

Chapter19

Legal controls over employment

Overviews

1. The nature of equal opportunities legislation and its impact on businesses
2. The nature of minimum wage legislation

Unfair dismissal: when a worker is dismissed illegally by a business

Ombudsman: someone who deals with complaints made by ordinary people against the government, banks, insurance companies and so on.

Equal opportunity : when employing and promoting people must base their decisions on the ability of candidates and not whether they are male or female, race etc.

1. Legal controls over employment : to protect discrimination

1. Gender discrimination
2. Race and religion: worker must receive awareness training to encourage equality of treatment and prevent racial harassment
3. Disability: providing a workplace, equipment and training for disabled people.
4. Sexual preference in recruitment, pay, terms, and condition of employment, promotion and training.
5. Age : not offer, refuse promotion and training on the grounds of age

2. Minimum wage

- **Minimum wage:** minimum amount per hour, which most workers are entitled to be paid.
- **Arrears:** money that you owe someone, or is owed to you, because you have not made, or have received, regular payments at correct intervals or amounts.

3. Reasons why government set minimum wage

1. To benefit disadvantaged workers
2. To reduce poverty
3. To help businesses to promote fairness and equality.

4. The effects of minimum wage laws on businesses

Advantages and disadvantages of a legal minimum wage

Advantages	Disadvantages
<ul style="list-style-type: none">• It encourages people to find jobs.• Low-paid workers will earn more and they will be able to afford more products.• It prevents employers from exploiting unskilled workers by paying low wages.	<ul style="list-style-type: none">• It increases cost to business.• Some employers might lay off some workers, resulting in higher unemployment.

