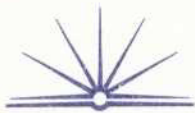




## Question 20

Individuals and work.

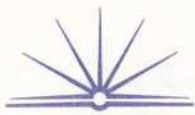
a) Patterns of paid and unpaid work differ for men and women as it has been seen in the past that the male is the breadwinner (provider). This is now changing as the female is now being accepted as the breadwinner however it is more likely that the male will do the paid work while the women stays home doing unpaid work like the cooking and cleaning. Where as the unpaid work that men do is their leisure time usually in the garden or some even enjoy to cook.



b. Culture in the workplace affects patterns of work differently on individuals and families.

Some individuals do not accept cross culture in the workplace they do not know how to treat people from different cultures. This may in turn affect the work pattern of this individual. He/she may refuse to work with a person of different culture. This is also sometimes a good thing as it is now bringing the world ~~to~~ together as one.

This may also affect families as if the breadwinner refuses to work with people from a different culture they may be cut back on work or even need to find alternate employment which may lead to



financial strain. Different cultures in the work place may also have a good effect on families as the breadwinner makes friends his/her children can be taught of the way other cultures live and the traditions they have.

This may never have been learnt if there was no cross culture in work places.

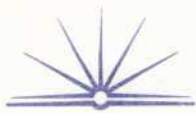
C) Employers of a workplace are running the business under an award. This award usually gives the employees time off for grieving periods, maternity leave etc paid. This award also outlines that the employer may not discriminate against any person whether it be for pregnancy, grieving, ~~or~~ a disability or different culture.

This award states that all people must be treated as equal. ~~■~~ Treat people the way you wish to be treated yourself.

This award shows the consequences of breaching the ~~the~~ anti-discrimination policies or the <sup>grievance</sup> ~~grievance~~ procedure.

The anti-discrimination is a policy that has to be followed by every workplace and every member in that workplace.

The grievance procedures must be followed by all staff and all management as you may need this support in the



time you work for the organisation.

If these procedures and policies that are set out in the award set down for the organisation are met the employees and employers will make a supportive and happy workplace.

A work place that is supportive runs better more efficiently & the employees are generally more happy and enjoy their work. Employees that enjoy their work & have fun while doing it usually get the job done quicker and more effectively.