

# EMPLOYMENT CRISIS

## YOU NEED TO KNOW THIS

The economy is a complex machine with many moving parts. Covid-19 has triggered an economic downslide across the globe, resulting in companies losing money and employees losing jobs.

Here are some legal and ethical considerations for employers and employees in these difficult times.



### Employer



### Employee

## Laws

Should provide a safe working environment

Must follow workplace rules for safety

Should arrange for rotation of workforce

Must oblige to revised work timings

May deduct payment for absence from work

Can demand overtime pay as per law

Can refuse to pay if no work is done\*

May claim payment if allowed by the Supreme Court\*\*

May terminate employment due to inability to function

Must be given a Notice before Termination

## Ethics

Must be compassionate towards employees

Must consider the greater interest of the company

Should provide Work from Home option if possible

Should be disciplined when working from home

Must expect a drop in productivity

Must expect higher work pressure

Should avoid reducing salaries

Should be prepared to give up bonus or promotion

Must offer a fair severance package for termination

Must accept a reasonable offer and save money

## Sources

\*Legal Principle of 'No Work, No Pay.'

\*\*Case pending before Supreme Court in Writ Petition (Civil) No. 11193/2020

1. Shops and Establishments Act, 1953

2. Industrial Disputes Act, 1947

3. Factories Act, 1948