

# Gig Economy, Financial Health and COVID-19: A Case Study of foodpanda in Malaysia

This report is under the i3 Program, funded by MetLife Foundation.

The United Nations Capital Development Fund offers “last mile” finance models that unlock public and private resources, especially at the domestic level, to reduce poverty and support local economic development.

The Centre for Financial Health acts as a convener, providing a platform to bring together global, regional and local actors committed to using financial and digital solutions to improve the financial lives of low-income families—helping them climb – and stay – out of poverty.

For more information, visit [uncdf.org/gfh](https://uncdf.org/gfh) or email [financial.health@uncdf.org](mailto:financial.health@uncdf.org)

# Outline (Click to View Specific Section)

1

About This Research

2

Who Are foodpanda Riders? A Profile of Respondents

3

Workers in the Gig Economy: Opportunities and Concerns

4

Financial Behaviors of foodpanda Riders

5

How Do foodpanda Riders Fare on Financial Health Metrics?

6

Financial Products and Digital Financial Services

7

COVID-19 Impacts and Bantuan Prihatin Nasional (BPN)

8

Summary and Recommendations

# About This Research

This report seeks to understand the financial lives and aspirations of workers in the gig economy. In doing so, it explores the following questions:

?

Why do workers choose the gig economy? What are their experiences in the gig economy?

?

What is their financial health status? What are some key financial behaviors they demonstrate?

?

How do they navigate their finances—what products and channels do they use? And, what barriers do they face?

?

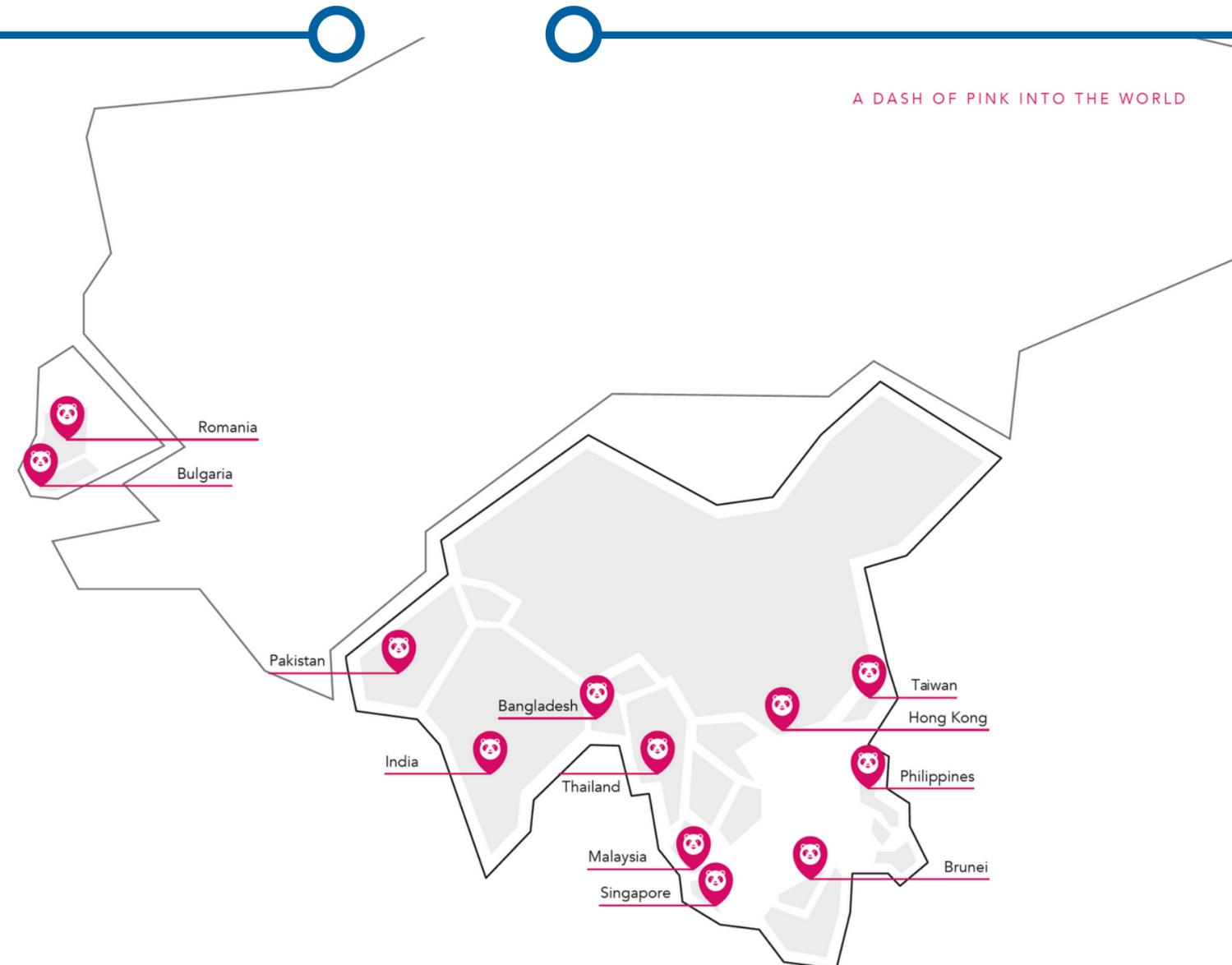
How has COVID-19 impacted them and how are they coping?

Research approach: An online survey fielded in July 2020 among users of foodpanda platform in Malaysia.

# The Research Partner: foodpanda



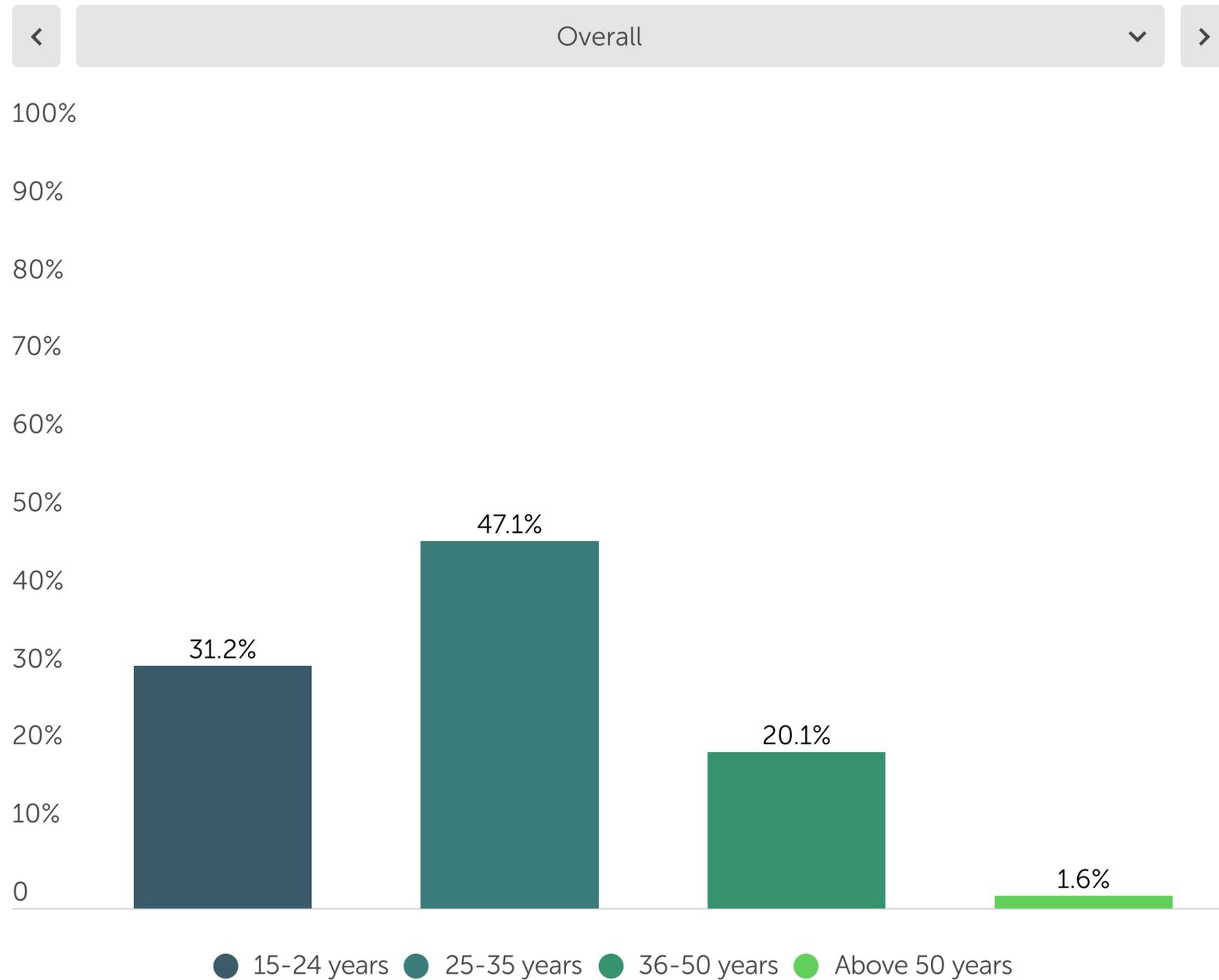
foodpanda is a mobile food delivery marketplace owned by the Berlin-based company Delivery Hero SE and operates in more than 200 cities across 14 countries in Asia and Central Europe.



Find out more about foodpanda [here](#).

# Who Are foodpanda Riders? A Profile of Respondents

## foodpanda riders are predominantly males under 35 years of age



The graphic on this page is interactive.



# 990

riders on the foodpanda platform responded to the survey in July 2020.



# 96%

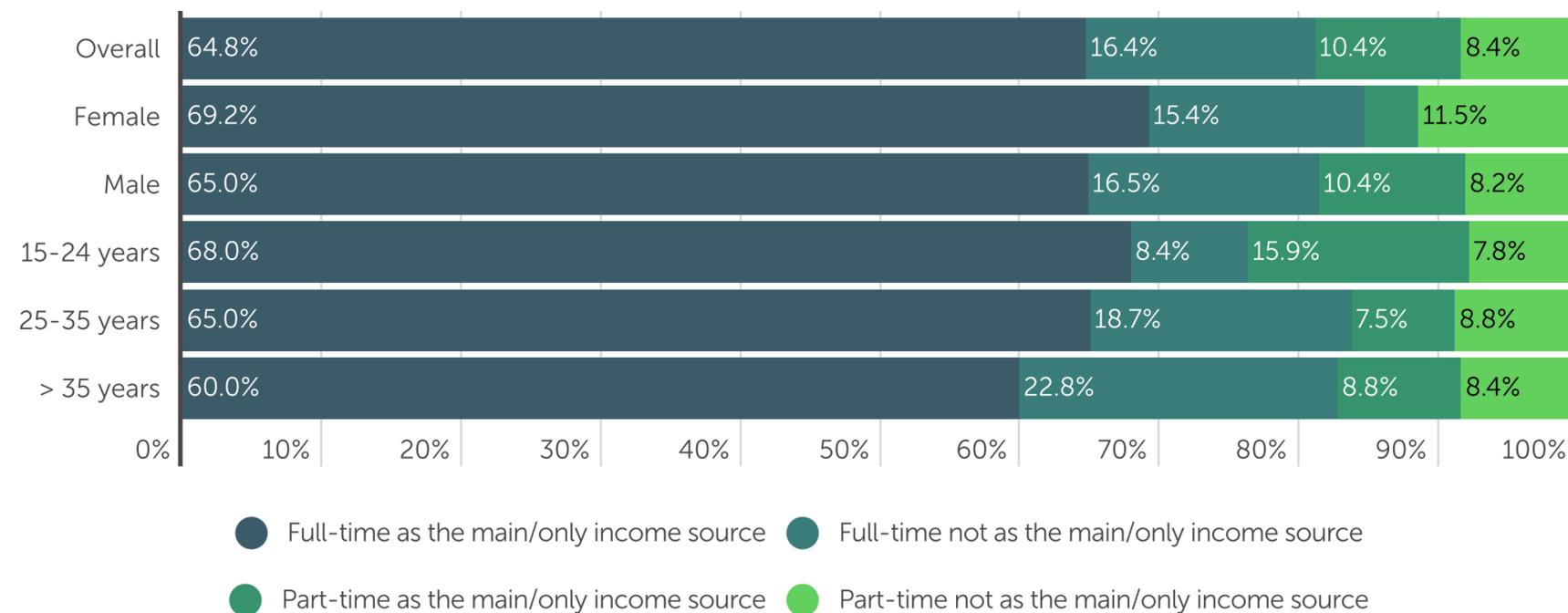
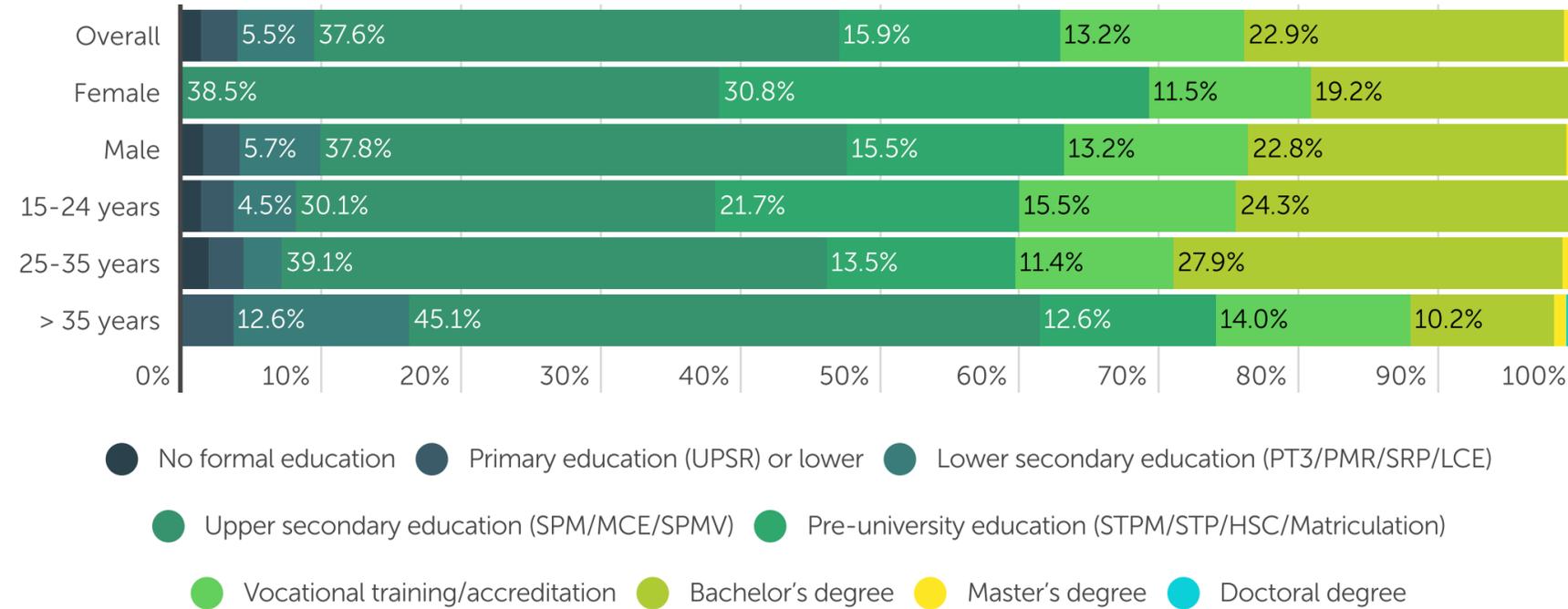
of survey respondents are males.



# 78%

of survey respondents are youth under 35 years of age.

Most respondents are educated up to post-secondary education or above, and two-thirds are full-timers who depend on foodpanda as the main/sole income source



53% of respondents have completed post-secondary education or higher.

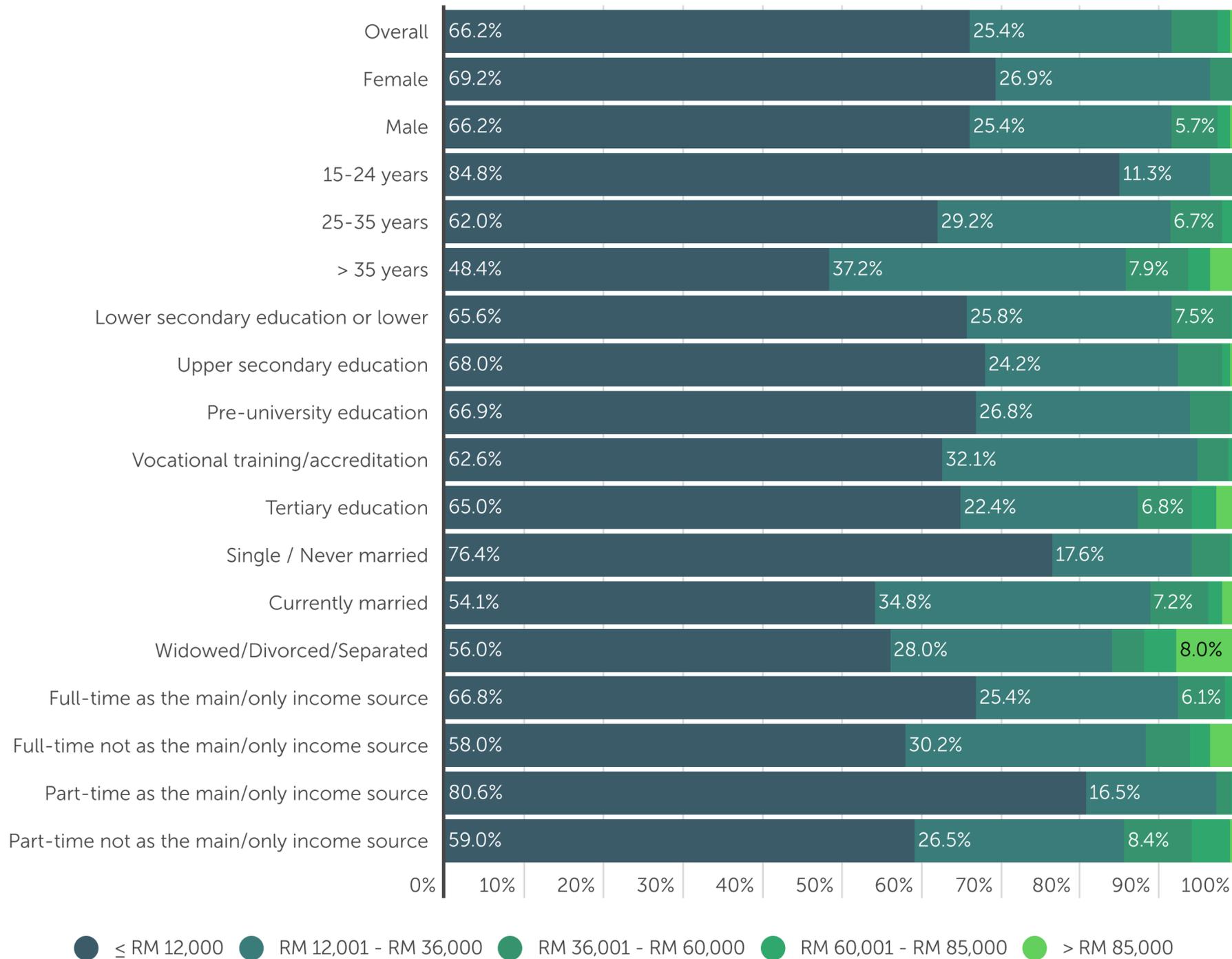
81% of respondents are full-time riders on the foodpanda platform.

75% of respondents depend on foodpanda as their main/sole income source.

Older age groups are more likely to be with foodpanda on a full-time basis and have other income source(s).



92% of foodpanda riders are low income earners with a gross annual income of  $\leq$  RM 36,000, and about two-thirds earn less than RM 12,000 a year



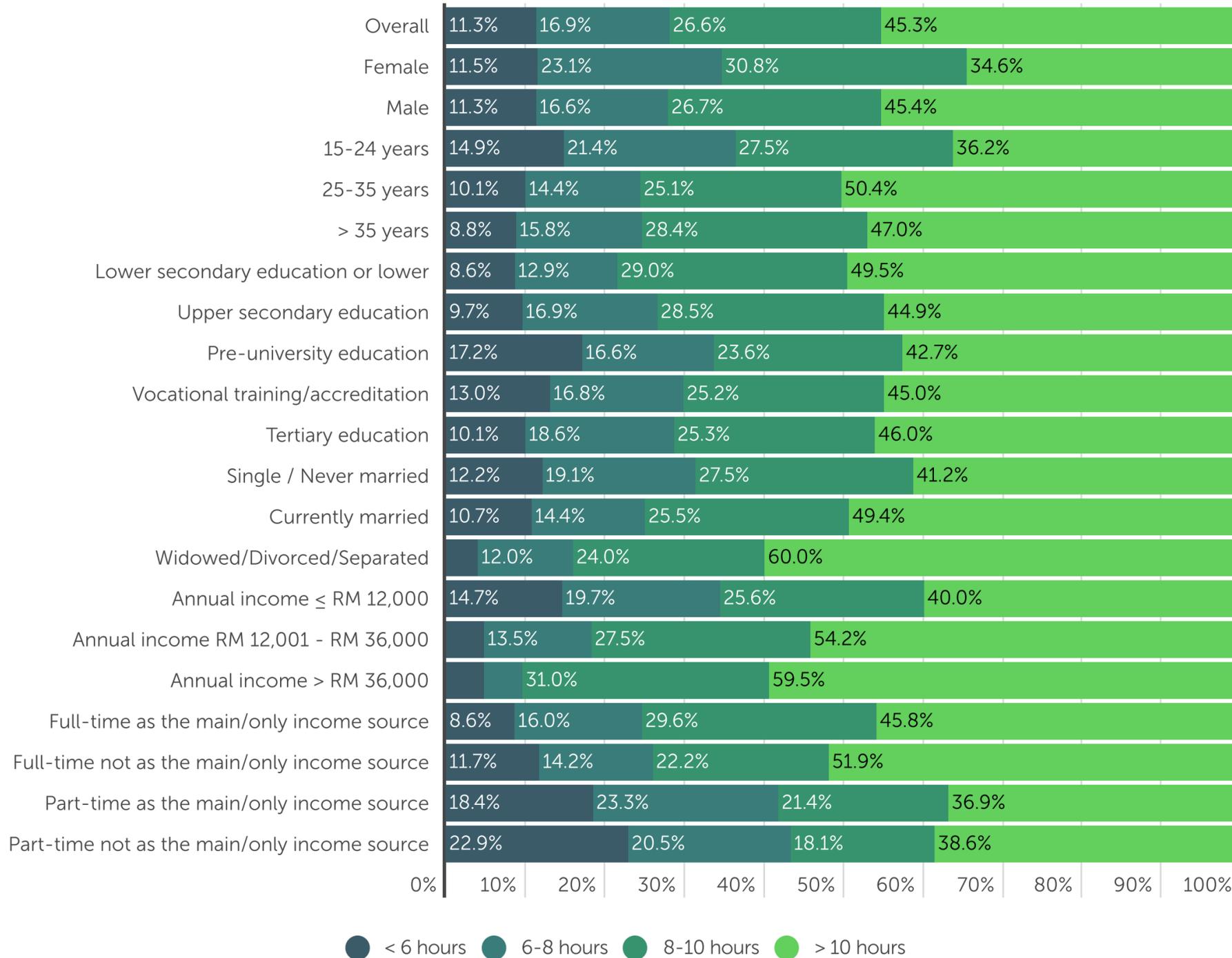
92% of foodpanda riders are B40 income earners, earning a gross income of less than RM 36,000 a year.

Younger riders tend to earn less than older riders.

Those who depend on foodpanda as the main/sole income source tend to earn less than those who derive income from other source(s).

# Workers in the Gig Economy: Opportunities and Concerns

## 72% of foodpanda riders spend more than eight hours a day on food delivery jobs

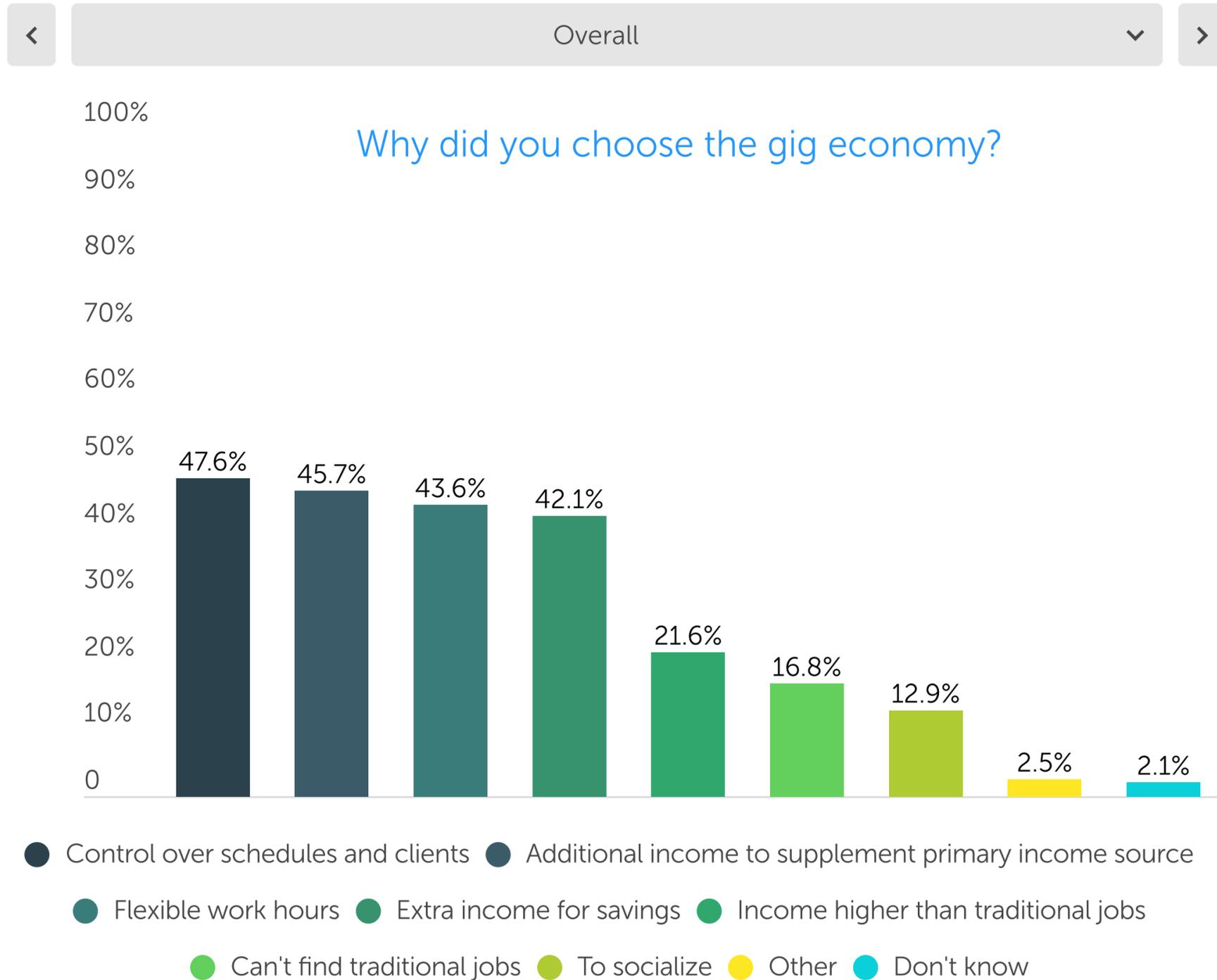


Nearly half of foodpanda riders work longer than 10 hours a day, while slightly more than a quarter spend between 8 and 10 hours a day on food delivery jobs.

Men, riders who are above 25 years of age, and those who are separated from their spouses tend to work longer hours.

Those who work longer hours tend to earn a higher income.

## Most choose foodpanda out of choice, attracted by flexibility, autonomy and extra income



The graphic on this page is interactive.

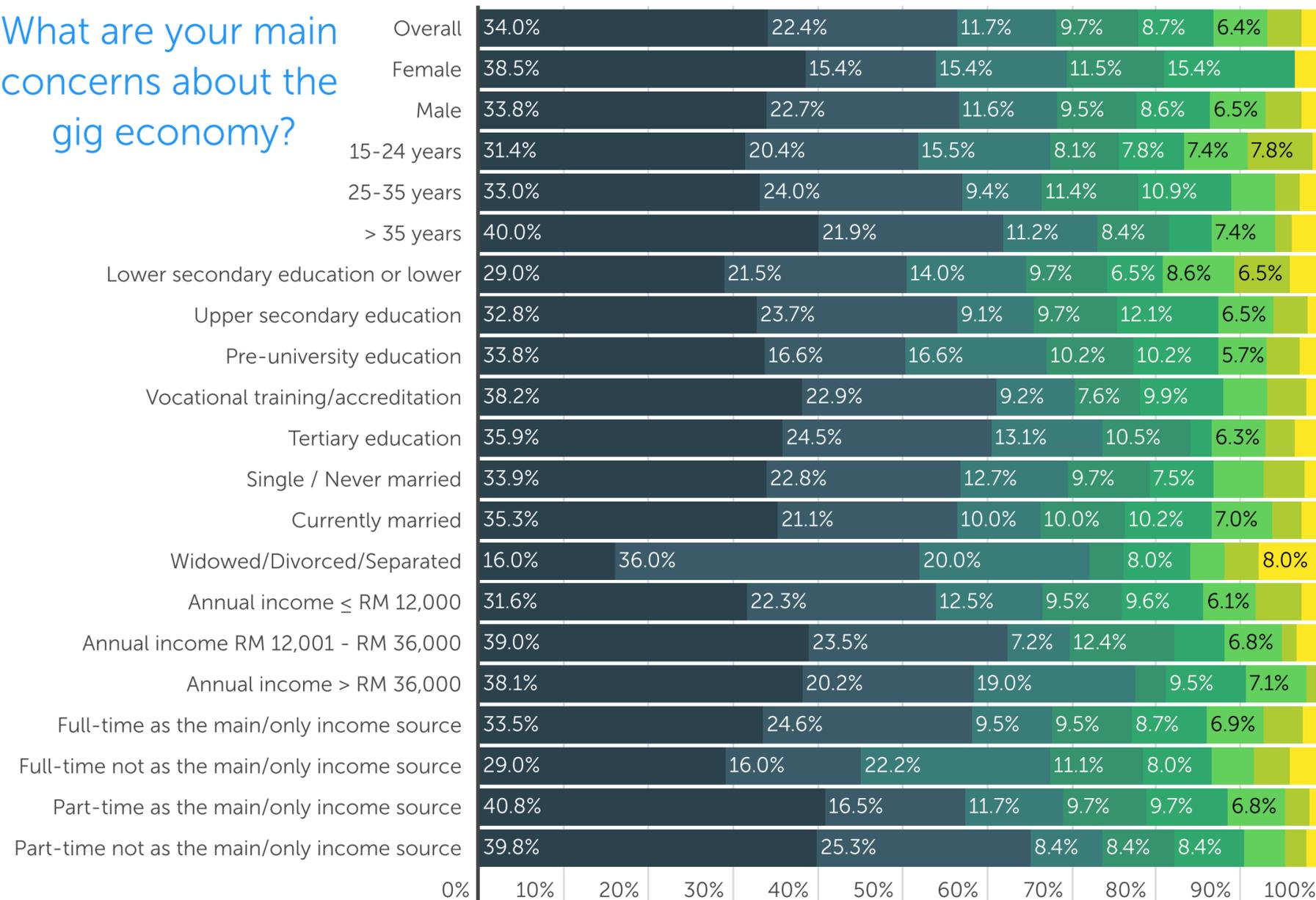
Most riders chose foodpanda by choice, motivated by control over schedules and clients, extra income, and flexible work hours.

17% of riders chose flexible employment out of necessity, citing difficulty in finding traditional jobs as the main reason they started with foodpanda, and the proportion of this group is higher among those who are separated from their spouses and those who depend on foodpanda as their main or sole income source.

Those with other income source(s) joined foodpanda mainly to earn additional income.

## Uncertainty of income and lack of benefits are top concerns about gig work

What are your main concerns about the gig economy?



- Uncertainty of income
- Lack of additional benefits (e.g. pension, healthcare)
- Competition
- No job security
- Less time with family/friends
- Lack of support channels
- Long hours
- Other

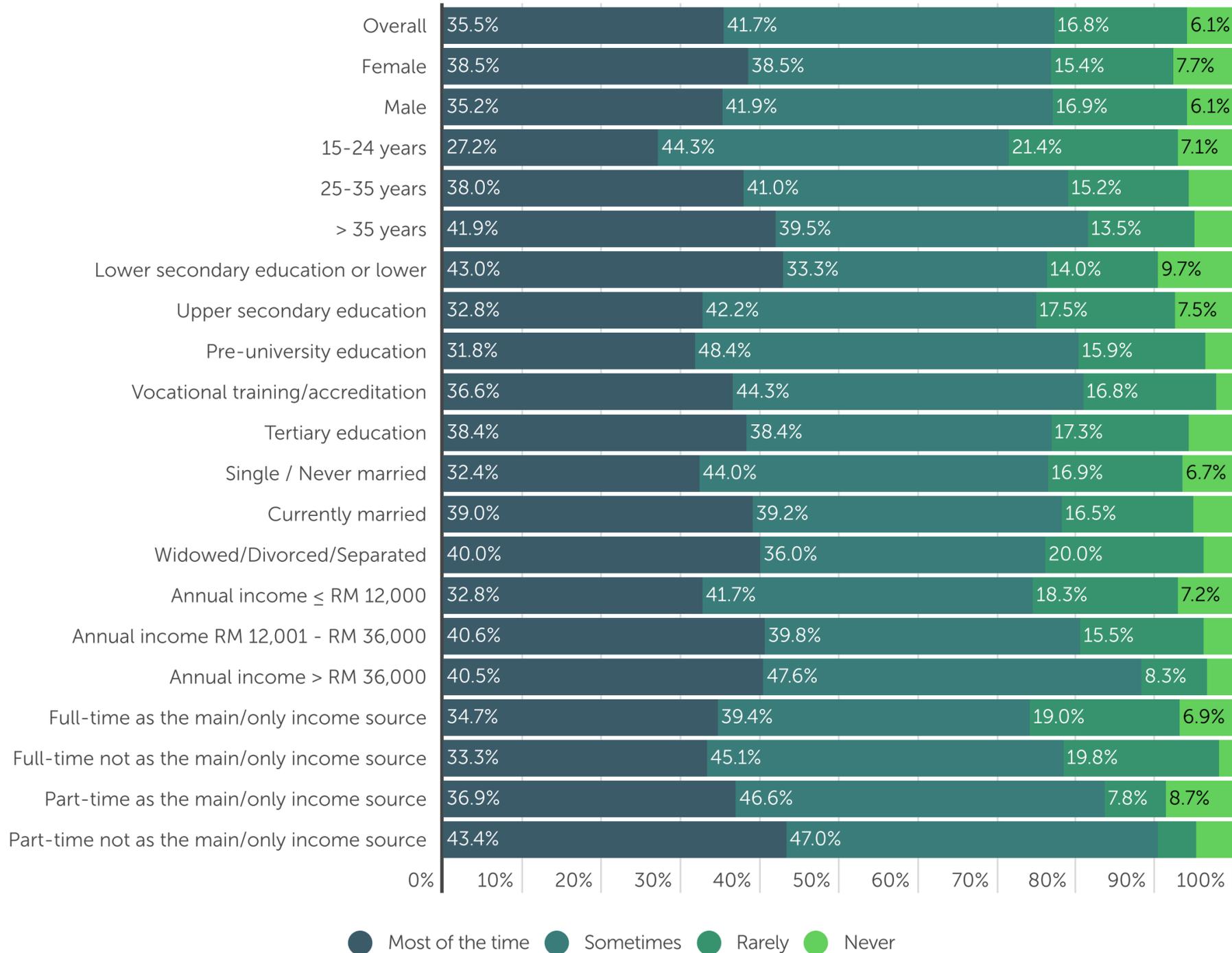
The top concerns of foodpanda riders about gig work are income uncertainty (34%), lack of additional benefits offered by traditional employment (22%), and competition (12%).

Those who are separated from their spouses find lack of benefits and competition most concerning.

Part-timers are more concerned about uncertainty of income than full-timers.

# Financial Behaviors of foodpanda Riders

## "I spend within my means"

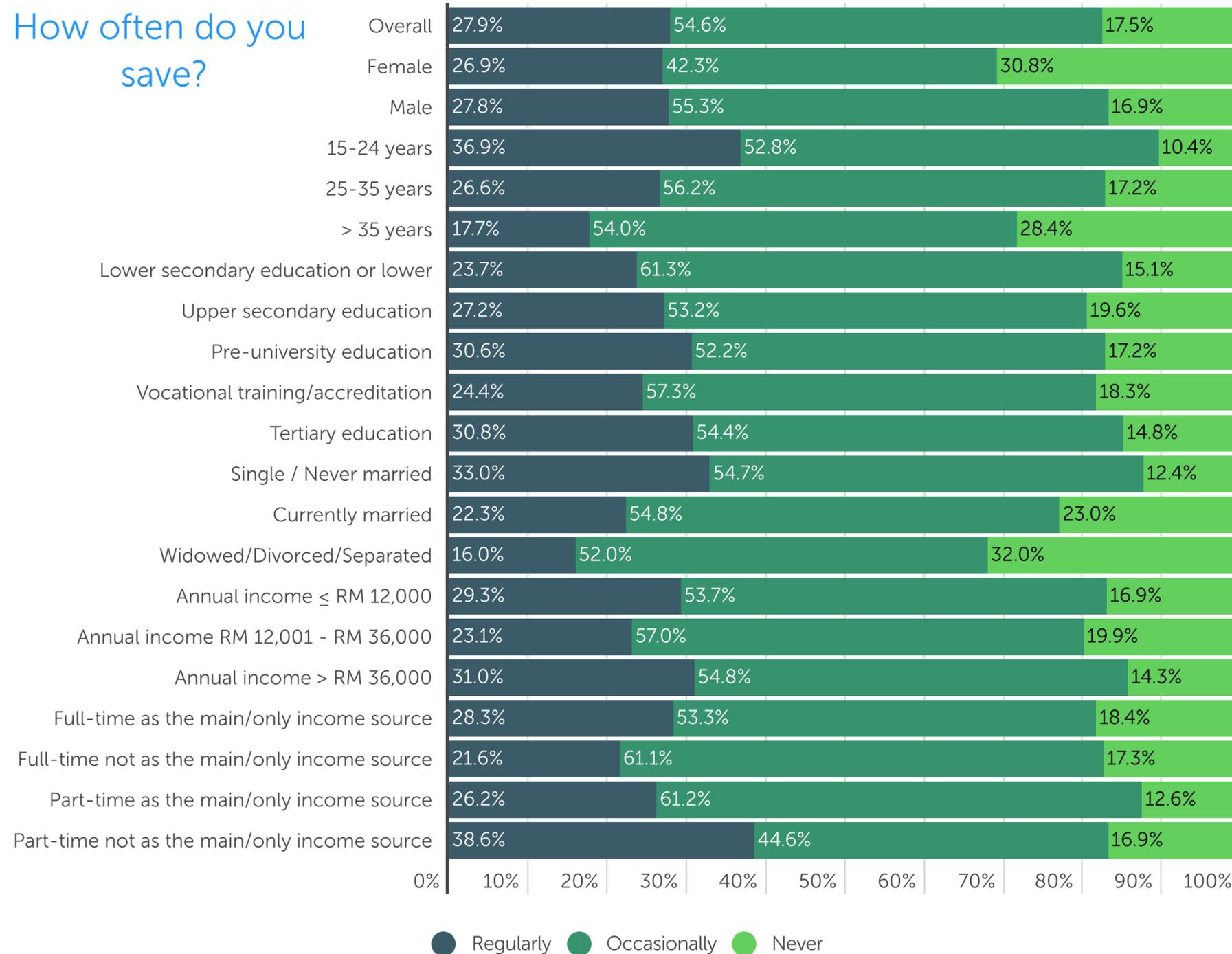


35% of respondents reported having a regular habit of spending within their means, while 42% do so occasionally.

Age, income level, and part-time status appear to have a positive association with prudent spending behavior.

## 72% of foodpanda riders do not save regularly/frequently

How often do you save?

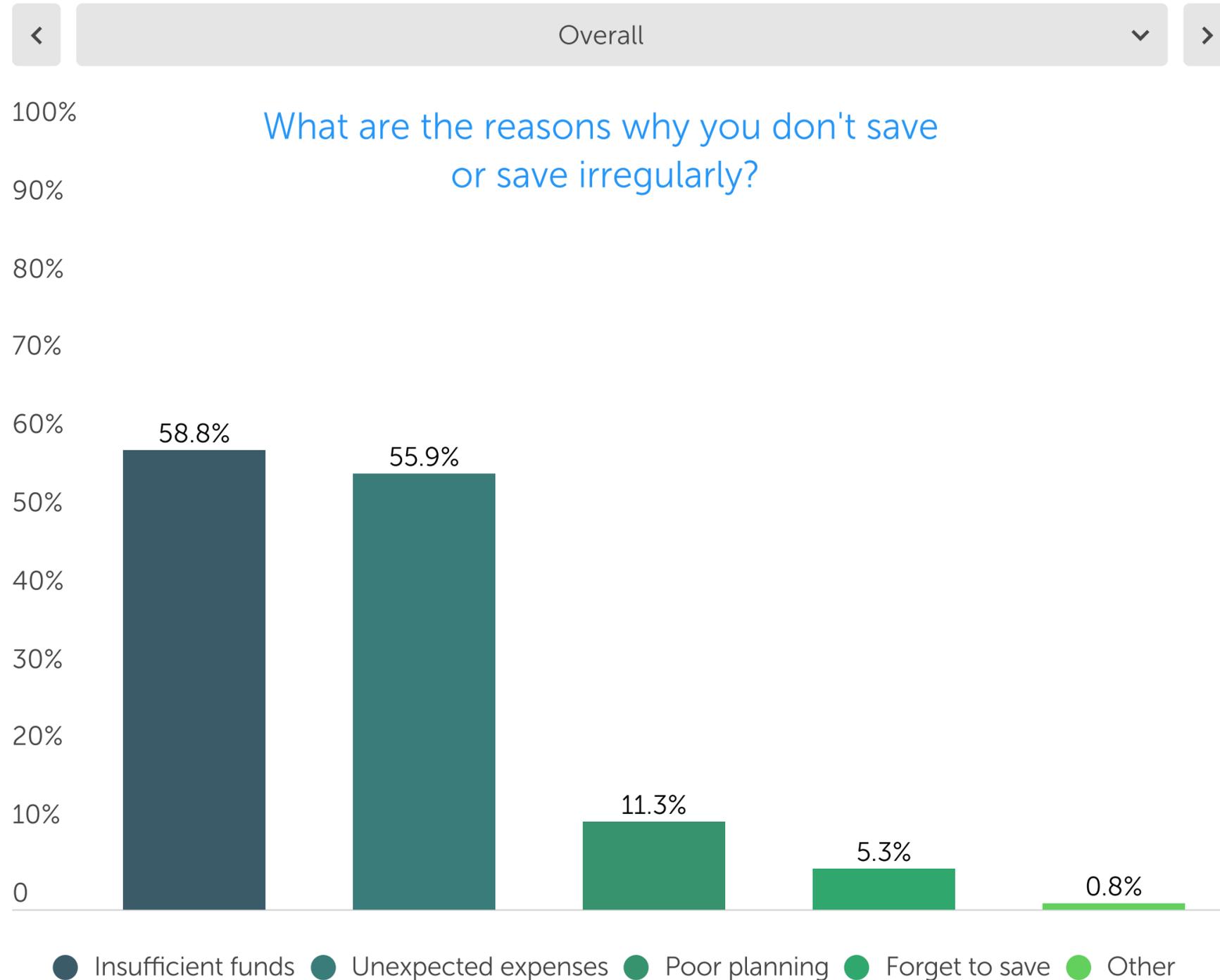


28% of respondents are regular savers, while another 55% save occasionally.

A significantly higher proportion of female foodpanda riders do not save compared to male riders.

Regular/frequent savings behavior is more common among younger age groups and single individuals, possibly because they have relatively fewer spending commitments.

## Insufficient funds and unexpected expenses are top reasons for infrequent savings behavior



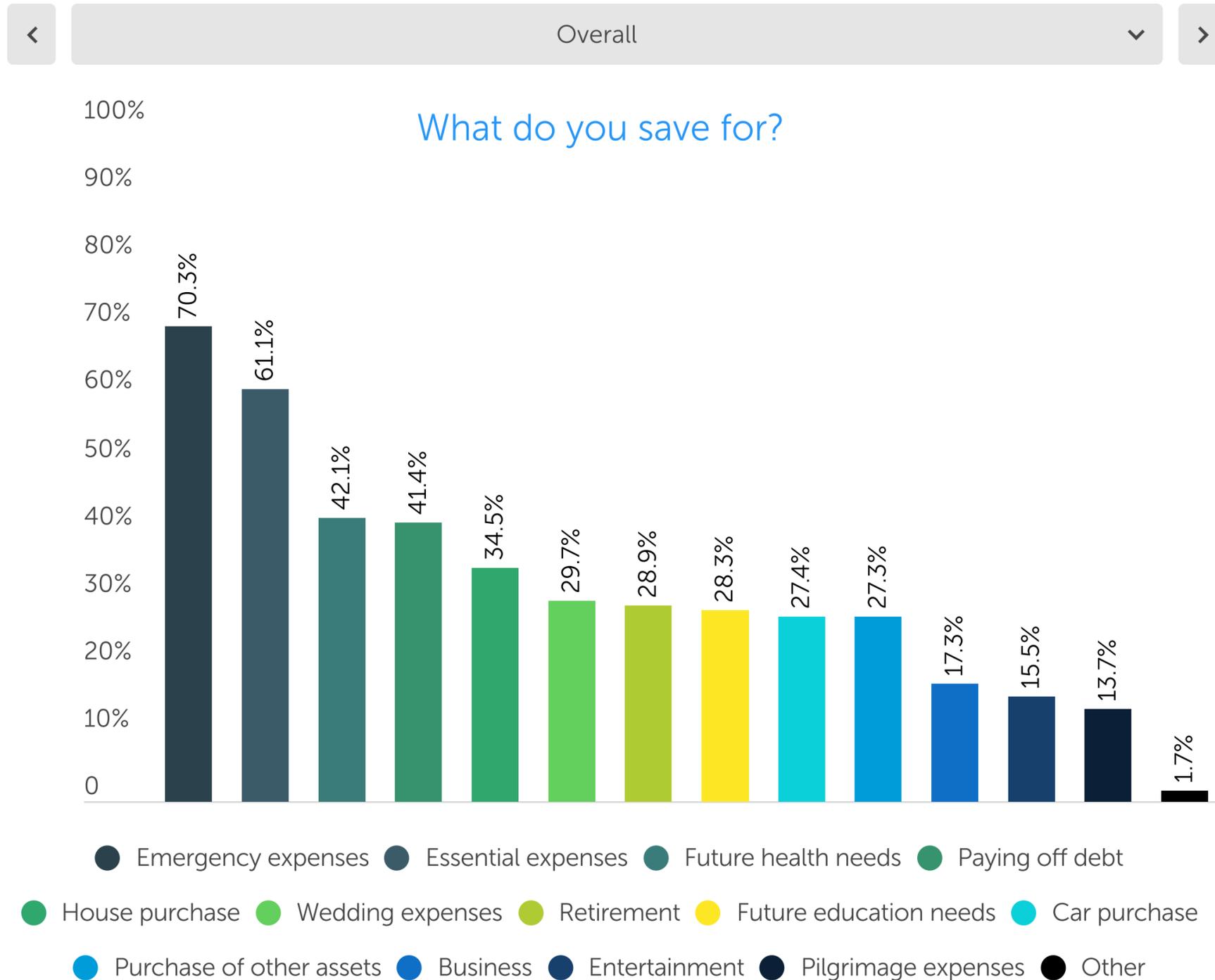
The graphic on this page is interactive.

About 60% of respondents attributed their non-savings or non-regular savings behavior to insufficient funds and unexpected expenses.

A significantly lower proportion of women indicate that their savings plans are often disrupted by unexpected expenses compared to men.

Those earning more than RM 36,000 a year are more likely to cite poor planning as a reason than the rest of the group.

## Most foodpanda riders put aside money for emergency and essential expenses



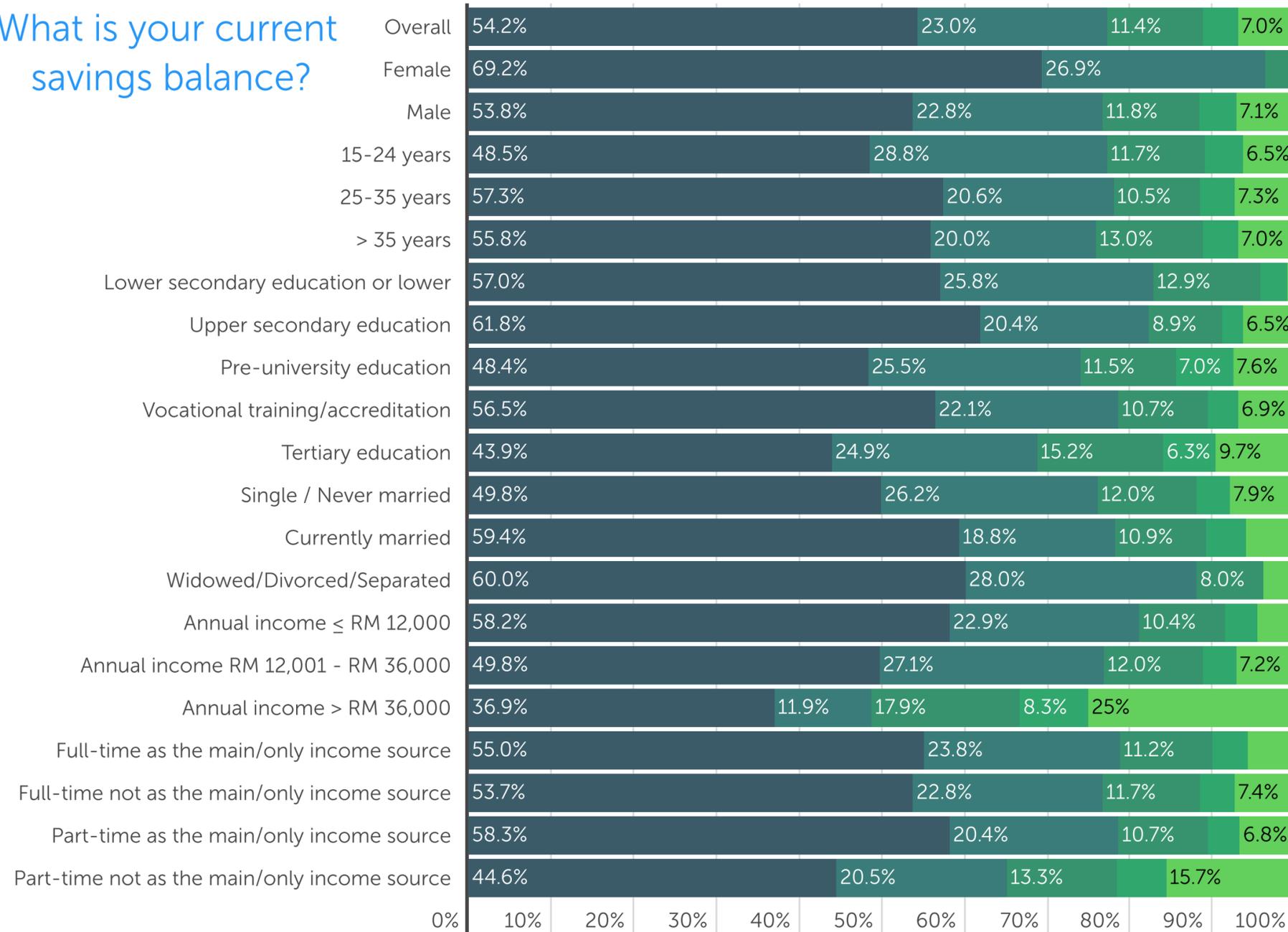
The graphic on this page is interactive.

Respondents with a savings habit save for various reasons, with emergency and essential expenses topping the chart.

Younger individuals are more likely to save for purchase of assets (house, car and others), wedding expenses, entertainment, and business needs, whereas older individuals are more likely to save in preparation for retirement.

## More than half of the respondents have inadequate savings

What is your current savings balance?



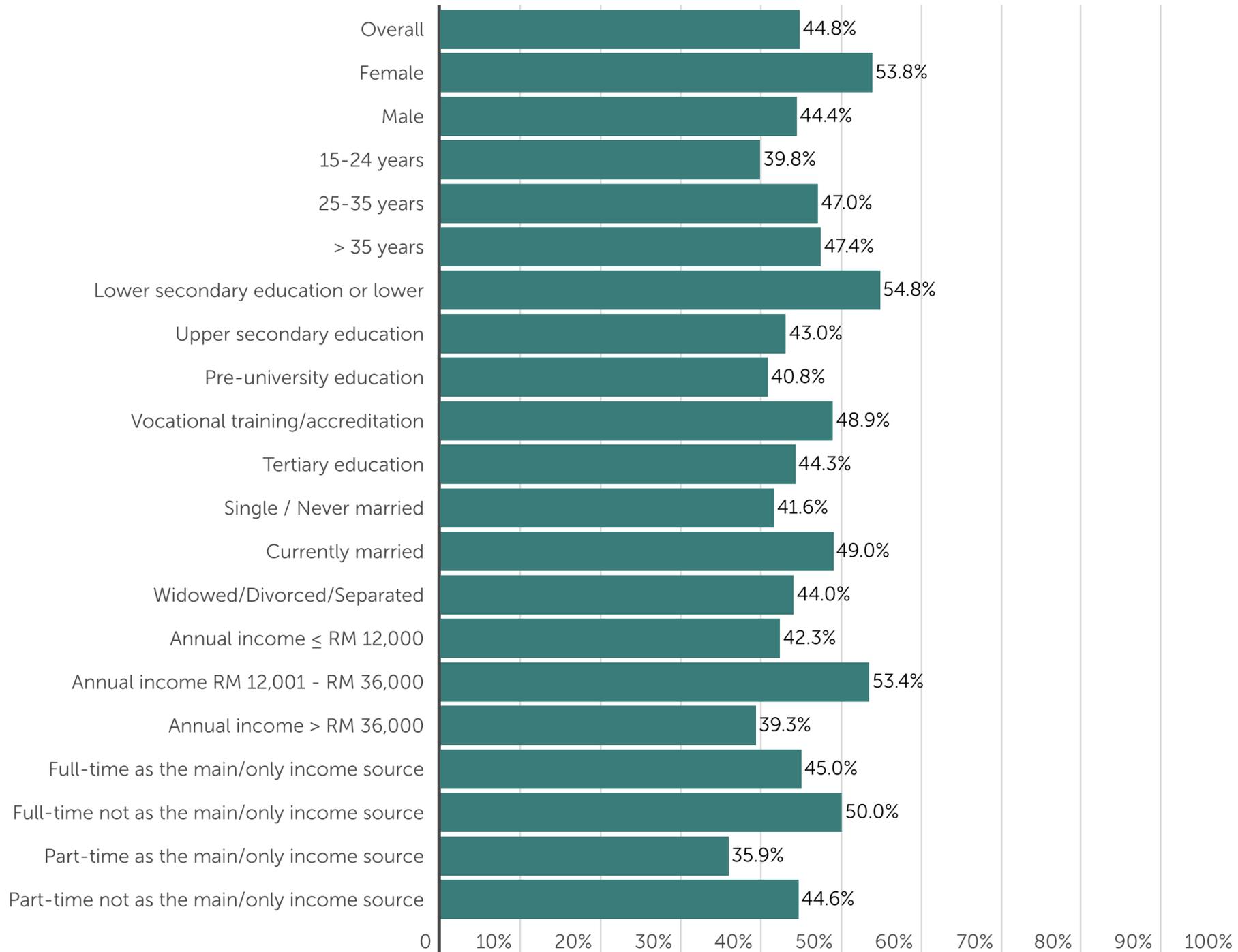
● < RM 500 ● RM 501 - RM 1,500 ● RM 1,501 - RM 3,000 ● RM 3,001 - RM 4,500 ● > RM 4,500

54% of respondents have a savings balance of only RM 500 (around USD 120) or below, indicating little reserve to draw from should there be a financial emergency.

Higher education and income levels are associated with higher savings balance.

While savings balance seems to directly correlate with income—positively so—a savings habit shows no such direct correlation, indicating that the habit to save could exist independently from income.

## Did you borrow money over the past 12 months?

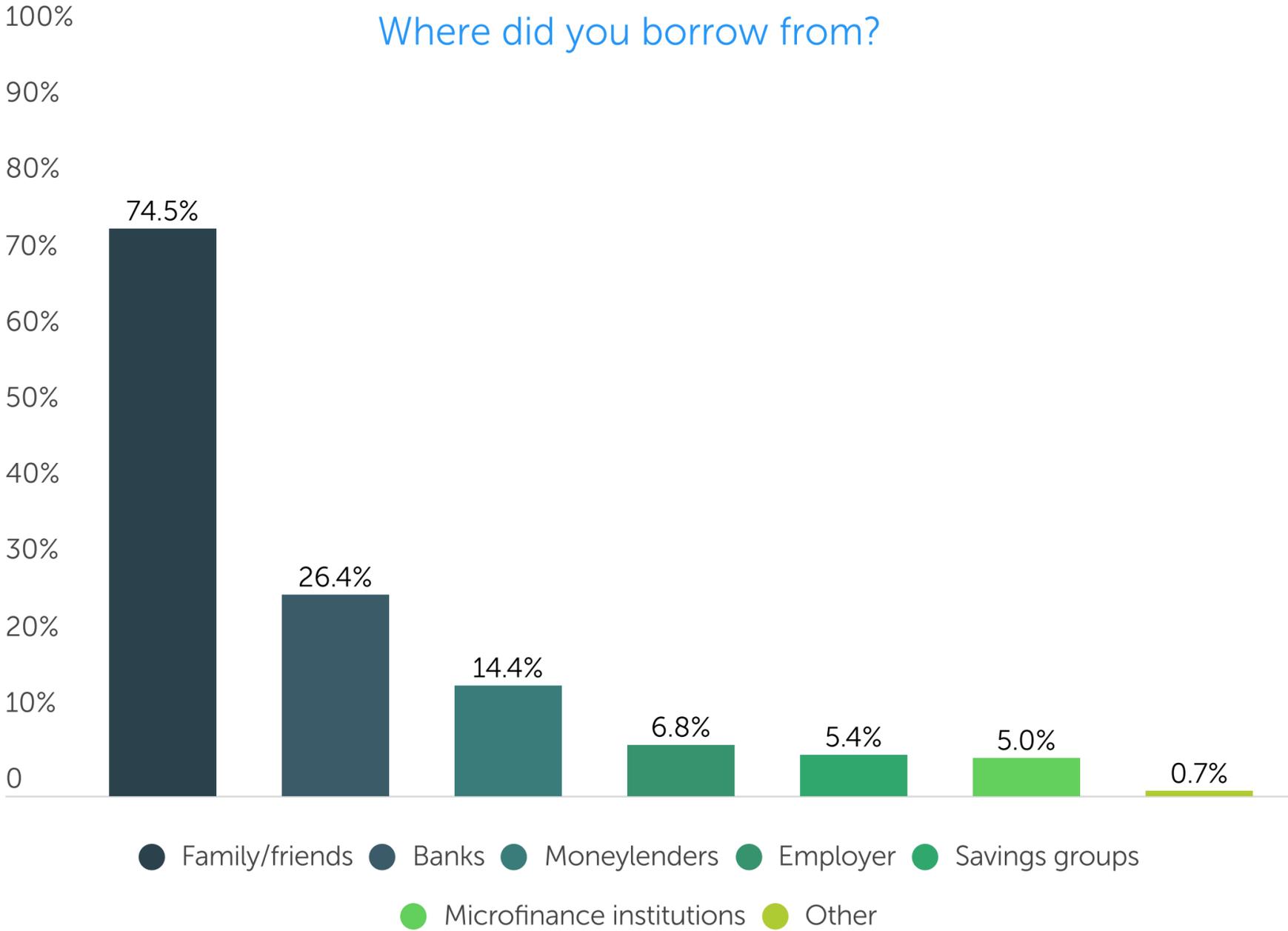


About half of the respondents have borrowed money over the past year.

Women, riders who completed lower secondary education or lower, and those earning a gross annual income between RM 12,000 and RM 36,000 are more likely to have borrowed money over the past year.

# Most foodpanda riders would rely on family/friends as a source of credit should the need to borrow arise

< Overall >

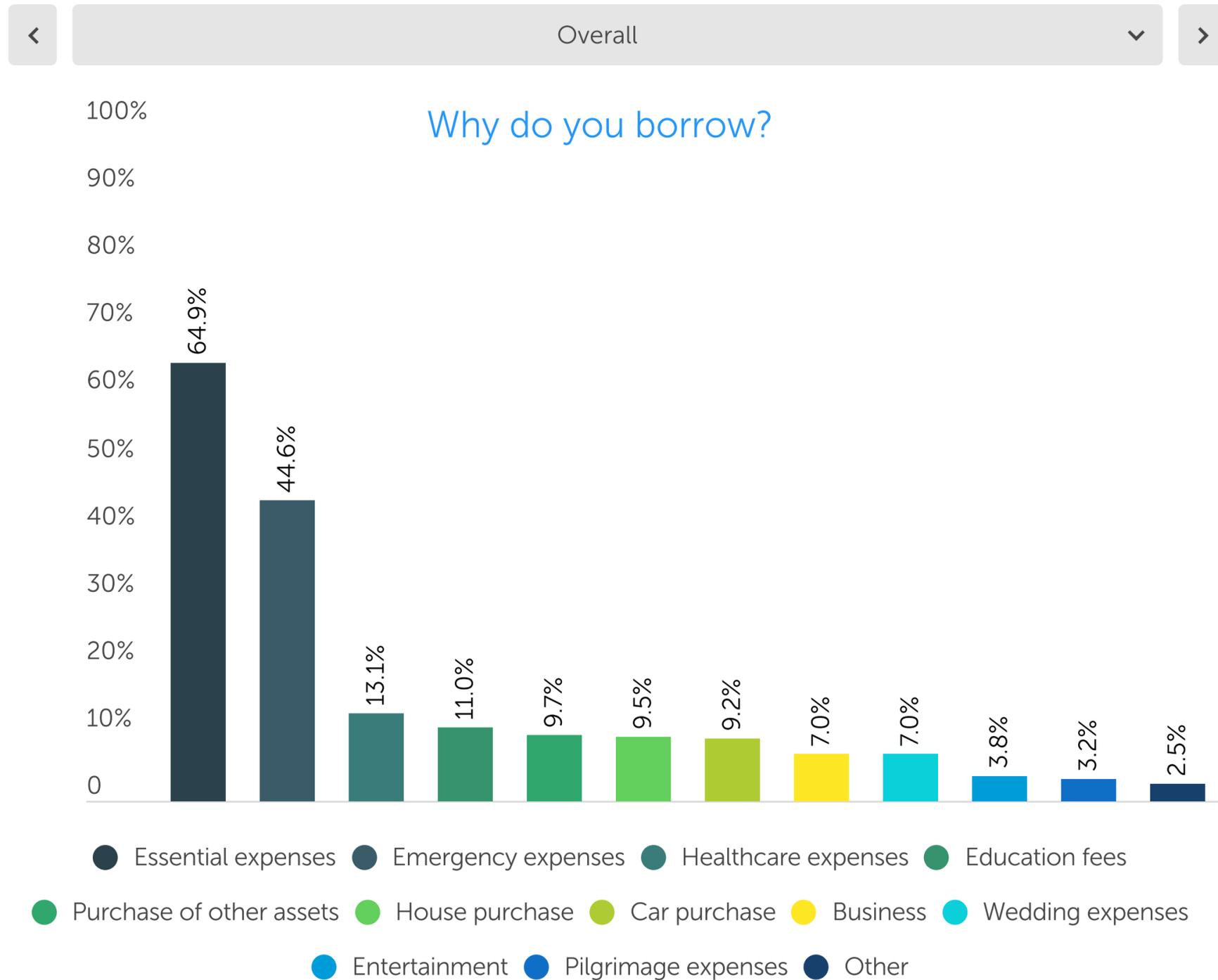


The graphic on this page is interactive.

Three-quarters of respondents who have borrowed money over the last 12 months resorted to their family/friends for money.

Higher-income earners are more likely to borrow from banks and moneylenders compared to lower-income earners.

## Younger riders are more likely to borrow for asset building or business needs

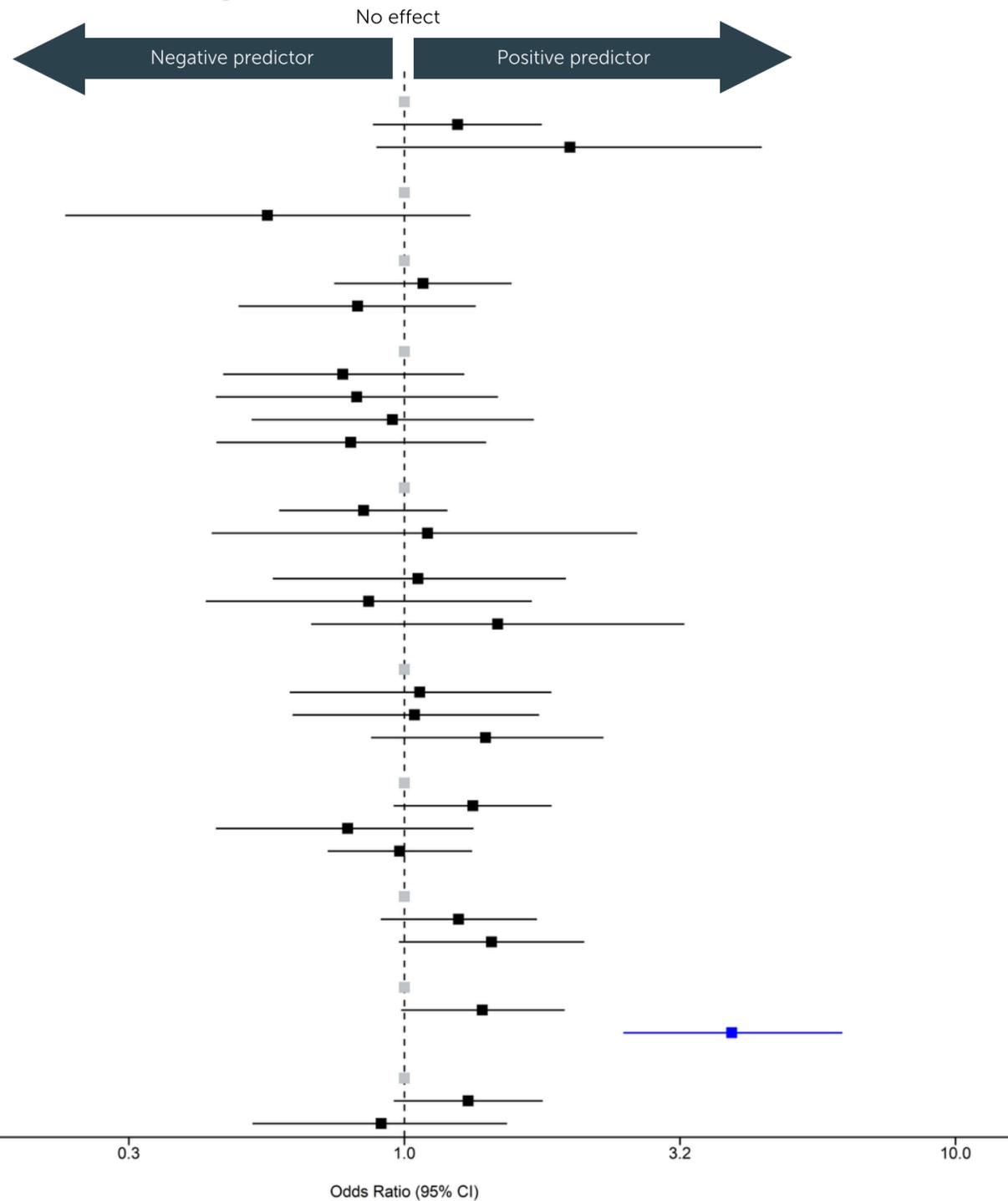


The graphic on this page is interactive.

Among the respondents who did borrow, essential and emergency expenses are top reasons they borrowed money for.

Younger individuals are more likely to borrow for education fees, purchase of assets (house, car and others), business needs, as well as wedding, entertainment and pilgrimage expenses than older folks.

# Not having a savings habit predicts borrowing for essential expenses



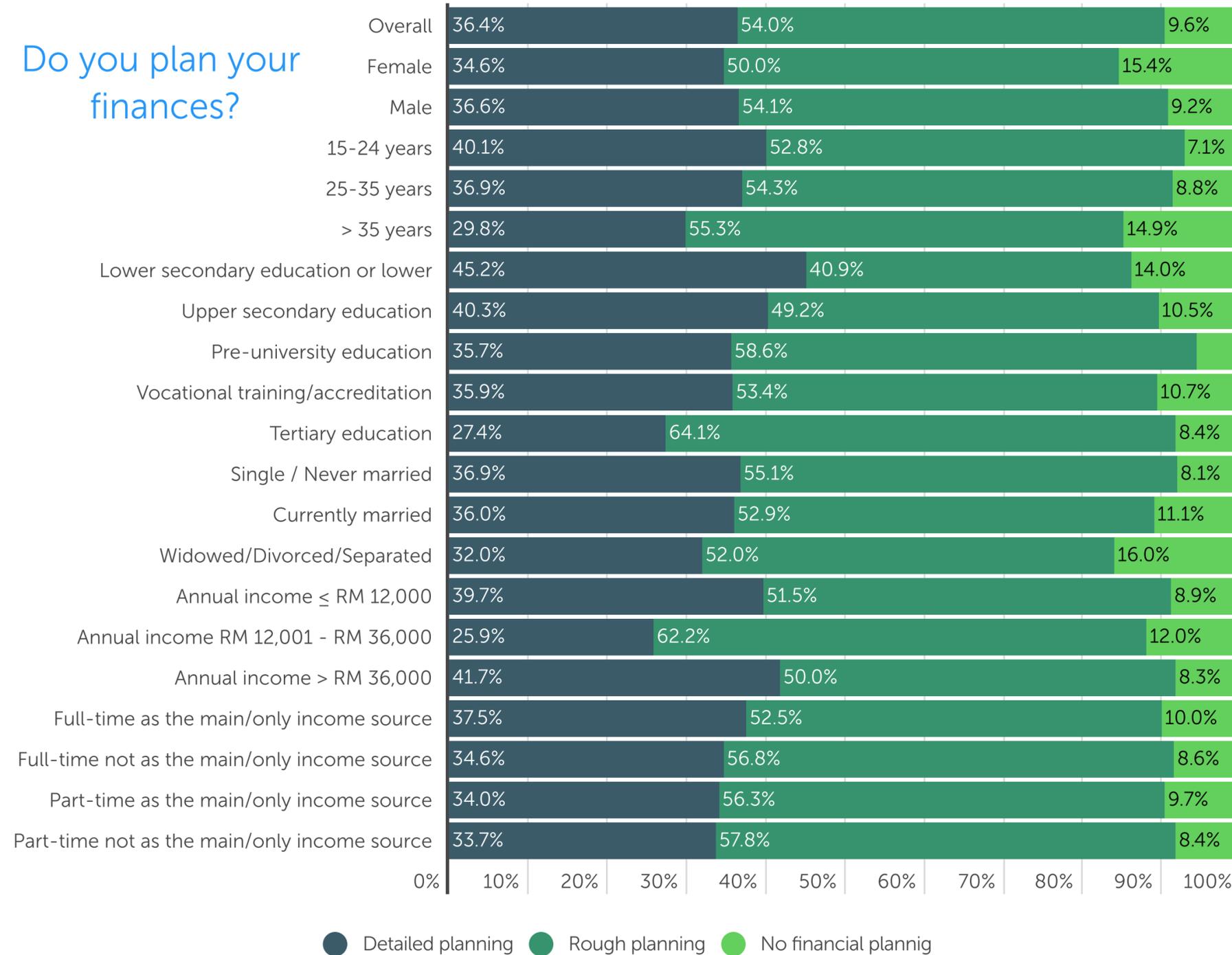
Positive predictor of the need to borrow money for essential/emergency expenses:

- Not having a savings habit

**Note:** Positive predictors predict in the direction of outcome, i.e. the outcome (borrowed money to cover essential/emergency expenses over the past year in this chart) is more likely to occur. Negative predictors predict in the opposite direction of outcome, i.e. the outcome (borrowed money to cover essential/emergency expenses over the past year in this chart) is less likely to occur. Reference categories to which the predictors are compared against are represented by grey squares on the "no effect" line. Significant predictors are indicated by blue color (not crossing the "no effect" line in the middle).. The predictions could be bi-directional. Either the predictors predict the outcome variable or the outcome variable predicts the predictors.

## Most of the respondents plan their finances, with rough planning being the more popular choice

Do you plan your finances?



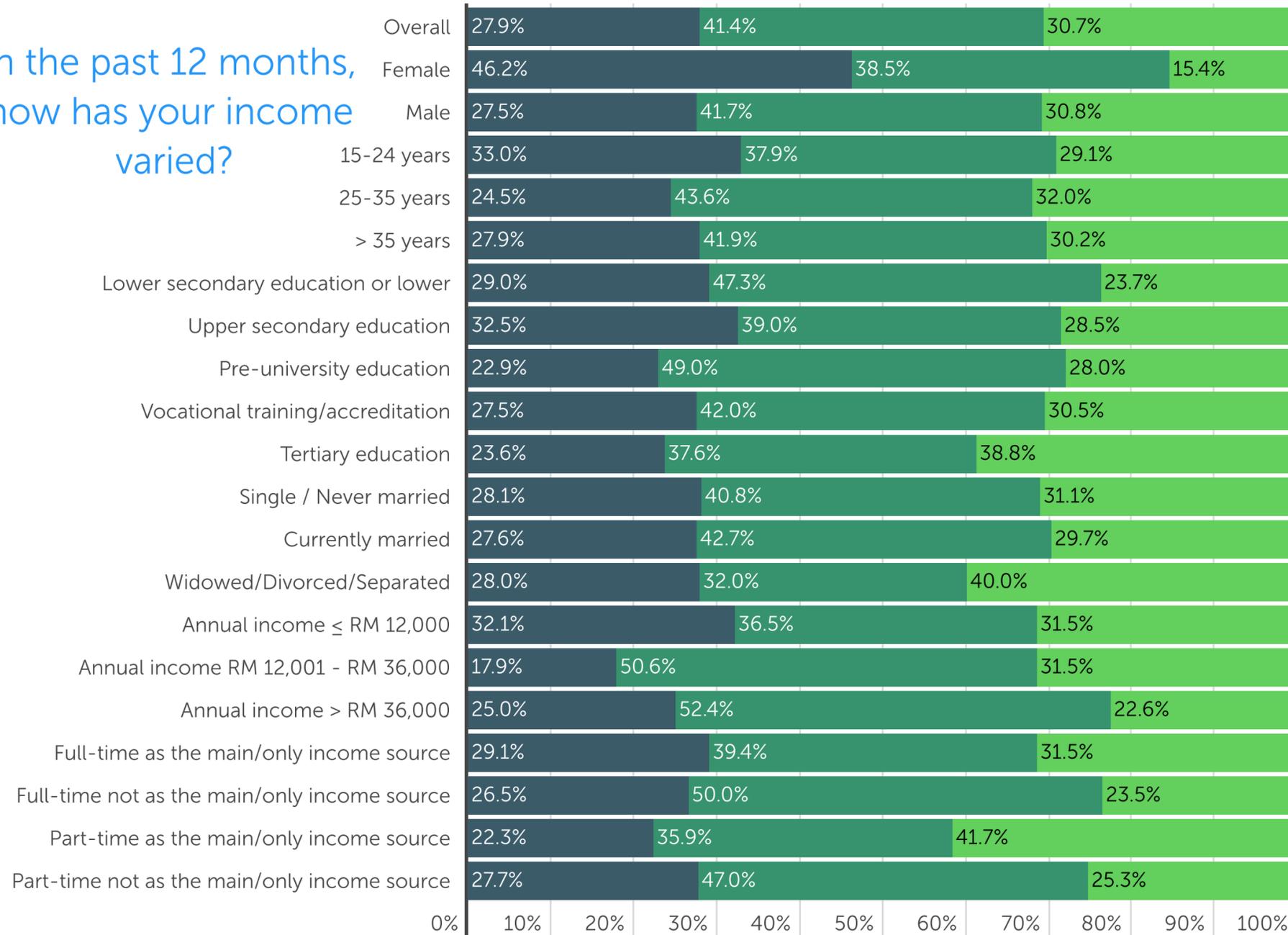
90% of respondents plan their finances, with a majority of them relying on rough planning.

Detailed financial planning is more popular among younger individuals and those with lower education attainment.

# How do foodpanda Riders Fare on Financial Health Metrics?

## Riders with foodpanda as their main/only income source are more likely to experience income volatility

In the past 12 months, how has your income varied?



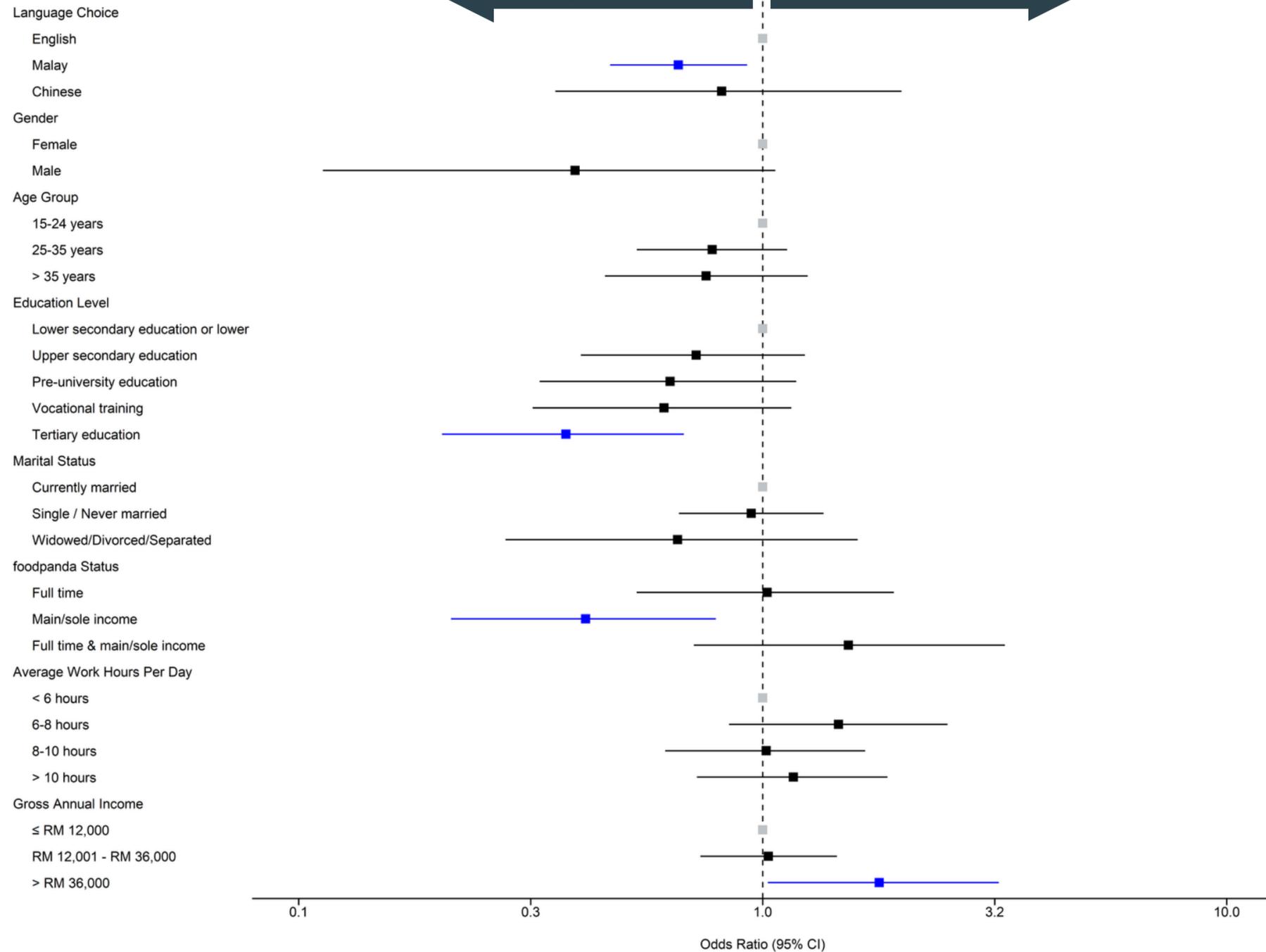
● Little monthly variation ● Little monthly variation with unusual highs/lows ● Significant monthly variation

69% of respondents have a rather stable income with little monthly variation; 41.4% of them also experience occasional unusual highs/lows during the year.

Female riders tend to have more stable incomes.

Riders who depend on foodpanda as their main/sole income source, particularly those who are on a part-time basis, are more likely to experience income volatility than those with other income source(s).

# Higher income and diversified income sources are related to stability in income



Significant predictor of income stability:

- Gross annual income > RM 36,000

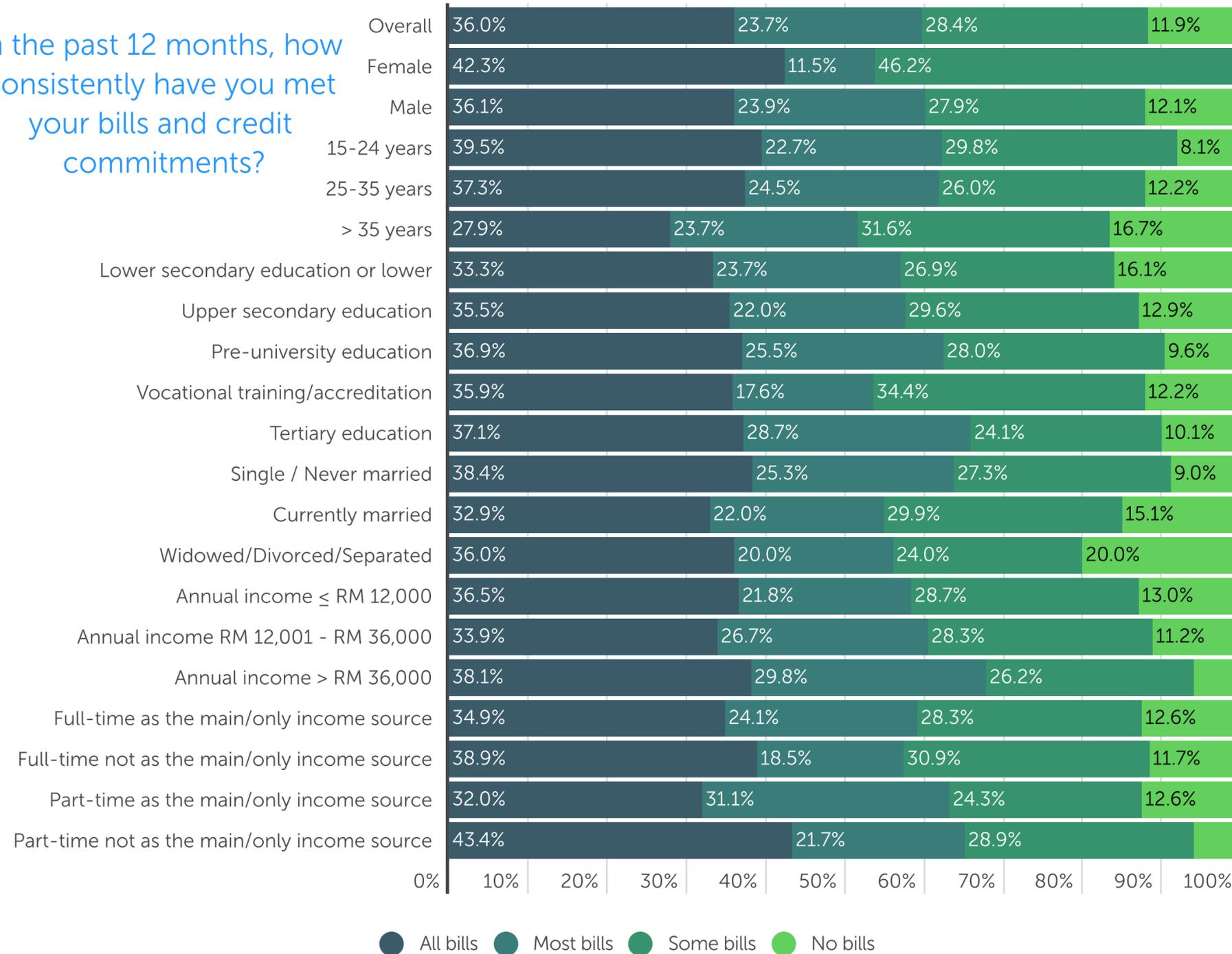
Significant predictors of income volatility:

- Preference of Malay language over English in answering the survey
- Tertiary education
- Depending on foodpanda as the main/sole income source

**Note:** Positive predictors predict in the direction of outcome, i.e. the outcome (stable income in this chart) is more likely to occur. Negative predictors predict in the opposite direction of outcome, i.e. the outcome (stable income in this chart) is less likely to occur. Reference categories to which the predictors are compared against are represented by grey squares on the "no effect" line. Significant predictors are indicated by blue color (not crossing the "no effect" line in the middle). The predictions could be bi-directional. Either the predictors predict the outcome variable or the outcome variable predicts the predictors.

## Slightly more than one-third of foodpanda riders are able to consistently meet daily commitments

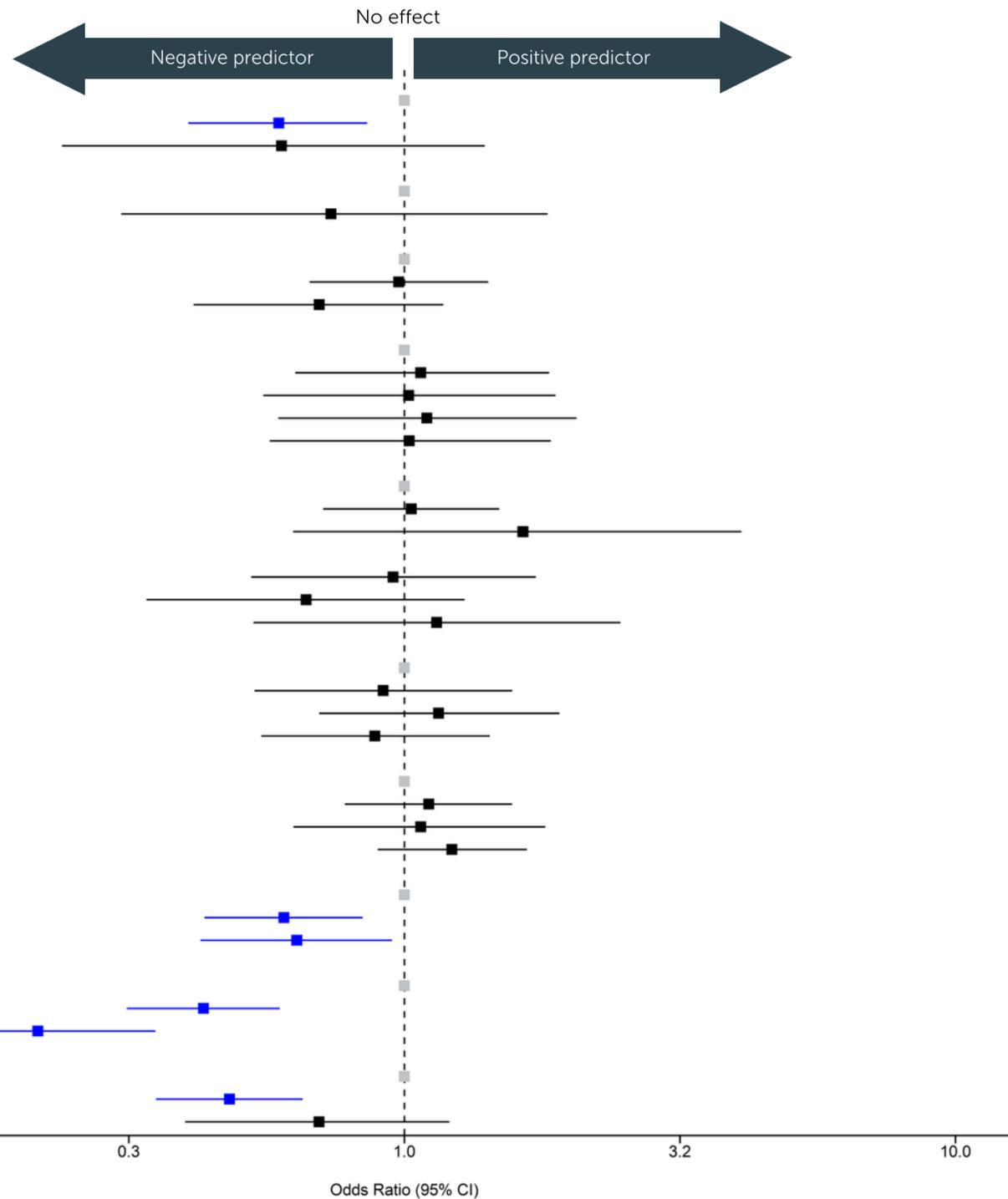
In the past 12 months, how consistently have you met your bills and credit commitments?



Only 36% of respondents are able to consistently fulfill their bill and credit commitments.

Younger individuals and those with other income source(s) are better able to meet their daily commitments.

# Healthier financial behaviors predict the ability to meet daily commitments

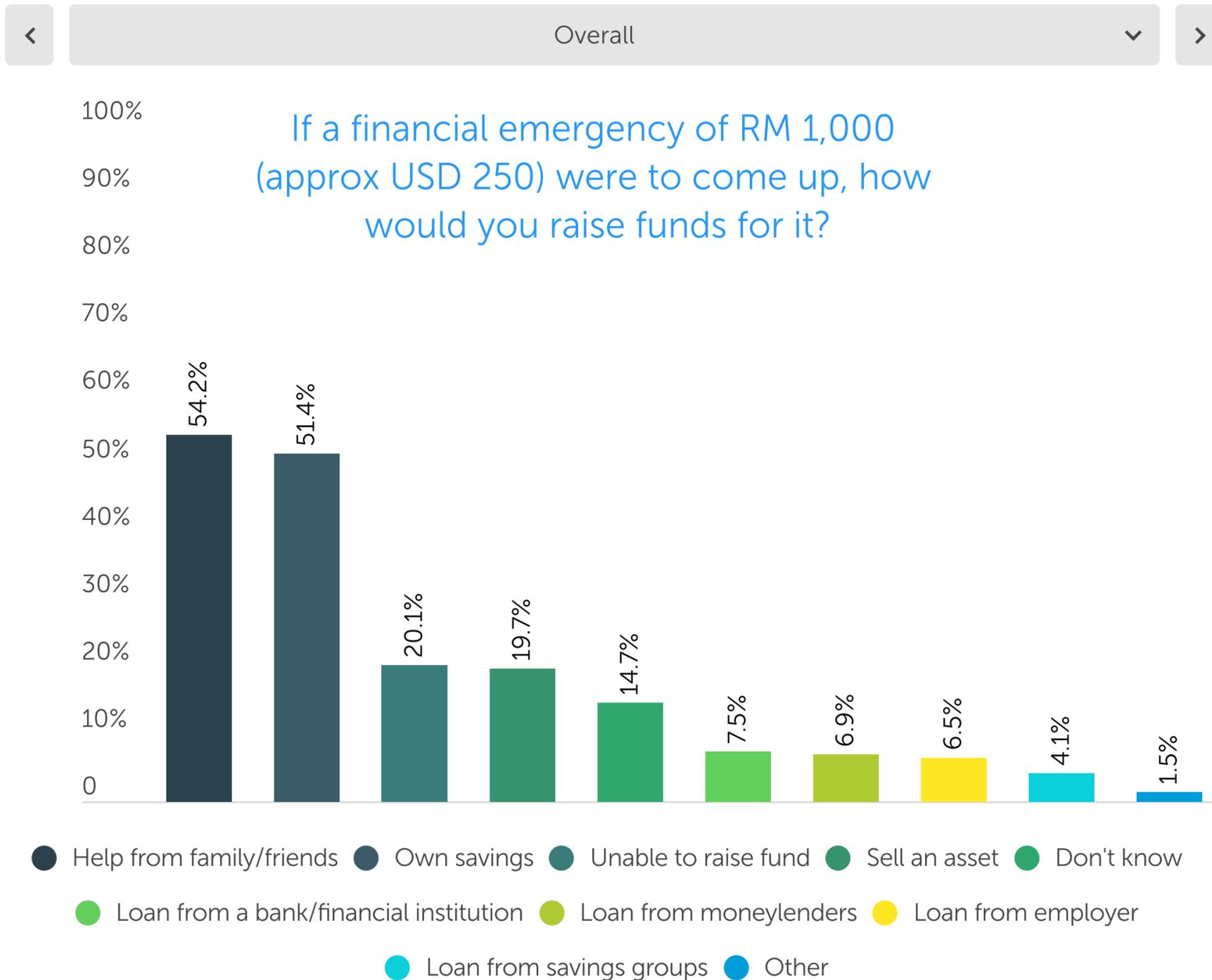


Negative predictors of the ability to fully meet current and ongoing daily financial obligations:

- Preference of Malay language over English in answering the survey
- Not spending within one's means
- Not having a regular savings habit
- Rough financial planning

**Note:** Positive predictors predict in the direction of outcome, i.e. the outcome (able to pay bills on time and in full all of the time in this chart) is more likely to occur. Negative predictors predict in the opposite direction of outcome, i.e. the outcome (able to pay bills on time and in full all of the time in this chart) is less likely to occur. Reference categories to which the predictors are compared against are represented by grey squares on the "no effect" line. Significant predictors are indicated by blue color (not crossing the "no effect" line in the middle). The predictions could be bi-directional. Either the predictors predict the outcome variable or the outcome variable predicts the predictors.

## Most foodpanda riders are able to handle a RM 1,000 emergency, drawing from social capital and personal savings

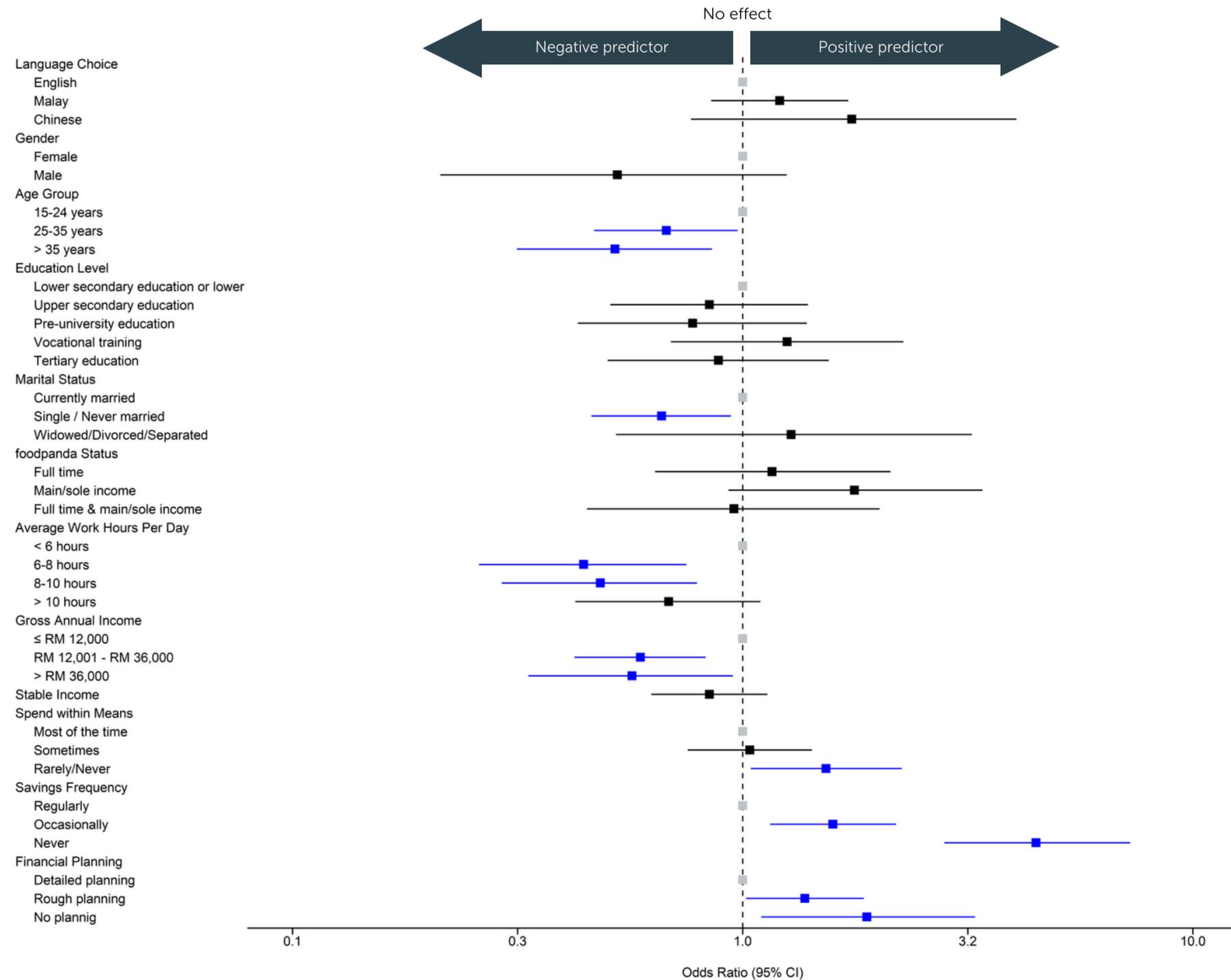


The graphic on this page is interactive.

Most respondents would rely on assistance from family/friends and personal savings to help deal with a RM 1,000 (around USD 250) emergency.

30% of respondents either would not be able to or do not know how to raise RM 1,000 in case of an emergency, and the rate is highest among women and those who are separated from their spouses.

# Low income and poor financial behaviors predict the inability to deal with financial emergencies



Positive predictors of the inability to raise enough funds in the event of a RM 1,000 emergency:

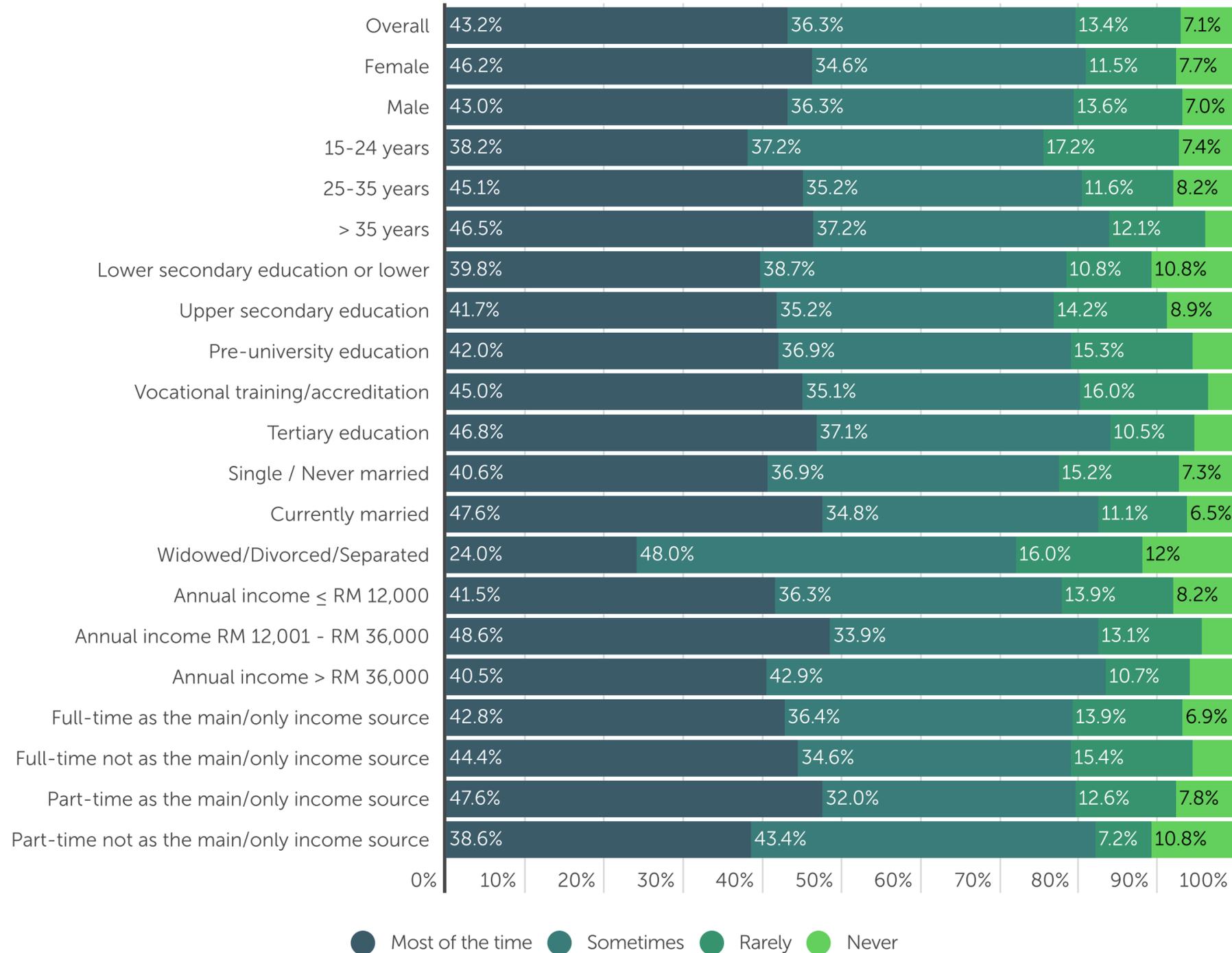
- Never spend within one's means
- Not having a regular savings habit
- Not having a detailed financial plan

Negative predictors of the inability to raise enough funds for a RM 1,000 emergency:

- Age above 25 years
- Single / never married
- Standard work hours (6-10 hours a day)
- Gross annual income > RM 12,000

**Note:** Positive predictors predict in the direction of outcome, i.e. the outcome (unable to raise funds for a RM 1,000 emergency in this chart) is more likely to occur. Negative predictors predict in the opposite direction of outcome, i.e. the outcome (unable to raise funds for a RM 1,000 emergency in this chart) is less likely to occur. Reference categories to which the predictors are compared against are represented by grey squares on the "no effect" line. Significant predictors are indicated by blue color (not crossing the "no effect" line in the middle). The predictions could be bi-directional. Either the predictors predict the outcome variable or the outcome variable predicts the predictors.

## "I am concerned the money I have or save won't last"

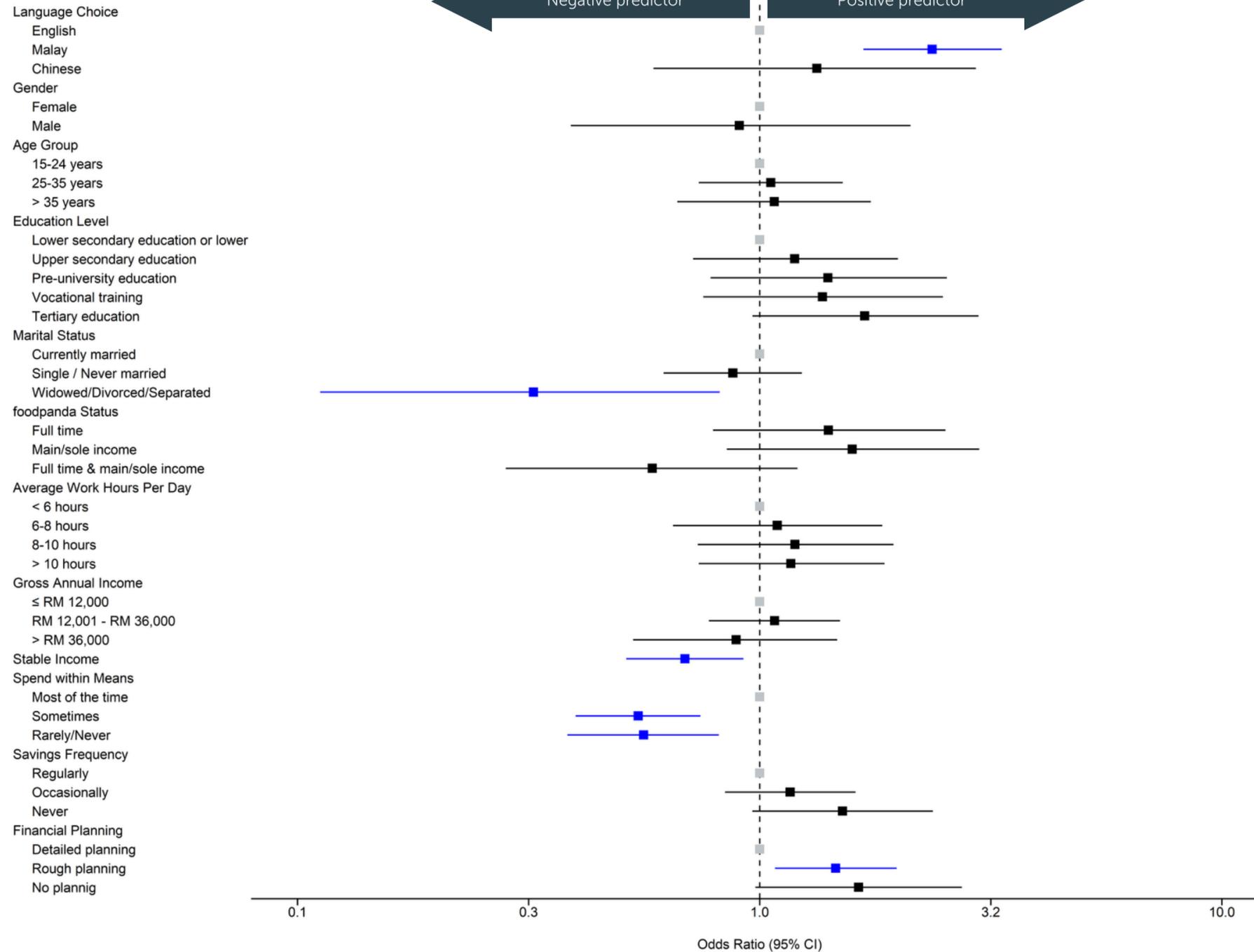


43% of the respondents do not feel financially secure, worrying about their finances most of the time.

Older individuals, those with higher education attainment, and married individuals tend to worry more about their finances.

**Note:** This statement, "I am concerned the money I have or save won't last," was drawn from the Consumer Finance Protection Bureau (USA)'s 10-point financial health scale.

# Detailed financial planning and stability in income make one worry less about finances



Positive predictors of constant financial stress:

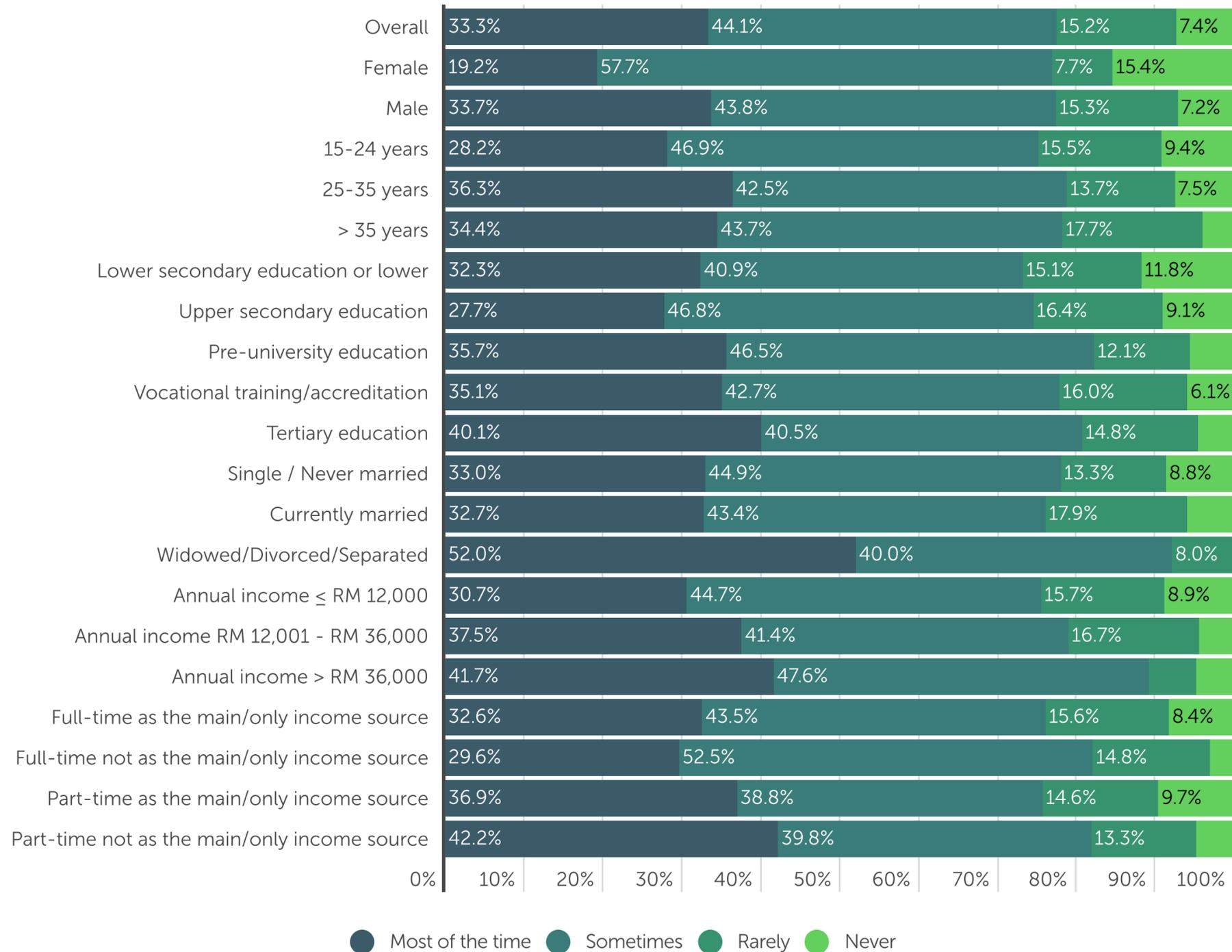
- Preference of Malay language over English in answering the survey
- Rough financial planning

Negative predictors of constant financial stress (reduce financial stress):

- Widowed/divorced/separated
- Stable income
- Not spending within one's means

**Note:** Positive predictors predict in the direction of outcome, i.e. the outcome (worry about finances most of the time in this chart) is more likely to occur. Negative predictors predict in the opposite direction of outcome, i.e. the outcome (worry about finances most of the time in this chart) is less likely to occur. Reference categories to which the predictors are compared against are represented by grey squares on the "no effect" line. Significant predictors are indicated by blue color (not crossing the "no effect" line in the middle). The predictions could be bi-directional. Either the predictors predict the outcome variable or the outcome variable predicts the predictors.

## "I am in control of my finances"

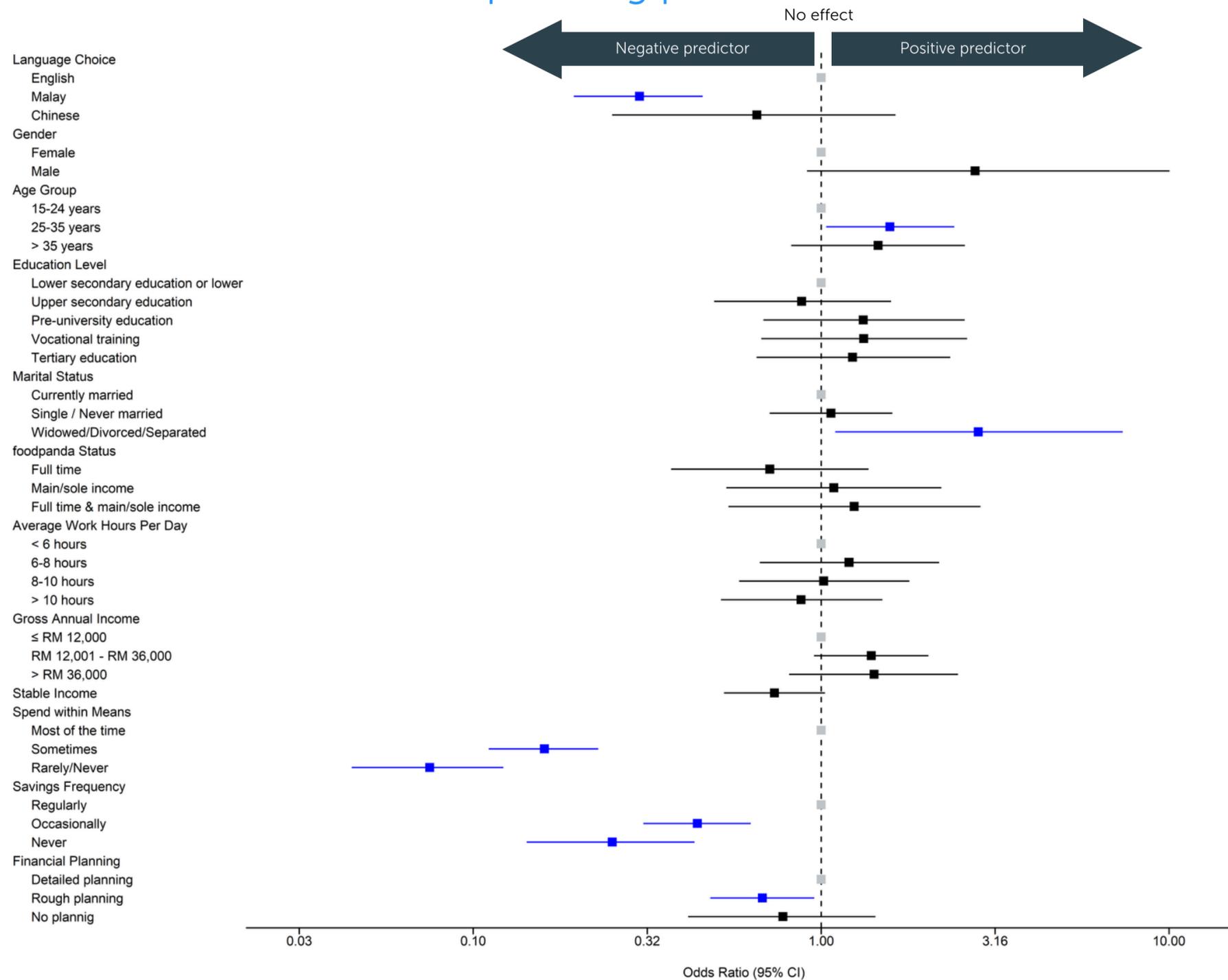


One-third of respondents feel that their finances are under their control most of the time.

Feeling of financial control is higher among men, those with higher education, those who are separated from spouses, those earning higher incomes, and part-timers with income source(s) other than foodpanda.

**Note:** This statement, "I am in control of my finances," was drawn from the Consumer Finance Protection Bureau (USA)'s 10-point financial health scale.

# Moderate spending, regular savings, and detailed financial planning predict financial control



Positive predictors of high level of feeling in control of one's financial life:

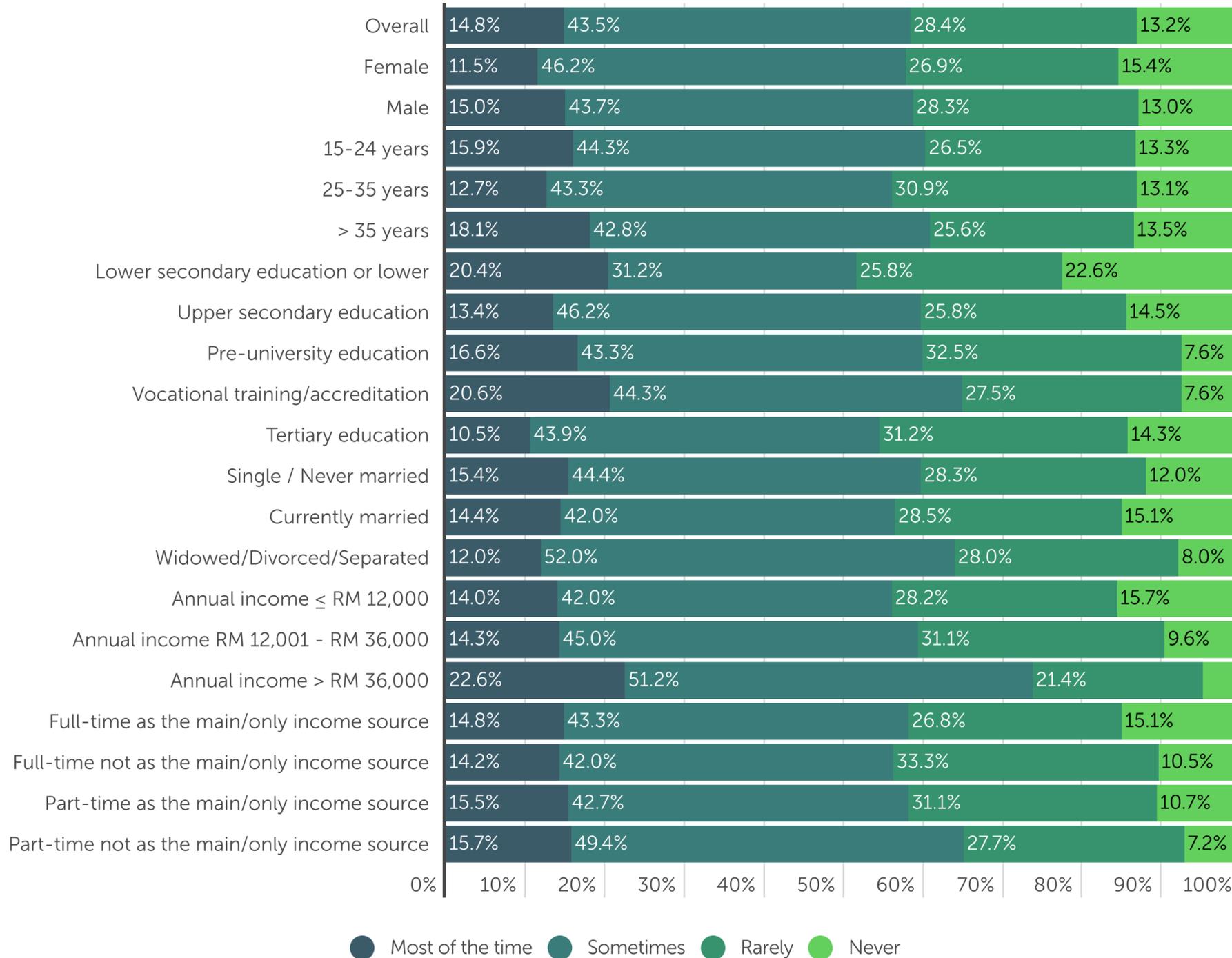
- Age between 25 and 35 years
- Widowed/divorced/separated

Negative predictors of financial control:

- Preference of Malay language over English in answering the survey
- Not spending within one's means
- Not having a regular savings habit
- Rough financial planning

**Note:** Positive predictors predict in the direction of outcome, i.e. the outcome (feeling in control of finances most of the time in this chart) is more likely to occur. Negative predictors predict in the opposite direction of outcome, i.e. the outcome (feeling in control of finances most of the time in this chart) is less likely to occur. Reference categories to which the predictors are compared against are represented by grey squares on the "no effect" line. Significant predictors are indicated by blue color (not crossing the "no effect" line in the middle). The predictions could be bi-directional. Either the predictors predict the outcome variable or the outcome variable predicts the predictors.

## "My income allows me to do things I enjoy"

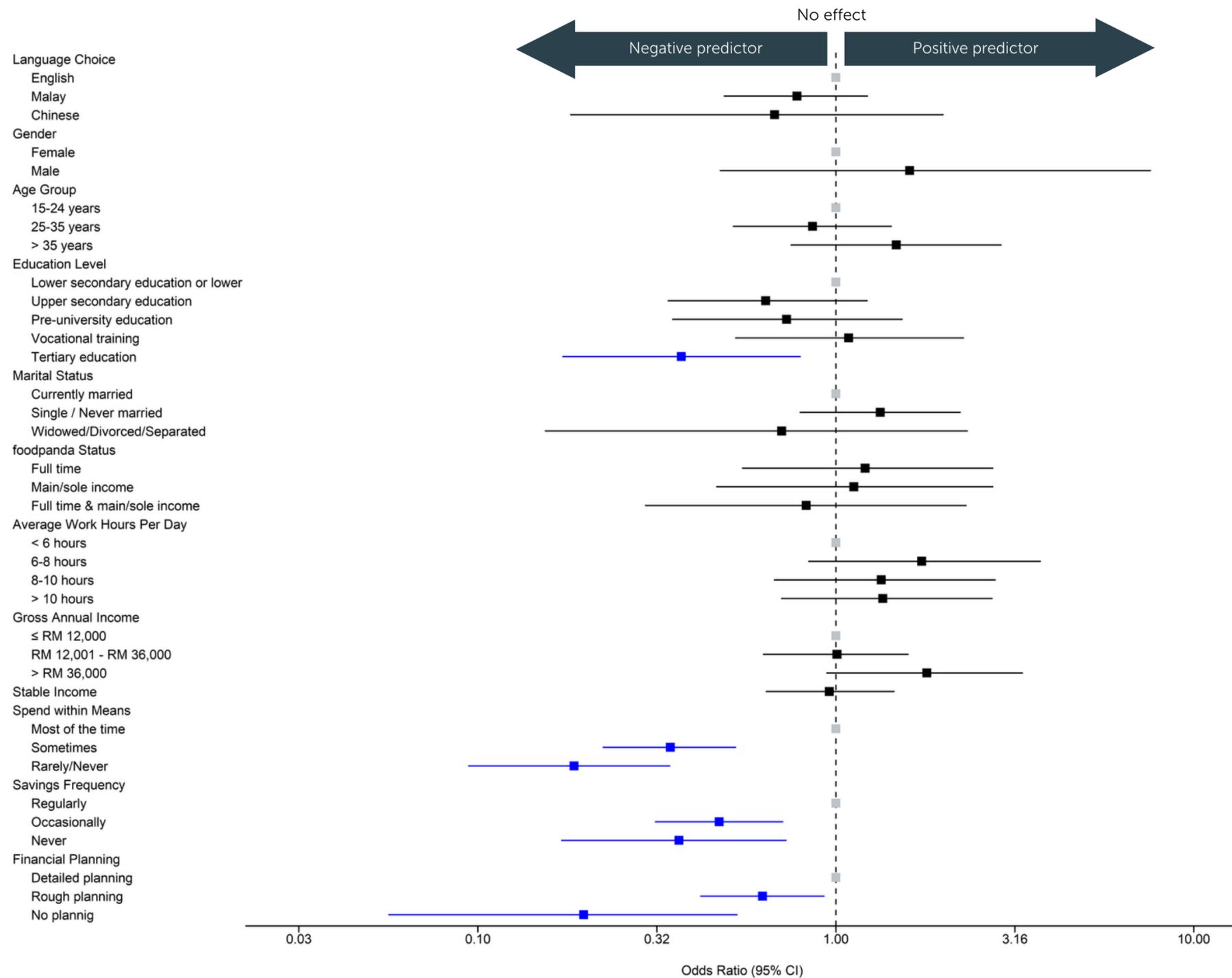


Most respondents are yet to enjoy financial freedom, with only 15% reporting being able to do things they enjoy with their income.

Financial freedom attainment is highest among those earning more than RM 36,000 a year and those with vocational training and lowest among those with lower secondary education or lower.

**Note:** This statement, "My income allows me to do things I enjoy," was drawn from the Consumer Finance Protection Bureau (USA)'s 10-point financial health scale.

# Healthier financial behaviors empower one with the financial freedom to enjoy life



Negative predictors of having the financial freedom to make choices that allow one to enjoy life (factors that decrease financial freedom):

- Tertiary education
- Not spending within one's means
- Not having a regular savings habit
- Not having a detailed financial plan

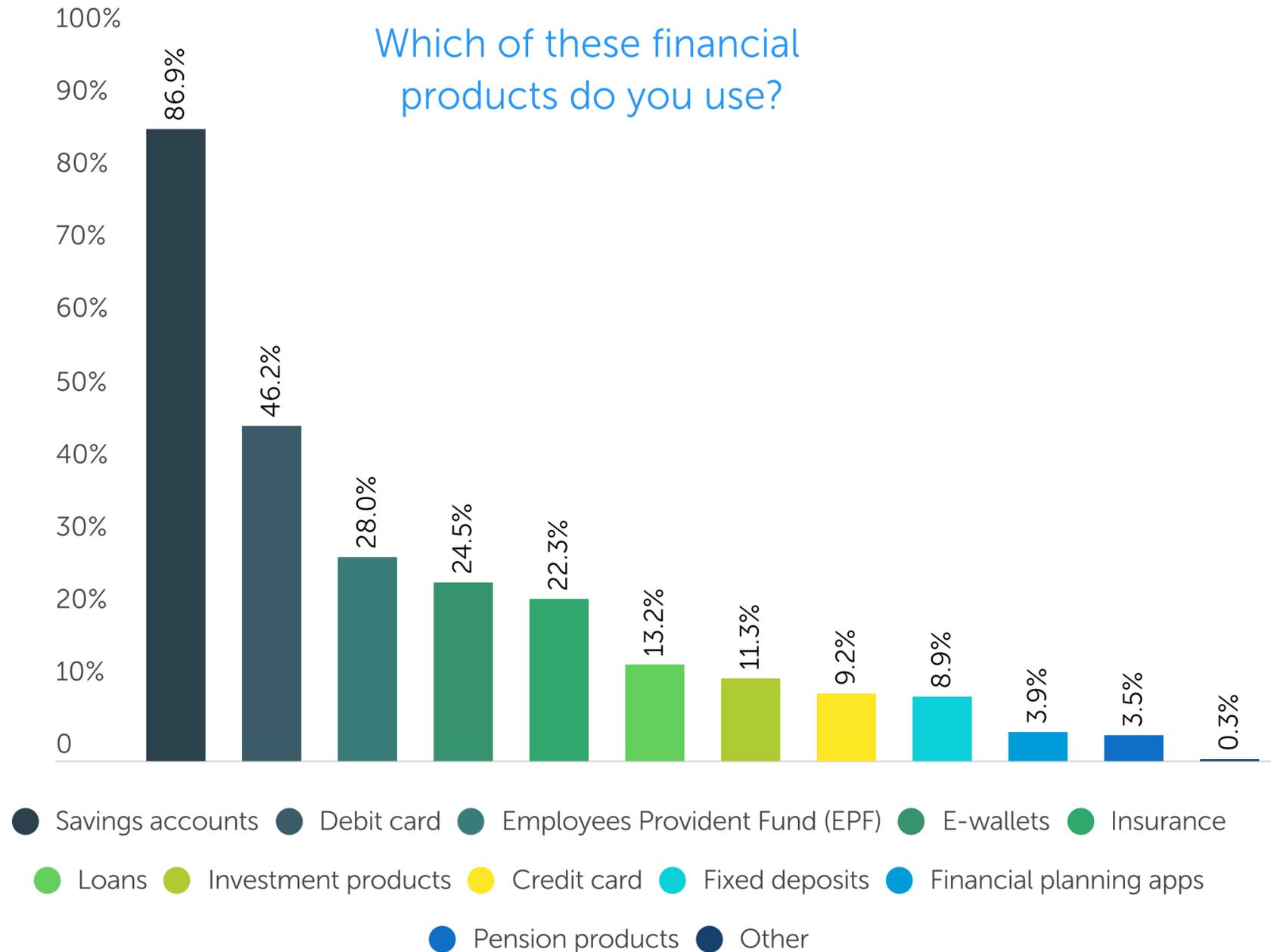
**Note:** Positive predictors predict in the direction of outcome, i.e. the outcome (income allows to do things one enjoys most of the time in this chart) is more likely to occur. Negative predictors predict in the opposite direction of outcome, i.e. the outcome (income allows to do things one enjoys most of the time in this chart) is less likely to occur. Reference categories to which the predictors are compared against are represented by grey squares on the "no effect" line. Significant predictors are indicated by blue color (not crossing the "no effect" line in the middle). The predictions could be bi-directional. Either the predictors predict the outcome variable or the outcome variable predicts the predictors.

# Financial Products and Digital Financial Services

Savings accounts are more or less ubiquitous; however, sophisticated financial products are the domain of higher-income earners and those with higher education attainment

< Overall >

Which of these financial products do you use?



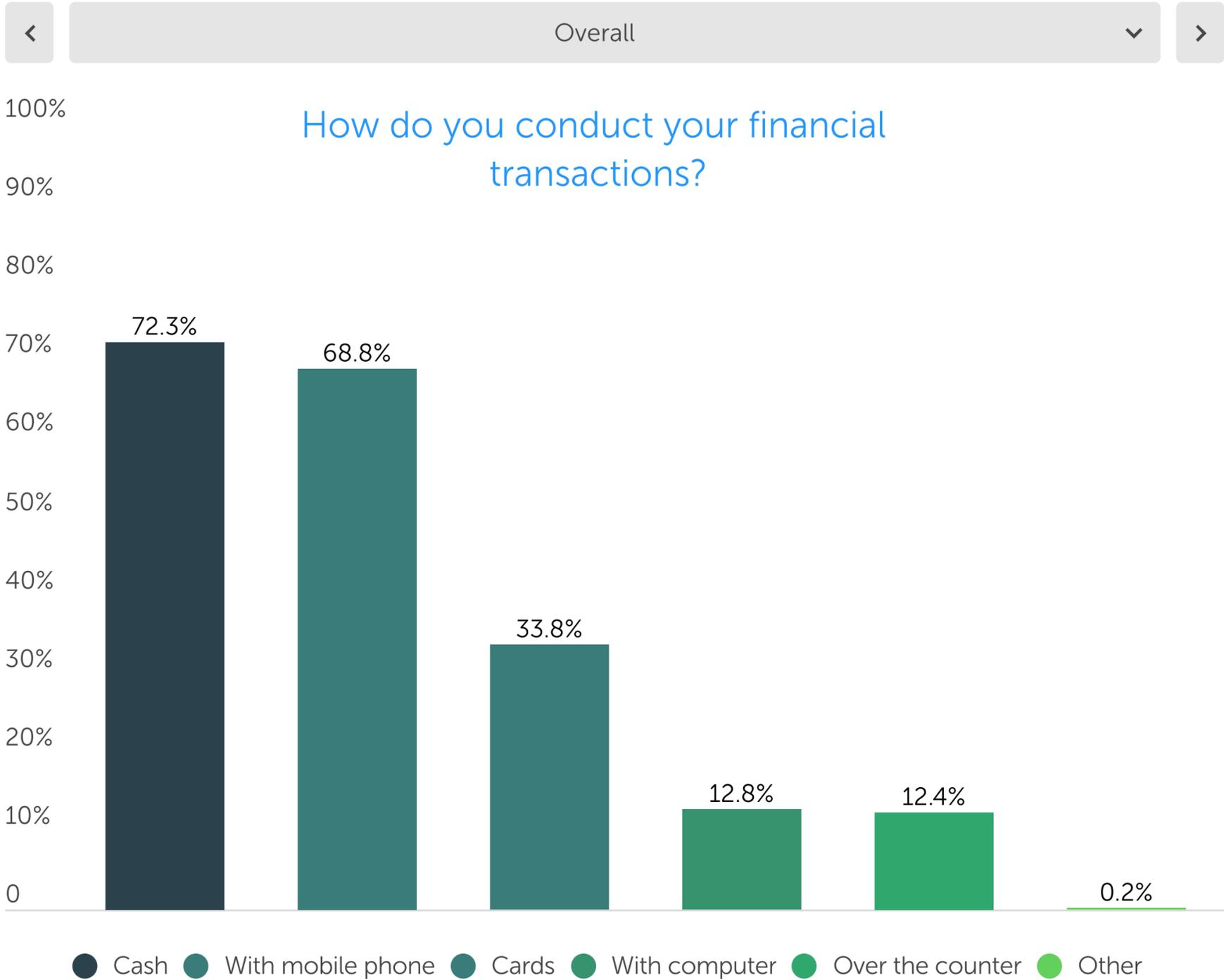
The graphic on this page is interactive.

Savings account is the most commonly used financial product.

A quarter of foodpanda riders have adopted e-wallet use.

In general, adoption rates of insurance, investment products, credit card, e-wallets, loans, and fixed deposit are highest among those with an annual income above RM 36,000 and those with a tertiary education.

# Cash remains the most popular financial transaction method, and phone-based transactions are a close second

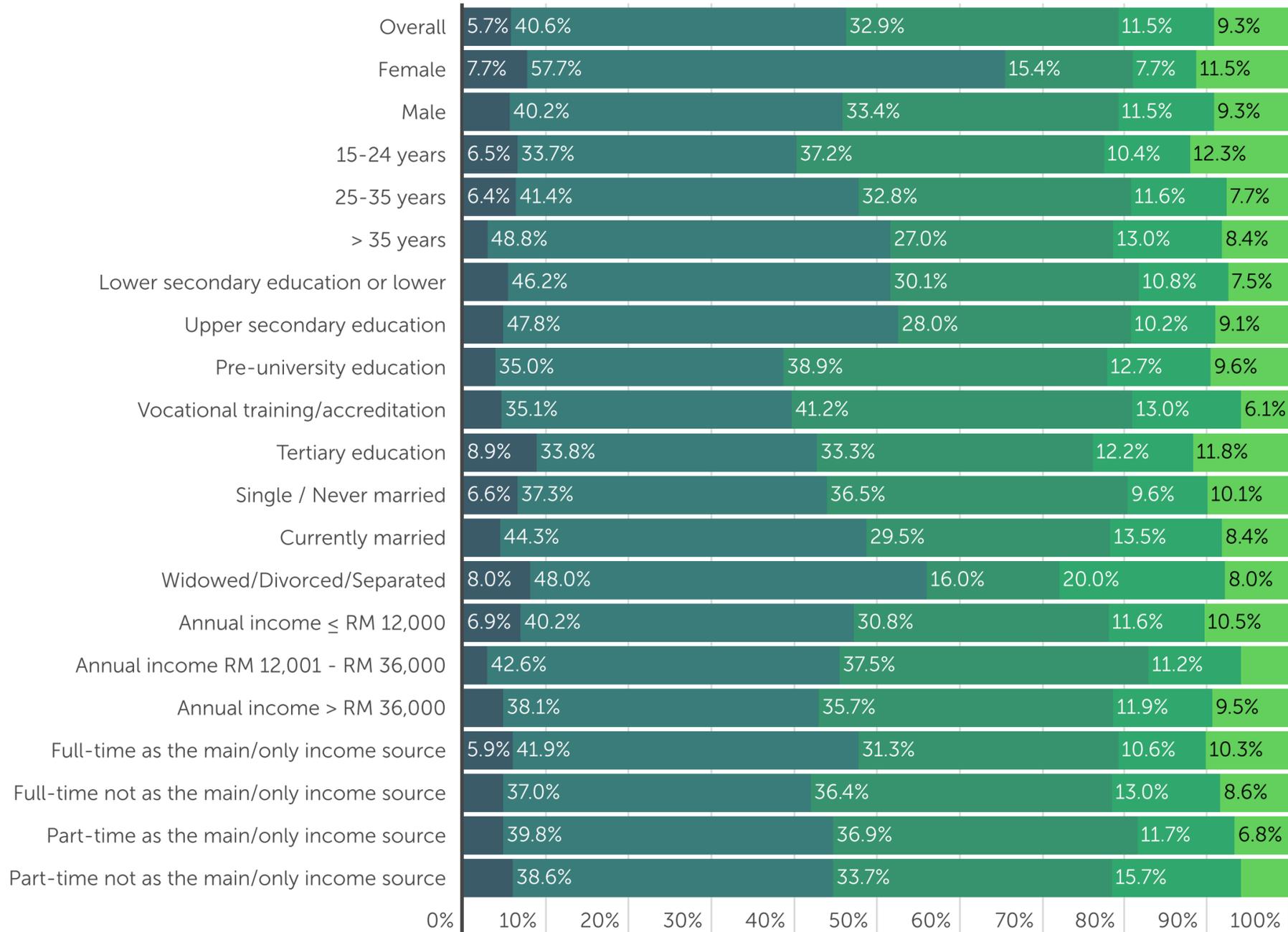


Cash and phone-based transactions are the two most popular financial transaction methods among foodpanda riders.

Adoption of e-payments using either a mobile phone or a computer is highest among those who have attained tertiary education.

Card-based transactions are most popular among women, youth under 25 years, and those with a tertiary education.

## "I am comfortable using cash or over the counter methods"

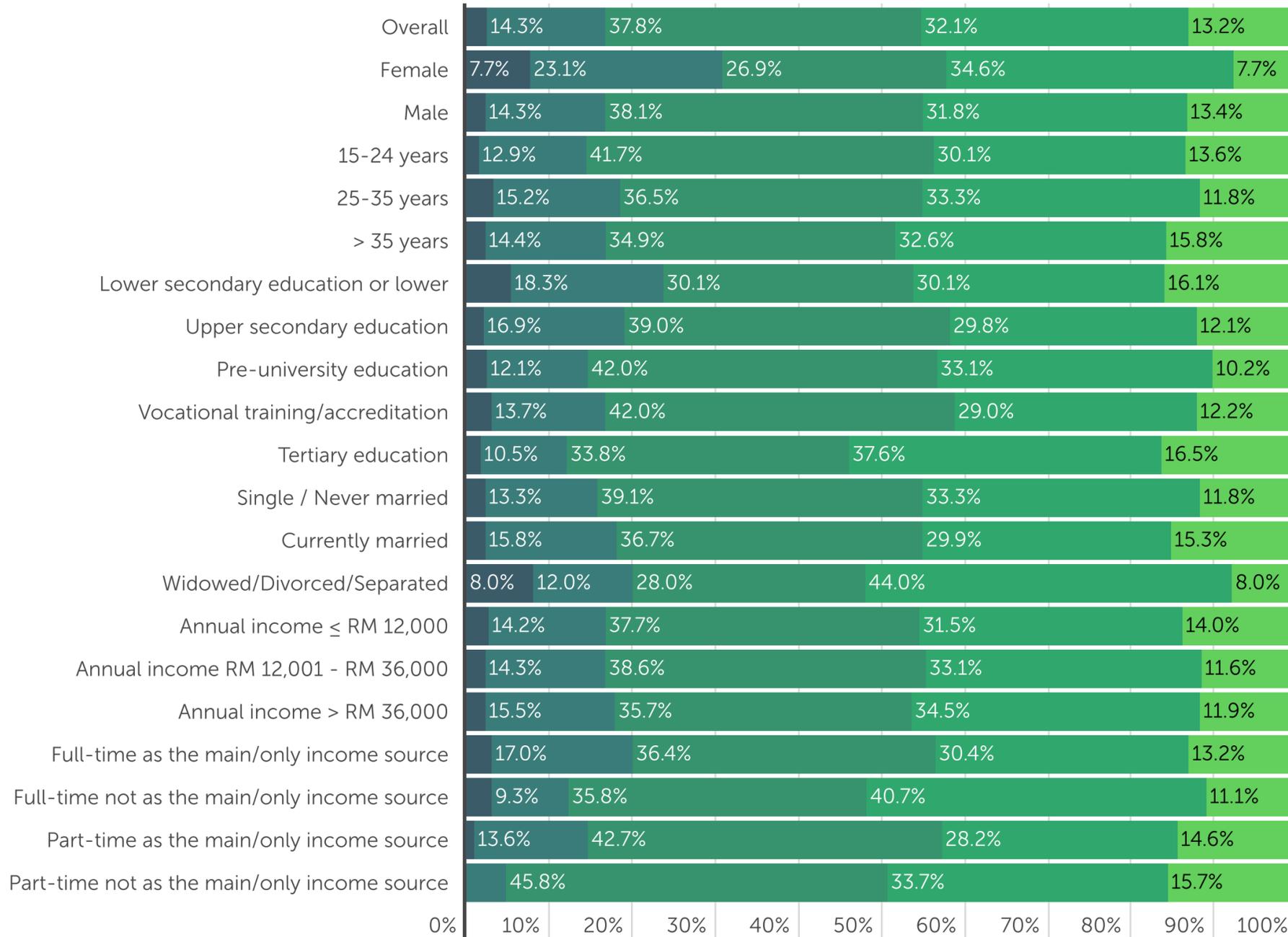


● Strongly agree ● Agree ● Neither agree nor disagree ● Disagree ● Strongly disagree

46% of respondents are comfortable with making payments using cash or over-the-counter methods.

Women, individuals above 35 years of age, those with secondary education or lower, and those who are separated from their spouse are more comfortable with cash or over-the-counter methods.

## "I do not trust digital financial services"

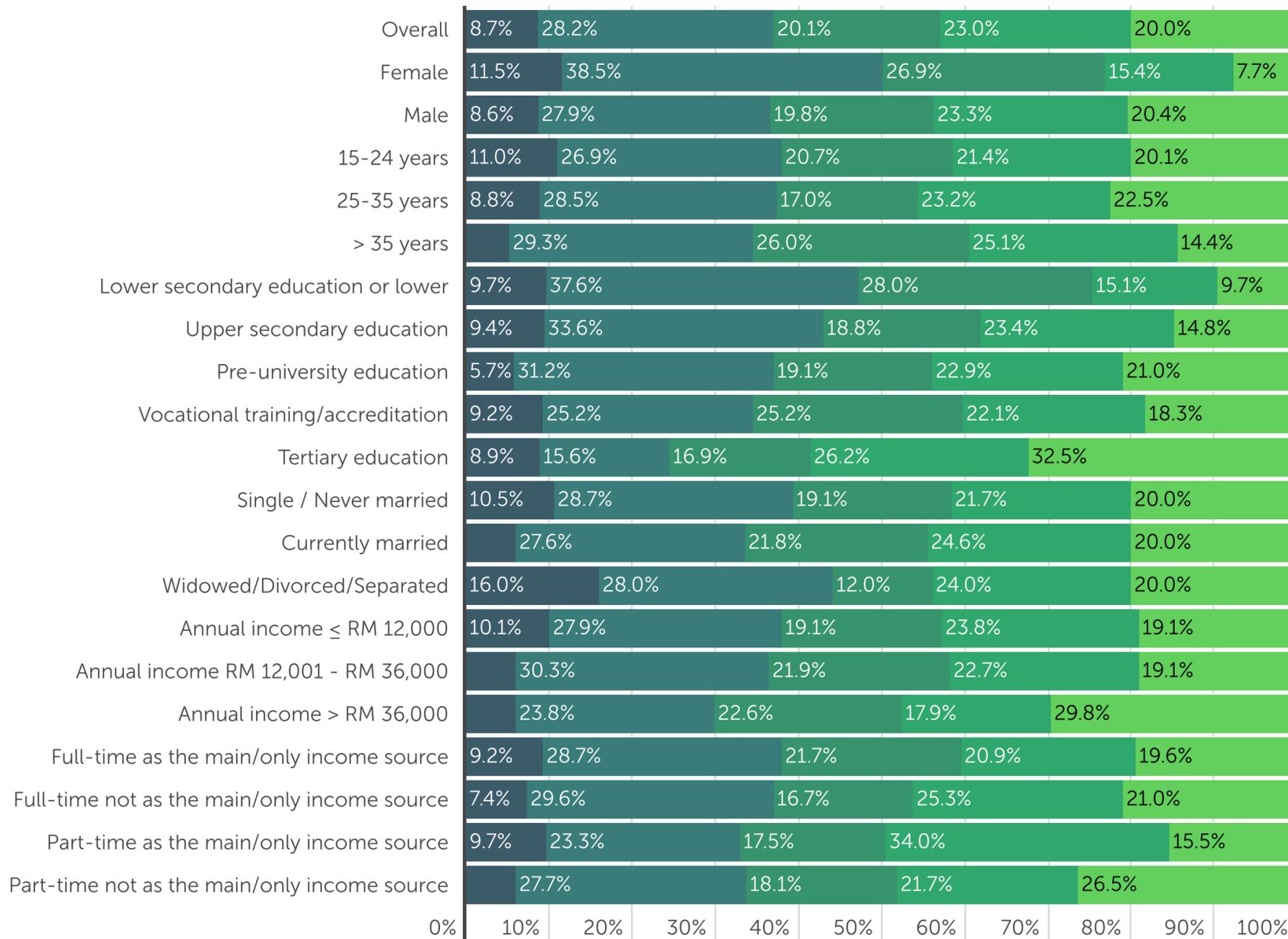


● Strongly agree 
 ● Agree 
 ● Neither agree nor disagree 
 ● Disagree 
 ● Strongly disagree

1 in 6 respondents indicate that they do not trust digital financial services.

Women, those with lower education levels, separated from spouses, and depending on foodpanda as the main/sole income source are associated with low levels of trust in digital financial services.

# "I do not know how to use digital financial services but would like to learn to use them"



● Strongly agree ● Agree ● Neither agree nor disagree ● Disagree ● Strongly disagree

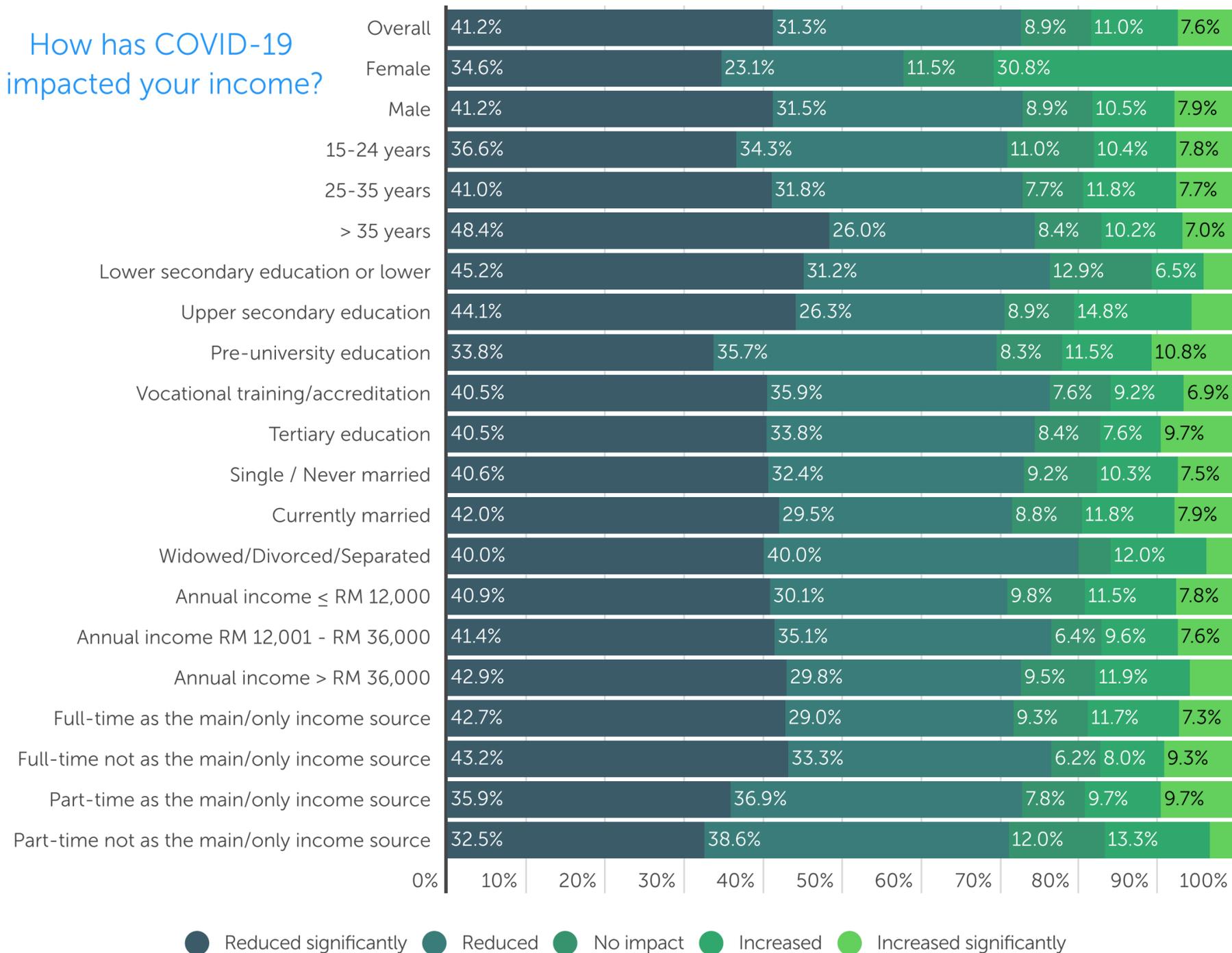
37% of respondents do not know how to use digital financial services but are willing to learn.

The proportion of those who are unfamiliar with digital financial services but would like to learn to use them are highest among women and those with lower education levels.

# COVID-19 Impacts and Bantuan Prihatin Nasional (BPN)

# While 73% of foodpanda riders have experienced income erosion due to COVID-19, 19% now earn more

How has COVID-19 impacted your income?

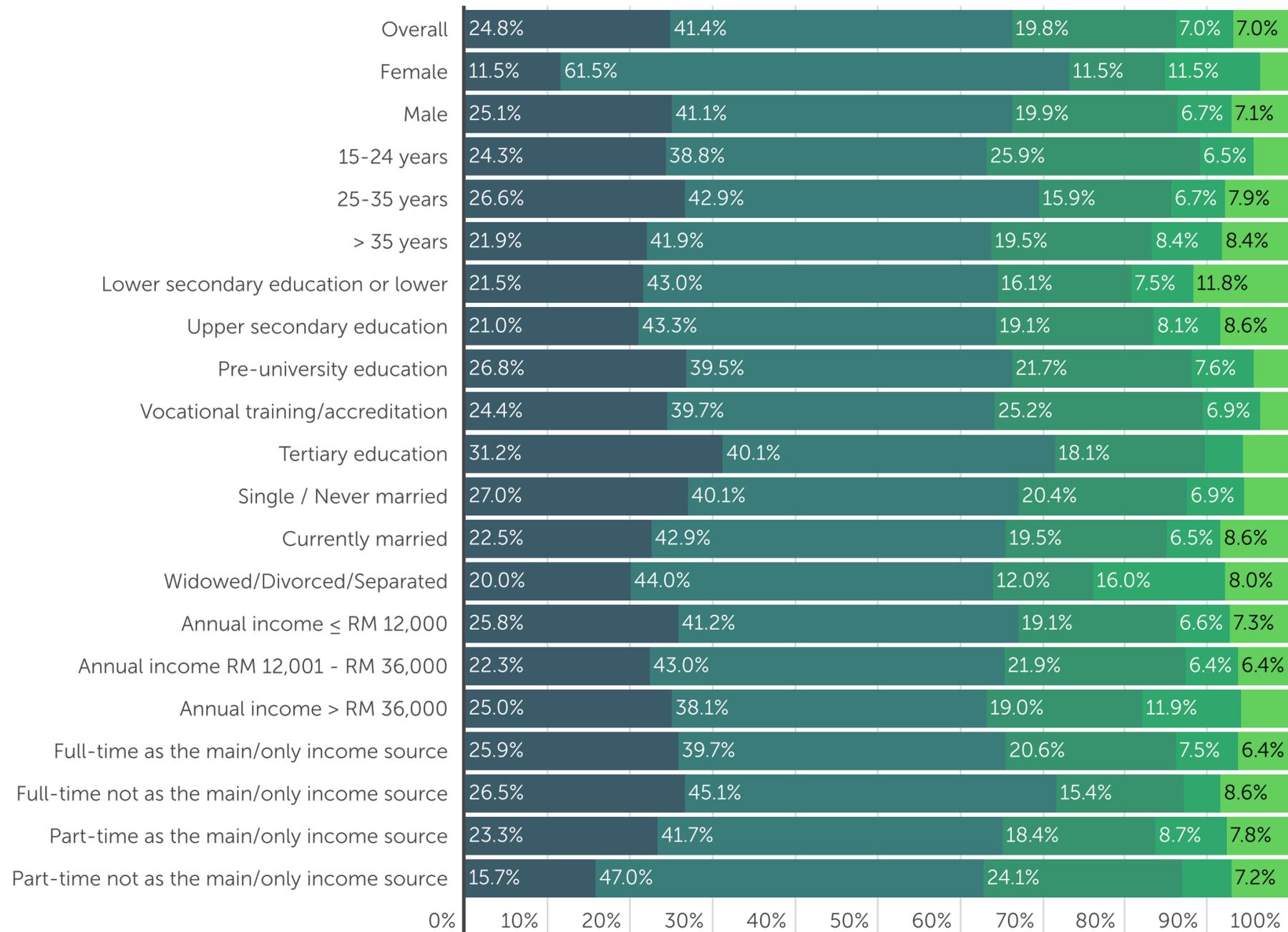


Income has decreased for 73% of the respondents somewhat or significantly due to the COVID-19 pandemic.

About one-fifth of riders now earn more, possibly owing to the increased demand for food delivery due to movement restriction.

A higher proportion of older foodpanda riders and those who are with foodpanda on a full-time basis reported significant reductions in income.

## "COVID-19 has put a strain on financing my basic needs"

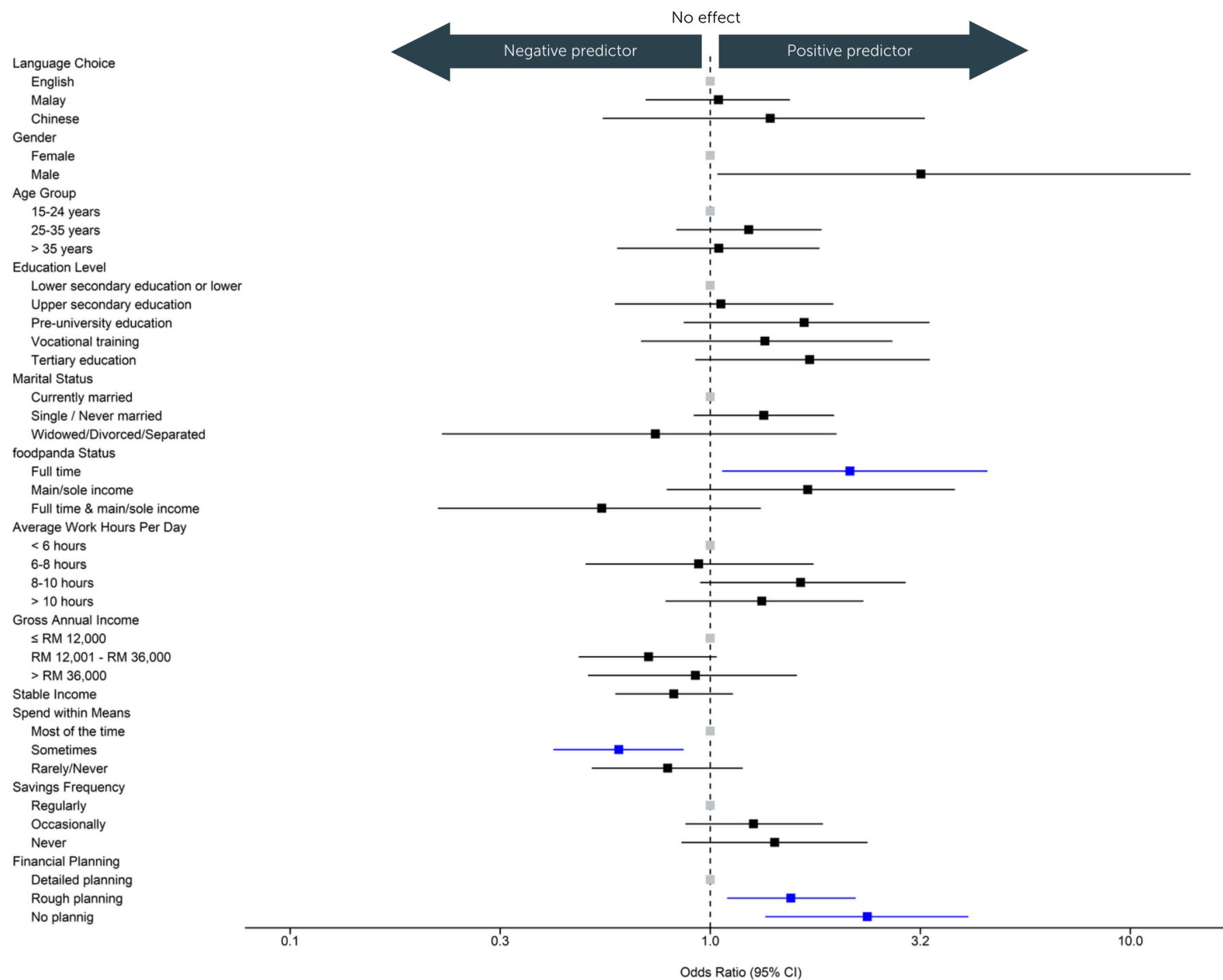


● Strongly agree 
 ● Agree 
 ● Neither agree nor disagree 
 ● Disagree 
 ● Strongly disagree

Two-thirds of respondents now face difficulties in financing their basic needs.

While a higher percentage of women experience COVID-19-induced financial strain in meeting basic needs compared to men, the impact is felt more strongly among men.

# What predicts a financial strain on basic needs during the COVID-19 pandemic?



Positive predictors of having difficulties meeting basic needs in the face of the COVID-19 pandemic:

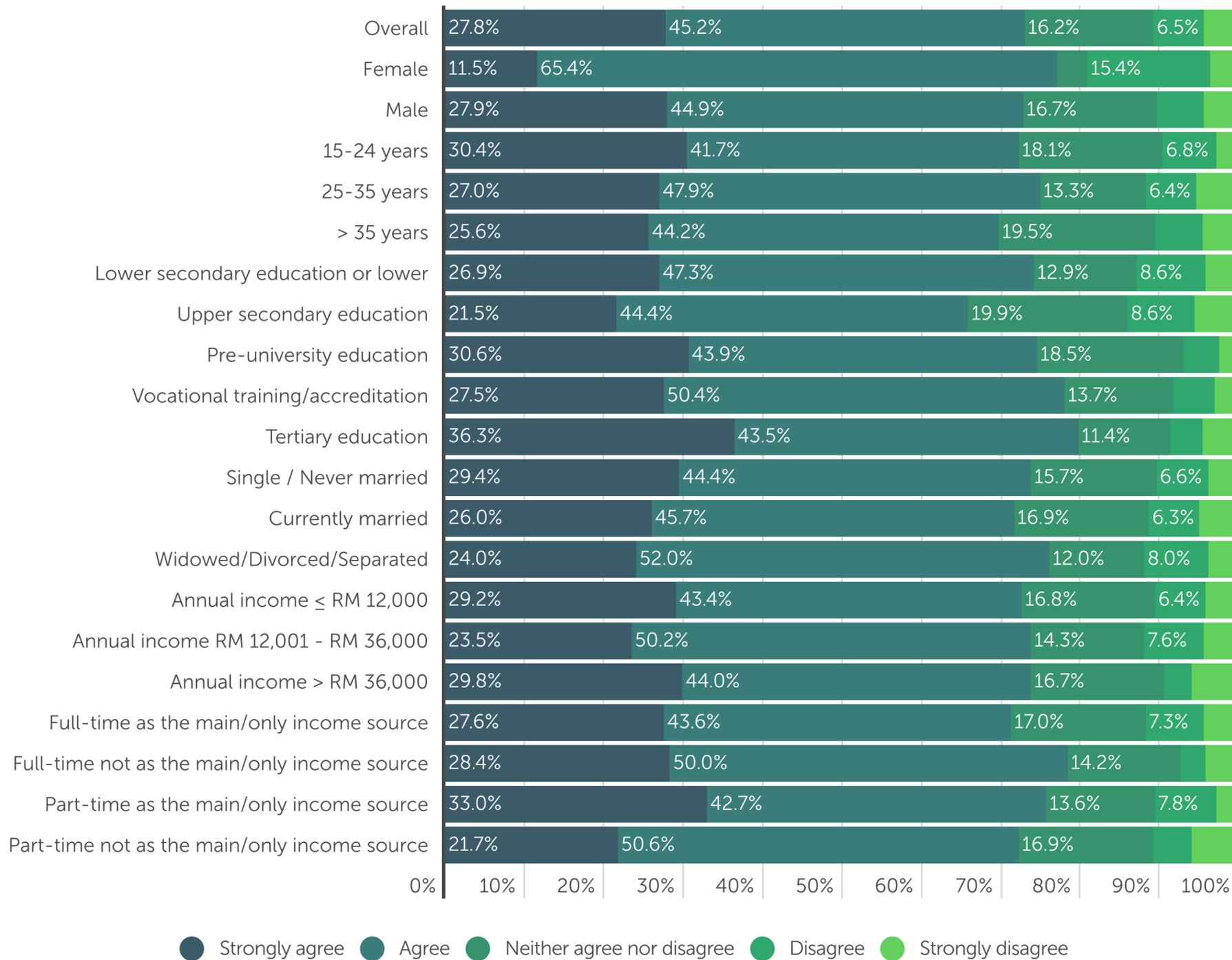
- Full-time status with foodpanda
- Not having a detailed financial plan

Negative predictor of COVID-19-induced financial strain:

- Spending within one's means only occasionally

**Note:** Positive predictors predict in the direction of outcome, i.e. the outcome (COVID-19 has caused a significant strain on financing basic needs in this chart) is more likely to occur. Negative predictors predict in the opposite direction of outcome, i.e. the outcome (COVID-19 has caused a significant strain on financing basic needs in this chart) is less likely to occur. Reference categories to which the predictors are compared against are represented by grey squares on the "no effect" line. Significant predictors are indicated by blue color (not crossing the "no effect" line in the middle). The predictions could be bi-directional. Either the predictors predict the outcome variable or the outcome variable predicts the predictors.

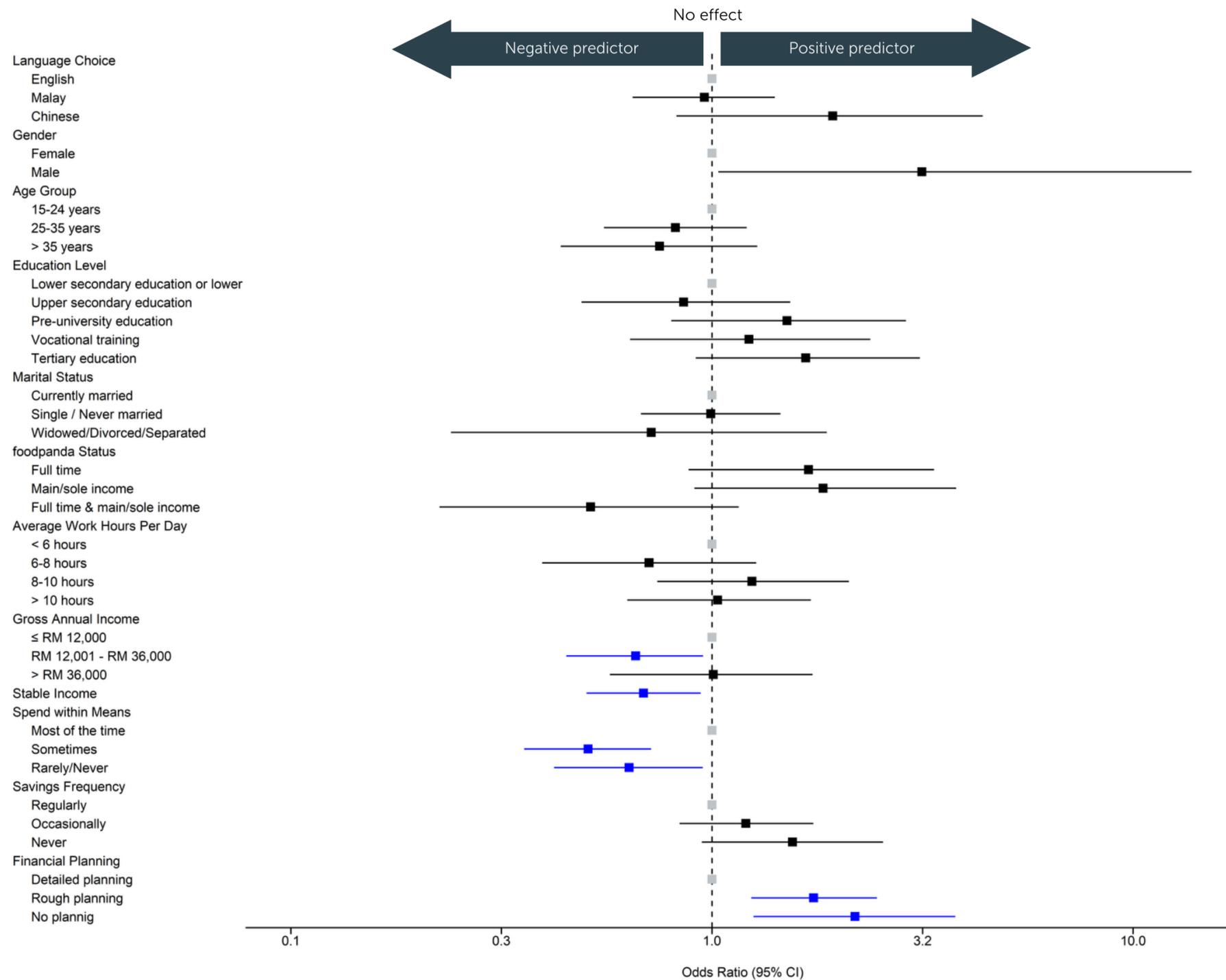
# "COVID-19 has made me anxious about my finances"



73% of respondents have experienced financial anxiety in the face of the COVID-19 pandemic.

Similar to the findings on COVID-19-induced financial strain, COVID-19 has caused a higher percentage of women to feel anxious about their finances, but men experience greater level of anxiety.

# What predicts financial anxiety during the COVID-19 pandemic?



Positive predictor of feeling anxious about one's finances as a result of the COVID-19 pandemic:

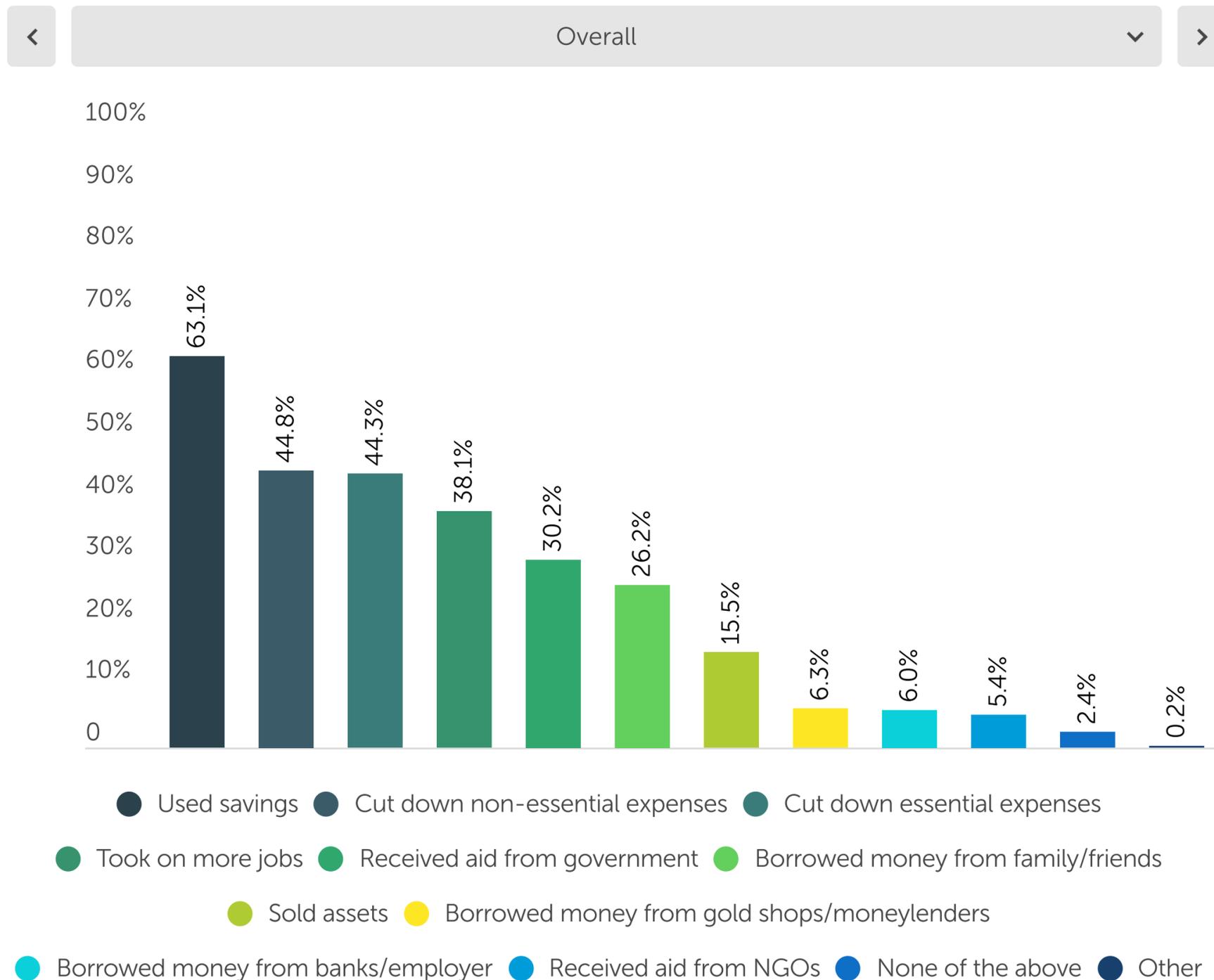
- Not having a detailed financial plan

Negative predictors of COVID-19-induced financial anxiety:

- Gross annual income between RM 12,000 and RM 36,000
- Stable income
- Not spending within one's means

**Note:** Positive predictors predict in the direction of outcome, i.e. the outcome (COVID-19 has caused significant financial worries in this chart) is more likely to occur. Negative predictors predict in the opposite direction of outcome, i.e. the outcome (COVID-19 has caused significant financial worries in this chart) is less likely to occur. Reference categories to which the predictors are compared against are represented by grey squares on the "no effect" line. Significant predictors are indicated by blue color (not crossing the "no effect" line in the middle). The predictions could be bi-directional. Either the predictors predict the outcome variable or the outcome variable predicts the predictors.

## How did foodpanda riders respond to COVID-19's financial impacts?

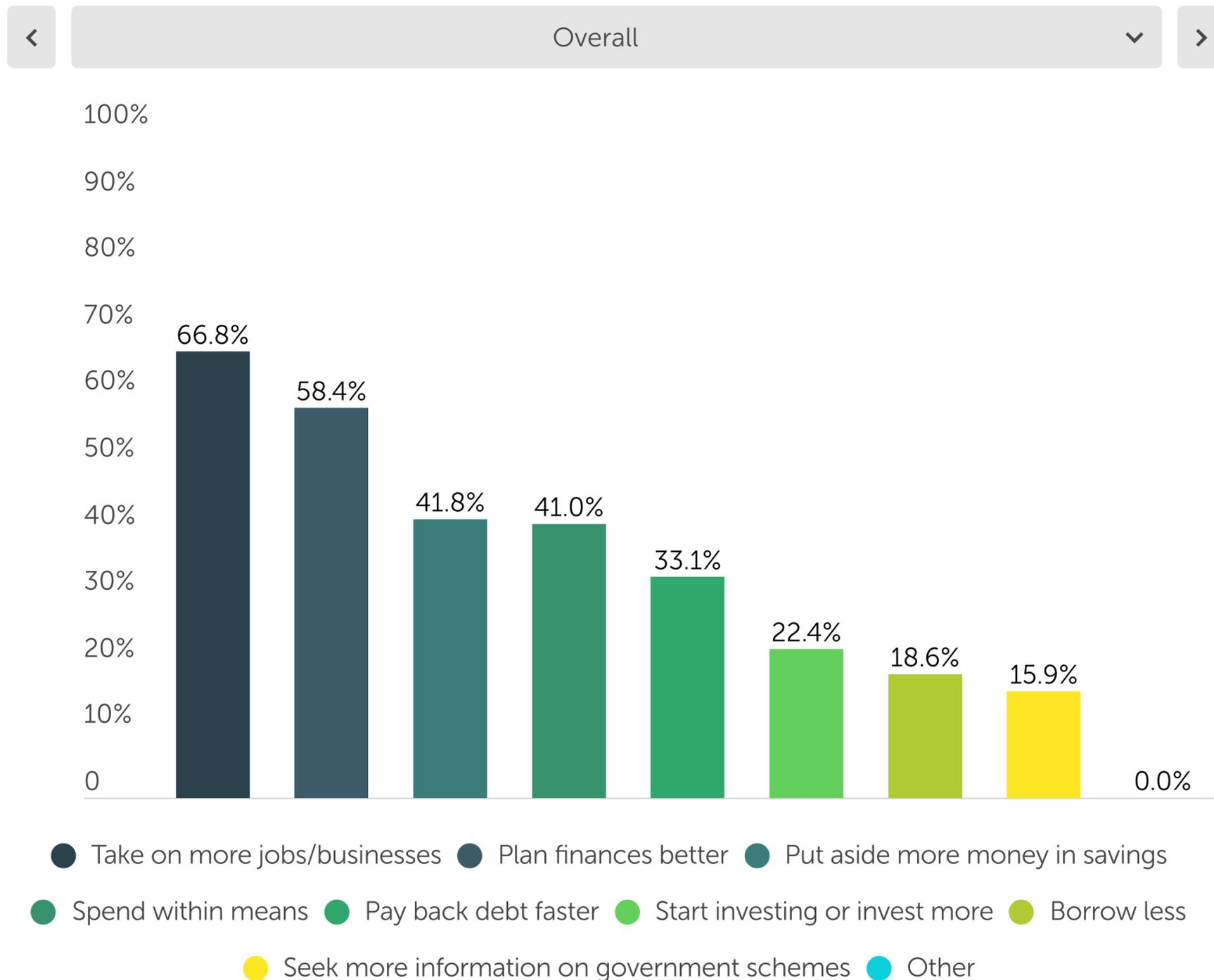


The graphic on this page is interactive.

Most respondents tapped into their own savings and cut down essential and non-essential expenses to cope with the financial impacts of COVID-19. The rates are highest among those who are separated from their spouse, those who attained tertiary education, and those earning more than RM36,000 a year.

30% of respondents have borrowed money (either from family/friends, gold shops, moneylenders, banks, or employers) and 15% have sold assets in response.

## What financial changes will foodpanda riders make post-COVID-19?



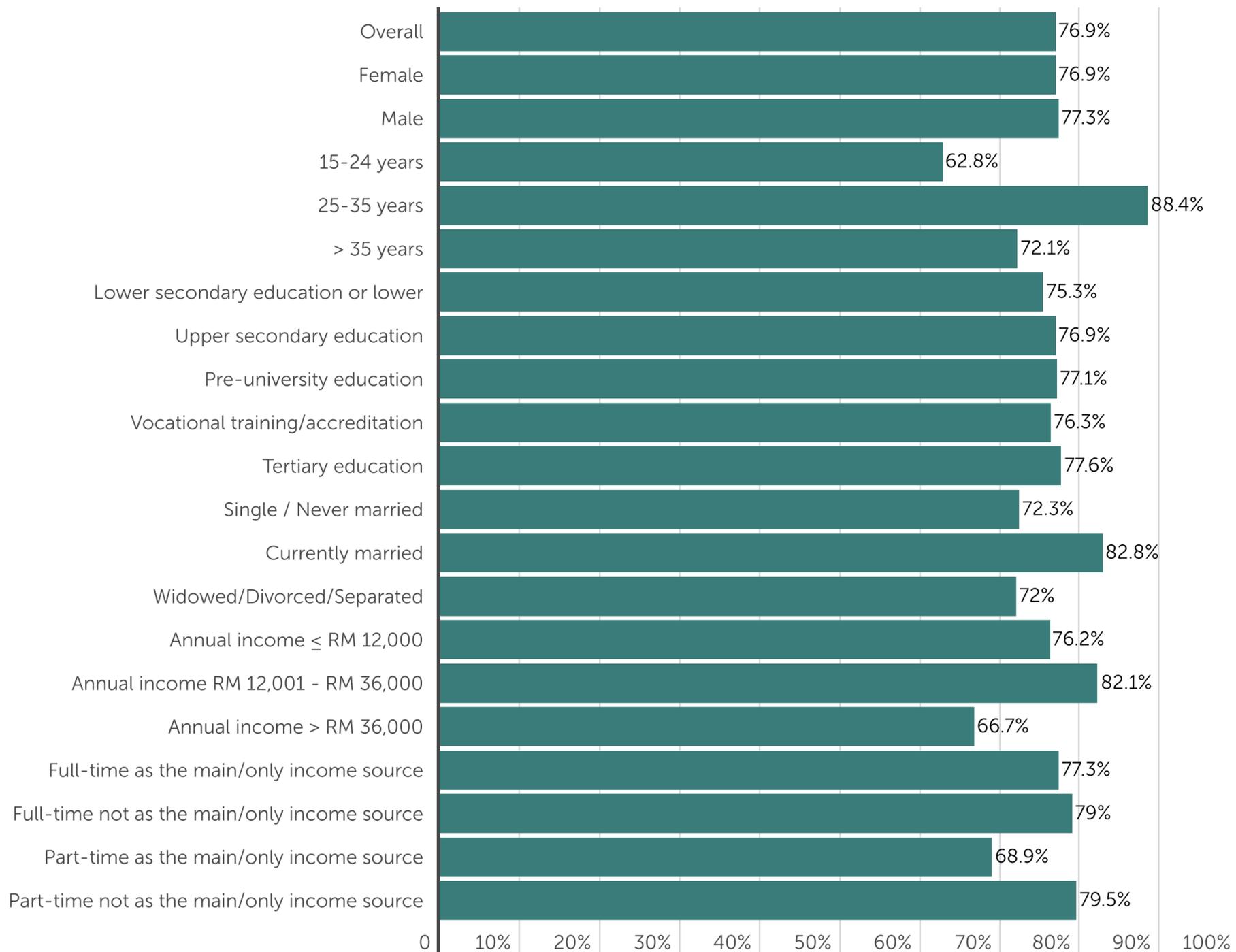
The graphic on this page is interactive.

Two-thirds of respondents indicate that they plan to take on more jobs to generate more income post-COVID-19.

About 78% also plan to change their financial behaviors by either planning their finances better, putting aside more money in savings, or spending within their means.

Younger individuals are more likely to engage in future saving/investment behaviour than older folks.

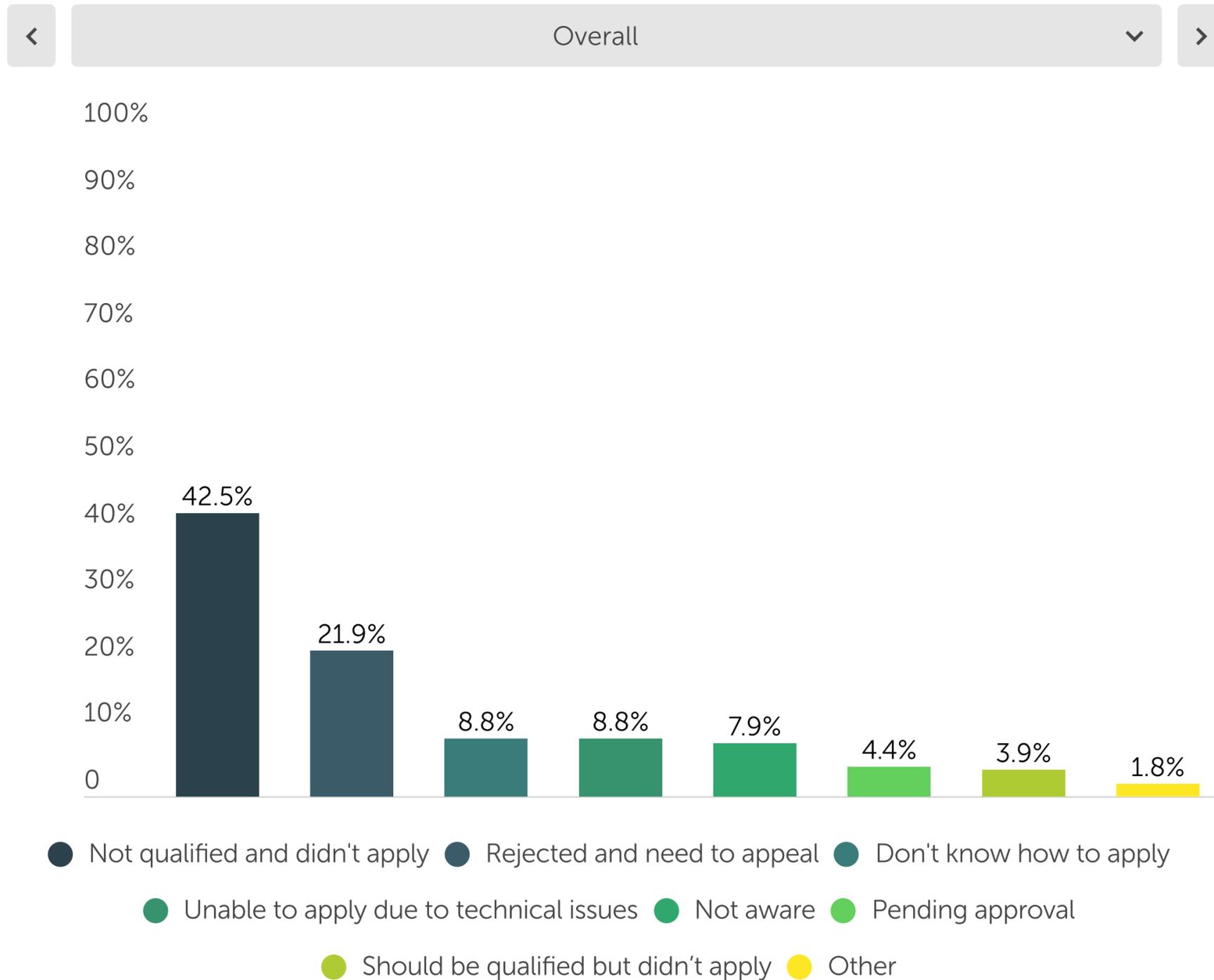
## Received Bantuan Prihatin Nasional (BPN)



Bantuan Prihatin Nasional (BPN) is a cash aid provided by the Malaysian Government to low-to-middle income Malaysians as part of the Prihatin Rakyat Economic Stimulus Package (Prihatin) and National Economic Recovery Plan (Penjana) in response to the economic impact of the COVID-19 pandemic. As of 20 July 2020, a total of 11.14 billion MYR has been disbursed to 10.4 million recipients under the BPN.

About three-quarters of respondents have received Bantuan Prihatin Nasional (BPN).

## Reasons for not receiving aid under Bantuan Prihatin Nasional (BPN)



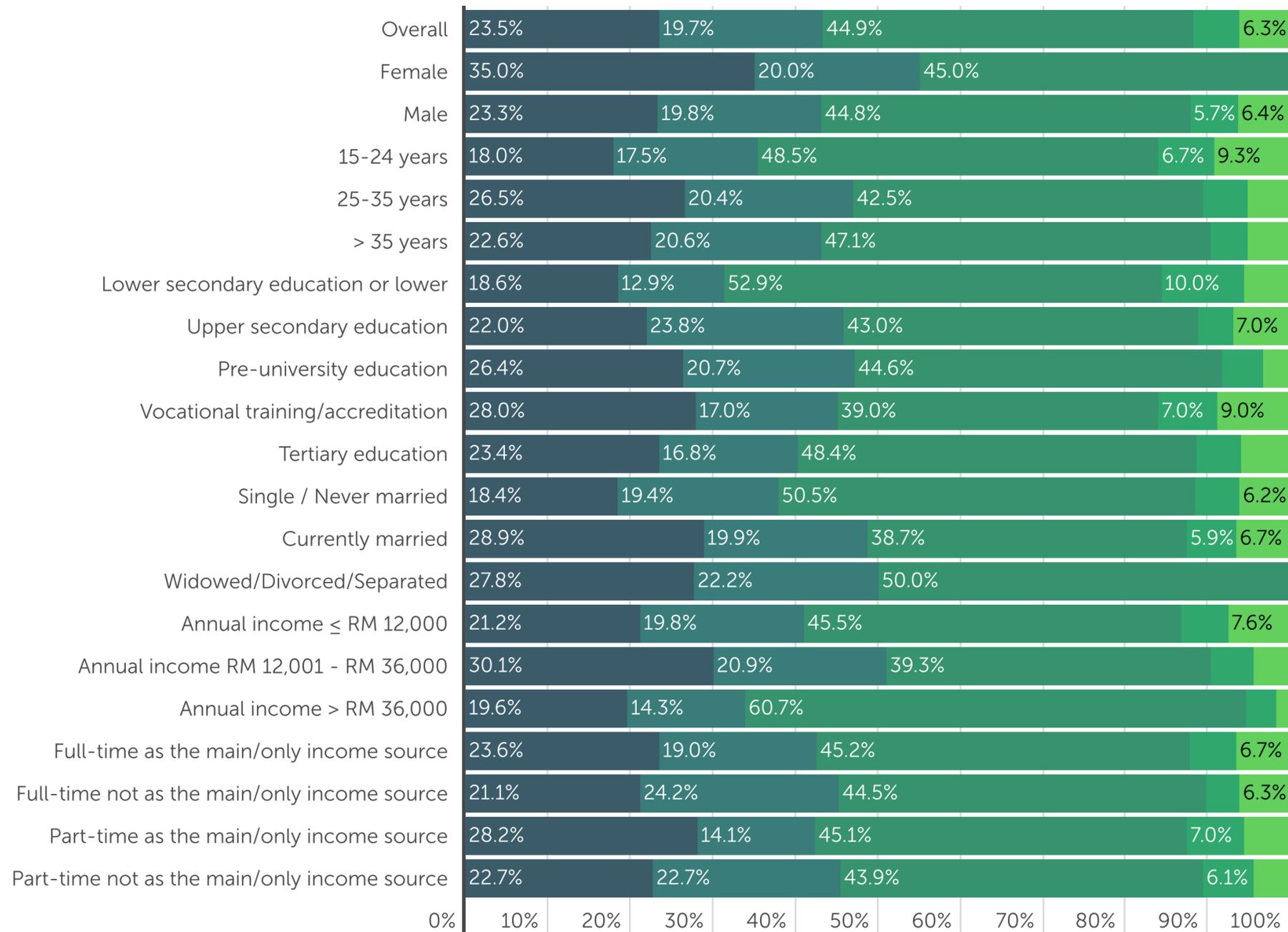
The graphic on this page is interactive.



Among those who did not receive Bantuan Prihatin Nasional (BPN), 43% did not meet the criteria for the aid and did not apply and 22% had their applications rejected at the time of survey.

A significantly high proportion (30%) of those with lower secondary education or lower reported not knowing how to apply as the barrier to receiving BPN.

# Is Bantuan Prihatin Nasional (BPN) sufficient to meet basic needs?

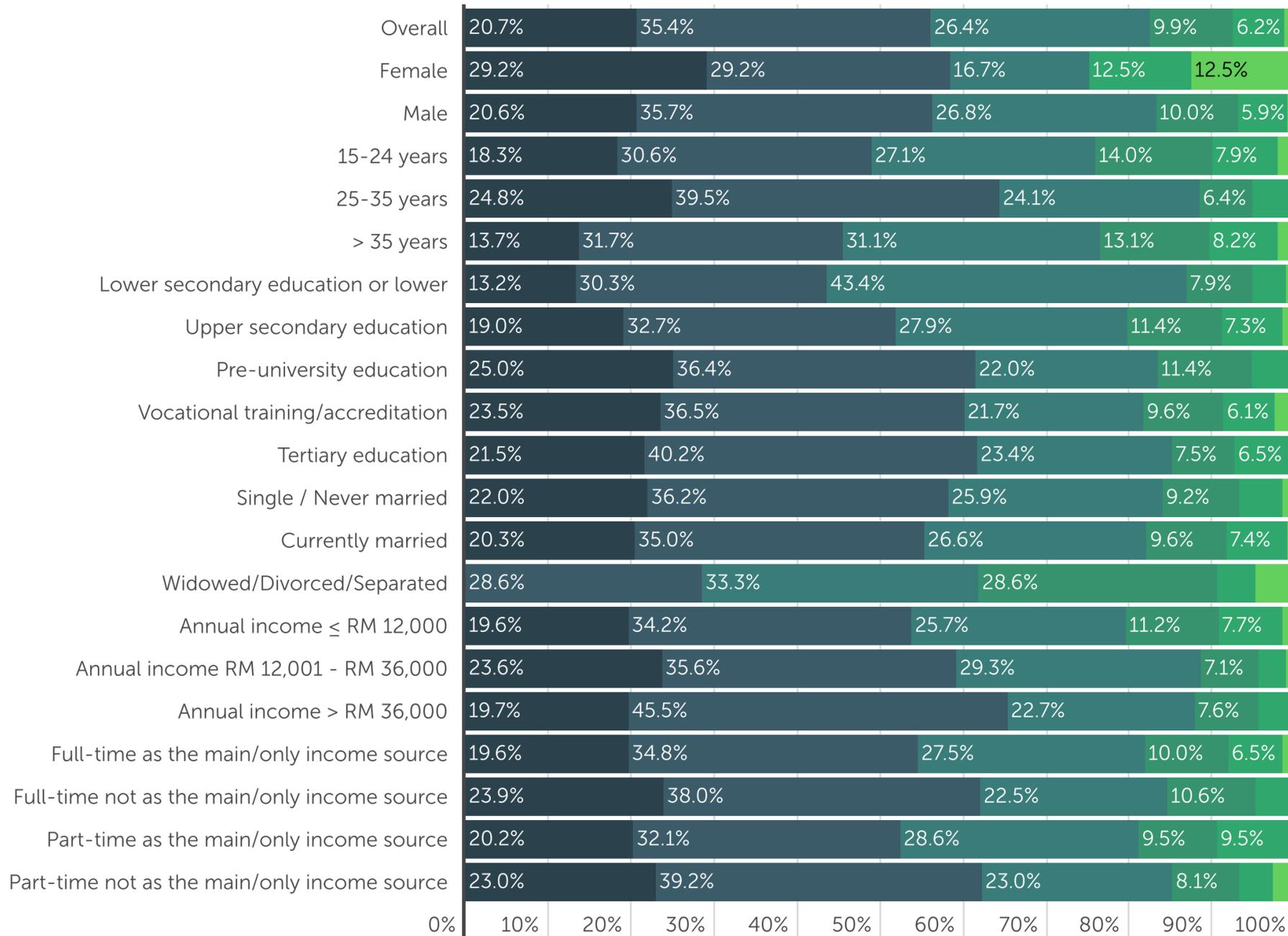


● Very helpful 
 ● Moderately helpful 
 ● Slightly helpful 
 ● Not helpful 
 ● Not at all helpful

88% of those who received assistance under Bantuan Prihatin Nasional (BPN) found it helpful to support their basic needs.

The cash aid is perceived to be most helpful among women, those with an annual income between RM 12,000 and RM 36,000, currently married folks, part-timers who depend on foodpanda as the main/sole income source, and those with vocational training.

# How easy was it for you to apply for Bantuan Prihatin Nasional (BPN)?

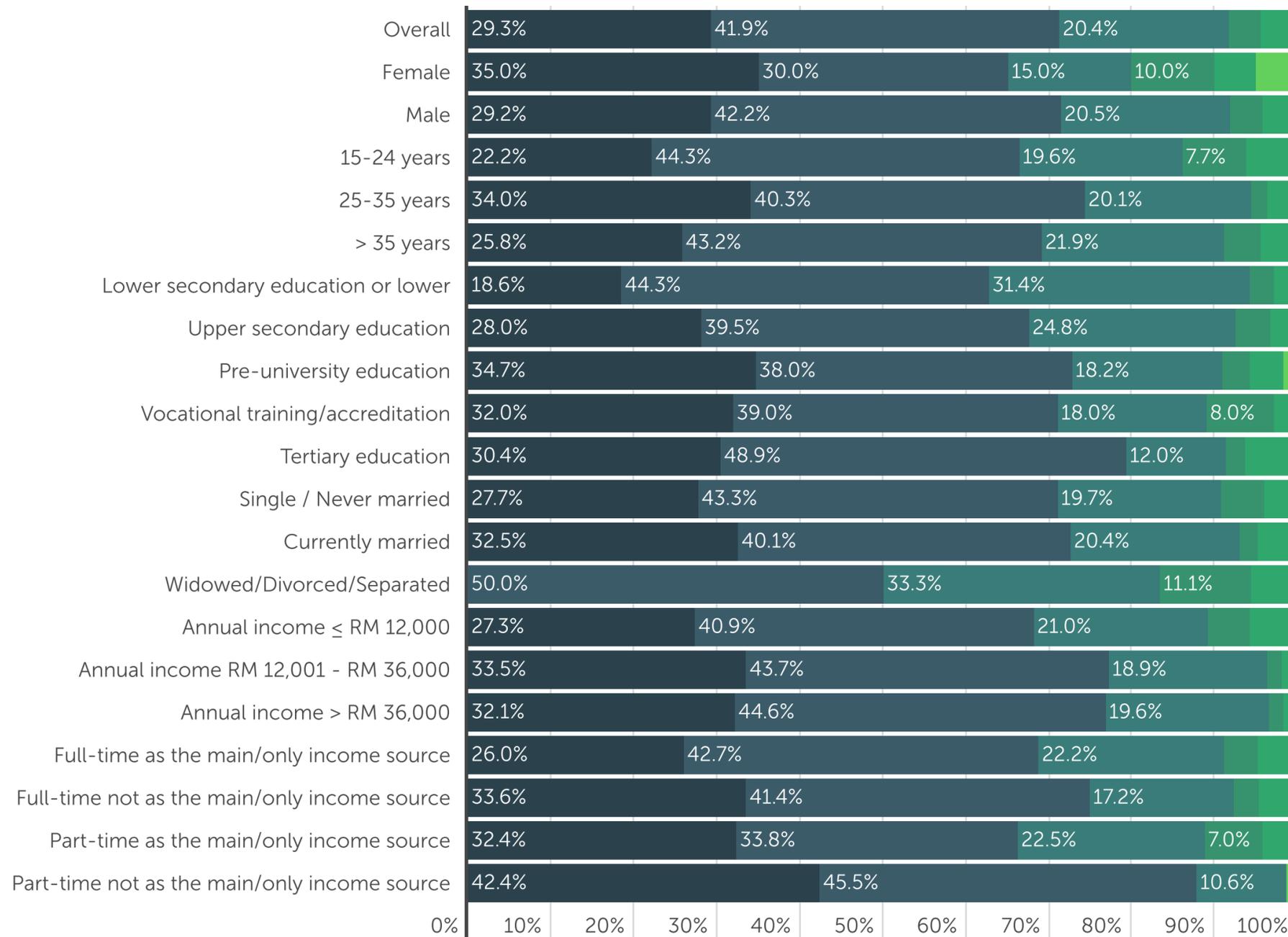


● Very easy ● Easy ● Neither easy nor difficult ● Difficult ● Very difficult ● Not applicable

16% of respondents faced difficulties in applying for Bantuan Prihatin Nasional (BPN).

A significantly high proportion of riders who are separated from their spouse found the application process for BPN difficult.

# How easy was it for you to withdraw funds from Bantuan Prihatin Nasional (BPN)?



● Very easy 
 ● Easy 
 ● Neither easy nor difficult 
 ● Difficult 
 ● Very difficult 
 ● Not applicable

Most of the respondents who received Bantuan Prihatin Nasional (BPN) did not find it difficult to withdraw funds from BPN.

A higher proportion of women and those who are separated from their spouses reported difficulties in withdrawing funds from BPN.

# Summary and Recommendations

# Summary and Recommendations

Most foodpanda riders choose flexible employment (foodpanda) by choice rather than necessity, motivated by control over schedules and clients, extra income, and flexible work hours.

The top concerns of foodpanda riders about flexible employment are uncertainty in income and lack of benefits—aspects commonly present in traditional employment.

Financial behaviors such as moderate spending, having a regular savings habit, and detailed financial planning are significant predictors of individual financial health in all three dimensions—financial security, financial control, and financial freedom.

Initiatives to assist the financial health of foodpanda riders could include the promotion of moderate spending behavior and a regular savings habit as well as assistance to plan finances in detail.

Income and retirement security protections tailored to the context of flexible or gig employment (such as with foodpanda) would help to bridge some of the gaps in benefits for gig workers.