

Employment Status

Business & Management

Employee, worker or contractor — and why the label does not decide it.

General principles; tests and categories vary by country.

Status	Typically	Rights
Employee	Control, mutuality, personal service	Full set
Worker	Personal service, less mutuality	Some — pay, holiday
Self-employed	Own business, substitution, own risk	Contract terms only

Educational reference. Misclassification is a common and expensive error, with back-pay and tax consequences.