



General Distribution

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ISOE INFORMATION SHEET

SELF-EMPLOYED WORKERS IN EUROPE

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At the request of the European Commission, the ETC made use of the ISOE request system to better know the situation in terms of the so-called self-employed workers.

A self-employed worker is an individual who has set-up its own firm where he is the only worker.

Quite recently, a new phenomenon has appeared in Europe: some outside workers do not any more belong to an important firm, they belong to a firm where they are the employer and the only employee. At the moment, the total number of self-employed workers remains quite low, and may be estimated to a few hundreds for Europe as a whole. However, some plants already mention that they provide work to several tens of such self-employed workers and several plants in different countries mention that the number is (slowly) increasing.

This evolution should be attentively followed-up to ensure that that category of workers is, as well as the others, covered by appropriate monitoring system and controlled through a central dose register, and good practices in radiological protection.

The following table provide a synthesis of the answers to the request.

Self-employed workers as contractors in NPPs within the EU in 2005.

Country	Facility	Self-employed workers who come annually to the plant	Trend	Additional comments
France	all EDF sites	0 to 10		Source CEFRI
Slovakia	Bohunice NPP		Increasing number (regulator point of view)	The number of the licensed firms / self-employed workers cannot be specified as the licensees do not contain the number of employees.
	Mochovce NPP	5 to 10	Increasing since 10 years	
Switzerland	Gosgen NPP	0	Stable	
	Leibstadt NPP	30	Increasing	
Germany	Philippsburg NPP	15 to 20	Stable	
	Biblis NPP	More than 10	Increasing since 10 years	
Czech Republic	Dukovany NPP	19	Stable	
	Temelin NPP	5	Stable	
Finland	Loviisa NPP	5 to 10	Decreasing	The amount of "self-employing companies" seems to be increasing, but the amount of self-employed people at the plant is tends to decrease due to the high standards that the plant requires from outside companies, apparently it is easier for a big company to comply.
Netherlands	Borssele NPP	0 to 5	Stable	
Spain	Asco NPP	0 to 5		

Country	Facility	Self-employed workers who come annually to the plant	Trend	Additional comments
United Kingdom	British Energy Generation	More than 100 (8 sites)	Slowly increasing	<p>British Energy Generation (BEG) workers classified as contractors in respect to our Company specification documentation are registered as Safety Approved Contractors and usually are listed as "Sole Traders". We have no policy that prohibits employing such contractors - the attached list only identifies 5 sole traders as approved by BEG. This is not a true reflection of the actual number of self-employed workers. Many nuclear power sites themselves will employ staff not on the approved lists. Additionally the main contractor will sub-contract out work to self-employed workers, this situation predominates during an outage period. BEG had undertaken a number of 'downsizing' campaigns where BEG staff have left full time employment on severance. The Company does and continues to use the ex staff as contract staff and very often these people are self-employed.</p> <p>Across BEG the use of self-employed staff is increasing but that may not be the official statement from the company due to industrial relations implications.</p> <p>There is no easy way to extract precise information as our databases do not lend themselves to such interrogation - so the above is a best guess. One site has indicated that at least 20 self- employed workers are employed on the site with a slowly increasing trend. It is worthy to point out that many individuals who are self-employed are radiographers and often used as sub-contractors.</p>