Your Rights

Key Information for Foreign Workers in The Kurdistan Region of Iraq

1. Your Fundamental Rights

Your rights are protected under the law in accordance with applicable legal frameworks, and the extent of those rights may vary depending on your visa or residency status.

- **Safe working conditions:** You have the right to safe working conditions and freedom from violence or intimidation.
- **Fair Wages:** You are entitled to timely payment of wages.
- **Medical Care:** You have the right to access necessary medical care.
- **Freedom from Forced Labor & Dangerous Situations:** You have the right to leave dangerous situations, including if you are being forced to work, threatened, or held against your will, even if your contract is technically still active. **Forced labor is illegal. You have the right to agree to your working conditions prior to signing the contract.**
- **Protection from Retaliation:** You can report abuse, exploitation, or unsafe conditions You should not be punished for speaking up.

2. Signs You May Be At Risk of Trafficking & Abuse

You may be at risk of trafficking or exploitation if you are experiencing any of the following:

- Salary not paid or only paid in-part
- No written contract
- Personal documents confiscated or withheld by recruiter or employer
- Working more hours than in the contract without compensation
- Lack of access to adequate food, water, clothing, medical care, and/or shelter
- Contact with family or friends cut-off or controlled
- Physical, sexual, psychological, or emotional abuse by employer/s
- Movement outside of the workplace restricted or controlled
- Forced to undertake work without your consent

3. During Crisis

During emergency situations, such as war or other crises, borders and airports may close or become less available and accessible, and government services may not be fully operational. All residents may experience economic and other hardship including lack of freedom of movement. These factors increase risks for migrant workers or can make them more vulnerable to exploitation and/or abuse.

- If you find yourself with expired or invalid residency or visa documents, and are unable to access departure pathways, you still have rights, and help is available.
- You may also seek assistance from your country's consulate or embassy, which can provide support such as guidance, emergency documentation, or referral to protection services where available.

What You Can Do Now

Documents

Keep records of your employment, contracts, **passport, residency card, work permit, contract, and identification on your phone.** Documenting any incidents of abuse is crucial for accessing future support and legal remedies.

Connect With Community

Reach out to trusted sources for safety networks and local resources:

- Specialized government agencies (see below)
- Trusted community groups or fellow workers
- Recognized UN Agencies and NGOs

Access Support Services

Confidential counseling, safe shelter options, and legal referrals are available to help you navigate your situation safely. Assistance, safety planning, mental health support, and legal aid remain accessible even if departure pathways are closed.

IMMEDIATE HELP IS AVAILABLE

If you require emergency support, contact the Kurdistan Regional Directorate for Combating Organized Crime (DCOC) specialized anti-trafficking police force.

Available from 8:30 AM - 2:00 PM.

Erbil:	0770 987 9911 - 0750 987 9911	**Raparin:**	0750 198 7371
Sulaimani:	0771 969 2871	**Germian:**	0772 996 9495
Duhok:	0750 883 9339	**Soran:**	0750 780 5777
Halabja:	0770 151 2660	**Zakho:**	0750 443 7766

Directorate of Labor & Social Affairs
Information Hotline: 5500

SEED is a women-led, local organization in the Kurdistan Region of Iraq. We promote gender equality, protect children, combat human trafficking, and support mental health and well-being.

For SEED's Services
0751 741 6391 / 0776 094 4576 | referrals@seedkurdistan.org | (8:30 AM - 4:00 PM, Sunday-Thursday)

Comprehensive Case Management Services | Mental Health Services | Legal Services (Inc.consultation and representation) | Psychosocial Support Services | Temporary, Safe Shelter

Save emergency contact numbers so you always have access.