

# 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 € 10 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](http://www.workinnl.nl)
- 2 Safe places to look for work:
  - Working in the European Union
  - [www.refugeehelp.nl](http://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?

## 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: +31 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: 06 48 15 80 53.
- In the event of a life-threatening situation, call the emergency number 112.

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

[www.workinnl.nl/en](http://www.workinnl.nl/en)



[european-union.europa.eu](http://european-union.europa.eu)



[www.refugeehelp.nl](http://www.refugeehelp.nl)



[www.fairwork.nu/en](http://www.fairwork.nu/en)



WhatsApp Helpline

