



Unpacking Gig Labour Rights in the United Kingdom



LABOUR RIGHTS INDEX

In the UK, gig workers are provided conditional access to basic social protections. Benefits include old-age pensions, survivors' benefits, and invalidity benefits.



EMPLOYMENT CONTRACTS

Many UK gig workers are classified as independent contractors. Despite the Supreme Court's Uber BV v Aslam ruling (2021), which grants some gig workers basic rights, the majority still lack access to minimum wage, holiday pay, and sick leave. The gig economy's rapid growth has left workers vulnerable to exploitation due to ambiguous classifications.



COURT RULINGS

The Uber BV v Aslam case (2021) case ruled that Uber drivers are workers, granting them minimum wage, holiday pay, and other benefits. This decision emphasized that actual working relationships—not contracts—determine worker status.



REGULATIONS

New proposals, like the Employment Rights Bill, aim to ensure gig workers have access to fundamental protections, including sick pay and pensions. National regulations, such as the National Minimum Wage Act (1998), continue to shape the evolving gig economy landscape.



SUPPORT

- App Drivers & Couriers Union (ADCU)
- GMB Union
- Independent Workers Union of Great Britain (IWGB)

