

- A freelancer should in general be classified as self-employed. However, in situations where a freelancer works for a single employer and receives employment rights from that employer (e.g. holiday pay) they should be classified as an employee.
- A person who gives private lessons should be considered as self-employed if they are directly paid by their students.
- Members of producer co-operatives should be considered as self-employed. These members take part on an equal footing with other members in determining the organisation of production, work, sales and/or investments of the establishment.

**Self-employed without employees** means persons who work for their own business, professional practice or farm to earn a profit from the goods or services produced, and who do not employ other persons.

This category includes:

- Persons who only engage members of their own family or unpaid trainees should be classified in this category. This includes farmers just using the assistance of members of family.
- If a co-operative has employees (e.g. an accountant) the members of the co-operative should be considered as 'self-employed person without employees' because the co-operative, as an organisation (and not any of its members) is the employer.

**Employees** means persons who work for a public or private employer based on a written or oral contract and who receive a payment in cash or in kind. This payment in cash or in kind is not directly dependent upon the revenue of the unit for which they work. Members of the armed forces are also included if they are part of the survey target population. Employees normally work under direct supervision of, or according to guidelines set by the employing organisation or enterprise.

- A family member (son or daughter, for example), who is working in the family's farm and receives a regular wage is classified as an employee.
- A person looking after the children of others in their own home is classified as an employee if they are paid to do this by the local authority (or any other public administration) and if they do not take any decision affecting the enterprise (e.g. schedules or number of children) but should be classified as self-employed if they do it privately.
- In case a co-operative has hired workers and these workers have an employment contract that gives them a basic wage (which is not directly dependent upon the revenue of the co-operative), these workers are identified as employees of the co-operative.
- Apprentices or trainees receiving wages should be considered as employees.
- Priests (of any kind of religion) are considered as employees.
- On-call or casual workers are classified as employees or self-employed depending on the specific nature of their employment relationship. A prerequisite for being considered as a self-employed offering work or services is an own business or professional practice.

**Family worker (unpaid)** means persons who help another member of the family to run a farm or other business, provided they are not considered as employees. Therefore, they may not receive any kind of payment for their work in the family business because then they would be considered as employees.

This category includes:

- Relatives working for a family business or on a family farm without pay. This includes e.g., a son or daughter working for the parents' business or on the parents' farm without pay or a wife who assists her husband, or vice versa, in their business without pay.
- Helping family members does not mean having to live in the same household or on the same site. Also included are relatives living elsewhere but coming to help with the business, e.g. during the harvesting season, without pay if the reference period is within that season.
- If a relative receives pay (including benefits in kind) the employment status should be coded as 'employee'.

**Members of producer co-operatives:** Members of producer co-operatives should be considered as self-employed if in the co-operative, each member takes part on an equal footing with other members in determining the organisation of production, sales and/or other work of the establishment, the investments and the distribution of the proceeds of the establishment among their members.