**Unit 36 Investigating employment rights and responsibilities**

**Employment Rights Act 1996** (**1996** c 18) An **Act** to consolidate enactments relating to **employment rights**. This **Act covers** areas such as unfair dismissal, redundancy payments, protection of wages, zero hour contracts, Sunday working, suspension from work, flexible working and termination of **employment**.

The **Employment Rights Act 1996** equips **employee** with the **right** to not to be dismissed unfairly by the employer. The dismissal of an **employee** amounts to unfair dismissal in the following instances; Dismissal by the employer without any fair reason to dismiss.

**Workers** are entitled to certain **employment rights**, including: getting **the** National Minimum Wage. Protection against unlawful deductions from wages. ... to not work more than 48 hours on average per week or to opt out of this **right** if they choose.

**Employment laws** were put in place to protect workers from wrongdoing by their employers. Without those statutes, workers would be vulnerable to a number of threats. The key **employment laws** include discrimination, minimum wage, and workplace safety and health **laws**, as well as workers' compensation and child **labour laws**.