

Annex 2: Framework for the identification of status in employment

| Status in employment categories | | <u>Determining economic risk</u> | | | | <u>Area of authority</u> | | | | | | |
|---------------------------------|--|----------------------------------|-------------------------------|---|--|--------------------------|---|---------------------------------|--|-----------------------------|---|------------------------------------|
| | | <i>Object of transaction</i> | <i>Basis for remuneration</i> | <i>Works on a continuous basis ⁽¹⁾</i> | <i>Responsibility for labour and social protection</i> | <i>Client</i> | <i>Place of work and working schedule determined by</i> | <i>Instructions/supervision</i> | <i>Important work inputs owned by ⁽³⁾</i> | <i>Labour contract with</i> | <i>Engages employees on a continuous basis ⁽¹⁾</i> | <i>Takes operational decisions</i> |
| <u>In paid employment</u> | <i>Core (regular) employee</i> | labour | | yes | employer | employer | | | | No | at employer's discretion | |
| | <i>Employee with stable contract</i> | | | | - | | | | | | | |
| | <i>Owner manager of incorporated enterprises</i> | for time worked or work done | - | | employer | - | employer | - | Yes | | | |
| | <i>Work gang members</i> | | | | employer | | | | | | | |
| | <i>Temporary work agency employee</i> | | | | employer A | employer B | | employer A | No | | | |

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| | <i>Apprentices and trainees</i> | | for time worked or work done partly in training | | | Employer | | | | No | | |
| <u>In borderline situations</u> | <i>Workers in precarious employment ⁽²⁾</i> | - | | no | | | | | | | | |
| | <i>Workers in employment promotion schemes</i> | labour | for participating in the scheme | - | self | | | | | | | |
| | <i>Outworkers</i> | | for work done | - | | one or more employers | self | employers | | - | restricted | |
| | <i>Contractors</i> | - | for time worked or work done | | self | employer | | | | - | restricted | |
| | <i>Franchisees</i> | goods or services | for profit form goods | | | one or more buyers | self (or client) | owners of work inputs | others | owners of work inputs | - | Restricted |

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| | <i>Contributing family workers</i> | labour | and services sold | | - | family member managing the establishment | | | | no | no | |
| | <i>Subsistence workers</i> | goods | Own consumption | | | self | | | | no | yes | |
| In self-employment | <i>Members of producers cooperatives</i> | goods or services | for profit from goods and services sold | self | one or more buyers | all members of cooperative on equal footing | | | - | as member | | |
| | <i>Sharecroppers</i> | | | | | self | | others | | - | restricted | |
| | <i>Communal resource exploiters</i> | | | | | - | - | community | self | - | yes | |
| | <i>Core employer</i> | | | | | self (or client) | | | self | self (or client) | yes | |
| | <i>Core own account worker</i> | | | | | self (or client) | | | self | self (or client) | no | yes |

Notes:

- not relevant for defining the group
- (1) A period of employment which is longer than a specified minimum determined according to national circumstances.
- (2) Include (a) casual workers: with contracts of short duration; (b) workers in short-term employment: with longer contracts than casual workers but shorter than

- (3) regular workers; (c) workers in seasonal employment: whose (short) period of employment is influenced by seasonal factors.
Refers to owners of most means of production, operational licenses or suppliers of credit.