

QUESTION 20:

INDIVIDUALS AND WORK.

a) There are many patterns of paid and unpaid which differ from men and women in today's society.

Both men and women get paid to go to work. There are special agreements or award in which he and she are entitled to. There are different positions in which he or she can take on in the workplace.

- Full time

- Part time

- Casual

Women have specific needs in which she can take once working full for a certain amount of years.

Maternity leave is available for women for approximately 12 weeks after the baby has been born whilst ~~at~~

~~maternity leave the woman is~~ being paid so therefore some financial securities are obtained. There is voluntary

work ~~is~~ which is unpaid work. work in which you do without getting an ^{incoming} wage or salary. That is



for both men and women. There is paid work where men and women work and get a wage or salary. ~~to~~

b) There are workplace culture which impacts on patterns of work for individuals and families. There are three main work patterns which apply to people working in the workforce. These consist of:

- Full time working up to 38 hours a week
- Part time
- Casual work.

Workplace cultures impacts on the patterns of work for individual and their families, i.e. If there is a family of five, three children two adults and the mother and father both work full time, there will be a need for family and home life along with managing the household and other everyday duties. So therefore she might change her position to parttime or casual and spend more time with the family and her



everyday household. The working environment might have very flexible hours which will cater for the the working ^{patterns} ~~force~~ and the cultural and family ~~work~~ life. The workplace put alot of emphasis on individuals and families seeing as though the workplace needs to cater for both individuals and family orientated employees. The workforce needs to cater for a range of employees. So therefore the workplace culture impacts on the patterns of work for the individual & and their families which is assisted by the need of every individual.

c) In every workplace in todays society there are special awards, anti discriminations ~~policies~~ policies and grievance proceedures which contribute to a supportive workplace. Awards are enforced into the workplace environment to protect both the employee and employer of the awards and conditions in which they are entitle too.



Awards identify the working conditions, eg: sick leave, maternity leave, holiday^{pay}. if your ~~earning~~ ~~earring~~ a wage or salary. ~~the~~ What the job offers ~~and~~ ~~which~~ its conditions.

Antidiscrimination policies apply to every workforce ~~environm~~ environment, antidiscrimination policies are enforced into the workplace to protect both employees and employers from discrimination, harrasment EEO (Equal Employment Opportunity) in the workplace. This is so each individual has a fair and equal opportunity to do the best of there ability without any interferences. Grievance proceddures are also there to protect the employer, if there is an arguement or disagreement the grievance proceddure is there as a back up of what the employee is entitle too. All these policies are ^{enforced in the workplace} ~~there~~ contributing to a supportive workplace environment, so therefore the employer and the employee ~~feel~~ ^{feel} secure and comfortable in the working environment



which ^{then} ~~the~~ has a positive output
to the workplace industry in the field of
work, which he or she ~~can~~ wishes to subline
in.