



ŠTATISTICKÝ
ÚRAD
SLOVENSKEJ
REPUBLIKY

FALSE SELF-EMPLOYMENT



- basic questions

- why

- when

- how

- what

- how to call it

- first publication

- name/s

- who are they

- how many (share)

- where (country)

- what (NACE)

- gender

- age

- future

Why

- phenomenon in sources from abroad
- „well-known“ fact - favorable tax, social and health security payments
- changes on the labour market
 - higher expected flexibility - existing or future „employees“
- social protection
 - situation of self-employed after retirement due to social security payment

When

2009	discussions
2010	introduction of the question into questionnaire
2011	first publication
2012	changes in the wording of the question due to reactions
2013	changes in the wording due to changes in the Labour Code

How

□ STAPRO: In your main job your professional status is:

	status	example
Employed	Employees	state / national / private enterprise, cooperative, other
	Self-employed without employees	partner (Limited liability company), farmer, artist
	Self-employed with employees	sole trader, partner (Limited liability company), farmer, artist
	Sole trader without employees	„real“ and „false“
	Others	producers cooperative, helping member of the family in family business

How



- Existence of dependent character of the job
 - Does your job have character of dependent work of employee?
 - explanatory note on dependent work

What is dependent work

2010/2011	2012	2013
subordination towards other person	x	in relationship of superord. of employer and subord. of employee
organization of your work is not in your hands	repeating of given tasks based on his instructions	following his instructions
x	in his name	in his name
x	on his expenses	x
you do not use own tools	with his tools	x
in given working time	in given working time	in given working time
x	under his responsibility	x
x	for pay or profit	for pay or profit
x	x	in person for employer

Why „out of necessity “ self-employed

- by employer - demand
 - ▣ employer gave them opportunity to choose between self-employment or to be fired
 - ▣ being self-employed as condition for employment
 - *„Number of job offers for self-employed went up three-times in last four years“*

Why „out of necessity “ self-employed

- by conditions - supply
 - ▣ decision of the person due to favourable tax, health and social security payments
 - *„Up to 12 % of all people searching via job portals would like to work as self-employed“*

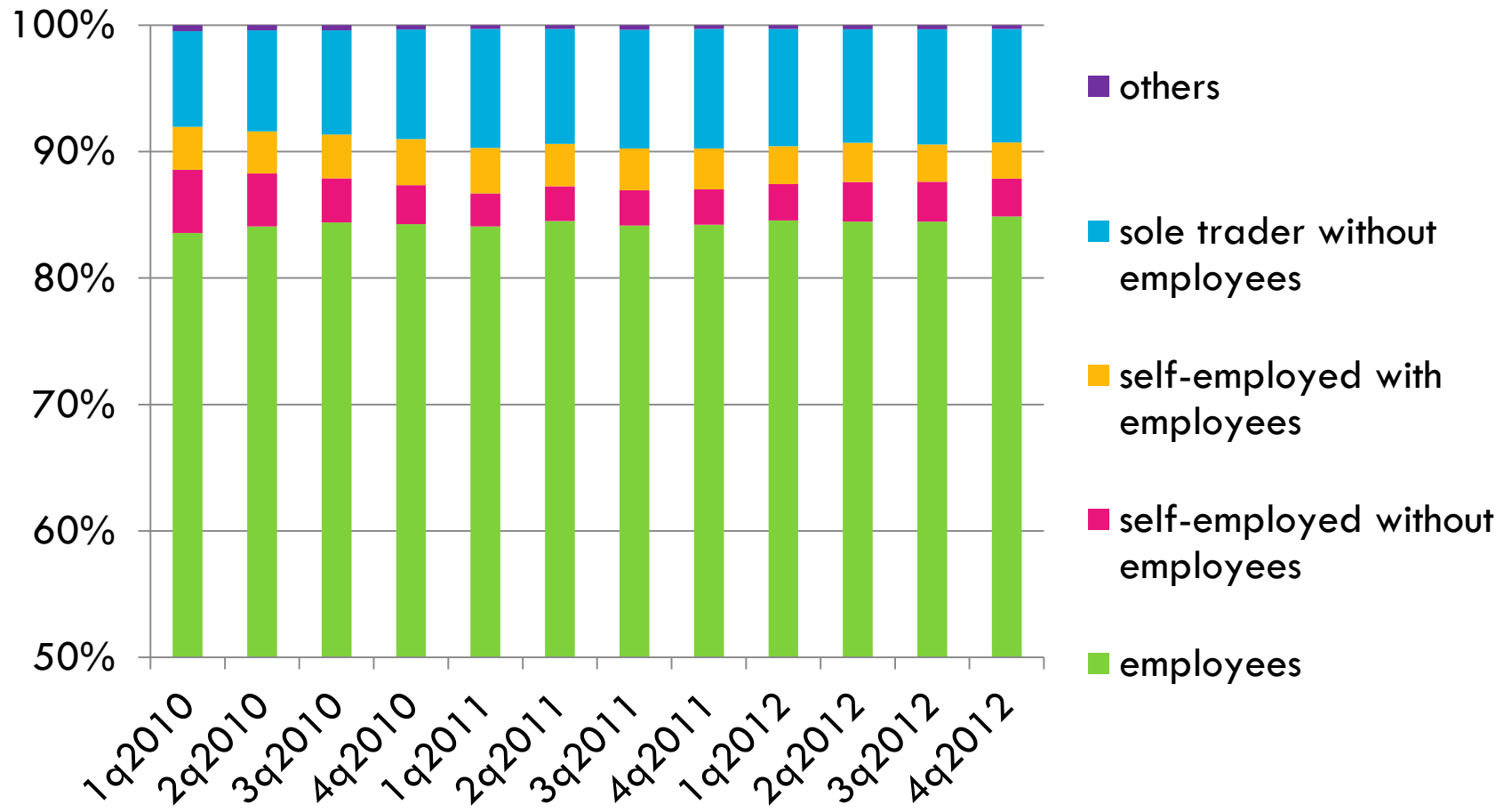
First publication – 3 objections

- not all attributes of dependent work were mentioned in the question
- timing - discussion about self-employment policy
- name - out of necessity-compulsory-compel (unfree labour)
 - “only in totalitarian regimes in connection with work in concentration camps, gulags and work of slaves”
 - *What's in a name? that which we call a rose
By any other name would smell as sweet;*

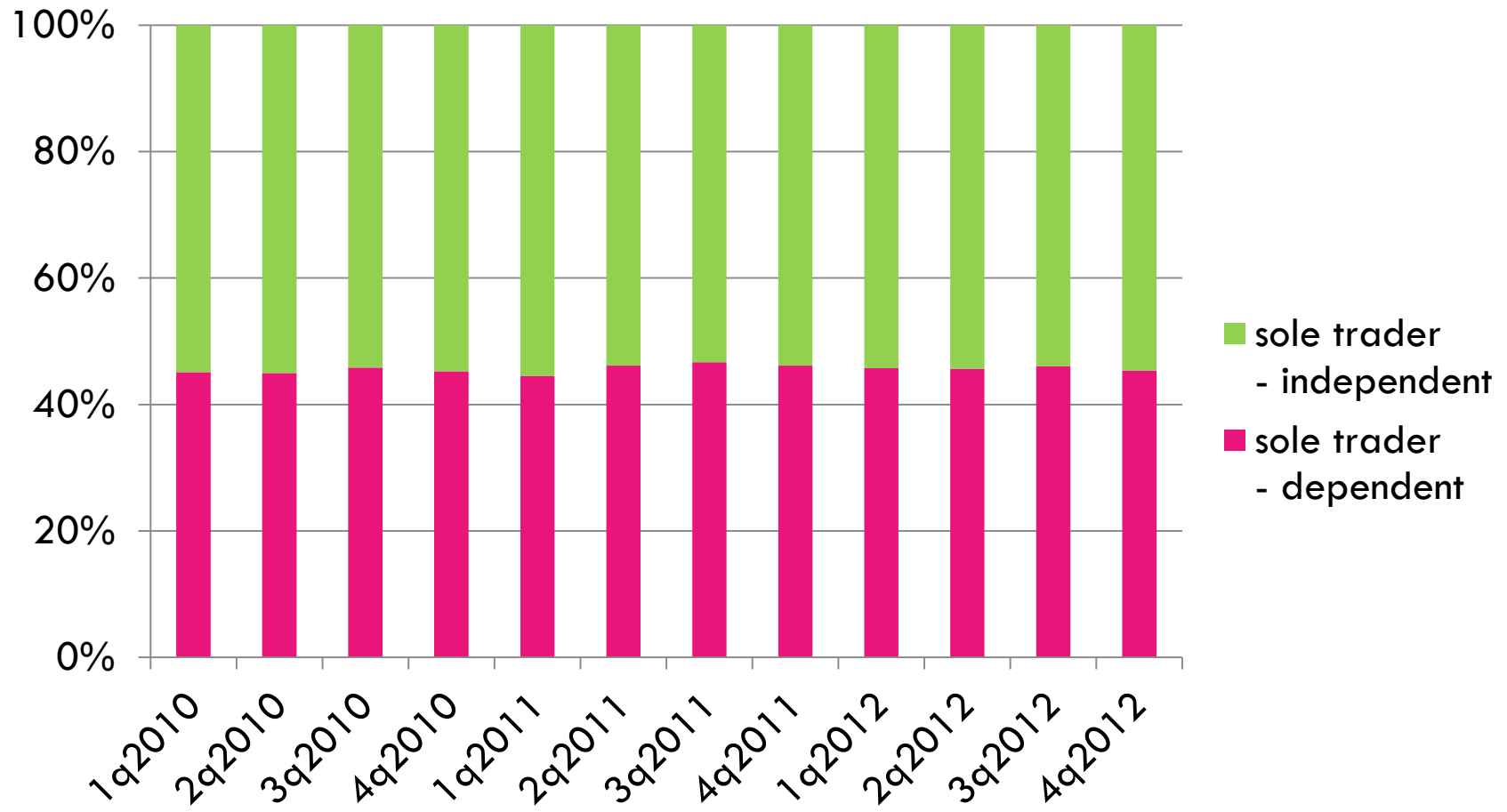
Name

- “sole-trader, whose work has character of dependent work of employee”
 - in/dependent sole-trader
- out of necessity, to the eye, pseudo, non-genuine, false, ...

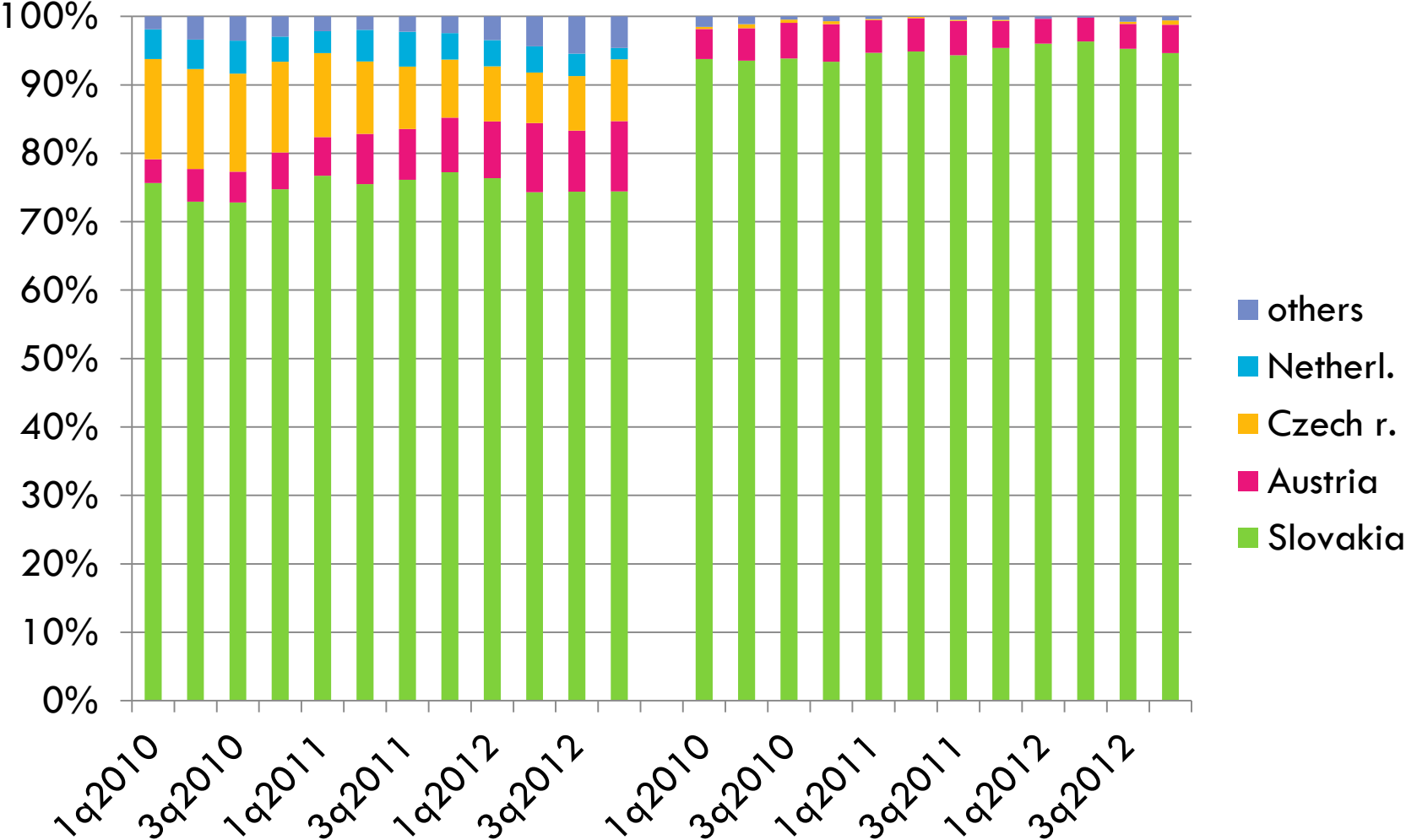
Employed



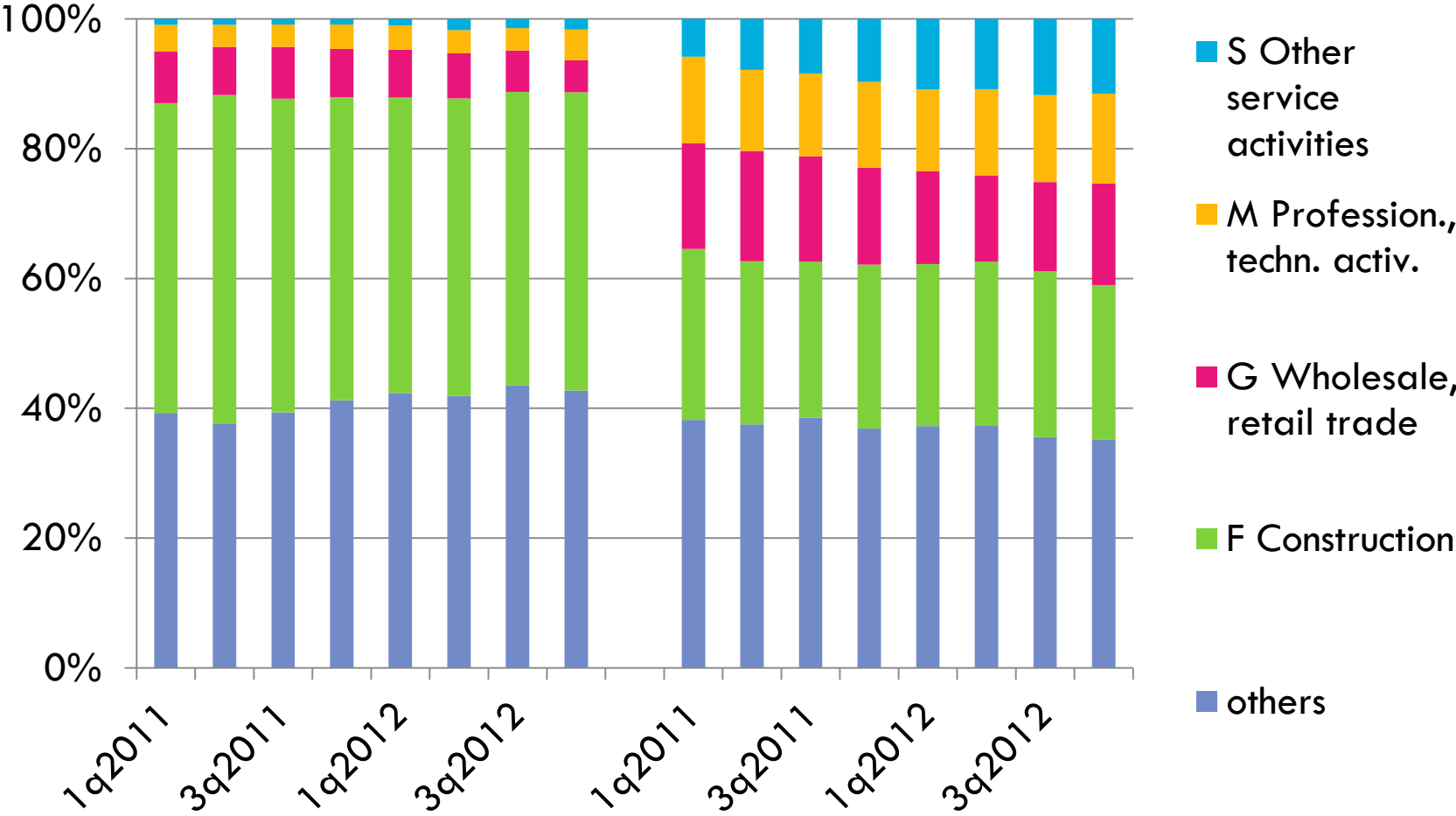
Share of in/dependent



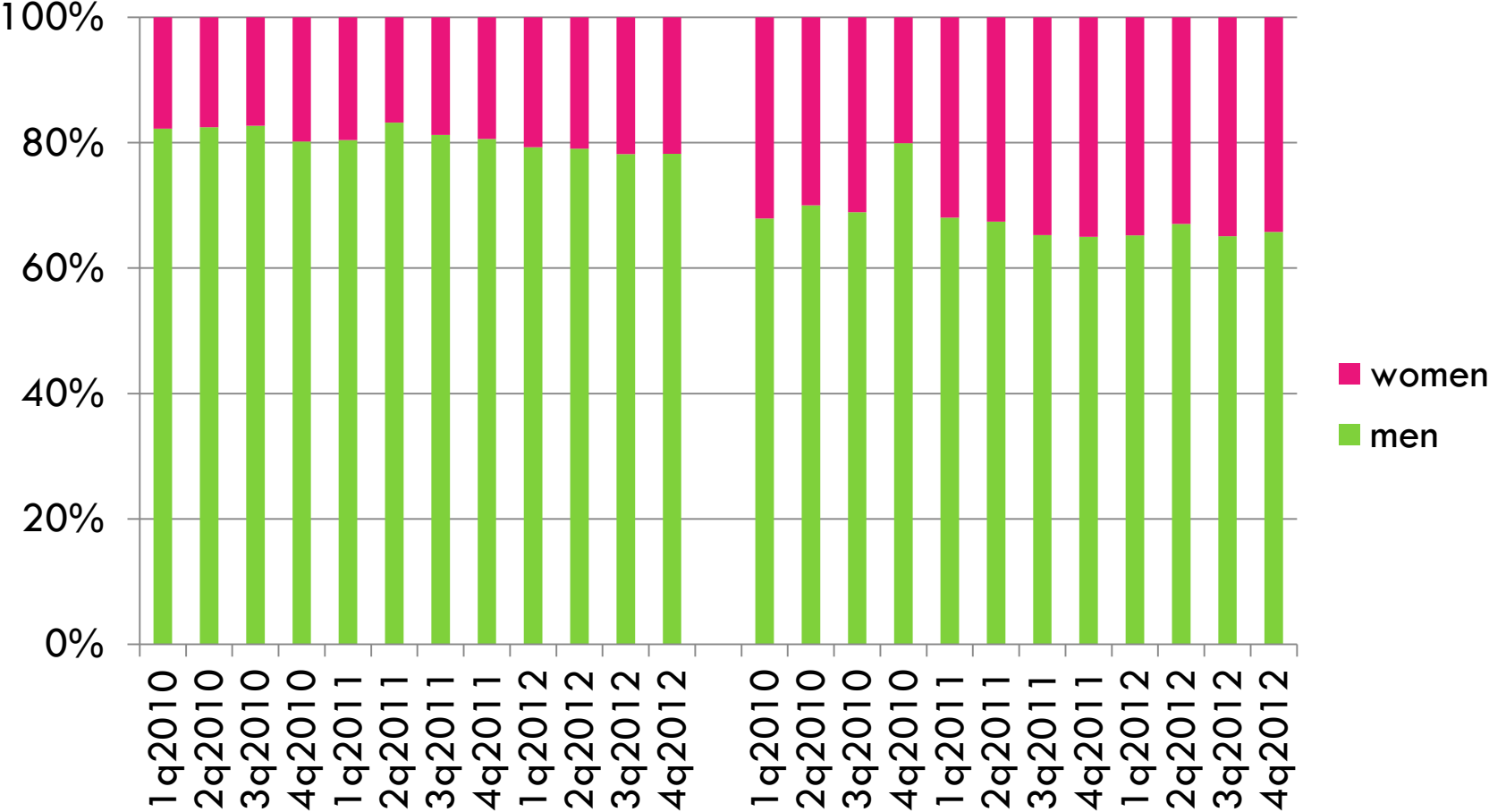
By country (dependent vs independent)



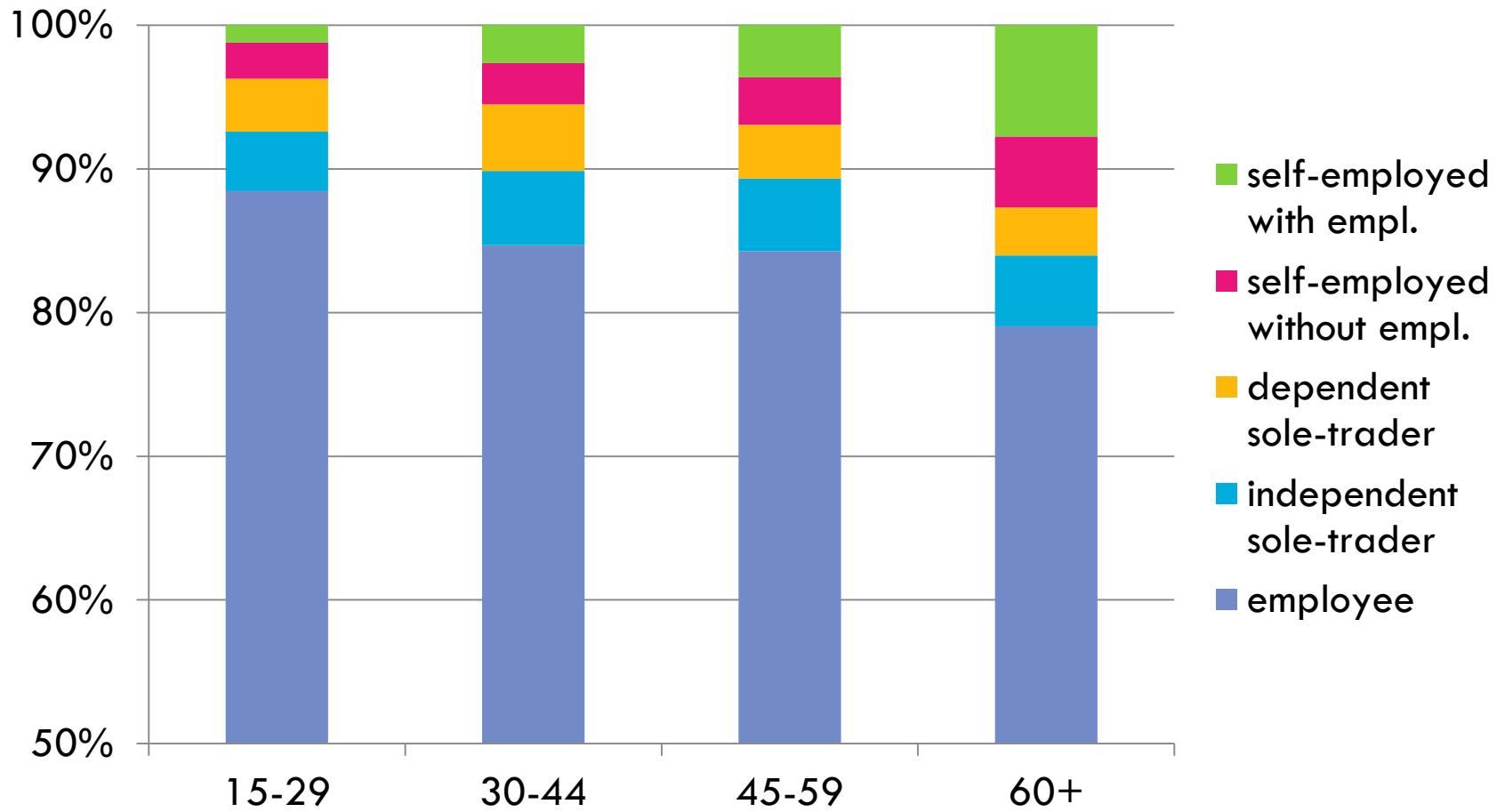
By NACE (dependent vs independent)



By gender (dependent vs independent)



Age structure



Future

- change in the Labour Code
- expected flow towards Limited liability companies
 - more complicated - double-entry bookkeeping
 - more demanding company start-up
 - liability by property of company
 - lower taxes and other payments
- necessity to follow „new staff“

THANK YOU FOR YOUR
ATTENTION

