

31 Multiple choice questions

1. refers to the power of courts to interpret and apply laws
 - a. statutes
 - b. judicial power
 - c. social justice
 - d. modern award
2. laws made by federal and state parliaments; eg. laws relating to employment conditions
 - a. statutes
 - b. equity
 - c. awards
 - d. on-costs
3. a list of demands made by workers (often through their union) against their employers; these demands cover specific wages and conditions; employers may also serve a counter-log of claims on the union
 - a. modern award
 - b. code of practice
 - c. log of claims
 - d. common law
4. often known as consultants or freelancers, undertake work for others; however, they do not have the same legal status as an employee
 - a. code of practice
 - b. independent contractors
 - c. individual contracts
 - d. employment contract
5. are made between a group of employees (or one or more unions representing employees) and an employer or group of employers
 - a. enterprise agreements
 - b. casual employees
 - c. collective agreements
 - d. affirmative action

6. in the workplace involves businesses being responsible or behaving in a fair and ethical manner towards their employees, customers and the broader community
 - a. best practice
 - b. social justice
 - c. statutes
 - d. code of practice
7. the equitable policies and practices in recruitment, selection, training and promotion
 - a. employment contract
 - b. equal employment opportunity (EEO)
 - c. employer associations
 - d. casual employees
8. occurs when a policy or practice disadvantages a person or a group of people because of a personal characteristic that is irrelevant to the performance of the work
 - a. common law
 - b. discrimination
 - c. award simplification
 - d. trade unions
9. an industry or occupation based award, which covers all private sector employers and employees who perform work that falls within their scope; they replace all existing national system awards (except those applying to a single enterprise); they do not cover employees earning higher incomes
 - a. modern award
 - b. awards
 - c. on-costs
 - d. common law
10. developed by courts and tribunals
 - a. common law
 - b. log of claims
 - c. modern award
 - d. on-costs
11. refers to a change in the nature and pattern of production of goods and services within an economy; this includes a significant growth in the level of services in an economy compared to other services in an economy compared to other sectors
 - a. judicial power
 - b. social justice
 - c. structural change
 - d. statutes

12. legally enforceable, formal agreements made collectively between employers and employees and their representative at the industry level; they are determined by an industrial court or tribunal and set out minimum wages and conditions of employees
 - a. awards
 - b. statutes
 - c. equity
 - d. on-costs
13. employment that is short term, irregular and uncertain; they are not entitled to paid holiday or sick leave
 - a. social justice
 - b. casual employees
 - c. judicial power
 - d. statutes
14. exist when an employer and an individual employee negotiate a contract covering pay and conditions
 - a. employment contract
 - b. judicial power
 - c. independent contractors
 - d. individual contracts
15. a collective approach in which disputes are referred to industrial tribunals, such as Fair Work Australia, for conciliation and arbitration
 - a. employer associations
 - b. decentralised industrial relations system
 - c. centralised industrial relations system
 - d. female participation rate
16. employers and employees negotiate wages and working conditions in the individual workplace, through collective or individual bargaining and without the involvement of tribunals
 - a. decentralised industrial relations system
 - b. centralised industrial relations system
 - c. enterprise agreements
 - d. female participation rate
17. requires that each of the employees to be covered by the agreement is better off overall than under the relevant modern award
 - a. code of practice
 - b. enterprise agreements
 - c. better off overall test (BOOT)
 - d. ageing of the workforce

18. organisations formed by employees in an industry, trade or occupation to represent them in efforts to improve wages and the working conditions
- trade unions
 - statutes
 - equity
 - awards
19. refers to business practices that are regarded as the best or of the highest standard in the industry
- social justice
 - best practice
 - code of practice
 - statutes
20. organisations that represent and assist employer groups; they are usually respondents to the awards covering the employees of their members, and covering employers in the same or related industry
- log of claims
 - employer associations
 - discrimination
 - employment contract
21. additional costs involved in hiring an employee, above the cost of their wages; these costs traditionally add around 25 per cent of the cost of the wage and include sick leave, holiday leave, leave loading, superannuation, retirement and redundancy payments, and other costs
- equity
 - awards
 - statutes
 - on-costs
22. the process of reducing a number of matters in each award and eliminating inefficient work practices
- discrimination
 - award simplification
 - affirmative action
 - workers compensation
23. the measures taken to eliminate direct and indirect discrimination, and for implementing positive steps to overcome the current and historical causes of lack of equal employment opportunity for women
- award simplification
 - affirmative action
 - discrimination
 - trade unions

24. refers to the proportion of women aged 15-69 employed actively looking for work
- best practice
 - employment contract
 - employer associations
 - female participation rate
25. in the workplace is the provision of equal opportunities for all employees to gain access to jobs, training and career paths in the workplace
- on-costs
 - statutes
 - equity
 - awards
26. a legally binding, formal agreement between employer and employee
- employment contract
 - individual contracts
 - employer associations
 - independent contractors
27. refers to the growth in the average population, due to sustained low fertility and increasing life expectancy; as a result, there are proportionally fewer children under 15 in the population, and more in older age groups
- best practice
 - social justice
 - code of practice
 - ageing of the workforce
28. falls under section 51 of the Constitution of Australia- identified as foreign corporations and trading or financial corporations formed within the limits of the commonwealth
- structural change
 - constitutional corporation
 - workers compensation
 - individual contracts
29. a statement of the principles used by a business in its operations; it generally refers to practices that are seen as ethical or socially responsible
- social justice
 - best practice
 - code of practice
 - log of claims

30. provides a range of benefits to an employee suffering from an injury or disease related to their work; it is also provided to families of injured employees when the injury/disease was caused by, or related to, their work
- a. affirmative action
 - b. discrimination
 - c. award simplification
 - d. workers compensation
31. are collective agreements made at a workplace level between an employer and a group of employees about terms and conditions of employment
- a. trade unions
 - b. collective agreements
 - c. enterprise agreements
 - d. best practice