

**Employment:**

**Casual:**

- Not long lasting
- work by the hour
- Paid at a higher rate above award rate (20%ish)

**Part time:**

- Working at regular patterns under 36hrs a week
- Get paid overtime
- Some benefits e.g.: sick leave, long service
- Must be given minimum 7 days before sacked

**Full-time:**

- Permanent employees
- Employment contract include benefits e.g.: sick leave, annual leave, public holidays etc
- Receive more benefits than part-time or casual
- Paid by wage (hourly) or salary (yearly)

**Self-employed:**

- The pay depends on the business
- Usually works long hours
- Require multi skill to keep business running
- Flexible working arrangement
- No employees benefits

**Voluntary:**

- Helps the economy directly and indirectly
- Can be formal or informal
- Individuals give up time freely without receiving any credit
- Formal voluntary work is done in the public space

**Unpaid:**

- Informal work that is unpaid
- E.g. (caring for family friends etc)

**White collar:** professionally jobs that require some training e.g. office works, lawyers, doctors etc

**Blue collar:** people who work in a trade e.g. plumbing and construction

**Benefits of working:**

- Money
- Fringe benefits-non cash benefits (e.g. coupons)
- Superannuation
- Long service leave
- Leaves

Types of working employment contracts:

**Award:** (lowest skill)

- An award is the minimum pay that is set out by the government
- E.g. MacDonald's

**Collective:** (lower skill)

- Agreements made by a group of employees to their employer sharing common interest.
- Can have a union to represents them instead

- All employers will have the same contract (more “fair”)

**Infidel workplace agreement:** (medium skilled)

- These are when a employee and employer form their own agreement and have the government to check that it is fair for both side

**Common Law contract:** (highly skilled)

- These are mostly for skilled professionals
- They are agreements that are only available between the employer and employee and not opened towards the public

**Legal issues in a workplace:**

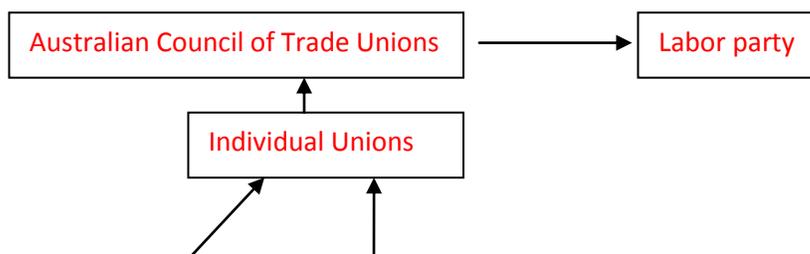
- **Discrimination:** treating someone unfairly because of gender, race, belief, sexual preference
- **Safety:** breaching the OH&S
- **Unfair dismissal:** dismiss an employee without proper reason on without going through the proper procedure
- **Redundancy:** voluntary or involuntary, due to technological changes (most of the time) and the employee is no longer required
  - Voluntary: the employee takes the redundancy freely and is normally give more offers than involuntary
  - Involuntary: when a employee is give a redundant compensation and asked to leave after given notice
- **Privacy:** having an employee’s work place or an individual’s actions being monitored which could create invasion of privacy e.g.:
  - Having genetic screening to see whether employer is fit to be hired
  - Demanding alcohol, drug tests on employees
- **Outsourcing:** when a company minimizes the full time work force and outside business to get certain things done e.g.: taxation, marketing, advertising. Instead of having the company do it themselves.
  - It may create less job security
  - Or lower employee entitlements
- **Piece workers:** hiring migrants or individuals to work in a company and only paying them by the amount of items they complete. Many of these employee have limited ideas of legal actions that can be taken consequently working long hours in poor conditioned places

**Trade unions:**

The point of trade unions is to represent different occupations to:

- Improve wages
- Provide job security
- Gain better working
- Negotiate work contracts
- Provide benefits to its members

There are different type’s trades unions for different areas of work but they all fall under the same superior:



Teachers Union

Retail Union

## Unemployment:

### Types of unemployment:

- **Cyclical:** this is unemployment due to a down turn of the economy (lack of demands= less productions=less workers needed)
- **Structural:** unemployment due to advances or changes in the company e.g. technological replacement of roles
- **Seasonal:** unemployment due to seasons e.g. ski tuition, fruit picking
- **Frictional:** the period of time when someone is changing or trying to find a job
- **Hardcore:** long term unemployment while trying to seek for work

### Affects:

#### Personally:

- **Poverty-** no cash to spend
- **Boredom-** leading to crimes like stealing or anti-social behavior
- **Poor health-** the stress can affect physical and mental health
- **Loss of self esteem-** stop having motivation to find work
- **Discrimination-** can cause employers to discriminate against victim
- **Isolation-** the person feels that they are not accepted by society and may turn hostile towards it or feel depress from situation
- **Ridicule and Prejudice-** society looking down on these unemployed people
- **Loss of Skills-** not being able to practice or improve skills the person will slowly lose these skills

#### Social:

- Governments waste money on welfare
- Family separate in search for work
- Goods and services production decrease
- Living standards dropped

### Taxation:

#### 1) Individual taxes:

- a. GST (10%)
- b. Stamp duty tax- exchanging titles of assets
- c. Capital gain tax- tax on selling assets for a profit

#### 2) Business:

- a. Company tax-30%
- b. Payroll tax- big business must pay a percentage of their wage cost to NSW GOV
- c. Import duties: cost to bring in goods into the country

#### 3) Workers-employees:

- a. Pay as you earn- PAYE tax
- b. Income tax- every worker must pay income tax to the Fed Gov
- c. Medicare levy- this is 1.5% charge on income earned

- 4) **Deductions:** these are expenses you pay that the government says you can take off your income lowering your taxable income
- 5) **Rebates:** government directly paying you with money to be used in a specific area e.g. education rebate- money can be spent on any educational items (computers, textbook etc)
- 6) **Superannuation:** these are money that an employee must pay to an account that cannot be touched unless in a life or death situation until retirement. These funds are deducted from your income and stored in account
  - a. **Superannuation funds-** these organizations help take care of employee's super by investing them and growing them on behalf of their members
  - b. **Self managed Funds:** employees can invest their own super funds but must follow strict guidelines when doing so