

# | Frequently Asked Questions

## ***What is a 90-day trial period?***

A trial period, or probationary period, is a common feature of employment contracts across almost all development countries. They allow employers to take a chance on a new employee by giving them 90 days to decide whether they are working out as intended. This means an employer can give a job to someone who looks good on paper but might have other features that make them different. Examples include someone coming out of prison, returning to work after maternity leave, long-term unemployed, or very young and inexperienced.

## ***What is the definition of a "small business"?***

For the purposes of the 90-day trial periods, a small business has fewer than 20 staff.

## ***What is collective bargaining?***

Collective bargaining involves a group of people, or a union, negotiating new employment terms and conditions with an employer all at once.

## ***What is a collective employment agreement?***

This is an employment agreement covering more than one person. For example, a shop might employ five staff all on the same employment agreement covering wages and conditions.

## ***What is a multi-employer collective agreement or MECA?***

This is an employment agreement covering more than one employer. For example, a number of different rest homes might employ 50 staff each, all on the same employment agreement covering wages and conditions.

## ***What is a partial strike?***

A partial strike is when employees strike but still continue to perform some of their work. This means they are not doing all of their normal duties and not working in their usual way.