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

<table>
<thead>
<tr>
<th>Labor standard</th>
<th>Employee</th>
<th>Independent contractor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum wage</td>
<td>✓</td>
<td>x</td>
</tr>
<tr>
<td>Overtime pay</td>
<td>✓</td>
<td>x</td>
</tr>
<tr>
<td>Unemployment insurance</td>
<td>✓</td>
<td>x</td>
</tr>
<tr>
<td>Workers’ compensation</td>
<td>✓</td>
<td>x</td>
</tr>
<tr>
<td>Paid sick days</td>
<td>✓</td>
<td>x</td>
</tr>
<tr>
<td>Paid family leave</td>
<td>✓</td>
<td>x</td>
</tr>
<tr>
<td>Health and safety protections</td>
<td>✓</td>
<td>x</td>
</tr>
<tr>
<td>Right to a union</td>
<td>✓</td>
<td>x</td>
</tr>
<tr>
<td>Discrimination and sexual harassment protections</td>
<td>✓</td>
<td>x</td>
</tr>
</tbody>
</table>

**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.

*Economic Policy Institute*
Should gig workers choose flexibility or protections?
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

Flexibility in the office: the new wellness benefit
GIG DRIVER LAWS

PROP 22
CALIFORNIA

HB 2067
WASHINGTON

PETITION FOR LAW
MASSACHUSETTS

Big Tech: Follow the Law

We can't live on $4.82

No tax cut for Big Tech

Ubber doesn't pay into Social Security
JOB QUALITY ISSUES:

1. HOURS
2. INCOME AND INSURANCE
3. EXPENSES
4. HEALTH AND SAFETY
5. FLEXIBILITY AND EMPLOYMENT STATUS
STUDY SAMPLE

- **White (non-Hispanic)**: 66.1%
- **Asian or Pacific Islander (non-Hispanic)**: 4.6%
- **Black or African American**: 16.9%
- **Hispanic or Latinx**: 9.6%
- **All Other**: 2.8%
- **Another Gender Identification**: 0.4%

- **Man**: 78.5%
- **Woman**: 21.1%

- **Less than HS Equivalent**: 50%
- **Associates**: 40%
- **Bachelor's or Higher**: 30%
SIX IN TEN WORKERS WORK 30 HOURS OR MORE 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

UNPAID WORK TIME

39%
INCOME AND HEALTH INSURANCE

Distribution of Estimated Net Wages for App-Based Drivers

- $0-$9.99: 30.2%
- $10-$14.99: 10.7%
- $15-$19.99: 21.0%
- $20-$24.99: 16.0%
- $25-$29.99: 8.2%
- $30 or More: 13.8%

Percent average income below local labor market: 46%
INCOME AND HEALTH INSURANCE

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13% Uninsured
DRIVING EXPENSES
### DRIVING EXPENSES: OPERATING COSTS

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

<table>
<thead>
<tr>
<th></th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>App-based driving as supplemental job</td>
<td>51%</td>
</tr>
<tr>
<td>App-based driving as primary job</td>
<td>71%</td>
</tr>
</tbody>
</table>

#### Annual Operating Costs, Dollars

<table>
<thead>
<tr>
<th>Category</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintenance/Repairs</td>
<td>$1,468</td>
</tr>
<tr>
<td>Gas</td>
<td>$3,801</td>
</tr>
<tr>
<td>Cleaning</td>
<td>$420</td>
</tr>
<tr>
<td>COVID-19 PPE</td>
<td>$406</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$6,095</strong></td>
</tr>
</tbody>
</table>
DRIVING EXPENSES: TICKETS

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

- White (Non-Hispanic): 90%
- Black or African American (Non-Hispanic): 96%
- Hispanic or Latinx: 100%

PERCENT RECEIVED A TICKET: 64%
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

40%
75 PERCENT OF DRIVERS AVOID TAKING A BATHROOM BREAK
FEELING UNSAFE

Percent Felt Unsafe While Driving

- Daily: 6.2%
- Weekly: 27.5%
- Monthly: 45.2%
- Never: 21.1%

Percent Felt Unsafe by Race and Gender

- Women: 86.8%
- Men: 76.6%
- People of Color: 85.9%
- White-Non-Hispanic: 75.0%
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