

Know your rights

Be prepared when looking for a job in the Netherlands!

As a refugee from Ukraine you have the same labour rights in the Netherlands as a Dutch employee. Dutch labour law includes the minimum wage, the maximum number of hours you work in a day and continued payment in case of illness. **Everyone has labour rights and it doesn't matter what kind of work you do.** Jobs in construction, cleaning and agriculture are at high risk of exploitation. Also those working in the sex industry are at high risk.



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.

Unfortunately, there are employers and employment agencies that do not follow the rules. They try to get people to work for less than minimum wage. There are even human traffickers active. Be prepared when looking for a job. Pay extra attention when people approach you for work.

This is how to stay safe:



- 1 Know your rights! Information about employment law in various languages:
www.workinnl.nl
www.government.nl
- 2 Safe places to look for work:
 - Working in the European Union
 - **www.refugeehelp.nl**
- 3 Make sure you are registered with the municipality and have a social security number.
- 4 Make sure you have a Dutch bank account into which your salary can be deposited.
- 5 Beware of a job offer that sounds too good to be true. This is often the case!
- 6 Make sure that someone you trust knows where you are when you go to a new job.
- 7 Discuss your salary, working hours and when you will be paid, with your employer.
- 8 Ask for a contract in a language you understand and keep a copy.
- 9 Gather proof when you work somewhere, such as a contract, photos or work agreements. Keep track of your hours worked, and how much you've been paid. This is important if things do go wrong!



Ask for help!

- Were you lied to about the type of work or the conditions?
- Are you not being paid or are you being paid too little?
- Do you have to do dangerous or unhealthy work?
- Does your employer treat you badly?
- Is the housing through your work substandard?
- Are you forced into work, sex work or criminal activity?
- Are you being scared or blackmailed into not leaving?
- Has your employment agency or employer confiscated your passport?
- Are you not allowed to have contact with family or friends?
- Are you not allowed to go to the doctor when you're sick?

Do you recognize one of these situations or do you have another problem with work? Ask for help!

Help and Advice

Do you need help or are you unsure about your work? Are you worried about someone else? Then you can (free of charge):

- Contact **FairWork**, in your own language (English, Ukrainian or Russian) if you have problems with your work: 0031 20 760 08 09, **info@fairwork.nu** or **www.fairwork.nu/en**
- **Report a crime to the police.** If possible, first discuss this with an aid organisation or lawyer.
- Contact the **Red Cross WhatsApp Helpline** in English, Ukrainian or Russian: 0031 6 48 15 80 53.
- Fill out the form if you need help from the Legal Support Team of the Opora Foundation: **http://bitly.ws/HInj**
- In the event of a life-threatening situation, call the emergency number 112.



Workin.nl



Fairwork



European-union



Red Cross
WhatsApp
Helpline



RefugeeHelp



Opora



Rode
Kruis



FAIRWORK



Legier
des
Heils



Dutch Council for
Refugees



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