

HOëRSKOOL ELSPARK
LIFE ORIENTATION
GRADE 9: TERM 2
ACTIVITY 8: WORLD OF WORK

Employees have certain general rights. These come in many forms: from basic human rights issues, to the Constitution, common law and legislation. Every employee has the right:

- Not to be unfairly dismissed
- To be treated with dignity and respect
- To be paid the agreed wage on the agreed date and at the agreed time
- To be provided with appropriate resources and equipment to enable him/her to do the job
- To have safe working conditions
- To have fair labour practices
- To non-victimisation in claiming rights and using procedures
- To have the protection and benefits of the Basic Conditions of Employment Act

READ THE CASE STUDY BELOW:

CASE STUDY

Ms Rambau is a qualified Life Orientation educator at Zenzeleni Primary School. She has been teaching at the school for the past 5 years. She is very active and is loved by the learners because she can relate to them and they get along very well with her. She is just good at her job.

Every year she goes for her medical check-ups, and this year she was not very happy with her HIV-AIDS results when they came out positive. She consulted different doctors thinking that the results might somehow come out different, but again the results were positive.

Knowing her status, she then lived a positive life and informed her family and started taking all the medication that she needed to take in order for her to manage her status and to live and maintain a healthy lifestyle.

A few years down the line the principal found out about Ms Rambau's status and feared how the parents would react if they found out about her status. The principal asked her to leave her job. Ms Rambau was ready to leave her job when a good friend and colleague informed her about her rights as an employee and that she needs to defend herself and her career.

ANSWER THE FOLLOWING QUESTIONS IN YOUR WORKBOOK:

1. Mention some of the Rights that Ms Rambau has as an employee. (4)
2. Was the principal right to dismiss her from her duties because of her status? Why? (2)
3. What should the outcome of the situation be? (2)



4. Explain the social impact of the novel Corona virus? (4)
5. Explain the psychological impact of COVID-19. (3)

[15 Marks]