

Chapter 20 - Legislation and human resources



Employment protection

- Governments often pass legal order to protect people at work
- Without such protection, some business might exploit their workers
- In addition to providing a healthy and safe working environment businesses have other legal obligations

Contract of employee

Contract of employee is a legal agreement between employer and employee. It defines the terms and conditions of employment, including the duration of the contract, the duties of the employee, the salary, and the benefits.

Termination

Termination is the process of ending an employment contract. It can be initiated by either the employer or the employee. The process usually involves giving notice and may be subject to legal requirements.

Unfair dismissal

Unfair dismissal is a legal concept that refers to the termination of an employee without a valid reason. It is a violation of employment law and can result in legal action.

Working conditions

#1 Video

#2 Video

Other legislation

- Unemployment benefits: Some states have unemployment benefits that are paid to workers who are laid off.
- Minimum wage: The minimum wage is the lowest amount that employers are allowed to pay their workers.
- Child labor laws: Child labor laws are designed to protect children from exploitation in the workplace.
- Equal pay laws: Equal pay laws require that men and women be paid the same for the same work.
- Anti-discrimination laws: Anti-discrimination laws prohibit employers from treating workers differently based on race, gender, or other characteristics.

Any question?

#3 Video

6

20

Health and safety at work

- Working and safe working conditions are important for the health and safety of workers.
- Employers have a legal obligation to provide a safe and healthy working environment for their employees.
- Workers have the right to a safe and healthy working environment.
- Employers should take steps to prevent accidents and injuries in the workplace.
- Workers should be trained in safety procedures and encouraged to report any safety concerns.
- Employers should provide necessary safety equipment and training.
- Workers should be encouraged to use safety equipment and follow safety procedures.
- Employers should conduct regular safety inspections and maintain accurate records of safety incidents.
- Workers should be encouraged to participate in safety training and drills.
- Employers should provide a safe and healthy working environment for all workers.

Health and safety at work

Health and safety at work is a legal requirement for employers to provide a safe and healthy working environment for their employees. It involves taking steps to prevent accidents and injuries in the workplace.

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Working conditions

#1 Video



You Tube

#2 Video



Employment protection

- Governments often pass legislation to protect people at work.
- Without such protection some business would exploit their workers.
- In addition to providing a healthy and safe working environment businesses have other legal obligations.

Contract of employment

This is a legally binding agreement between the employer and the employee.

start date

pay and holiday entitlement

details relating to disciplinary, dismissal and grievance procedures

job title and duties

place and hours of work

terms of employment

Pension and sickness absence

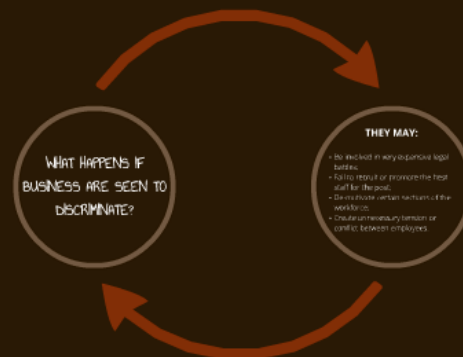
termination conditions

Discrimination

Choosing one person rather than another could be know as : **DISCRIMINATION**

If a business chooses a person because they are more experienced and better qualified than other, this would be legal.

In most countries it's illegal to discriminate on grounds of: GENDER, RACE, DISABILITY, SEXUAL ORIENTATION OR AGE.





WHAT HAPPENS IF
BUSINESS ARE SEEN TO
DISCRIMINATE?

THEY MAY:

- Be involved in very expensive legal battles;
- Fail to recruit or promote the best staff for the post;
- De-motivate certain sections of the workforce;
- Create unnecessary tension or conflict between employees.

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Unfair dismissal

Sometimes, workers are dismissed unfairly and they may have grounds claim UNFAIR DISMISSAL.

Employment tribunal:

Sex Discrimination Act 1975

Race Relations Act 1976

Disability Discrimination Act 1995

Equal Pay Act 1970

Employment protection

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Contract of employment

When a person starts working for a company, they enter into a contract of employment. This contract sets out the terms and conditions of the employment, including the salary, hours of work, and benefits.

Termination

Employers can terminate the contract of employment if the employee is found to be unsatisfactory or if the business is restructured. However, there are strict rules governing the process of termination, including the need to provide notice and the right to appeal.

Unfair dismissal

Employees have the right to be protected against unfair dismissal. This means that an employer cannot dismiss an employee without a valid reason and without following the correct procedure.

Working conditions

#1 Video

#2 Video

Other legislation

- Minimum wage legislation
- Working time regulations
- Health and safety legislation
- Equality legislation

Any question?

#3 Video

6

Health and safety of work

- Employers have a legal duty to ensure the health and safety of their employees
- This duty is enshrined in the Health and Safety at Work Act 1974
- Employers must assess the risks to the health and safety of their employees and take steps to control these risks
- Employees also have a duty to take care of their own health and safety and that of their colleagues

Health and safety of work

Employers must provide a safe and sound working environment for their employees. This includes ensuring that the workplace is free from hazards, providing adequate training and supervision, and ensuring that employees are aware of the risks and how to avoid them.

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Health and safety at work

Because of the danger to employees in all businesses, governments aim to protect workers by passing legislation which forces businesses to provide a safe and healthy workplace.



#3 Video



Health and safety at work

- providing and maintaining adequate safety equipment and protective clothing;
- ensuring workers have enough space to work;
- guaranteeing a hygienic environment with adequate toilet and washing facilities;
- maintaining workplace temperatures and reasonable noise levels;
- providing protection from hazardous substances;
- providing protection from violence, bullying, threats and stress in the workplace;
- providing adequate breaks for rest;
- providing training, information, instruction and supervision to ensure the health and safety of workers.



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Other legislation

- maternity and paternity leave when children are born;
- sickness pay during illness;
- a legal minimum wage;
- the right to join a trade union;
- a limit to the number of hours worked during a week;
- an explanation of the rules of conduct and what will happen if they are broken.



Any question?



1. Write the key terms in your exercise book
2. Chapter review, page 79 text book



1. Write the key terms in your exercise book
2. Chapter review, page 99, text book