



In cases where 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 classed as employees of the co-operative.

Apprentices or trainees receiving wages should be considered as employees.

Priests (of any kind of religion) should be considered as employees.

Persons who are simultaneously working in their own professional practice and for a public or private employer (e.g. doctors with their own cabinet and working in a hospital) should be classed according to the status where they work the longest number of hours.

Family worker means persons who help another member of the family to run an agricultural holding or other business, provided they are not considered as employees.

These family members do not have 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 harvest season, without pay in money or in kind if the reference period falls within that season.

This category includes:

- A son or daughter working for the parents' business or on the parents' farm without pay.
- A wife who assists her husband in his business, e.g., a haulage contractor, without receiving any pay.

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.

In the case of co-operative hired workers, these workers have an employment contract that gives them a basic remuneration (which is not directly dependent upon the revenue of the co-operative) and these workers are identified as employees of the co-operative.

Even if the co-operative has employees (e.g., an accountant), the members of the co-operative should be considered as "self-employed without employees" because the co-operative as an institution (and not any of its members) is the employer.

Suggested question:

'How would you describe your status in your last job?' Please mark

(This question don't apply in cases when the person is currently employed or don't have previous working experience (PL016 not equal to 3 and PL032 not equal to 1)).

- 1 *Self-employed with employees*
- 2 *Self-employed without employees*
- 3 *Employee*
- 4 *Family worker (unpaid)*