

## EMPLOYEES' RIGHTS AND EXPLOITATION

### Objective

1. Introduction to the subject of employees' rights and their exploitation.
2. Development of awareness about the issue.

### Course of the activity:

1. Situations that illustrate exploitation or lack of respect of employees' rights. The students will receive cards with a description of an event and will be required to present to the group (in the form of a play) (40 minutes).

### The situations:

- An employer who wants to streamline the employee's work and therefore he is hostile to him, puts him under pressure and takes away from him his right to be seated and to take a break (2 participants).
  - An employer who does not pay for training periods and travel expenses, and thereafter changes owners for the employee in order to confuse him (4 participants)
  - An employer who dismisses an employee because she is pregnant and thereafter dismisses a male employee because he received call up papers for reserve duty (3 participants).
  - An employer who pays less than the minimum wage. He can do this because there is a huge demand for the position (4 participants)
  - Racial discrimination during a work interview, although the qualifications of the discriminated candidate are more suitable (3 participants)
  - A conversation between employees during lunch, in which they discover that the female employee is earning less than the men although they do the same job (3 participants)
2. Everyone is divided into two groups: each group must invent a song that expresses the employees' feelings. Gather and present (15 minutes).
  3. Gather and write on newspaper what the problems were in each situation and discuss (15-20 minutes).
    - Is it OK that this is the way? Is it just?
    - Does the employer have the right to do such things? He's the boss!
    - What can an employee do in such situations? (When there is a possibility of dismissal)
    - Do you girls find that it is similar in reality?
    - How is it possible to ensure that such cases will not occur? (legislation, awareness, boycotting by consumers, strike, unionization)



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- Are there more examples that you have heard about of cases of breach of rights and exploitation of employees?

## **Conclusion: (10 mins):**

A broad-based phenomenon that is ugly and systematic. It is illegal but difficult to enforce. The natural weakness of the employee is exploited because of his low status as compared to the employer. You must be aware and also get up and shout when necessary, otherwise things will not change.

Situation A (employer): You manage a business in the market and you have an employee. As you want to earn as much as possible, you want the employee to be at the stall as much as possible and sell as much as possible. The employee asks for all sorts of things and of course you do not permit him because you will lose money! At a certain stage he really annoys you and you make him suffer for it.

Situation A (employee): You are an employee at a stall in the market. Your boss wants you to be there all the time and sell as many products as possible. After a few hours of work your back is hurting and you need to go to the toilet.

Situation B (Employee No. 1): You own a restaurant and have a new employee. In the work interview you told her that she will be on a trial period of one month and if it is suitable for both parties she will continue to work. The cheeky employee wants you to pay her for the trial period and in addition also for the cost of the bus from her home to the restaurant. Of course, you do not agree, and after a few reminders you have had enough and you think of a solution! You find someone else who will act as the new boss and in this way the employee will start a new trial period, you do this again and the employee again starts her new trial period.

Situation B (Employer No. 2): You arrive to manage the restaurant only for a period of one month as “a favor” for your friend. The moment you start to work you decide that all the employees are on a trial period of one month and if both sides are happy, they will then continue with the work. Of course, for as long as they are on a trial period you are not prepared to pay them because it is uncertain whether they will continue to work in the future.

Situation B (Employer No. 3): You arrive to manage the restaurant only for a period of one month as “a favor” for your friend. The moment you start to work you decide that all the employees are on a trial period of one month and if both sides are happy, they will then continue with the work. Of course, for as long as they are on a trial period you are not prepared to pay them because it is uncertain whether they will continue to work in the future

Situation B (employee): You have been accepted for work as a waitress in a restaurant. In the work interview it was agreed that the first month is a training period and at the end of it would be decided whether you would continue to work. You accept the conditions however want the boss to pay you for your work and travel expenses from home to work.





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Situation C (employer): You are a manager of a clothes shop. One of the sellers advises you that she is pregnant and will shortly be going on maternity leave. You are not prepared to continue to employ her because it costs too much money, and you take on a new employee in her place. After some time, the employee advises that he has received a summons to reserve duty and will be gone for two weeks. You decide to dismiss him as well because it is illogical that he would not be at work.

Situation C (employee (f)): You work in a clothes shop. We get pregnant and inform your boss that you will be soon taking maternity leave.

Situation C (employee (m)): You have been accepted for employment as a seller in a clothes shop. After several weeks you receive a summons to reserve duty. You inform your boss that you will need to be missing for a whole two weeks.

Situation D (employer): You open a new supermarket and look for a cashier. You advertise in the wanted notices and hold personal work interviews. To your surprise there is a much bigger demand than you anticipated, and this enables you to negotiate about the salary, if someone is not happy with it you will be able to find another employee who will agree.

Situation D (Candidate No. 1): You arrive for the work interview for the role of a cashier in the supermarket. It looks excellent to you and you really want the job, but the employer is prepared to pay only NIS 15 per hour and that is really not enough for you. Apart from that you are aware that the minimum tariff per hour is NIS 20.70. You are not prepared to compromise.

Situation D (Candidate No. 2): You arrive for the work interview for the role of a cashier in the supermarket. It looks excellent to you and you really want the job, but the employer is prepared to pay only NIS 15 per hour and that is really not enough for you. Apart from that you are aware that the minimum tariff per hour is NIS 20.70. You really need the job and compromise on the wage because it is preferable to earn something rather than nothing at all.

Situation E (interviewer): You have a senior position in a hospital and you have been asked to conduct interviews for new physicians. You live in an area in which there have been many terror attacks in the past and when an Arab candidate arrives you are not prepared to accept him for work.

Situation E (Candidate No. 1): You are an Arab woman, a graduate with 3 different degrees in medicine and a Ph.D. You have many years experience in a hospital in Nazareth and recently you have moved with your family to Jaffa. You are trying to be accepted for work at Ichilov Hospital and bring with you letters of recommendations and praise that you have accumulated over the years.





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Situation E (Candidate No. 2): It has always been your dream to be a doctor. Although you have never studied the profession you have read a lot and also watched a lot of television programs. In recent years you have worked as an assistant to a dentist and today you are attempting to be accepted for employment as a physician at Ichilov Hospital in Tel Aviv.

Situation F (Employee No. 1): You are sitting in the dining room of the factory for lunch together with Yossi and Rina. The three of you are responsible together for repair of the factory's photocopier. You discuss life, the conditions in the factory and your salary. You discover that you and Yossi earn the same wage.

Situation F (Employee No. 2): You are sitting in the dining room of the factory for lunch together with Eliyahu and Rina. The three of you are responsible together for repair of the factory's photocopier. You discuss life, the conditions in the factory and your salary. You discover that you and Eliyahu earn the same wage.

Situation F (Employee (f): You are sitting in the dining room of the factory for lunch together with Eliyahu and Yossi. The three of you are responsible together for repair of the factory's photocopier. You discuss life, the conditions in the factory and your salary. You discover that you earn less than them for the same work.

