

# 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, it doesn't matter what kind of work you do. As an asylum seeker you can legally work under certain conditions. But even if you are not (or not yet) allowed to work legally, you still have labour rights when you work.

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

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



Be prepared when looking for a job. Pay extra attention when people approach you (in person or online) for work. Informal jobs and jobs in construction, cleaning, household and agriculture are at high risk of exploitation. Also, those working in the sex industry are more vulnerable for exploitation.



*Be aware! There are specific conditions under which asylum seekers are allowed to work. If you don't follow these guidelines, it might have consequences for you and your employer.*

Unfortunately, there are employers that try to take advantage of migrants and get people to work for less than the minimum wage and/or under unsafe conditions. **In serious cases, this is called exploitation.**

## How to stay safe?



### Tips to protect yourself:

1. Know your rights! You can find information about your labour rights in various languages at the website of RefugeeHelp.
2. Beware of a (online) job offer that sounds too good to be true.
3. Be aware of sharing private information and personal photos/videos with someone you only know online.
4. Take someone with you when you go to meet a potential employer for the first time and/or make sure someone knows where you are.
5. Make agreements with your boss about your salary, working hours and when you will be paid.
6. Ask for a contract in a language you understand and keep a copy.
7. 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 (even if you do not have a contract!).
8. Ask for help if you have problems with your work or with your boss.



## Ask for help when:

- You do not feel safe.
- You are being underpaid or not paid at all.
- You have to do dangerous/unhealthy/criminal work.
- Your boss treats you badly.
- You are forced into work, (online) sex work, or criminal activities.
- You are being threatened and you do not feel free to quit.
- Your passport has been confiscated.
- Your employer does not allow you to have contact with family or friends.
- You are not allowed to visit a doctor when you are sick.
- You or your family is being threatened or blackmailed.
- Your boss lied about what kind of work you were going to do.
- Your boss is threatening to tell the police that you have no papers.

Do you recognise one of these situations?  
Do you or does someone you know have  
problems like these at work? Ask for help!

## Help and advice

Do you need help or advice? There are organisations that can help free of charge in the event of exploitation or problems at work, even if you don't have a working permit.

- **Discuss the problems with someone you trust**, for example your contact person at the reception facility.
- Contact [FairWork](#) if you have problems with work. They can usually help in your own language: **0031651771249 (WhatsApp)**.
- You can find information about **work and labour rights** in various languages on the website of [RefugeeHelp](#).
- You have **the right to safely report a case** to the police. If possible, first discuss this with an aid organisation or a lawyer. In the event of a life-threatening situation, call the emergency number 112.
- If you have a question, you can also contact the [Red Cross WhatsApp Helpline](#) through **0031614458781**.

Red Cross  
WhatsApp Helpline



RefugeeHelp



FairWork

