

## Work Elective

- (iii) Name and give details of any **one** organisation that helps the creation of employment in rural areas. (10)

(Name = 4 marks; details = 6 marks)

Name: Back to Work Allowance Scheme, Enterprise Boards, Leader, Fás, Social Employment Schemes, Enterprise Ireland etc.

### Details re Back to Work Allowance Scheme

- Allows unemployed people and lone parents to take up employment or self-employment
- To keep a % of their social welfare payment
- To keep secondary benefits for up to 3 years.

3. (c) (i) Give a brief account of **three** factors that influence a person's attitude to work. (12)

(3 factors @ 4 marks each)

- Upbringing - attitudes formed in the home
- Education - worked hard to achieve qualifications, will want good job that is challenging and rewarding
- Economic situation - in economic boom times people are excited and enthusiastic - opportunities
- Social class-deprived background may not have high expectations Professional background will want the same or a better standard
- Job satisfaction. Working conditions etc.

- (ii) State the difference between intrinsic and extrinsic job satisfaction. (8)

(2 points @ 4 marks each)

- Intrinsic refers to how the person feels internally as he/she performs duties in the workplace e.g. fulfilment
- Extrinsic refers to issues other than how one feels internally about performing the actual job e.g. company car

- (iii) Comment on the effects of unemployment on the individual. (10)

(2 effects @ 5 marks each)

- reduction in income - alter lifestyle
- boredom
- experience feelings of depression, anxiety, isolation, low self-esteem etc.

(2004 OL)

- (ii) Discuss the factors that have contributed to the increased participation of women in the workforce.

*(Expect 4 points @ 4 marks each)*

**Better educated, Economic reasons, Flexible hours, Job sharing, Maternity Leave, Working from home, Fewer children, Equal pay**

**(2004 HL)**

- (a) *The number of women in the labour force has increased significantly. In 2002 the female participation rate was 49%. (Census of Population, 2003).*

- (i) Give an account of the reasons why the number of women in paid employment has increased in recent years.

**4 reasons @ 5 marks each**

- *Better educated, wants to work to supplement family income.*
- *Independence – with increasing marital breakdown.*
- *Flexible hours, maternity leave, job-sharing, etc.*
- *Improved child care facilities.*
- *Higher standard of living, status, etc.*

- (ii) Discuss how the increase in the number of dual-career women has impacted on (effects) (a) parental and (b) home-care responsibilities.

**4 effects @ 5 marks**

(expect **one** reference to parental and **one** reference to home-care)

- *Role overload.*
- *Role conflict.*
- *Child care can be costly with no tax relief.*
- *Children can feel left out.*
- *Unsupportive partner.*
- *Problems when children are sick, etc.*

- (i) Discuss the importance of community-based employment schemes for (a) the individual and (b) the local area.

**4 points @ 5 marks each**

- *FAS – provides practical work orientated training. Helps unemployed people to find work Holds database of employers – advertise vacancies. Provides grants to employers taking on extra employees.*
- *Social Employment Scheme (S.E.S.) - Jobs created are temporary but skills developed allow the long-term unemployed to return to work. S.E.S helps morale-breaking long-term process.*
- *County Enterprise Boards. Set up to help develop local enterprise/small business provides advice and grants for new local enterprises.*
- *First Step*  
*Free service providing advice and financial assistance to those setting up their own business. Loans provided are on an interest-free basis.*
- *Community employment, etc.*

- (ii) Explain how the Protection of Young Persons (Employment) Act (1996) protects the interests of young people in the workplace.

**2 points @ 5 marks each**

- *Minimum age is 16 years for a regular full-time job*
- *Maximum working hours per week for 18 yrs = 39 and for 14-15 year olds is 35.*
- *Rest breaks of 30 mins. after 4 hours work is legally required for under 16s and 30 mins. is due after 4-5 hours.*
- *For 14-15 year olds a **three week** break from work must be given during summer holidays.*
- *Employer must see birth certificate before employing anyone under 18.*
- *Get permission of parent/guardian for child under 16.*

**(2005 OL)**

3. (a) *Volunteering is the commitment of time and energy for the benefit of society and the local community. It can empower people to fulfil their potential while contributing to social and environmental change.*

(Volunteering Ireland 2004)

(i) Differentiate between (a) voluntary work and (b) unpaid work.

*Expect 2 points @ 5 marks each*

*Voluntary work* - Usually based on charity and helping the disadvantaged in society. Work towards the alleviation and prevention of problems in the community and improve the quality of life of many individuals. Generally work closely with Government and Community services or may work for organisations and various social services. State is saved millions of euros each year etc.

*Unpaid work* - Usually involves the home and home based activities. Unpaid workers rarely get credit for the work they carry out. The work is very often repetitive and unrewarding. Normally have no regular working hours etc.

(ii) With reference to the above statement discuss how

(a) voluntary work empowers a person to fulfil his/her potential

*Expect 3 points @ 4 marks each*

Rewarding to the individual. Aids personal development. Provides insight into difficult lives. Some may become experts in a particular area. Improves communication skills. Friendships formed. It provides social interaction. The work builds a sense of achievement, self worth and knowledge that a positive contribution has been made to the community etc.

(b) voluntary work contributes to social and environmental change in the local community

*Expect 3 benefits @ 4 marks each*

*(one social, one environmental and one other)*

Help build and create a community, Help is at hand and provided quickly, Helps alleviate poverty and prevent social problems. Friendships are formed within the community, Helps to focus attention on problems within a community, Provides services that are not available in the community, People involved are usually local and have a better understanding of community issues, Improvement in the local environment through restoration of buildings, 'tidy towns' etc.

3. (b) *Employment is expected to grow by 23,000 while unemployment will average 5%.*

*(Budget 2004)*

(i) Name and give details of any one state initiative that encourages foreign investment thus creating employment.

*Name = marks 4*

*Details = 6 marks*

*Export Profit Tax Relief Scheme - Allows all export profits to be tax-free.*

*IDA - Secures new investment from overseas and encourages expansion of foreign companies already established.*

*Information Age Towns*

*Enterprise Ireland - Offers services in business development and training, technology and export marketing*

*Low corporation tax, Údaras, Government Grants etc*

(ii) Discuss the impact of developing technology on work and employment.

*Expect 4 points @ 5 marks each*

Elimination of boring repetitive tasks, Increase in well educated work force to control and understand machines, safer and healthier environment, increase in amount of leisure time, deskilling occurs, loss of pride and craftsmanship, increase in level of unemployment, decline in socialising as more people work from home, decrease in work in the primary and secondary industries, increase in work in the service industry etc.

**(2005 HL)**

- (a) 'There were 53,200 males and 32,400 females unemployed in the second quarter of 2005.' (The Central Statistics office 2005).

- (i) Why, in your opinion, are there more males than females unemployed in 2005? (10)

2 points @ 5 marks each

- *Less women available for work due to family responsibilities / childcare etc.*
- *Women more willing to accept part time work etc.*
- *Automation/technical advances – when companies update their plants – redundancies occur especially among unskilled workers which are predominantly males*
- *Incentive – low wages do not encourage unemployed men to return to work.*
- *Cheaper imported products have led to a fall off in the availability of manual and unskilled work.*
- *More competition for jobs due to increase in foreign workers etc.*

- (iv) Name and give details of one government scheme that helps create employment.

Name = 4 marks, 2 details @ 3 marks each

(10)

- *FÁS is Ireland's national training and employment authority.*
- *Increases the employability, skills and mobility of job-seekers / employees.*
- *Helps in meeting labour market needs.*
- *Promotes competitiveness and social inclusion.*
- *Assists long-term unemployment to re-enter the workforce.*
- *Grants to industries. Forfás. Tax incentives to industries etc.*

- (ii) Define unemployment. (6)

- *Unemployment results when people are available for and willing to work, do not have paid employment.*

- (iii) Discuss the effects of unemployment on:

(i) the individual

(ii) the family

(iii) society.

(24)

6 effects @ 4 marks each

two references to each of (i) (ii) and (iii)

(i) the individual

- *Loss of income – insecurity.*
- *Loss of status – erodes self-esteem.*
- *Feelings of inadequacy – ill health, depression.*
- *Alcohol abuse – to forget problems.*
- *Social isolation – leisure activities restricted etc.*

**(ii) the family**

- *Decline in living standards.*
- *Poverty prevalent – impacting on nutrition, schooling, children disadvantaged.*
- *Strain on family relationships – tension.*
- *Lack of financial security etc.*

**(iii) society**

- *Where long-term unemployment is the norm, children lack role models in terms of employment and a positive work ethic.*
- *Anti-social behaviour – alcohol or drug abuse, vandalism and crime can lead to unemployment black spots.*
- *People may be forced to leave an area to seek employment, decrease in population.*
- *Increased burden on state, dependent on social welfare for income etc.*

**(2006 OL)**

**3.(c) Voluntary workers play a major role in today's community.**

(i) Discuss the benefits of voluntary work to:

- the individual and
- the community.

**4 points @ 5 marks**

**(20)**

*Individual gains expertise in a particular area*

- *Builds a sense of achievement, self-esteem*
- *Occupies free time and provides an interest (retired person)*
- *Provides social interaction*

*Community Awareness of certain issues in the community is increased e.g. environment*

- *Providing new skills in area*
- *Providing unfunded services e.g. Samaritans*
- *Sense of neighbourliness is cultivated*
- *Benefits community as services are provided quickly and at low cost.*

***Paid Work** is employment / occupation which is a means of earning an income.*

- *It can be working for an employer or being self-employed*
- *It can be full, part-time, or temporary.*
- *Skills vary depending on job*

***Unpaid work** is that which is generally done in the home.*

- *Only financial contribution made by the government is in paying child benefit*
- *Volunteers working in the community are also unpaid (by choice) etc.*

**(2007 OL)**

**The 1990s has seen significant changes in the employment opportunities available in Ireland**

**3.(a) (i) Discuss how changes in patterns of work and work availability have been affected by**

- (a) developing technology
- (b) the decline in the primary and secondary industries and the growth in the service industries
- (c) increased educational requirements

*Developing technology – 2 points @ 5 marks each*

**People only needed in programming or supervisory capacity. Unskilled people in monotonous work. Automation of manual tasks has led to an increase in unemployment among unskilled workers. Manufacturing companies relocating to low cost countries etc.**

*Decline in the primary and secondary industries & the growth in service industries – 2 points @ 5 marks each*

**Due to technology, primary industries- agriculture, fishing etc and secondary industries- manufacturing, engineering etc. require needed less manual workers. Significant growth in service industries particularly tourist/leisure areas this has increased employment opportunities. Employment in service industry - part time / shift work / low paid etc.**

*Increased educational requirements – 2 points @ 5 marks each*

**Minimum level of education necessary for worthwhile employment has been rising. Leaving Cert standard now essential for most employments, 3<sup>rd</sup> level requirements needed for career advancement etc.**

(ii) Explain how improved working conditions have allowed women to participate more fully in the workforce.

*3 points @ 4 marks each*

**Flexible hours, parental leave, job sharing, teleworking, career breaks, term time, crèches longer maternity leave, minimum wage, *force majeure* leave, facilities for working mothers/babies, equal pay etc.**

(iii) Write an informative account of the Protection of Young Person Employment Act 1996.

*2 points @ 4 marks each*

**Children under age of 16 prohibited from working fulltime, Children over 14 years may do light work during school holidays, up to a maximum of 35 hours a week. May be employed on an approved work experience for an education programme and may work for up to 8 hours a week during school term. Any child under 16 may be employed in film, theatre, sports and advertising activities under licence. Rest Breaks must be allowed - 30 mins every 4 hours for 14 to 15 year olds /and every 4.5 hours for 16 year olds. 16 year olds are not allowed to work after 10 pm. etc.**



3.(b) (i) Identify **two** groups of people who have difficulty in securing employment **and** discuss reasons for high unemployment among each group.

*Identify group =3 marks, 2 reasons @ 3 marks each for group =6*

**Groups:** Travellers, ethnic minorities, Refugees, People with disabilities, or special needs, People who have ill-health, homeless, People with a criminal record, Early school leavers, unemployment black spots etc.

**Reasons:** Discrimination, Ignorance, Lack of necessary skills, mistrust, No work permit etc.

(ii) Outline the effects of unemployment on society

*Expect 3 points @ 4 marks each*

Social welfare costs, Social problems - crime, vandalism, violence, Family breakdown, Poverty, Creates inequality in communities, increased emigration, a pattern of unemployment develops in areas etc.

**(2007 HL)**

3. (a) Female labour force participation increased sharply...the percentage of home-makers fell from 54% in 1981 to 21% last year'. (CSO 2007)

(i) Discuss **three** reasons why there are more dual-earner households in modern Ireland. (12)

*3 points @ 4 marks each*

*e.g. cost of living, housing, childcare, women better educated, women like the independence of earning, more work available so more workers needed, working conditions have improved, flexible hours, job sharing, tele-working etc.*

(ii) Discuss the impact of dual-earner families on family life. Refer to **each** of the following:

**(26)**

- distribution of parental duties
- distribution of home-care responsibilities
- role conflict

*5 points – 1 @ 6 + 4 @ 5 marks each*

*(One reference to each plus 2 others)*

- *Parental duties – both parents now generally involved in childcare leading to closer relationships between parents and children, introduce children to gender equity from an early age as parents are seen as role models sharing household tasks etc.*
- *Home care responsibilities are generally shared among family members, males do cooking, hoovering, children tidy their own rooms etc.*
- *Role conflict – partner may not be supportive of mother/father working outside the home, working parents strive for balance between paid employment childcare and running a home, can lead to conflict where demands of work are excessive, working mums often feel guilt e.g. when child is ill etc.*

- (iii) List and explain **three** factors that contribute to job satisfaction. (12)

*3 points @ 4 marks each*

*e.g. personal identity, self-esteem, social contact, confidence and a sense of pride leads to self motivation, money, working conditions, holiday leave, maternity leave, promotion prospects etc.*

**(2008 OL)**

- 3.(b) 'Many aspects of a person's life are affected and influenced by the work that they do.'

- (i) Discuss **three** factors that influence a person's attitude to work.

*3 factors @ 6 marks each*

**(18)**

*e.g. education, upbringing – family background, social class, job satisfaction, socialisation, financial reward, promotion al prospects, confidence and a sense of pride leads to self-motivation, etc.*

- (ii) Explain how a low level of job satisfaction might affect the individual.

*2 points @ 6 marks each*

**(12)**

*e.g. produce inferior work, unhappy going to work, lack self esteem, conflict with management, will be absent from work on a regular basis, ill health , no self-motivation, poor work ethic, etc.*

**(2009 OL)**

- 3.(a) 'Ireland is now facing the most severe economic downturn and unemployment crisis since the 1980's.'

*(Irish Independent 8<sup>th</sup> March 2008)*

- (i) Define unemployment and comment on the extent of unemployment in Ireland today.

*definition 2 marks, 3 points @ 4 marks each*

**(14)**

**Definition: anyone who is willing to work for payment and is available to work but cannot find employment; two forms- short-term, long-term**

**extent - employment levels reflect the state of the economy, recent economic do wnturn has seen a very significant increase in unemployment figures, construction sector worst affected - builders, carpenters, labourers, professionals e.g. architects, surveyors etc. some service industries also affected due to decline in requirem ent for services; recently qualified graduates not finding work , unemployed foreign workers etc.**

(ii) Analyse the causes of unemployment.

*4 points @ 6 marks each*

**(24)**

e.g. causes - recession /downturn in the economy due to national and international issues; seasonal factors; geographical factors; technical factors; high wage / salary levels leading to lack of competitiveness in relation to production costs in Ireland, changing requirements of industry; level of demand for products and services; residual unemployment / unemployment blackspots; arrival of immigrants have increased the workforce etc.

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(iii) Name and give details of one statutory initiative aimed at creating employment.

*3 points @ 4 marks each*

**(12)**

Enterprise Ireland state agency assists companies to increase their sales, exports and consequently employment;

County Enterprise Board offer support training advice and financial assistance feasibility grants , capital grants, employment grants, equity grants, support enterprise, encourages job creation and the maintenance of jobs ;

FÁS run 2 programmes aimed at creating employment - 1.community employment which allows unemployed people to work within their communities on a temporary basis to help to develop their skills projects involving the arts, culture, tourism, sport, and the environment

2. community training updates and retrains unemployed people across a wide range of skills, it also identifies the area of shortage ;

Forfás encourages the development of employment in the science and technology industry;

VTOS - trains unemployed people to increase their employability;

Industrial Development Agency (IDA); agency responsible for securing overseas, investment grants to foreign investors,

Low corporation tax - encourages foreign companies to set up in Ireland

Back to work allowance issued by the Dept of Social Community and Family affairs for those in receipt of a social welfare payment they retain a % of their welfare allowance along with secondary benefits e.g. fuel allowance it is not subject to taxation the work must be for a minimum of 20 hours per week for at least 12 months and must be likely to develop into a lasting job.

**(2009 HL)**