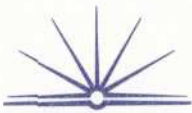




Section 2.

Question 20 - Individuality and Work

a) Patterns of paid and unpaid work, differ for men and women. Men, were traditionally seen as the breadwinners with the entire family existing on ^{the man's} income. Women were traditionally seen as ^{carers} with their work being in the home. Although these stereotypes are slowly being altered, they still exist. Men are predominantly in paid work, with many still solely supporting their families, and women are more likely to participate in unpaid work than men due to their gender stereotype of being a carer, examples of this unpaid work include household chores, caring for children and so on.

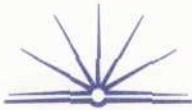


b)

Workplace culture has a large impact on patterns of work for individuals and families. For example, if the workplace structure supports the provision of childcare, or accepts that individuals have responsibilities to their children then patterns of work become more flexible.

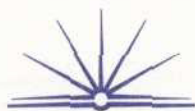
Such flexible work patterns that would result from a workplace culture that supports childcare would be, flexible hours. For example, a person still must work the required number of hours each day but they can come into work at whatever time is convenient for them, perhaps for a parent this would be after taking their child to school.

Alternating shifts is another example of flexible working patterns that occur in a workplace culture that supports parents. In the past one had to keep the shift they always worked, however in order



to spend time with their children at night
a parent may only work night shift a few
nights a week and day shift at other times.

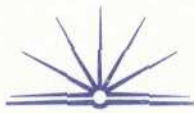
A workplace with a culture that supports
the parent would also probably encourage
working from home. That way the parent
can look after their children and the
ho^usehold chores while also being at work



c) Awards, anti-discrimination policies and grievance procedures contribute immensely to a supportive workplace.

Awards. Awards are agreements between employers and employees that determine hours, rates of pay, Occupational Health and Safety and other policies. Awards contribute to a supportive workplace in that they allow the employee to feel secure. Without awards, payment and hours could fluctuate dramatically and employees could do little about this. The Award Agreement makes the employee feel safe as this cannot occur, and if it does they can take their employer to court, after which they will receive a form of compensation for the unjust actions.

Grievance procedures can also be called dispute settling procedures. They are steps carried out by an employer, if something



occurs that they disagree with. This is a great support to the employee as it means they do not have to work in any environment they see as unfit or subject to any actions they see as unjust, and they can feel safe in the knowledge disputes will be solved. Disputes are usually solved either through mediation, conciliation or arbitration.

Anti-discrimination policies are exceedingly important. They ensure that in regards to employment, people cannot be discriminated against on the grounds of their race, religion, marital status, sexual preferences, whether they are pregnant or not, and many other things. Anti-discrimination policies, that have resulted from the anti-discrimination act 1989, contribute to a supportive workplace as they enable people to feel safe in the knowledge that their ability to keep a job, or to obtain one, is secure.