

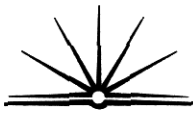


Question 20: Individuals & Work

Workplace regulations and entitlements play a great role in supporting individuals in managing family responsibilities. They allow the individual to continue with their employment whilst still allowing for time to be spent with the family.

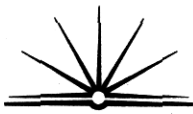
Many larger companies provide day care centres for those employees with children. This saves time and energy for the parents as they can drop off their child at their own place of work. It saves the parent running around to different day cares or play groups, allowing for more time to be spent with the child.

Probably the most important and significant



factor which allows for managing family responsibilities is the provision of flexible working hours. This is especially true for single parents as they must always put the needs of their child first. Part time, casual, telecommuting and self employed allow for the greatest flexibility in work patterns.

Entitlements that assist in managing family responsibilities include things such as sick & holiday pay, maternity & paternity leave, long service leave and sick leave. These entitlements are very important for parents with children as it allows for some flexibility in work hours whilst still allowing the worker to gain a source of income to support their family. However, only some types of work patterns are entitled to these benefits, mainly full time and



permanent workers. Part time only has entitlements on a pro rata basis and casual employees have no entitlements at all.

Awards are another aspect that help with managing family responsibilities.

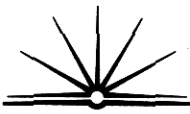
They dictate working conditions and wage rates for an employee.

Enterprise agreements are similar in that they set conditions and wages.

They must however, set conditions that are equal to or better than the appropriate award.

Flexibility is most important when managing family responsibilities.

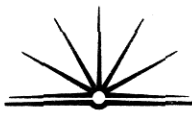
Unpredictable situations may arise and an individual's employment must be able to cater for this, without the chance of being discriminated against.



Q Social, legal and technological changes have had a great impact on current trends in patterns of work. These changes have changed and influenced the nature and role of work in ~~our~~ today's society.

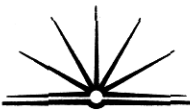
Perhaps the biggest influence on current trends in work patterns is social change. Expectations and roles have changed and evolved over the years due to a shift in societal attitudes.

It has always been assumed that the male in the family is the bread winner and provider but over the years, this has changed. Women have returned to the workforce with many fathers staying at home to look after the children



and do the housework. ~~Women~~ The increasing number of women in the ~~workplace~~ workplace has forced society to change and evaluate the ~~way~~ way it perceives women. Some women may have been working full time before becoming pregnant before being forced to remain home due to health reasons. After the baby is born, the mother may choose to return to work as a casual, thus changing her work pattern. This change in the families social life is represented in the work pattern ~~the~~ either parent chooses to adopt. Changing times has ensured changing societal views on trends in patterns of work.

Technological changes have also had



a large impact on changing work patterns. As technology has advanced, so has the options of work that are available to employees.

An increase in technology has allowed for the invention and improvement of more advanced systems such as medical advancements or computer advancements.

This evolution has created ongoing jobs for many employees with a higher need for education and training.

This increase in training has allowed for multiskilling, which allows one employee to be competent in a range of different areas. Due to an increase in training, an individual may change work patterns from part-time to full time or from full time to self employed.



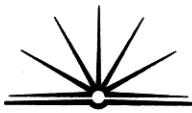
Changes in legal policies has also had an affect on current trends in patterns of work.

Policies which influence patterns of work include Workers compensation, Equal Employment Opportunities and Affirmative Action.

Workers compensation exists in order to reimburse workers from an accident or injury they obtained at work. This may be due to loss of wage, medical expenses or loss of production.

EEO and Affirmative Action are both legislations that promote equality in the workplace. They state that an individual must be employed on merit and ability alone without discrimination. Affirmative Action focuses on the rights of women in the workplace.

An individual may change from full time to telecommuting due to an injury sustained at work.



All of these changes, social, technological and legal, have impacted greatly on current trends in patterns of work. Changing work patterns can assist the individual in prioritising and balancing work and family commitments and thus have an important role to play in today's society.