

Difference between...

Self Employed

No requirement to personally perform work - can send substitute (B2B)

No entitlement to annual leave

No unfair dismissal rights or redundancy

Will invoice

Consultant or commercial agreement

No entitlement to SSP

Worker

Contract to do work personally - may not be employment contract

Entitled to annual leave

No unfair dismissal rights or redundancy rights

Entitled to minimum wage

Expected to turn up to perform work under the contract personally

Entitled to SSP

Employee

Must do work personally - can't substitute

Entitled to annual leave

Subject to disciplinary rules. After 2 years gets the right to not be unfairly dismissed as well as redundancy pay

Entitled to minimum wage

Statement of terms and conditions

Entitled to SSP

85%

Employees make up 85% of the labour market and the total number is around 28 million people

15%

Self-employed people and workers make up the other 15% of the labour market and the total is around 5 million people.