




**Employment.
Or not?**

1

Hi, I am Barend

I have been working mainly in academia for quite a while.
That ´s why I am really curious to know what you experience
in practice!

And I hope this checklist proves useful for you!



2

Contract of employment


Work in subordination in exchange for payment

Huge consequences: mandatory law

→ e.g. paid leave, minimum wage, maximum working hours, insurance
etc.

Exceptions: free lancer, intern, volunteer

But: substance over form



3

Subordination?

Substantive directions

Organisational directions

Dependency

4

Difficulties...

Distinguishing 'authority' from 'mere' instructions

What's written down is not (always) decisive

Similarities between employees, volunteers and free-lancers on a daily basis

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Checklist

What does the contract say?

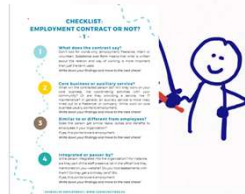
Core business or auxiliary service?

Similar to or different from employees?

→ Benefits, Duties, Tasks

Integrated into organization of Just passing by?

→ Office, Website, Assessment Cycle



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Checklist (continued)

Level and calculation of fees/wages

Number of working hours

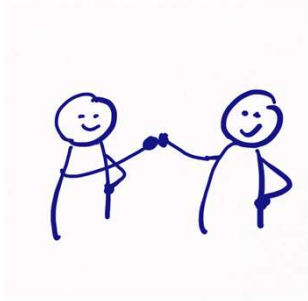
Number of clients

Who pays equipment/courses



7

Well done!



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