

# **Employee or worker: An Uber difficult question? (The gig economy – impact on employment status in the tourism industry)**



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# The Gig Economy

- Uber - how is it set up?
- What is the Gig Economy?
- My business, my decision who to hire and how?
- What is best for my business?



## What is an employee?

- ‘Mutuality of obligation’
- Always gives me his invoices
- He can’t work for my rival
- Industry Standards
- It looks like a duck and quacks – what is it?



# Responsibilities

- Employee's entitlements
- Sending a substitute
- Part-time employees and workers
- Fairness




## What is a worker?

- Casual or not casual: that is the question!
- Does your seasonal worker have an “umbrella” contract?
- Can he sue me if I sack him?
- Invoices – self employed porters, cleaners, gardeners





Questions



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