



Information by Carinthia Chamber of Agricultural Workers

The rights of agricultural workers in Carinthia

The Carinthian Chamber of Agricultural Workers represents the rights of all individuals employed in agriculture and forestry in Carinthia. Anyone who is employed in an agricultural enterprise in Carinthia automatically becomes a member of the Chamber. In cooperation with all authorities (job centres, Austrian Health Insurance Fund, the police departments concerned with financial crimes and the Agricultural and Forestry Inspectorate) we would like to prevent maladministration in the field of seasonal agricultural work and therefore inform you about your rights regarding remuneration, worker protection and the minimum standard of accommodation. The Chamber's main task is to offer its members free support on legal questions regarding their work and social legislation.

1. The minimum monthly wage for unskilled workers is € 1.525,00 (gross) for 40 hours of work per week (as per 1 May 2021). Don't hesitate to find out what wage you are entitled to! Workers provided by temporary work agencies and other workers placed with agricultural enterprises in Styria are also entitled to the minimum wage. Compliance with minimum wage regulations is checked primarily by the financial police (formerly known as KIAB) as well as the public health insurance fund and tax authorities. Large fines will be imposed if these regulations are violated.
2. At the beginning of your work you must be given a number of documents including, in particular
 - your registration with the Kärntnerische Gebietskrankenkasse (Carinthian public health insurance fund): make sure that it indicates the actual hours you work!
 - a written contract or confirmation of employment. You must be given a payslip for every period of payment.
3. Every employee in agriculture is entitled to special payments, i.e., a 13th and 14th monthly wage.
4. There must be an agreement specifying regular standard working hours (40 hours per week in the case of full-time employment), i.e., when and how long you have to work. If you work more than the regular working hours agreed upon you are entitled to extra pay based on your per-hour wage.
5. Employers are obliged to keep **working time records**. Make sure these records are handed to you and also keep your own handwritten records of the start and end of daily working hours and work breaks. Without such records it is not possible to check whether your payslip is correct.
6. You are entitled to five weeks of paid holiday per working year. For any unconsumed leave, compensation ("holiday compensation") is payable at the end of the employment relationship.



7. In the event of illness, you must notify the employer immediately. In the case of potential disputes, you should be able to prove that you have provided this notification. At the request of the employer, confirmation from the doctor of the illness must be provided (doctor's note). It is essential that foreign doctors' notes are submitted or sent to the Austrian public health insurance fund otherwise sickness benefit will not be paid.
8. If accommodation is provided to you by the employer, it must comply with local standards. For more information, please refer to the enclosed information sheet.

Do you have questions or need assistance in enforcing your claims?
Contact us at: **0463/5870-419**



REGULATIONS

For Accommodations and Sanitary Facilities for Employees in Agricultural Operations

Occupational health and safety regulations impose certain requirements for workplaces which must be complied with in order to ensure healthy conditions for the employees.

1. Staffrooms, ready rooms and living areas

- Rooms for accommodation or overnight use must have a window leading directly outside, as well as be sufficiently illuminated and heatable.
- Any type of health-threatening condition (in particular mould infestation) must be eliminated as quickly as possible.
- For each person, there must be a lockable box, a bed and suitable bedding in the living areas.
- Bedrooms must also be lockable, separated by gender and have separate entry doors.
- Bunk beds are not allowed.
- Suitable facilities for drying wet clothing must be provided in the living areas.
- Appropriate facilities must be available for preparing, heating and cooling food and beverages.
- The clear height in the changing rooms must be at least 2.0 metres in the staffrooms and at least 2.5 metres in the living areas.
- There must be a plenum of at least 3.5 m³ per person in staffrooms and at least 10m³ in the living areas.
- Non-smoker protection must be ensured throughout the premises.
- First aid materials must be provided.
- Changing rooms must be available when showers are to be provided or when more than 12 persons are employed in the workplace at the same time, who need to change their clothes because they wear special work clothes or protective clothing at work.

NOTE: The monetary value of the accommodation as a benefit in kind, provided free of charge including heating and lighting, totals to € 39.24 per month can be deducted from the cash wage.

2. Sanitary facilities¹

Toilets

- One lockable toilet for a maximum of 15 persons each.
- Installation of gender-separated toilets if there are more than 5 females and 5 males.
- The clear height of the toilets must be at least 2 metres.
- Washing facilities must be available in the immediate vicinity of the toilets.
- Toilets must be equipped with water flushing or equivalent equipment, as well as toilet paper.
- Toilets must comply with sanitary requirements and be kept in a hygienic condition by the employer, unless they are exclusively for private purposes.

Washing areas, washrooms and showers

- One washing area for a maximum of 5 persons.
- One shower for a maximum of 5 persons.
- Separate shower rooms for women and men or separate usage times of shower rooms.



- Washrooms must be provided if there are regularly more than 12 persons present at the same time.
- Installation of gender-separated washrooms if there are more than 5 persons of each gender.
- The clear height of the washrooms must be at least 2.0 metres.
- Washing areas and showers must provide running water, if possible hot water.
- Washing areas and showers must be equipped with suitable means for body cleansing.
- Provision of disposable towels or hand dryers.
- The room temperature must be at least 21° in washrooms without showers, and 24° in washrooms with showers.