

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

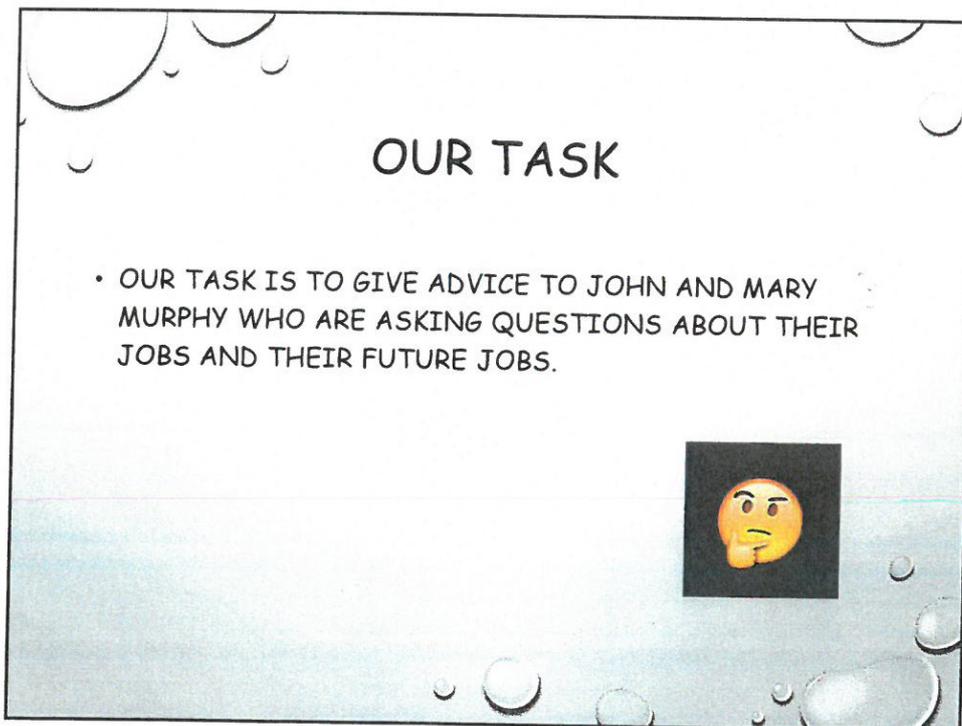
* What the student should know, understand and be able to do at the end of the lesson or series of lessons

** 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.





JOHN MURPHY



- JOHN MURPHY HAS BEEN WORKING FOR THE LAST 10 YEARS AT THE LOCAL SHOPPING CENTRE. BUT JOHN WAS INFORMED A COUPLE OF WEEKS AGO BY THE MANAGING DIRECTOR THAT HE HAS BEEN MADE REDUNDANT. SO HE HAS BEEN RECEIVING JOB SEEKERS BENEFIT FOR THE LAST TWO MONTHS AND HAS BEEN DOING DIY IN HIS HOUSE AND IS NOW CONSIDERING VOLUNTEERING WITH LOCAL CHARITY SHOPS IN THE AREA.

JOHN'S KEYWORDS



KEYWORDS

- **RECESSION** ~ A PERIOD OF TEMPORARY ECONOMIC DECLINE DURING WHICH TRADE AND INDUSTRIAL ACTIVITY ARE REDUCED.
- **MANAGING DIRECTOR** ~ A CHIEF EXECUTIVE OFFICER OR MANAGING DIRECTOR DESCRIBES THE POSITION OF THE MOST SENIOR CORPORATE OFFICER, EXECUTIVE, OR ADMINISTRATOR IN CHARGE OF MANAGING AN ORGANISATION.

JOHN'S KEYWORDS

- REDUNDANT ~ NOT OR NO LONGER NEEDED OR USEFUL
- JOB SEEKERS ALLOWANCE~ JOBSEEKER'S ALLOWANCE IS A FORM OF UNEMPLOYMENT BENEFIT PAID BY THE GOVERNMENT OF THE UNITED KINGDOM TO PEOPLE WHO ARE UNEMPLOYED AND ACTIVELY SEEKING WORK. IT IS PART OF THE SOCIAL SECURITY BENEFITS SYSTEM AND IS INTENDED TO COVER LIVING EXPENSES WHILE THE CLAIMANT IS OUT OF WORK

JOHN'S KEYWORDS

- VOLUNTEERING~ FREELY OFFER TO DO SOMETHING.



ADVICE FOR JOHN



- MY ADVICE FOR JOHN IS THAT IF HE WANTS TO START A CAREER IN DIY THEN HE COULD SET UP HIS OWN BUSINESS TO MAKE MONEY AND TO ENJOY WHAT HE IS DOING AT THE SAME TIME.
- HE COULD ALSO EMIGRATE ABOARD TO LOOK FOR WORK IN ANOTHER COUNTRY.
- ANOTHER OPTION IS THAT IF HE WANTS TO HELP THE LOCAL CHARITY SHOPS, HE COULD DO SOME FUNDRAISERS FOR THE SHOPS TO MAKE MONEY TO GIVE TO CHARITY.



MARY MURPHY



- MARY IS JOHN'S WIFE AND WORKS IN THE LOCAL SUPERMARKET. SHE HAS ONLY RECENTLY STARTED HER NEW JOB AND HAS HAD SOME TROUBLE FINDING HER FEET. SHE IS UNSURE OF HER RIGHTS AND RESPONSIBILITIES AS AN EMPLOYEE. SO SHE HAS ASKED FOR MY HELP.

MARY'S KEYWORDS



- **TRADE UNION**~ AN ORGANISED ASSOCIATION OF WORKERS IN A TRADE, GROUP OF TRADES, OR PROFESSION, FORMED TO PROTECT AND FURTHER THEIR RIGHTS AND INTERESTS.
- **SHOP STEWARD** ~ A PERSON ELECTED BY WORKERS, FOR EXAMPLE IN A FACTORY, TO REPRESENT THEM IN DEALINGS WITH MANAGEMENT.

MARY'S KEYWORDS

- **WORK TO RULE**~ RULES AND HOURS EXACTLY IN ORDER TO REDUCE OUTPUT AND EFFICIENCY, ESPECIALLY AS A FORM OF INDUSTRIAL ACTION.
- **DISCRIMINATION** ~ RECOGNITION AND UNDERSTANDING OF THE DIFFERENCE BETWEEN ONE THING AND ANOTHER.



ADVICE FOR MARY



- MY ADVICE FOR MARY IS TO JOIN THE TRADE UNION SO THEN SHE CAN HAVE A SAY IN WHAT HAPPENS IN THE BUSINESS
- ANOTHER BUT OF ADVICE FOR MARY IS THAT IF SHE IS UNCOMFORTABLE WITH THE JOB SITUATION THAT SHE IS IN TO SPEAK TO HER MANGER AND SEE IF THEY CAN HELP AND IF SHE IS STILL NOT COMFORTABLE THEN IF SHE WANTS SHE COULD LEAVE HER JOB AND LOOK FOR A JOB SOMEWHERE ELSE.



THANKS FOR
WATCHING MY
PRESENTATION !👍👍👍



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 but the definition of redundant could be improved

SC2: The student's evaluation of the different options available to John based on his employment situation was reasonable but the student could have provided more detail

SC3: The student's advice to Mary was poor as a strong reason for joining a trade union wasn't provided and the advice to leave her employment rather than seek more support was misguided

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

Overall judgement:  In line with expectations