



**EIGHT HOUR DAY**

Celebrate 150 years  
of work, rest & play

# Losing the Eight Hour Day

*Student resources for Later Years, focussed on topics related to the 150<sup>th</sup> anniversary of the winning of the eight hour day in Victoria.*

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## SR 1 Changes in working hours

### 48 Hour Week

1873 Victorian government gives female factory workers the Eight Hour Day (6 days a week).

1874 Victorian Government contracts make the legal working day eight hours.

### 44 Hour Week

1930 Following gains in a variety of industries over the previous decade the forty-four hour week becomes standard in Australia (five and a half days per week).

### 40 Hour Week

1948 1 January: introduction of the five day forty hour working week for all workers.

### 38 Hour Week

1982 Metal trades gain the thirty-eight hour week which then becomes the current national standard.

## SR 2 Leave entitlements

### Annual Leave

- 1936 *One week* of annual leave on full pay is included in an award for the first time. A principle is established that leave should be granted in reasonably prosperous industries.
- 1941 *One week* of annual leave becomes standard.
- 1945 *Two weeks* annual leave becomes standard.
- 1963 *Three weeks* annual leave progressively introduced.
- 1974 *Four weeks* annual leave, today's standard, had been achieved.

### Long Service Leave

- 1951 New South Wales legislation for long-service leave is enacted, believed to be a world first. Other states follow.
- 1964 Long service leave of thirteen weeks granted to Commonwealth workers for twenty years service prior to the award and thirteen weeks for fifteen years' service thereafter.

*Today's standard is thirteen weeks for fifteen years though some workers have two, even three months, after ten years of service.*

### Sick Leave

- 1922 Sick leave first introduced into awards.
- 1941 Two and half days become standard.

### Personal Carer's Leave

- Early 1960s Compassionate Leave introduced into federal awards.
- 1994 Up to five days for family related matters.
- 2005 Entitlement allows employees up to ten days leave a year for the purpose of caring for family members or for family emergencies.  
All employees, including casuals, gained the right to take up to two days unpaid leave for family emergencies.

### Maternity and Parental Leave

- 1973 Maternity Leave for Commonwealth employees introduced.
- 1979 Unpaid Maternity Leave of up to twelve months for all workers.
- 1989 Maternity Leave allowed as a standard award provision Paid?
- 1990 Parental Leave extended to men.
- 2001 Parental Leave extended to casuals.
- 2005 Employees allowed to request up to twenty-four months unpaid parental leave and the right to request part-time work on their return.

## SR 3 The History of Australian Unions

### 1788-1849

In this period New South Wales was settled as an English penal colony after the landing of Captain Phillip on 26 January 1788. The struggles of the majority of First Fleeters, the convicts, led to the development of unionism in Australia.

- 1791 Convicts Strike: demanding daily issue of rations, not weekly issue.
- 1804 Castle Hill Rebellion: protest on conditions and rations.
- 1822 James Straighter, convict shepherd sentenced to 500 lashes, one month solitary confinement on bread and water, and five years penal servitude for ...'inciting his Masters' servants to combine for the purposes of obliging him to raise the wages and increase their rations'.
- 1828 *Masters and Servants Act* of NSW provided that ...'servants could be imprisoned and have their wages forfeited for refusal to work or for destruction of property, and that Masters found guilty of ill-usage should be liable to pay damages up to 6 months wages'.
- 1830 Shipwrights union formed.
- 1831 Boatbuilders union formed.
- 1833 Cabinetmakers union formed.
- 1838 Society of Compositors strike and win wage increase of 5s5d per week.
- 1840 Society of Compositors campaign to restrict the number of apprentices. The government uses convict compositors as strike- breakers.
- 1843 Economic depression leads to the formation of the Mutual Protection Society to protect the interests of the middle and working classes of N.S.W.
- 1844 The Early Closing Movement seeks the reduction of working hours from 14 to 12 hours per day.
- 1848 Political activity of the working class leads to the formation of the Anti-Transportation League.

### 1850-1900

The early development of Australian trade unions; unions outlawed in Britain until the passing of the *Trade Union Act* in 1871. Transportation of convicts ended in the eastern states in 1853, in Western Australia in 1868. Various craft unions were formed. Gold was discovered in Bathurst in 1851.

- 1850 Stonemasons union formed.
- 1854 The Eureka Stockade results in the deaths of 10 Irish, 2 Scots, 2 Canadians, 2 English, 2 Germans and 1 Australian.
- 1856 The 8 Hour Day Movement is formed by the Stonemasons in Melbourne and Sydney.
- 1869 Men of the Coranderrk Aboriginal Station (Victoria) demand wage payments for their labour and official tenure of the station.
- 1873 The Amalgamated Miners Association formed.
- 1873 The first Seamans Unions formed in Sydney and Melbourne.

- 1878 Seamans Union strikes against the use of cheap Chinese labour by the Australian United Steam Navigation Company.
- 1879 The Inter-Colonial Trade Union Congress—the forerunner of the ACTU—is formed. Unanimously opposes Chinese immigration.
- 1881 The *N.S.W. Trade Union Act* is passed—union rights & registration.
- 1882 The Victorian Tailoresses Union, Waterside Workers Union formed.
- 1885 The first Board of Arbitration resolves the dispute in favour of the workers.
- 1886 The Shearers Union formed.
- 1890 Employers form unions—Pastoralists Union, Chamber of Manufacturers, Steamship Owners Association.
- 1891 The Shearers Union strike over freedom of contract.
- 1892 Miners strike in Broken Hill over wage cuts, employment of scabs.
- 1894 Shearers Union strikes again on same issues. The *Masters and Servants Act* of NSW is used against the union—23 years after England proclaimed the *Trade Union Act*. Women win the right to vote—for the first time in the world—in South Australia.
- 1896 Intercolonial Trade Union Congress resolves to extend the restrictions on Chinese immigration to all non-European peoples.

### 1900-1939

The experience of the 1890's convinced unionists that legislation establishing Arbitration and Conciliation Courts was required.

- 1901 Union membership 97200 (population 3,774,000). NSW *Industrial Arbitration Act* passed.
- 1902 Women in NSW and Commonwealth receive the vote.
- 1904 Australian Conciliation and Arbitration Commission established.
- 1907 The Minimum Basic Wage is established by Mr Justice Higgins in the *Harvester Award*.
- 1911 Union membership 364,700.
- 1912 Strikes in Brisbane over the Tramways Co. refusal to recognise members' right to wear union badges.
- 1918 The Australian Workers Union formed by rural worker organisations.
- 1920 44 hour week awarded to timber-workers and engineers. Others follow suit.
- 1921 Union membership 703,000.
- 1926 Federal Crimes Act amended to apply to unions—known as the 'Dog Collar Act'.
- 1927 ACTU is formed.
- 1930 Women are receiving 54% of male wage rates.  
During the Great Depression the Industrial Court abandons the 'needs' concept of wage fixing and introduces a 10% wage cut.
- 1931 Union membership 769,000.
- 1937 The 'Dog Collar Act' is applied to waterside workers who refuse to load scrap iron for shipment to Japan.

## 1939 - 1983

The Second World War has big impact on Australian workforce. Women enter workforce in large numbers; for the first time, many earn wages close to male rates. Large scale post-war migration started to change the nature of the workforce and Australian culture. The Vietnam War generated a mass anti-war movement involving some unions.

- 1939 Women replace male workers in a wide range of industries; most receive 90% of male rates. Work-based child care facilities provided.  
Two-thirds of the Aboriginal residents of Cummeragunga (NSW) leave in protest at life on reserve; deprive management of their labour.
- 1941 1 week annual leave standard; Union membership is 1,076,600.
- 1945 Two weeks annual leave is introduced.
- 1946 Men replace women in industry. Child care centres are closed. Aboriginal station workers in the Pilbara (WA) strike for better wages and conditions; the strike lasts until 1949.
- 1948 Queensland Railways strike runs for 9 weeks.
- 1949 Coal strike for 35 hour week & Long Service Leave results in the use of troops under the *National Emergency (Coal Strike) Act*.
- 1950 The female wage rate is lifted to 75% of the male wage rate.
- 1953 Cost of living increases abolished. Industrial action could result in heavy fines, jail sentences for unions, officials and members.
- 1956 Union membership 1,690,200.
- 1963 Annual Leave of 3 weeks becomes standard.
- 1965 ACTU files claims to remove the discriminatory clauses in the awards relating to the employment of Aborigines.
- 1966 Aborigines on NT stations win equal pay with Europeans from 1968.
- 1967 Referendum: massive 'YES' vote for citizenship for Aborigines, & federal control of Aboriginal affairs. Aborigines included in the census.
- 1969 ACTU Equal Pay Case—women to receive pay equal by 1975.
- 1971 Union membership 2,436,600.
- 1973 Four weeks annual leave.
- 1975 Wage indexation is introduced as the main method of wage fixing.
- 1979 Women workers win right to 12 months unpaid maternity leave
- 1981 Wage Indexation abandoned.  
38 hour week is achieved in federal Metal Industry & other awards.

## 1983-1999

Significant changes to industrial relations legislation. Maternity leave, superannuation, then later, family leave became award entitlements. Some 300 unions merge into 20 'super' unions. Enterprise bargaining became the main avenue for wage increases.

- 1983 Cost of living adjustments and a centralised system of wage fixation are introduced.
- 1984 National Occupational Health & Safety Commission is established. Union membership is 3,028,500.
- 1985 Queensland power industry dispute leads to draconian anti-union law passed by State Parliament. The ACTU test case on adoption leave is successful.
- 1986 Introduction of universal superannuation for Australian workers
- 1987 The two tiered wage system is introduced. Unions begin a drive for industry and award restructuring.
- 1988 *Conciliation and Arbitration Act 1904* replaced by *Industrial Relations Act 1988*.
- 1989 Unions embark on Award Restructuring process.
- 1992 Enterprise bargaining is introduced into *Industrial Relations Act*. Union amalgamation accelerates. ACTU supports the process of reconciliation with Australia's indigenous people. ACTU wins Parental Leave test case.
- 1993 Victorian Government introduces legislation to reduce award and union coverage.
- 1994 *Industrial Relations Reform Act 1993* comes into operation.
- 1995 ACTU wins Personal Carers' Leave Test case.
- 1996 Howard Government elected - introduces *Workplace Relations Act*, reducing workers entitlements under awards and severely limiting unions' capacity to organise.
- 1998 MUA dispute; union movement wins against employer and Government attacks on the right to organise and be a union member.
- 1999 Second wave of anti-union legislation defeated by a combination of union and community activity.

Adapted from *A Short History of Australian Unions*: [www.actu.asn.au/public/about/history.html](http://www.actu.asn.au/public/about/history.html)

Additional background information:

*Encounters: Coranderrk and the Struggle for Rights* [www.museum.vic.gov.au/encounters/coranderrk/](http://www.museum.vic.gov.au/encounters/coranderrk/)

*The Sunshine Harvester Works*: themes [www.museum.vic.gov.au/sunshine/themes.htm](http://www.museum.vic.gov.au/sunshine/themes.htm)

## SR 4 The History of Australian Unions *worksheet*

### Group 1: The development of unions

- Did anything you read in this document surprise you?
- Which unions were formed between 1788 and 1900? What does this tell us about the development of life and work in the colonies?
- What sorts of strategies did employers use to oppose union action?
- What happened to union membership between 1900 and 1989? Suggest reasons why this might have happened.
- What important changes occurred in industrial relations in the period 1983-1999?

### Group 2: The big issues

- Did anything you read in this document surprise you?
- What was the cause of the earliest strike actions in the Australian colonies? Was such action justified?
- What sorts of issues were workers taking action over between 1850 and 1900?
- Why would workers have been so keen to see an Arbitration and Conciliation Court established?
- What were the significant wins that unions had in the 20<sup>th</sup> century?
- Why might unions have thought cost of living increases were so important?

### Group 3: Equality for all?

- Did anything you read in this document surprise you?
- Why would workers have wanted to see an end to convict transportation?
- Why would unions at this time have opposed Chinese immigration?
- How did Aboriginal people go about fighting for better conditions?
- What were the important steps in the fight for equal pay for women?

## SR 5 PMI: Plus, Minus, Interesting

The plus, minus and interesting tool (PMI) can help you to evaluate an issue by looking at all sides of the topic and identifying its strengths and weaknesses.

1. Use sticky notes to jot down the main ideas from your research.
2. Discuss with other group members which category each belongs to.
3. Finally, try to form an overall judgment on the issue that you can all agree to. Use the table below to summarise your ideas.

<b>Issue:</b>	
<b>P (+) Plus</b>	
<b>M (-) Minus</b>	
<b>I (?) Interesting</b>	
<b>Judgment:</b>	

## **SR 6 Characteristics of the workplace and society** *that impact on the strength and wellbeing of workers' families*

### **Recent workplace changes include:**

- The falling away of standard working hours for full-time work.
- The polarisation of the workforce into underemployed part-timers who want to work more and who have inadequate earnings, and overworked full-timers who are suffering a decreased quality of working and family life.
- Job insecurity. Many organisations have reduced the size of their workforce. Job insecurity is especially difficult for those supporting dependants and has a major impact on stress levels in families.
- Globalisation has led to intense competition and significant changes in the job demands experienced by many employees e.g. to travel and be accessible during 24 hours a day.

### **Workforce participation trends which impact on families are:**

- Increasing labour force participation of women including mothers with young children and lone parents.
- The increase in dual income families with children.

### **Concerns about family life:**

- Time spent with children and the differences between mothers and fathers in this regard.
- A major contributor to stress reported by employed mothers is their greater overall responsibility for children.
- One study found that workplace variables impact directly on job satisfaction, negative mood and job-related tension, which in turn, impacted on parenting behaviour, which in turn impacted on children's behaviour. Work experiences affect marital satisfaction, mental health and alcohol abuse.
- Some studies examining the effects of child care on children are also briefly discussed. These studies show both positive and negative effects as well as no significant differences between children who have and have not attended child care facilities. The report suggests that it is the quality of care that is more important than being in care itself.
- In a survey of 1,000 fathers, more than half saw barriers associated with the workplace (expectations of long working hours, inflexibility) as being the most critical factor preventing them from being the kind of father they would like to be.
- A poll conducted by Relationships Australia in 1998 that shows work pressures is one of the top three relationship problems mentioned.
- Coming home from work feeling stressed and coming home late from work were reported to lead to poor quality family relationships, not having enough time for spouse and self.
- A large-scale longitudinal study found that shift work reduces the quality of marriages.
- Work demands that reduce the capacity of employees to establish and maintain quality intimate relationships are: extended hours of working; working at unsocial times; constant short-term travel; overseas assignments for up to 12 months; and expectations about 24 hours accessibility.

### Trends in the provision of family friendly policies

- The majority of certified agreements and Australian Workplace Agreements contain at least one family-friendly measure, most commonly flexible-hours provisions.
- Many workers in the United States, the United Kingdom and Australia lack formal access to any work-family services or programs because they work on fixed-term contract, short-term or when called. This is part of an international trend of casualisation.
- For some employees, however, casual work enables them to balance their work and family commitments at certain times in their lives.
- In Sweden, many organisations have experimented with employees working a six hour day but being paid for seven or eight hours. Some companies have provided managers with allowances to purchase cleaning, laundry and ironing assistance as a way of helping dual career couples manage their work and family commitments.

Adapted from the executive summary of *Work and family. Current thinking, research and practice* by Dr. Graeme Russell and Lyndy Bowman, February 2000. Prepared for the Australian Department of Family and Community Services by Macquarie Research Ltd, Macquarie University.  
[www.facs.gov.au/internet/facsinternet.nsf/via/sfc/\\$file/work\\_family.pdf](http://www.facs.gov.au/internet/facsinternet.nsf/via/sfc/$file/work_family.pdf)

## SR 7 Work in Australia

### *deepening inequality of income, opportunity and security*

#### Income inequality in Australia is widening.

- Falling proportion of Australians employed in skilled middle income occupations.
- Gap between professional workers on high incomes and casual/part-time low income workers growing.
- Almost 90% of all new jobs created in the 1990s paid less than \$26,000 a year.
- Almost half paid less than \$15,600 a year; 75% of those jobs went to women.
- Earnings inequality in Australia widened for both men and women in the 1990s due to an explosion of earnings at the top of the labour market, and stagnation at the bottom and middle.
- Real hourly earnings for males in the top 10% increased by 53% between 1989 and 2001.
- Only the top 40% of income earners experienced real wage increases in the 1990s.
- The number of working poor increased and now stands at between 10% and 18% of all workers.
- 70% of low wage employees are of prime age (25 to 54 years) and the majority of low wage women are working full time.

#### Casual and part-time work

- Casual and part-time work is growing; full-time and permanent working is declining.
- Most job losses occurred in occupations with high levels of full-time and permanent employment. The largest losses were in rail transport, electricity and gas supply, textiles, clothing and footwear and finance. Jobs increased in property and business services, retailing, hospitality (areas with among the highest rates of casualisation), education and construction trade services.

Workforce	1980s	2002
<i>%casual employees</i>	16%	27%
<i>% part time employees</i>	18%	29%
<i>% permanent full time employment</i>	74%	61%

- 2.5 million new jobs created in Australia in the 1990s; the vast majority part-time and casual, in low skilled and low paid areas.
- 70% of growth in total number of employees in Australia 1988-2001 was in casual employment.
- One third of all women workers are in casual employment.
- Women now make up 57.5% of all casual employees, but casualisation is growing fastest among men and younger workers.
- Growth in casual employment is not driven by employee choice:

- 68% of casuals would prefer more predictable patterns of work.
- Loss of benefits e.g. around half of all casual workers have been in the same job for more than 12 months, but have no access to sick leave, holidays or time off to care for a sick child.<sup>1</sup>
- In 5 years (1990 to 1995) there was a 50% increase in the number of workplaces using labour hire workers.

Disadvantages associated with casual/labour hire employment compared to permanent employment include:

- higher levels of job and income insecurity.
- lower levels of satisfaction with income and work in general.
- lower occupational health and safety standards.
- poorer access to training - only 50% of casuals undertook training in 2000 compared to 70% of permanent employees.

### **Workloads and work intensification**

- Pressure and stress associated with work a key concern for workers and managers alike.
- Compensation claims for stress now the largest cause of occupational disease in NSW, increasing from 5% of all claims in 1992 to 19% in 1998.
- Workloads have increased and work is more intense in all occupations and industries.
- People are working harder in each hour spent at work and also working longer hours.
- 1982- 2002: the proportion of employees working 50 or more hours/week increased from 17% to 21%; the proportion of employees working a standard 35 to 40 hour week fell from 50% to 33%.
- Only 7% of employees now work all their weekday hours between 9am and 5pm.
- Less than half of the Australian workforce works a Monday to Friday schedule.
- Half of all employees work overtime and 60% of them are not paid for it.
- Only 37% of permanent employees who work over 41 hours a week are paid for the extra hours.
- 51% of employees working more than 45 hours a week would prefer fewer hours.
- 47% of them say work leaves little time and energy to be the parents they'd like to be.

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<sup>1</sup> Watson et al *The Future of Work*

## Balancing work and life

- Work intensification and lack of quality, secure part time jobs increase the difficulty of balancing work and family life, especially for low income households.
- The employment rate for all women increased by a third from 47% in 1980 to 62% in 2001; and in 2001 the employment rate for women aged 25 to 54 was 68%.
- Far fewer single breadwinner families since the start of the 1980s (by 2000 decreased from 51% to 31%).
- Dual and one-and-a-half breadwinner model increasing in importance. Between 1981 and 2000 increased from 24% to 33%.
- Most women with children who want to return to work part time have little choice but casual employment. Two-thirds of part time jobs are casual, with little security and no entitlements to holidays or leave to care for a sick child.
- 57% of women with children work part time, compared to 25% of women without children.
- Australia is characterised by both a large number of people in high skilled jobs who would like to work less hours and a lack of quality part time work.

## Unemployment and underemployment

*Unemployment figures are calculated by the Bureau of Statistics, using a definition of unemployment consistent with worldwide measuring rules laid down by the International Labour Organisation. The definition has not changed significantly for the past 20 years or more.*

*It is a very narrow definition however. "To be classed as unemployed, you can't have done any paid work in the week you're surveyed, you must have been actively seeking work and you must be able to start work immediately. So it's true as they say that if an unemployed person picks up as little as an hour's work while looking for a proper job, they'll be counted as employed, not unemployed".<sup>2</sup>*

Long-term unemployment and underemployment become more entrenched problems during the 1990s. Recent data show that 22% of unemployed people have been out of work for more than 12 months.

It is no longer meaningful; to talk about unemployment as a reliable measure of problems in the labour market, or in the incomes of individual or families. When the numbers of discouraged job seekers and those who are *underemployed* – that is, people who are in part-time or casual work but who wish wishing to work more hours – are added to the official unemployment figures, the rate doubles.<sup>3</sup>

- Tracked over an 18 month period, 90% of jobs started by jobseekers were temporary jobs and two-thirds were casual.
- The proportion of jobseekers starting full time work fell from 64% in 1990 to 55% in 2000.
- The proportion of unemployed men aged in their mid-50s who were 'discouraged' job seekers and gave up looking for work altogether increased from 10% in the early 1980s to 30% in 2001.

Adapted from *The Future of Work* by Ian Watson, John Buchanan, Iain Campbell and Chris Briggs.  
An abridged version of chapters 2-10 of *Fragmented Futures: New Challenges in Working Life*, Federation Press, (Sydney, 2003) is available at <http://actu.asn.au/public/news/files/fowexsum.pdf> .

<sup>2</sup> *Getting a full-time job can still be hard work*, Ross Gittins, 13/12/2003 [www.smh.com.au/articles/2003/12/12/1071125657299.html](http://www.smh.com.au/articles/2003/12/12/1071125657299.html)

<sup>3</sup> *The Bare Necessities: Poverty and Deprivation in Australia Today*. Submission to the Senate Inquiry into Poverty and Financial Hardship. Australian Council of Social Service. Paper 127. June 2003. p.5 [www.acoss.org.au/upload/publications/papers/paper%20127\\_povinqury.pdf](http://www.acoss.org.au/upload/publications/papers/paper%20127_povinqury.pdf)

## SR 8 Work and Change Scenarios

### **Group 1: Income inequality in Australia is widening**

Your best friend has a younger brother and sister, both still at primary school. The company for which his/her Mum has worked for many years has closed its business in Australia and moved its operations overseas. The only work your friend's Mum can find is part-time and very poorly paid. Suddenly the family income is cut by about 25% and the family is struggling; there's not enough left over for pocket money and outings. What does this mean for your friend and his/her family?

Your Dad though has just been promoted and has received a big pay rise. For a change there's plenty of money for holidays, new clothes—nothing seems to be a problem.

Will this have an effect on your relationship with your best friend?

### **Group 2: Casual and part-time work**

Joe works as a casual barman in a large sports club. He's been there for over two and a half years, and usually gets between 25 and thirty hours of work every week. The money's not bad, and he likes his co-workers, but he never knows from one week to the next what shifts he'll be working, whether he has weekends off, or which nights he'll be working. Often he gets a call late in the day to ask him to come in that evening. His friends and his partner are fed up with the number of times he's cancelled social events at the last minute. Joe's asked for a permanent job, where he'd get holiday pay and sick leave, and for a permanent roster, but the boss says he needs flexibility and there's always someone else ready to take the job if Joe doesn't want it. Now Joe's been offered a permanent full-time job in a car yard; less pay, and some weekend work, but sick leave and holiday pay are included.

### **Group 3: Workloads and work intensification**

Ahmed works in a big office, loves his job and hopes to be promoted. He's been there for about six years, and in that time, as a number of people have left, they haven't always been replaced. He finds he now has to stay at the office later to finish all the work that's coming his way. It's been harder since the baby was born. He really wants to have time to see his daughter in the evening, but he also wants a promotion so maybe he and his wife can afford to have another baby sometime. He worries that if he leaves work before the others he won't be seen as really committed. On the other hand, babies grow up fast.

### **Group 4: Balancing work and life**

Teresa has two children still at high school, and she works full-time in a busy IT company. The deadlines are often very tight. She hasn't really minded the pace and the hours because in the last couple of years, her children have been able to take care of themselves if she's late home. She usually manages to find some time on the weekend to go out with her partner and see friends. Recently however, since her mother has been ill, she's been finding it more of a struggle. Visiting her mother more often, doing her shopping and cleaning, trying to manage responsibilities at home and at work, have left her feeling exhausted, and on the weekends she has no time or energy to go anywhere. She's tried to talk to her boss at work about leaving earlier, but has been told that deadlines are deadlines.

### **Group 5: Unemployment and underemployment**

Nadia is 48 and unmarried. She's has been looking for work for eighteen months since she was retrenched when her previous employer decided to downsize. In that time, she's applied for dozens of jobs, but all she's been able to get is occasional secretarial work through a temporary employment agency. Some weeks she gets no work at all. She lives on a combination of unemployment benefits and what she earns. It's impossible to predict when she will be earning money, so it's hard to plan anything. Sometimes it's hard to pay the rent. She's becoming very depressed, and some days just can't convince herself to go job-hunting again.

## SR 9 The Effects Wheel

An effects wheel helps you work out the possible impacts of a situation. Begin by drawing a circle on a large sheet of paper and writing the issue to be explored in the centre. Then draw further circles around the middle one. In the first circle, describe the possible effects of the issue in the centre circle (*first order effects*).

In the second circle, describe what might happen as a result of the effects record in the first circle (*second order effects*). You can add as many circles as you need to. Students may also consider relationships between ideas not directly connected or reflect on what might happen if the links were reversed. You might like to divide your effects wheels into several sections to consider the impact on more than one person in the scenario.

