

The Employer's Duty of Care

SAMPLE SLIDES

If you missed this
presentation
come to the
Global HR Consortium
on February 24, 2010
in Seattle



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Portland, OR
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What is Duty of Care?

LEGAL

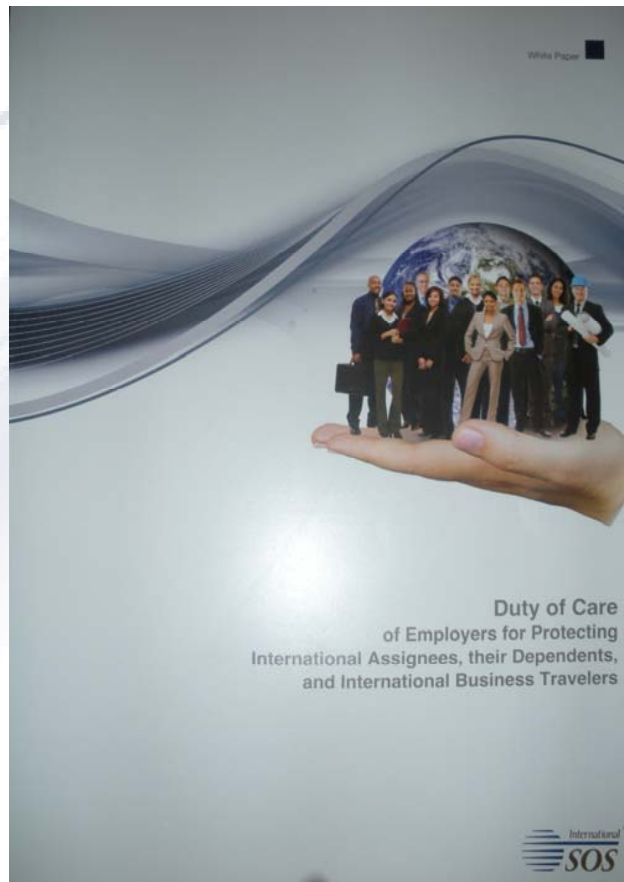
Individuals and organizations have legal obligations to act toward others and the public in a prudent and cautious manner to avoid the risk of reasonable foreseeable injury to others.

HR

Employers have an obligation for the health, safety, security and well-being of their employees.

GLOBAL HR

When employees work across borders, the employer's duty of care involves RM extending beyond the usual health, safety and security imposed by the familiar environment in the home country.



Starts with real life examples

Defines DOC for employees crossing borders

Reviews statutory and case law in several countries

Develops the elements of a cost-benefit analysis

Discusses the challenges faced by organizations

Makes a recommendation for an integrated strategic RM approach

CONTENT OF THE PAPER



Major Surprises of the White Paper

1. General lack of awareness
2. Enormous diversity of legislation
3. Enlargement of employee rights.
4. Practical implementation challenges for organization

Car Accident after an Overnight Flight

An American business woman landed in London after an 11-hour overnight flight from San Francisco. She drove with her rental car from the airport to her mid-morning business meeting in Wimbledon. Tired from overnight travel and unfamiliar with driving on the left side of the road, she was involved in a serious car accident.

Missing Persons after the Tsunami

After the tsunami disaster on the Indonesian coast, an MNC could not immediately account for three expatriates and their families who had taken a Christmas holiday in the region.

Managers who fail to pay attention to employer's duty of care responsibilities, especially for their employees crossing borders, are failing in their commercial, fiduciary, legal, moral and social responsibilities as managers

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