

# Rights and Equality in the Workplace

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# Group Members



**Melissa Hume**



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# Introduction

On graduating and entering the workspace one needs to have a basic understanding of one's rights and awareness of legal issues.

The purpose of this presentation is to provide an introduction and overview of these legal perspectives.

# Employment Laws



**Neha Jain**

# Employment Laws

## Contract of Employment

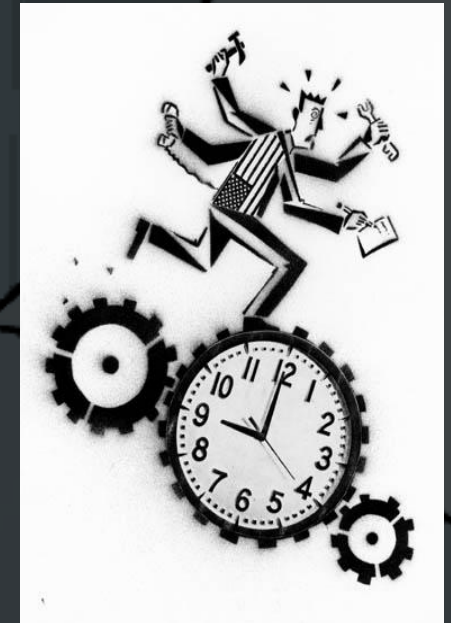
A contract is an agreement that sets out an employee's:

- Employment Conditions
- Rights
- Responsibilities
- Duties



# Working Time

- The maximum working week is 48 hours.
- Workers are entitled to a minimum period of 28 days, or four full weeks, in paid holidays each year.
- In every day workers must have at least a 20 minute break in any 6 hour period.



# Minimum Wages

<b>Type of Worker</b>	<b>Minimum Hourly Wages</b>
Workers aged 21 or over	£6.19
Workers aged between 18-20	£4.98
Workers aged 16-17	£3.68
Apprentices (first year or under 19 yrs)	£2.65

# Grievances

If you have a problem with your employer,



- Send a written statement;
- Discuss it with your employer;
- Appeal against decision if not happy.

If still unhappy with the outcome, you can take your case to an employment tribunal.



# Dismissal

The minimum notice you should get is:

- One week – worked for 1 month to 2 years
- Two weeks – worked for 2 whole years

One extra week for each further whole year's employment up to a maximum of 12 weeks' notice in total.



# Discrimination



**Wing Wa Leung**

<http://www.churchplanting.com/wp-content/uploads/2011/10/discrimination.jpg>



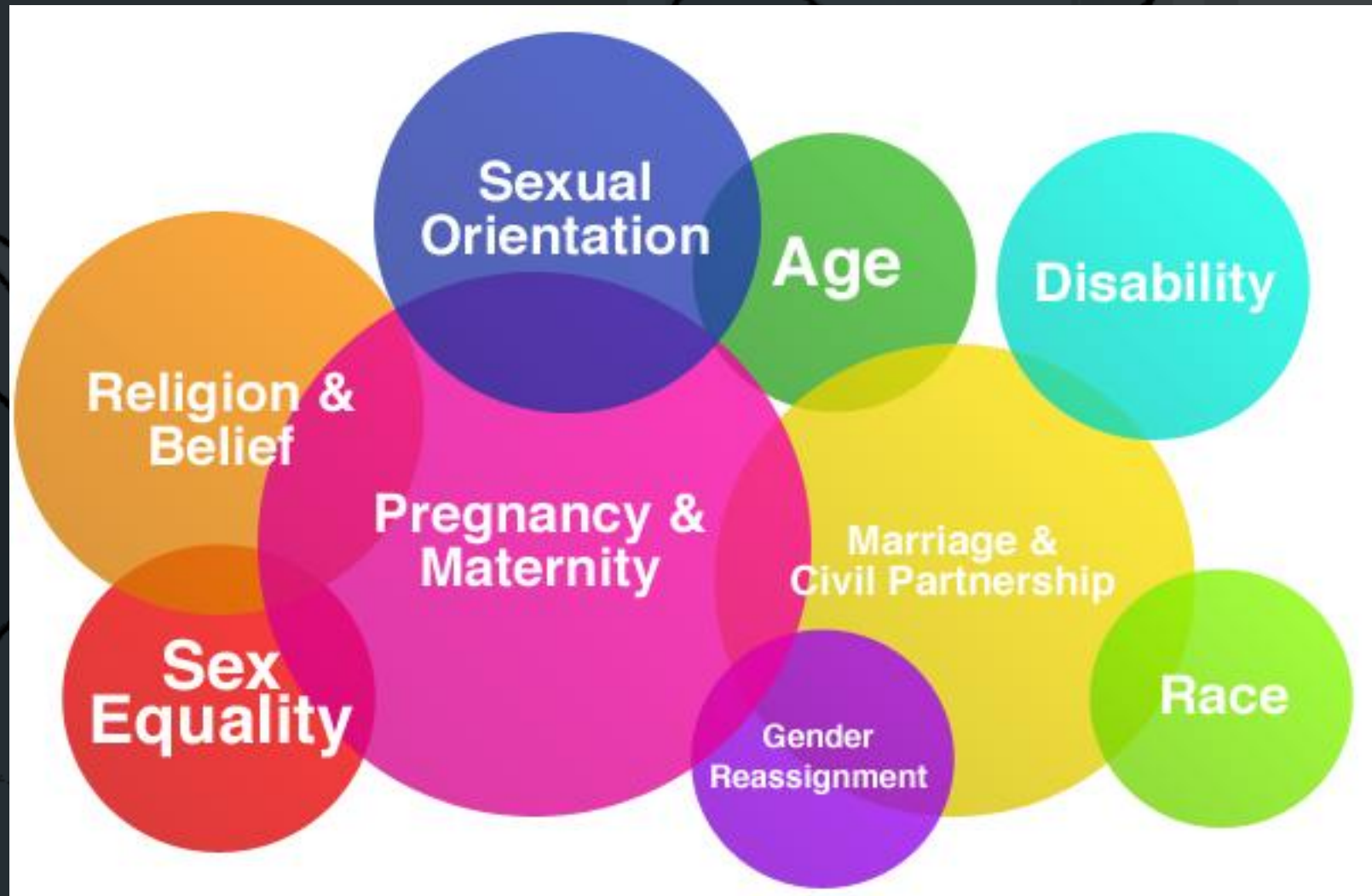
# Discrimination

<http://upload.wikimedia.org/wikipedia/commons/2/2a/Discrimination-Diversity-02.jpg>

# Laws Against Discrimination

- Equality Act 2010
- United Kingdom Employment Equality Law
  - All workers regardless of work status and area of employment are under legal protection

# Protected Characteristics



# Harassment and Victimization



<http://scmclaw.com/wp-content/uploads/2012/10/harassment-in-workplace.jpg>

<http://hellohermanthemovie.com/blog/wp-content/uploads/2012/10/bully12.gif>



The logo for Acas, consisting of the lowercase letters 'acas' in a bold, blue, sans-serif font.

<http://www.upperplumbers.co.uk/images/Text/Acas%20logo.jpg>

# Advisory, Conciliation and Arbitration Service



<http://burnleytuc.org/unison.gif>

**Trade Unions**



[http://www.mediacontact.ie/files/smr\\_profiles/profile-51.jpg](http://www.mediacontact.ie/files/smr_profiles/profile-51.jpg)

# Trade Unions



**Mark Mitchell**

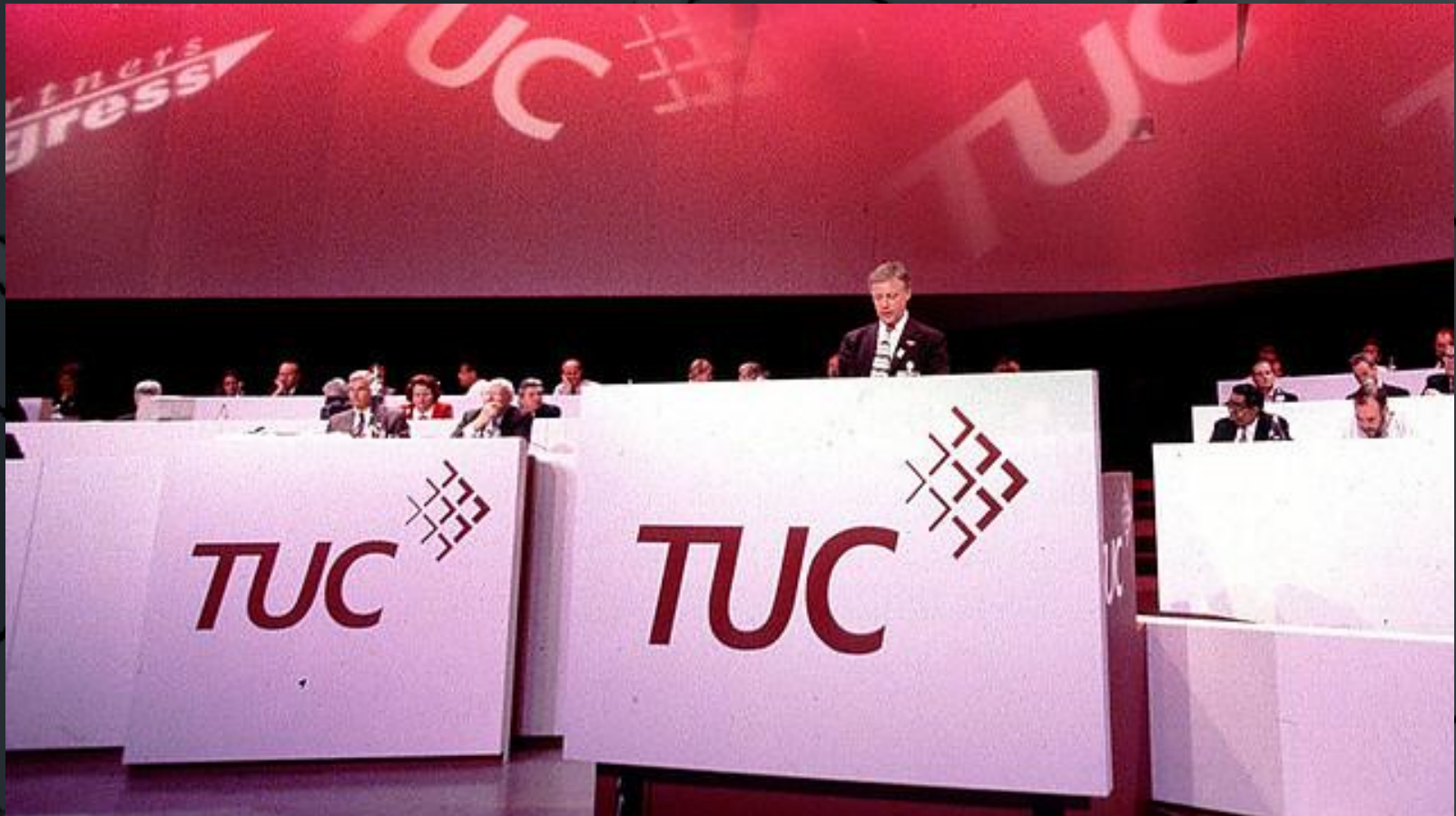


# Trade Unions

- What?
- Why?
- Who?
- How?
- Which?



# The Trade Unions Congress



<http://www.bbc.co.uk/programmes/b007zj57>

# Human Rights



**Vaidyalingam Ramalingam**

# Human Rights

## So what exactly is Human Rights?

**Human rights** are “commonly understood as inalienable fundamental rights to which a person is inherently entitled simply because she or he is a human being” (as stated by Wikipedia).

In simple terms, we can consider it as a basic set of rules which applies to every human being.

These rights are universal and a lot of measures are taken to safeguard people's rights, not only in the workplace but also in economical, social and political matters.



Varu Ajarel,2010

<http://blog.wsd.net/mawenzel/2012/02/02/inquiry-project-human-rights-parts-two-and-three>

- All employees must be treated with equal respect and salary based on age or gender also breaches human rights.

# Protecting Human Rights

- Many organisations have been set up to protect the workers' interests.
- Universal Declaration of Human Rights drafted by United Nations.
- Workers are legally protected. Many countries apply the laws set by the UN and also make their own for extra protection.
- Trade Unions and non-governmental organisations also offer invaluable support to the workers.

# Awareness

- All the bodies that protect human rights shall only be of use if workers come to know about it.
- So awareness must be spread and workers should know about their powers and rights.

# Health and Safety



**Health and Safety  
Executive**



**Melissa Hume**



# The Duties of the HSE



# The Health and Safety at Work Act 1974



## Duties of Employers

# The Health and Safety at Work Act 1974



## Duties of Persons having Control of Premises

# The Health and Safety at Work Act 1974



## Duties Towards Articles Used At Work

[http://thisisnotadvertising.files.wordpress.com/2011/07/lego\\_builders\\_of\\_tomorrow.jpg](http://thisisnotadvertising.files.wordpress.com/2011/07/lego_builders_of_tomorrow.jpg)

# The Health and Safety at Work Act 1974



## Duties Towards Substances Used At Work

<http://www.drugsense.org.uk/wp-content/uploads/2012/05/Drug-Testing.jpg>

# The Health and Safety at Work Act 1974



## Duties of Employees

# The Health and Safety at Work Act 1974



## Duties of Persons in General

# Complaints





# Conclusion

The primary concern of UK's Labour Laws is to ensure that every working person has a minimum charter of rights in their workplace.

This presentation has covered some of the principal points of these laws and has hopefully educated you as to the rights of the modern employee.

# References

- [http://www.tuc.org.uk/the\\_tuc/index.cfm?mins=2&minors=2&majorsubjectID=19](http://www.tuc.org.uk/the_tuc/index.cfm?mins=2&minors=2&majorsubjectID=19)
- <https://www.gov.uk/join-trade-union/trade-union-membership-your-employment-rights>
- <http://www.lowpay.gov.uk/>
- [http://www.adviceguide.org.uk/england/work\\_e/work\\_rights\\_at\\_work\\_e/](http://www.adviceguide.org.uk/england/work_e/work_rights_at_work_e/)
- <https://www.gov.uk/employment-contracts-and-conditions/overview>
- <http://www.hse.gov.uk/>

Any Questions?