

**THE UNREGULATED GIG ECONOMY - A CRITICAL ANALYSIS OF  
LABOR LAWS IN PAKISTAN**



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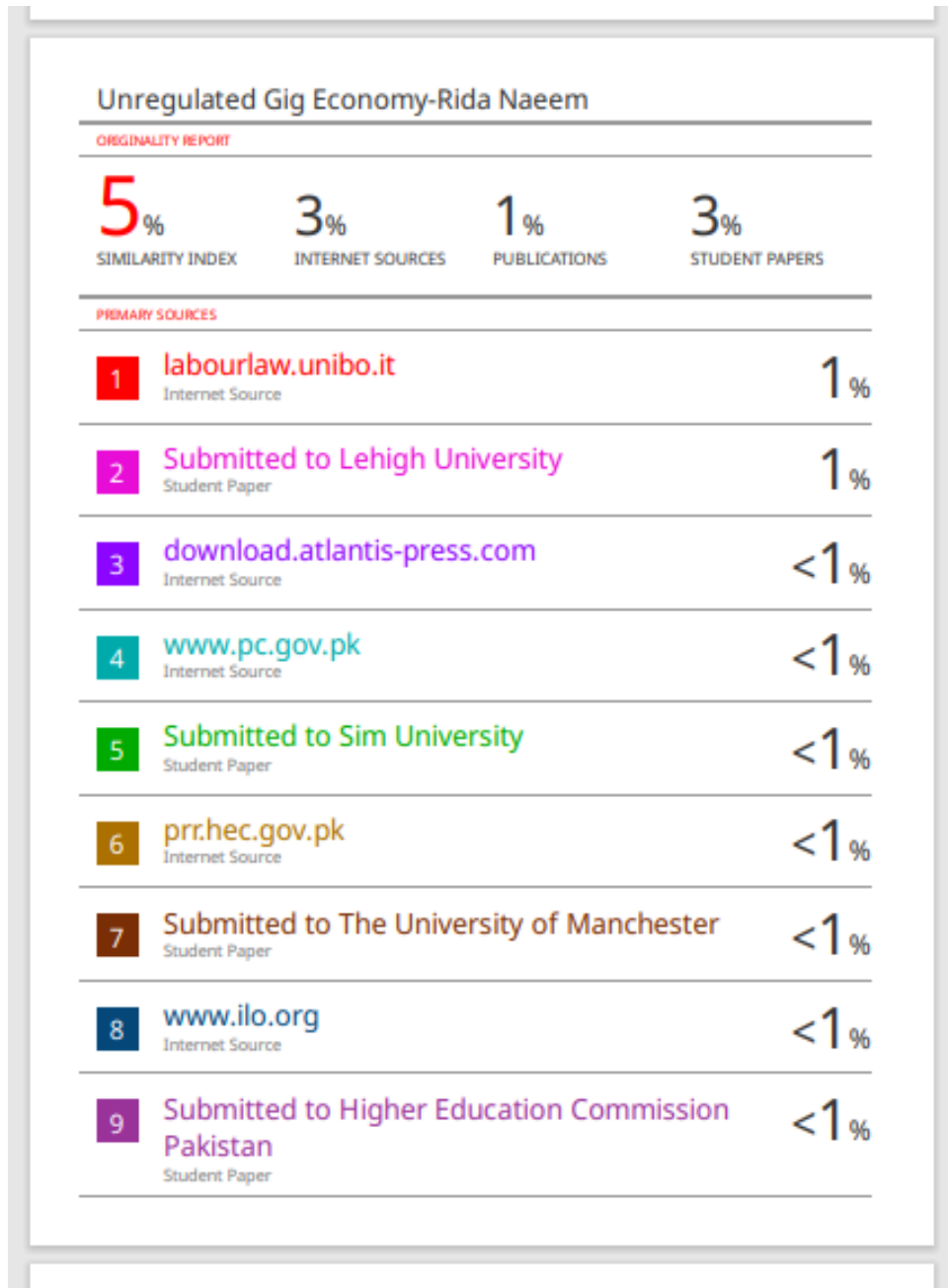
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## PLAGIARISM REPORT



## **DEDICATION**

I dedicate my dissertation work to my family and many friends. A special feeling of gratitude to my loving parents. Their words of encouragement and push for tenacity ring in my ears. My friends have never left my side and provided me with moral, spiritual and emotional support.

I also want to dedicate this work to my supervisor who groomed and taught me with utmost due diligence and concern. Without their continuous support the thesis would not have been completed on time.

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**LIST OF ABBREVIATIONS**

ILO	International Labor Organization (ILO)
FPRW	International Labor Organization's Fundamental Principles and Rights at Work
FLSA	Fair Labor Standards Act
PBS	Pakistan Bureau of Statistics
PILDAT	Pakistan Institute of Legislative Development and Transparency
MOITT	Ministry of Information and Telecommunications
PTA	Pakistan Telecommunications Authority
FWF	Fair Work foundation
ILS	International Labor Standards
IT	Information Technology
NYCC	New York City Council
CLR	Centre of Labor Research
AB 5	Assembly Bill 5 (California)
FTC	Federal Trade Commission
NLRB	National Labor Relations Board



**LIST OF CASES**

1. *Uber BV v Aslam* [2021] UKSC 5.
2. *O'Connor v. Uber Techs.* - 82 F. Supp. 3d 1133 (N.D. Cal. 2015).
3. *Cotter v. Lyft, Inc.* - 60 F. Supp. 3d 1067 (N.D. Cal. 2015).
4. *Dynamex Operations W. v. Superior Court* - 4 Cal. 5th 903, 232 Cal. Rptr. 3d 1, 416 P.3d 1 (2018).
5. *Razak v. Uber Technologies Inc*, No. 18-1944 (3d Cir. 2020).
6. *Donovan v. Dial America Marketing* 757 F.2d 1376 (3d Cir. 1985).
7. *KESC v NIRC* 2015, PLC 1.

**LIST OF STATUTES**

1. The Industrial Relations Act 2012 (Pakistan)
2. Provincial Employees Social Security Ordinance 1965 (Pakistan)
3. Industrial Relations Ordinance 1969 (Pakistan)
4. Industrial Disputes Ordinance 1959 (Pakistan)
5. Social Security Act 1935 (US)
6. The National Labor Relations Act 1935 (US)
7. Employment Rights Act 1996 (UK)

## ABSTRACT

This study attempts to critically analyze the legal status of gig workers by thoroughly dissecting the legal frameworks governing gig work with a particular focus on the United Kingdom (UK), United States (US) and Pakistan. It begins by elucidating the profound impact of the gig economy on contemporary labor markets, underscoring the myriad challenges faced by gig workers in securing their fundamental rights. These rights encompass equitable compensation, access to insurance, paid leave, and the freedom to participate in trade unions. The gig economy, catalyzed by the fourth industrial revolution, has redefined labor markets, ushering in a new era of technology-driven work arrangements. This transformation has sparked debates worldwide regarding the appropriate legal classification of gig workers whether they should be designated as employees or independent contractors. The International Labor Organization (ILO) played an important role in addressing these global labor concerns. ILO conventions and recommendations lay down essential guidelines for universal labor rights, placing significant emphasis on the precise determination of employment status to ensure comprehensive social and labor protections. The investigation of this study is fully supported by the illustrative case studies from the UK, the US, and Pakistan, illuminating the legal battles and progress achieved in safeguarding the rights of gig workers. Notably, the *Razak v. Uber Technologies* case sets a significant precedent regarding gig workers' employment status and their entitlement to minimum wage and overtime protections. The developed nations like the UK and the US have made efforts in addressing the concerns of gig workers, formidable challenges persist but Pakistan is still struggling to deal with this sector. This study offers invaluable insights into the legal developments and case law in these countries and provides a comprehensive understanding of the global ramifications of gig work for labor rights and international legal obligations. Ultimately, it highlights the necessity for comprehensive legislation to be enacted for gig workers, addressing their needs and concerns more effectively.

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