Elendu Justice Chiringo

17/ENG02/021

COMPUTER ENGINEERING

2

The Legal environment plays a very important role in determining the success of any businesses around the globe. The government taxes that are being imposed among other regulatory measures help to promote economic growth and to protect consumers from exploitation and other illegal factors. Prior to establishing or when in the process of running a business, accordingly, it is imperative to understand the role of regional tax measures, legal **factors affecting business** and regulatory measures in the determination of how your business is affected.  Another measure to help your business adapt to legal issues in its environment is the understanding of regulatory measures and to account for all your regional economic analysis.

**Legal Factors Affecting Business Environment**

**Organizational Law**

The organizational law is the first type of business law that we will talk about here. Any business that is organized as a legal entity is subject to the state law that governs its operation and conduct. There are different types of business entities. For example, corporations, limited partnerships, partnerships, limited liability partnerships, limited liability limited partnerships and limited liability companies all of which have different legal status and issues.

* **Employees Protection laws**

Different governments have passed laws to protect the interest of employees. These laws protect them against unfair discrimination at work and when applying for jobs. It ensures that no one is discriminated against based on such things as race, religion, sex, age, or colour.

**Laws regarding health and safety at workplaces**

Below are a few laws regarding employees’ working conditions

* Employees receive protection from dangerous machines.
* At the workplace, employees should be given clothing and equipment that meet the highest safety standards.
* Employees should have a reasonable temperature at their workplaces.
* The highest hygienic standards at the workplace and washing facilities should be met for the sake of employees.
* Employees to have enough breaking periods while working.

**Security against haphazard termination of employees**

It is illegal now for businesses to dismiss the employees for joining trade unions or for expecting a baby unless you choose to ignore the new legal factors in business which will have repercussions on your business. Before dismissal of any worker, there must be warning with proper reasons, otherwise, the case may be treated as an unfair dismissal.