

Unit 7

Industriousness

Introduction

In this unit, we will be exploring the respect that different types of work deserve. You will examine work ethics more deeply. You will also see the relationship between work and economic development.

Lessons

1. Respect for Work
2. Ethical Work Conduct
3. Hard work and Development
4. Policies and Strategies for Development

- realize the relation between work and development.
- appreciate the necessity of policies and strategies for development.

What you will learn

You will:

- recognize the respect to be given to work.

Key words and concepts

- Labour discipline
- Punctuality
- Policies
- Strategies
- Professional skills

Shoeshine boy earning money for his family



1

LESSON

Respect for Work

By the end of this lesson, you should be able to:

- explain how any work is to be honoured.

Discuss the professions that are respected in your area. Explain why they deserve respect.

In this lesson, you will focus on respecting all types of work. In order for people to get what they need and want, they have to divide work. That means some people might be engaged in building houses and others in making cars. Some could be engaged in making clothes and others in producing food. The house builder might eat the food that the farmer has produced and build a house for the farmer. In this way everybody can enjoy the results of each other's work. This shows that all work is important. It is just a matter of choosing what you are going to engage in. We need each and every profession in order to live a happy and comfortable life.

This means we have to respect every profession and realize that, without these professions, our lives will not be fulfilled. When we see a person whose job involves manual labour, we have to respect that he or she is creating something useful for us. If you, for example, collect some wood in your neighbourhood and make a table, then it means you are making something useful. So you have to respect the woodwork profession.



All work deserves respect

? Divide yourselves into groups and select a profession that you think is not respected. Explain to the class why it is not respected and what would happen if we did not have members of that profession.

You know that work has benefits for the individual. The benefit of work to the individual is not only the production of useful goods or needed services, but also the earning of income. If you work hard you might get a good income. But this will depend on the type of job that you do. This is often connected to your level of education and skills. You may be able to use the income you get to buy and build the things you want and need. You may be able to build a house, buy a car, purchase the food you eat and pay for your entertainment.

You have to realize that you must work hard

Respect for Work

in school to earn a good income in the future. This is because a good education makes you more employable.

If society believes the goods or services you provide are of a high value, then it will pay a good price. For example, if your community has a problem that nobody can solve and you are able to find a solution, there may be a reward for this. Working hard is the only respectable and legal way to earn

money. In order to get the best job possible you should make the most of your education.

Some people resort to other means of getting money like cheating and stealing from people. This is not a legal way of getting money. This way is hurtful to other people. It involves hurting others. Others look for easy ways to make a lot of money without giving anything back to society. This is the wrong way of getting money.

CASE STUDY

Tirualem's Story

Tirualem grew up in a small town. Her parents sent her to school from a young age and she worked hard both in primary and secondary school. Unfortunately her parents died while she was at school. But, supported by her remaining family, she managed to get a degree in Economics from a university.

After she had completed her degree, she was given a job at one of the new universities where she became head of her department, the gender officer and a member of the HIV/AIDS committee. Because

of her hard work and dedication she enjoys a good quality of life and is able to support her family in their lives as they supported her.

? What do you think might have happened to Tirualem if she had not worked hard at school?
What do you think the future might hold for Tirualem?

REMEMBER

- There are different types of professions.
- All types of work should be respected.
- Hard work is the only respectable and legal way to earn income.

LESSON 2

Ethical Work Conduct

By the end of this lesson, you should be able to:

- explain the professional ethics required from a worker.

What work ethics do you think are important?

Here we will look at different manifestations of work ethics. When you understand work ethics more clearly you will be able to follow them from a more informed position.

An important part of work ethics is maintaining labour discipline. Labour discipline means obeying the rules and guidelines of the work place. These rules and guidelines are usually designed to facilitate efficient working. For example, if there is a dress code given in an institution, it is important to obey the rule because it shows respect. Proper dressing helps to build the image of the company. It is part of the responsibilities of the workers to help build the image of their organization. Not smoking in the work place is another labour discipline. Smoking may disturb co-workers so a person shouldn't smoke in the work place.

A related work ethic is punctuality and proper utilization of instruments of labour. This means you should always be on time for work. If you don't come to work on time, the work won't be finished during the required period. In addition, your clients or customers won't be able to get proper service. Therefore, an important work ethic is to be on time for work.

You also need to respect the closing hours of the work place. Some workers leave before the end of the working day. This also negatively affects the work to be done. You have seen in the previous lesson that one of the reasons for the success of the developed countries is their hard work. We all have to go to work on time and work efficiently so that our country can develop. Included in work ethics is the correct use of instruments in the work place. People who work in offices may have computers, stationery and different materials that they use. Using these instruments and materials properly is very important. We should avoid wastage in the work place as this reduces the cost for the work place and is better for the environment.

The other important part of work ethics is working in harmony and cooperation with your fellow workers. If you build a good relationship with your co-workers, it becomes a pleasure to go to work and work will often be finished efficiently. If there is good working relationship you will be able to help and support each other around the work place. Helping each other enables work to be finished on time and solves work related problems more quickly. A poor relationship with work colleagues may cause many problems, including anxiety and not wanting to be in the work place. This is often bad for customer relations and for business.

When there is a harmonious relationship with co-workers, it can be easier to learn from each other. Learning from each other improves professional skills.

Ethical Work Conduct

CASE STUDY

Dress Code in Banks

In Commercial Bank of Ethiopia there is a dress code, as in all banks. Men are expected to wear a suit and tie. It is obligatory for staff to wear clean clothes. The reason banks have this dress code is so that people who come to the bank are easily able to identify the staff, and to create a good image. The dress code is designed to increase the confidence of customers in

the staff. Whenever you see a well-dressed person who is neat and clean, you expect these people to be careful with other details.

? How do you feel when you put on clean, smart clothes? Does it change your behaviour in any way?

This in turn helps us to work better. Improving professional skills is another work ethic. It is important to try to improve your professional skills. Improving professional skills is beneficial both personally and for the work place. It helps the person by increasing his/her ability to do a better job in the future. For the work place it helps to get the job done faster and better. It can also lead to promotion, a more satisfying job and an increase in salary.

Proper execution of professional duties is also part of work ethics. This means that when you work you have to do so according to the agreed guidelines and in the best possible way. It also means utilizing the time allotted to work for the purpose of work only. There are many people who waste office hours by talking to their co-workers and not concentrating on their work. It is important to take breaks and these are the times for socializing, not during working time.

? Your teacher has many professional skills. Try to list five of them. How might your teacher improve two of these?



A teacher with her class

REMEMBER

- Labour discipline is a very important part of work ethics.
- Punctuality and proper use of instruments of labour are also essential in increasing work efficiency.
- It is important to maintain a good working relationship with co-workers.

LESSON 3

Hard Work and Development

By the end of this lesson, you should be able to:

- explain work as an instrument to development.

Discuss in the class how you think work and development are related.

We need to work because we need to satisfy our needs and wants. You have basic needs like food, clothing and shelter. You also have wants, for example playing and entertainment. Human wants are unlimited and, when a person gets something, he or she tends to want more.

In poor countries most people don't even have their basic needs satisfied. They need to change the situation to get themselves out of poverty, but we need to support people to acquire their basic needs. One way to get these basic needs is through working hard. By working hard it is possible to produce the goods and services that are needed to get out of poverty. We need to develop the skills and provide opportunities so that everyone can work their way out of poverty.

Ethiopia is a very poor country. Almost half of the people in the country are below the absolute poverty line. This means they don't eat three meals a day, the minimum requirement for a person. Part of the reason we are poor is because many do not work hard enough and, therefore, do not have the opportunities to lead a better life. People who live

in poverty could be taken out of their misery if they were able to work hard to satisfy their basic needs.

Therefore, with a combined effort, we should struggle to fight poverty by working hard and developing the skills and opportunities in the country.

On the other hand, there are also people who work very hard in Ethiopia but, because of economic circumstances and poor skill levels, they are not rewarded well for their efforts. We need to change this situation by making the most of every opportunity that is given to us.

Some countries have been successful in providing all their citizens with their needs. These countries are called developed countries. In developed countries the people have access to education and health care. They get to choose from different types of goods and services they want to consume. Other countries are not able to provide their people with their basic needs. These are the less developed countries.

Many people in developed countries work very hard. Because of this they are able to produce more goods and services to consume. When you are able to produce more, then you have more choice. After producing more you are more likely to satisfy your needs and want. Similarly, if a country produces more than it needs, it could sell the surplus to other countries and earn more money. For example, Ethiopia is well known for the coffee it produces and sells to other countries. Coffee producers are now starting to get a good price for their coffee having made deals with companies in the West.

Hard Work and Development

CASE STUDY

Chinese development — a big take off

One of the most surprising growth trends in the world is that of the Chinese. China was a very poor country in the 1950s and 60s. Within only three decades they have transformed from one of the poorest countries in the world to one of the richest and most powerful nations in the world. Within a short period of time it has succeeded in providing the necessities to the majority of its people, and produced more to export to the rest of the world.

The country has been able to use its huge labour force and resources effectively because of the hard

working culture of its people. The Chinese are not only hard working in their own country, they also go to other countries where they are seen to have a strong attitude towards work. This is not to say that the Chinese have reached the final stage of growth. They still need to work hard as there are still people living in poverty in China.

? What do you learn from the Chinese experience of growth?

CASE STUDY

Poverty Level in Ethiopia

Close to 50 percent of the Ethiopian population lives below the absolute poverty line. The economy is highly vulnerable since, whenever the weather is bad, many people are exposed to hunger. It is important to establish a way for the poor people to become food secure. Not only this, the health care services are expensive and not sufficient to cover the whole country. Because of this, many infants die.

This is worsened by the fact that the education level is still not up to the standard in terms of access, quality etc. Many people do not have a basic

education. This leaves the country as one of the poorest in the world. It is essential to work hard if we want to change the situation. The effort and the work that has been done so far is not enough. We have to come together to work even harder to change our situation.

? What do you feel about the poverty level in Ethiopia? Do you think hard work could change anything?



Chinese worker involved in the Ethiopian road building program

Hard Work and Development

When you work hard there is another benefit; that is, you get an increased production of goods and services. When you spend more time on a job you start to know the job very well and to think of new and better ways of doing it. This enhances your creativity, productivity and/or quality of your work.

Creativity can lead to the invention of new things such as technological development. When people spend more time on their work they become more productive and find better methods. When you find a better way of doing things, you may produce more with the given time and resources.

Technological development helps countries to develop and grow. Within a small period of time countries, like China, came up with new ways of producing goods and services through enhanced technology. The new goods and services produced helped to reduce poverty in these countries. China produces many goods and services and sells them to the rest of the world. Today almost all countries import or buy many goods from China.

Technological development is important for the productivity of a nation and enhancement of the quality of life for its people.

? What could your role be in the technological development of Ethiopia?



It is important to update your IT skills

REMEMBER

- Hard work can help reduce poverty.
- Hard work also results in development.
- Hard work also helps you to become more creative.
- Hard work is not enough, we need to be educated and skilled in order to move towards development.

4

LESSON

Policies and Strategies for Development

By the end of this lesson, you should be able to:

- describe the various policies and strategies designed by the Ethiopian government to accelerate economic development in the country.

What kind of policies do you think are important for development?.

In the previous lesson, you recognized that it is important to work in order to accelerate development in a country. Effective policies and strategies are also necessary for the acceleration of economic growth and development.

An economic policy is a statement indicating the economic direction that the country is going in. The economic policy of the country usually targets economic growth and development. The specific ways through which the policy is implemented are called strategies. Devising policies and strategies has to be done carefully after a lot of research and study on the existing situation of the country. This is because good policies and strategies are ones that are based on the individual circumstances of a country.

The Ethiopian government has devised different policies and strategies that it believes will help towards the development of the country. These different policies and strategies relate to the different economic sectors. The main strategy that the country uses for development today is called the Agricultural Development Led Industrialization (ADLI).

This development strategy is based on the idea that, first the agricultural sector must develop, and then, from the development of the agricultural sector, the industrial sector could develop.

Under ADLI each economic sector has its own detailed development strategy. The government has a rural development strategy that is focused on the enhancement of production and marketing of agricultural produce. This strategy is based on the idea that, if the poor farmers in the countryside could produce more and sell more, then they could increase their income and live a better life.

Ethiopia also has an industrialization strategy that is dependent on what happens in the agricultural sector. This is because industrialization requires a lot of capital. In order to get this capital the strategy says that, first the agricultural sector must develop, and then the additional output in agriculture will be sold to generate the capital for the industrial sector. It will then be possible to develop the industrial sector.

The other important economic sector which the government is concentrating on is capacity building. Capacity building is increasing the ability of implementing a desired activity. This means that, if you plan to perform something, you need to have the capacity to actually implement it. In Ethiopia the capacity to implement is relatively weak and it is important to strengthen it. In order to build capacity the country needs an educated work force. Therefore, education is an important

Policies and Strategies for Development

way of enhancing the country's capacity to perform towards development.

? There are three documents describing the government's strategy to develop the rural sector, the industrial sector and capacity building. Try to find these documents and identify the specific strategies which are being used to develop each sector. Discuss how you see some of these strategies being used.

Globalization has had an impact on all countries of the world and in many sectors of our communities. Here you will relate globalization to the Ethiopian economy. Economic globalization is the sharing of economic ideas between countries. Economic globalization includes the sharing of technologies and goods between countries.

The Ethiopian economy is also very much affected by globalization. This effect is both positive and negative. The positive effects include: an increased inflow of goods and services, more goods to choose from, more sharing of ideas and policies, and closer relationships with other countries.

Of the negative effects the major one is an increased dependency on cheaper goods and services from other countries. Therefore, we may stop producing them in our own country since they

are cheaper from other countries. This increases the country's dependency on other countries and has a negative impact on economic growth.

? List some of the other positive and negative effects of globalization.



Goods imported from other nations

REMEMBER

- The Economic Policy states the main direction of the economy.
- The specific ways through which the policy is implemented are called strategies.
- The Ethiopian government has devised different policies and strategies that it believes will help the development of the country.

UNIT SUMMARY

In this unit, you have seen the importance of work in relation to poverty reduction and economic development. Respecting all kinds of work is important. You have also explored work ethics. We also dealt with how hard work is essential for poverty reduction. Finally, you discussed the different development policies and strategies of the country and how globalization affects the Ethiopian economy.

GLOSSARY

Labor discipline:	Following the basic rules and guidelines of the workplace.
Policies:	Plans showing the general direction to be taken.
Professional skills:	The ability of a person to perform work duties.
Punctuality:	Being on time.
Strategies:	Specific plans to implement policies.

UNIT REVIEW EXERCISES

Do these review exercises in your exercise book.

Part I – Multiple choice

- You should respect:
 - only white collar works
 - only blue collar works
 - people who work in the house
 - (a) and (b)
 - all
- Countries should reduce poverty by:
 - waiting for aid from other countries
 - working hard
 - by migrating to rich countries
 - all
- Creativity:
 - leads to development
 - leads to the production of new things
 - comes with hard work
 - all
- Economic Policy is:
 - a specific way of implementing a plan
 - the same as strategy
 - a general direction for the economy of a country
 - all