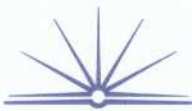




a) Although Sex Discrimination Acts are in play, there is still a major difference in work patterns for men and women. Paid workⁿ usually involves the production of goods or services which are exchanged for wages or a salary. Full time work is dominated by men - especially management positions, although the number of women re-entering the workforce after birth is increasing. Part-time work is dominated by women. This is mainly due to women having to balance the responsibilities of both home and work life. This is a disadvantage as there is little opportunity for career advancements, leading to women generally generating less income than males. Unpaid work which can sometimes be difficult to determine from leisure, is headed by women. It seems that a large majority of males believe that unpaid work does not create status within society, therefore is not worthwhile.

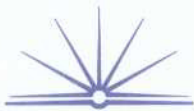


b) The workplace offers a variety of work types to suit the individual needs of different people. Workplaces may also offer facilities to relieve burdens ^{placed on} individuals.

Childcare facilities within the workplace make it easier for parents to attend work and not have to worry about the financial costs of childcare and the emotional strains on parents of leaving children with strangers. The parents may feel more at ease and be able to keep an eye on children.

It also makes it more convenient. The same issues apply with work-at-home methods which some workplaces may allow in order for individuals to be able to manage ~~to~~ crises at home without having to take leave.

Maternity and paternity leave are also available to allow individuals to be able to have children without the concerns of losing their job. With these forms of leave, individuals may leave work for up to one year and return to their usual position.



Workplaces may also allow days off for specific religious holidays as a sign of respect and acceptance of multiculturalism.

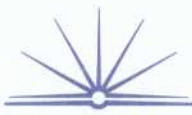
Workplaces may also offer long service leave, where 12 weeks leave may be taken after 10/12 years of continuous work within the company. This may allow time for time to be spent with family and can relieve guilt due to time spent away from home.

Workplaces adopt different practices, some made compulsory by law, all of which allow people whether individuals or families to balance ~~der~~ and deal with demands placed on them by work and family.



c) Awards, anti-discrimination policies and grievance procedures all contribute to a supportive workplace. Such supportive workplaces lead to higher esteem levels and ^{in return,} higher productivity rates. Supportive workplaces benefit both the individual and the workplace.

Awards are the minimum requirements a worker is entitled to by law. These include minimum wage - a minimum amount which workers must be paid, usually based on age; safe work practices; limited exposure to air and noise pollution and physical environments such as slippery floors; access to superannuation - all employees must pay minimum amounts into superannuation funds which may only be accessed by the individual upon retirement; access to unions who may represent workers on legal ~~iss~~ matters and enterprise agreements with employers; access to worker's compensation in case of accident at work.



There are a number of such minimum requirements which an employer is entitled to and is enforced by government to help provide fair working conditions and limits the circumstances arising of worker's being exposed to unethical behaviour. Having such a set agreement allows the worker to know what he/she is entitled to and increases satisfaction in the workplace resulting in the worker meeting both physiological and psychological needs, leading to higher productivity for the workplace.

Anti-discrimination policies allow individuals to be assessed fairly upon application for work. Such things that employers are not allowed to be biased on are age, gender, nationality, religion, marital status and disability. This act places the belief that all individuals are capable of work. Certain individuals may have special requirements yet are not incapable of working. If an employer does not



hire an individual due any issues which does not affect their work, they must appear in court and answer to the government. Such policies are clearly outlined to all businesses to increase awareness of such unfair practices. If a workplace does not have any form of discrimination, it can create a positive supportive workplace. Multiculturalism at work will increase and allows individuals to become aware of other cultures. People with disabilities may develop higher esteem levels if they are accepted by other workers. If they are praised by employers they will feel a greater feeling of worthwhile, increasing their satisfaction at work and also leading to higher productivity. If discrimination is avoided in all aspects of life, individuals will feel more worthwhile through interaction of others and feel more comfortable in other circumstances in society. Other workers may also pass on their newly acquired knowledge and

Ideas on to society, creating a more harmonious community.

Grievance procedures allow for disputes to be resolved in an organised manner, which involves confrontation. Disputes usually become resolved effectively and prevents matters becoming worse and developing into unfavourable relationships in the workplace. Once grievance procedures are implemented and positive results occur, individuals within the workplace will be happier and there will not be feelings of resentment. If disputes are not resolved, absenteeism will be high and productivity rates will be minimal. Once resolved, esteem levels will be increased along with productivity.

As suggested, all procedures, award systems and policies are enforced and introduced by government to benefit both the workers and



employees. All needs of employees will be met, both physiological through wages, and psychological through policies which aim to increase workers self esteem and individual potential. These policies and procedures also benefit employers as they aim to increase productivity rates and also minimise unemployment. If workers are happy, they will be more inclined to continue working. ~~with~~