

LESSON 11: YOUNG PEOPLE & WORK

Law & Citizenship Course • *Ghid practic de educație
juridică - „Elevul și legea”* • Judecător Cristi Danileț



FAIR WORK
SAFE
FUTURE



Work gives independence, but
the law keeps it fair. Teenagers
can learn trades, earn money,
and build careers — as long as
their rights, age limits, and safety
are respected.

LESSON CONTENTS

PART 1

YOUTH & LEGAL WORK

What the law allows for students and young employees: fair contracts, safety, and balance between study and earning

PART 2

WHY THESE RULES EXIST

How work protects dignity, limits exploitation, and ensures learning comes before profit

PART 3

WORK, RIGHTS & RESPONSIBILITIES

What students and employees must know: wages, working hours, and duties toward employers

PART 4

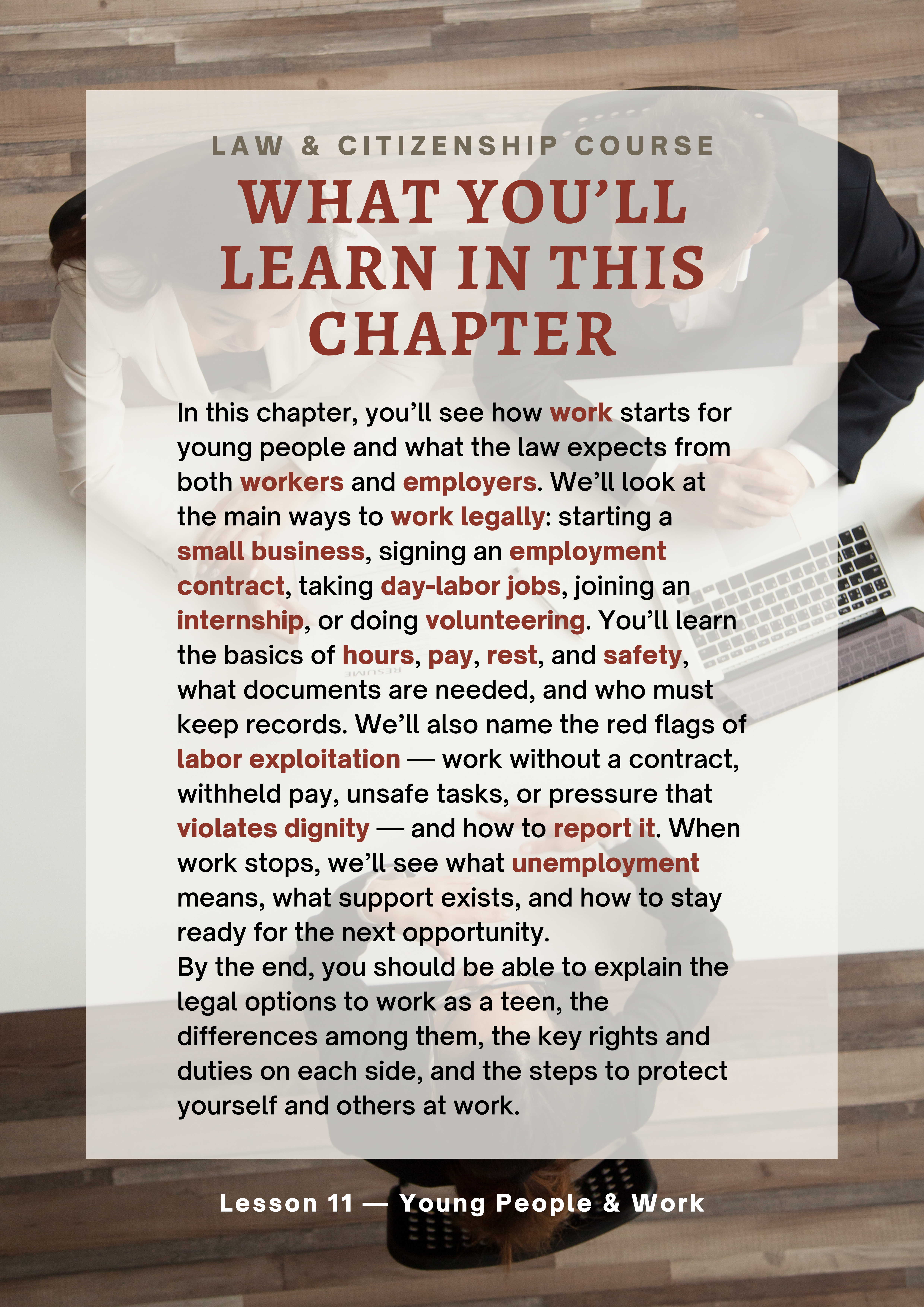
WHEN HELP IS NEEDED

Who to contact in case of accidents, unfair treatment, or missing pay — from school counselors to labour inspectors

PART 5

REVIEW & PRACTICE

Quiz, key concepts, and reflection tasks — review what you've learned and apply it



LAW & CITIZENSHIP COURSE

WHAT YOU'LL LEARN IN THIS CHAPTER

In this chapter, you'll see how **work** starts for young people and what the law expects from both **workers** and **employers**. We'll look at the main ways to **work legally**: starting a **small business**, signing an **employment contract**, taking **day-labor jobs**, joining an **internship**, or doing **volunteering**. You'll learn the basics of **hours**, **pay**, **rest**, and **safety**, what documents are needed, and who must keep records. We'll also name the red flags of **labor exploitation** — work without a contract, withheld pay, unsafe tasks, or pressure that **violates dignity** — and how to **report it**. When work stops, we'll see what **unemployment** means, what support exists, and how to stay ready for the next opportunity.

By the end, you should be able to explain the legal options to work as a teen, the differences among them, the key rights and duties on each side, and the steps to protect yourself and others at work.

WORK FAIR, STAY SAFE

WHY CLEAR RULES AT WORK PROTECT EVERYONE

Work brings **independence**, but only **lawful work** keeps it safe. Teenagers can **get experience**, **earn money**, or **volunteer** — but always with **written agreements**, **age-appropriate tasks**, and **safe conditions**. Employers must respect **limits on hours**, **night shifts**, and **hazardous work**, while young workers must **follow instructions** and **show responsibility**. The law also protects access to education, so work never replaces school. Fair rules make sure that effort is **rewarded**, **not exploited**.



Warm-Up Activity



Think of one job, internship, or volunteer role that a teenager could do safely. What makes it fair?
Share your answer with a classmate.

Rules build confidence, not fear.

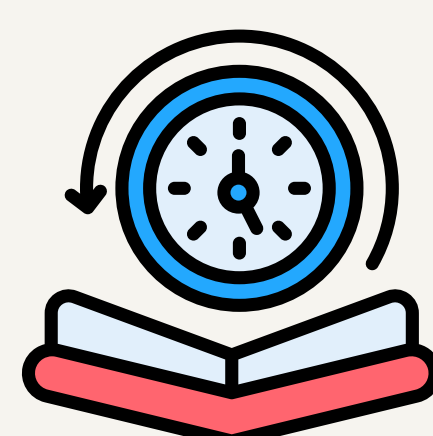
WHY DO WE HAVE RULES?

People grow into work gradually. Without clear rules, teenagers could be pushed into **unsafe**, **unpaid**, or **unfair work**, and school time would be sacrificed for profit. **Work rules** set **minimum ages**, **shorter hours for minors**, and **no hazardous** or **night shifts**. They require **written contracts**, **real pay**, **breaks**, and **safety training**, and they **ban harassment** and **discrimination**. The goal isn't to stop you from earning; it's to protect dignity, learning, and health so you can work and study.

Age & Hours



Minors can work only from a lawful age, with lighter schedules. Shorter days and weeks, no night shifts, and no dangerous jobs.



School Comes First

Work cannot block school or exams. Internships and apprenticeships must teach skills.

Contracts & Pay



A job should come with a written contract, payslip, and clear duties. Minimum wage, paid hours only, and no “trial work” without pay.



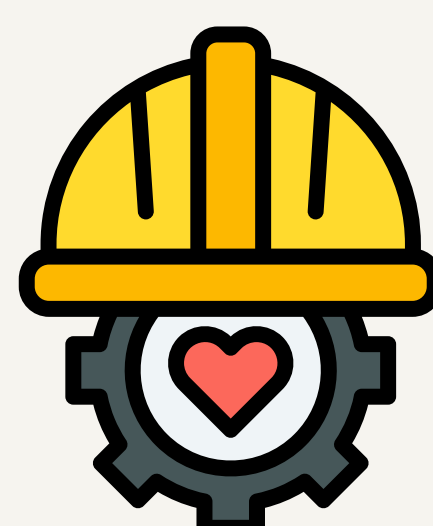
Fair Treatment

Equal pay for equal work. No bullying, harassment, or discrimination by age, gender, ethnicity, disability, or belief.

Rights with Duties



Show up on time, follow safety rules, care for customers and property, and keep data confidential.



Safety & Health

Employers must train you, provide protective gear, and allow breaks. You can refuse work that's clearly unsafe and report hazards without retaliation.

Imagine and Reflect

Imagine a summer job without a written contract or breaks. What problems could appear for pay, safety, or school? Who could help (parents, labor inspectorate, teacher)? Write 2–3 sentences below.

WHO DOES WHAT AT WORK

Employers



Employers (HR & Managers)

- Hire and sign written contracts.
- Set schedules, assign tasks, and provide breaks.
- Pay wages on time, give payslips, and keep records (hours, leave).

Workers



Young Workers & Students

- Bring valid ID, read what you sign, and keep copies of all papers.
- Respect schedule, follow safety rules, and report hazards or bullying.

Supervisors



Labour Inspectorate (ITM) & Supervisors

- Check contracts, hours, and pay; fine undeclared work; can stop unsafe work.
- Register and monitor day-labour and internships; verify that volunteering is not disguised work.
- Provide guidance on minimum wage, rest time, and workplace posting of rules.

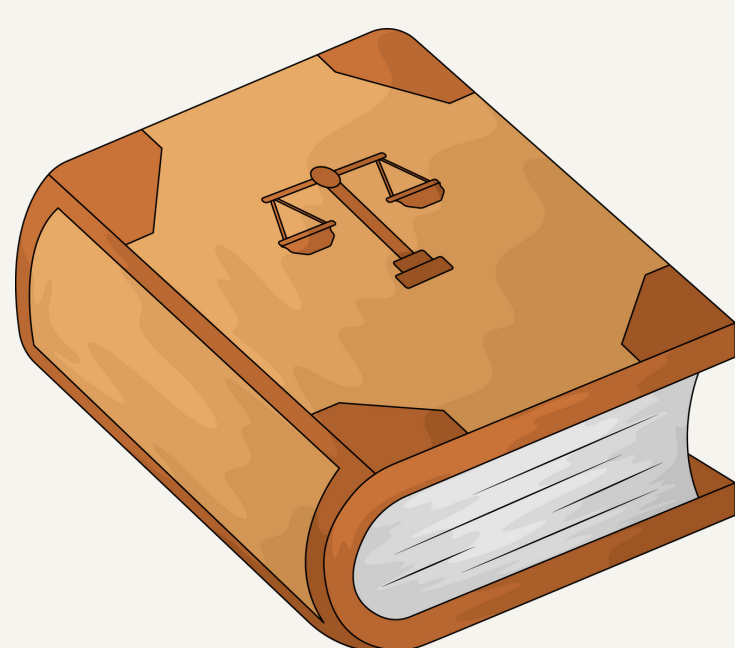
Prosecutors



Courts & Prosecutors

- Settle disputes on unpaid wages, wrongful dismissal, discrimination, or accidents.
- Order compensation and reinstatement.
- Prosecutors investigate exploitation/trafficking or forcing minors to work illegally.

Key terms



Mini-Glossary

- **Minimum Wage** = the legal floor; you can't be paid less.
- **Health & Safety** = employer duties and your duty to follow instructions.
- **Undeclared Work** = no contract or off the books pay; illegal and risky.

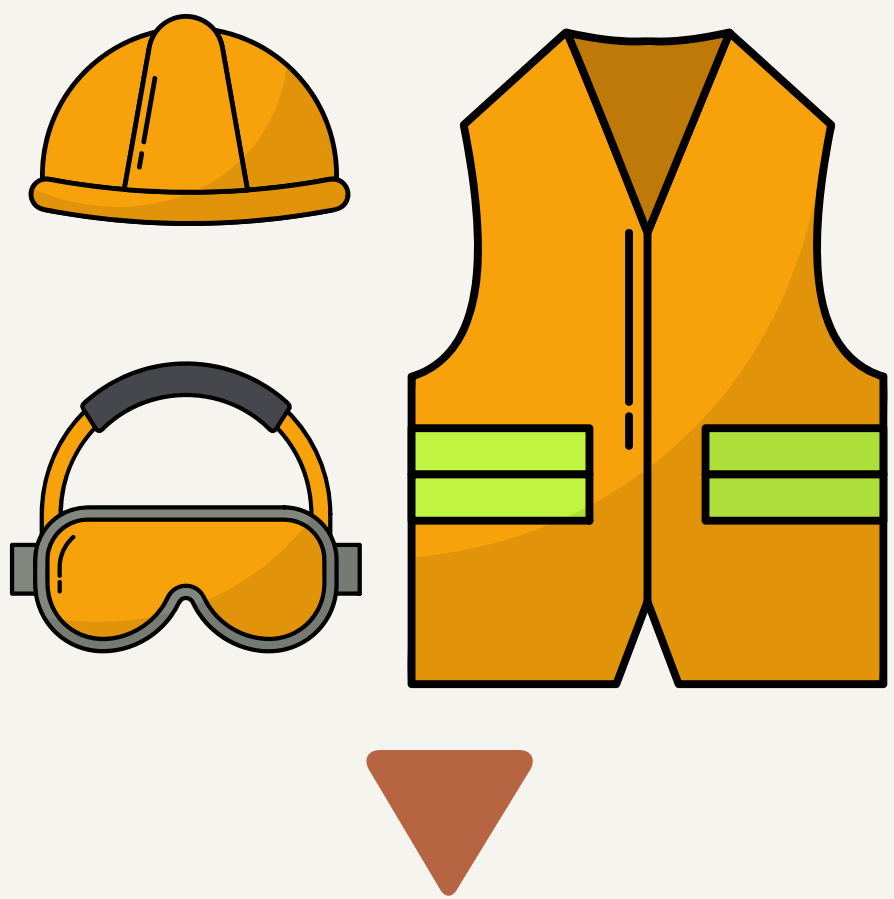
WHEN HELP IS NEEDED

When something goes wrong at work — **lost pay**, **unsafe tasks**, **discrimination**, or **injury** — knowing who to contact keeps you protected. The law doesn't expect you to handle it alone; every problem has an **official channel**. Acting fast and correctly turns a bad situation into a solvable one.



WORKPLACE ISSUES

If your wages aren't paid or hours are changed unfairly, talk first to your employer or HR, then contact the Labour Inspectorate (ITM). They can check contracts, pay slips, and safety conditions.



SAFETY & ACCIDENTS

If you're hurt or feel unsafe, inform your supervisor right away and go to a doctor. Employers must report accidents and ensure protective equipment. You can also reach out to the Labour Inspectorate or Health & Safety authorities.



UNFAIR TREATMENT

If you face harassment or discrimination, tell a teacher, parent, or union rep, and if needed, the Equality Council (CNCD). No one should be punished for speaking up.



DOCUMENT PROBLEMS

Lost contracts, pay slips, or ID? Ask your employer for duplicates or contact the local authorities (city hall, ANAF). Keeping copies helps you prove your rights.

HOW TO REACT WHEN TROUBLE HAPPENS

Notice the problem

Realize something isn't right: missing pay, unsafe job, or unfair treatment. Knowing your rights is the first step to solving it.



Notice

Record and Report

Write down what happened, with dates and names. Contact a teacher, parent, or the Labour Inspectorate.



Report

Get Support

You can't fix everything alone. Ask your school counselor, union, or youth NGO for advice. They can guide you to the right institution.



Support

Investigation & Response

Authorities check your claim and may inspect the workplace, mediate, or fine the employer.



Investigation

Resolution

Once the issue is solved — pay corrected, hours fixed, or safety improved — ask for a written confirmation.



Resolution

So what for me?

Knowing your rights means knowing when to ask for help and who to trust. Reporting isn't betrayal — it's how rules stay real.

Try it: Imagine a part-time job where you don't get paid on time. Who would you contact first? What could happen if you stay silent?

QUIZ — Lesson 11

Check what you've learned about how young people can work safely and fairly. Read each question carefully and choose the correct answer.



- 1** At what age can a teenager sign a legal work contract in Romania?
 - a) 14, with any type of job
 - b) 15, only with parental consent
 - c) 18, for all jobs
- 2** What must every job contract include?
 - a) Only the salary
 - b) Job duties, hours, and pay conditions
 - c) The worker's hobbies and personal goals
- 3** Why can't minors work at night or in hazardous conditions?
 - a) It's against safety and health laws
 - b) Employers don't like paying extra
 - c) Because school ends late
- 4** What is the main duty of the employer?
 - a) To supervise studies
 - b) To ensure safe, legal, and paid work
 - c) To decide what's best for each worker's life
- 5** What happens if you work without a contract?
 - a) It's fine if you're paid in cash
 - b) You risk fines and lose your rights
 - c) You can't complain if something goes wrong
- 6** Who can you contact if your employer refuses to pay you?
 - a) The Labour Inspectorate (ITM)
 - b) Your classmates
 - c) The police only
- 7** What right do students have if they also work?
 - a) Extra pay for being minors
 - b) Paid study leave for exams or school duties
 - c) Fewer safety rules
- 8** What proves that work is fair and legal?
 - a) A written contract and payslip
 - b) A handshake and trust
 - c) A verbal promise from your boss
- 9** What is the purpose of internships or volunteering?
 - a) To replace school with work
 - b) To gain experience under supervision
 - c) To earn extra money without documents
- 10** Why does the law limit the number of hours young people can work?
 - a) To prevent fatigue and protect learning
 - b) To reduce company costs
 - c) To make jobs scarce for adults

QUIZ — Lesson 11

ANSWER KEY



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KEY CONCEPTS FROM LESSON 11



FAIR WORK

Employment based on clear laws, mutual consent, and respect for safety, fairness, and education.



MINIMUM AGE

15 with parental consent or 16 for full independence, ensuring work never replaces school or endangers health.



WORK CONTRACT

A written agreement defining duties, payment, hours, and rights; proof that work is fair and legal.



UNDECLARED WORK

Jobs done without proper registration or documents; illegal, unsafe, and without employee protection.



HEALTH & SAFETY (H&S)

Standards that prevent accidents, protect physical and mental wellbeing, and keep workplaces safe.



LABOUR INSPECTORATE (ITM)

The national authority that monitors employers, investigates abuse, and enforces fair labour laws.



INTERNSHIP

A supervised learning period that offers practical experience and insight into a profession.



VOLUNTEERING

Free and voluntary activity for social or community benefit, teaching responsibility without financial reward.



WORK-LIFE BALANCE

The right to divide time between study, rest, and work so that personal growth and wellbeing are protected.



EMPLOYMENT RIGHTS

Legal guarantees for fair pay, rest, safety, and the freedom to speak up when those rights are violated.