

Work

Life



Purpose

- This module is designed to help you to make a successful transition from school to working life.
- It looks at work and the life of the individual and the changing nature of this relationship.



Aims

- To give you an insight into the changing nature of work.
- To develop understanding of Industrial Relations.



Aims

- To raise awareness of Health & Safety issues in the workplace.
- To develop awareness of issues related to equality.
- To raise awareness of the impact of industry on society.

Unit 1: Lifestyles



Unit 2: Transitions



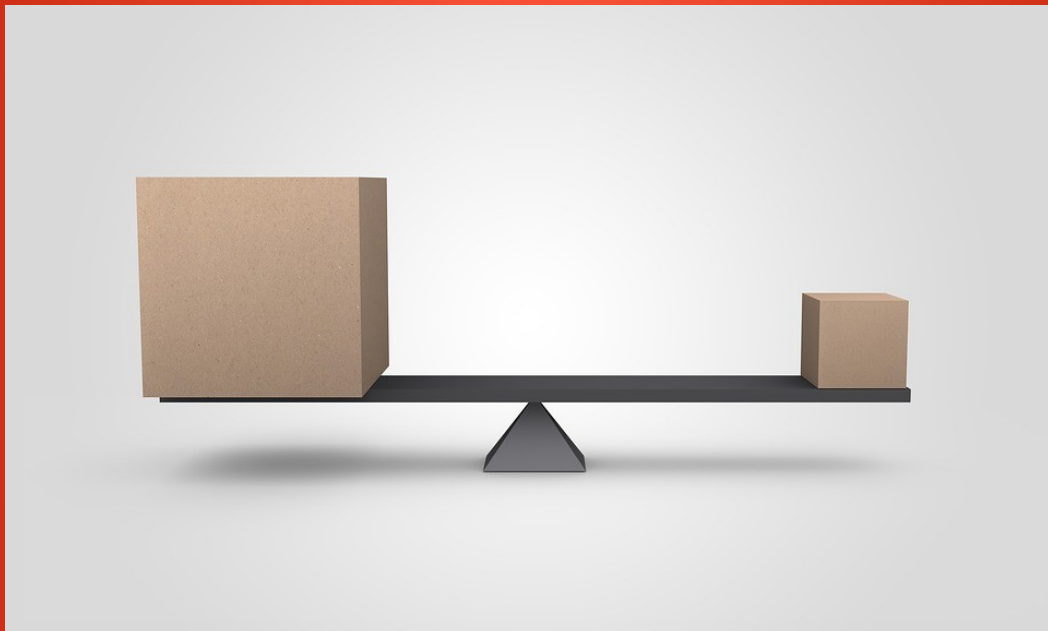
Unit 3: Industrial Relations



Unit 4: Health & Safety



Unit 5: Equality



Unit 6: Industry & Society



KEY ASSIGNMENTS



KEY ASSIGNMENT 1

I prepared a report on an interview with a Trade Union representative.



KEY ASSIGNMENT 2

I prepared a report / presentation / display on Health & Safety issues.



KEY ASSIGNMENT 3

I have listed some of the ways in which greater equality in the workplace is being achieved.



KEY ASSIGNMENT 4

I participated in a group activity to improve the environment.



Unit 1. Lifestyles



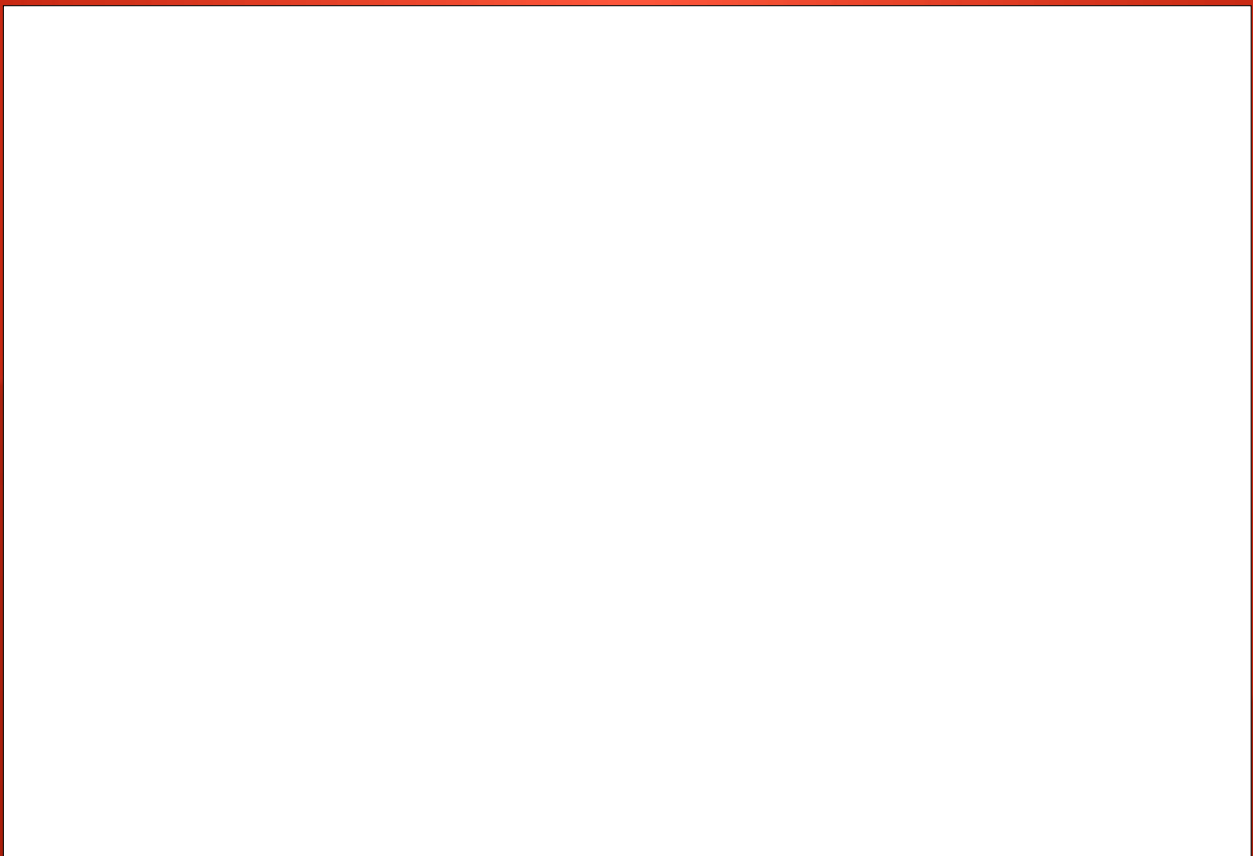
In This Unit You Will Learn

- Effects of work on individual lifestyles.
- Changes in work due to technology.
- Changes in work due to changes in society.



Effects Of Work On Individual Lifestyles

- Draw up a list of some ideas on how work can change your lifestyle.



Effects Of Work On Individual Lifestyles

Prompts

1. Parenting & child minding
2. Working away from home
3. Travel
4. Bringing work home
5. Changing jobs
6. Early retirement
7. Health issues



Reflection



Write down three things you learned from Unit 1 that were important to you:

1.

2.

3.

Unit 2: Transitions



Transitions Ahead

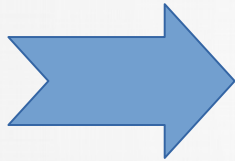
In This Unit You Will Learn

- That a career may no longer necessarily be for life.
- About the positive and negative effects of unemployment.
- About the training opportunities and courses available.
- About opportunities for working abroad.

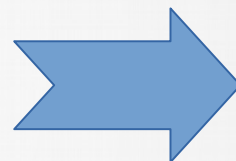


Education / Unemployment / Poverty Cycle

Less
Education



Leading to a
greater risk
of poverty



A better
chance of
being
unemployed

Positive & Negative Effects Of Unemployment

Brainstorm the possible effects of unemployment on:

1. The individual
2. The family
3. Community



Effects Of Unemployment

- Write down **four positive** and **four negative** effects of unemployment:



Display - Effects of Unemployment

- Get into groups of four.
- Get some art materials.
- (A computer in Room 35!)
- Create a display about effects of unemployment.
- Retain a copy!



Post-Leaving Certificate Courses

- Write down details of one PLC course of interest in your local area.

Course Title	
College Name	
Minimum Entry Requirements	
Subjects Taught	
Length Of Course	
Qualification Earned	
Options For Graduates	

Working Abroad.

- Write down five positive and five negative things about working abroad.

A large, empty rectangular box with a thin black border, intended for the user to write their responses to the prompt above.

Working Abroad - Are You Well Informed

- www.workingabroad.net is a good site for Canada, Australia and New Zealand.
- www.globalvisas.com is a good site to help you organise your visa.



Reflection

Write down three things you learned from Unit 2 that were important to you:

1.

2.

3.

In This Unit You Learned

That a career may no longer necessarily be for life.

About the positive and Negative effects of unemployment.

About training opportunities and courses available.

About opportunities for working abroad.

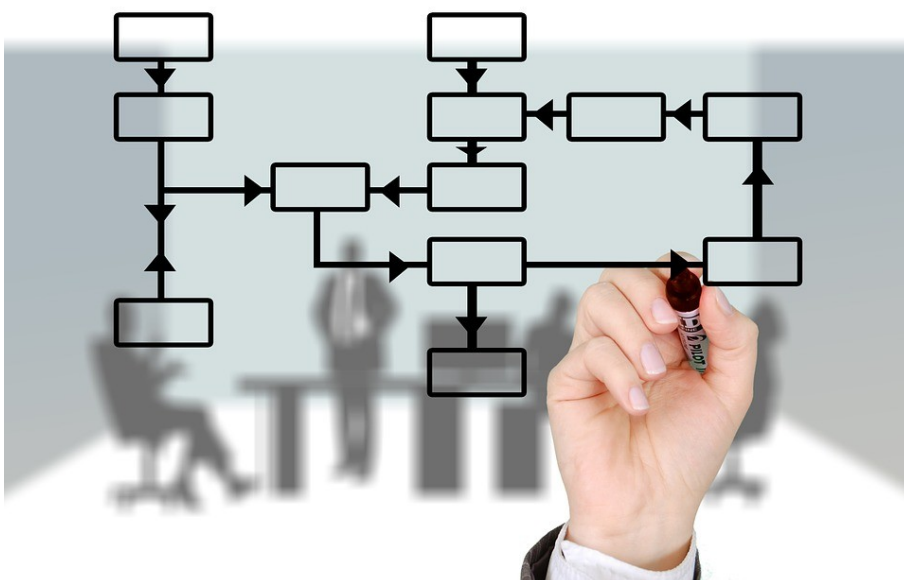
Unit 3: Industrial Relations



**INDUSTRIAL
RELATIONS**

In Unit 3 You Will Learn

- About the role of Trade Unions in the workplace.
- About different forms of worker representation.
- Some reasons for joining Trade Unions.
- Employers' Organisations
- About Mediation - a procedures used for resolving an industrial dispute.



Trade Unions

A Trade Union is an organisation of workers that have banded together to achieve common goals such as better working conditions.



Trade Unions

The Trade Union, through its leadership, bargains with the employer on behalf of its workers.



Trade Unions

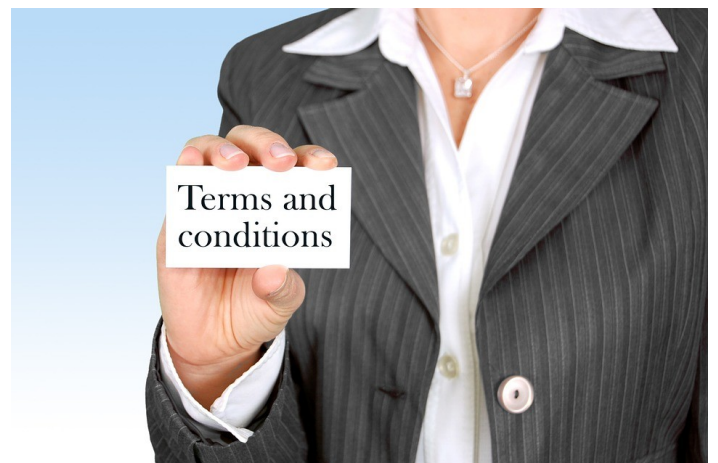
A Trade Union negotiates labour contracts with employers.



Trade Unions

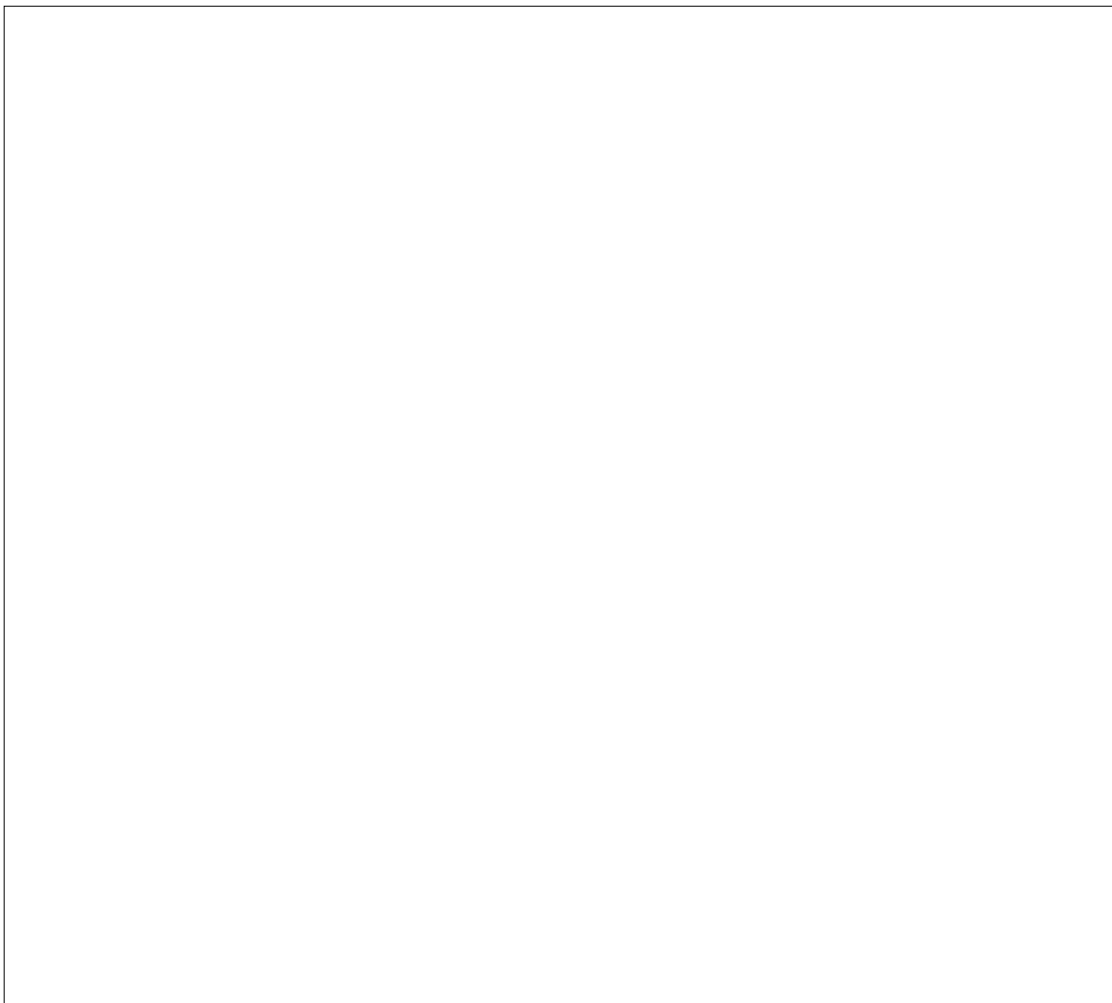
These negotiations can include things like:

1. Wages
2. Work rules
3. Complaints procedures
4. Rules governing hiring
5. Firing and promotion of workers
6. Benefits
7. Workplace safety and policies



Trade Unions

What do Trade Unions do?
Write down the main roles
of Trade Unions.

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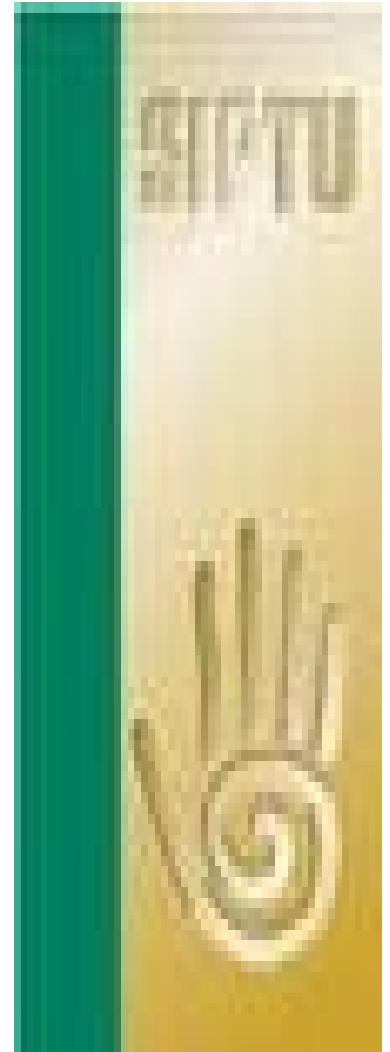
Some Categories Of Unions

- Distribution, Retail and Transport Unions
- Construction Unions
- General Unions
- Other Industry Unions
- Other Public Service Unions
- Postal and Telecommunications Unions
- Teachers Unions
- Trade



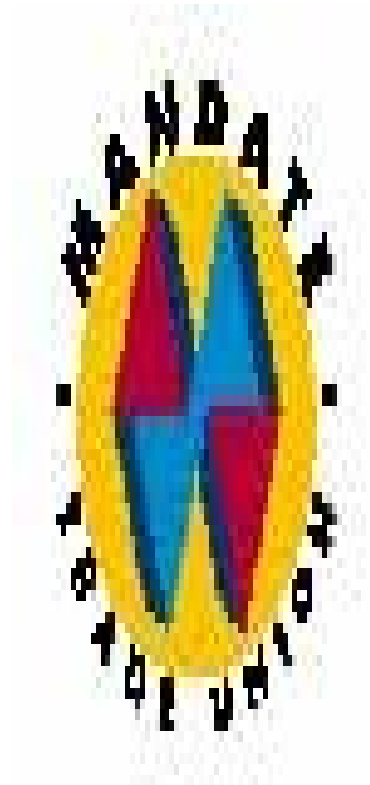
General Union Example - SIPTU

- **Services
Industrial
Professional
Technical
Union
(SIPTU)**
- The largest union in Ireland. It represents working Public, Private and Community Sector employments.



Distribution, Retail & Transport Union Example - **MANDATE**

Mandate is the third largest Trade Union in the Republic of Ireland with a growing and increasingly active membership base across the Irish retail and bar trade.



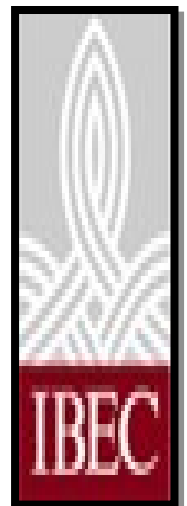
Irish Trade Unions



Employers' Organisations

- Employers can also be represented through employers' organisations like:
- **IBEC** - **I**rish **B**usiness and **E**mployers **C**onfederation.
- They have 7,500 members.
- They cover the very small to the largest enterprises.
- They employ over 70% of the private sector workforce in Ireland.

See www.ibec.ie for more information.



Employers' Organisations -ISME

- They have around 9000 members & represent them through advice, lobbying & training.
- ISME – represents **I**rish **S**mall & **M**edium **E**nterprise interests. For more information see:



Conflict Situations At Work



Mediation – A Way Of Solving Disputes

Mediation is a way of resolving disputes between two or more parties.

A third party mediator expresses a view on what might be a fair or reasonable settlement.



Mediation - The Labour Relations Commission

- The Labour Relations Commission is a third party mediator.



Labour Relations Commission

- They resolve conflict by helping each side reach a compromise by:

Offer advice and Training.

Investigate disputes, for individuals or small groups of workers.

A Workplace Mediation Service.

Mediation - The Labour Relations Commission



<https://www.workplacerelations.ie/en/>



Mediation - The Labour Relations Commission

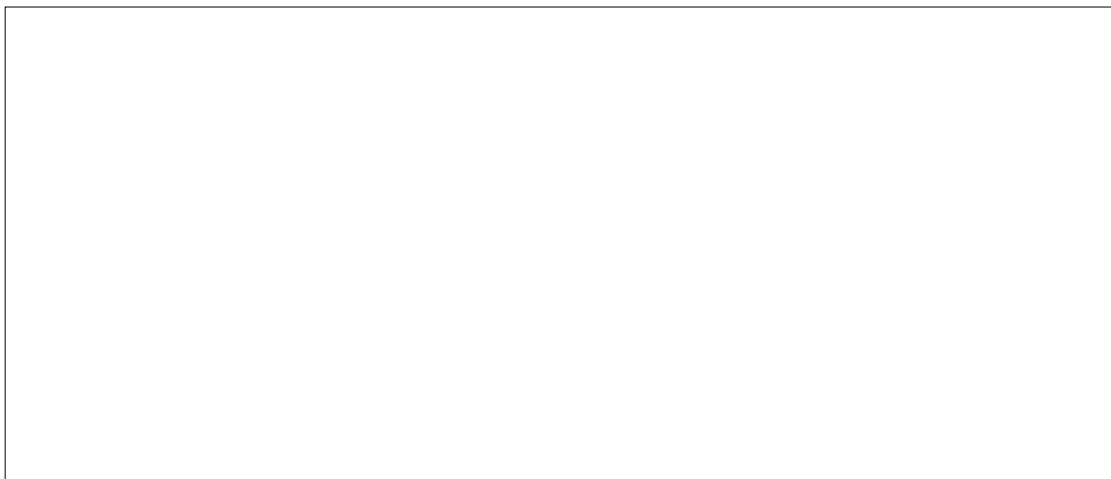
List the name of the main employment conflict resolution body in Ireland.

List three ways they can help.

Key Assignment 1

KA1. I prepared a report on an interview with a Trade Union / Workers Council representative.

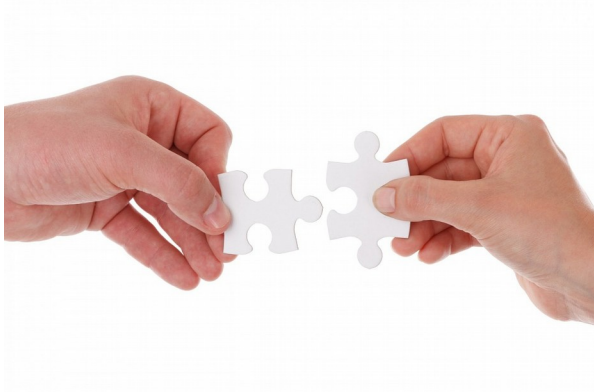
- Nominate someone to invite a guest Trade Union speaker to the class.
- Write down some questions you will ask the Trade Union representative.





Reflection

Write down three things you learned in Unit 3 that were important to you:



In Unit 3 You Learned

- About the role of Trade Unions in the workplace.
- About different forms of worker representation.
- Some reasons for joining Trade Unions.
- Employers' Organisations
- About Mediation - a procedure used for resolving an industrial dispute.

Unit 4: Health & Safety





In Unit 4 You Will Learn

- About Health & Safety laws.
- About different types of warning signs.
- About Health & Safety at work.
- About Health & Safety in your school or place of work.

Key Assignment 2

KA 2. I prepared a report / presentation / display on Health & Safety issues.



Health & Safety Laws



- Get into groups of three and discuss why we need Health & Safety laws.
- List the five reasons you came up with.

Health & Safety Laws

Prompt questions:

Why was it introduced?

Was there a need to bring in Health & Safety laws?

Is Health & Safety necessary or just stupid interference from government?

Health & Safety Laws

Some areas Health & Safety
Laws cover:

- Fire safety
- Pregnancy
- Chemicals
- Noise
- Sun beds



Health & Safety Laws

There are a number of Acts (laws) enforced by the Health & Safety Authority.

These include:

- Health & Welfare At Work Act (2005)
- Chemicals Act (2010)
- Carriage Of Dangerous Goods By Road Act (1988)
- Dangerous Substances Act (1979)
- Mines & Quarries Act (1965)
- Factories Act (1955)

These laws can be seen in more detail at:

www.hsa.ie/eng/Legislation/Acts/

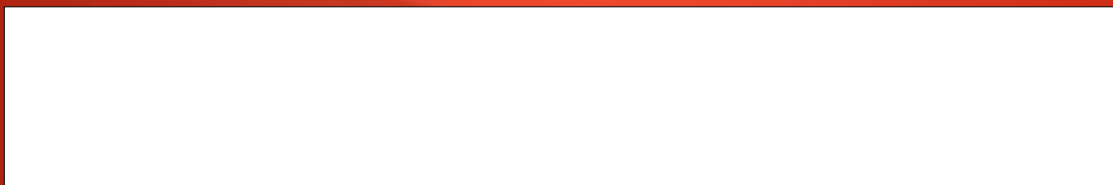
Presentation - Health & Safety Issues Seen At Work

- Working in pairs, prepare a short presentation on Health & Safety issues you saw in each of your part-time jobs or work experience. Retain a copy!



Health & Safety At Work

- Find out who the Health & Safety person is in your school or other local business.



Health & Safety Signs

- Look at the following pages in the workbook:

Please note:

- Types of Sign
- Colour
- Shape



Example Of A Prohibition Sign

Prohibition - "Stop!"

Colour:

A red circular band with a diagonal cross bar on a white background; the symbol within the circle is black.

Purpose:

To indicate that a certain behaviour is prohibited.

Meaning:

Stop | Do not | You must not Hazard "Danger"



Example Of A Mandatory Sign

**Mandatory -
"Obey"**

Colour:

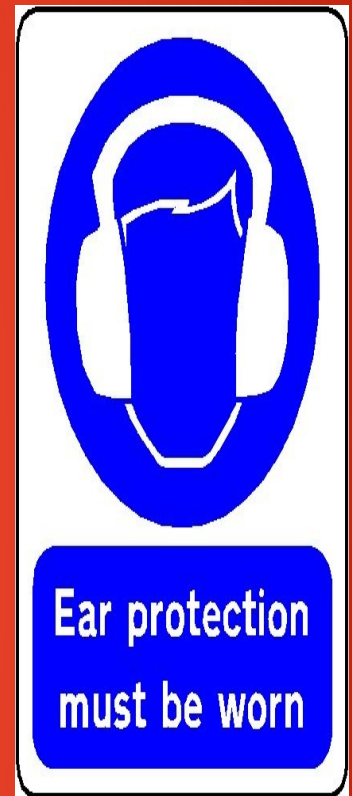
A blue circle with a white symbol.

Purpose:

Indicates that a specific course of action must be taken.

Meaning:

**Obey | You must |
Carry out
instructions shown
| 'Do'**



Example Of A Hazard Sign

Hazard - "Danger"

Colour:

A yellow triangle with a black border and black symbol.

Purpose:

To warn of any type of hazard.

Meaning:

**Danger | Hazard |
Caution | Beware |
Careful Mandatory -
"Obey"**



Example Of A Fire Sign

Fire Equipment - "Fire"

Colour:

A red oblong or square with a white symbol.

Purpose:

To describe the location of fire fighting equipment.

Meaning:

Location of fire fighting equipment | Type of fire fighting equipment



Example Of A Safety Sign

Safe Condition - "Safety"

Colour:

A green oblong or square with a white symbol or text.

Purpose:

To provide information about safe conditions.

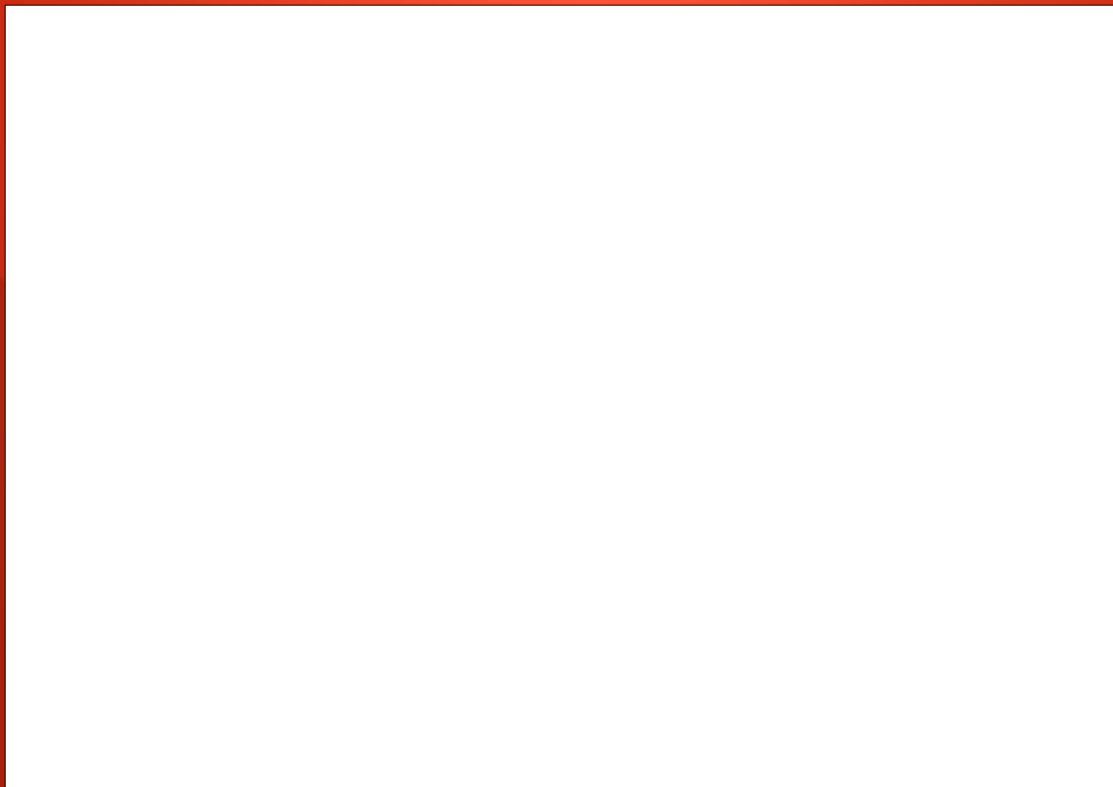
Meaning:

**The safe way |
Where to go in
emergencies |
First aid**



Health & Safety Regulations In Your Work

- Outline the procedures you need to follow for Health & Safety in your particular place of work.
- What advice would you give new employees about Health & Safety.





Reflection

Write down three things you learned in Unit 4 that were important to you:



In Unit 4 You Learned

- About Health & Safety laws.
- About different types of warning signs.
- About Health & Safety at work.
- About Health & Safety in your school or place of work.

Unit 5: Equality



Equality



In Unit 5 You Will Learn

- About the concept of 'Equality of Opportunity'.
- About traditional attitudes and expectations towards women and men at work.
- About issues of discrimination in employment policy.

FUTURE



NEXT



Learning

Equality of Opportunity

This means everyone should get the same chances for / in employment regardless of, for example, their gender, race, religion and age.

Some areas where 'Equality of Opportunity' should be applied are:

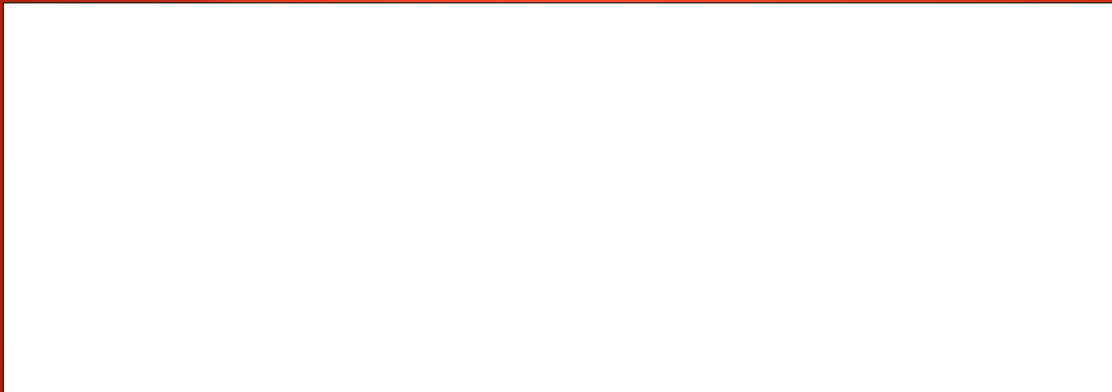
- Recruitment
- Training
- Promotion
- Crèche facilities
- Sexual harassment protection

Traditional Attitudes / Expectations

- Why are there so few male nurses or female mechanics?



- How early do we put stereotypical ideas in the minds of children?



Discrimination In Employment

Some Areas:

- Age
- Gender
- Disability
- Travellers
- Refugees

EQUAL RIGHTS

Equal Opportunities Survey

- Get into small groups. Create your own equal opportunities survey to investigate your school or other local business.



Prompt questions:

- Are you wheelchair friendly?
- What is the age profile of the employees?
- How many minorities are working in the business?

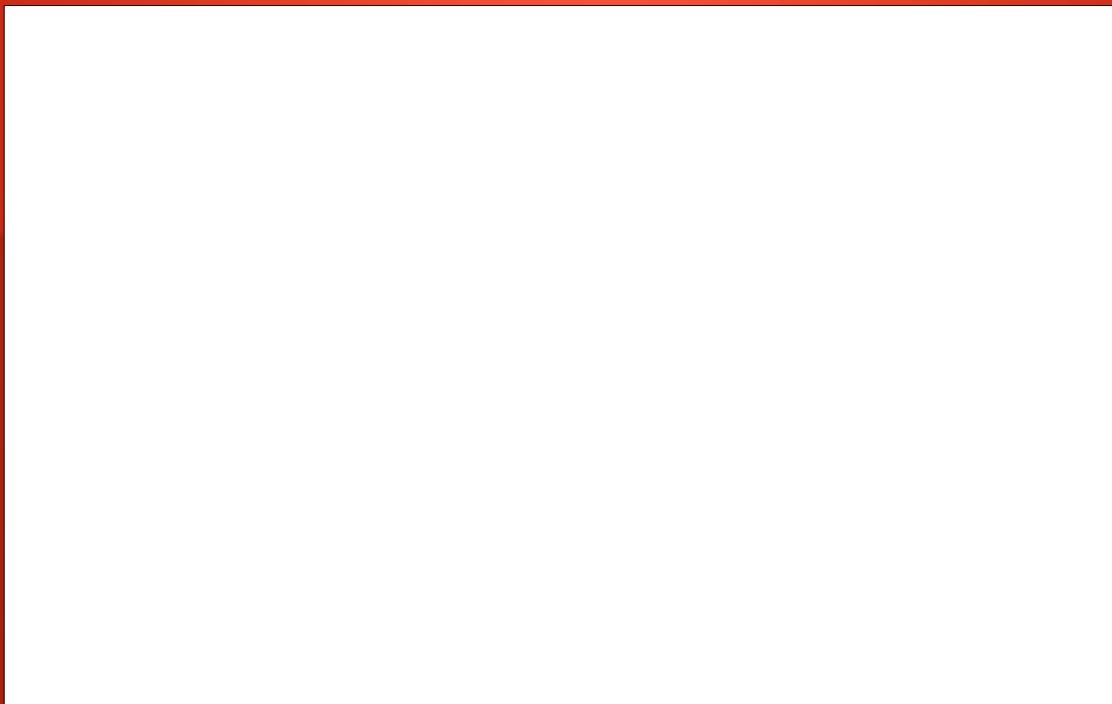
Survey Questions

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Key Assignment 3

KA3. *I have listed ways in which greater equality in the workplace is being achieved.*

List ways in which greater equality in the workplace is being achieved.





Reflection

Write down three things
you learned in Unit 5 that
were important to you:

In Unit 5 You Learned

- About the concept of 'Equality of Opportunity'.
- About traditional attitudes and expectations towards women and men at work.
- About issues of discrimination in employment policy.



LEARNING

Unit 6: Industry & Society



In Unit 6 You Will Learn

- What is meant by Industry.
- About the concept of Social Responsibility.
- About Third World exploitation.
- About Environmental Responsibility.
- About the benefits of recycling.



What Is Meant By Industry?

Brainstorm what is meant by Industry. Prompts:

Manufacturing
Services
Farming
Fishing
Mining



What Is Meant By Industry?

- Primary Industry

- Secondary Industry

- Tertiary Industry

- Quaternary Industry

Industry Explained

Primary Industry: Raw material extraction industries such as mining and farming.

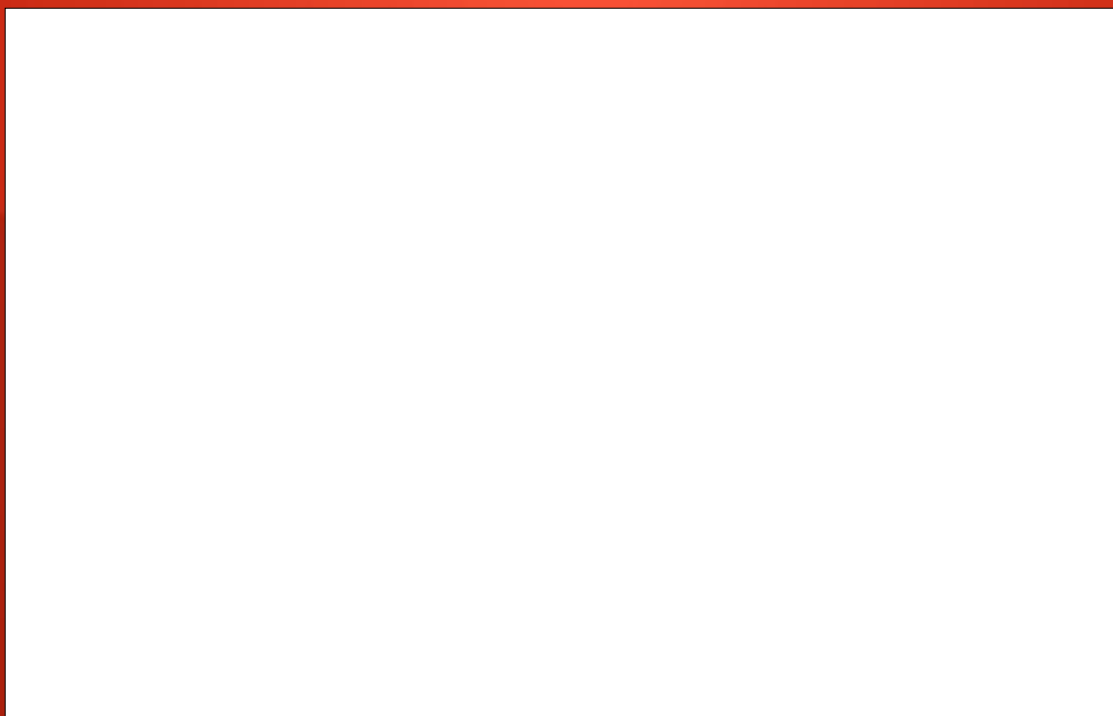
Secondary Industry:
Construction and Manufacturing.

Tertiary Industry: Services such as Civil Service, Law, Medicine and Logistics.

Quaternary Industry: Research, design & development like computer programming and biochemistry.

Companies & Social Responsibility

- This means how companies act in order to benefit the environment, society and communities.
- Choose two of the Industries and list two ways they can be socially responsible.

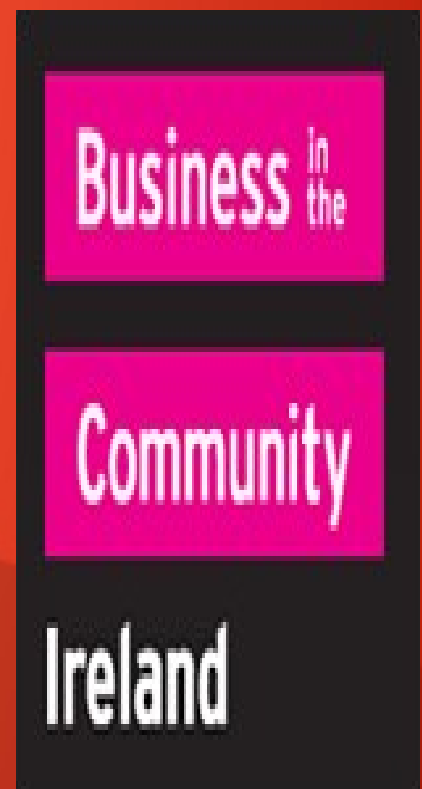


Irish Companies & Social Responsibility

- 'Business In The Community Ireland' promotes responsible & ethical business.

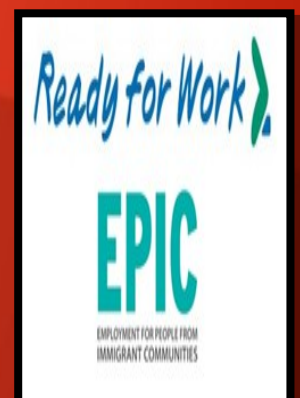
Company mission:

- to have all businesses in Ireland responsible & sustainable.



Corporate Responsibility – Business In The Community Ireland

- After looking at the website: www.bitc.ie write a brief report on either
 - the School's Business Programme
www.bitc.ie/schools-business-partnership
or
 - the Employment Business Programme.
www.bitc.ie/employment-programmes



Report



Industry & The Environment

As a class brainstorm what you think the 'environment' is & Industry's responsibility towards it.

Prompts:

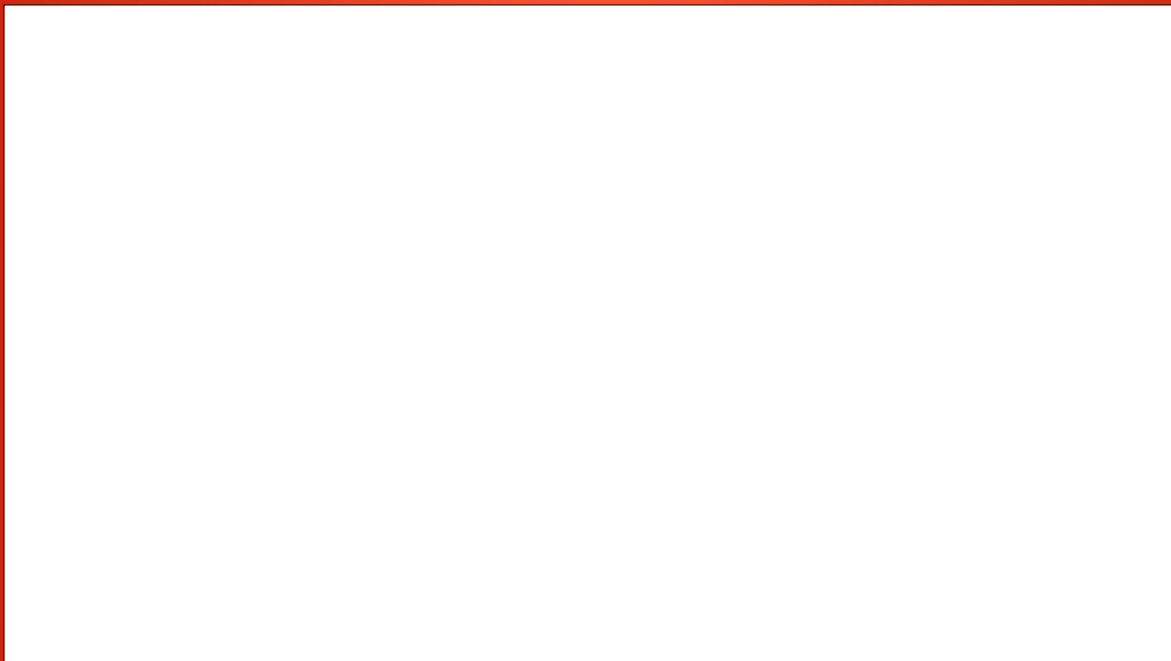
- Global / Local
- Urban / Rural
- Mankind / Wildlife
- Recycling / Pollution

Create a display of your results. Retain a copy!



Environmental Responsibilities

Write down what is meant by your 'Environmental Responsibilities'.



Prompts:

- Pollution.
- Litter.
- Raw materials.
- Energy consumption.
- What you eat.

Third World Exploitation



- Write down three things Concern do that will have a positive impact on the lives of the people of the Third World.

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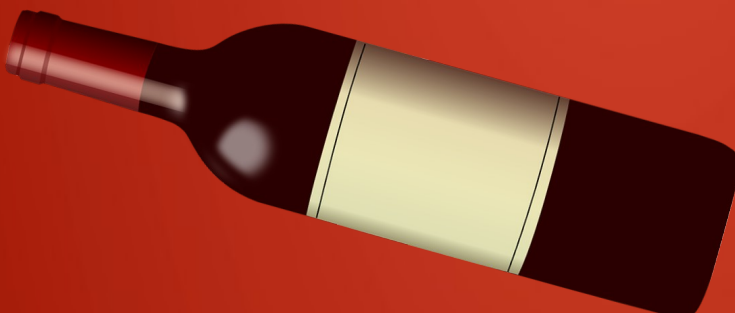
Environmental Protection & Local Authorities

- Your Local Authority is responsible for protecting the environment in your area.
- Identify your Local Authority and its website. Look at their environment section on-line.
- Make a brief report on one of its environmental protection strategies, eg Water Quality, Litter.



Benefits of Recycling

Write down six things that can be recycled.



Benefits of Recycling

List two major benefits of recycling.

What are the only two things currently being recycled into new products in Ireland?

What are they turned into?



Key Assignment 4

KA4. *I participated in a group activity to improve the environment.*

Recycling Project

- As a group students will participate in a recycling project. How will you do this?



Reflection

Write down three things you learned in Unit 6 that were important to you:



In Unit 6 You Learned

- What is meant by Industry.
- About the concept of Social Responsibility.
- About Third World exploitation.
- About Environmental Responsibility.
- About the benefits of recycling.