

Contract of Employment

1-A contract of employment is a category of contract used in labour law to attribute rights and responsibilities between parties to a bargain. On the one end stands an "employee" **who** is "employed" by an "employer".

2-It has arisen out of the old master-servant law, used before the 20th century. Put generally, the contract of employment denotes a relationship of economic dependence and social subordination. In the words of the controversial labour lawyer Sir Otto Kahn-Freund.

3-The relation between an employer and an isolated employee or worker is typically a relation between a bearer of power and one who is not a bearer of power. In **its** inception it is an act of submission, in its operation it is a condition of subordination, however much the submission and the subordination may be concealed by the indispensable figment of the legal mind known as the 'contract of employment'. The main object of labour law has been, and will always be a countervailing force to counteract the inequality of bargaining power **which** is inherent and must be inherent in the employment relationship.

QUESTIONS:

A) Read the text then answer the following questions:

- 1-What is meant by a contract of employment?
- 2-Who are the two parts of a contract?
- 3-What is the origin of the contract of employment?
- 4-Who is the bearer of power?
- 5-Is the notion of the contract of employment recent?

B) Find in the text: 2-attorney= 2-independence≠.....

C) What or who do these words refer to: -who -its -which

D) Find in the text words whose definitions follow:

.....	1-An agreement between two or more parties, to perform a specific job or work order, often temporary or of fixed duration and usually governed by a written agreement.
.....	2-The state of being dependent, or relying upon another.
.....	2-The work or occupation for which one is used, and often paid.
.....	2-Effort expended on a particular task; toil, work.
.....	3-The process of making something subordinate; the quality of being property obedient to a superior.

E) Translation: Say in Arabic:

1-A contract of employment is a category of contract used in labour law to attribute rights and responsibilities between parties to a bargain. On the one end stands an "employee" who is "employed" by an "employer".

2-It has arisen out of the old master-servant law, used before the 20th century. Put generally, the contract of employment denotes a relationship of economic dependence and social subordination. In the words of the controversial labour lawyer Sir Otto Kahn-Freund.

Working from Home

1-Many employees in the everyday grind dream of working from home. Depending on your work responsibilities, however, this can either be a true possibility or a fanciful dream. Home offices can benefit both employees and employers, and lead to decreased costs and increased productivity. Here are some advantages to allowing your workers to stay at home.

2-First, working from a home office is not suitable for all workers. However, with more work being done digitally, huge amounts of work can be completed from a home computer and simply uploaded to the company server or e-mailed to a supervisor. Obviously, strict deadlines must be set by your supervisor before allowing trusted employees to take company files home. Some companies even use specialized software installed on employee home computers to insure that company secrets are not replicated or stolen.

3-If **you** have children, a home office can be a godsend – allowing you to spend more days around **them** while working. The average American workweek is approximately 40 hours and cuts deeply into family time. Although you may not be able to do anything extensive with your kids – like take them out to a baseball game – just being around them more is likely to improve your family relationships.

4-Working at home will also free you up from office distractions – such as chatty co-workers – and allow you to concentrate on the tasks at hand. You may find that you can accomplish much more in the same amount of time at your home office than at your regular workplace. Finishing all your work ahead of schedule can free up the rest of your day – **which** you can take for yourself or spend with friends and family.

5-Most companies don't reimburse their employees' fuel bills, and working at home can reduce gas bills considerably. It also helps contribute (on a minuscule scale) to sustaining our environment by reducing carbon emissions.

6-Letting your employees work from home might be a micromanaging supervisor's nightmare. It's important to make sure you're sending trusted, experienced employees home, and not the newest guy at the office. Make sure these are people who have consistently made deadlines in the past, and have earned the right to telecommute.

7-With fewer people in the office, the cost of office materials and utility bills should decrease. Less coffee, toilet paper, pens and paper clips coupled with lower water, phone and electric bills should make any employer smile. You can even reduce the amount of available desks and computers and rotate them among the staff working at the office and the **ones** working at home. You may even be able to cut out cumbersome phone lines and extensions altogether and opt for an all-Internet workplace, in which office staff and home staff can seamlessly interact with each other via e-mail, instant messaging or Skype.

8-Allowing more experienced employees to work from home also increases their overall job satisfaction, and as studies show, also keeps **them** healthier. If your company is paying for their health insurance, your bottom line may benefit from reduced healthcare costs.

9-Don't be afraid to renovate your offices to allow some employees to work from home. Studies show that a well-structured rotating office-home workforce can produce happier employees and cut office costs substantially in the long run.

QUESTIONS:

1. Choose the best idea that summarizes the text:

- a-How a Business and its Employees Can Benefit from Working from Home.
- b-Working from home and its inconvenient.
- c-How to send a trusted employee to work at home.

2. Read the text carefully then answer the following questions:

- a-What do some companies do to prevent stealing company secrets?
- b-Does the average American workweek allow workers to spend enough time with their families?
- c-What happens with fewer workers in the office?

3. Mention the number of paragraphs corresponding to the following ideas:

- a-Working from home shall improve your family relationships.
- b-Conditions to send an employee home.
- c-Introduction to home offices.

4. Find in the text:

4-talkative=....

6-skilful=....

7-choose=....

7-personnel=...

5. What or who do these words refer to: -you -them -which -ones -them

6. Translation: Say in Arabic:

1-First, working from a home office is not suitable for all workers.

2-If you have children, a home office can be a godsend – allowing you to spend more days around them while working.

3-Working at home will also free you up from office distractions – such as chatty co-workers – and allow you to concentrate on the tasks at hand.

4-With fewer people in the office, the cost of office materials and utility bills should decrease.

Unemployment

1-The rise in unemployment in OECD countries during the 1970s and 1980s remains one of the central concerns of economic analysis and policy. Within the general growth of unemployment are several varieties of unemployment experience, however. Moreover, there is significant variation in the unemployment experience within Europe. Unemployment rates remained low and increased only modestly in some smaller European countries (such as Norway, Sweden and Switzerland) while unemployment rates doubled and tripled in other countries. Recovery from high unemployment levels has also varied among countries. In North America, Japan, and the same smaller European countries, unemployment is currently below rates attained at the previous cyclical peak, while in most of the larger European countries, unemployment is still close to **its** highest post-war rate.

2-Recent research attributes the rise of unemployment in the larger European countries to three factors in uncertain proportion: deficient demand, high real wages, and (in many countries) increasing maladjustment in the labour market.

3-Unemployment (or joblessness) occurs when people are without work and actively seeking work. The unemployment rate is a measure of the prevalence of unemployment and **it** is calculated as a percentage by dividing the number of unemployed individuals by all individuals currently in the labour force. During periods of recession, an economy usually experiences a relatively high unemployment rate. According to International Labour Organization report, more than 197 million people globally are out of work or 6% of the world's workforce were without a job in 2012.

4-Economists distinguish between various overlapping types of and theories of unemployment, including cyclical or Keynesian unemployment, frictional unemployment, structural unemployment and classical unemployment. Some additional types of unemployment **that** are occasionally mentioned are seasonal unemployment, hardcore unemployment, and hidden unemployment.

QUESTIONS:

1.Are the following statements “true” or “false”? Correct the false ones:

- a-In Norway, Sweden and Switzerland, unemployment rate remained low.
- b-In most of the larger European countries, unemployment is still close to its highest post-war rate.
- c-There are seven types of unemployment.

2.Read the text carefully then answer the following questions:

- a-Give the definition of unemployment.
- b-Where did unemployment rates remain low?
- c-What are the three factors of the rise of unemployment in the larger European countries?

3.Mention the number of paragraphs corresponding to the following ideas:

- a-factors of the rise of unemployment.
- b-Unemployment in countries all over the world.
- c-Types of unemployment.
- d-Definition of unemployment.

4.Find in the text: -fall≠.... -employment≠.... -low≠.... -kinds=....

5.What or who do these words refer to: -its -it -that

6.Translation: Say in Arabic:

1-In North America, Japan, and the same smaller European countries, unemployment is currently below rates attained at the previous cyclical peak, while in most of the larger European countries, unemployment is still close to its highest post-war rate.

2-Recent research attributes the rise of unemployment in the larger European countries to three factors in uncertain proportion: deficient demand, high real wages, and (in many countries) increasing maladjustment in the labour market.

