

WEEK 12
PROFESSIONAL CAREER
DEVELOPMENT



LEARNING OUTCOMES

1. Learn about the UK employment legislation
2. Explore different cultures and their professional placing
3. Look at possible work discrimination case studies



EMPLOYMENT LEGISLATION

UK employment legislation

1 - You must receive a payslip:

- The day you get paid or before, outlining pay time period, deductions etc.

2 - You must not be discriminated against:

(Characteristics protected under the Equality Act 2010)

- Age
- Disability
- Gender
- Marriage or civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sexual orientation

3 – Health & Safety (Safety work Act 1974)

4 – Statutory sick pay:

- Roughly £95.85/week
- Earn an average of £120/week before taxes
- Been ill for at least 4 days in a row
- Up to 28 days



UK employment legislation continued

5 – Statutory maternity & paternity rights

- Statutory maternity leave is 52 weeks in total.
- Mandatory to take two weeks after the baby is born or 4 weeks if you work in a factory.

6 - You are now allowed to request flexible working

- As long as you have worked for the employer for at least 26 continuous weeks

7 – 28 days paid annual leave

8 – Minimum notice periods

9 – Statutory redundancy pay

- If worked for two or more years.
- Half a week's pay for each full year you were under 22
- One week's pay for each full year you were between the ages of 22 and 40
- One-and-a-half week's pay for each full year you were aged 41 or more



UK employment legislation continued

10 – Protection against unfair dismissal

- Employers must give a lawful reason if they choose to terminate an employment contract.
- A fair dismissal occurs for one of the **following reasons**:
- Your conduct
- Your ability to do the job
- Redundancy
- You no longer meet a legal requirement necessary to carry out your job (for example, if you had to drive but lost your license)
- You must have been continuously employed by your employer for a minimum of two years in order to be legally protected against unfair dismissal.
- However, there are some instances of unfair dismissal where you're protected from your first day. **These include**:
- Being a member of a trade union
- Refusing to give up a statutory right, such as the right to a break or asking for flexible working hours
- Whistleblowing (if you report wrongdoing you've seen at work)
- Being dismissed because of a protected characteristic, such as race, religion, pregnancy or sexual orientation



LABOUR GOVERNMENT CHANGES 2024

- **Day-one rights:** Employees will be protected from unfair dismissal from their first day and will also have day-one rights for paternity and unpaid parental leave.
- **Zero-hours contracts:** Employers will be required to offer guaranteed hours to some zero-hours contract workers, and to give reasonable notice of shifts.
- **Flexible working:** Employers will be required to justify refusing requests for flexible working.
- **Probation periods:** Probation periods will be standardized across all industries.
- **Collective consultation:** Collective consultation obligations will be extended.
- **Bereavement leave:** Employers will be required to establish a policy for bereavement leave.
- **Parental leave:** An additional 30,000 fathers or partners will be included in paternity leave, and 1.5 million parents will gain access to unpaid parental leave.
- **The bill aims to improve working conditions and promote economic growth. It was passed by the Labour government on October 10, 2024, and applies across Great Britain.**

Evolution of employment legislation

➤ Master and Servant Act 1823

The Master and Servant Act of 1823 made it a criminal offence for a workman to be disobedient and allowed calling for strikes to be punishable as an aggravated breach of contract. This act promoted control and punishment over employees in the workplace and was designed to discipline employees. If employees tried to protest for better working conditions, they risked facing a jail sentence of hard labour.

➤ Slavery Abolition Act 1833

In 1833, slavery was abolished and over 800,000 enslaved Africans in the Caribbean and South Africa were freed.

➤ Trade Union Act 1871

For the first time in the United Kingdom, Trade Unions were legalised. This act secured the legal state of trade unions, allowing workers to form groups to protect and further their rights.

➤ The Old Age Pension Act 1908

This act provided financial support for elderly people who were unable to work in the form of a pension.

➤ Contracts of Employment Act 1963

The Contracts of Employment Act of 1963 meant that employers were required to give reasonable notice before dismissal and written contracts of employment.

➤ Race Relations Act 1965

The Race Relations Act of 1965 made it illegal to discriminate on the grounds of race in employment and education.

➤ Equal Pay Act 1970

Men and women were to be paid the same wage for the same job.



Taking things for granted

Although in the Western world we believe that employment rights have become the equalisers in society, not everyone has had the same privileges. Let us take a trip to rural India.



Indian caste system

The system which divides Hindus into rigid hierarchical groups based on their karma (work) and dharma (the Hindi word for religion, but here it means duty) is generally accepted to be more than 3,000 years old.

Manusmriti, widely regarded to be the most important and authoritative book on Hindu law and dating back to at least 1,000 years before Christ was born, "acknowledges and justifies the caste system as the basis of order and regularity of society".

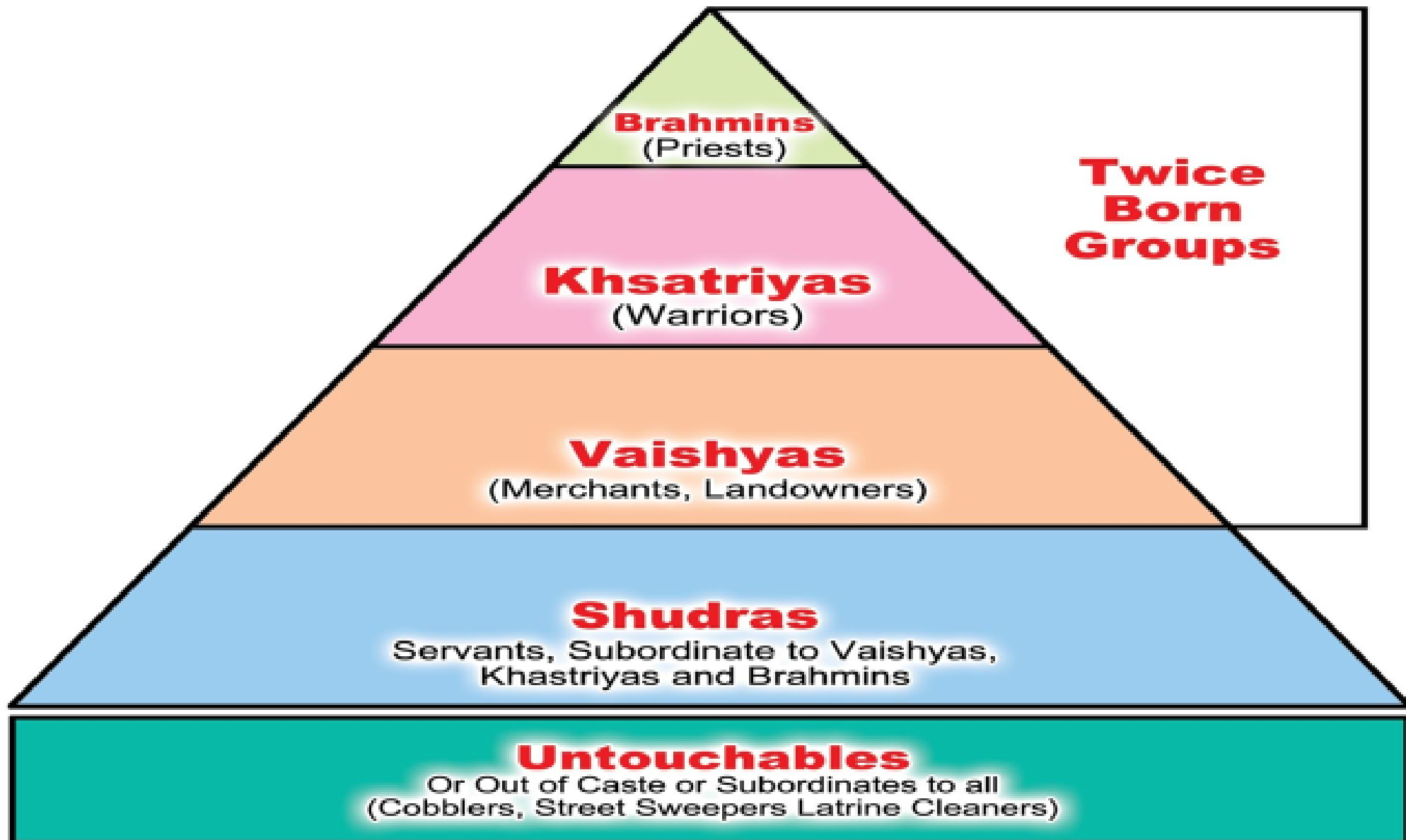
The caste system divides Hindus into five main categories -

- Brahmins
- Kshatriyas
- Vaishyas
- Shudras
- Dalits

Many believe that the first four groups originated from Brahma, the Hindu God of creation.

For centuries, caste has dictated almost every aspect of Hindu religious and social life, with each group occupying a specific place in this complex hierarchy.

Rural communities have long been arranged on the basis of castes - the upper and lower castes almost always lived in segregated colonies, the water wells were not shared, Brahmins would not accept food or drink from the Shudras, and one could marry only within one's caste.



Indian caste system jobs

Brahmins:

- **Priests**
- **Religious leaders**
- **Teachers/Lecturers**
- **Government workers**
- **Business owners**

Kshatriya:

- **Military leaders**
- **Warriors**
- **Civil administrators**
- **Governors**

Vaishyas:

- **Farmers**
- **Traders**
- **Money lenders**

Shudras:

- **Leather tanning**
- **Clothes washers**
- **Shoe makers**
- **Cleaners**
- **Cooks**
- **Blacksmiths**
- **Cobblers**

Dalits:

- **Manual scavengers**
- **Drain and sewage cleaners**
- **Rubbish collectors**
- **Street sweepers**

PREFERENCE OR DISCRIMINATION?



In-Home Support & Care Workers Required: 24-hour NDIS client

Absolute Care & Health ★★★★★ 7 reviews - Glen Iris VIC

[Apply Now](#)

The ideal fit for this role is someone who has 2+ years of experience working in the disability sector working with clients with autism. You must be reliable, very confident and trustworthy. We seek mature supporter workers, ideally aged 40 years and over.

We request no dark-skinned (Indian or African) applicants apply for this role (as per client request.)

Successful candidates will receive specialised training from his allied health team to ensure you are able to provide tailored support for our client.

This is an opportunity to work in the rewarding field of disability support, receive on-the-job specialised training, as well as receive 8-hour regular shifts with the opportunity to work

WHAT WOULD YOU DO?

Chinese workers at a company in Israel have been forced to agree not to have sex with or marry Israelis as a condition of getting a job.

According to a contract they are required to sign, male workers may not have any contact with Israeli women - including prostitutes, a police spokesman, Rafi Yaffe, said.

He said there was nothing illegal about the requirement and that no investigation had been opened.

The labourers are also forbidden from engaging in any religious or political activity. The contract states that offenders will be sent back to China at their own expense.

George Cadbury



Important achievements

No. 1

Built houses and playgrounds for his workers

No. 2

Introduced Saturday half-day off work and allowed all staff to have the day off on any bank holidays.

No. 3

Had canteens and sports grounds installed in his Bourneville factory.

THANK YOU AND ALL THE
BEST ON YOUR JOURNEY!

