

2.3 EMPLOYMENT, WORK AND VOLUNTEERISM

Differentiate between employment, work and volunteerism, identifying and describing features, benefits, rewards and careers in each.

Textbook pp. 228-238

Links: 2.1, 2.4, 3.6

BEFORE WE BEGIN

Do this exercise individually or in pairs. Tick ☒ whether you agree or disagree with the statements. Revisit it after the unit to see if you have changed your mind about any of them.

Before		Statement	After	
I agree	I disagree		I agree	I disagree
<input type="checkbox"/>	<input type="checkbox"/>	Volunteering is doing something that will benefit others in society	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	The unemployed are people who are willing to work but are unable to find suitable work	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Employees provide work in return for a wage or salary	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	An employer hires an employee and pays them a wage or salary in return for their effort	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	The labour force is all the people who are available to work	<input type="checkbox"/>	<input type="checkbox"/>

Key Words

Pick out four large words from this word cloud and explain them in relation to this unit.



1. Work – There are many different types of work.
2. Volunteer – Carries out work for an organisation for no financial payment.
3. Employees – Provide work in return for a wage or salary.
4. Benefits – Things you may gain from being employed e.g. being financially secure.

Discuss what these words tell you about this unit. Are there any small words that you are surprised to see? Why?



True or False?

Read the following statements. Tick ☒ whether you believe them to be true or false.

Statement	True	False
For work, you don't necessarily receive payment	<input checked="" type="checkbox"/>	<input type="checkbox"/>
For employment, you receive payment	<input checked="" type="checkbox"/>	<input type="checkbox"/>
An employee hires an employer	<input type="checkbox"/>	<input checked="" type="checkbox"/>
An employee receives payment for work	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Industrial relations is the relationship between employers and employees	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A strike is an example of industrial action	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A trade union represents workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>
There are laws to protect employees	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Volunteering means you receive payment	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Volunteering may help your career	<input checked="" type="checkbox"/>	<input type="checkbox"/>

QUESTIONS

1. Name six types of work.

1.	<i>School work</i>
2.	<i>Housework</i>
3.	<i>Voluntary work</i>
4.	<i>Full-time work</i>
5.	<i>Part-time work</i>
6.	<i>Temporary work</i>

2. Look at these tables. Which of the situations is work and which is employment? Explain why.

Situation 1

Charlie Giblin is an entrepreneur who has started an accounting business called **Fair Figures Ltd.**

	Work/Employment	Why?
During the week, Charlie charges clients €200 for a tax consultation.	<i>Employment</i>	<i>Will receive payment for the tax consultation.</i>
At the weekend, Charlie's wife Annie needs to complete her taxes and Charlie spends the day working out calculations and tax liability for Annie Giblin.	<i>Work</i>	<i>Will not receive payment.</i>

Situation 2

Keith Hannon is a professional soccer player.

	Work/Employment	Why?
Keith gets paid an average of €17 million a year for playing soccer professionally. He also receives bonuses.	<i>Employment</i>	<i>Receives payment</i>
At the weekend, Keith plays soccer and trains his sons and their friends. He receives no payment for this.	<i>Work</i>	<i>Does not receive payment.</i>

3. It's important to have good relationships between employees and employers.

Do you agree with this statement? Why?

Yes. If there is a good relationship between employees and employers, people will be content and motivated which can lead to increased productivity.

4. Sometimes conflicts happen in an organisation. Can you think of three possible causes of an industrial dispute or strike?

1.	<i>Low pay</i>
2.	<i>Increase in working hours.</i>
3.	<i>Change in the duties of a job.</i>

5. How might volunteering help with your career?

As it can provide opportunities that might not have been available otherwise and can help somebody make connections within an area they might be interested in.

6. A Curriculum Vitae (CV) is used for applying for jobs. It contains details of your education, qualifications and experience.

Will volunteering help your CV? Why?

Yes. An employer might be impressed by your voluntary activities, especially if they are relevant to the job you are applying for.

7. In this table, list three benefits of work, employment and volunteerism.

Work	Employment	Volunteerism
1. <i>Personal satisfaction of getting things done.</i>	1. <i>Getting paid for work done.</i>	1. <i>Feeling good about helping others/society.</i>
2. <i>Apply/improve knowledge and skills.</i>	2. <i>Appreciation from employer and colleagues.</i>	2. <i>Apply/improve knowledge and skills.</i>
3. <i>Health benefits of being active.</i>	3. <i>Easier to find work when already working.</i>	3. <i>Making connections that can help in life/career.</i>

8. Find one organisation that you could volunteer with that appeals to you. Explain the skills you could offer which would be of use to this organisation, and the skills you would hope to learn from volunteering here.

Name of Organisation:

Skills I could offer:

Skills I could learn:

8. Compose a tweet from the 'Be Business' account in response to Ciara.

Ciara @23E

@bebusiness I am a student. Why should I volunteer?

@23E

5:09 PM - 18 Feb 17

 Follow

Hi Ciara,

Volunteering has many benefits. They include, the feel-good factor, it can help with your career, it is often a satisfying experience and you can develop new skills.



Looking Back

Explain these key terms.

Payment	<i>When you are employed, you receive payment – income.</i>
Employer	<i>Hires an employee and pays them a wage or salary in return for their effort.</i>
Employee	<i>Provides work in return for a wage or salary.</i>
Unemployed	<i>People who are available to work but are unable to find suitable work.</i>
Labour force	<i>All the people who are available to work.</i>
Contract of employment	<i>A written statement of the terms and conditions of employment.</i>
Industrial relations	<i>Relationships between employers and employees.</i>
Industrial action	<i>Conflict in the workplace e.g. a strike.</i>
Trade unions	<i>An organisation that is set up to protect workers, who pay a fee to the union, e.g. ASTI.</i>
ISSU	<i>Irish Second-Level Student's Union. A union for post-primary students.</i>
Young Persons Act, 1996	<i>A piece of legislation that protects young workers.</i>
Employment Equality Act, 1998/2004	<i>All employees must be treated equally and not be discriminated against.</i>
Unfair Dismissals Act, 1977	<i>People must be treated fairly in employment, promotion etc.</i>
Health and Safety Act, 2005	<i>The workplace must be safe. If required, workers must be supplied with protective gear and equipment.</i>
Industrial Relations Act, 1990	<i>Sets out legal requirements in disputes and industrial action.</i>
Volunteering	<i>Doing something that will benefit others in society or the environment.</i>

Moving On

Are you ready to go on to the next unit?

2.3	Read the Learning Outcome	Getting ready	Revisited	Got it!
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Reflect on your learning:

Now revisit the 'Before We Begin' exercise.



Key Check

1. What skills have you developed while studying this topic?

2. What new technology have you used in this topic (useful websites/YouTube clips/tweets)?

3. What research have you done? Did you use a trustworthy source? Has it dated?

4. What new information have you discovered?

5. How has the learning influenced your thoughts, opinions, attitudes and behaviour?

6. How might the learning influence your future?

7. What values have you encountered in this unit?

8. What decisions have you made in this unit?
