

# UNDERSTANDING LABOUR STANDARDS

## **RATIONALE:**

While Labour Standards are different in every province, it is useful for employees to become aware of some of their basic rights in law. Contact your provincial government information office for a brochure on employment standards and design your quiz to illustrate up-to-date employment standards in your province.

## **MATERIALS NEEDED:**

For each participant copies of *Employment Standards booklet* And *Talk about Safety: Occupational Health and Safety*

## **Exercise: EMPLOYMENT STANDARDS QUIZ**

The following exercise is based on Ontario Employment Standards. Ask participants to stand up if the answer is TRUE and remain seated if the answer is FALSE.

1. The standard work week is forty-eight hours. True
2. Employees receive a minimum of five days sick time per year False
3. You can be fired without notice for misconduct on the job. True
4. Men and women must be paid the same wage for the same work in the same workplace. True
5. Joining a union in your workplace is always optional. False
7. An employee is entitled to a safe working environment. True
8. After twelve months of employment, employees are entitled to two weeks paid vacation. True
9. Employees in stores have the right to refuse work on Sundays. True
10. Employees are entitled to half an hour break every five hours. True

Ask participants who they can ask if they have questions about fair labour practices? Some possible responses are: Ministry of Labour - Employment Standards, Human Rights Commission, Union Representative, Human Resources or Personnel Department.

**CREDIT:** Sally Palmateer, YWCA of Greater Toronto.

# BECOMING AN ENTREPRENEUR

The future job markets will display a trend towards entrepreneurship. In other words, each of us is going to have to be responsible for guiding our own career and taking charge of the direction in which we are going. This may mean that we have to plan more than one option, have backup plans available and be able to shift directions when necessary. This may also mean that we need to develop a variety of skills that can be utilized when the demand for them arises.

Having an entrepreneurial approach to career planning requires the following :

- good interpersonal skills ( persuasive, good listener)
- knowing how to spot trends
- able to see possibilities and opportunities
- engaging in continuous self-assessment
- having a positive attitude
- developing a "portfolio" of skills
- acquiring new skills/ upgrading current ones
- being a self-starter
- acting as a team player
- learning from failures/mistakes
- able to solicit feedback
- developing and expanding networks and allies
- seeing change as an opportunity, not a problem
- willing to take risks
- valuing honesty
- able to be flexible and resourceful
- business awareness ( computers, financial, marketing, legal)