Engaging Women Gig Workers in Thailand in Developing Fair Employment Standards

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Who are Gig Workers?

Gig workers are workers such as independent contractors, online platform workers and on-call workers who enter into agreements by digital platform to deliver services to the company’s clients.

Research Question:

“What are fair employment standards for women gig workers in Thailand?”

Cause of Problems

- Gig workers operate within digital platforms with digital technology rather than via more traditional work settings
- Gig workers are not classified as employees with the usual rights to labour protection
- Protests for better labour practices by gig workers include calls for normal employment standards, only patriarchal views
- Women worker are typically silenced and ignored and advocate for gender-based rights included violence free workplaces and the right to maternity leave

Research Method:

Qualitative

Approximately 15 women who have worked in the gig economy for more than a year will be recruited to participate in in-depth individual interviews, to understand their experiences and to gain insights into what would improve their employment conditions.

Typology Analysis will be used to group the gig workers according to the data, find connections between the groups and determine solutions to improve their labour conditions and protections.

Literature Review

Gig Workers

Traditional & Digital Economy: Gig workers are dominated by the dictates of the digital platform. They do not have the right to design or bargain for their everyday work life

Laws & Regulations: Outdated laws do not support digital workers as a regular company employees, rather existing laws identify gig workers as a partner or contractor of the business

On-Standard of Employment: As they are not classified as employees, gig workers often work within unfair situations

Quality of Labour Life: Because of their non-standard employment, gig workers do not receive protections, such as, health insurance, social protection, right to labour integration

Feminist Perspective: Can be used to amplify the voice of women gig worker, who have been silenced

Protecting Women Gig Workers’ Rights

Concept of Public Sphere: Creating a democratic space for discussion without hierarchy to support free engagement

Commitment to Balance: Finding a middle ground for all stakeholders: women gig workers, government as a policy and law maker and digital companies that operate in the gig economy

Communicative Action: Improving requirements for financial benefits, wages but also removing overall obstacles to achieve reasonable benefits; unfair employment, other protections, etc.

eParticipation Status: Community engagement through social engagement can be used to empower women gig workers to generate ideas without the constrain of meeting physically

Expected Outcomes

Develop a deeper understanding of the situation of women gig worker and the obstacles they face

Inform the development of recommendations to protect the right of women gig workers

Women gig workers can be empowered to develop fair employment standards

References