



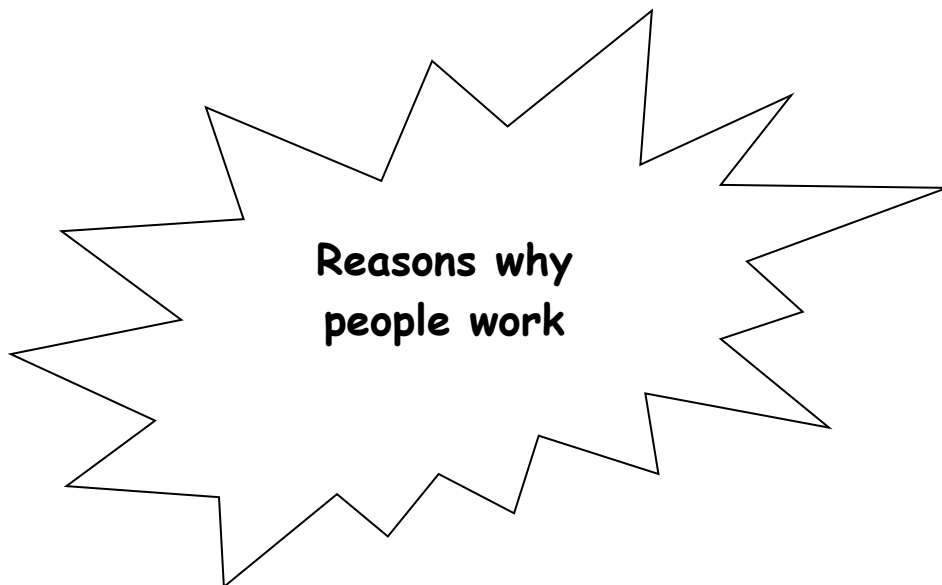
Work

Work is

- Physical or mental effort or activity directed towards the production or accomplishment of something.
- Definition varies:

Types of work

Paid	Unpaid	Voluntary
<ul style="list-style-type: none">• Financial reward• Person can be self-employed or work for an employer• Hours can be PT or full time• Range of skills qualifications vary from job to job• Work is carried out in a designated area	<ul style="list-style-type: none">• No financial reward• Can feel undervalued or bored due to lack of financial reward & its monotony• Unpaid workers don't contribute PRSI towards contributory pension, making them dependent on the state pension when they retire.	<ul style="list-style-type: none">• Working with charities or communities• No financial reward.• Participate to make a difference.• Increases self-esteem



What influences our attitudes to work?

<u>Factor</u>	<u>Explained</u>
<p><u>Job satisfaction</u></p> <p><u>Low job satisfaction</u></p> <ul style="list-style-type: none"> • • • • • 	<p>Def: degree of enjoyment a person gets from their chosen work.</p> <ul style="list-style-type: none"> • High satisfaction = better worker <p>Intrinsic:</p> <ul style="list-style-type: none"> • Satisfaction experienced from completing a job, rather than the financial gain provided. • Intrinsic motivation promotes positive feelings on the job & higher self-esteem. • Associated with vocations: <p>Extrinsic:</p> <ul style="list-style-type: none"> • Satisfaction experienced from the benefits associated with the job, rather than the job itself • Examples: • People may stay in monotonous jobs as they are happy with the benefits
<p><u>Socio economic background</u></p>	<ul style="list-style-type: none"> • Children from higher socio-economic background are more likely to aspire to higher paid careers- greater access to supports & education supports. • Children from lower socio-economic background are less likely to have access to supports & education opportunities needed for higher paid careers- may have lower aspirations
<p><u>Social Contact</u></p>	<ul style="list-style-type: none"> • Many work for social contact as they get to associate with others who've similar interests. • Interactions give people a feeling of belonging & enhance self-esteem • Loss of social contact due to redundancy or retirement can lead to feelings of loneliness & isolation
<p><u>Work Ethic</u></p>	<ul style="list-style-type: none"> • Concerns a Person's attitudes, feelings & beliefs about work. • Workers exhibiting a good work ethic are more likely to get a job, job promotion or to be more responsible, as they show qualities like being <ul style="list-style-type: none"> • Work ethic develops at home
<p><u>Working Conditions</u></p>	<ul style="list-style-type: none"> • Safe, clean, friendly workplace creates happy employees • Hostile env = less motivated
<p><u>Personal Identity</u></p>	<ul style="list-style-type: none"> • Gives personal identity & status • Helps people feel valued & enhances self-esteem. • More positive attitude to work

Variations in working conditions

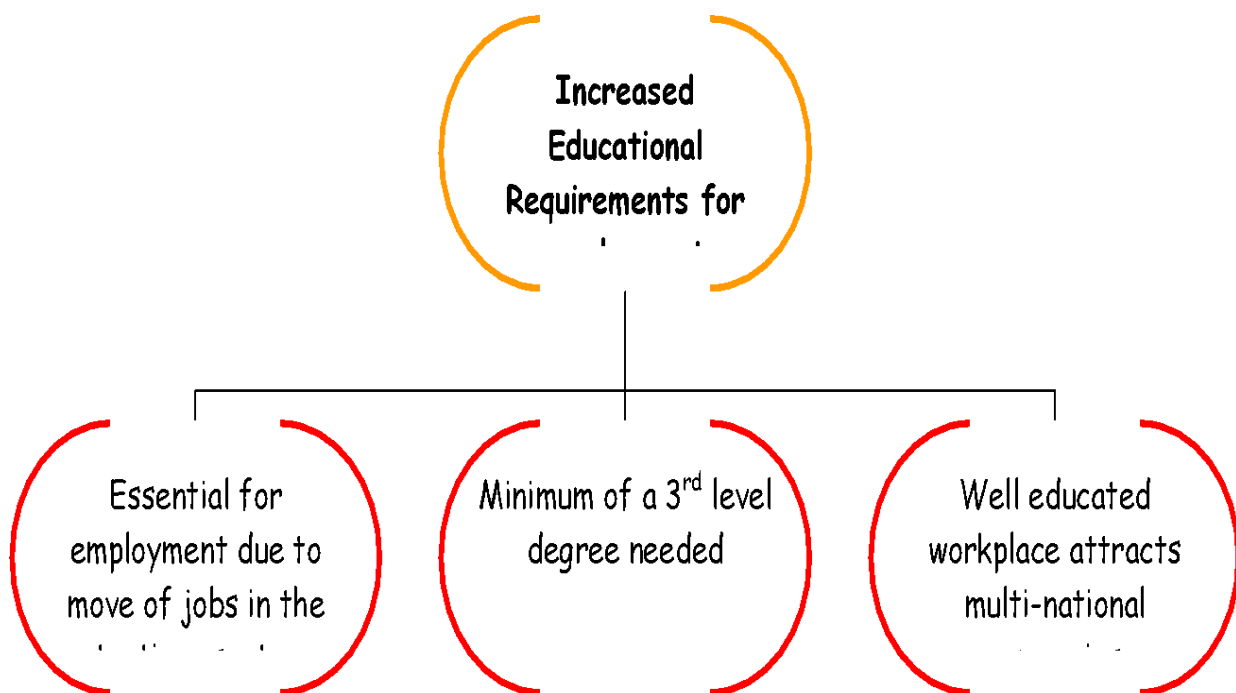
<u>Variation</u>	<u>Detail</u>
<u>Working Hours</u>	<ul style="list-style-type: none"> ● Work shorter weeks ● Improved legislation- ● Flexible working hours outside the 9-5 day ● Many can work from home
Employee Participation	<ul style="list-style-type: none"> ● Participation in decision making varies ● Participation- empowers, values employees by allowing input. Increased worker confidence, productivity, loyalty & creative thinking. ● Effectiveness of employee participation is still not valued in many environments- managers feel they know best.
Manual Work	<ul style="list-style-type: none"> ● Labour intensity varies depending on occupation i.e. ● More labour intensive jobs have become safer & less physically strenuous.
<u>Stress Levels</u>	<ul style="list-style-type: none"> ● Varies with professions ● Ex: well paid jobs carry a lot of responsibility & require long working hours i.e. medicine, management. ● Long hours impact negatively on - - - -
<u>Entitlements</u>	<ul style="list-style-type: none"> ● To fair treatment & not to be exploited by employers. ● Legislation governs this & ensures people receive minimum wage, annual leave, maternity leave & sick p0ay ● Responsibility =

Changes in patterns of work & work availability

Decline in primary & secondary industries & increase in tertiary industries

<u>Primary Industry</u>	<u>Secondary Industry</u>	<u>Tertiary industry</u>
Extraction & collection of natural resources • • •	Manufacturing raw materials from primary sector into finished products • Food production • Building construction • Automobile construction	Supplying services • • •
<u>Reasons for decline</u>	<u>Reasons for decline</u>	<u>Reasons for increase</u>
Technology -	Technology Global competition	<ul style="list-style-type: none"> • Expansion & growth of the world economy = more jobs in telecommunication, education & transport • Grants from Irish Gov to multi-national companies • More disposable income • Increased tourism in Ireland



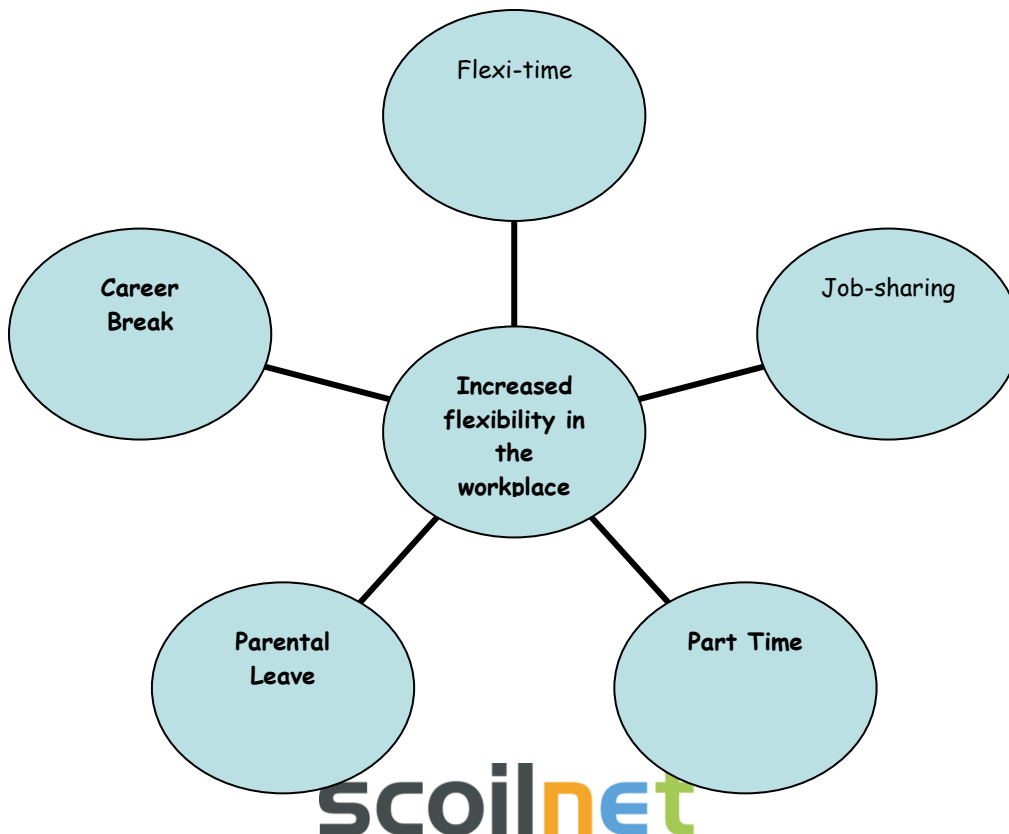


Increased participation of women in the workforce

Reasons	
Social Acceptance	<ul style="list-style-type: none"> • Marriage ban, 1933: female civil servants had to resign from their jobs when they married • Lifting the ban & the gradual introduction of anti-discrimination & equality legislation has advanced women's rights in the workplace.
Economic necessity	<ul style="list-style-type: none"> • With the increasing cost of living, greater need for women to work. • High levels of male unemployment. • More stay at home dad's
Higher Education Attainment	<ul style="list-style-type: none"> • Ever increasing no. of women advancing to 3rd level education. • Improved their value on the job market & boasted job prospects • Role shift
Childcare supports	<ul style="list-style-type: none"> • Workplace crèches • Early Childhood Care & Education Scheme
Part-time or job sharing options	<ul style="list-style-type: none"> • Helps balance work & family responsibilities • Allows women to stay in workforce after child's arrival. • Impacts pension entitlements

Improved working conditions

Safety, Healthy & Welfare at Work Act, 2005	National Minimum Wage Act 2000	Employment Equality Act 1998-2015
<ul style="list-style-type: none"> • Sets out the rights & responsibilities of employers & employees to maintain health & safety in the workplace <p>Employers must:</p> <ul style="list-style-type: none"> • Provide instruction & training to employees on health & safety • Provide protective clothing & equipment to employees <p>Under the act employees must:</p> <ul style="list-style-type: none"> - not engage in improper behaviour - Not be under the influence of drink & drugs in the workplace - Health & Safety Authority monitors compliance with this legislation 		<ul style="list-style-type: none"> - Act deals with promoting equality & banning discrimination with employment. - Grounds for discrimination that are banned - Covers equal pay, access to employment. Promotion & dismissal.



Protection on Young Persons Employment Act 1996

- Protects the health of young workers & ensures that work carried out when attending school that doesn't impact their educational progress.
- Sets minimum age limits for employment, rest interval & maximum working hours.

	Children 14-15 years	Young people 16-17 yrs
Working Hours		
Rest Intervals		
Times of work		
Wage Payment		

Role of unpaid and voluntary work in the community

Unpaid Work	Voluntary
	<ul style="list-style-type: none"> • Services to the disadvantaged & underprivileged i.e. • Complements the work of state bodies but also provides a more personal service i.e. • Run services that should be provided by state services • Awareness of social problems • Offers advice to gov in assisting the development of effective gov policies & leg.

Benefits of voluntary work for:

The Volunteer	The Community
<ul style="list-style-type: none"> • Improves mood & self-esteem • Develops transferable skills that are beneficial for gaining employment • Builds friendship • Develops empathy 	<ul style="list-style-type: none"> • Provides a service quickly to those in need, reducing disadvantage • Improves community • Creates a sense of community spirit • Creates friendships & relationships