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# **Industrial Relations in Australia**

## **澳大利亚劳资关系讲座**

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# Industrial Relations/Workplace Relations in Australia 澳大利亚劳资关系/劳动关系

- Australia's Government is based on the English Westminster system of Parliament 澳大利亚政府沿袭英国威斯敏斯特议会政府体制。
- Three levels of Government 三级政府:
  - National/Commonwealth 国家/联邦政府
  - States (6) and Territories (2) (六个)州和(两个)领地政府
  - Local Government – (Councils) 地方政府 – (即市议会)



# Industrial Relations/Workplace Relations in Australia (cont) 澳洲劳资关系/劳动关系(续)...

- WR/IR based upon corporation powers and states referring power to the Commonwealth  
劳动关系/劳资关系以企业权力为基础，各州政府移交权力至联邦政府。
- Private Sectors business/employers are in the National system  
私营部门企业/雇主纳入国家体系
- Public Sector/Local Government are in the State system  
公共部门/地方政府纳入州体系



# Private Sector 私营部门

- Centralised system  
集权制
- Fair Work Australia is the authority which administers and enforces  
Legislation  
澳大利亚公平工作仲裁庭是实施和执行《公平工作法》的联邦权利机构。
- Fair Work Act 2009  
2009年《公平工作法》



# National System 全国体系



Based on 基于:

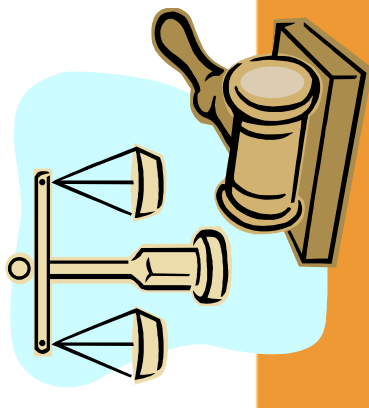
- Contracts of Employment  
就业合同
- Modern Awards (Industry Based) which have minimum wages and conditions  
(基于行业的) 现代报酬制, 规定最低薪金和工作条件
- Enterprise Agreements (Employer Specific) through Bargaining/Negotiating  
通过谈判/协商达成 (特定雇主) 企业协定



Migration for Business Growth  
Workplace Relations Information Session  
25 Feb 2010

# National System (cont).....全国体系 (续).....

- Worker protection such as Anti-discrimination, Equal Employment Opportunities, Unfair Dismissal laws, OH&S  
劳工保护包括：反歧视、平等就业机会、不正解雇法，以及职业健康与安全。
- Authorities such as Fair Work Australia, Human Rights and Equal Opportunity Commission (HREOC) [National], Equal Employment Opportunity Commission (EEO) [State]  
权力机构包括：澳洲公平工作仲裁庭、人权及平等机会委员会（简称HREOC）[国家级机构]，以及平等就业机会委员会（简称EEO）[州级机构]。



# National System (cont).....全国体系 (续).....

- Workers rights to representation 工人享有代表权
  - Trade Unions 工会
  - Right of entry to workplaces 进入工作场所的权利
- Worker entitlements 工人权益
  - Employer paid Superannuation (9%) 雇主支付9%养老保险金
  - Workers Compensation payments if injured at work 工伤赔付
  - Annual Leave (Paid) 带薪的年假
  - Personal/Leave (Paid) 带薪的事假



# National System (cont).....全国体系 (续).....

- Fair Work Australia enforces 澳大利亚公平工作仲裁庭负责
  - Workers rights such as wages and conditions  
保护如工资和工作条件等工人权利
  - unfair dismissal laws 执行非公正解雇法
  - right to be represented 保护工人被代表权
- SafeWork SA enforces 南澳工作安全局负责：
  - Health & Safety at the workplace 推行职业健康及安全
  - investigates complaints 调查投诉案件
  - prosecutes employers 起诉雇主/工厂



# National System (cont).... 全国体系 (续).....

- HREOC and EEO Commission enforces  
人权及平等机会委员会和平等就业机会委员会负责:

- Workers rights 保护工人权利
- Not to be discriminated against 确保工人不被歧视
- Not to be harassed at work 确保工人在工作场所不被骚扰



# National System (cont).... 全国体系 (续).....

- Minimum National Wage  
国家最低工资标准
  - Workers must be paid  
必须付给工人
  - Reviewed annually and when appropriate, increased  
每年复核，适当时候，需上调。
- 
- Legislation is reviewed via Parliamentary System  
通过议会审核立法

