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(a) Issues of concern regarding youth in the workplace can include their personal management skills.

These skills involve problem-solving, organisational skills, planning, ~~communication~~ ^{good communication} and decision making attributes. ~~These skills will~~

~~benefit youth within the workplace, preparing them for current and future.~~ Organisational skills and good communication are important when ensuring efficiency and reliability within the workplace.

(b) Labour force participation can vary across the lifespan due to social factors and suitability of work patterns to age and circumstance.

Many people typically begin working as a young adult (15-24), commonly partaking in part-time or casual work to accommodate time for other commitments such as ~~work~~ ^{study} or social interactions. ~~The ability to juggle commitments and maintain life and work balan.~~ When progressing into adulthood (25-45), work becomes more critical after the finishing of education/retraining, so individuals may move into more permanent or full-time positions. This is also altered however due to family circumstances, ~~however~~ with the birth of a baby rendering the parent to ~~have~~ become unemployed for a period of time, or continue working through patterns such as job share or working remotely (from home). The transition from adulthood into the aged, ~~the~~ usually constituting retirement, also impacts on their labour force participation.

Individuals may ~~move to casual jobs, allowing free time while still earn~~ choose to become unemployed or continue working

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through voluntary positions, ^{or even} ~~depending on~~ moving
into casual employment to maintain an
income.

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(C) Workplace structures play a massive role in supporting employees' rights and responsibilities, through these structures.

Working Conditions: this allows an employee to have a clear understanding of what is accepted when taking this job. Awards are used to outline standard base payment rate that is being offered, and are given the opportunity to agree with its offerings. (including direct ^{monetary} + indirect payments - non monetary awards). Enterprise agreements are contracts that inform employees of ~~the~~ both the employer and employee rights and responsibilities - further support.

Workplace Culture: This structure provides services such as: workplace day-care, prayer rooms, workplace gym etc. This encourages multicultural acts and supports the rights + responsibilities of the Anti-Discrimination Act. Feelings of encouragement and support are created through this, and assist sole-parents in the caring of children. Employers have a right to keep workers happy + motivated.

Leave Entitlements: Carers leave, long service leave, annual leave, maternity/paternity leave and sick leave all cater to supporting of workers rights + responsibilities. This allow relaxation for holiday leave, sick leave for illnesses/disability's, carers leave for long-term, disability/primary carer of disabled. Pregnant women, and men get time off during the birth of child and women are allowed much more. These are all leave with pay — supporting families/individuals with financial assistance in times of crisis or simple reward of full time - part time work.

Legislation: Anti-Discrimination Act - has been placed to support all situations that would prevent individuals from employment due to discrimination. (women, ATSI, disabled, etc) This supports the rights of these disadvantaged individuals, and enforces the repercussions of ^(suspicious) unfair dismissal, grievance procedures etc. Another legislation is the

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Work Health and Safety Act (WHS), which outlines rules and regulation in which must be abided by both employers and employees, to prevent unsafe behaviours, work accidents etc. This also gives means for ~~an~~ Workers Compensation as employees have a right and responsibility to support workplace accidents.

Trade Unions: This structure involves a group of people who are hired ^{paid} by employees (have the right to do so) to assist them in any workplace issues, discrimination acts, devices for pay rises, injuries and unfair dismissals. ~~They have~~ Trade unions have a duty to negotiate terms and conditions that are causing concern, and offer advice to the employee on a workplace issue, which further support the rights of employees to be of fair conditions and responsibilities of the workplace to provide a safe, happy, and respectful environment.



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(c) Flexible Working Hours: is another workplace structure which offers flexible working hours/conditions for individuals in which need to accommodate to specific lifestyles. Eg. New mother may need to go back to work after the child is old enough to go to pre-school, but is only 3 days a week → the utilization of Jobshare allows a mother to share a full time job between 2 employees, resulting in full time benefits, an income, and the ability to balance work and family lifestyles. Employees have the right to offer other flexible routines such as flexi-time. which allows an employee to have the right to hours which will accommodate them/ their lifestyles, whilst still earning an income, and contributing to the labour force participation rate.

These work place structures all contribute and work together to build a fair, flexible, safe working environment for individuals and families. They

especially contribute to the ability to balance a work and home/family life. These workplace structures are a safety net which supports employees rights to fair, safe, cultural, and supportive environments in the workplace. It supports the responsibilities in which employers have, to allow employees ~~to~~ to ~~en~~ tend to their own responsibilities.

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