New Breaks, New Horizons Document 2.4

**Self-Employment – Pros and Cons**

The idea of self-employment or starting your own business can be very appealing. A disproportionately high number of disabled people decide to go down this route. There are advantages and disadvantages to self employment. Here are a few to consider:

**Advantages:**

* No bosses or managers above you
* You can work (to some extent) at your own pace
* You can work flexible hours
* You have more choice in how and when to work
* You can start quite cheaply (depending on the business)
* You don’t have to go through the recruitment process
* You may be able to work from home
* You can choose who to work with
* You can use existing skills and develop new ones
* You have the freedom to make your own decisions
* Easier to manage your workload around fluctuating conditions
* You can spread your risk (having a number of customers as opposed to one job)

**Disadvantages:**

* No regular reliable salary (at least initially)
* It may take a while before you can draw any salary
* Start-up costs
* Can be lonely at first
* You have to do everything (marketing, book keeping, cleaning, etc) unless you can afford to pay employees
* No guarantee enough business will come in to make it viable
* Employing people can be risky, and a responsibility
* May impact on access to benefits
* No-one to delegate tasks to, at least initially
* No automatic paid sick leave, holiday or maternity/paternity pay (other than statutory)
* No automatic pension contributions (other than state pension if you pay National Insurance)