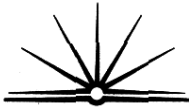


(a) In the workplace various regulations and entitlements have been introduced to support individuals in managing family responsibilities.

The establishment of Flexible work patterns/practices is an entitlement employees can utilise to manage family and work responsibilities.

Through Flexible work patterns employees can negotiate with their employer on setting different working hours and shifts to suit their family responsibilities. For example an employee who also has young children may negotiate with their employer to start one hour late, to enable her to drive her children to school, but work an hour later, when the children can catch the afternoon bus home. This flexible work practice enables an employee to fulfill family responsibilities, without causing a disruption or disadvantage to the employer or workplace. Entitlements such as maternity and paternity leave enable both males and females to take time off work when expecting a new child.

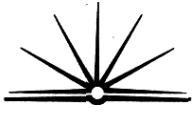


The employer is entitled to take up to fifty-two weeks in maternity and paternity leave to care for the baby, and take care of their own needs. The employee's position at work is secured and they are at no risk of losing their job because they have chosen to take time off, or care for family responsibilities.

Workplaces also offer extended leave in which an employee presented with an emergency at home in the family can take time off. Although this leave is unpaid, the employee is still able to return to work and manage the family responsibility.

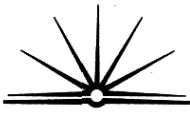
For example a single father has an ill child who requires medical attention. He is entitled to use his own paid sick days or extended leave to take care of his child, while still holding his position at work.

Employees who need to manage family responsibilities such as death of a spouse, child or relative are entitled to a grievance procedure of bereavement. The individual



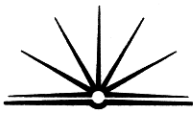
receives two days off work to organise any funeral arrangements, that are their responsibility. They are not placed at any strain from their workplace.

The various entitlements and regulations are supportive of individuals who have family responsibilities, while maintaining a career.

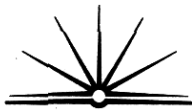


(b) Patterns of work have been influenced and ~~changed~~<sup>impacted</sup> by social, legal and technological changes, as individuals and the resources used at work are greatly impacted by these three factors.

Firstly social change includes the increasing number of women who are joining the workforce and taking up full-time and part-time work because of increased educational qualifications, a greater gender equality between men and women and the changing nature of the family. A greater number of women who have children are now seeking employment to fulfill personal, emotional and financial needs. For mothers part-time work appears to be convenient and most suitable in managing both work and family responsibilities. The increased number of women in part-time jobs has been identified by the Australian Bureau of Statistics, as three out of four individuals employed in part-time work are women. This has had a significant impact on current trends



of work as the number of full time employees has ~~de~~ decreased by approximately seventy thousand people, while part-time employment has increased by approximately eighty thousand. The increasing equality between men and ~~men~~ <sup>women</sup> in the workforce has established an increasing percentage of women filling full-time positions, as they have the skills, education and right to work in any field of employment they choose. The gendered nature of work patterns has experienced significant change due to this social influence. As women are delaying having children or utilising child care facilities, patterns of work are continually changing to reflect an increased number of women, who decide to use job-share. For example a woman with young children, chooses to take a full-time job and share it with a second employee. Therefore reducing the hours of work and increasing her time with the children. Social changes also account for significant number of men who are choosing to take on primary care



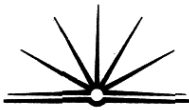
roles in the family. Current trends in patterns of work reflect work such as telecommuting or working from home, is favourable as men can spend time with the family without letting his work suffer.

Technological changes and advancements have had a great impact on the current trends in patterns of work or the introduction of the Internet, network computers, telecommunications, fax and cellular phones has meant that employees no longer have to stay in the office everyday to complete work tasks. An increased number of employees can now participate in telecommuting and working from, while completing work through computers. Devices such as computers and fax machines have saved employees much time in tedious tasks, that can now be achieved in seconds. This has resulted in shorter working hours. Large industrial machinery have replaced full-time industrial workers, to only part-time as their services can be done quicker and more productively via



technology. Technological advances in the home, such as labour-saving devices have reduced the amount of house-work, and meant that mothers and fathers can take up employment. For example automatic dishwashers, washing machines can be set to complete tasks while the parent is at work. This has led to an increase in people taking up part-time employment.

Legal changes introduced by governments in the form of policies and legislation have introduced new laws, that affect employees and employers and have impacted on the trends in patterns of work. For example the introduction of twelve weeks paid maternity leave for women has resulted in women opting to take the leave and either return to only part-time employment instead of full-time or participate in casual work. Under new laws the fact that no employee can be removed from their job because of maternity and paternity leave has resulted in a broader range of work patterns for parents



to choose from. The establishment of anti-discrimination laws ~~is~~ particularly in the area for people with a disability has meant that employers must work within Equal Opportunity laws to ensure people with a disability are given equal opportunities at work. The increasing number of disabled people in the workforce, has added ~~to~~ to the number of ~~to~~ people working at home and through telecommuting as well as part-time work. This is a result of the physical ~~and~~ hardship people may face travelling to work causes them, leading to changes in the current trends in patterning of work.