



**EVEN IN AN IRREGULAR SITUATION**  
(NO RESIDENT PERMIT OR  
NO AUTHORIZATION TO WORK),

**YOU CAN :**

- Receive medical treatment in France,
- File a complaint with the Police,
- Be assisted by an association or a union,
- Obtain compensation in the case of violation on your employer's behalf.




■ If your employer provides accommodation, **it must be clean and comfortably furnished** (hot water, heating, bed, mattress, sheets, individual wardrobe...).

■ If your employer terminates your employment contract, severance payment must be given to you.



**I AM AN EMPLOYEE,  
WHAT ARE MY RIGHTS ?**

- You should not pay a sum of money to obtain an employment contract or to work.
  - You must be paid every month.
  - You cannot work more than 10 hours per day (except for derogation).
  - You cannot work more than 6 days per week.
  - Your employer cannot withhold part of your salary for a service provided or for misconduct.
  - Having a written employment contract protects you.
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 The amount of the minimum wage in 2024 is **1398.70€** (employee contributions deducted) per month. It increases every year.
- Your wage is paid according to the working hours carried out and not in relation to the work accomplished.
  - Your employer must provide you with a wage slip each month.
  - When you work you are entitled to breaks and to paid holidays.



**MINISTÈRE  
DU TRAVAIL,  
DE LA SANTÉ  
ET DES SOLIDARITÉS**  
*Liberté  
Égalité  
Fraternité*

Direction régionale de l'économie,  
de l'emploi, du travail et  
des solidarités

DREETS Nouvelle-Aquitaine

## WORKER RIGHTS

**In France,  
whatever your situation ,  
you have rights !**



**SAMU 15, FIRE BRIGADE 18,  
EUROPEAN EMERGENCY NUMBER 112**

**Information services on the right to work  
0 806 000 126**



## OUR ADVICE

- Conserve your identity documents,
- Make sure that you have a domiciliation in order to receive mail and to **open an account in your name**,
- Make sure that you have access to **decent working conditions** (meals, shower, hot water, full bedding, heating, breaks, privacy).



**If your rights are not respected, if you are subject to threats or violence at work, if you are obliged to accept this situation : do not take action alone and ask for help !**

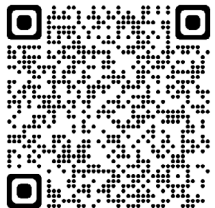
In the context of these violations committed by your employer, you can ask to benefit from a temporary residence permit for the duration of the proceedings.



## HOW TO OBTAIN HELP ?

**The Labour Inspectorate** can help you : your complaint remains confidential and the control agents ensure that your rights are respected.

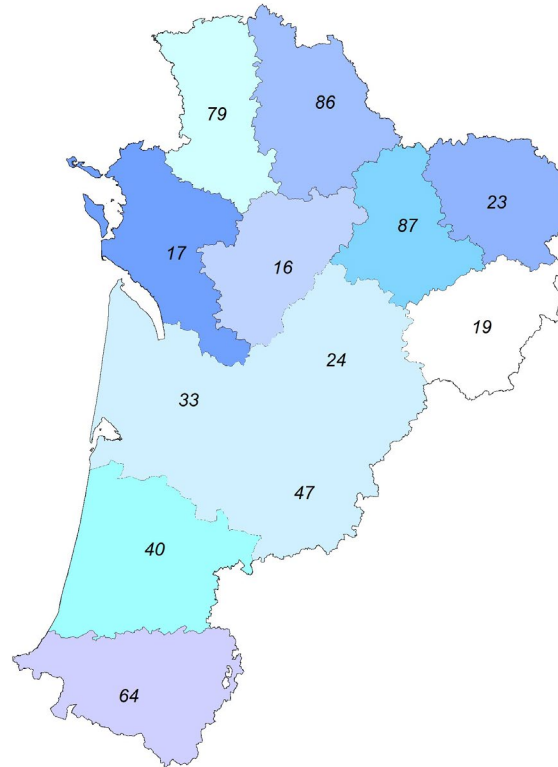
Scan this QR code to find the competent service of the Ministry of Labour in your department :



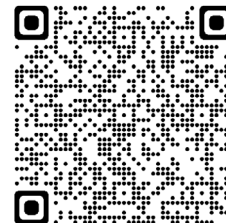
Find the *compétent service*



IN THE NOUVELLE-AQUITAINE RÉGION, ASSOCIATIONS AND UNIONS CAN HELP YOU EXERCISE YOUR RIGHTS, RECEIVE MEDICAL TREATMENT, ACCOMPANY YOU IN THE FILING OF A COMPLAINT, PROVIDE INFORMATION TO YOU



See the *Nouvelle-Aquitaine région support associations*



- RUELLE (départements 33, 24, 47)  
☎ : 06 59 18 71 66
- AFUS 16 (département 16)  
☎ : 05 45 93 62 88
- ALTÉA - LE CABESTAN (département 17)  
☎ : 05 46 27 18 80
- ACCUEIL CREUSOIS COMITÉE (département 23)  
☎ : 05 55 41 73 48
- ADAVEM JP 40 (département 40)  
☎ : 05 58 06 02 02
- PERMANENCE UNITAIRE (département 64)  
☎ : 07 45 24 47 65  
emploiétrangers@gmail.com
- ASSOCIATION « UN TOIT EN GÂTINE » (département 79)  
☎ : 05 49 64 32 52
- FRANCE VICTIME 87 (département 87)  
☎ : 05 55 32 68 10 / 05 55 32 89 95



AU NIVEAU NATIONAL, VOUS POUVEZ CONTACTER

- DISPOSITIF AC.SÉ  
☎ : 0 825 009 907
- COMMITTEE AGAINST MODERN SLAVERY (CCEM)  
☎ : 01 44 52 88 90



IF YOU NEED EMERGENCY ACCOMMODATION

Contact 115.