

Employment_law_Concept.edited.docx

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Employment law Concept

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Employment law Concept

Part A

1. The first preconception about employment law is that an employer cannot give me a bad review. In essence, no statutory prohibitions are stopping the employer from issuing a negative review.
2. The employer cannot fire me because they dislike me. The employer can terminate a person's employment provided they do not violate employment policy.
3. I cannot be dismissed for misbehavior if my colleagues are involved in the same misbehavior and are not fired.
4. I could also walk out, give it up, not inform anybody, and pursue legal action if my boss sexually assaults me. I understand that proving my case outside may prove challenging since the employer must have a chance to investigate the claims and take disciplinary action when someone is found culpable but I choose to leave.
5. I can still work as an unsalaried intern in the hope of being employed afterward. The economic conditions are tough, and accepting a non-paying opening can help me convince a potential employer to hire me once an opening arises.

Part B

In my view, workers in gig economy should be classified as simply independent contractors and not employees. The position is best explained by explaining the distinction between the two classes. According to Donovan et al. (2016), in traditional employment, a worker works under the supervision of an employer and has only a restricted level of autonomy. On the other hand, an independent contractor frequently does not work for a single employer and is free to give their services to everyone. Furthermore, contract workers are not controlled by

their bosses and operate according to their timetable. Regrettably, they are ineligible for unemployment insurance. In this perspective, Oyer (2020) argues that workers in the gig economy are not paid minimum wage, do not enjoy medical benefits and other benefits offered to employees, are not closely monitored by the contracting company, and offer services to different clients. They can also operate similar businesses to their contracting company, like Uber drivers, who can switch off the application and operate as private taxis.

Operating as independent contractors is beneficial to workers in the gig economy because they set their schedules and serve multiple clients; their monthly earnings are not restricted because the more they work, the more they earn, and they work knowing that no one is watching their back (Oyer, 2020). The major disadvantage of the workers in the gig economy is that these workers enjoy less social protection. For instance, traditional employment offers employees many protections regarding medical insurance, disability benefits, unemployment insurance, and retirement benefits. The same cannot be said for workers in the gig economy. I have used Uber and online delivery services, which I think are efficient and convenient.

References

- Donovan, S. A., Bradley, D. H., & Shimabukuru, J. O. (2016). What does the gig economy mean for workers?
- Oyer, P. (2020). The gig economy. *IZA World of Labor*.

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