

20) Question 20, Section II - Individuals and Work.

(a) The patterns of paid and unpaid work differ for both men and women, ~~and~~ ^{during} their age spans.

~~Men~~ generally

Men usually ~~to~~ do paid work until they retire then they may endure unpaid work during their retirement.

On the other hand women do more unpaid work than men. Some women may do unpaid work whilst they are on maternity leave. Men are still seen as the ~~the~~ bread winners in most of society.

Sometimes unpaid work ~~can be~~ is done as a form of leisure. ~~Some men~~ For example some men might be involved in the local soccer teams or scouting. ~~Whilst~~ Whilst women who do unpaid work seem to ~~be~~ do it for their own fulfilment and self appreciation.

(b) Discuss how work place culture ~~and~~ impacts on patterns of work for individuals and families.

The culture of the workplace is like a different world to the social life of some individuals.

~~Some~~ For example There are many work patterns



that people can take on. Many years. For example it is becoming the trend for young mothers to 'job share' after they have been on maternity leave. So that they can get themselves back into the act of being an employee once again. If the workplace is one that is busy and hectic employees may not

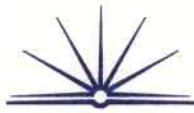
- changing work patterns - helping out individuals when entering or ~~can~~ re-entering the workforce.

Popular for young women and young mothers.

- The changes in technology may mean that ~~per~~ employees need to be re-skilled and re-trained to work in the same positions.

- The changes in legislation and other laws can improve the workplace environment which may in turn help individuals to act differently in ~~a~~ situations that occur in their family life.

- Arbitration and other forms of design making practises and management guides and plans could be implemented in the family life similar to the work place to manage ^{the} resources of time, finance and energy.



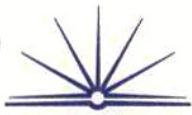
- The health culture of the workplace can impact positively and negatively on patterns of work that individuals and families may take on.

(C) (c) Evaluate ~~and~~ the extent to which awards, anti-discrimination policies and grievance procedures contribute to a supportive ~~network~~ workplace.

- anti-discrimination policies and grievance procedures are ~~to~~ both support structures that are implemented within the workplace.

- Awards are the ~~entitlements~~ entitlements that employees are meant to receive from their employers.

- Awards, anti-discrimination ~~and~~ ~~procedures~~ policies and grievance procedures ~~are~~ all have all been implemented into the workplace to encourage and support workers. They have been placed into the workforce to make the workplace environment a better place for employees.



- Like unions these support structures have been adapted into the workforce to contribute to a supportive workplace.
- An award is the entitlements that an employee is to receive. It includes the lowest income that the employee should receive.
- An anti-discrimination procedure is ~~the~~ a legislation that was introduced ^{into} to the workplace so that employees would feel equal and not discriminated against. Every individual should have an equal chance if they ~~to~~ have the necessary requirements. For example a ~~person~~ ^{doctor} can't ~~deny~~ deny a patient treatment just like the patient shouldn't discriminate against the doctor because of their age or race or gender.
- These policies ~~and~~ ~~proce~~
- The grievance procedure is implemented into the workforce to support both the Employers and employees.
- Awards, anti-discrimination policies and ~~grievance~~ grievance procedures have been implemented to be positive and supportive aspects ~~of~~ to the workplace.