

HUMAN RIGHTS & INCLUSIVITY

PAPER

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TOPIC

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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 may not violate the rights of the employees and clients.
- They should not provide personal information about employees to anyone else.

Dignity

- Businesses must treat all employees with respect/dignity regardless of their socio-economic status.
- They should not force workers to do embarrassing or degrading work.

Equity

- Businesses must give equal opportunities/not discriminate against their employees on the basis of gender/race/religion/sexual orientation, etc. should ensure that no employee suffers because of discrimination.
- Equal pay for work of equal value.

Freedom of speech and expression

- Businesses should allow open communication channels between management and employees.
- They should give employees a platform to raise their grievances without any victimisation

Information

- Businesses need to be transparent in their financial statements.
- Employees should be informed/updated as new information becomes available.

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 OHSA/ COIDA and etc. Regarding the safety and health of their employees.

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

- Free from forced labour.
- Free to accept/choose work.
- Fair wages/Equal pay/Equal pay for work of equal value.
- Reasonable limitation of working hours.
- Fair labour practice.
- Safe/Healthy working conditions.
- Join/Form trade unions.
- Right to participate in a legal strike

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

- The right to healthcare, food, water and social security
- The right to choose and practice religion
- The right to education

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

SOCIAL RIGHTS

- Businesses should ensure that employees have access to clean water/social security.
- Encourage employees/Provide opportunities for skills training/basic education.
- Register workers with UIF to provide adequate protection in the event of unemployment/illness.
- Encourage employees to participate in special events, e.g. World Aids day.

CULTURAL RIGHTS

- Provide the environment in which employees are free to use their own language when interacting with others during their free time.
- Businesses should encourage employees to attend/ participate in cultural activities.
- Allow employees to provide solutions to challenges from their own cultural perspective.
- Regular cultural information sessions will help employees to respect each other's culture in the workplace.

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

- Businesses should treat all their employees equally, regardless of their race/ colour/age/gender/disability, etc.
- All workers should have access to equal opportunities/positions/ resources.
- Mission statement should include values of equality/respect
- Treat workers with dignity by recognising work well done/the value of



INCLUSIVITY

- Inclusivity means that no one should be excluded because of their gender/age/race/language/disability. Businesses can achieve inclusivity by promoting equality, respect and dignity in the workplace.

DIVERSITY IN THE WORKPLACE

The meaning of diversity

- Diversity refers to the variety of people employed based on age/race/gender/

ethnic groups/disabilities/material wealth/personalities/how employees see themselves and others.

Dealing with diversity issues in the workplace.

Poverty

- Businesses should employ people from different socio-economic backgrounds/status.
- Reward employees for services well-rendered.

Race

- Implement affirmative action policies as required by law.
- No discrimination should be made based on skin colour.

Religion/Culture

- Cater for special food/preparation methods in the workers' canteen.
- Businesses should acknowledge/respect cultural differences of employees.

Gender

- Males and females should be offered equal employment opportunities.
- Business directors should promote both men and women in managerial positions.

Language

- Provide training in the official language of the business.
- Employ an interpreter so that everyone can fully understand what is being said in a meeting.

Age

- Promotions should not be linked to age, but rather to a specific set of skills.
- A business may not employ children aged 15 or younger.

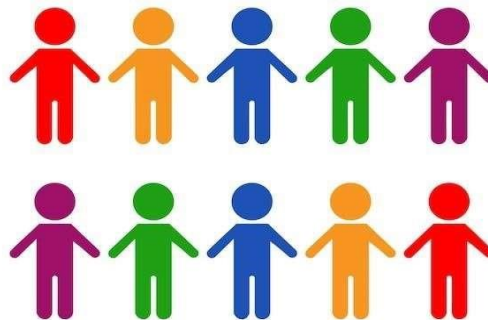
Disability / Physically Challenged

- 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)

- Diversity in the workforce improves morale/motivation.
- Diversified workforce can give businesses a competitive advantage, as they can render better services.
- Being respectful of differences/demonstrating diversity makes good business sense/improves profitability.
- Employees from different backgrounds can bring different perspectives to the business.

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ENVIRONMENTAL ISSUES

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

- Provide and maintain all the equipment that is necessary to perform the work
- Keep the systems to ensure that there will be no harmful impact on the health and safety of workers.
- Reduce/Remove dangers to workers and provide personal protective clothing
- Equipment must be used 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)

- Ensure that protective clothing is provided/available to all workers.
- Identify potential dangers that could be harmful to their employees.
- Ensure that employers conduct regular review of safety
- Ensure that employers comply with COIDA/OHASA.

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 should take care of their own health and safety in the workplace.
- Report accidents to the employer by the end of the shift
- Use prescribed safety equipment
- Take reasonable care of their own safety

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)

- Laws and regulations should be adhered to so that profits are not generated at the expense of the environment.
- Pollution and other environmental issues should always be considered in all business activities, e.g. safe disposal of waste/dumping of toxic waste, etc.
- Become involved in environmental awareness programmes.
- Water for human consumption should be tested before it is used.

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