

1.4.3 Protecting staff through understanding legislation Pg97

There are many laws (also called legislation) that affect businesses. A large number of these are intended to protect a business's employees while they are at work. In this section we look at a number of these laws and explain how they affect businesses and the ways in which they can operate.

By the end of this lesson you should know the effects on a business of:

- Equal pay and minimum wage laws
- Discrimination laws
- Laws giving employment rights
- Health & safety laws

What is legislation ?

What are the effects on business of equal pay and minimum wage legislation ?

National Minimum wage Act 1988 – What does it say !

Equal Pay Act 1970 – What's it all about ?

What do these laws mean for small business ?

Discrimination Laws – what does it mean
& what effect will they have on a business ?

Sex Discrimination Acts 1975 and 1986

Race Relations Act 1976 – what's it all about !

Disability Discrimination Act 1995

Employment Equality (AGE) Regulations 2006

Legislation affects all aspects of employment including, recruitment, promotions, training, monetary and non monetary benefits, dismissal.

Effects on business of laws giving employment rights

Employment rights – what do these mean to a small business ?

Health & Safety Act 1974 – whats it all about ?

What does this H&S law mean for a small business ?

Test

1. What is meant by the term 'legislation' ? (3)

2. List TWO possible effects on small businesses of the national minimum wage (2)

3. Explain what the Equal Pay Act means for a small business (4)

4. Give FOUR ways in which a small business might discriminate illegally against its employees (4)

5. Give FOUR employee rights that small businesses have to meet (4)

6. Give one reason why meeting employees' rights might benefit a business (4)

7. What is meant by the term trade union (2)

8. List three aspects of a business's activities that are covered by the Health & Safety Act (3)
9. State ONE reason why giving employees a safe work place might improve their motivation (3)
10. Give three reasons why discrimination and health & safety laws might increase the costs of a small business (3)