



When the Employer Is Asking Too Much

Understanding your limits, spotting abuse, and protecting your rights

FYLL (Fair Youth Labour Label): 2024-1-IT03-KA210-YOU-000246569



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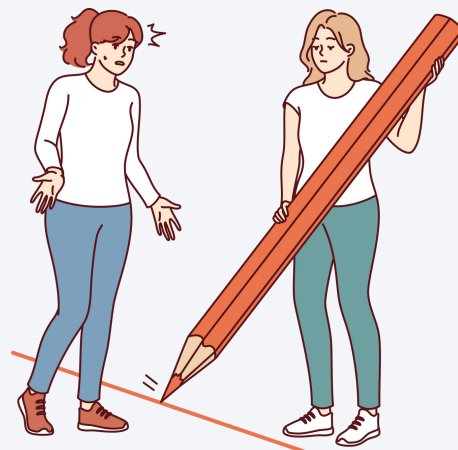
Commitment Is Not Submission

Being committed doesn't mean accepting everything.
Being flexible doesn't mean being available 24/7.
Being young doesn't mean you must "prove your worth" at all costs.

A healthy job:

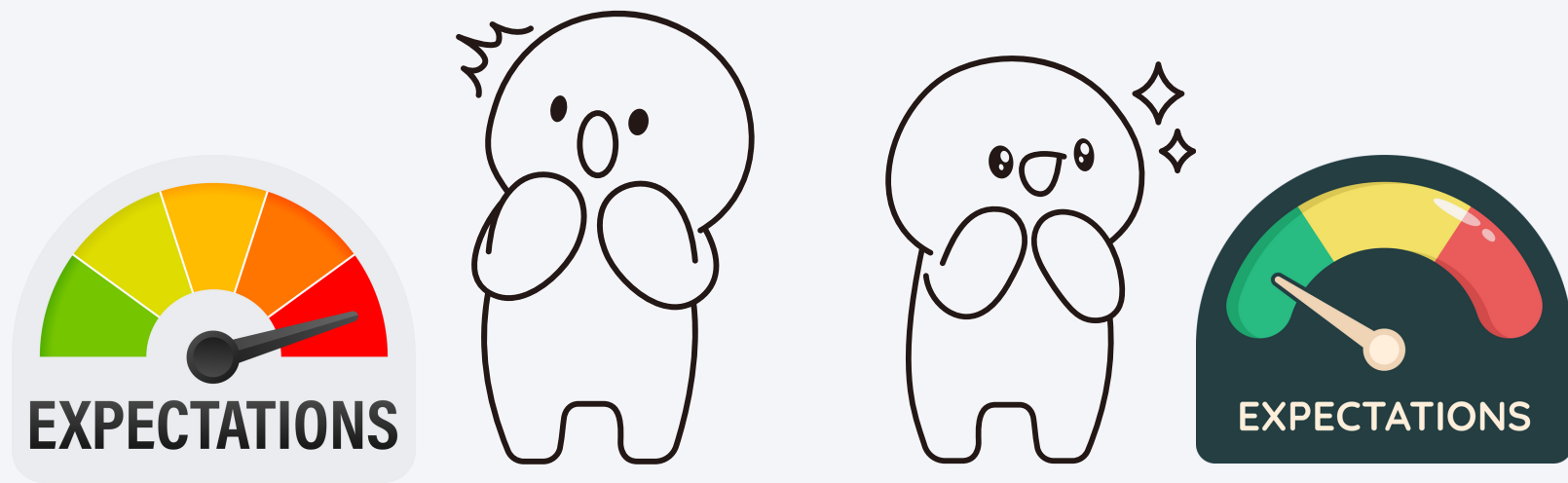
- Challenges you, but respects your time and energy
- Has clear rules, limits, and expectations
- Is built on **mutual respect**, not fear

You can be a good worker and still **set boundaries**.



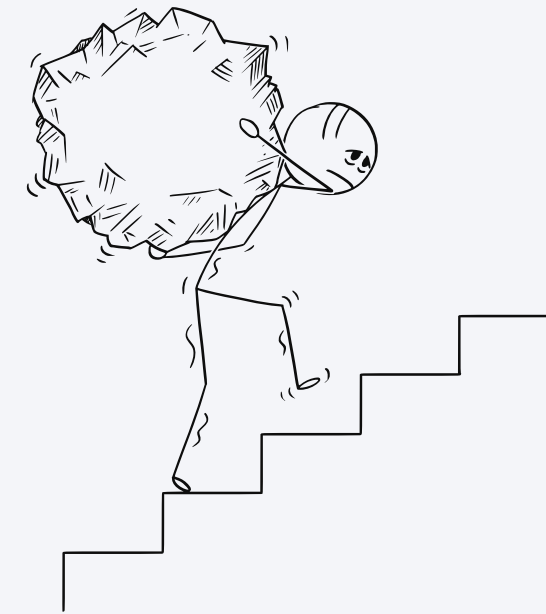
What's Normal in a Job?

Not everything uncomfortable is abuse.
Sometimes, work is just... hard.



Ask yourself:

- Is this occasional or constant?
- Does this respect my dignity and basic rights?

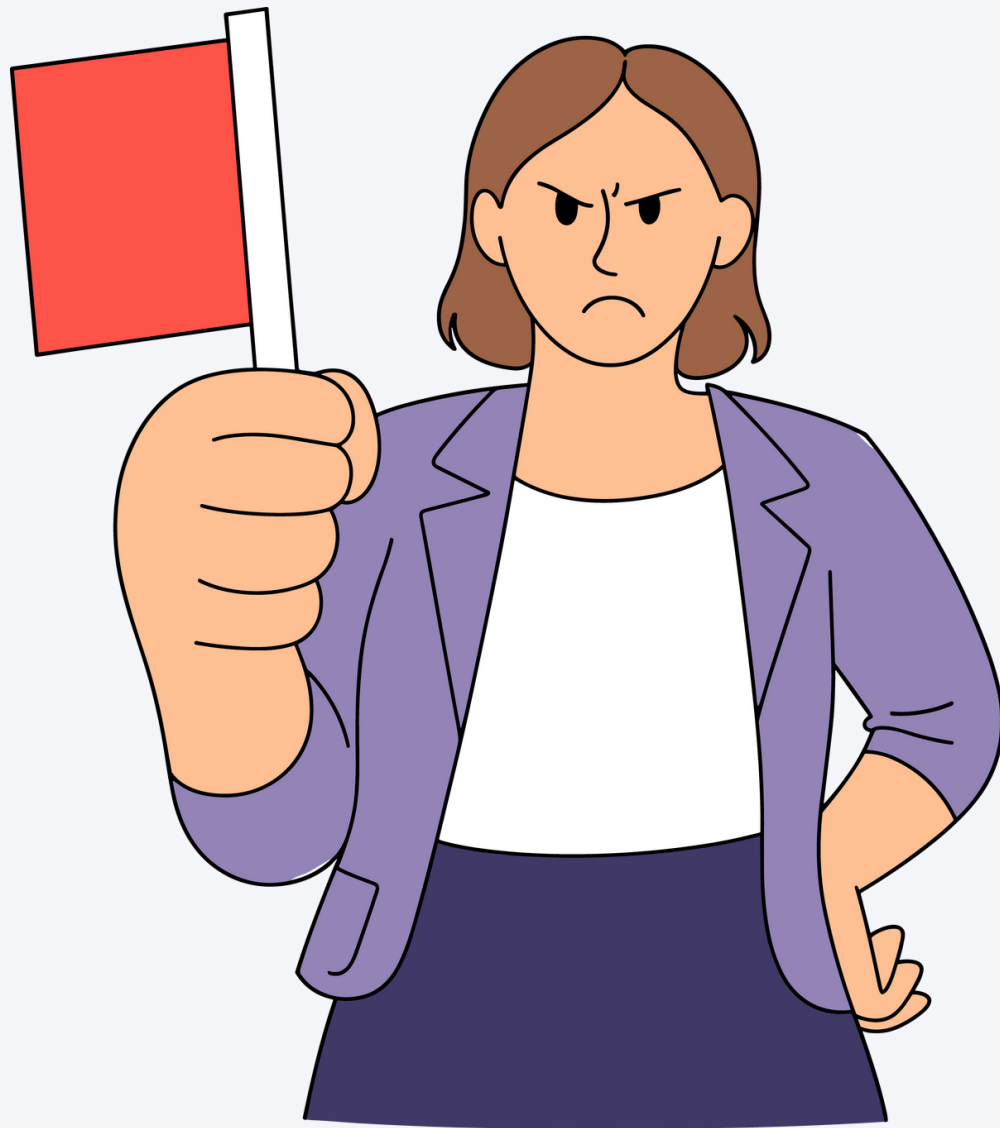


Reasonable expectations:

- Adapting to tasks and learning curves
- Supporting the team during busy periods
- Being flexible with some schedules
- Receiving feedback, including critical feedback



Red Flags: When It's Too Much



These are signs something is wrong:

- Working **extra hours regularly** without pay or choice
- Being contacted on **weekends or days off**, constantly
- Being asked to “**just volunteer for now**” with no plan to pay
- Being shouted at, insulted, or ignored
- Not being allowed to take **breaks or rest time**
- Unsafe or unhealthy conditions
- If you’re constantly exhausted, anxious, or afraid to speak—**pay attention.**

Know Your Rights – And What to Do If You're Unsure



Basic labour rights (may vary slightly by country):

- A **contract** with clear terms
- A fair **wage**, paid regularly
- Limits on daily and weekly working hours
- **Breaks and rest periods**
- A safe and respectful workplace



What if you're not sure if something is right?

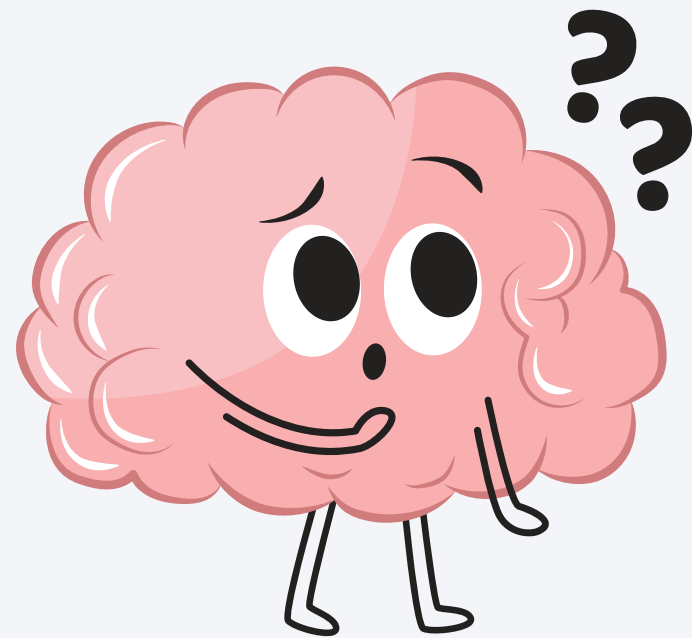
Talk to:

- Your **line manager or supervisor** (for minor doubts)
- **HR or internal staff representative** (if present)
- A **union representative** (if you're in a unionized context)
- A **youth help center or NGO** (for external support)
- A **labour lawyer or legal clinic** (for serious issues)



You don't have to face it alone.
Ask. Document. Speak up!

How to Respond When Something Feels Wrong

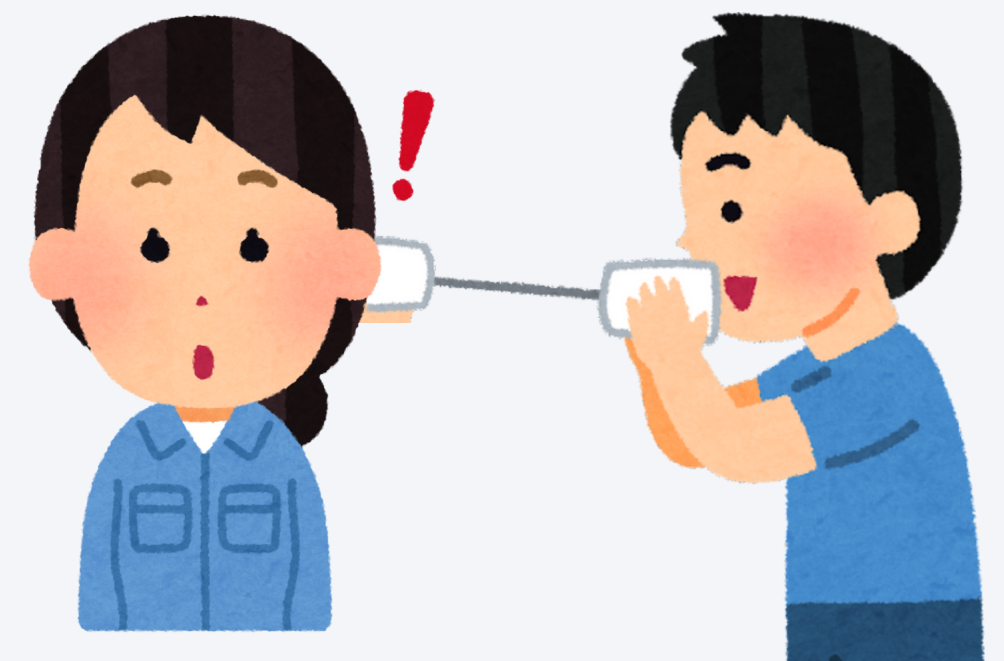


You have the right to ask:

- “Could you clarify why I’m being asked to do this?”
- “Is there someone I can talk to about my working hours?”
- “I’m not comfortable with this request—can we discuss it?”

- Stay calm, firm, and respectful.
- Write things down. Keep copies of messages.
- Ask for support from trusted adults or professionals.

Assertiveness is not aggression. It’s clarity with respect.

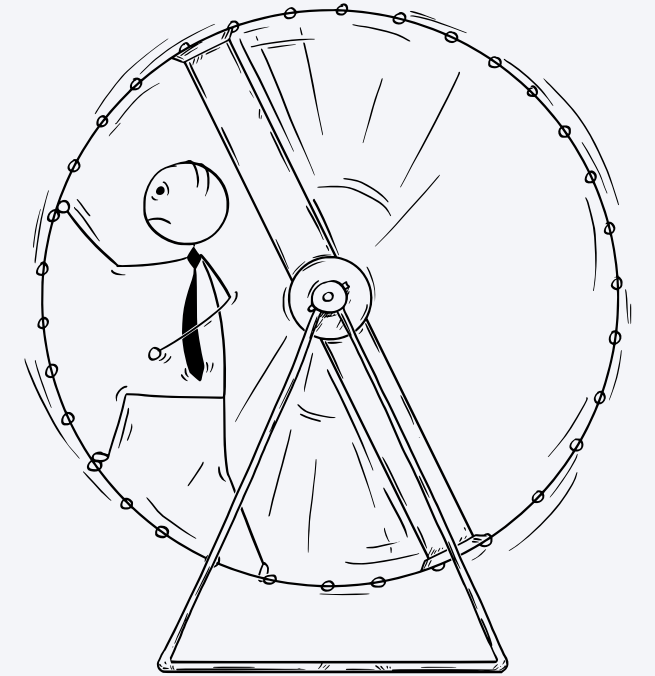


When It's Time to Leave (or Report)

Sometimes, walking away is the right thing to do.

Consider leaving or reporting if:

- The situation repeats despite your feedback
- You're being disrespected or manipulated
- You feel mentally or physically unsafe
- You're being asked to break the law



You deserve a job where you're respected and protected.
Quitting is not failure. Sometimes, it's protection.

Final Message: It's Okay to Say No



Sometimes you'll do everything right... and things still won't work out.

That's life:

- Employers make choices you don't control
- Some companies aren't healthy places to stay
- Saying "this is too much" doesn't make you weak
- It makes you aware—and free

Unless your rights are being violated in a way that requires legal action,

Let go and move on.

The world doesn't always match your effort—and that's okay.
Learn, protect your values, and take the next step.

