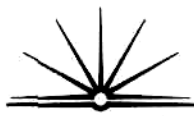


Q20 A) Individuals and Work

Work place regulations and entitlements support and assist individuals in managing family responsibilities, this has come about by the changing work roles and family expectations. Work place regulations and entitlements included Supportive work place Structures like Equal, employment opportunity, Occupational health and safety regimes, Affirmative action to ensure discrimination is alleviated in the work force and grievance procedures awards / or bonuses that allow complaints of individuals to be heard by the industrial relations act. These regulations and entitlements support individuals in managing family responsibilities by changing the conventional pattern of 9 to 5 to flexitime plans to assist those families with children who are at school age, providing safe and healthy work conditions, without interference. Fair and Equal opportunities for women to be accepted into the workforce



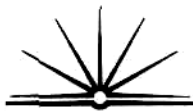
and for men to tackle conventionally women's jobs such as nursing and teaching.

The change of work place culture, the bringing in of entitlements like equality, and grievance procedures and the acknowledgment of the roles in the family structure have effectively supported individuals in managing the ~~changes~~ forever changes in the work places and family structure.

b) Social legal and technological change have had a significant effect on the current trends of and in patterns of work.

The social change has incorporated many more perspectives on what work is meant to be, social trends impact on patterns of work by differentiating between what was the conventional norm to what the norm is today.

Legal change has led to an increase in entitlements and procedures, such as the acknowledgements of employees, their



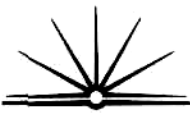
right to form a union and the introduction to workplace agreements and culture - the new way of promoting current trends in patterns of work.

Technological change has had a vast change on the current trends in patterns of work.

From the introduction of new technological advancements such as microwaves, machinery and time saving devices like computers these have ~~introduced~~ impacted on the current trends in patterns of work by saving time and introducing new trends and availabilities about how work can be completed and automated.

The impact of social, legal and technological change in our society has led to a much more established and well advanced ability and trend in terms of patterns of work.

They have provided new perceptions of work patterns. indefinite introductions to new work approaches and in general have changed



the way work is exercised, portrayed
and perceived.