

Q20

Workplace regulations, ^{entitlements} such as maternity leave and the flexibility of work hours support individuals in managing family responsibilities.

Although these may vary according to different awards and workplaces, the workplace on a whole has become a lot more understanding concerning family commitment.

Since the increase in female participation in the workplace, maternity leave has become a lot bigger issue. In recent years more and more

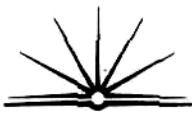
establishments are supporting maternity leave, which helps ^{ensure} the new family's ~~to~~ financial stability.

Also, more and more employers



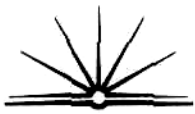
are realising the importance of family responsibilities and are becoming more flexible with work hours and finding ~~resolutions~~ solutions. Things such as job-sharing and at-work child care are assisting employees with family responsibilities.

Therefore, over time workplace regulations and ~~responsibilities~~ entitlements are support employees in managing ~~the~~ family responsibilities. This is displayed by improvements such as work flexibility, maternity entitlements and at-work child care.



(b) Social, legal and technological change has had an enormous impact on patterns of work over the years. This is a result of rapid technological advancements, the increase of women participating in the workforce which has ~~contributed~~ ^{contributed} to pay increases for women.

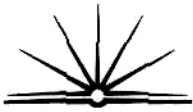
More women are deciding to put their career before child-bearing than in the past. This has significantly increased the participation rate of females in the workplace and contributed the fight for equal pay. Also, since employers are paying maternity leave, this has contributed to changes in work patterns. Some women with children find



it much more easier ~~to~~ to work from home, part-time or share jobs. This factors shows a trend of women working in these job types.

The major technological advancements, ~~in~~ such as the Internet also give more opportunities and flexibility in working from home. However, many computers and machines are taking over jobs previously owned by factory ~~workers~~ workers. This creates a big problem as these people often have a lower socio-economic status as they don't have training or qualifications for similar paying jobs.

On the whole, the technological



10. advancements of computers and machines and the increasing of women in the paid workforce has changed trends in the patterns of work, such as more part-time workers, and less factory jobs.