Employment
Who will be next?

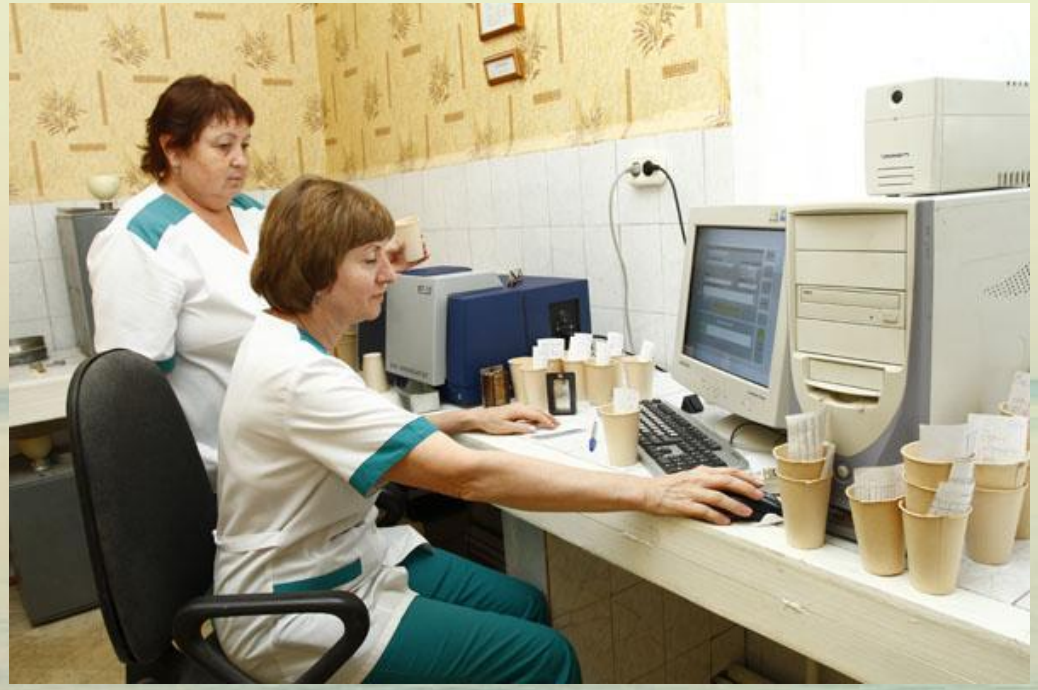
What does the word employment mean?

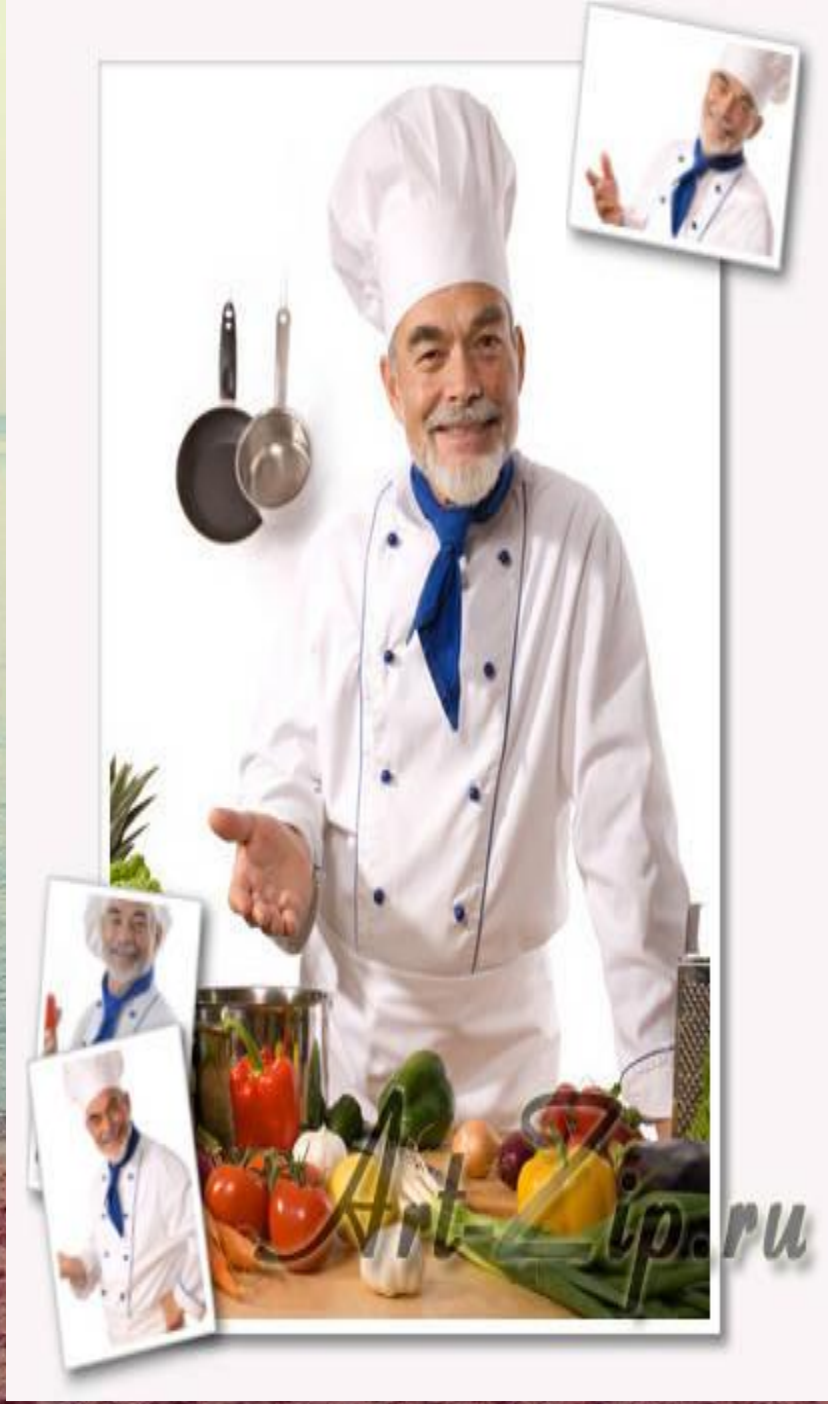
- **Employment is a contract between two parties, one being the employer and the other being the employee . An *employee* may be defined as:**
  - **"A person in the service of another under any contract of hire, express or implied, oral or written, where the employer has the power or right to control and direct the employee in the material derails of how the work is to be performed."**

Black's Law Dictionary page 471 (5th ed. 1979).

Definition and Types of Employment

- The main goal of economic and social reformers is full employment, that is, availability of living-wage jobs for all employable citizens. But still many people work part-time, that is performing their professional duties only a part of the regular working time.

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Recruitment

- The process of finding people for particular jobs is recruitment or hiring. Someone who has been recruited is a recruit or a hire. The company employs or hires them and they join the company

People and workplaces

- When workers are not happy with pay or conditions, they may take industrial action:
- a strike, stoppage or walk-out: workers stop working for a time.
- a go-slow: workers continue to work, but more slowly than usual.
- an overtime ban: workers refuse to work more than the normal number of hours.

Problems at work

- There are some health and safety issues for people at work. For example, passive smoking, repetitive strain injury, dangerous machinery, hazardous substances and fire hazards. All these things contribute to a bad working environment. The government sends officials called health and safety inspectors to make sure that factories and offices are safe places to work. They check what companies are doing about things like heating and air-conditioning, first aid and fire precautions.
- If someone such as a manager bullies an employee, they use their position of power to hurt or threaten them, for example verbally. Someone who does this is a bully

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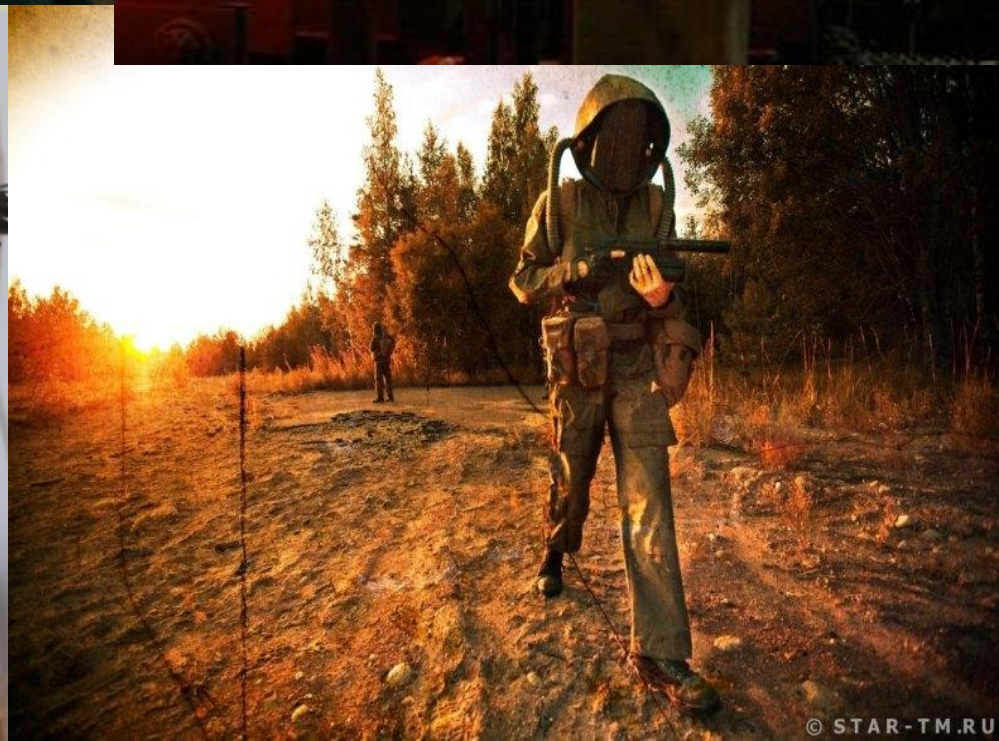
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How to select the best candidates – and avoid the worst