



A FEW TIPS

- Keep your identification documents safe.
- Make sure you have a mailing address to receive mail and open a bank account in your name.
- Make sure you have access to decent working and living conditions (food, a shower, hot water, a full set of bedding, heating, breaks, and privacy).



Don't go it alone—ask for help!

- If your rights are not being respected.
- If you are subjected to threats or violence at work.
- If your employer is withholding your identification documents.
- If your wages are not paid every month or are insufficient.
- If you're forced to work in a dangerous environment without protection.
- If you are living in substandard conditions (overcrowding, unsanitary conditions, lack of hot water or heating).

HOW CAN YOU GET HELP?

The Labor Inspectorate can help you. Your complaint will remain confidential, and inspectors will ensure that your rights are respected.



USEFUL CONTACTS

Labor Inspectorate

Scan this QR code to find the Labor Inspection Office in your department.



In the Pays-de-la-Loire region

There are organizations that can help you assert your rights, assist you in filing a complaint, and provide you with information:



• OFII • CIMADE • Ordre de Malte • France Terre d'asile • Forum des réfugiés • Association Service social familial migrants (Association for Social and Family Services for Migrants).

Labor unions

- General Confederation of Labor (CGT);
- French Democratic Confederation of Labor (CFDT);
- General Confederation of Labor and the Working Class (FO);
- French Confederation of Christian Workers (CFTC);
- General Confederation of Professional Employees (CGC).



At the national level

- Ac. Sé. Hotline: 0 825 009 907
- Committee Against Modern Slavery (CCEM) 01 44 52 88 90



Need emergency housing? Call 115



**MINISTÈRE
DU TRAVAIL
ET DES SOLIDARITÉS**

*Liberté
Égalité
Fraternité*

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

DREETS Pays-de-la-Loire

WORKERS' RIGHTS:

No matter what your situation is, the law protects the rights you have earned through your work





EVEN WITHOUT A RESIDENCE PERMIT OR WORK PERMIT

I AM A WORKER—WHAT ARE MY RIGHTS?

- You do not have to pay to get an employment contract or to work.
- You must be paid every month, and your employer must provide you with a pay slip.
- You must not work more than 10 hours a day (unless an exception applies) or more than 6 days a week.
- Your employer cannot withhold part of your pay for misconduct.
- Having a written employment contract protects your rights.



The minimum wage is **€1,477.93** (after employee contributions) per month in 2026. It increases every year.

- You must be paid based on the hours worked, not on the task completed.
- If your employer terminates your employment contract, you are entitled to receive severance pay.

HOW CAN YOU ASSERT THE RIGHTS YOU'VE EARNED THROUGH WORK?

- If your employer or client fails to pay you the amounts owed within 30 days of the termination of your employment contract, you may file a claim with the Conseil des Prud'hommes (Labor Court) through a lawyer or a labor union.



IF YOU ARE PLACED IN AN ADMINISTRATIVE DETENTION CENTER (CRA)

- You must inform the official from the French Office for Immigration and Integration (OFII) that you have not received your wages and benefits. The OFII will handle the process of obtaining them for you.
- If your employer refuses to pay past wages, overtime, bonuses, or other compensation, you can request that a person authorized enter a CRA.

WHO CAN WORK AT A CRA?

- OFII agents;
- Lawyers.



If you have been subjected to exploitative working conditions or have been the victim of degrading or inhuman treatment, you can file a complaint and take the matter to criminal court.

-> Contact the labor inspectorate



In connection with these violations committed by your employer, you may apply for a temporary residence permit for the duration of the proceedings (Article L. 425-1 of the CESEDA).