Unit Seven
Industriousness

7.1 Respects for Work

In order for people to get what that 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 fulfilled. When we see a person whose job involves manual labor, we have to respect that he or she is creating something useful for us. If you, for example, collect some wood in your neighborhood and make a table, then it means you are making something useful. So you have to respect the woodwork 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 service 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 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 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 service 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.

7.2 Works as Human Necessity

People who are successful in their job usually have particular characteristics'. These include being

- Socially interactive and enthusiastic about doing a better job
- More likely to enjoy more financial gains since they spend more time on their job.
- Have the right attitude and understanding about work so that an individual can get the best out of work.

The importance of work for the individual include:

- Material gain is not the only benefit you get out of work.
- You should also have job satisfaction.
- Job satisfaction does not come from the material gain but from the process of performing the job effectively and , finally,
- The satisfaction that comes after completing the job and seeing the results.

A medical doctor, for example, experiences job satisfaction when she or he treats a patient and when the patients they treat are cured. This is true of any job. A farmer is satisfied when he or she finally collects the crops. A businessman is satisfied when his business is able to grow. So people engaged in all walks of life are satisfied when they are able to successfully complete the tasks assigned to them.

In order to have job satisfaction there are a few things to take into consideration.

1. An interest in the work.
2. The financial reward.
3. The level of social interaction.

Society is made up of a group of individuals and it is the cumulative actions of these individuals that affect society as a whole. When each individual takes a responsibility for protecting the environment, then the whole environment will be protected. When each individual chooses to fight crimes, then crimes will be controlled in society. This means it is the concerted effort of all individuals that brings about change in society, so responsibility lies in the individual and not in the group. Usually when an assignment is given to a group as a whole, there is a problem of people avoiding the responsibility, assuming that the others will do it. Only when the group assignment is divided into different individual responsibilities can the job be performed well.

Similarly it is the cumulative individual development that leads to societal development. If each individual manages to develop himself or herself, then society as a whole will develop. When each individual is educated and works, then society will benefit from this and it will become an educated society. When an individual increases his capacity and becomes productive, it means the capacity of society to be productive increases. This is when self-development transforms into societal development.

There are, however, a few points to consider. Sometimes people want to develop themselves without regard to societal development. These kinds of people do not care if they harm society in the process of benefitting themselves, but it is always important to think about self-development in relation to societal development as a whole. It is therefore, necessary to think about each decision we take and how it affects society. A choice that benefits both you and society is better than one which only benefits you and harms society.

7.3 Ethical Work Conduct

An important part of work ethics is

1. **Maintaining labor discipline**. Labor discipline means obeying the rules and guidelines of the work place. These rules and guidelines are usually designed to facilitate efficient working.
2. **Punctuality and proper utilization of instruments of labor**. 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. This also negatively affects the work to be done.
3. **The correct use of instruments in the work place**. People who work in offices may have computers, stationary and different materials that they use. We should avoid wastage in the work place as this reduces the cost for the work place and is better for the environment.

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. 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.

5. 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.
6. Proper execution of professional duties. This means that when you work you have to do so according to the agreed guidelines and in the best possible way. It is important to take breaks and these are the times for socializing, not during working time.

7.4 Factors Determining the World of Work

Ethical standards are values that are important in building a smooth working environment. Normally, a working environment involves a lot of people working together. When people work together there are certain social standards to respect. There are things that should not be done if they offend a co-worker. A typical example is smoking. Some people in the work place may be uncomfortable when another person smokes. In order to maintain a good working environment, smoking may not be allowed. This ethical standard is very important in

- Creating a harmonious working environment.
- Getting to the office on time,
- Avoiding corruption and respecting each other.

These are general ethical standards that are true of any work. Some professions have their own ethical standards that must be followed strictly for the proper functioning of their jobs. For example, medical doctors have their own ethical standards such as maintain patient confidentiality. This standard means medical doctors are not supposed to divulge the specific conditions of patients to others without proper authorization or c ause. This could offend the patient and may infringe

upon his/her privacy. Similarity, Policemen have ethical standards and are obliged to treat every individual equally and respectfully. They should not apply excessive force to apprehend a suspect and must follow the procedures exactly. These kinds of profession specific ethics are usually included in their professional training.

In the field of medicine there are profession related ethical standards. These ethical standards are believed to have started in the 4th century in the time of Hippocrates. When a medical student graduates he takes an oath, promising to fulfill certain ethical standards. This is called the Hippocratic Oath. This oath has been revised and modernized over time. In Ethiopia the standards include.

- Keeping patients from harm;
- Giving loyalty and support to fellow physicians;
- Refusing assistance to people who want to kill themselves;
- Not to discriminate on the basis of wealth, age sex or race.

These ethical standards are taken to make the profession more effective because medical personnel are involved in saving people's lives and they are entrusted to do this in an ethical manner. One of the issues that have affected the world of work is sexism. Sexism is a word that describes discrimination based on sex. Traditionally people assigned different roles to men and women and this assignment resulted in limiting women only to certain types of jobs. Some people still think women are only suited to take care of household chores and rear children. Apart from that there are some jobs that are considered suited for women like being a secretary, a nurse and the like. Even when they get the chance to be managers, some of the people they are managing may be reluctant to respect them. They get mistreated when they work in jobs that are considered to be men's. This is a wrong way

of thinking and should be changed. It discourages women from getting involved in jobs they want.

Nowadays, and in the developed world, women participate in all activities and contribute to the development of their country. Sexism seriously limits the potential of the people to benefit our society. There are a lot of women professionals and managers but, because of sexism, many of them are denied the chance to fully use their potential and contribute to the development of their country. Developing countries need to make the best use of their resources, including the potential of women, to attain sustainable growth and development. Sexism is detrimental to development and the entire working environment.

Work both for personal gains and national development. In order to do work effectively and sustainably, ***leisure*** is also very important. It is only when you get enough rest and leisure time that you can do your work well. Having leisure time allows the mind to be fresh and makes it possible to work more effectively. Apart from making work effective, leisure also has other benefits. It helps to socialize and build relations with others. As humans are social beings, we live together and social interaction is a necessity for everyone. We need company in times of happiness and in times of sorrow. We have national holidays that we value and we want to share with our loved ones.

- **Leisure** is important but you should choose the right environment to spend that free time.
- **Leisure** to help you do your job well and to socialize. This means the way you spend your leisure time impacts upon the way you do your work.

- **Leisure time** in refreshing and harmless activities, you will be able to benefit personally.
- **Leisure** time in harmful activities you may not be able to do your work very well.
- There are many healthy ways of spending leisure time. Sport is a good way of socializing and a healthy way of refreshing oneself.

7.5 Hard Work and Development

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.

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 are now starting to get a good price for their coffee having made deals with companies in the west.

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 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.

7.6 Policies and Strategies for Development

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

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 of globalization include:**

- an increased inflow of goods and services,
- The transfer of knowledge and technology, the advancement of global information and communication technologies.
- more goods to choose from, more sharing of ideas and policies, and
- Closer relationships with other countries.
- These positive effects improve our lives and, in this respect, globalization should be accepted.

Of the negative effects of globalization the major ones are:

- 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.
- As a result the country may risk losing its sovereignty because of its dependence on other countries.
- It is, therefore, essential to balance the exposure to globalization to the extent that we exchange technology and ideas but also protect our own producers so that we can be self-sufficient, at least in the basic necessities.

One way to balance the effects of globalization is to identify the sectors that would be most affected by it and devise policy measures to protect those sectors. First of all a study should be conducted in order to find out which sectors are vulnerable to external pressures.

After that the appropriate policy should be devised to protect these sectors.

7.7 Work in an International Perspective

When we think about civilization we think of the way of life of the developed countries. We see the level and variety of consumption they enjoy and we aspire to reach that state. The reasons they have reached that level of consumption are because they managed to invent and innovate new things that make life easier and more comfortable. Think of the many inventions like electricity, telephone, computer, television and cooking stove that have improved people's lives. That is a foal that many countries aspire to reach.

All the people who invented things that make life easier share one common trait: they devoted their time and committed themselves to achieve their aims. Civilization refers to a society or community built on culture and knowledge. To further civilize a nation or state requires updating culture and knowledge through education. On the basis of this knowledge and through hard work we can further develop our civilization. Those countries which are developed have realized that work is important and invest time to come up with new and better ways of doing things.

Promoting Foreign Direct investment

In the effort to align the country's development policies with those of globalization, the Ethiopian government has devised a policy to attract foreign direct investment. This policy helps the country to strengthen its relationship with other countries and is a significant step in opening up the economy to the rest of the world. To that effect, the following measures have been taken to promote foreign direct investment to Ethiopia:

- Giving foreign direct investors a tax holiday;

- Remitting part of their profit to their country;
- Leasing land and other resources;
- Providing information on the possible and profitable ventures.

All these measures taken to attract foreign direct investment are part of the government's effort to create a good relationship with other countries and people. This helps to import technology and increases the productivity and income of the country.

Unit Seven Review Questions

Part I. Multiple Choice

1. Which one of the following behaviors is **not** categorized as work ethics?
   A. Initiative
   B. Minimizing productivity
   C. Punctuality
   D. willingness to learn
2. Which of the following could encourage workers to produce more?
   A. introducing rewards for better work
   B. increasing the salary of all workers constantly
   C. establishing workers cooperatives in industries
   D. encouraging workers to form labor unions
3. One of the major causes for the economic backwardness of our country could be
   A. absence of peace and stability for long period of time
   B. the fact that the country did not stay under colonial rule
   C. absence of fertile land for agricultural development
   D. lack of natural resources for industrial development
4. The economic development strategy of the present government of Ethiopia gives priority For increasing the
   A. Productivity of high-level industry
   B. Productivity of cottage industry
   C. Productivity of agriculture
   D. Volume of import and export
5. Which one of the following is the major indicator of poverty?

A. Inadequate social services
B. Lack of entertainments
C. prevalence of literacy
D. abundance of production

6. You should respect:
   A. only white collar works
   B. only blue collar works
   C. people who work in the house
   D. a and b
7. Countries should reduce poverty by:
   A. waiting for aid from other countries
   B. working hard
   C. by migrating to rich countries
   D. All the above
8. Creativity:
   A. leads to development
   B. leads to the production of new things
   C. comes with hard work
   D. all the above
9. Economic Policy is:
   A. a specific way of implementing a plan
   B. the same as strategy
   C. a general direction for the
   D. economy of a country
10. Successful people:
    A. have material gains
    B. have job satisfaction
    C. do their job efficiently and effectively
    D. All the above
11. In order to have job satisfaction:
    A. financial reward is enough
    B. financial reward is not important
    C. financial reward is one of the factors but there are others

D. all the above

12. Ethical standards are beneficial for:.
    A. efficient accomplishment of work
    B. harmony in the work place
    C. taking away the freedom of workers
    D. All the above
13. Which of the following are the benefits of globalization:
    A. sharing of ideas and technology
    B. promoting efficiency
    C. opening up markets for competition
    D. All the above
14. What is meant by industriousness?
    A. Giving priority to the maximization of industrial production
    B. Carrying out one's work with great care and devotion
    C. Relying on other people for making every decision
    D. Growing interest to get employed in industries
15. Ethiopia could attain sustainable development mainly by
    A. Copying the economic model of the developed countries
    B. getting loans and aids from international organizations
    C. using its resources wisely and economically
    D. building industries with imported latest technologies

Part II matching

Column A	Column B
16. ***Hippocratic Oath***	*A.* discrimination based on sex
17. **Sexism**	B. allows mind to be fresh and makes
18. **Leisure**	C. ways through which policy is implemented
19. **ADLI**	D. medical student graduates he takes an oath
20. ***Strategies***	*E. Agricultural Development Led Industrialization*