

# 77694996

## Proposed Protection of Workers (Retail and Age-Restricted Sales etc.) (Scotland) Bill

Are you responding as an individual or on behalf of an organisation?

an individual

Which of the following best describes you? (If you are a professional or academic, but not in a subject relevant to the consultation, please choose "Member of the public".)

Member of the public

Please select the category which best describes your organisation

-

Please choose one of the following:

I would like this response to be anonymous (the response may be published, but no name)

Q1. Which of the following expresses your view of creating a new offence of assault against a worker in the retail sector?

Fully supportive

**Please explain the reasons for your response**

Protection of workers' rights should be paramount, wherever employed.

Such rights should be inscribed and absolutely upheld by law.

Bullying and discrimination by management or co-workers is intolerable and should, at all times, be punishable, in accordance with legally accepted principles. Such principles should be detailed and enshrined in law.

All employment bodies should be required to commit to such protection by signing acceptance of a legal contract when appointing an individual worker's contract.

Every worker should be given opportunity and time to read and accept all rights before signing any employment contract. Time and opportunity must also be given for the employee to raise questions and ask for detailed explanation of any part of any contract.

It must be incumbent upon the employer to submit details of compliance with a worker's rights to an appropriate local Government body, which is responsible for maintaining surveillance, monitoring and record - keeping of any such agreed contract.

An employee's contract should, at all times, be available for scrutiny, to an appropriate regulatory body, as and when required.

Recent events/ incidents have proven that the individual worker is not adequately protected by law, with regard to bullying and/ or discrimination in the workplace. Incidences of such abuse are not adequately 'spelled out'

and, without doubt, recent cases of abusive and unfair treatment are but the tip of an utterly heinous and ( what should be )unlawful practice.

A UK Government spokesperson, 'inspired' by the pathetic margin of a circa 3/4% Leave result ( to an ill-defined, dubiously moral, if not legally questionabl referendum ) stated as a purpose to free the UK legislation from EU oversight of laws of Human Rights. I could not believe that any Government could admit to such appalling lack of principles. Europe, collectively, is not without fault or weakness. The UK, with Brexit, shirks responsibility to raise its voice to improve and strengthen this absolutely vital alliance and force for good. It is simply beyond comprehension !

Any Bill which can be passed re. sacrosanct human rights, or prevents the abuse of the individual, be it in the workplace -or not -, is to be welcomed. To many, the entire Brexit ( ghastly word ! ) indulgence would appear to constitute unacceptable and manipulative practice, if not a deliberately reckless campaign to deceive 'the People ' .

For me, as a resident of Scotland, the collective majority 'Remain' result is totally ignored as being of no consequence. This is bullying / abuse of rights at a breathtaking level !

Never has unity, agreement, resolution been so essential. The world stands in a situation of very obvious crises, which, if not resolved, guarantee catastrophic - and imminent - consequences. The UNITED Kingdom, in a UNITED Europe, the achievement of which millions of peoples gave their very lives. The abuse and bullying tactics of those in power ( a minority ! ) on the work- face, shopfloor, coal or chalk et al, is, for me, but a symptom of the attitude cultivated and condoned by those who officially 'perform' at governing level. History, of ' living memory ' status, provides indisputable evidence of the dangers of such divisive attitudes and OBVIOUSLY devious practices. Why, on this earth, can anyone fail to perceive the awful, most probable -if not inevitable - outcome of ignoring such warnings? it is sheer madness !

I wish Labour every success in having this ground root Bill passed. It is a strongly positive move.

I wish also that the Labour Party be, and remain, solidly and unassailably united, to set an positive example of good 'government' and fair treatment - fundamental respect for each other, every elected member of the Party.

Given the (even recent) history, with internal bickering and downright disrespect with regard to selection and support of its Leader (s), I am sure that many members have despaired of the Party to display a united front and seriously wonder if it will ever fully regain the confidence of members.

There is no time to indulge in petty, frankly unforgiveably stupid, internescene power struggles. This tiny, prospectively disunited kingdom on the world stage is in mortal danger of degenerating further beyond the continent's current perceptions pompous 'silly joke' for some and provoker of greater division and internal conflict for others. Surplus to requirement, a significantly obsolete anachronism, the GB would seem to present an all too easy a target for obliteration, as, now, a 'pesky nuisance' and a lesson to others? Reckless and heedless, selfish and senseless - and an insult to and betrayal of democracy, hard won, still in LIVING memory! ( The Labour Party, sadly, not exempted from the decline ! )

A heartfelt 'venting' re. a modest issue petition? Some matters just overwhelm my 'coping strategies'.

Wishing the petition every success. It's a start - something good !

'Things can only get better ..' They did - but how did it ever come to this?

It just defeats all common sense!

Q2. Which of the following would you support as a way to respond to assaults on workers upholding statutory age-restrictions?

Either

**Please explain the reasons for your response**

Don't understand 'aggravation' . Answer , if appropriate would be BOTH or All of the Above !

Whichever is the most serious ?

Q3. Which of the following would you support as a way to respond to abuse, harassment, threatening or obstruction of workers upholding statutory age-restrictions?

Either

**Please explain the reasons for your response**

Please see previous answer above.

Whichever would carry most weight in law !

Q4. Do you think that there are other steps which could be taken (either instead of, or in addition to, legislation) to achieve the aims of the proposal?

Unsure

**Please explain the reasons for your response.**

Specifics of issue need to be identified .

Q5. Taking account of both costs and potential savings, what financial impact would you expect the proposed Bill to have on:

**Q5.1. (a) Government and the public sector** - Unsure

**Q5.2. (b) Businesses** - Unsure

**Q5.3. (c) Individuals - Unsure**

**Please explain the reasons for your responses.**

Unsure of current responsibilities . Certainly 'offending' organisations , presumably profit making should carry burden of costs of any proven culpability. The individuals such as CEOs and most highly aid/ profitmaking shareholders etc. should be responsible for costs and recompense, in a ratio proportionate to their income as derived from the business ( or businesses , where involved ) The Government department and its individual Ministers should be held responsible for any failure to monitor correctly . Responsibility for and recompense should not be in any respect become a burden to the ordinary, non- involved taxpayer.

Q6. Are there ways in which the Bill could achieve its aim more cost-effectively (e.g. by reducing costs or increasing savings)?

Unsure

**Please explain the reasons for your responses.**

If the above measures refer to the businesses involved in breaking the law , as established , then yes, on both counts .The Government also must bear responsibility for cost etc , where the situation re. failure to monitor and take assurances of business

Q7. What overall impact is the proposed Bill likely to have on equality, taking account of the following protected groups (under the Equality Act 2010): race, disability, sex, gender re-assignment, age, religion and belief, sexual orientation, marriage and civil partnership, pregnancy and maternity?

Positive

**Please explain the reasons for your responses.**

Seems obvious. Besides which discrimination is already forbidden by law. The Bill would only re-affirm and further clarify what is already in place.

Q8. In what ways could any negative impact of the proposed Bill on equality be minimised or avoided?

If the tenets of the Law to be passed are properly understood and the question of possible negative impacts are researched and addressed eforeproposal for legislation , then all will be well.

It is scarcely the duty of the person 'in the street ' to sugg

Q9. Do you consider that the proposed Bill can be delivered sustainably i.e. without having likely future disproportionate economic, social and/or environmental impacts?

Yes

**Please explain the reasons for your responses.**

Any impact would seem to be a positive reinforcement of what is , after all, a part of Human Rights / Welfare legislation.

Exploitation of any human being by another is simply unconscionable and any enterprise which profits from such inexcusable abuse req

Q10. Do you have any other comments or suggestions on the proposal, for example, other trigger points for violence and abuse, and other workers who should be covered?

*All workers should be covered, excluding no one.*

*The Government must ensure, reserve sufficient funds to meet , monitor, respond to and adequately support the welfare of those working part time, employed on short , or 'gig' style contract , those being out of work due to unfair dismissal , being unable to earn as result of any degree of incapacity , family necessity or unavoidable commitment, all those involved in a caring capacity , those, de facto, denied a permanent contract, etc.*

*The Government should ensure that all Departments are involved , consulted and, at all times remain advised by constituency MPs , medical and social workers, teachers and guardians, carers etc., persons who are involved with a person in need. Responsibility for any vulnerable person should be co-ordinated to ensure that nobody's welfare is neglected because of lack of attention and / or resources which one might reasonably expect any affluent society to afford.*

*Any situation which places unnecessary stress upon the individual, whether work related or not, any disadvantage , lack of support constitutes a potential trigger point for violence and abuse.*

*Government ministers' attitude and behaviour, ( unwise rhetoric ( often deliberately calculated) is, in the present social climate, often a trigger point .*

*Elected MPs must lead by example nd be immediately answerable for any failure to observe fair attitude or proper conduct and decorum.*

*Suspension, beyond an initial misconduct ay not be seen as sufficient redress and any subsequent repetition of such misconduct, after due warning should result in exclusion from Parliament and the implementation of a set proceedings and process, by which to re-establish re- inclusion.*

Q11. Which of the following describes your retail-sector experience (please tick all that apply)?

Working in premises selling alcohol for consumption on the premises (e.g. pub)	No
Working in premises selling alcohol for consumption off the premises (e.g. shop)	No
Working in premises selling other age-restricted products (e.g. tobacco, knives etc.)	Yes
Working in other retail premises	Yes
None of the above	No

**Q12. Which of the following describes your experience of violence or verbal abuse in the retail sector (please tick all that apply)?**

I have been the victim of physical violence	No
I have been the victim of verbal abuse	Yes
I have witnessed colleagues being subjected to physical violence	No
I have witnessed colleagues being subjected to verbal abuse	Yes
None of the above	No

**Q13. Please give details of any personal experience that you would wish to share. (Please avoid naming any other person or giving information that would allow another person to be identified)**

Experience of having worked in retail has been only as a part time employee. I have also worked in retail when a student . I have witnessed family and friends' experiences in retail and as a customer have seen many examples of good and bad treatment of staff , working conditions, attitude of management staff etc.

Not as fit as I once was, I have been impressed by the way in which some retail outlets go to great lengths to be attentive , friendly, and eager to help in every possible way. I am particularly impressed by the notice one large supermarket has put a little notice alongside its disabled toilet which reads : " Not all disabilities are visible ." The same supermarket periodically offers free meals in their canteen for children , after school hours and other incentives , with a good provision of healthy diet smaller meals for children, etc. The atmosphere in this store is pleasant and happy and indicative of good practice.

Equally, some similar outlets are clearly understaffed, and staff appear tired and unhappy .

It is frightening how many shops have vanished, the premises boarded up, whilst villages have lost banking, postal and library /community resources, resulting in degradation of resources and increasing isolation for the vulnerable and elderly.

Local authorities are reporting worrying underfunding which shows little sign of improving. Health, Education and Police and social provision are increasingly falling below standard , due to underfunding . This aggravates increasing public discontent and exacerbates the work and housing problems, causing escalating discriminating attitudes across the board.

Whilst Brexit remains in place and in transit. As if that helps with the desperate , anti - people character of society which seems destined to ensure that 'Things can only get ( decidedly ) worse ...'





