

# Worker Rights Questions Guide

Core questions candidates should ask before and after accepting work in Europe.

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Important: this guide is informational only. It is not legal advice and it does not guarantee visas, approvals, contracts, timelines, residence outcomes or relocation results. Always confirm requirements with official authorities, qualified advisors, licensed local partners or your employer before making decisions.

## Work conditions

Ask about working hours, rest days, overtime rules, salary timing, deductions, safety equipment, workplace training and who supervises the team.

Ask for written information about the role and employment conditions whenever possible.

## Accommodation and deductions

Ask whether accommodation is included, what it costs, what is deducted from salary, who manages the housing and what rules apply.

If something is deducted, you should understand why, how much and for how long.

## Documents and personal control

Keep control of your passport and personal documents unless an official process requires a temporary handover through the proper channel.

Ask for receipts or written confirmation when documents are collected for any administrative step.

## If something feels wrong

Ask questions early. Contact the approved local partner, employer contact, official authority or qualified advisor if you feel unsafe, pressured or confused.

A transparent process should leave room for questions before and after arrival.