence-based decision making for the sound socioeconomic development of our places of employment and society. Politicians will continue to focus heavily on how digital technologies are changing our work habits, and scholars will find this to be an intriguing area of study.

## 6. REFERENCES

- Aloisi, A. (2016). Commoditized workers: Case study research on labour law issues arising from a set of "on-demand/gig economy" platforms. *Comparative Labour Law & Policy Journal*. [Online]. 37(3), pp.653. [Accessed 29 September 2017]. Available at: <http://0-heinonline.org.wam.leeds.ac.uk>
- Balaram, B., Warden, J. and Wallace-Stephens, F. (2017). Good Gigs: A fairer future for the UK's gig economy. RSA. [Online]. [Accessed 7 November]. Available at: <https://www.thersa.org/globalassets>
- Bieber, F., & Moggia, J. (2020). Risk Shifts in the Gig Economy: The Normative Case for an Insurance Scheme against the Effects of Precarious Work. *Journal of Political Philosophy*, 29(3). <https://doi.org/10.1111/jopp.12233>
- Brinkley, I. 2016. In search of the Gig Economy. The Work Foundation. [Online]. [Accessed 1 November, 2017]. Available at: [www.workfoundation.com](http://www.workfoundation.com)
- Brown, D. (2017). The Gig Economy: Are Millennials failing to develop important work skills? [Online]. [Accessed 11 November 2017]. Available at: <http://businessresearcher.sagepub.com>
- Braun, V. and Clarke, V. (2006) Using Thematic Analysis in Psychology. *Qualitative Research in Psychology*, 3, 77-101. <http://dx.doi.org/10.1191/1478088706qp063oa>
- Burtch, G., Carnahan, S., and Greenwood, B.N. 2016. Can You Gig it? An Empirical Examination of the Gig-Economy and Entrepreneurial Activity. Ross School of Business. [Online]. [Accessed 17 November 2017]. Available at: <http://gkmc.utah.edu>
- Burtch G, Ghose A, Wattal S., (2015) The hidden cost of accommodating crowdfunder privacy preferences: A randomized field experiment. *Management Sci.* 61(5):949–962.
- CIPD. (2017). To gig or not to gig? Stories from the modern economy. Survey Report. [Online]. [Accessed 27 September 2017]. Available at: [https://www.cipd.co.uk/Images/to-gig-or-not-to-gig\\_2017-stories-from-the-modern-economy\\_tcm18-18955.pdf](https://www.cipd.co.uk/Images/to-gig-or-not-to-gig_2017-stories-from-the-modern-economy_tcm18-18955.pdf)
- Collier, B.R, Dubal, V.B. and Carter, C. (2017). Labor Platforms and Gig Work: The Failure to Regulate. Institute for Research on Labour and Employment. [Online]. 106(17), pp.1-29. [Accessed 20 January 2017]. Available at: <http://irle.berkeley.edu>
- Creswell, J. W. (1994). *Research design: Qualitative & quantitative approaches*. Thousand Oaks, Calif;London;: Sage Publications.
- Dobson, B. 2017. Gainful gigging Employment services for the platform economy. [Online]. [Accessed 22 January 2018]. Available at: <http://www.reform.uk>
- Donovan, S.A., Bradley, D.H., and Shimabukuru, J.O. (2016). What does the gig economy mean for workers? Washington, DC: Congressional Research Service. [Online]. [Accessed 25 February 2018]. Available at: <https://digitalcommons.ilr.cornell.edu>

- Doucette, M. H., & Bradford, W. D. (2019). Dual Job Holding and the Gig Economy: Allocation of Effort across Primary and Gig Jobs. *Southern Economic Journal*, 85(4), 1217–1242. <https://doi.org/10.1002/soej.12338>
- Dunn, M. (2019). Hustle and Gig: Struggling and Surviving in the Sharing Economy. *Social Forces*. <https://doi.org/10.1093/sf/soz088>
- Evans, O. (2016). The Effectiveness of Monetary Policy in Africa: Modeling the Impact of Financial Inclusion. *Iranian Economic Review*, 20, 327-337.
- Gill, J., 1930, Johnson, P., 1955, & Clark, M. (2010). *Research methods for managers* (4th ed.). London: SAGE
- Huws, U and Joyce, S. (2016). Size of the UK's "Gig Economy" Revealed for the First Time. [Online]. [Accessed 11 November 2017]. Available at: <http://www.feps-europe.eu>
- Huws, U., Spencer, N.H., and Joyce, S. (2016). Crowd Work in Europe: Preliminary results from a survey in the UK, Sweden, Germany, Austria and the Netherlands. [Online]. [Accessed 11 November 2017]. Available from: [www.feps-europe.eu/](http://www.feps-europe.eu/)
- Huws, U., Spencer, N.H., and Joyce, S. (2016). The size and characteristics of the on demand economy in the UK and Europe. [Online]. [Accessed 11 November 2017]. Available from: <http://researchprofiles.herts.ac.uk>
- Horney, N. (2016). The Gig Economy: A Disruptor Requiring HR Agility. *People and Strategy*. [Online]. 39(3), pp.20-27. [Accessed 23 November 2017]. Available at: <http://agilityconsulting.com>
- Kidner, R. (2017). *Blackstone's statutes on employment law 2017-2018* (27th ed.). Oxford: Oxford University Press.
- Liu, X., Cui, Y., & Chen, L. (2019). Bonus Competition in the Gig Economy. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.3392700>
- Lloyd, I. (2019). Applying Notions of Employment within the Gig Economy - How disruptive is the gig economy for employment law? *Computer Law Review International*, 20(2), 36–40. <https://doi.org/10.9785/cr-2019-200203>
- Malhotra, A., Van Alstyne, M. (2014). The Dark Side of the Sharing Economy... and How to Lighten It. *Communications of the ACM*. [Online]. 57(11) 24-27. [Accessed 20 November 2017]. Available at: <http://0-delivery.acm.org.wam.leeds.ac.uk>
- Mincer, J. (2020). Investment in Human Capital and Personal Income Distribution. *Journal of Political Economy*, 66(4), 281–302. <https://doi.org/10.1086/258055>
- Nijhawan L et al. (2013). Informed consent: Issues and challenges. *Journal of Advanced Pharmaceutical Technology and Research*. 2013;4(3) Wolters Kluwer Medknow Publications:134-140. DOI: 10.4103/2231-4040.1167
- Smith, R. and Leberstein, S. (2015). Rights on Demand: Ensuring Workplace Standards and Worker Security in the On-Demand Economy. [Online]. [Accessed 11 November 2017]. Available at: <http://www.nelp.org>
- Stefano, V. and ILO. (2016). The Rise of the 'Just-in-Time Workforce': On-Demand Work, Crowd Work and Labour Protection in the 'Gig-Economy'. *Conditions of Work and Employment*. [Online]. [Accessed 15 November 2017]. Available at: [www.ilo.org](http://www.ilo.org)
- Stefano, V. (2015). The Rise of the 'Just-in-Time Workforce': On-Demand Work, Crowd Work and Labour Protection in the 'Gig-Economy'. *Comparative Labor Law & Policy Journal*. [Online]. Forthcoming Research Paper No. 2682602. [Accessed 15 November 2017]. Available at: <https://ssrn.com>.
- Stewart, A. and Stanford, J. (2017). Regulating work in the gig economy: What are the options?. *The Economic and Labour Relations Review*. [Online]. 28(3), pp.420-437. [Accessed 15 Nov. 2017]. Available at: <http://0-journals.sagepub.com.wam.leeds.ac.uk>

- Sundararajan, A. (2014). Peer-to-Peer Businesses and the Sharing (Collaborative) Economy: Overview, Economic Effects and Regulatory Issues. [Online]. [Accessed 14 November 2017]. Available at: <https://smallbusiness.house.gov>
- Tiwana, A., Konsynski, B. and Bush, A.A. (2010) Platform Evolution: Coevolution of Platform Architecture, Governance, and Environmental Dynamics. *Information Systems Research*, 21, 675-687. <https://doi.org/10.1287/isre.1100.0323>
- Todolí-Signes, A. (2017). The ‘gig economy’: employee, self-employed or the need for a special employment regulation? *European Review of Labour and Research*. 23(2), pp.193-205. [Accessed 15/11/2017]. Available at: <https://0-doi-org.wam.leeds.ac.uk>
- Warnecke, T. (2021). The COVID-19 crisis and (in)equity: what lessons can we learn. *International Journal of Pluralism and Economics Education*, 12(1), 8. <https://doi.org/10.1504/ijpee.2021.118148>
- Waters, C. D. J. 1949- (C. Donald J.). 2011. *Quantitative methods for business* (5th ed.). Harlow: Financial Times Prentice Hall.

