



Work and income for refugees from Ukraine

Rights and obligations
Contract and wages

If you reside in the Netherlands under the Temporary Protection Directive, you are permitted to do paid work in the Netherlands. That is why you received a sticker in your passport or got a card (O-document) from the IND. This is proof that you are permitted to live and work in the Netherlands. In that case, you do not need a work permit (officially: a work permit for persons from outside the European Economic Area, or “twv”). Your employer needs to notify that he is employing you to UWV.

This also means an employer does not have to apply for a work permit for you. This makes it easier for you to look for a job. The exemption from the work permit applies to all paid employment. For this, you need an employment contract with an employer. Please note that it is not possible to work as a self-employed person or freelancer without a work permit.

A refugee from Ukraine has the same rights as a Dutch employee. For instance, the right to a safe workplace, breaks, paid holidays and the minimum wage.

A refugee who works or has worked can also apply for benefits in the event of unemployment or illness.

What are the different types of employment contract?

In the Netherlands, we have permanent and temporary contracts. A permanent contract is for an indefinite period and a temporary contract is for an agreed period. It is also possible to work through an employment agency, in which case you will receive an agency contract.

For more information about the types and term of contracts, visit www.workinnl.nl.



What's in my employment contract?

It contains the agreements you, as an employee, make with your employer. In addition to your wage, your contract also contains agreements on other matters. They are referred to as terms and conditions of employment. They include the number of hours you work each day and the number of holidays you can take each year. You are also entitled to paid leave under certain circumstances, such as pregnancy leave, parental leave and care leave.



Consulting and signing the contract

As an employee, you always have the right to consult your contract and make changes. The contract must be drawn up in a language that you understand. You are also entitled to copies or reports. Discuss this with your employer. If your employer has a collective agreement, your employment agency or the company you work for must adhere to the agreements. This includes agreements about wages and the costs of travelling to work. Or about taking breaks during work and paying overtime if your employer asks you to work overtime.



Assistance with queries about working hours, working conditions or wages

There are various organisations in the Netherlands for this purpose. The Netherlands Labour Authority checks whether your employer complies with the law regarding labour. This includes rules about your minimum wage, working hours and working conditions. This is the minimum amount you must at least receive for the work you do. If your employer has a collective labour agreement, then you must always receive the wage that is agreed upon in the collective labour agreement. For instance, if you have a complaint about low wages, dangerous work or your working hours, if you experience coercion, violence, threats, extortion, fraud or deception at your work, you may be subjected to (labour) exploitation. You must **report** this to the **Netherlands Labour Authority** (0800 5151). Your report will be registered and assessed by employees of the Reporting Unit. They check whether there is a potential violation of labour law. The report may be further investigated by an inspector. If you need assistance or have questions, you can also contact **Fairwork**.



Rules about wages and allowances

As a salaried employee, you have certain rights. The most important right is the right to a minimum wage. This is the minimum amount you must receive for the work you do and it is stated in the law. The minimum wage varies, depending on age. The older you are, the higher the minimum wage. From the age of 21, the minimum wage is a fixed amount. You should never earn less than the minimum wage. If your employer has a collective labour agreement, then you must always receive the wage that is agreed upon in the collective labour agreement. For more information on wages and collective labour agreements (cao) look at: www.workinnl.nl.



In addition, you can always negotiate your wage. Make sure that your wage is not too low and that you do not earn less than other people who do the same work.

More information about contract, terms and conditions of employment and wages can be found at www.workinnl.nl.

Useful links:

www.workinnl.nl

www.refugeehelp.nl

www.refugeework.nl

www.fairwork.nu

www.ind.nl/nl/oukraine

www.nllabourauthority.nl

www.government.nl/topics/reception-of-refugees-from-ukraine

More information?

Scan here:

