**Examine the following case studies from a legal, social, environmental, and ethical point of view:**

Legal: As set out by national or EU law, e.g. the right to be treated equally regardless of age, gender, marital status, etc

Social: The treatment of workers by employers, e.g. payment of a fair wage, prevention of bullying in the workplace, etc.

Environmental: A safe and healthy workplace. In addition, the employer must ensure that they do not damage the local environment

Ethical: Doing what is right, e.g. fair treatment of employees and suppliers, engaging in fair trade.

**Case Study Number 1**

Julia has a part time job in a city restaurant *‘Always Freshly Made Ltd’*, where she has worked there for 2 months. The first week she had to work 5 nights straight without pay. After this period, her employer Mary started to pay her an hourly wage that was significantly less than what her friend Paul, who started on the same day as Julia and is in the same job is earning.

The heating has yet to be fixed in the staff canteen which means it can be either very warm or very cold most days. In the kitchen, some of the food is often reheated and served to staff when they go on their breaks yet they cannot get a discount for this.

Currently the restaurant is advertising for an apprentice chef. Julia is keen to apply but her boss has already told Julia that from his experience only males make good chefs.

**Questions**

1. **What type of business is Always Freshly Made Ltd? Give a reason for your answer.**
2. **What are Julia’s rights as an employee? Are they being met? (Give 2/3)**
3. **How has Julia’s employer behaved from an ethical, legal, social, and environmental perspective? Give evidence to support your answer**

Ethical:

Legal:

Social:

Environmental:

**Case Study Number 2**

Josh loves his part-time job as a sandwich maker at ‘Pat’s Sandwiches’ and he gets to have fun with the customers. In fact his employer has commented on how his personality has attracted more customers to the store and sales have increased. Josh has even stated that he would love to work here for 60 hours a week but his employer will only allow him to work the statutory 40. His family are also delighted with his job as he often shares the secret sauce formula with his mam when she is cooking lunch in her job as a chef.

Currently Josh is receiving wages and commission. However, his employer has complained that Josh often comes in late, sometimes does not wear the correct footwear, and uses equipment unsafely. In fact, Josh has already received a warning letter for dismissal because he decided it would be fun to lock a fellow co-worker in the freezer.

**Questions**

1. **What type of business is Pat’s Sandwiches? Give a reason for your answer.**
2. **Is Josh behaving responsibly to his employer? Why/Why not?**
3. **How has Josh’s employer behaved from an ethical, legal, social, and environmental perspective? Give evidence to support your answer.**

**Ethical:**

**Legal:**

**Social:**

**Environmental:**

**Case Study 3**

Becky worked as a teacher in Kardashian High in the LMETB. She had worked there for over 5 years and had a great relationship with her employer. She had recently got a promotion after a successful interview with many candidates, although everyone felt it was fair process and well deserved for her contribution to the school.

She recently requested time off from her principal to attend a concert in the 3Arena but the principal turned her down. Becky was extremely disappointed with this and as a result began to miss days from work and show up late. As a result of this, her contract was not renewed for the following year and Becky was furious with this. She seeks your advice.

1. **What type of ownership structure would Kardashian High be?**
2. **Has the principal behaved in a responsible way? Give evidence to support your answer.**

**Ethical:**

**Legal:**

**Social:**

**Environmental:**

1. **Do you believe the employer was right to fire Becky? Why/Why not?**