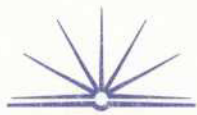


INDIVIDUALS + WORK.

Q20

(a) Patterns of paid + unpaid work differ for men and women in that women tend to do more unpaid work than men, ~~for~~ ~~ex~~ eg domestic housework + the raising of children, while men often do more paid work than women, eg as they may be seen as the 'breadwinner.' Women tend to change their patterns of work more than men. For example they may go ^{be more suited} ~~from~~ to casual work, temporary work, part-time, work from home and job share, in order for them to keep up with their lifestyle which may include raising children. Men, on the other hand, may be more suited to patterns of work such as permanent, own their own business, seasonal (especially single men) and shift work.

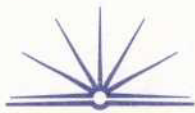


(b) workplace culture has a big impact on patterns of work for individuals + families because a workplace ~~has~~ nowadays has to not only accommodate for the individuals it employs, but also for their families, because that is another big role that they play outside of the workplace.

Workplaces today ~~accommod~~ take into account the big emphasis on family. They therefore have an impact on patterns of work so they can accommodate for their employees who are also family members.

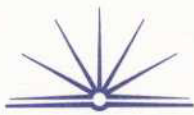
The provision of facilities such as child care at the workplace impacts on the pattern of work for its employees because it provides help for those who have families so that they can have the child cared for while they work and earn money.

The introduction of flexible work patterns and practices have an impact



on those employed individuals who have families. For example, a workplace may allow an employee to leave work early to pick up their child for school, providing they make up the lost time another time. Or, they may allow 2 people to share one job, in order for them to both work and raise a family.

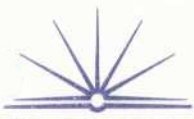
Another aspect of workplace culture that impacts on patterns of work for individuals and families is regulations and entitlements. This includes maternity + paternity leave which is much needed when ~~a new~~ upon the arrival of a new baby, long service leave, which can be accessed after working for 10 yrs at the one place, ~~as~~ it may be used to spend quality time with a spouse, and 4 weeks leave with pay per year, which may be used by employees to spend quality time with their families.



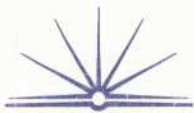
These 3 ~~things~~ aspects of workplace culture all impact on patterns of work for individuals and families.

(c) Awards, anti-discrimination policies and grievance procedures all contributed to a supportive workplace because they try to maintain a happy + stable workplace environment. Many things can go wrong between people within a workplace, + these 3 things were designed to keep unhealthy + unhappy situations at a minimum.

Awards are policies which spell out an employers rights and responsibilities. It includes the minimum wage they can receive, the hrs they can work, what they must do + how they ~~to~~ can act in the workplace. Their rights include to be paid

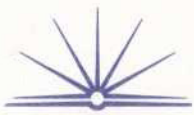


minimum wage, not to be discriminated against, they have a right to join a trade union, to resign (with 2 weeks notice), to work in a safe + hygienic environment, to be treated humanely and many more things. Their responsibilities include doing what is required of them, working full hours required, getting to work on time, to be polite + courteous to clients, to respect and obey their employer and many more things. An employer also has rights and responsibilities which must be accommodated for. Awards create supportive environments because the employee + the employer both know, understand and agree upon what is expected within the workplace. This understanding and agreement reduces the chance of arguments, # disagreements + unfair experiences because both parties know what is expected. They therefore



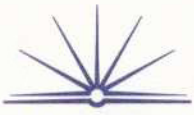
work together and support one another, which naturally leads to a happy, productive, supportive workplace.

Anti-discrimination policies contribute to a supportive environment by ensuring that nobody is treated ~~to~~ unfairly because of who they are. Anti-discrimination policies are designed ~~to~~ for people to be treated fairly. People such as women, gays + lesbians, cultural groups, ~~and~~ the elderly, disabled and other minority groups benefit from this ~~policy~~ as it enables them to be given a fair chance, to be treated properly and equally to others + to ensure ~~that~~ they are not discriminated against by their employer, employees or other co-workers. When everyone in a workplace understands this policy the chance of ~~people~~ workers being harassed, discriminated



against or treated unfairly, is minimised, because everybody understands that they must treat everyone equally. When everybody is treated fairly the workplace becomes a much more supportive environment.

Grievance procedures solve disputes and problems within the workplace + therefore contributed to a supportive working environment. When two employees or an employer and employee have disagreements or problems, a grievance ~~proceed~~ procedure can solve these + create a happier workplace. Problem which may arise in the workplace that may ~~need~~ result in the need for a grievance procedure include, disagreements, arguments, fights, personality clashes, workplace problems and many other types of disputes. The grievance procedure is brought in to sort out the



problem and to hopefully find a successful remedy to prevent it from happening again or to stop it. With less problems in the workplace, employees are much happier and more productive and this results in a supportive workplace.

So, as we can see awards, anti-discrimination policies + grievance procedures contribute to supportive workplaces to a large extent. While they may not be successful in every situation, they most often result in happier employees who then are more productive and all of this ~~to~~ together creates a supportive workplace environment.