



How to Protect Your Rights

Understanding your responsibilities
and the balance of a fair workplace

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When Rights Are Not Respected



Knowing your rights is not enough—you need to know what to do if something is wrong.



Examples of violations:

- Not being paid properly or on time
- No breaks, excessive hours, unsafe conditions
- Discrimination or harassment
- Working without a contract



If something feels wrong, don't stay silent. You have options.

Who Can You Turn To?



Start simple:

- **Line manager or supervisor** → For misunderstandings or minor issues
- **HR department (if available)** → For more formal concerns

External support:

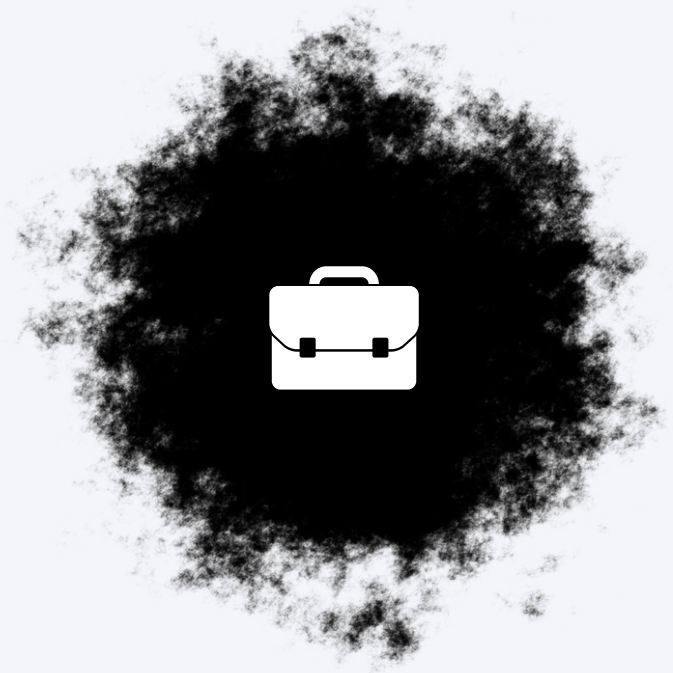
- **Trade unions** → Support and representation
- **Youth help centers or NGOs** → Advice and legal guidance
- **Labour inspectorate / public employment services** → Can open investigations
- **Labour lawyer or legal aid services** → For serious legal action



Keep records: written notes, screenshots, messages, payslips



The Dangers of Undeclared Work ("Black Work")



If you work without a contract, you are **not protected by law**.

- Problems with undeclared work:
- No official income = No pension, insurance, or sick leave
- You can be fired at any moment with no rights
- You cannot prove your work experience
- No access to unemployment or support services



Even if "everyone does it" or it "seems easier":

Working under the table is **risky and harmful**, especially for young workers.

Final Advice: Don't Wait Too Long

The longer you wait, the harder it gets to defend yourself.

If you feel uncomfortable:

- Write it down
- Talk to someone you trust
- Ask questions
- Take action—early, if possible

Defending your rights is not being difficult.

It's being responsible.

