

# Know your rights when you work!

## You have rights!

### Labour rights are human rights!

Everyone who works has the same labour rights in the Netherlands. Even if you do not have a residence permit and are not allowed to work.

Jobs in construction, cleaning, household and agriculture are at high risk of exploitation. Also those working in the sex industry are vulnerable for exploitation.

### For example, you have a right to:

- >> a minimum wage (approximately € 11 per hour);
- >> holidays, breaks and time off;
- >> (sick) leave if you are pregnant or sick;
- >> the opportunity to visit a doctor if you are sick.



*Even if you have no papers, you still have rights. But be aware! If you work without a residence permit, your employer risks a fine and you run the risk of being caught by the authorities.*

## How to stay safe!



It can be difficult to claim your rights if you do not have a residence permit. Employers sometimes try to take advantage of migrants. **In serious cases, this is called exploitation.**

### Some tips to protect yourself:

- 1 Take someone with you when you go to meet a potential employer for the first time.
- 2 Make sure someone you trust knows where you are when you go to work.
- 3 Know your rights and make agreements with your boss about your salary, working hours and when you will be paid.
- 4 Gather proof that you worked somewhere, such as photos. Keep track of the hours you have worked and how much you were paid. Save work agreements such as WhatsApp messages and emails. That way you have proof that you can use to get what you are entitled to, if things do not go as planned!
- 5 Ask for help if you have problems with your work or with your boss.



## Ask for help!

- Do you feel unsafe?
- Are you being underpaid or not paid at all?
- Do you have to do dangerous or unhealthy work?
- Does your boss treat you badly?
- Are you forced to work, to do sex work, or to perform criminal activities?
- Are you being threatened so that you feel you cannot quit?
- Did your travel agent or boss take your passport?
- Are you not allowed to have contact with family or friends?
- Are you not allowed to see a doctor if you are sick?
- Are you or your family being threatened or blackmailed?
- Were you lied to about what kind of work you were going to do?
- Is your boss threatening to tell the police that you have no papers?

If you recognise any of these situations or have another problem with work then please discuss it with someone you trust! You can also ask for help if you are concerned about someone you know.

## Help and advice

Even if you have no papers, there are organisations that can help free of charge in the event of exploitation or problems at work.

- **Discuss the problems with someone you trust**, such as a support organisation.
- If you have problems with your work, you can contact **FairWork**. They can usually help in your own language: **0031651771249 (WhatsApp)**.
- In the event of exploitation, you can also contact your **lawyer** or the **CoMensha Helpdesk: 033 448 11 86**
- You have **the right to safely report a case to the police**. Discuss this beforehand with a support organisation or a lawyer. In the event of a life-threatening situation, call 112.
- **Information about shelter, safety and more in a number of languages** can be found on:

[helpfulinformation.redcross.nl](https://helpfulinformation.redcross.nl)

On this website you can also chat with the Red Cross.

