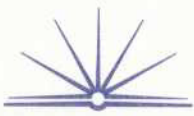


Question 20 - Individuals and Work (25 marks)

(a) Patterns of paid and unpaid work of men and women have changed dramatically. The change has mainly constituted a rise in the number of women in the work force. Work can often be defined as anything that is labour that occurs outside the home, but that is not necessarily true. Home duties, as it can sometimes be described, or housework, is of equal importance. ~~And~~ So that means that the statistics of women in unpaid work would seemingly be higher than that of men, as shown in the graph above Question 7 in the multiple choice section of this exam. But, according to the Australian ~~Bureau~~ Bureau of Statistics website (www.abs.gov.au) women currently make up 53% of the workforce. Which is a majority. So, the amount of men in unpaid work is still less than women, but the amount of women in the workforce is more than men. This is simply because there are a lot of unemployed people that



②

make up the difference. So the patterns of paid work are lower for women generally, but higher for employed women.

(b) Patterns of work are known to be things such as full-time, part-time, casual, etc. These are impacted by workplace culture in a few ways. A good example to show why is this. If a workplace is made up of primarily part-time employees then this affects the patterns of all employees, because it is most likely that they have this type of employment because of the other employees. So, the culture and attitude a workplace affects and impacts the ~~en~~ individuals in the work and their families. Their families are affected because the work patterns have a large impact on the family because of the time of which the parent/s are home.

(c) Each of these workplace strategies ^{can} contribute to a supportive work ~~work~~ place. Awards, anti discrimination policies and grievance procedures are all put in place to help solve problems and ~~to~~ help to have equity in the work place.

AWARDS

Awards are put into place so that everyone gets paid according to the job they do. Awards are worked out by the government and cannot be changed. They generally increase as age goes up, usually to about 21. The award is the amount paid per hour to casual and sometimes part-time workers. It is varying depending on the job, and so you are supposed to get paid for what you do. So, in some ways awards contribute to a supportive workplace as you get duly compensated for the type of work you perform, but they can discriminate as younger people can get paid less.

ANTI-DISCRIMINATION POLICIES

These are enforced in workplace to ensure equality amongst everyone. As the name suggests, they are a policy against discrimination of any sort. Whether it be sexual, racial, or any other discriminative behaviour, the policies are created by the company to make sure no discrimination is tolerated. It ensures that if it occurs it will be dealt with severely and corrected. So, it can be said that anti discrimination policies help to contribute to a more supportive workplace.

GRIEVANCE PROCEDURES

These are procedures put in place that make it possible for every single complaint made formally to be recognised and acknowledged and sorted out effectively. Grievance procedures help to contribute to a more supportive workplace because they help to consider the needs, enquiries, and concerns of employees.