



European Platform
tackling undeclared work



#Rights4AllSeasons
#EU4FairWork



DECLARED SEASONAL WORK GUIDE

ela.europa.eu/en/campaigns/rights-for-all-seasons

INTRODUCTION

Are you a seasonal worker?
Make sure you know all about your rights!

Understanding your rights can be challenging, especially when you cross borders for seasonal work. Thankfully, the EU protects all workers by setting minimum working standards across all 27 EU Member States. In this brochure, you will learn about your rights as a seasonal worker: from terms of employment to working conditions and more.

WORKING RIGHTS

Every declared seasonal worker in the EU has the right to equal treatment in terms of employment. Make sure you stay informed to protect your interests!

Your employer should offer you a valid work agreement which specifies:

- the place and type of work;
- the duration of employment;
- the remuneration;
- the working hours per week or month;
- the amount of paid leave, if any.

Keep in mind that you are entitled to the same equal treatment as nationals of the host EU Member State with regards to:

- the terms of employment, including minimum wages, working age and working conditions;
- the right to protection against unjustified dismissal;
- working hours;
- leave and holidays;
- health and safety requirements at the workplace.



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SOCIAL SECURITY

Make sure your work agreement includes social security coverage. This includes, but not limited to, the right to:

- Equal treatment as nationals of the host EU Member State with regards to different types of social security (sickness, invalidity and old age).
- Access to education and vocational training as well as advice on seasonal work offered by employment offices and other public services.

ACCOMMODATION

You have a right to decent living conditions when arranged by or through the employer.

- Rent should not be excessive compared to the net remuneration for your work or to similar accommodation options.
- Rent should not be automatically deducted from wages.
- Accommodation should ensure an adequate standard of living.
- Accommodation shall meet the general health and safety standards in that country.

RAISE A COMPLAINT

If your rights are violated, you are entitled to raise a complaint.

- Lodge a complaint against the employers directly or through a third party, using the applicable national mechanisms in relation but not limited to:
 - discrimination and unfavourable treatment at workplace due to nationality, religion or ethnicity;
 - not receiving income;
 - harassment at the workplace.
- Enjoy same access to legal redress as nationals of the host EU Member State.

RIGHT TO REPRESENTATION

You have the freedom to join a trade union or any organisation representing workers in your sector.

- Enjoy the right of freedom of association and join a trade union to have your rights protected collectively.
- You have the right to strike and take industrial action.

CONTACT POINTS

**More questions? Do you need assistance?
Contact the following institutions to receive
all relevant information about declared
seasonal work:**

- ▮ National contact points or websites.
- ▮ Contact your country's national contact points, for example embassies or consulates.
- ▮ ELA campaign to find more about your rights.



Find out more information about your rights
and #Rights4AllSeasons campaign.
Scan the QR code to visit our website.

