

**Table 4.1 Criteria to identify characteristics of non-permanence or instability by status in employment categories**

LESS PERMANENT	LESS STABLE
<b>EMPLOYERS</b>	
<ul style="list-style-type: none"> <li>▶ Does not consider their job to be permanent</li> <li>OR</li> <li>▶ Expects to continue working at their current job for less than 12 months for economic reasons</li> <li>OR</li> <li>▶ Does not have at least one long-term commercial client</li> <li>AND</li> <li>▶ Does not have a regular client base that would allow the economic unit to continue operating indefinitely</li> <li>AND</li> <li>▶ Does not have any permanent employees</li> </ul>	<ul style="list-style-type: none"> <li>▶ Worker has operated their economic unit for less than three years</li> <li>▶ Worker does not work throughout the year or for most of the year</li> </ul>
<b>INDEPENDENT WORKERS WITHOUT EMPLOYEES</b>	
<ul style="list-style-type: none"> <li>▶ Does not consider their job to be permanent</li> <li>OR</li> <li>▶ Expects to continue working at their current job for less than 12 months for economic reasons</li> <li>OR</li> <li>▶ Does not have at least one long-term commercial client</li> <li>AND</li> <li>▶ Does not have a regular client base that would allow the economic unit to continue operating indefinitely</li> </ul>	<ul style="list-style-type: none"> <li>▶ Worker has operated their economic unit for less than three years</li> <li>▶ Worker does not work throughout the year or for most of the year</li> </ul>
<b>DEPENDENT CONTRACTORS</b>	
<ul style="list-style-type: none"> <li>▶ Has a commercial contract or agreement with a fixed duration</li> <li>OR</li> <li>▶ Does not consider their job to be permanent</li> <li>OR</li> <li>▶ Expects to continue working at their current job for less than 12 months for economic reasons</li> </ul>	<ul style="list-style-type: none"> <li>▶ Worker has operated economic unit for less than three years</li> <li>▶ Worker does not work throughout the year or for most of the year</li> <li>▶ Worker is not provided regular work by the economic unit on which he or she is dependent</li> </ul>

LESS PERMANENT	LESS STABLE
<b>EMPLOYEES</b>	
<ul style="list-style-type: none"> <li>▶ Absence of permanent or indefinite employment contract or agreement</li> <li>AND</li> <li>▶ No guarantee of a minimum of 1h of paid work per week</li> </ul>	<ul style="list-style-type: none"> <li>▶ Worker has an employment duration of less than three years</li> <li>▶ Worker does not work throughout the year or for most of the year</li> <li>▶ Worker is a casual employee</li> </ul>
<b>CONTRIBUTING FAMILY WORKERS</b>	
<ul style="list-style-type: none"> <li>▶ Does not consider their job to be permanent</li> <li>OR</li> <li>▶ Expects to continue working at their current job for less than 12 months for economic reasons</li> </ul>	<ul style="list-style-type: none"> <li>▶ Worker has an employment duration of less than three years</li> <li>▶ Worker does not work throughout the year or for most of the year</li> <li>▶ Worker does not work every week</li> </ul>