



Rights at Work

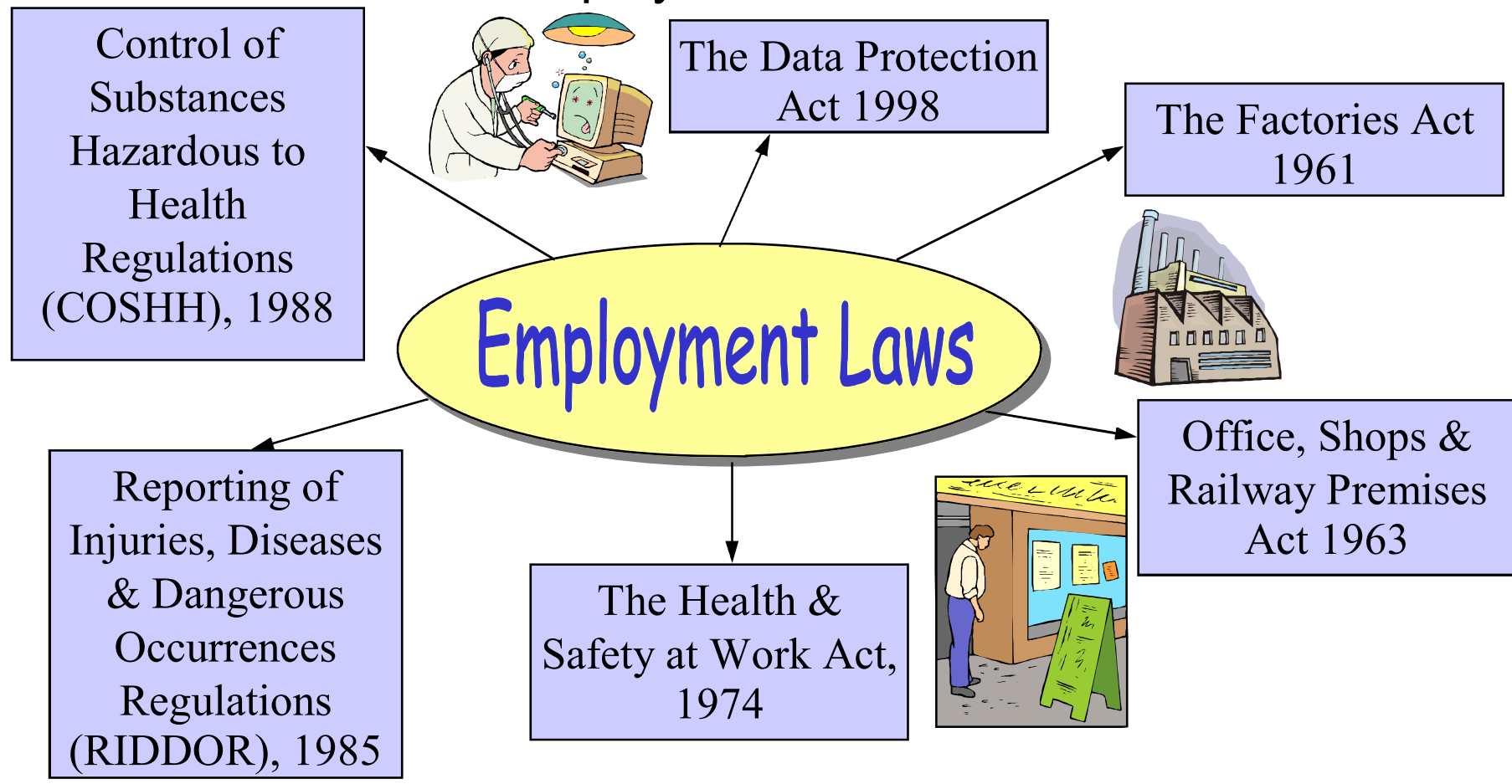
- It is important to recognise that both employers AND employees have right

Employers can expect employees to:	Employees can expect to be:
● Meet the terms of their contracts	● Paid according to their contract
● Help the business meet their objectives	● Provided with a safe working environment
● Follow health and safety requirements	● Appropriately trained
	● Allowed to join trade unions
	● Allowed access to the information kept on computer about them



The Law At Work

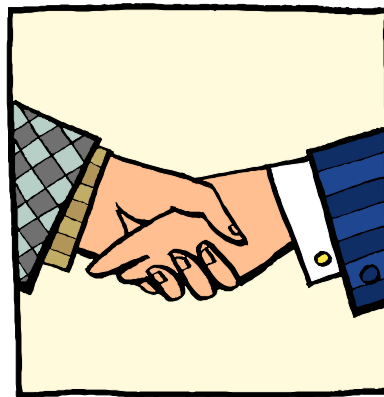
● There are a number of important laws to consider wherever staff are employed:





Industrial Relations

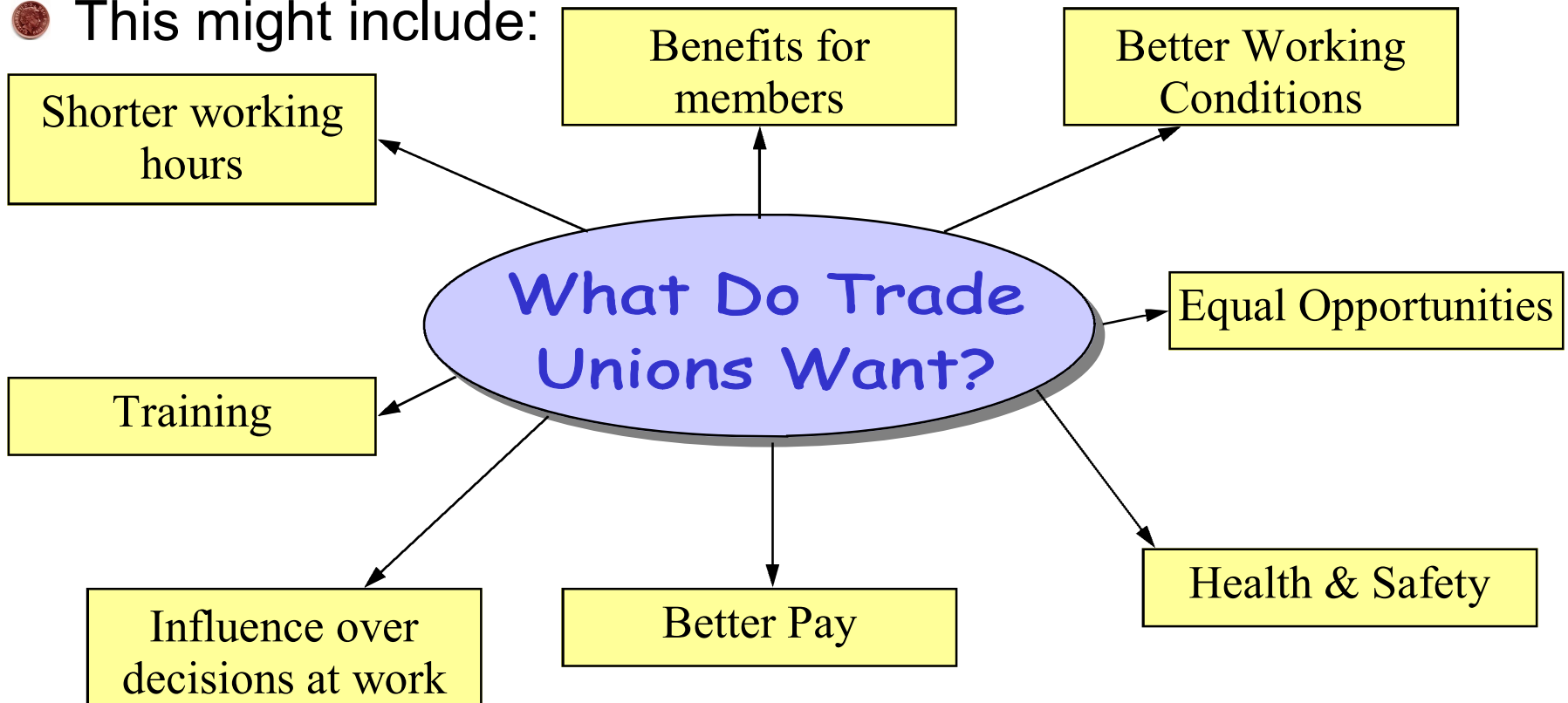
- Most employers will have a good relationship with their workers
- Sometimes there are problems
 - eg an employer is not complying with all of the laws
- This means that both employers and employees might need help to negotiate solutions
- Workers are usually represented by **Trade Unions**
- Employers are usually represented by **Employer Associations**





Trade Unions

- A Trade Union represents workers
- They try to improve their working conditions
- This might include:





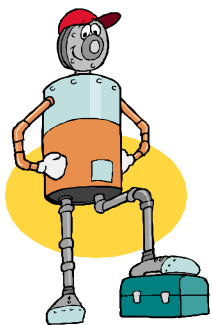
Types of Trade Union

- There are 4 main types of Trade Union



CRAFT UNIONS

- These were the first unions
- Members are usually highly skilled
- Example: Musicians Union

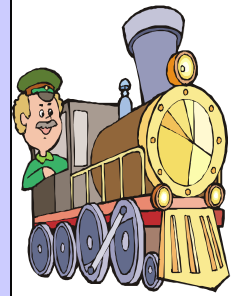


GENERAL UNIONS

- These are the largest unions
- Members are usually from a range of industries
- Example: Trade & General Workers Union

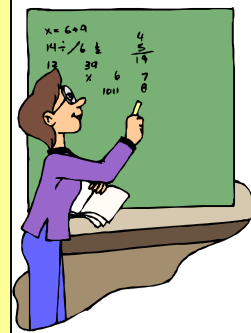
INDUSTRIAL UNIONS

- These represent workers from a whole industry
- Example: National Union of Railway Workers



WHITE-COLLAR UNIONS

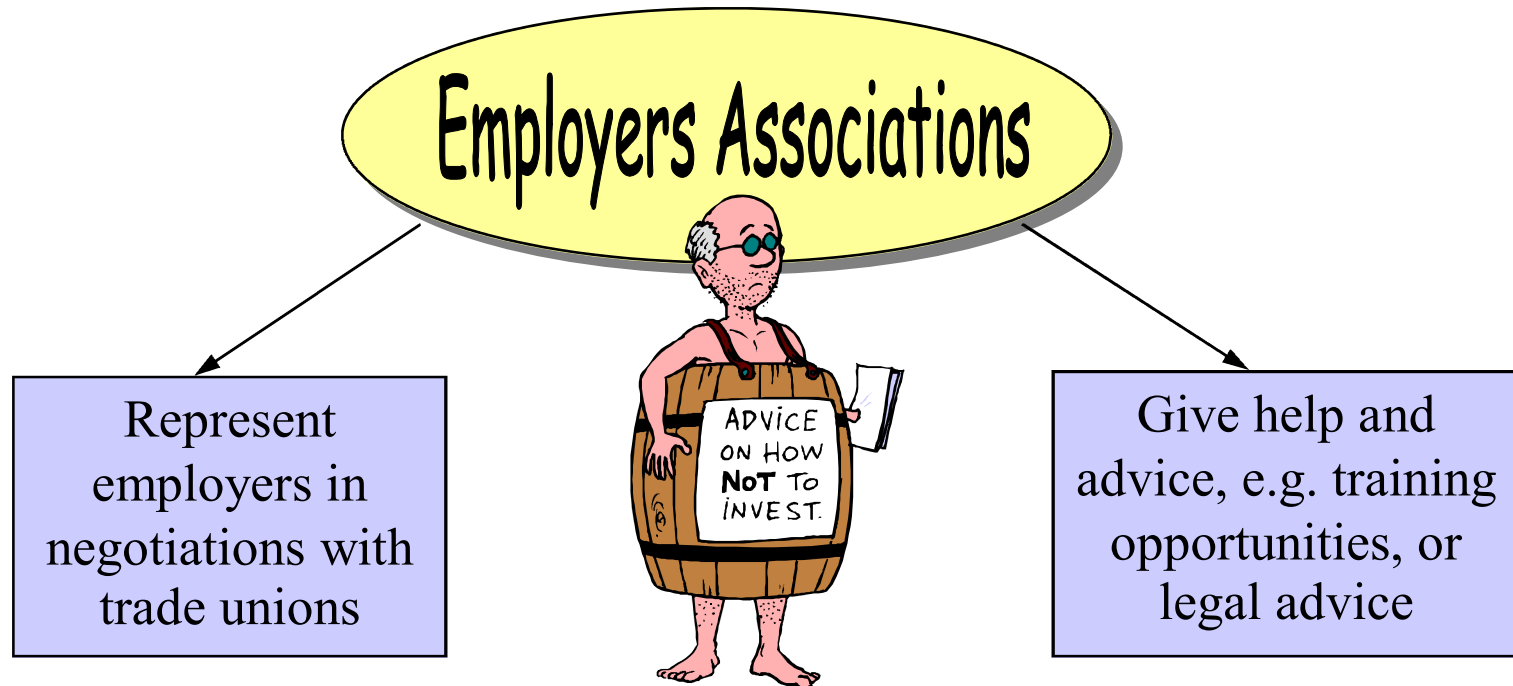
- These represent non-manual workers
- Examples: National Union of Teachers





Employers Associations

- These have been formed to protect employers
- Examples include:
 - The Confederation of British Industry (CBI)
 - The Association of British Travel Agents (ABTA)
- They have 2 main roles:





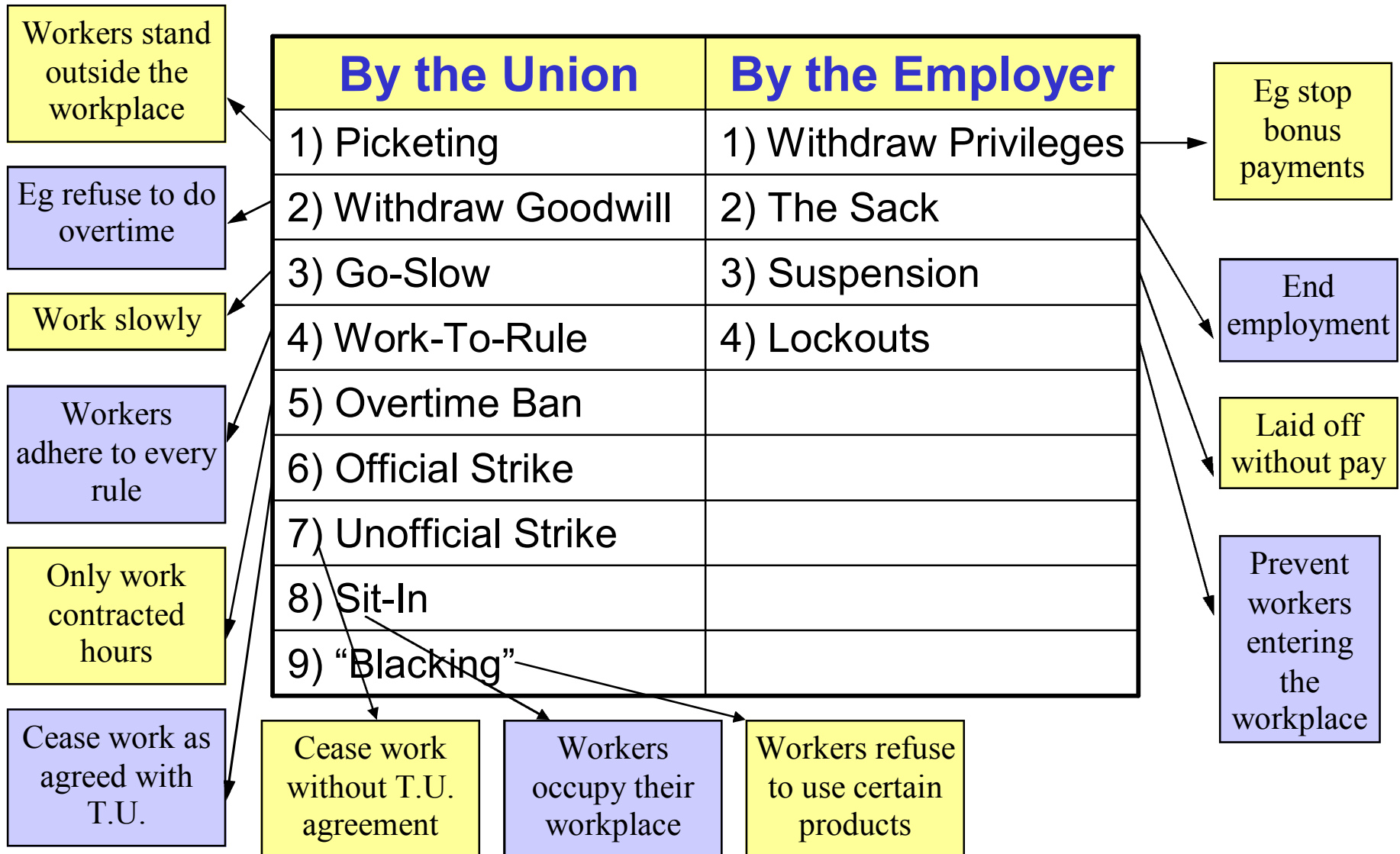
Disputes!

- Most disputes can be settled by talking or negotiating
- Some however are not easy to solve
 - Eg BBC workers going on strike in May 2005
- When a dispute takes place both Trade Unions and Employers have a range of things that they can do
- This is known as **INDUSTRIAL ACTION**
 - This refers to much more than just striking!





Types of Industrial Action



Resolving Disputes



- In order to resolve industrial disputes the government has set up ACAS, which has 3 main roles

acas

Conciliation

Act as an independent communicator between parties

Mediation

Where they propose a settlement – but the parties do not have to accept it

Arbitration

Where both parties agree to accept the recommendations made by ACAS

ACAS stands for:

Advisory
Conciliation
Arbitration
Service

