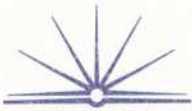


a) a) Unpaid work tends to be that done ~~are~~ in the home, for males it is ~~more~~ <sup>Generally</sup> more labour intensive than ~~men~~ <sup>eg: Mowing Lawns. females</sup> and occurs less, men spend less time doing household chores than women. However paid work for men is more likely to be full time than anything else and more likely to be labour intensive than women.

Women are more likely to engage in unpaid work around the home, eg, Cooking and cleaning. They are also more likely to provide unpaid care for other people's children and do volunteer work for community organisations. Women are more likely to have part-time employment and less than 2% of top executives are women.

Though these patterns of work are changing, and unpaid and paid work is becoming more equally distributed.

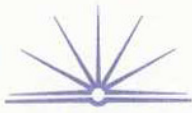
b) over page \*



6) B) Workplace culture refers to the work environment, the attitudes of the people there and the involvement of the people there. Positive workplace culture can lead to many benefits for the employer and the employee, such as; increased productivity, decreased absenteeism and good workplace employee moral.

Positive workplace culture means that different patterns of work can be developed for different people, to suit their specific needs, for example part-time work for single parents, or mothers who have to fulfill family roles. Good workplace culture means that individuals can look forward to future job prospects, eg: ~~they~~ promotion.

However, negative workplace culture can be detrimental to families as work can become stressful and cause problems at home eg: bad day at work



taken out on the kids/Partner. Negative workplace culture could mean a meaningless job which is going nowhere for individuals and main provider for families.

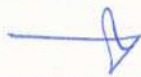
Negative workplace culture tends to have a negative effect on families and individuals, whereas positive workplace culture has a positive effect, this is why most employers adopt management strategies in order to achieve positive workplace culture.

c) begins

on

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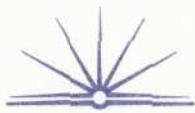
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c) Anti-discrimination policies and grievance procedures contribute to a Supportive workplace, they make it possible for everyone to <sup>get</sup> ~~have~~ a 'fair go' and for everyone to <sup>have</sup> ~~get~~ their say in the running of the business. Awards also contribute to a Supportive workplace Culture but may also discourage workers who don't receive them.

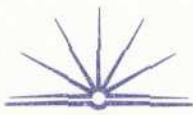
Anti-discrimination policies put in place by the Government to protect the rights of everyone, aim to ensure that anyone with the capability to perform a task is able to gain employment, it ensures employers cannot discriminate on the basis of anything other than incompetence or misconduct at work. These policies ensure that everyone gets a 'fair go' and has the support of their employer. These policies are a great asset to Australia due to its multicultural nature, though discrimination still occurs



in ~~less~~ more subtle occurrences eg: not giving someone a promotion because of their <sup>Gender</sup> ~~sex~~ etc.

Grievance procedures ~~are~~ contribute to a supportive workplace as they ensure that any problems are heard and dealt with accordingly, they are not ignored like they were in the past. Employees feel more confident about making complaints as they know it will not jeopardise their position. Grievance procedures for major industrial disputes can be used to negotiate wages and conditions, this gives workers some power over those things.

Awards can contribute to a ~~positive~~ supportive workplace as they compensate for time lost on other things eg: paid over time for working weekends. ~~when cos'~~ Though awards can also cause problems in staffing and rostering eg: only casuals on Sunday as it is cheaper.



~~##~~ there are many things that contribute to a supportive workplace, many businesses are using these strategies to ensure the best possible performance from their workers.