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UNAGREED TERMS AND CONDITIONS

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INDEX

INTRODUCTION

SITUATION OF THE CASE

CONCLUSION

STAKEHOLDERS AFFECTED

ROLE PLAY PRACTICE

INTRODUCTION

Many times, due to life circumstances, we come across situations that we never thought existed or that certain people would be unable to do certain things. But since life itself teaches us that there are surreal things in nature people too.

We are all human beings and we make mistakes, but it does not mean we can use and abuse people. Because nowadays, the worker has many rights at work and this makes the employer much more limited when hiring as it is not only street of his salary but also has to be done. in charge of his security that all is well. Honestly the worker must feel well, and the employer is the one who must take care, many times we have seen that this is not the case.

But in the face of this, many people have not been able to get rid of these atrocities. Out of desperation or other reasons, they have no choice but to hold on and they do not dare to betray the employer and they have no way out of the loop because being in such a vulnerable situation they have no way to prove it.

Sadly, it is a reality that is rarely talked about as it is often about marginalized society.

In a continuation, I will show a situation in which I personally found myself.

SITUATION OF THE CASE

Once, I worked in a place where men and women were hired, it was about picking fruit and it was a temporary job that every year they select new staff at that time I had no experience and with any job I was satisfied as I had no other option. In the same contract, there was a clause in which he said that only men would be paid and not women. Honestly, things did not go well at all because this no longer extracted only a monetary fraud from the workers so that they could meet their monthly expenses. But we are talking about gender discrimination which makes it clear that there is no equality.

At the end of the month, there was a stir because the women did not charge, and we started asking each other (men and women) and at the end we deduced from each other that all the men received their monthly salary and in exchange the women did not. We went to the head of the department explaining the situation and he was shocked. He then told us how to proceed with the situation, which was to talk to the head of the finance department and if he did not give us, he would talk to the administrator and so on until he finished with the owner of the company.

So, we proceeded until we got to talk to the owner, and he told us it was all going. he said it in such a relaxed way that in the end he added "how can you sign a contract without having read the conditions, such is life" we certainly warned him that we did not give him more than three days to proceed to pay us and that after this time we would go to file a complaint with the unions and he replied that a contract is a contract and that there would be no way for a judge to rule in a case like this. We waited all three days in case he backed down, but he didn't. Then we proceeded with the unions and among all a lawyer so that we take things to the limit you need.

Then the lawyer explained to us how to proceed with this type of case and that everything seems to be fine on our part and that we should not worry about anything.

The labor unions, with so much fuss, managed to make the news public. Things went very badly for the employer as things were not expected to end like this even though we wanted to avoid this situation as we knew things would not end well but so he himself wanted it to be like this and so it was.

The judge, as expected, gave us the reason and fined him for this fact as it is a very serious thing.

Eventually the employer ended up giving us the reason and told us that even so, the doors of his company would still be open for us to continue working with him. after all we stayed as we had already gotten what we were asking for and this is how things ended.

CONCLUSION

In conclusion of all this situation, it is very important before signing a contract to read the conditions and that they are agreed by both parties since the worker is totally free to agree to sign the contract. And clarify any doubts you may have at the time of signing the contract.

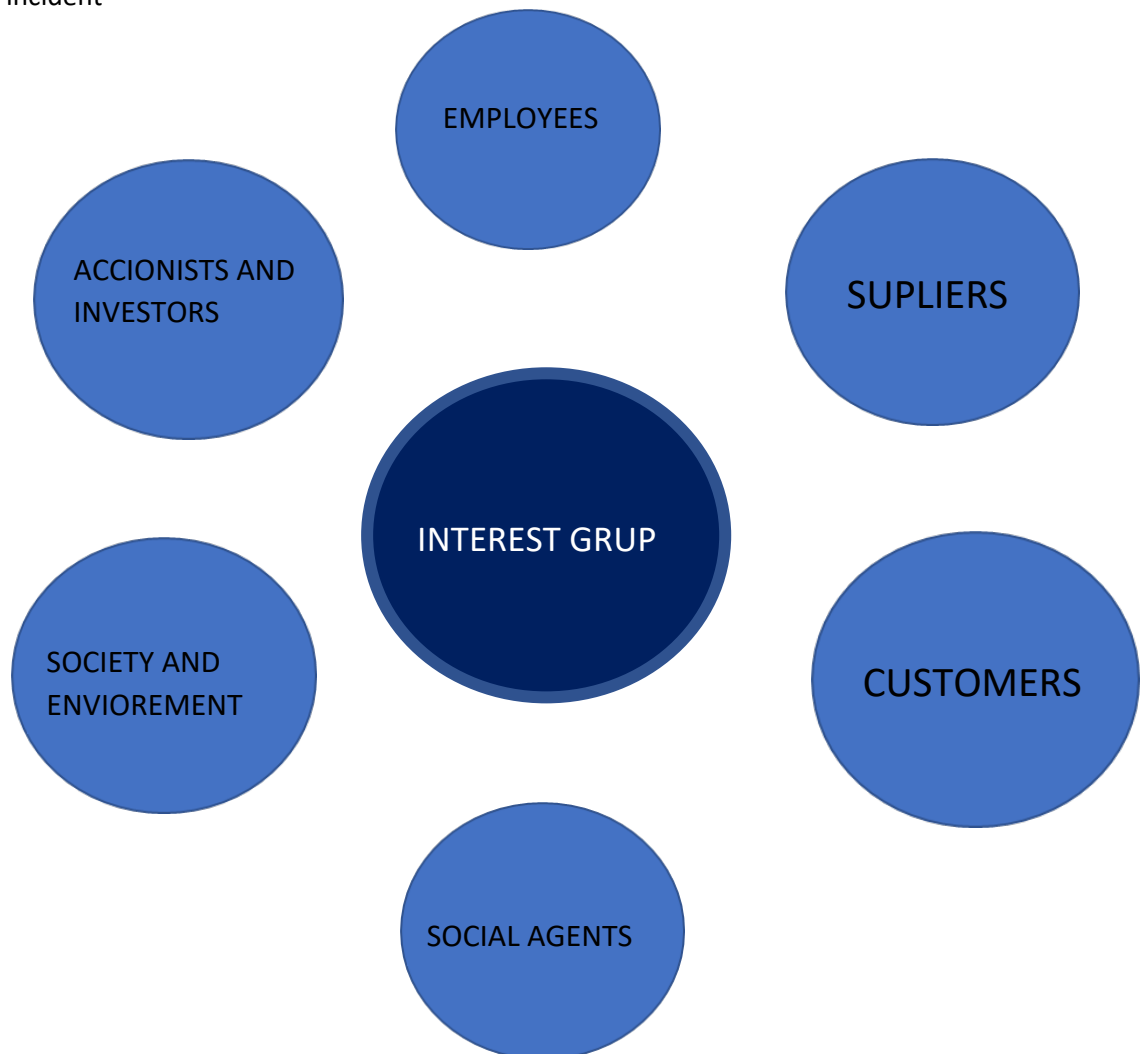
We are all equal and have the same rights and it is not worth tolerating any kind of contempt especially when it comes to the workplace as we are talking about the place where we spend a most of our time.

In this case, we win but unfortunately and going back to reality, many times we can't make ourselves feel guilty that we won't get out of it, that we do what we do we won't put up with them and at the end of everything we are silent after a time, we stop seeing the problem or we leave work if there are possibilities. And this is how in many cases many things remain silent.

I have always said and will continue to say that no matter what kind of work we do, the most important thing is to know what our rights and obligations are. And always be firm with our actions and decisions that do not see us doubt and if we are not clear we always have the unions in front of us and they can give us a hand. Because even though things have changed, people continue to abuse the wickedness of vulnerable people.

STAKEHOLDERS AFFECTED

A group of stakeholders is the grouped group of people involved in a group or company organization etc. in the following table I will show the departments that have been affected by the incident



Employees: The first to be affected in this case were the employees when the women did not receive their salary and thus revoke a scandal in order to obtain their rights.

Human resources: human resources were notified of the incident as the record shows who is registered as an employee. and so unpaid employees proceeded to notify the human resources department so that they would be aware of what had happened.

Finance and administration: then the finance department also takes care of sending the salary to the workers and they found out that part of it was not paid and that's when they told us that they only take care of the people who authorize them and what we could talk to the employer himself.

Actionists and investors: in proceeding with all this obviously the shareholders were notified of everything and were affected as it was a fruit collection co-operative they were in charge of the fruit hygiene line and the work started down a lot because of the mistrust that was generated and really the thing collapsed quite a bit.

Society and environment: this sector was not so affected because it was a scandal but having generated distrust, if the work of some workers were affected the collection of the fruit must be done in a specific time as we all know but then of all being a job that is not very desirable for everyone because it does not require experience. And so there are a lot of people looking for this type of job when they have no experience and at the time due to personal difficulties they were able to fill the jobs and everything could be done.

Social agents: With all this happening and as society is very aware, social agents played a very important role as they were part of the process and to raise awareness more to the people, they made it clear that we are all equal and we have the same rights and duties. And in the end we all have expenses to cover and both men and women have the right to charge the same no more and no less.

Customers: After a while, if the items they used to sell did not leave the warehouse, it would be too late, because we are talking about fruit and therefore, the customers did not support what they did for nothing and this made it difficult to sell but eventually left the warehouse. by his luck.

Suppliers: those who supplied the raw materials did not have much paper they were only ahead of the case but did not do much in this case.

During all this turmoil the company itself, for this mistake was marked by this fact but anyway we cough we get up many times we see each other on the ground. That said, the company is recovering, workers' strength and a second chance for workers

ROLE PLAY

In this case, we made a practical case in which with a colleague, one was a consultant and the other a worker with various frustrations. In my case, I complained about the misunderstanding with colleagues as sometimes even with friends or whoever there may be misunderstandings and in this case the situation was based on the fact that being new, I don't feel integrated and also don't have the necessary information to carry out the work we were entrusted with. And the other case was that my salary expectations were not exceeded as I have expenses to cover, and the salary doesn't cover my expenses.

