

Industrial Relations

In the following activities you'll gain a basic overview of industrial relations and rights in the workplace.

Activity 1: *What Are Industrial Relations?*

What does the term *Industrial Relations* mean to you? What words and phrases does this term conjure up in your mind?

Read the following definition of *Industrial Relations*:

“The relationship between employers / management and workers in the workplace.”

Take a moment to think about this definition. Consider the following questions:

- What rights do workers have in the workplace?
- What rights do employers have?
- What do you think are the biggest sources of conflict between employers and workers?

In the next activities you're going to take a closer look at workers' rights in the workplace.

Activity 2: *Starting a New Job*

Industrial Relations laws are laws to help people at work. We all feel bad when we hear horror stories from around the world of children and other vulnerable people working long hours in poor conditions for very little pay, often making our brand-name shoes or clothes that cost us so much.

In Australia we want everyone to have a *Fair Go!*

The national authority known as *The Fairwork Ombudsman* administers laws (Industrial Relations) that protect our rights to

- Fair working conditions – hours, leave, holidays, notice of termination etc.
- Minimum wages and allowances for specific jobs/industries (Awards)
- Special agreements between management and workers for particular jobs
- Protection from unfair dismissal

If you have a job or employ someone in Australia, you should know what your rights and responsibilities are.

Follow the link below to get heaps of information about the rights and responsibilities you have as a young worker:

<https://www.fairwork.gov.au/find-help-for/young-workers-and-students>

The following video is really helpful too:

<https://www.youtube.com/watch?v=oC2rmepSyK0>

Activity 3: Online Quiz

Follow the link below to access the *Workplace Basics Quiz*. This quiz will help you test your knowledge of your workplace rights and obligations.

There are several modules to check out and each module contains a series of questions on common workplace issues. You'll get a score for each module you complete, as well as useful feedback, and links to more resources.

Once you've completed all modules you can download a certificate of completion which you can then add to your e-Portfolio!

<https://www.fairwork.gov.au/how-we-will-help/online-training/workplace-basics>



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Activity 4: Review Questions

1. What was the most interesting information you've learned about Industrial Relations?

2. How can you better prepare yourself for entering the workplace, especially in relation to industrial relations?

