

(a) Individuals who need to manage family responsibilities and work can rely on workplace regulations and entitlements such as, flexible work patterns, government legislations, Trade unions and employer organisational help.

Flexible work patterns allow employees to chase the hours and days they work for example may work more hours during the working day allowing that person to have 3 days off, this is helpful for people who may only get Daycare 4 days a week and need that extra day off during the working week.

Government regulations such as Awards, Equal Employment Opportunity and the Anti-discrimination act allows working conditions and employment to be equal.

Awards are legal contracts providing the minimum working conditions such as wage, and work hours in a particular industry. These promote legal rights and cannot be lowered, these Awards enhance individuals to not be tricked or become

Slaves and can adequately arrange work around family responsibilities.

Equal Employment Opportunity - allows individuals to work based on merit. ~~Allowing~~ people with and the Anti-discrimination act ~~ed~~ makes it illegal to discriminate against anyone based on; sex, age, marital status, disability, religion, sexual preferences...

Therefore these legislations allow ~~for~~ parents to get employment equally and increase their income and chance of resource management.

Trade unions and employer organisations allow individuals to negotiate working hours, and conditions of the awards. They must be above the minimum award rates. These services allow individuals to manage work hours around family responsibilities.

With all these regulations and entitlements & more individuals are participating in the work force as able to manage family responsibilities.



(b) Patterns of work involve how many hours are performed and vary. Patterns of work include Full-time, averaging over 35 hours a week, including entitlements, part-time less than 35 hours a week, also includes entitlements on a pro-rata basis, casual work, shifts vary week from week, and hourly rate is higher than full-time and no entitlements are allowed, shift work, telecommuting and work from home, contract work, self employed, seasonal work and volunteer work. The trends of work patterns is impacted by social, legal & technological change.

Technological change has seen a vast increase into more people, especially mothers in the workforce. Products such as vacuum cleaners and microwaves has allowed less time spent at home on household duties and allowed more people to enter the workforce.

Part-time work is used by ~~B~~ women a lot.

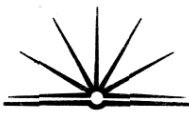


Technological change in computers and the internet has seen a large shift from full-time work to shift work, work from home and telecommuting.

Computers perform the same job as several people, now only one person is needed and there has been more of a shift ^{to} shift work, as computers need twenty-four hour service.

The use of the internet has allowed telecommuting, as there is no need for physical access into a office, as the internet can allow meetings to take place over the world and business work sent through email. Working from home is also another current trend due to computer technology.

Social changes such as more women are socially accepted to join the workforce, has seen a rise in part-time positions and job sharing, allowing for family management. Job sharing is a current trend where two people are employed to perform the one job. work different days and workload is shared. This



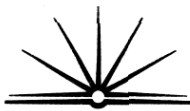
allows family responsibilities to also be met.

Society change of a post-secondary education ✓
- seen part-time & casual work patterns
Allowing students to study at university to increase their career chances, while also earn an income. Study can be performed part-time and the student can work part-time or the student can study full-time and hold a casual job of a few hours on the weekend.

The societal change of needed tertiary education has lead to more people employed in shift work, part-time or casual.

Legal changes, such as Occupational Health and Safety Act, 2000 ensures all work environments are safe and workers compensation ^{experienced} can be granted if injured ✓ at work. This allows ^{insurance} more people to participate in work and more self-business and contract workers, such as builders or plumbers are doubleing as they can get compensated if experience a work accident.

Awards cover all work patterns and set



minimum working conditions increasing more
people on work. Positive impact.

Therefore social, legal and technological
change all has an impact on patterns work, creating
positive impacts.