



Section II - Question 20-

Individuals + Work.

PART A.

There are many things a workplace can do to provide a family friendly environment. They can be

Covers Leave / Sick Leave. / Maternity Leave

Annual Leave / Paternity Leave

• Time in '100' - leave early, come late

• Enterprise Bargaining

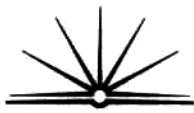
• Working from Home - flexible work patterns.

Workplace culture.

All of these things are either regulations or entitlements to support individuals in managing family responsibilities.

Having enterprise bargaining is where the workplace will do something for you for example put \$1000 on a credit card instead of paying you it therefore your not paying tax on that money.

Having flexible work patterns is a major



help in managing family and work. You can tele-commute, work from home, work part-time, work casual all this helping. Telecommuting is sending the work by modem or fax to the office this allowing you to stay at home but still earn money. Working from home is great while the kids are little especially is pre-school is only 9-3 and you work 9-5. Having the option of working from home say on the day little Johnny goes to pre-school is great.

Working part-time and casual give you flexibility to only work 10-2 or at nights 7-10 therefore your not paying a baby-sitter to watch the kids.

The boss allowing you time in 'loo' is where you come in early to go home early or come in late but stay late. Your still working your usual



hours but just a different time. This is good if one of the kids has a concert on at school and you want to see it you can come late or leave early and your not missing out on anything.

Having a happy workplace culture is good. This can include provisions of childcare but also the leave entitlements available to parents such as Carers Leave where you have a day to watch a child's sporting event.

Sick Leave not only for when your sick but also when your child is sick. Also ~~Exc~~: Death Leave, where you can have 2 days if someone in the family dies these are all part of a good workplace culture.

Being entitle to paid maternity and Paternity leave are also good



entitlements for new families that need to practise their parenting skills.

Being entitled to Annual Leave also ~~is a~~ helps with the responsibilities as you can have holidays when the kids have holidays and take it in turns each holidays to have the time off. Using the 8 weeks between the mother and father.

Having all these regulations + entitlements helps create a family friendly workplace increasing productivity in the workplace.

PART B

The impact social change has had on the current trends in patterns of work is that more mothers are working allowing for more **casual** and **part-time** positions to allow them to balance work + family.

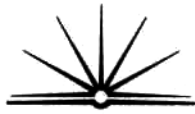
Also the stigma from only working **part-time** is not there so not as many feel that they have to work **full-time**. ^(over page)

Legal changes are with **full-time** work the employee is entitled to too many leaves therefore many employers only employeing **part-time** and **casual**, and also **seasonal** workers.

With the increase in technology change such as more machinery, too expensive to shut down over night allowing for **shift work**.

Normally 8hr shifts from 6-2, 2-10, 10-6, on a rotational roster. You usually work 19 days out the roster allowing for 9 days off.

The increase use of the internet and the



fax machine allows for tele-commuting where you work from your home computer and send it through the internet or fax it to your employer. This way you can stay at home and still earn a living.

Also many people with better technology can work from home, this meaning the work can be done on home computers and taken to work the next time you are in. This for some people will cut down on travel time etc.

- Full-time work is usually 738 hrs a week done over 5 days. Entitled to all benefits
- Part-time work is where you work a set hours each each ~~these~~ less than 38 hrs. Entitled to most benefits.
- Casual work is where you are on call. You only work when the employer needs you. No benefits given.
- Seasonal work is where you work only in that season E.g a fruit picker is a seasonal



worker. They only work when fruit is needed to be picked

Due to the impact the social, legal and technological change has had on the workplace. The workplace had to re-structure and put in mechanisms to cope with the current trends, this making way for better and more patterns of work.