

Strand: **Enterprise**

Understanding employment and unemployment

Learning outcomes in focus

Students should be able to:

Enterprise 2.3 Differentiate between employment, work and volunteerism, identifying and describing features, benefits, rewards and careers within each

Enterprise 2.4 Distinguish between the rights and responsibilities of employer and employee from a legal, social, environmental and ethical perspective

Learning intentions*

We are learning to:

- To understand different terminology associated with work and employment
- To evaluate and recommend options to an individual based their employment situation
- To advise an individual on their rights and responsibilities as employees
- To present the information to an audience in an appropriate format using ICT

Teaching and learning context

This task was given to first year students after five class periods on employment rights and responsibilities. They understood how to differentiate between rights and responsibilities. They had prior experience of presenting work using ICT. Students had one week to complete the task. There was some preparatory work during class-time but most of the work was undertaken outside of class-

time. Students had access to their iPads during class-time to assist with the task.

Task

John and Mary Murphy are a married couple. They have come to you for advice on their employment situations. You will need to recommend different options available to John so that he can move forward from his current situation and you will also need to advise Mary on her employment rights. You will need to display the information in an appropriate manner for the couple. The activity here is a simulation but it models real life situations of the employment situations people find themselves in.

Success Criteria**

- SC1:** Explain key terminology clearly
- SC2:** Evaluate different options available to John based on his employment situation
- SC3:** Advise Mary on her employment situation in a clear way that Mary would understand
- SC4:** Use ICT as a means of presenting your work

* What the student should know, understand and be able to do at the end of the lesson or series of lessons

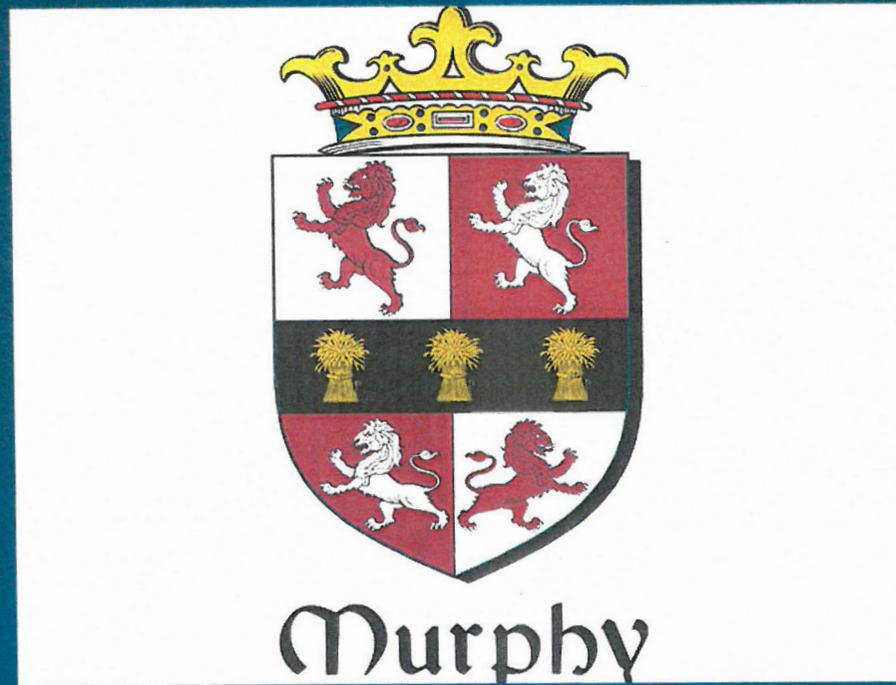
** Summary of the key steps the student needs to fulfil in order to achieve in the task

Junior Cert Student Sample of Work

John Murphy	Mary Murphy
	
<p>John has been employed for the last 10 years as a security man in a local shopping centre. Due to a decline in the number of customers at the centre in recent years owing to the recession, John has been informed by the Managing Director that he will be made redundant. He has been receiving job seekers allowance for the past two months and has come to you seeking advice on how to move forward. He has undertaken some DIY work around the house to keep himself occupied and is now considering volunteering with local charity shops in the area.</p>	<p>John's wife Mary works in the supermarket. She has only recently got her job and has spent the last few weeks finding her feet. Mary is unsure of her rights and responsibilities as an employee and is therefore considering joining a trade union. She has spoken with the shop steward who has told her that some workers are undertaking industrial action in the form of a work to rule due to discrimination. She really needs advice on her current employment situation.</p>

Task; Prepare a PowerPoint presentation on advice for them. In it explain the ten keywords highlighted above which they have difficulty understanding. Outline the different options available to John moving forward and the advice you would give to Mary on her concerns.

The Murphy Family



John Murphy

Keywords

- Recession- a recession is a business cycle contraction
- Managing Director- most senior corporate officer, executive or administrator
- Redundant- not or no longer needed
- Job Seekers Allowance- a form of unemployment benefit paid by the government
- Volunteering- freely offer to do something

Option 1- Part-time work

- Working part time IS allowed
- Accept any offers of any type of work
- You must advise the Department of any work you intend to undertake while receiving Jobseeker's Allowance

Benefits

- More income
- You can pay for expenses
- Flexible, you don't have to work everyday
- In busy times of the year you get more work

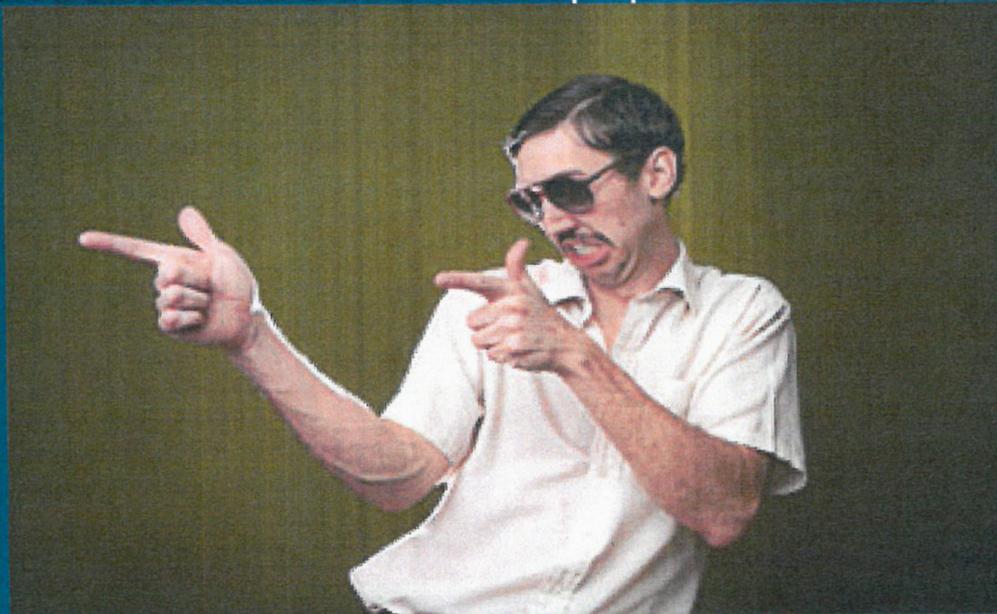


Option 2- Sole Trader

- A Sole Trader is a person who sets up and owns their own business
- Becoming a sole trader is simple
- All you have to do is register your business name and you can start trading
- There are huge incentives to becoming a sole trader
- Most of the famous entrepreneurs started out as sole traders

Benefits

- You get to keep all the profits
- Sole traders maintain full control of their business
- Information about sole traders is kept private



Option 3- Emigration

And the last option would be to emigrate

- You could move to another country and get a jobs that suits you the best



Benefits

- Have a fresh start at life
- You could get a job
- To see a different part of the world
- Learn about a different country

Maybe the journey
isn't so much about
becoming anything.
Maybe it's about
unbecoming
everything that isn't
really you,
so you can be who
you were meant to
be in the first place.

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John I think you should pursue either one or two of these options and it will help you get your life back on track and also live it to its fullest.

IN THE END,
WE ONLY
REGRET
THE CHANCES
WE DIDN'T
TAKE.

TV

Mary Murphy

Keywords

- Trade Union- An organisation of workers who have come together to achieve common goals
- Shop Steward-A person elected by workers to represent them
- Work to Rule- Follow official working rules and hours exactly in order to reduce output and efficiency
- Discrimination- The treatment of a person in a less favourable way than another person is

Employees Rights and Responsibilities

Rights

- Minimum wage
- Not have deductions made from salary without permission
- Maximum allowable working hours including rest breaks
- Annual leave and holidays
- Health & Safety protection
- Protection from harassment and discrimination

Responsibilities

- Maintain a safe workplace, machinery and equipment
- Manage work to ensure the safety, health and welfare of employees
- Prepare and update emergency procedures
- Provide and maintain facilities for your employees, such as clean toilets and washing facilities.

Teacher annotations using the success criteria

The annotations capture observations by the teacher, using the success criteria, with a view to establishing the level of achievement this work reflects. The annotations and judgments were confirmed by a Quality Assurance group, consisting of practising teachers and representatives of the Inspectorate, the State Exams Commission and the Junior Cycle for Teachers support service.

The student fulfilled all success criteria as they:

SC1: The student explained key terminology clearly

SC2: The student's evaluation of the different options available to John based on his employment situation was good

SC3: The student's advice to Mary was excellent and the analysis of Mary's situation was of a very good standard

SC4: The student made very good use of ICT to present the work clearly and attractively

Overall judgement:  Above Expectations