

An Account on Unjust Dismissals in Workplaces

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Abstract

Unjust dismissal from workplaces is a chief concern for virtually every profession across the globe. The topic is of critical importance as it deliberates the rights and liberties that employees have, as well as the morality of the employers who have taken part in some instance of unjust dismissal. Unjust dismissal is not an inconsequential problem, and although employees should ideally have the right to accept, refuse or negotiate terms, certain difficulties may arise when conditions in agreements are not spelled out clearly. Nevertheless, there are those who advocate for transparency and impartial hearing with respect to employee terminations.

The reasons for understanding the processes and technicalities regarding unjust dismissals becomes evident when one considers two factors of judging or justifying the aforementioned action: morality and legality. There can be numerous approaches to evaluate the potential cases of unjust dismissal and the reasons behind them. This can be done through the use of some moral frameworks or ideologies. I investigate many fundamental concepts relating to unjust dismissals in workplaces, for example, the distinction between just and unjust terminations and its correlation with employer-employee relation. In addition to this, there are several interesting notions that need to be addressed, including arguments that promulgate the doctrine of Employment at Will, as well as the possible circumstances in which violations of employee contracts may occur, leading to an unfair discharge. There can be contemplations concerning the legitimacy of dismissals, while taking into consideration factors such discrimination, usage of workers as means and acceptable severance payments. All these aspects will contribute to a deeper understanding of unjust dismissals, which would aid not only those who are dismissed without cause, but also employees

in general. The learning of this matter of Professional Ethics would reveal how staff can be assured that they would be treated impartially and without bias, rather than having to constantly fear a possible termination without due merit.

Tentative List of References

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