

Employment Rights based on employment status				
	Employment status			
Employment right associated with each status	Employee (incl. full/ part time & fixed term contracts)	Employee shareholder (incl. full/ part time & fixed term contracts)	Worker /zero hour contracts (incl. agency workers, contractors, freelancers)	Self-employed (incl. freelancers, consultants, contractors)
National Minimum Wage	✓	✓	✓	
Protection from unlawful deductions from wages	✓	✓	✓	
Paid annual leave	✓	✓	✓	
Maternity, Paternity, Adoption leave and pay	✓	✓		
Part-time status (no less favourable treatment)	✓	✓	✓	
Fixed-term status (no less favourable treatment)	✓	✓		
Rest breaks	✓	✓	✓	
Right to request flexible working	✓			
Right to request time to train (companies over 250 employees)	✓			
Protection from discrimination	✓	✓	✓	✓
Minimum notice periods	✓	✓		
Collective redundancy consultation	✓	✓		
Statutory redundancy pay	✓			
Protection from unfair dismissal	✓			

(gained after 2 years in continuous employment)				
Protection from unfair dismissal (automatically unfair)	✓	✓		
TUPE				

Source: Department for Business, Innovation and Skills 2013
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/267634/bis-13-1275-zero-hours-employment-contracts-FINAL.pdf