

Rights & Responsibilities of Employers & Employees

Legal - employees/employers must adhere to laws, both Irish and EU

- **Responsibility of employer/right of employee**

There are laws governing minimum wage, health and safety regulations and the non-discrimination of employees. Employees must also be allowed to join a trade union.

E.g. Employees must be given at least the minimum wage.

E.g. Employers must not discriminate against employees when hiring, promoting or firing

- **Right of employer/responsibility of employee**

Employees must follow laws that might affect the employer, such as laws regarding health and safety, road safety and treatment of other employees.

E.g. An employee should not drive to work without the appropriate licence

Social - refers to your interaction with others and society. It can relate to a person's family, ethnic or cultural background

- **Responsibility of employer/right of employee**

Employers should try to be polite and respectful towards employees in terms of how they acknowledge them, greet or talk to them. Employees should also be treated with respect and dignity in front of others. Employers should also provide an enjoyable workplace, like making sure the employees get to interact on a social level and provide comfortable break rooms

E.g. If an employee needs to be corrected for a mistake, the employer should correct them in private instead of embarrassing the employee in front of their peers. An employer should not subject an employee to bullying or tolerate bullying of employees by other employees

- **Right of employer/responsibility of employee**

Employees should treat the employer, other employees and customers with respect and dignity. They should be courteous to customers and help them if needed.

Employees should not be rude on any basis, including social background, family situation, cultural or ethnic values

E.g. the employee should not exclude another employee from a conversation, and should help a customer if they need help

Environmental - refers to impacts or pollution to the environment or planet (land, sea, air, water)

- **Responsibility of employer/right of employee**

Employers should provide a workplace that enables employees to respect the environment, and employees have the right to have a workplace that allows them to be environmentally friendly

E.g. Waste disposal and recycling facilities should be provided in an office available to the employees

- **Right of employer/responsibility of employee**

Employees should use products, equipment and dispose of waste in a way that follows the employer's guidelines and respects the environment

E.g. An employee should not pour harmful chemicals such as oil down the drains, but rather use the disposal containers available

Ethical - means distinguishing between what is morally right and wrong behaviour. People should do what is right regardless of whether laws exist to prevent wrong behaviour

- **Responsibility of employer/right of employee**

An employer should do what is morally right even if they aren't breaking any laws while doing the ethically/morally wrong thing

E.g. a nurse working in a doctor's office should be given the going rate of pay for nurses. It could be morally/ethically wrong for the employer to pay them the minimum wage, even if they aren't breaking any laws

- **Right of employer/responsibility of employee**

An employee must always do what is right in all aspects of work, including reporting theft by other employees and respecting the employer's property

E.g. an employee should treat the employer's equipment (e.g. a power drill) with due care and not leave it lying around where it may be stolen. The employee won't have broken any laws, but clearly would have shown wrong behaviour by leaving it around unattended. If an employee sees another employee stealing or bullying other employees, by not reporting it, they behaved wrongly/unethically. An employee should also keep information about customers or clients confidential (e.g. a doctor shouldn't tell all of his friends about a client's illness)