

# Industriousness

By the end of this unit, students will be able to:

- recognize the importance of work and time.
- recognize the necessity of planning.
- realize constitutional development and economic objectives.
- understand basis professional competence and professional ethics which are important for productivity.

## 7.1 Effective Work

### 7.1.1 Hardworking with Proper Usage of Time

- What is the significance of hardworking?

#### The then 'Gazeta' Vender, the current author

The known writer Tenkir Birbera, while he was washing his car in the compound, realized how he was cleaning cars of his customers. Furthermore, he recalled the general ups and downs he faced in past. He is always with books at his hands to read. After getting the breakfast, bread and tea, prepared by his mother, he goes out of the home. Any one, who needs to contact Tenkir, can get him every early morning among the youngsters in front of Birhanina Selam printing. Usually, he is the first except some youngsters sometimes reach Birhanina Selam earlier than him. When he reaches earlier, usually he stays there by reading books. He has no friends except books which are intimate friends for

him. Even while he is lined up at Birhanina Selam to get 'Gazeta', he was concerned about the losing of fractions of times.

He accepts everyday's printings of "Addis Zemen Gazeta", different bulletins and newspapers. Until the offices and shops of his permanent customers are opened, he rents them for short reading for peoples around the Tourist Hotel while they are drinking tea, polishing shoes and looking for transportation. When the office time is reached, he distributes 'Gazetas' and bulletins on time. Then after the whole day around Arat Killo, he sells post cards and postal papers.

Birbira is said Birabira with friends who spend their time with him and the name commonly used around Arat Killo. Except students who learn in a class with him, no one knows his name Tenkir. Tenkir, dislikes laziness. He was a hard worker and able to accumulate money, which helped him to work in the future. Since Tenkir knows what to do at a specific time, he knows the significance of work and hence plans his work on time division hence he has no time unwisely spent. After his work, at night, he goes to extension schools. Even when he gets extra time, he does not sit idle, but usually reads.

Since he reads a lot by borrowing books from his teachers and customers in addition to 'Gazetas' at his hand, gradually he has developed a special interest. Tenkir hoped to be a strong author one day. Though his life was full of ups and downs, with few comforts, he succeeded in his ambition. In addition to his first book titled 'Time and Work', he has written fiction and non-fiction not less than four.

## Industriousness

### Activity 1

Answer the following questions on basis of the passage:

1. How the strengths of Ato Tenkir are exhibited, that he has practiced in his childhood?
2. How Ato Tenkir use his time properly?
3. Mention the two major factors which helped Ato Tenkir Birbira to reach his present status.

Proper Usage of time has broad personal and collective advantage. It is possible to say that usually work completed before the expected time with appropriate qualities is considered as effective. If people who have due understanding and respect for time, work it hard can be categorized with developed countries. So no one can constrain their target.

Since every job is carried out within a given time-span, every minute has to get due attention which has significance for individuals and country at large. A number of adolescents and youngsters, by using their time appropriately, carry a number of significant practices, and it is important for individuals as well as for a country. Hence, in their old age, there is nothing which questions or challenges their conscience. Therefore, using time without wastage has significance for benefiting and promoting individuals as well as the country at large.

### Activity 2

Answer the following questions:

1. How can you explain wastage of time?
2. How time is related with a country's development?

### 7.1.2 The Significance of Exemplary Works for Progress of a Country

- What does an exemplary work mean?

#### On most maternity

Jelate was among the Ethiopian Athlete with subsequent victory by running on behalf of the people and country. At on time, when international

federation arranged a great run, it was fifteen days for her since she gave birth to her first daughter. Jelate, who dislike much rest, but who likes to work more, after reading the invitation statement in the internet, called for her coach and told him her readiness to stop maternity leave to join the competition. The coach was surprised by the fact that she is on maternity leave and it is fifteen days since she gave birth to child. Hence, the coach wanted to be sure whether really she can participate or not. Jelate immediately started the training and confirmed her readiness to join the competition. Her coach has surprised by her usual strength and to be her name among the competitors. Based on this, the name of heroic, athlete Jelate Bonsa, was stated in the list with other Ethiopians and world runners. Thereafter, she started training on basis of a time schedule set by her coach.

The athlete by breaking the traditional opinion that is "a woman has to stay for at least thirty days on bed after delivery, she has not to walk along out of home for long distance", by being the winner in the world running. International media announced the victory of the woman by referring her initiation, strong zeal, commitment and honour of the country in brief. She got great gratitude from people and the government.

### Activity 3

Answer the following questions on basis of the passage:

1. What does it mean giving priority for a country's benefit rather than individual advantage?
2. How does Jelate Bonsa become a famous athlete?
3. How Jelate Bonsa can become an exemplary?

The significance of exemplary and gratified works is too broad. Human beings in their life time have to do not only things for personal advantages but also for the country and other people. Though some people are not alive, there are a lot of individuals in our country and world whose names are however

## Industriousness

alive. Such persons due to those exemplary works are important for even other generations and they got great honour and gratitude from the people and government.

To be dedicated to do exemplary work, we have ample times. Every person has a very short life time when we see in comparison with the expected responsibilities and exemplary practices. However, by using this short life time to do historical and thankful works, there is great possibility to be effective.

### Activity 4

Discuss the following questions:

1. How can a person practice, contribute to his/her country?
2. When is a work of a person said to be an exemplary?

## 7.2 Planning Jobs

### 7.2.1 The Necessity of Preparing Time Schedule for Works

- What is the significance of time schedule?

#### Bazgina's house

For the students of Wachiga Busha School, as the usual details of activities to maintain houses and clean drainage lines at break time was posted, Teacher Jagiso and his students' names are posted to maintain an old aged house in the first round. As teacher Jagiso observed before, mother Bazgina's house faces erosion and drainages which is the challenge every year for the old woman.

After teacher Jagiso set the time schedule to maintain the house of mother Bazgina, he has sorted different groups with their respective leaders to carry out different activities. Discussions were made on these points. Agreement was made to complete the maintenance of the house before the rainy season comes. The work started on the basis of the

time schedule prepared. Every group promised to complete the work at least before the time schedule. Work division was also made on the basis of this, some were cleaning drainage lines, others were bringing stones and still others would carry out the maintenance.

On the basis of this, in the general group work, teacher Jagiso and his students completed the maintenance of mother Bazgina's house in a very short time. As the school evaluation group observed, the maintenance of house was encouraging. The evaluation group, by observing the top coverage, drainage lines and stone setting at exit and entrance of the house, was encouraging. The evaluation group, by observing the top coverage, drainage lines and stone setting at exit and entrance of the house, The appreciated the importance of hard work and completing before the time schedule, which was added in gratitude for the work group.

### Activity 5

Answer the following questions on basis of the passage:

1. What is the significance of planning for a job?
2. Mention the relationship between time and job.

Setting a time schedule for what we are doing help us to work hard and to be effective. It also helps to get appreciation and honour from others. A person by using his/her knowledge, competence and money can contribute something for his/her community and country, if and only if he/she is based on a plan. Time is naturally endowed for all human beings equally regardless of white or black, rich or poor etc.

Though there are a number of proverbs about time which are commonly known, specially the saying "Time is Gold" is most commonly used by everybody. Gold is the most precious of all minerals

## Industriousness

and has high price. So, it has the insurance of the world market. Like that, time is an honoured resource but non-stopping and an ongoing resource. Specially, if we do not use it properly, it escapes from our hand. When we have a better concept of time, we can set our activities on the basis of planned time cycle. To achieve a good result, a person has to be based to a time plan and to work hard.

### Activity 6

Discuss the following points:

1. How do you relate time with Gold?
2. What is the difference between planned and unplanned work?

## 7.3 Dependency and Disgusting Work

### 7.3.1 The effect of Dependency and Disgusting Work at Individual and Country Level

- What is the effect of dependency and dishonouring work?

#### The friends

Kiya and Belecha are the two intimate friends working together in a given production factory. The two youngsters know one another well, not only for their close age but also their employment in the organization was at the same time. However, they have different work attitudes. While Kiya is work loving, punctual and exemplary for his friends, Belecha on the contrary, dislikes work. He is lazy, usually forwarding unnecessary reasons, opting for dependency. He is a person with weak understanding. Kiya has made subsequent attempts to correct the weak side of his friend. Once a day fortunately, they discussed their differences. At the end of the discussion, both realized that especially Belecha has the opinion of being concerned in such a way to work because both of them are residing

with their families. However, by examples Kiya expressed that such opinions are totally wrong. At the moment, he explained that youths have to work more by involving in productive sectors to help others and their country. He further explained that it is more disgusting for youths to be dependent while they are expected to play exemplary roles. Based on the advice of his friend, Belecha attempted to take him out gradually from such wrong opinions. By correcting the mistake of dishonouring work and dependency, he made his mind ready for work. By understanding that not only youth but also all citizens have to work on basis of their capacity and ability to proceed for development practice.

### Activity 7

Answer the following questions on the basis of the passage:

1. What is the source of dependency?
2. By inviting a given guest, discuss on how to avoid dependency.

The effect of dishonouring work and having dependency is not easy at individual and country level. Our country is among the poorest countries of the world. Though we can mention a lot of reasons for this reality, the major constraint is absence of the culture of hard work. If there is no inculcation in everyones mind regarding hard work, a country cannot get what she has to get from her children. Hence she cannot progress.



Picture 7.1. People at work



## Industriousness

When there is hardworking, everyone attempts to economically empower him/her self. By that work, there is the finding of servants of their society. Dependency outlook is an anti-thesis for an individual's and country's development endeavour. Dishonouring and creating hierarchies among work is a harmful practice and considered as looting for what someone has not worked for.

While it is possible to be engaged in any work and possible to help him/her self, his/her family and country, though with capacity some people opted not to work and to involve in degraded works such as begging. Furthermore, by relating physical disability with begging large groups of individuals are involved in such work. Since these situations lead to the down turn of the economy, it has to be objected. Instead, it is important to promote the culture of hardworking.

### Activity 8

Discuss the following points:

1. What has to be done to build the culture of hardworking by avoiding dishonouring work?
2. How does dependency become a constraint to country's development?
3. When it is said "looting what others have done", what does it mean?

## 7.4 Development and Economic Objectives

### 7.4.1 The Significance of Constitutionally Stated Development, Economic and Cultural Objectives

- What is the significance of development and economic objectives for a country's development?
- What is the significance of stating development and economic objectives in the constitution?

The major objective of every development activity has to satisfy the basic needs of citizens and to improve their living conditions. At any scale, when we compare our country with others, it is a country where dependent and backward outlooks prevail. Hence, it is an impoverished state. However, to change to a better economy from this backwardness, there are objectives stated on development, economic and cultural issues in the federal constitution. Those major economic objectives are stated in the constitution under article 89 as follows:

1. Government shall have the duty to formulate policies, which ensure that all Ethiopians can benefit from the country's legacy of intellectual and material resources.
2. Government shall have the duty to ensure that all Ethiopians get equal opportunity to improve their economic conditions and to promote equal distribution of wealth among them.
3. Government shall take measures to avert any natural and man-made disasters and, in event of disasters, to provide timely assistance to the victims.
4. Government shall provide special assistance to Nations, Nationalities and Peoples least advantaged in economic and social development.
5. Government has the duty to hold, on behalf of the people, land and other natural resources and to deploy them for their common benefit and development.
6. Government shall at all times promote the participation of the people in the formulation of national development policies and programs; it shall also have the duty to support the initiatives of the people in their development endeavor.
7. Government shall ensure the participation of woman in equality with men in all economic and social development endeavours.

## Industriousness

8. Government shall endeavour to protect and promote the health, welfare and living standard of the works population of the country.

By following the objectives stated in FDRE constitution, it is possible to make people beneficiaries and to alleviate from aid seeking on the basis of the free market economy which can benefit all different sectors.

### Activity 9

Answer the following questions:

1. Why do we say our country is backward in development?
2. What is expected from the people and government in order to implement constitutionally stated economic objectives?

The major objective of development, economic and social objectives stated in FDRE constitution is to give the society a better economy and to make that society beneficiary of that change. There is no citizen that does not want to see the improvement of his/her country and his/her people. Based on these economic objectives, if people effectively discharge their responsibilities, it is possible to attain the expected objective. There is no reason that hinders our country, Ethiopia, from reaching the level that others attained in development and economy if there is culture of hardworking, respecting work, disgusting dependency.

### Group Work

Answer the following questions:

1. By contacting an economist, present a short report on the concepts of economic objectives.
2. Explain shortly about the constitutional base development and economic objectives.
3. Mention the relation between the cultures of hardworking of individuals with country's development.

## 7.5 Culture of Hardworking

### 7.5.1 The Necessity of Building Professional Competence and Ethics for a Culture of Hardworking

- Explain the contribution of professional competence and professional ethics for a culture of hardworking?

#### Mitische's Culture of Hardworking

There is modern flower plantation and production place in 25 km distance away from Addis Ababa. There are large numbers of workers working in that flower plantation. Mitische one day has read a notice on a noticeboard of ministry workers and social affairs. The notice was inviting application for a vacancy to be employed in the ever-expanding flower plantation which exists in Oromiya region around Sululta area. By disregarding her plan to go to foreign country in search of work, she becomes an employee in this work.

Mitische, already empowered with culture of hardworking and honour of work, became one of the hard workers in very short period of time. The frequent training given in that sector further helped her to work more. By strengthening professional ethics, she further enhanced spiritual strength and self-confidence. By work efficiency and professional ethics, Mitische became a model worker of the millennium.

The Sululta flower production centre, which encompasses more than 450 workers like her, awarded her as production hero due to her professional ethics and love of work at national level. This encouraged her for further success. The centre managed to export interesting flower products to different European countries to earn foreign currency due to her and others who are capacitated with professional ethics. Since Mitische and other workers have good work

## Industriousness

initiation, good professional ethics and want to be benefited by working, the organization and the workers are grounded in healthy basis.

### Activity 10

Answer the following questions on basis of the passage:

1. What is the significance of professional ethics for effectiveness of work?
2. What were the reasons that made Mitishe rewarded?
3. How is the culture of hardworking built?

Among the basic points to promote a country's economy and social progress is, building the culture of hardworking with professional ethics and professional competence. Without developing professional ethics and competence, it is impossible to develop the culture of hardworking. Without hardworking, it is impossible to avoid backwardness and poverty and to achieve the status of economically well-developed countries. Therefore, it is always important to update the level of professional and knowledge and using modernized production materials with subsequent learning and researches. If every citizen is to work hard in their sectors and to serve their customers and country properly with their professional efficiency, the first thing is developing professional ethics.

A society which correlates the culture of hardworking with professional competence and ethics has the power and opportunity to promote their country to a better economic level.

### Activity 11

Answer the following questions:

1. What kind of correlation is there between the culture of hardworking with developing professional ethics?
2. What is expected from each citizen to promote professional ethics?

## 7.5.2 Learn and Appreciate Others Professional Achievement



Picture 7.2. People visiting farm land

- What do you understand from the picture?
- What is the significance of appreciating professional efficiency of others?

### Teacher Okello and Teacher Roda

Teacher Okello and teacher Roda are teaching in different schools. They do not know each other before meeting in a given training for improving professional competence. At the end of the training, they agreed to make experience sharing between their students. Based on this, teacher Okello went to the school of teacher Roda with his students. By visiting and explanations, they achieved good experiences. Since the school was Technical and Vocational, it has graduated a number of students in woodwork, metalwork, cloth sewing, and electricity and so on. For further work experience, students from this school are sent to higher colleges. After being empowered with the necessary professional training and professional ethics, students were organized in different works for which conducive conditions are created.

When Ato Okello and his students raised different questions, appropriate explanations were given to them. Ato Okello and his students had a good time by sharing their experiences and by getting experience from the hosting school. Then Ato Okello, by expressing the appreciation in the name of him and his students, passed gratitude for their warm welcome. They returned to their school inviting Roda and her students to visit their school next time.

## Industriousness

### Activity 12

Answer the following questions on basis of the passage:

1. Why did both teachers make an appointment to visiting each other?
2. What would teacher Okello and his students gain from the visit?
3. What is the advantage of observing and appreciating one another's profession?

The reason why we have to be ready to learn from others and to appreciate others professional achievement is to build a basis for a culture of hardworking. Though a lot of people are surprised by others work, they have no tradition to encourage and appreciate such peoples officially. Furthermore, they are not ready to learn from professionals by expressing their interest and courage to get certain lessons from such individuals. Though this outlook is not of all individuals, it is the outlook of larger society and hence it has to be denounced and avoided since it is backward.

Obviously, all peoples cannot have similar profession and competence. If one is a teacher, the other becomes carpenter or builder and still others

office workers. Furthermore, some may be merchants while others are engineers, farmers, physicians so on. A country can develop only when the diversified professions of individuals are employed together for development and progress. Each person and the sector a person engaged in has a major role for the economic development of a country. Hence, to make the development share more fruitful, every profession has to be honoured and appreciated. Other citizens, by getting the knowledge from other professionals, are expected to improve their profession to serve them and their country properly. When criticisms as well as appreciations are forwarded in a constructive way, it has a great contribution to promote that work for tomorrow. Therefore, government and society has to give due respect for the profession and professionals, and due respect by creating conducive situations to learn from others.

### Activity 13

Answer the following questions:

1. How can a country be developed by work?
2. What is the significance of appreciating others' work and readiness to learn?
3. What has a government to do beyond appreciating professions and professionals?

### Summary

The culture of hardworking, professional competence and ethics are inseparable from a country's progress. In order to have a well-developed economy of and to ensure a better life for a society, it is important to create the culture of hardworking and professional ethics. If a person is well-developed with the culture of hardworking for profession with due respect of time in every sector, his/her contribution would be significant. Another important thing to achieve success in a job is, being based on a plan and completing a job if possible ahead of the planned

time. The primary objective of constitutionally stated economic objectives of Ethiopia is to have hardworking people to develop and empower him/her and his/her community and to enhance the system of equal opportunity of country's resources.

To build the culture of hardworking, another measure is disgusting dependency and involving in any work without setting hierarchies. There is no superior or inferior work. Though it does not mean all works need equal time and knowledge in comparison to other work, jobs by any standard have great significance for a people and country at



## Industriousness

large. As far as people of a given country develop the culture of hardworking and improving the level of their profession, it enables them to reach to better standard which results in gratitude and making an exemplary person. While it is important to encourage and appreciate such high achievers, readiness to learn from them is another aspect of building the culture

of hardworking. The current achievements in the level of human civilizations are mainly the results of higher commitment of peoples. On basis of this by implementing development and economic objectives stated in FDRE constitution, every citizen has to be dedicated for the development of the culture of hardworking.

### Key Words

<i>Idle:</i>	Doing no work
<i>Ups and downs:</i>	Challenges, constraints
<i>Significance:</i>	Advantage
<i>Commitment:</i>	Initiation, dedication
<i>Professional ethics:</i>	Behaviour expected in relation to work
<i>Punctuality:</i>	Being on time
<i>Schedule:</i>	Time breakdown
<i>Challenge:</i>	Constraint, hindrance

### Unit Review Exercises

Do these review exercises in your exercise book.

#### I. Write "True" if the statement is correct and write "False" if the statement is incorrect

1. Every work and worker has to get due attention and honour.
2. In countries where the culture of hardworking is well-developed, the effect of man-made disasters would be minimal.
3. A country's progress becomes real by developing higher professions only.
4. It is wrong to learn from others and to appreciate them except involving his/her own job.

#### II. Match words or phrases under column 'A' with correct items of column 'B'

- | A                | B  |
|------------------|--|
| 1. Appreciation  | A. Attained from something good                                |
| 2. Competence    | B. Not discharging a work effectively                          |
| 3. Regret        | C. Senior child  |
| 4. Advantage     | D. Reward for achievement at work                              |
| 5. The first son | E. Ability attained either by level of education or experience |
|                  | F. Feeling bad for what has already happen                     |

## Industriousness

### III. Copy the following questions on your exercise book and fill the correct answer on the space provided

1. \_\_\_\_\_ enables a profession and professional's better achievement.
2. To complete a given work in a given time period, first \_\_\_\_\_ has to be settled.

### IV. Choose the correct answer for the following questions

1. In order to ensure country's development in practice
  - (a) Realizing the disgustingness of dependency
  - (b) All should get equal opportunity of work
  - (c) Changing Economic objectives into practice
  - (d) All can be answers.
2. To say a person has carried on model activity
  - (a) Carrying a practice which leads to appreciation of his/her country, people and flag
  - (b) Organizing aid institutions
  - (c) Have to participate in athletics
  - (d) His/her name has to be mentioned in Radio and Newsletter frequently.
3. The basis of economic objectives is
  - (a) To ensure people benefit equally from a country's resources
  - (b) Giving special support for least advantaged regions
  - (c) Improving the living condition of Ethiopians
  - (d) All of the above.
4. To build the base of the culture of hardworking in our country
  - (a) A society has to build better understanding of work
  - (b) Avoiding the dishonouring of work, and classification of a work on gender basis
  - (c) Strengthening professional competence and ethics
  - (d) All are answers.
5. Among the social problems of our country that have to be avoided
  - (a) Dependency and considering begging as source of income
  - (b) Appreciating others and readiness to learn from others
  - (c) Commitment
  - (d) All are answers.

### V. Give short answers for the following questions

1. What does it mean, there is no superior or inferior work?
2. How can dependency be expressed?
3. What does proper usage of time mean?