

WORKPLACE RIGHTS

Migrant workers are entitled to the SAME labour rights and protections as other workers in Ireland.

The MRCI works for justice at the workplace for migrant workers in three main ways:

- First, the MRCI helps migrant workers by providing information, advice and advocacy supports to workers concerning their rights in the workplace.
- Second, the MRCI helps to bring together migrant workers facing similar problems to build strength and capacity, to collectively take action to improve conditions.
- Thirdly, the MRCI advocates together with workers for changes in government policies and practices, so that migrant workers can fully access their rights.

Basic information on Workplace Rights

Examples of workplace rights violation include:

- **Payment of wages below the legal minimum rates**
- **Excessive working hours**
- **Unfair dismissal**
- **Being denied entitlements to full annual leave**
- **Discrimination and Bullying**
- **No written terms of employment or pay slips**
- **Illegal and excessive deductions**
- **No tax or PRSI contributions made by employer**
- **Dangerous and unsafe conditions at work**

IMPORTANT TIPS:

Know your rights!
Keep a record!
Communicate with the employer where possible!
Make a complaint!

1. KNOW YOUR RIGHTS

All workers need to clearly know their rights and entitlements at the workplace.

Several occupations for example:

- Carer, Childminder
- hotel and catering,
- and contract cleaning

Provide additional rights and entitlements.

It is also important to be aware of rights regarding Health and Safety and Equality.

2. KEEP A RECORD

- Maintain a detailed, written record of employment history: include daily hours of work, breaks, pay, and keeping all pay slips or other documents given at work
- Writing down any incidents that happen in the workplace immediately after they happen, and recording the names of those who witness them, is also recommended.

3. COMMUNICATE WITH YOUR EMPLOYER WHERE POSSIBLE

- Bring problems or complaints directly to your employer or manager.
- If there is a trade union at the workplace you may bring the issue to the attention of a union representative.
- If there is no trade union present in the workplace you can also try to contact a trade union branch for assistance in your local area.

4. MAKING A COMPLAINT

If it is **not** possible to approach the employer directly, and/or the problem cannot be resolved, you may refer the matter, if appropriate, to an employment right complaints body.

There are a number of options to pursue including:

a) NERA

b) **Formal Employment Complaints Body**

Other types of complaints

If a complaint relates to Health and Safety issues it can be brought to the Health and Safety Authority which have inspectors www.hsa.ie.

If it relates to non-payment of tax, the Revenue Commissioners should be contacted www.revenue.ie.

If an employer has not paid Pay Related Social Insurance (PRSI), a complaint can be made to the Social Welfare Inspectorate www.welfare.ie - click [here](#)

Other Relevant Information

Citizens Information Board Publication '**Employment Rights Explained**' - contains information in simple language about rights and entitlements in the workplace.

Copies are also available by contacting the Citizens Information Board on 01-6059000 or visiting www.citizensinformationboard.ie (click on 'Publications').

There are five main Action Groups working within the MRCl:

1. *Domestic Workers Support Group*
2. *Restaurant Workers Action Group*
3. *Justice for the Undocumented Campaign Group*
4. *Force Labour Campaign Group*
5. *Migrant Education Access*

These groups aim to

- Give workers information on their rights and entitlements
 - Support workers to receive their full rights and entitlements.
 - Work for laws that improve conditions for restaurant workers and other migrant workers.
 - Build a strong organisation to represent workers
 - Newsletter
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Important Contacts:

Workplace Relations

Workplace Relations Customer Service,
Department of Jobs, Enterprise and
Innovation
O'Brien Road,
Carlow

www.workplacerelements.ie

Workplace Relations Customer Service can
be contacted on **Lo-Call** 1890 80 80 90*.
Lines are open Monday - Friday, 9.30am -
5.00pm

Fax: +353 59 91 78909

National Employment Rights Authority

Telephone: 1890 808 090 (From 9:30am to
5:00pm)

Email: info@employmentrights.ie
Write to: Information Services, NERA,
O'Brien Road, Carlow

www.employmentrights.ie

Labour Relations Commission

Tel: (01) 613 6700

Lo Call: 1890 220 227 (outside (01) area)

Fax: (01) 613 6701

www.lrc.ie

Employment Appeals Tribunal

Davitt House,
65a Adelaide Road, Dublin 2
Tel: (01) 631 3006

Lo Call: 1890 220 222

www.employmentappeals.ie

Citizens Information Centre (CIC) you can
phone the Citizens Information Phone

Service on Lo Call 1890 777 121

Or you can find your nearest CIC on

www.citizensinformation.ie using their online
directory - click [here](#).

Equality Tribunal

3, Clonmel Street,
Dublin 2

Tel: (01) 4774100

Lo Call: 1890 34 44 24 (outside (01) area)

Fax: (01) 4774141

www.equalitytribunal.ie

Health and Safety Authority

Tel: (01) 614 7000

Lo Call: 1890 289 389

Fax: (01) 614 7020

www.hsa.ie

Revenue Commissioners

Tel: (01) 647 4444

www.revenue.ie

Social Welfare Inspectorate

Contact your Social Welfare Local Office
(SWLO) and ask to speak to the inspector.

For a list of local offices

Tel: 071 919 3313, or

Lo Call: 1890 66 22 44,

or click [here](#)

www.welfare.ie

You can also contact the MRCI, a trade union or a local Citizens Information Centre if you have any other questions about your rights

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