

Faculty of Human and Social Sciences

Department of Psychology

Level: 3rd year LMD work and organization Psychology

Instructor: Ms. Saci Meriem

Module: English

Lesson n°4: Employee Rights Awareness

Introduction

In any organization, employees are not just workers — they are **human beings with legal, moral, and professional rights**. Understanding and respecting these rights is essential for maintaining **fairness, justice, and productivity** in the workplace. **Employee rights awareness** refers to the understanding employees have about their **legal entitlements, workplace protections, and ethical treatment** within an organization. It is a key part of Human Resource Management (HRM), labor law, and organizational ethics.

I. Importance of Employee Rights Awareness

Raising awareness about employee rights is vital because it:

1. Prevents exploitation and discrimination.
2. Promotes a positive organizational climate.
3. Reduces conflicts and legal disputes.
4. Builds trust between employers and employees.
5. Encourages ethical leadership and social responsibility.

II. Historical Background

The concept of employee rights evolved over time:

- **19th century:** Industrial revolution created unsafe and unfair working conditions → rise of labor unions.
- **20th century:** Development of labor laws ensuring minimum wage, safe working hours, and the right to organize.
- **21st century:** Expansion of rights into new areas — data protection, mental health, diversity, and inclusion.

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III. Categories of Employee Rights:

a. Legal Rights

These are protected by labor laws and regulations. Common examples include:

1. **Right to fair pay:** equal pay for equal work.
2. **Right to safe working conditions:** protection from physical and psychological harm.
3. **Right to privacy:** protection of personal data and communication.
4. **Right to non-discrimination:** equality regardless of gender, race, religion, or disability.
5. **Right to rest and leave** paid vacation, maternity/paternity leave, sick leave.
6. **Right to freedom of association** to join trade unions or professional organizations.

b. Ethical Rights

- Right to be treated with respect and honesty.
- Right to meaningful work and recognition.
- Right to participate in decisions that affect them.

c. Organizational Rights

- Right to training and career development.
- Right to performance feedback.
- Right to grievance procedures and complaint systems.
- Right to safe reporting (whistleblower protection).

IV. Key International Frameworks Protecting Employee Rights

1. International Labour Organization (ILO):

- o Promotes decent work conditions and global labor standards.
- o Core conventions: freedom of association, forced labor abolition, equal remuneration, non-discrimination.

2. United Nations (UN):

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- o *Universal Declaration of Human Rights (Article 23)* recognizes the right to work, fair wages, and protection against unemployment.

3. World Health Organization (WHO):

- o Supports mental and physical health in the workplace.

4. Regional and National Labor Codes:

- o Each country's labor law (e.g., Algeria's Labour Code, EU Employment Law, U.S. Fair Labor Standards Act) provides local protections.

V. The Role of HR in Promoting Rights Awareness

The **Human Resources Department** plays a vital role in ensuring employees know and can exercise their rights. Key responsibilities include:

1. **Orientation and training:** introducing new hires to their rights and company policies.
2. **Policy communication:** ensuring all workers understand disciplinary procedures, benefits, and grievance systems.
3. **Fair recruitment and selection:** preventing bias and discrimination.
4. **Monitoring compliance:** ensuring company practices meet legal standards.
5. **Conflict resolution:** managing complaints confidentially and fairly.

VI. Common Violations of Employee Rights

- Wage theft or unpaid overtime.
- Discrimination in hiring or promotion.
- Harassment or bullying.
- Unlawful termination.
- Unsafe working conditions.
- Violation of privacy (e.g., surveillance without consent).
- Denial of maternity or sick leave.

Such violations lead to stress, decreased morale, and potential **legal consequences** for the organization.