



## **Important information for third-country nationals who are seasonal workers**

- Your employer must have signed a written employment contract with you
- You have the same rights in Luxembourg as other employees as regards :
  - The legal minimum social wage ;
  - Maximum work periods ;
  - Minimum periods of rest ;
  - Health and safety conditions at work ;
  - Access to social security (sickness, invalidity, old age) ;
  - Freedom of association and trade union membership ;
  - The right to strike and trade union action.
- If your employer provides accommodation :
  - The rent must not be excessive in relation to your salary ;
  - The rent should not automatically be deducted from your salary ;
  - The accommodation must guarantee an adequate standard of living (cleanliness, hygiene).
- If your rights are violated, you always have the right to lodge a complaint, in particular in the event of :
  - Discrimination or unfavourable treatment in the workplace ;
  - Not receiving your salary ;
  - Harassment at the workplace.
- Contact organisations :
  - Labor and Mines Inspectorate (<https://itm.public.lu/fr.html>)
  - Grand-Ducal Police (<https://police.public.lu/en.html>)
  - Directorate of Immigration (<https://maee.gouvernement.lu/en/directions-du-ministere/immigration.html>)