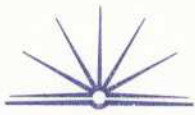


question 20 - individuals & work.

a) ^{Patterns of} paid & unpaid work differ for men & women due to societal expectations & stereotyping placed on the individual by the community.

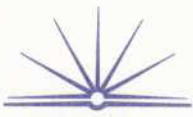
Paid work ~~between~~ for men & women can be found in a range of forms, Part-time, Full time, casual, telecommuting, seasonal, contract, shift & jobshare. These patterns of work are readily available for both men & women, however it depends on the situation these people are in as to what form they choose. Women may choose Part-time work as they have to look after the child or Men may choose Full-time work to provide a fixed income for a family.



Unpaid work however differs between men & women, as unpaid work is usually done out of enjoyment, & men & women usually enjoy different types of work (due to stereotyping) for example men, may fix cars for their mate, whilst women may mind their friend child.

b) Workplace culture is a key factor for many individuals when choosing between work patterns (especially parents)

Workplace culture consists of things such as, on sight baby ~~facilities~~ minding facilities, ~~time~~ time in leave, maternity & paternity leave, disabled parking & toilets (of the



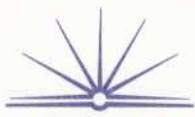
individual is disabled), set salaries & benefits etc.

When an individual is choosing between work patterns ~~important~~ all of the above need to be considered as not all patterns provide opportunities for these options to be accessed.

For example: In contract work, an agreement is signed as to what salary the employee will be receiving, what benefits he/she will be obtaining (car etc), how many hours they will work per week & how many holidays shall he/she receive in a year.

~~From~~ However in another pattern of work such as casual, there are not set time, hours or salary (just an hourly rate).

~~From these examples it is clear~~



~~casual workers don't receive~~

casual workers don't receive
holidays or benefits. ~~importance is~~
~~from~~

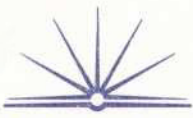
The workplace cultures of
these two patterns of work are
very different, as two do the
remaining patterns differ from
one another. Therefore it depends
on the situation of the individ-
ual as to which pattern of
work he or she will choose,
in which will best suit their
lifestyle.

c) A supportive workplace is one that provides an individual with a happy & relaxed environment in which to work in, also this workplace insures that the individuals physical, financial, & socio-emotional needs are being met.

All employees have the right to feel comfortable & happy in their workplace surroundings.

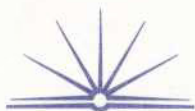
Awards, antidiscrimination policies & grievance procedures all ensure that the individual feels secure.

An award is ~~an~~ the set amount of money in which a person will receive per year. This aids the individual with meeting financial needs as it enables the person



to establish a budget. This budget will state how much the individual can set aside per week for each individual thing such as food shopping, ~~transport~~ rent, electricity & maybe luxury items. This process of knowing ~~the amount of money~~ how much money the individual receives enables the person to think ahead, & predict where money will be spent. This in return makes the person more relaxed as he or she know ~~that~~ they won't have financial problems. This in return makes the person more present to work with as he/she is far more relaxed & settled.

Awards also ensure that people of the same working



positions receive the same benefits (holidays, extra's (cars), pay etc) This also aids in providing a supportive workplace as everyone is equal & no-one feels ~~dis~~ disadvantaged.

Anti-discrimination policies are also important in ensuring a supportive environment.

The process of Anti-discrimination ensures that everyone has equal opportunity to ~~the~~ every position available in that specific ~~field~~ working field.

For example: ~~Angora~~ In the past a young girl may not have been given a job as it is expected that in a few years she will marry & get pregnant & have to leave her job. Therefore

she would have to be replaced by an untrained person & the process would have to start all over again. But with the use of anti-discrimination policies, it ~~is~~ is ensured that the young girl would receive this job (if efficiently qualified) & if she were to become pregnant she would receive maternity leave. This aids, ~~the above procedures~~ with supportive workplaces as it gives every individual equal opportunity to reach the top in the chosen field of work.

Grievance procedures is the process of providing counsellors, or ~~help~~ professional help for ~~colleagues~~ employees in time of need. This service is also

available to bickering colleagues in attempt to help the overcome any problems. This helps in providing a supportive work place as it aims to ensure that all individuals are ~~be~~ emotionally stable, & this in return ensures that maximum work efforts can be viewed.

Awards, anti discrimination policies & grievance procedures all ensure the individual is happy & relaxed in their working environment.