

20 a) Women have traditionally performed the majority of domestic unpaid work.

Work is any ~~active~~ productive activity that can occur in a variety of settings.

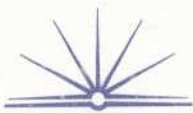
Paid work is any amount of effort expended for financial recompense.

Unpaid work is any work done without pay. This includes voluntary work and domestic work such as housecleaning and looking after children.

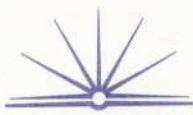
White women comprise 51% of the Australian population, they are only 40% of the workforce. This suggests that there are more men ~~in~~ being paid for work than women.

Women, still, as in the past, perform the majority of household chores and looking after children. The domestic work men do is usually outdoors work such as mowing the lawns or washing the car.

In paid work there is also clear distinction



between the tasks men and women perform. Women perform their traditional roles of teachers, nurses and child carers. 70% of all primary carers are female. Women also hold few managerial positions. Men hold the majority of managerial and highly paid professions, such as lawyers, doctors. ~~They also perform~~ the physical labour industry is also dominated by men. This includes building and construction and garbage collection.



Workplace culture impacts on patterns of work for individuals or families in many ways, particularly family friendly policies.

Many workplaces ~~offer~~ provide for their staff childcare facilities, enabling mothers to return to work with young children.

Flexible hours enable working parents to fulfil both their work and family obligations. ~~of~~ this enables a parent to drop off children at school and then go to work, and leave when they have to to pick them up. The time lost may be made up for at home.

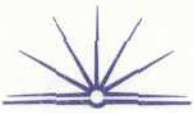
The work culture may also enable ~~parent~~ employees to work from home through telecommunication. This enables employees to spend more time with their families and saves on travelling time.

A happy workplace environment means that employees leave work satisfied and in a good mood for their family life.



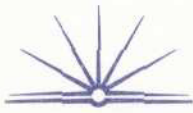
Awards are government regulations that enforce a minimum standard of pay and conditions in the workplace. Different awards apply ~~to~~ to different occupations, however, there are fewer award classifications than there used to be due to the implementation of broadbanding by the Australian Industrial Relations Commission (AIRC). [Awards contribute to a supportive workplace by making sure that employees are paid a fair amount and they are also given fair entitlements. Awards enforce that full-time employees receive four weeks paid annual leave, as well as the appropriate amount of sick pay and maternity/paternity leave. Through providing these things, awards ensure that the workplace supports employees to take holidays or take off time for childbirth and rearing.

Anti-discrimination policies are covered by government legislation. These include the Anti-Discrimination Act (NSW) 1977, & the Sex-



Discrimination Act 1984. Equal Employment Opportunity is also an anti-discrimination policy which led to the development of the Affirmative Action Act 1986. This, in turn led to the development of the Affirmative Action ~~Committee~~ Association to enforce the implementation of the law. This covers the equal employment opportunity of women, and ensures that all businesses with over 100 employees create an Affirmative Action Plan. In this way, anti-discrimination policies contribute to supportive workplaces by legally ensuring that all employees are fairly treated in accordance with age, sex, marital status, ~~and~~ culture, and pregnancy state. These policies are very effective as they make it illegal for workplaces to breach their stipulations. If they do, severe penalties, by way of fines, apply.

Grievance procedures contribute to a supportive workplace by ensuring that employees are



satisfied in their work environment and have the opportunity to settle ^{any} workplace problems they have. Grievance procedures may include the opportunity to settle an agreement on an informal level, by way of mediation by a Human Resource Manager, or the lodging of a formal complaint may be necessary. In any case, grievance procedures ensure that employees have the opportunity to settle any disputes they may have with a co-worker. This means that ~~the~~ the workplace is happy. A grievance procedure shows employees that management supports them in their dissatisfactions.