# The Concept of Fairness in Employment Relationships

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HUMAN CAPITAL PROVIDERS ASSOCIATION OF NIGERIA

# What is Fairness



# Impartial and just treatment or behaviour without favouritism or discrimination




Most organisations consider their employees to be their greatest asset

Clients do not come first.
**Employees come first.**
If you take care of your employees, they will take care of the clients.

- Richard Branson

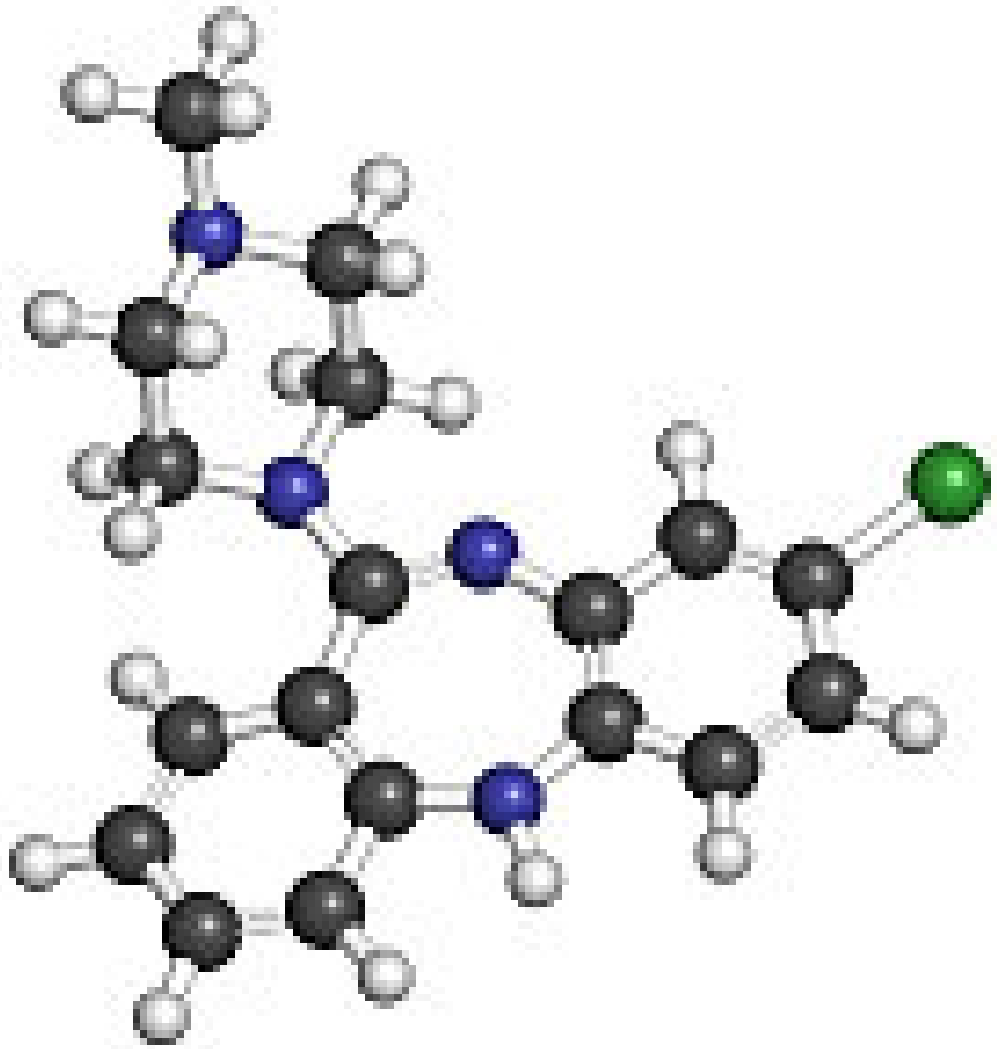



Ensuring fairness
in the workplace
is a proven way
of building trust
and motivating
the workforce



Whilst many organisations have well established ways in which they are ensuring fairness for full-time, direct employees

There are a growing number of third party employment contracts where the same principle are not necessarily being applied



# Changes in Working Arrangements




Previously, employment conditions tended to be homogenous amongst all employees. Now a workplace might contain many employees all with different contracts. Consequently, differences could apply to employees performing the same job.

# Fairness in the Workplace



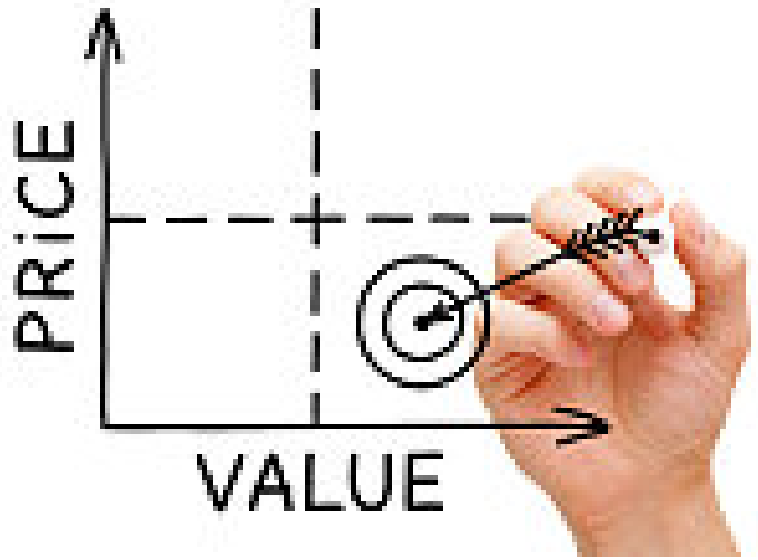
Fairness in the workplace is about respecting the rights of all those who work with us.


TERMS OF EMPLOYMENT
and Duties: The employee shall
job description attached. These
dated from time to time as is
ork week will consist of
ommence at 8:00am
vertime may be
to professionally perform such duties as set
ies may be reviewed by the supervising
ssary.
t hour days from Monday
lude at 5:00pm with a one
complete the work
e to
e employee
ually agree

# Fair Compensation






**Fair compensation is an important factor in achieving a skilled, motivated and engaged workforce**

"He who works all day, has no time to make money."

*- John D. Rockefeller*





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Our best worker tendered a resignation letter.
I was sad to read it because she has been doing great on every project and getting well paid. Why do you want to leave?
I asked her. I can't stand it anymore. I just can't. she said as she wept while leaving my office. Her mind was made up.

I became worried and called HR into my office. I asked what happened.

HR told me this is the second time in the last six months she demanded a three weeks break but declined because the company has a lot of workloads.

Do you know why?
"To sort family issues, which I didn't think we can grant for now." HR replied.

I called her in the evening, and she told me she would rather leave our job than lose her only child.
I pressed further as I didn't understand.

She said, my only daughter has a health issue for a while, and I demanded some time off to be with her, but HR declined. I always give my best for the company; why can't the company reciprocate? she broke into tears on the phone.

She was right. She hardly goes on break. She gives her best always.

I apologized and gave her three weeks with pay. She agreed to resume back, and everything went fine.

Money is not enough to keep your workers happy. Caring for them like a child goes a long way. They are not robots. They are human.
#behuman




**The labour laws and international standards & Conventions of the ILO guarantee the rights of workers, irrespective of their status**

# Training





An employer acting ethically will want to treat all its employess fairly. Employees in return will want to *"do the right thing"*, creating a cycle of employee engagement.

# The HuCaPAN Mantra:

*"Wherever a Nigerian is found working, he or she must have decent work"*

HUMAN CAPITAL PROVIDERS ASSOCIATION OF NIGERIA


thank you

