Core Value Project

[Author Name(s), First M. Last, Omit Titles and Degrees]

[Institutional Affiliation(s)]

Author Note

[Include any grant/funding information and a complete correspondence address.]

Core Value Project

**Canada and New Zealand HR Laws, Standards, and Best Practices**

Canada and New Zealand are two of the most stable and highly well performing state of the world when it comes to the laws and regulations. In other words, almost every law and policy in these countries can be found highly efficient and well performing in terms their development and application. In addition to this, the laws and regulations as well as the concerned departments are well sustained and stable as well (Hassler, et al, 2003).

Human Resource (HR) is considered as one of the important aspect of countries and nations. It is considered because it plays a huge and significant role in the development of both, Canada and New Zealand which include both economic and social development. The role of HR is highly crucial and that is why the benefiting also gets crucial importance. To do so, both of the countries (Canada and New Zealand) have HR laws, policies, standards, and are involved in some key practices regarding development and empowerment of this resource (ILO, 2011). To justify that the states or countries are involved in these initiatives, it would be better to put a light on the HR laws, policies, standards, and best practices of each country. Hence HR laws, policies, standards, and best practices of Canada and New Zealand are as follows.

**Canada HR Laws, Standards, and Best Practices**

"The fundamental principle of decency at work underlies all labour standards legislation" *Fairness at Work: Federal Labour Standards for the 21st Century.* The HR laws and policies of Canada is an awful long way from 1872 when it comes to the rights of employees. The HR laws of Canada also have involvement in the continuous empowerment as the workplace laws of the country dramatically since the period of Draconian (ICLG, 2019). The HR laws cover up the basic employment rights that includes hours of work, sick leaves, amount of minimum wages, vacations, and other severance provisions and these all are spelled as Employment Standards of the country (Cornish, 2006). Around 90 percent of the workers in the Canada are protected by the employment laws of their territory and provinces and that’s standards are highly appreciative almost all over the world. In the Canada, each territory and province has its own legislations that are developed and followed to ensure the rights of HR from every aspect. Beyond the 90 percent, the remaining 10 percent of the workers work in the areas or regions where the federal laws and regulations apply or that are regulated by the federal government body (Canada, 2019). The employees work in the regions regulated by the federal laws and government, the employment conditions of the work place are defined by the Labour Program that is administered by the federal labour standards. While in case an employee works in the federally regulated industry or business entity, then the employment of the employee and employees of the industry and business is governed by the Canada Labour Code.

The HR laws and standards also works to ensure and cover the discrimination and employment equity for HR and at workplace. Apart from this, some of the best practices of Canada regarding the HR and employers are as follows.

* The HR laws and concerned departments establish the reasonable grounds for both employees and employers.
* Ensure to disclose the monitoring activity by the employers.
* Create and update the policies and regulations regarding empowerment, improvement and development of labour and employers while obtain consent as well such as Retrospective dismissal not allowed (ICLG, 2019).

**New Zealand HR Laws, Standards, and Best Practices**

As mentioned above, New Zealand is one of the countries where employees (HR) can be found highly protected and secured almost from every perspective. This means that the laws, policies, and standards regarding Human Recourse are well suitable as per the needs and requirements of the HR or employees in different industries (Johnson, 2000). The HR laws are designed for the purpose to make sure that every concern and legal requirement of the labour is ensured by the industry regulations and regulators, business or companies, and employers.

The Employment Relations Amendment Act is one of the main part of HR laws of the country. This act has been introduced in the last year where the main purpose was to introduce different changes in the employment laws as per the conditions and circumstances. In addition to it, this act of changes was and is aimed to ensure and improve the fairness in the workplace and deliver the possibly decent work conditions and fair wages to each and every member of Human Resource of the country and industries operating in New Zealand (ILO, 2011).

Despite above, other laws and standards such as New Employment Standards 2016 are aimed to ensure changes as required. These changes include changes in the regulations and laws regarding parental leaves, working hours, enforcement powers, and other concerns such as record keeping (New Zealand Now, 2020).

Proceeding further, there is a large number of activities that are considered as the best practices regarding HR by the regulations of New Zealand. Some of the best practices in the New Zealand regarding HR are;

* Initiatives to ensure the protective work culture for employees and make sure the elimination of employment issues, workplace harassment, and discrimination etc.
* Development of policies that support personal development of employees at workplace such training and career development.
* Establishment of proper discipline and dismissal policies to eliminate occurrence of misconduct, redundancy, and ensure health and profession and career safety of employees or workers and review disciplinary actions (Thomson Reuters, 2020).

**References**

Canada, S. (2019). Federal Labour Standards - Canada.ca. Retrieved 31 January 2020, from <https://www.canada.ca/en/services/jobs/workplace/federal-labour-standards.html>

Cornish, M. (2006). Employment and Pay Equity in Canada--Success Brings Both Attacks and New Initiatives. Can.-USLJ, 22, 265.

Hassler, P. J., Block, R. N., Roberts, K., & Clarke, R. O. (2003). Labor standards in the United States and Canada. WE Upjohn Institute.

ICLG. (2019). Employment & Labour Law 2019 | Canada. Retrieved 31 January 2020, from <https://iclg.com/practice-areas/employment-and-labour-laws-and-regulations/canada>

ILO. (2011). National Labour Law Profile: New Zealand. International Labour Organization (ILO). Retrieved 31 January 2020, from <https://www.ilo.org/ifpdial/information-resources/national-labour-law-profiles/WCMS_158915/lang--en/index.htm>

Johnson, Eugene. (2000). The Practice of Human Resource Management in New Zealand: Strategic and Best Practice. Asia Pacific Journal of Human Resources - ASIA PAC J HUM RESOUR. 38. 69-83. 10.1177/103841110003800206.

New Zealand Now. (2020). Employment Rights | Work in New Zealand. Retrieved 31 January 2020, from <https://www.newzealandnow.govt.nz/work-in-nz/employment-rights>

Thomson Reuters. (2020). HR Best Practice – New Zealand. Retrieved 31 January 2020, from <https://www.thomsonreuters.co.nz/hr-best-practice/productdetail/122167>