The Gig Economy and Alternative Work Arrangements: Key Insights

1. The gig economy includes multiple types of work arrangements, such as **independent contractors**, **online platform workers**, **contract firm workers**, **on-call workers** and **temp workers**.

2. Gig workers are **independent** with some **autonomy** over their work, who often work on a **per-project** or **short-term basis**, and do not have traditional, long-term employee-employer relationships with an organization.

3. Gallup estimates that **29% of all workers** in the U.S. have an alternative work arrangement as their **primary job**.

4. Workers in traditional work are **more likely** to say they are doing their **preferred type of work** (71%) compared with gig workers (64%).

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5 **36% of all U.S workers participate in the gig economy** in some capacity, including part timers and multiple job holders.

6 Gig workers are **less likely to say they are working full-time**, but a majority of those who work less do so **out of choice**.

7 Gig workers rate their **employee engagement** at similar rates as traditional workers, but there are differences in gig type.

8 There seems to be a **tale of two gig economies** where **independent gig workers** are faring well and have **more positive work experiences** compared with contingent gig workers.

Who is in the gig economy?

CONTRACT FIRM WORKERS

Employees who work for a company that provides their services to another entity on a contractual or project basis.

Traveling Nurse

INDEPENDENT CONTRACTORS

People who provide goods and services under a specific contractual agreement to another entity

Freelance Graphic Designer

ON-CALL WORKERS

Those who work on an as-needed basis, not including workers who work on-call shifts as part of their regular job

Substitute Teacher

ONLINE PLATFORM WORKERS

Workers who find short jobs through a mobile or online marketplace that connects them directly with customers

Private Driver

TEMPORARY WORKERS

Workers who have short-term work arrangements, often assigned to them by a temp or staffing agency

Data Entry Temp Worker

Sizing up the gig economy

Gig workers are independent with some autonomy over their work, who often work on a per-project or short-term basis, and do not have traditional, long-term employee-employer relationships with an organization.

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Sizing up the gig economy

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Gig workers are less likely to say they are working 30 hours or more per week.

They are also more likely to say they don't want to be working full-time.

The majority of gig workers say that they are doing their preferred type of work, but are still less likely to say so compared with traditional workers.

Employee engagement is similar between gig and traditional workers – but we start to see differences based upon the type of gig.

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There are many workplace experiences where independent gig workers differ from both contingent gig workers and traditional workers.

Independent gig workers seem to enjoy the positive outcomes of the gig economy, while contingent workers are treated more like employees without the benefits and stability.

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