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



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

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

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	\checkmark	
For employment, you receive payment	\checkmark	
An employee hires an employer		
An employee receives payment for work	\checkmark	
Industrial relations is the relationship between employers and employees	\checkmark	\bigcirc
A strike is an example of industrial action	\checkmark	
A trade union represents workers	\checkmark	
There are laws to protect employees		\checkmark
Volunteering means you receive payment		\checkmark
Volunteering may help your career	\checkmark	

QUESTIONS

1. Name six types of work.

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

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 a	n accounting business called Fa	air Figures Ltd.
	5	5

	Work/Employment	Why?
During the week, Charlie charges clients €200 for a tax consultation.	Employment	Will receive payment for the tax consultation.
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.	Work	Will not receive payment.

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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.	Employment	Receives payment
At the weekend, Keith plays soccer and trains his sons and their friends. He receives no payment for this.	Work	Does not receive payment.

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.	Low pay	
2.	Increase in working hours.	
3.	Change in the duties of a job.	

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

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

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

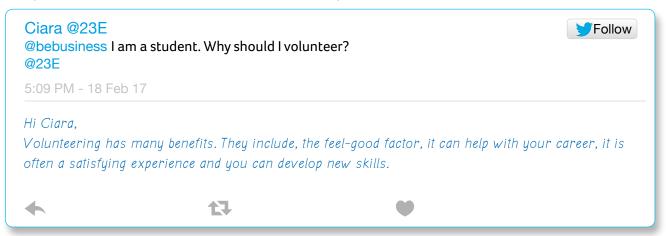
8. Find one organisation that you could volunteer with that appeals to you. Explain the skills you could offer which would be of use to this organisation, and the skills you would hope to learn from volunteering here.

Name of Organisation:

Skills I could offer:

Skills I could learn:

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



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Looking Back

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Explain these key terms.

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

Are you ready to go on to the next unit?

2.3	Read the Learning Outcome	Getting ready	Revisited	Got it!	
Reflec	t on your learning:				
No	w revisit the 'Before We Begin' ex	ercise.			
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Moving On

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?

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