

A reflection on the employment laws

Law



A reflection on the employment laws Having the been in the law and legal my understanding of the legal system has drastically been transformed. In particular, I have more interested in the labor laws and legislations of the united states that are enacted to protect the employees and employers when they are at their places of work. The United States, through its legal institutions and human right groups are after ensuring that the rights of the employees and employers are protected. Besides, these legal institutions are after ensuring equality and fairness in the treatment of workers. In order to ensure that the rights of all the employees are observed, it the United States enacted legal policies and legislations aimed at protecting all the employees (Goldman 131). One of these legislations as outlined in employment act of the United States is the work place discrimination.

The United States through it labor and employment agencies have enacted and proposed legislation that condemns workplace discrimination. Work place discrimination takes the form of wage, income, gender, racial, ethnicity, and age discrimination. Legislations have been enacted to protect all the workers in the United States (independent of their race, ethnicity, nationality, gender, and age) from any form of discrimination or inequality at their workplace (Goldman 123). For a long time, the labor market of the United States was characterized by inequality in the treatment and remuneration of the workers based on color, sex, and race; with the minority groups being the most exploited and discriminated against. However, after the Congress passed laws and legislations that advocates for equality and fairness in the labor and employment sector, all employers have to choice but to conform to the law and practice fairness and equality to their employees (Goldman 120). The concept of workplace equality is therefore <https://assignbuster.com/a-reflection-on-the-employment-laws/>

professionally applicable in the entire labor and employment market.

Work Cited

Goldman, Alvin L. Labor and Employment Law in the United States. Boston

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