

# JOB HUNTING AND EXPLOITATION

## What do you need to know?

### Protecting workers' rights starts from the recruitment and selection process

Recruitment and selection comprise all those activities that a company performs to find new employees: publishing job advertisements, analysing CVs, interviews, etc.

Italian law establishes that the recruitment and selection process for personnel must comply with certain rules:

- recruitment must respect human rights recognised internationally;
- workers or people looking for work must not pay for recruitment;
- recruitment companies must only use authorised people or organisations;
- recruitment must meet employment market requirements, complying with the principles of dignified work.



Brokering between a request for employment and an offer means putting a worker in contact with an employer. In Italy, only offices authorised by the Ministry of Labour can do this and the law prohibits agencies or intermediaries from asking for or taking money from people looking for work.

**THERE ARE SITUATIONS IN WHICH THE RECRUITMENT RULES ARE NOT RESPECTED AND WORKERS RIGHTS MUST BE PROTECTED.**

### EMPLOYMENT EXPLOITATION

When the recruitment, working hours, salary, life and employment conditions to which workers are subject do not comply with the rules established in national collective agreements, we're talking about employment exploitation.

Four characteristics have been identified called exploitation indices:

1. If the remuneration is much less than what is stipulated by national collective agreements or, in any case, disproportionate to the amount and quality of the work;
2. If regulations regarding working hours, periods of rest, weekly rest, maternity leave, or holidays are repeatedly breached;
3. If regulations regarding occupational health and safety are not respected in the workplace;
4. If the working conditions, supervisory methods, or place where you are forced to live subject workers to degrading treatments (for example, you are forced to live without toilets or safe drinking water, etc.).





## THE GANGMASTERING

The gangmastering is an illegal practice, which consists in recruiting manual labour at a low cost to be exploited for daily or weekly jobs.

The person who finds the workers and farmhands to make them work in agriculture or construction sites is called the gangmaster. Gangmasters look for manual labour, i.e. workers for the day, to make them work illegally, outside of any control and without insurance.

Gangmastering is illegal because:

- gangmasters procure day workers for the owner of agriculture holdings and construction sites in exchange for money.
- workers are paid little and without respecting the rates set by contracts, not complying with the rules of equitable placement and recruitment.

**EVEN IF YOU FIND YOURSELF IN JUST ONE OF THESE SITUATIONS, YOU CAN REPORT YOUR EMPLOYER FOR SPECIAL EMPLOYMENT EXPLOITATION AND/OR COLLABORATE IN THE CRIMINAL PROCEDURE IN RELATION TO THE EMPLOYER.**

## PERMIT TO STAY FOR SERIOUS EMPLOYMENT EXPLOITATION

If you report your employer or exploiter and help the police in their inquiries, you may have the right to a permit to stay for serious employment exploitation.

The length of this permit is six months and can be renewed for one year or for the length of the criminal procedure.

You can work and convert this permit into a self-employed or dependent employment work permit.

It may be withdrawn from you if you start working again for the same people whom you reported.

Even without the report, if you find yourself in a situation of violence or serious exploitation, you can obtain a **permit to stay for social protection purposes**.

This permit is issued when there are concrete dangers for you or documented situations of violence or exploitation, to keep you safe and to have you participate in an assistance programme.

## USEFUL NUMBERS



If you find yourself in a situation of employment exploitation, you can contact the [trade union](#)

**To report a gangmaster situation:**

**TOLL-FREE SOS NUMBER GANGMASTER**  
**800 199 100**

(Including anonymous reports)

**For assistance and protection in situations of exploitation:**

**TOLL-FREE ANTI-TRAFFICKING NUMBER**  
**800 290 290**

**WORKER TRADE UNIONS** These are associations that represent and defend the rights of workers.

You may contact your [trade union](#) to:

- Ask for information about your rights: contract, working hours, leave, holidays, pay slip, occupational health and safety, etc.
- Receive legal assistance if your employer breaches your contract.

Through services promoted by the trade union, you may also obtain:

- Tax assistance at tax centres (CAFs)
- Assistance regarding injuries, occupational illnesses, pensions, unemployment, etc. at **Patronage**.

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