



320 a) Workplaces have certain regulations and entitlements that help support individuals in managing family responsibilities. These differ from workplace to workplace but in general are similar. They help provide relief & support for individuals dealing with family responsibilities. These ways in which the workplace help give support are:

- Flexible work hours, such as allowing to start work a little late so that an individual can drop a child at school
- Maternity and paternity leave, maternity can be paid but paternity leave usually isn't paid. This allows time for the parents to spend time & develop bonds & take care of child.
- $\frac{1}{2}$ days or partial days of work so individuals can attend other commitments such as funeral or school awards day.
- Provision of child care facilities within a workplace allowing parents to be near their child and still work.
- Flexible holiday leave which may be inconvenient to a firm but still allowed eg taking holidays in school holidays to be with children.
- Allowance to accumulate holidays / long service leave so that families can spend quality time with one another.
- Provision of phone / fax / email in order to keep in close contact of partner or other carers taking care of children



b) Social, legal and technological change has had an effect on work patterns/trends through different factors that have presented themselves over time. Over time women have become increasingly present in the workforce through legal demand for equality of position and pay. Positions for women have increased and more and more women are taking them up changing the workforce to a more balanced and less male dominating force.

The cost of living has increased as most salaries/wages have not increased sufficiently this means people are working longer and in many cases both adults in a house are working. This increase in people, especially an increase in ^{women}, in the workforce means that there is a higher demand on jobs and productivity as well as a demand on the number of jobs available. This means jobs are harder to get and

there are unemployment issues.

Another contributing factor to changing work patterns in people's desires for luxuries and other things, people work to have a nice home, cars, TV ^{computer, internet} stereo ^{etc} etc which in the past were not viewed as so important or weren't available. All of these things contribute to the longer hours and higher demand on jobs.

Changes in technology and type of jobs have widened the variety of jobs available, more and more jobs are computer orientated and there aren't too many jobs now that don't involve computers of some sort.

This technological change means that people need more & more training and therefore spend more time in OVI or TAFE and enter the workforce at a more mature age where as in the past most people went straight out of school into the workforce and only a handful went onto further education.

The trends in work patterns are increasingly ~~increasing~~ becoming more competitive and stressful, and jobs usually require more of their people than they once did due to the impact of social, legal & technological change.