**Are Gig Economy Workers Employees?**

**BUSI 3102 Individual Assignment**

**Due Date BUSI 3102D Tuesday March 31st**

**Due Date BUSI 3102E & 3102F Wednesday April 1st**

There are two pages to this assignment description. Be sure to read both pages.

**Assignment: Are Gig Economy Workers Employees?**

The gig economy is defined by companies like Uber, Lyft, DoorDash, Foodora, UberEats and Uber Works. The companies claim they don’t have employees working for them but instead “independent contractors.” This has many implications for those contracted. Your paper is to examine the implications.

**Paper Content**

Your individual paper should be written in essay format and focus primarily but not exclusively on Canada. It should include the following sections with appropriate headings. Material can be also placed in an appendix:

1. **Introduction and conclusion**
2. **How do the gig economy contracts differ from standard employee contracts**? Positively and negatively for the individual and for society?
   1. Are people performing the contracted services being taken advantage of? Explain. Provide examples.
   2. Are the gig economy companies avoiding legal requirements that other non-gig companies must comply with? What legislation is being avoided? What is the impact of avoiding this legislation on individuals and society?
   3. Should governments manage these companies so that “independent contracted” workers are protected? Explain.
3. Provide **examples of court cases and protests challenging the gig economy companies** on their “independent contract” design. What are the issues being raised in Canada and elsewhere?
4. Provide **a proposed budget** for yourself once you graduate. You must assume you are paying for yourself and are not independently wealthy. How much do you need to earn to meet your needs? Can you pay for your budgeted needs with a gig economy independent contract? Would you want one of these jobs? Explain.
5. What will be **the future of gig economy jobs**? Will departments of human resources be a thing of the past? Explain.
6. **Provide recommendations to the government of Canada** regarding managing the gig economy jobs.

**Paper Format**

* Maximum paper length single-spaced 5 pages.
* Paper should be 11-point Times New Roman font for text and headings. Margins 1” top, bottom, left and right.
* You can use as many tables/appendices as you want as these are not included in the page limit.
* Referencing APA style. APA in reference section and for in-text citations. For information on APA style see: <https://owl.purdue.edu/owl/research_and_citation/apa_style/apa_formatting_and_style_guide/general_format.html>
* Be sure to use headings and subheadings in your paper.
* Place your name and student number in a header. Do not use a cover page.
* Hand in a hard copy of paper in class on the due date **AND** submit a soft copy on cuLearn. SAVE TREES - DO NOT INCLUDE A COVER PAGE OR A BLANK PAGE AT THE FRONT OR BACK OF YOUR PAPER. IF YOU CAN SUBMIT YOUR PAPER PRINTED ON TWO SIDES. Do not use a plastic cover or booklet or binder.

**Grading**

Your paper will be graded on (but not be limited to) criteria such as research, understanding of HR concepts, depth of analysis, creativity, referencing and grammar, application of course and text material, paper presentation and flow, and comprehension of the assignment.