**Document I- Zero hour contracts**

Uber classifies its drivers as **gig workers** or **independent contractors**, which has drawn criticism and legal challenges because it allows the company to **withhold** (= to refuse to give) worker protections that it would have been required to provide to employees.

The **gig economy (économie à la tâche/ économie des petits boulots)** is the economic system by which a workforce of people (known as [gig workers](https://en.wikipedia.org/wiki/Gig_worker)) engage in freelance and/or side-employment.

*Source: wikipedia*

As the gig economy has grown it has become **an intrinsic part of our digital society**. But its meteoric growth has not left much room for forethought (= prévoyance, réflexion) about the impact it might have on society and employment, and there is still much **debate around the benefits and risks** of this way of working. Working more flexibly **on a job-by-job basis** is touted (=is promoted) by some as the ultimate in employment, and **provides a lot of freedom** for those that desire it. However, part-time workers do not have the same benefits as full-time employees do, leaving them **without the job security and peace of mind** that **nine-to-fivers** enjoy. Furthermore, large companies are accused of profiting from **worker instability**.

Source: Forbes

**Uberization**

The conversion of existing jobs and services into discrete (= separate) tasks that **can be requested on-demand**; the adoption of the business model used by the taxi service Uber.

*Collins dictionary*

**Uberization**

noun [ U ] finance & economics specialized (also Uberization, UK also uberisation)

uk /ˌuː.bə.raɪˈzeɪ.ʃən/ us /ˌuː.bə.rɪˈzeɪ.ʃən/

the act or process of **changing the market** for a service by introducing a different way of buying or using it, especially **using mobile technology**:

the uberization of banking

The idea behind uberization is providing on-demand services for as many needs as possible.

*Cambridge dictionary*