

COM MON GRO UND

il tuo lavoro dignitoso, sicuro, legale

Important Information

CUP J74H22001030007

As I recognize if I am exploited?



Labor exploitation it is a violation of rights and victims have rights to receive assistance.



Illegal work

You don't have a contract and payment for hours it's all "in hand" (in cash).



Gray work.

- If you have a contract but the days marked on your pay slip are fewer than those you marked on your calendar.
- If the payment is a little by bank transfer/check and a little "in hand" (in cash).
- Actual pay does not match contractual pay

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Gangmastering

The corporal is illegally mediating between you and the company. He doesn't respect your rights, he often charges to find you a job, a place to sleep, to take you to work.

Gangmastering is a criminal offense in Italy.



Is anyone watching you?

Your employer cannot control your activities every day and your private life. It can't track you with GPS or Whatsapp.



Do you sleep in a decent place?

You don't have to sleep in the same place where you work. If the employer gives you the house, they have to be there electricity, water and bathroom.

LABOR EXPLOITATION

Do you think you are exploited at work?

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Threat and violence

Does someone beat you, threaten you, limit your freedom? Are you sexually abused?



Residency permit

Is someone holding onto your documents? Pay someone to get your documents?



Did you get hurt at work and get fired?

You got hurt at work and no one assisted you?

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You're pregnant and they fired you?

You're pregnant and they make you do jobs dangerous?



Are you paid by the piece?

Your employer can't pay you more if you produce more.



You pay to get documents?

Do you pay to have the employment contract or to receive the pay slip?

All workers have equal rights in the world of work.



If you work as an employee (you have an employer) you have the right to the contract and to receive your paycheck every month.



To get paid you must have a checking account and have the money sent there, or receive a check. Payment in cash is illegal.



When you sign the contract, you are entitled to a period paid trial.



You are entitled to free courses for safety at work. You have to attend them!

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You have the right to have the medical examinations you need to work free of charge.



At the end of the report of work, you can apply for unemployment and you are entitled to an extra pay called TFR or severance pay.



You have the right to have for free the tools you use at work (gloves, shoes, scissors, masks, helmets).



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If a police check arrives you don't have to run away; it is not true that one is expelled if you work without a contract.



If you work overtime, you have the right to be paid moreover.



You have the right to rest and holidays. You can't work 7 days a week.



If you are ill, you have the right not to go to work, but you must notify your employer and give him the sick note that the doctor gives you.

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During pregnancy and/or after giving birth, you are entitled to 5 months pay even if you don't go to work.



If you argue or have problems with your employer, it is useful to contact the union or a lawyer.



If you are pregnant you cannot be expelled.

**If you need more information
or support, contact the
project "Common Ground"**

Our free services are:

- Legal support
- Information on residence permits
- Health information
- Linguistic and cultural mediation
- Work orientation and training
 - Reading contracts and pay slips
 - Protected reception
 - Information on local services



**If you need more
information, contact the
“Common Ground” desk
of your territory.**

Find the list here:

www.progettocommonground.it



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Thank you for your attention!

