



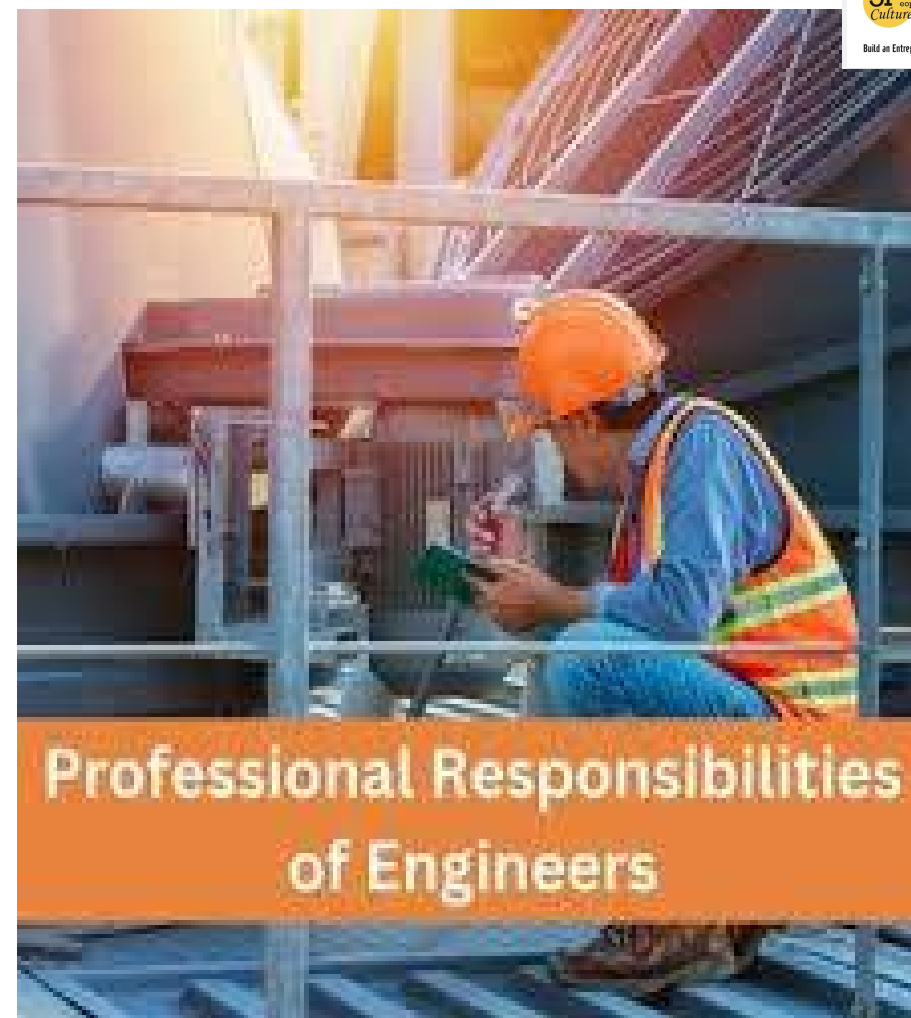
RESPONSIBILITIES AND RIGHTS

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Understanding Employee Rights

Employee rights encompass various legal protections and entitlements granted to individuals in the workplace. These rights aim to ensure fair treatment, safe working conditions, and equitable compensation.

Fair Treatment

Employees have the right to be treated fairly and with respect, free from harassment and discrimination.

Safe Working Conditions

Employers are obligated to provide a safe and healthy workplace, free from hazards and risks.

Compensation and Benefits

Employees have the right to be paid a fair wage and receive benefits such as health insurance and paid time off.

Intellectual Property Rights (IPR) in the Workplace

IPR encompasses legal rights protecting inventions, designs, and other creations. In the workplace, employees must understand their obligations regarding the creation, use, and disclosure of intellectual property.

Patents

Patents protect inventions and grant exclusive rights to their creators.

Copyrights

Copyrights protect original works of authorship, including written works, music, and software.

Trademarks

Trademarks protect brand names, logos, and other distinctive identifiers.

Trade Secrets

Trade secrets protect confidential information that provides a business a competitive edge.



Identifying and Addressing Discrimination

Discrimination occurs when individuals are treated unfairly based on protected characteristics, such as race, gender, religion, or disability. It's crucial to be aware of these forms of discrimination and how to address them.

1 Discrimination Based on Race

Treating someone differently because of their race or origin is illegal and unethical.

2 Gender Discrimination

Discrimination based on gender can involve unequal pay, limited opportunities, or harassment.

3 Religious Discrimination

Employees have the right to practice their religion without facing discrimination.

4 Disability Discrimination

Employers must provide reasonable accommodations for employees with disabilities and treat them fairly.



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Strategies for Promoting Diversity and Inclusion

Promoting diversity and inclusion is essential for creating a welcoming and productive workplace. This involves actively creating a culture where everyone feels valued and respected.

1

Recruitment and Hiring

Implement diverse hiring practices to attract a wide range of candidates.

2

Training and Development

Provide training to all employees on diversity, inclusion, and unconscious bias.

3

Mentorship Programs

Establish mentorship programs to support the growth and development of diverse employees.



Navigating Grievance Procedures

Grievance procedures provide a formal channel for employees to raise concerns about unfair treatment or violations of their rights. Understanding these procedures is crucial for resolving issues effectively.

Step 1	Informal Resolution
Step 2	Formal Complaint
Step 3	Investigation
Step 4	Mediation
Step 5	Formal Hearing

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Employer Responsibilities and Obligations

Employers have a legal and ethical responsibility to uphold employee rights, protect intellectual property, and foster a discrimination-free workplace. These obligations are crucial for creating a fair and productive work environment.



Safety

Employers must ensure a safe and healthy work environment for all employees.



Fair Treatment

Treat all employees with respect and dignity, regardless of their background.



Compensation

Pay employees fair wages and provide competitive benefits packages.



Compliance

Comply with all applicable laws and regulations related to employee rights and discrimination.

Conclusion and Key Takeaways

Understanding employee rights, IPR, and discrimination is essential for a healthy and productive workplace. By promoting a culture of respect, fairness, and compliance, both employers and employees can create a positive and inclusive environment.

1 — **Respect for Rights**

Recognize and uphold the rights of all employees.

2 — **IPR Protection**

Establish clear policies regarding the creation and use of intellectual property.

3 — **Diversity and Inclusion**

Foster a workplace where everyone feels valued and respected.

4 — **Fair Treatment**

Ensure that all employees are treated fairly and equitably.





THANK YOU

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