The Need For Understanding Labor And Employment Law

Imagine yourself in a situation where your employer has harassed you, either physically or emotionally, what will you do? Without knowledge of the labor and employment law or experiences; these things are bound to happen more often.

Therefore, as an employee or employer, it is important for you to understand the laws set in place to protect each of you from harassment and other forms of oppression.

Labor laws are rules and guidelines set in place to govern and monitor the rights of groups of workers such as trade unions, while employment laws are rules that mainly monitor the rights of individual employees.

In this article, We will share with you the importance of understanding these two laws.

Say no to discrimination

Discrimination in the workplace is one of the biggest challenges that employees have to face each day. Some employees lose on promotions due to their age, gender, race or even religion.

However, with the employment laws being enforced, workers are now protected from such discriminatory practices. This law also protects you from being fired or harassed by your company when you report them for conducting suspicious and illegal activities.

Safe Working Environment

Irrespective of the kind of job that you do, you deserve to work in an environment that doesn’t endanger your health or your life. If the nature of the job is risky such as construction or underground mining, then the company will have to invest in more oversight to ensure employee's safety.

Under the labor and employment law, you also get to lodge complaints about working in poor and risky environments without having to worry about losing your job.

Enforce fair payments

Every employee has the right to receive fair amounts of payment for the value of the work they do. Depending on the minimum wage pay in different places, this law ensures that you can sue your employers for payment, below the minimum pay.

The laws also cater for your right to good pay, paid leave and also a deserved promotion. This ensures that you earn what you worked for.

Child Labor and Employer Protection

Although employers tend to be on the right side of oppression, there are also circumstances when he/she needs protection from bullies.

This law gives an employer the right to employ whoever employee they choose without being pressured or bullied into the task. That way, only the best workers are employed.

The children are also protected from child abuse and child labor whether physical or mental as it may result in harm on them.

Conclusion

With the many challenges experienced at the workplace, understanding the labor and employment law will protect you from discriminations, harassment and ensure that you get fair wages.

As a result, both the workers and employees will be happy and satisfied with their work and hence, become more productive. Therefore, if you want to see an improvement at work, make a point of understanding these laws.