

HUMAN RIGHTS & INCLUSIVITY



PAPER



TOPIC

HUMAN, ECONOMIC, SOCIAL AND CULTURAL RIGHTS

Outline/Name the following human rights in the workplace:

Privacy People's information should be kept confidential and their property respected.

Dignity Everyone has the right to be treated with respect and have their dignity respected.

Equity People must be equal in rights, status, and advantages and be treated as such in the workplace.

Freedom of speech and expression Everybody should have the right to express their opinion and shouldn't be punished or discriminated against for voicing it.

Information Everyone should have access to information that concerns them including all information held by employers, the government and other stakeholders.

Safety, security and protection of life People have the right to an environment that is not harmful to their health and the proper gear to protect their health and safety

Identify the above-stated human rights from given scenarios /statements.

Recommend ways in which businesses could deal with the above-stated human rights in the workplace.

Privacy

- Businesses must respect the rights of employees and clients and they may not violate it.
- Personal information about employees or customers must be kept confidential and shouldn't be given to anyone else.

Dignity

- Business must value their employees, regardless of their socio-economic status and treat all employees with respect and dignity.
- Workers should not be forced to do embarrassing or degrading work.

Equity

- Businesses must not discriminate against employees based on gender, race, sexual orientation, religion etc, but give equal opportunities to them.
- The business must ensure that it's workers receive equal pay for work of equal value

Freedom of speech and expression

- Businesses should give employees a platform to raise their grievances without any victimisation by appointing work place representatives.
- The employee has the right to express his/her opinion and shouldn't be punished or discriminated against for voicing opinions.

Information

- Businesses need to be transparent in their financial statements.
- When new information becomes available businesses should inform employees about it.

Safety, security and protection of life

- Businesses should provide workers with protective clothing eg. Gloves and footwear •
Businesses must comply with the regulations such as the OHS/ COIDA and etc.
Regarding the safety and health of their employees.

Outline the ECONOMIC rights of employees in the workplace. (4)

- Freedom from forced labour.
- Right to participate in a legal strike.
- Safe and healthy working conditions.
- Fair wages and equal pay for equal work.
- Join or form trade unions

Name the SOCIAL rights of employees in the workplace. (4)

- Clean water
- Education
- Protection
- Health care

Recommend ways in which businesses could promote social rights and cultural rights in the workplace. (4)

SOCIAL RIGHTS

- The business must adhere to the right of workers to have access to clean water and social security in the workplace.
- Provide opportunities for employees to attend skills training sessions with adult basic education.
- The business must register workers with the UIF to provide adequate protection in the event of unemployment and illness.
- The business can encourage employees to participate in special events for example World AIDS Day.

CULTURAL RIGHTS

- The business must respect the right of workers to participate in the cultural life of their choice.
- Different cultures can be accommodated by providing different food in the canteen as well as staff functions.
- According to the EEA, the business must employ people from various cultural backgrounds.
- The business must train employees to tolerate other cultures in the workplace.

Explain the implication of equality, respect and dignity on businesses. (4)

- Employees must be treated equally regardless of their race, colour, age, disability, gender and so on.
- Equal access to opportunities, positions and resources must be available to all employees.
- The mission statement of the business should include values of equality and respect.
- Employers must ensure that the workplace environment is safe, fair and free from embarrassment.

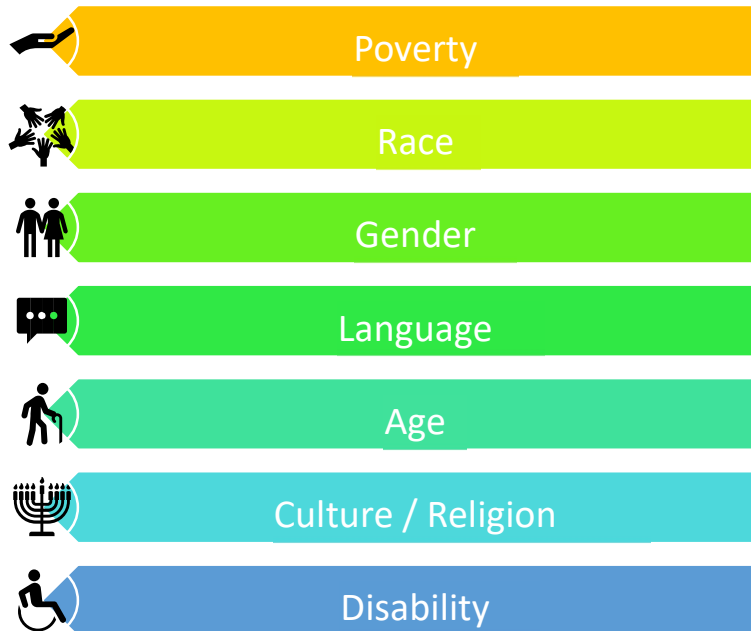


DIVERSITY

Define/Elaborate on the meaning of diversity in the workplace. (JORDYN)

Diversity in the workplace:

Identify/Name the following diversity issues from given scenarios/statements:



Recommend/Suggest ways in which businesses could deal with the above-stated diversity issues in the workplace.

Poverty

- They should offer subsidised meals or canteen facilities on the premises for their employees.
- Free uniforms or personal protective clothing should be supplied to all employees to ensure their safety in the workplace.

Race

- There should be no discrimination in the workplace based on skin colour.
- Businesses should comply with the EEA and BBBEE Act when approaching people.

Religion/Culture

- Everyone has the right to have their culture and religion acknowledged and respected.
- Nobody must be forced to do work that could be against their religion.

Gender

- New appointments should be based on skills and ability, despite the gender of the person.
- Both men and women should have the opportunity to be promoted to managerial positions

Language

- At business meetings, no employee should feel excluded because they do not understand the language that is used. • If necessary, the business must employ an interpreter to enable everyone to understand what is being said in a new

Age

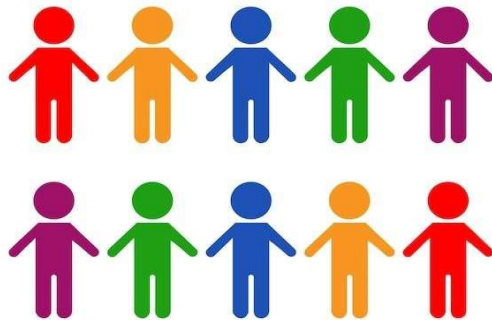
- The BCEA prohibits the employment of persons aged 15 or younger
- Older employees can be used as mentors to help young employees to develop their potential

Disability / Physically Challenged

- Businesses should employ people who are physically challenged in jobs that they can handle.
- Businesses should ensure that workers with special needs are marginalised or feel excluded from workplace activities.

Discuss the benefits of diversity in the workplace. (4)

- A diverse workforce can improve the morale and motivation of employees
- A diverse workforce of employees representing various groups will be able to recognise customer needs and satisfy consumers
- Diversity in the business is more likely to contribute to a good public image and attract more customers
- Employees from different backgrounds and indigenous knowledge can bring different perspectives to the business



ENVIRONMENTAL FACTORS

Explain the responsibilities of employers in promoting human health and safety in the workplace. (4)

- They must provide and maintain equipment that is safe for employees to use in order to perform their work.
- Employers must have systems in place that ensure that there will be no harmful impact on the health and safety of workers.
- They must provide personal protective clothing to workers are reduced or remove dangers in the workplace.
- Businesses must ensure that workers make use of equipment only under the supervision of a designated trained worker.

Outline/Explain/Discuss the roles of the health and safety representatives in protecting the workplace environment (4)

- Promote and review safety measures in the workplace.
- They must identify potential dangers in the workplace for example a loose railing at a staircase.
- Must ensure that dangerous equipment is used under the supervision of trained and qualified workers.
- They must liaise with management to check and monitor the effectiveness of health and safety measures.

Identify the roles of health and safety representatives from given scenarios.

Explain the responsibilities of workers/employees in promoting human health and safety in the workplace. (4)

- Workers must be aware that they should take care of their health and safety the workplace.
- If there are unsafe or unhealthy working conditions, they must report it to the relevant authorities or management.
- Accidents must be reported to the relevant authorities immediately and the prescribed paperwork must be completed.
- If they are aware of any illness that may affect their ability to work, they must inform their employer timeously

Identify the responsibilities of employers and employees/workers in promoting human health and safety in the workplace from given scenarios.

Recommend/Suggest strategies businesses may use to protect the environment and human health. (4)

- The business must look after natural resources and promote nature conservation.
- Servicing and maintaining all machines regularly in order to reduce accidents in the workplace.
- The business must have a policy to minimise pollution and actively reuse, recycle and reduce waste.
- According to the social rights of workers, the business must test the water in the workplace to ensure that it is safe for human consumption.
- The business must also take steps to become involved in environmental awareness programmes.

Assess a business venture on human rights, inclusivity, and environmental issues, using informal surveys, interviews, etc.