

YORK CASTLE HIGH SCHOOL
SOCIAL STUDIES
SUSTAINABLE DEVELOPMENT AND USE OF RESOURCES
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Development and Use Of Resources

What does the term resource mean?

Resources are things living or non-living, which may be used to satisfy human needs and wants, to improve people's standard of living or to create wealth.

Resources may be classified as:

- a) physical resources which fall into two groups (natural which is produced by nature or produced by man), and
- b) human resources

In other words, resources are either physical (natural or man-made) or human.

What is the difference between the two types of physical resources?

- a) Natural Physical Resources include land, relief, rocks, caves, soil, watershed areas, rivers, lakes, streams, climate, vegetation (forests etc), minerals, etc. Remember natural resources are produced by nature.
- b) Man-made physical resources include bridges, roads and buildings. As the name suggests, man (people) make(s) them.

What is human resource?

Human resource refers to people, their values and attitudes, their experiences, abilities, talents, skills, knowledge and educational level, which are used for the production of goods and services.

Students should be able to:

describe the structure and characteristics of a population

Characteristics of the population

Major characteristics of a population

Establishing the characteristics (or composition) of a population, such as those below, provides information to assist those who are making policies.

Age

Knowing the age structure of a population is important because people have different requirements from such things as health and education services at different stages of life. The age structure is also an indication of the level of development of a country.

Sex

The ratio of males to females might give an indication of the level of procreation within a population. Another use of this information would be determining the degree to which gender-specific health problems may emerge in the future which could determine where health resources need to be focused.

Occupation

Knowing about the spread of occupations across a population helps policymakers determine if there are skills shortages or a lack of skills development. A country needs people working in all areas of the economy.

Ethnicity

Being aware of the number and size of the different ethnic groups helps in determining what might need to be in place to meet the different needs of these groups of people. It can also highlight the need for programmes to encourage integration and tolerance.

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Religion

A person's religion is an important part of their life and they may expect to see some of the religious values they hold reflected in the society in which they live.

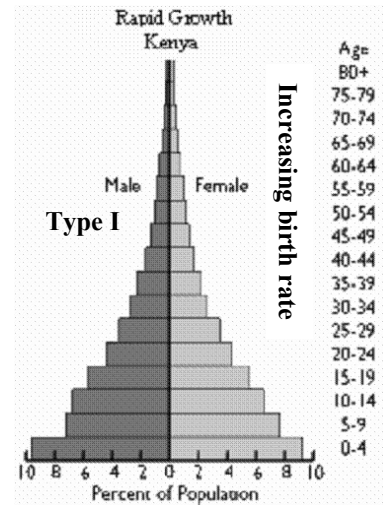
Dependency ratio

People in the working-age population, between 15 and 65 years of age, are said to be economically productive. Those outside this age range are dependents. Dependency ratio is the term used to describe the ratio of the number of dependents to the number of economically active people. A high dependency ratio means that there are a lot of dependents compared with the working population. In most Caribbean countries, the dependency ratio is quite high.

Population pyramids

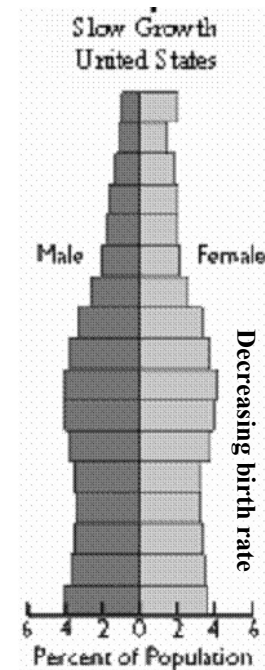
Age and sex distribution is often represented in a population pyramid where the relative proportions of age group and gender are clearly shown. The shape of a pyramid can also show, for example, how rapidly a population is growing, the size of the working population and dependency ratio.

The age: sex information obtained from a census is put in the form of a population pyramid. A population pyramid is a graphical representation of a given population. There are three typical shaped population pyramids.

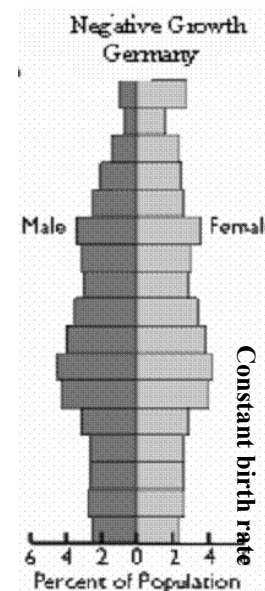


This type of population has a large percentage of children. (15-19). Such a population is described as a young population. It is characteristic of developing countries where birth rate is high.

With a high birth rate governments must concern themselves with providing educational and recreational facilities for the large youthful population.



The pyramid is characteristic of highly developed countries which have rapidly declining fertility levels. Birth rates are low and so are death rates. The high standard of living and advanced technology means more people live to an old age.



This population pyramid is also characteristic of developed countries. It has an even more narrower base than that of type II. Each age group is more or less even in size, except for the older age group which gradually becomes smaller. This type results from long periods of low fertility levels. This in conjunction with improved medical technology, will create a larger proportion of older people. It is sometimes described as an aging population.

Students should be able to:

explain the factors influencing population distribution;

the relief of the land, climate, fertile areas, location of mineral resources, developed areas, types of vegetation.

Population distribution describes the way in which a population is spread out. Within a country, there are areas where many people live close together and other areas where fewer people live with more space between them. The degree of concentration of people living in a given area is called the population density. This is established by finding out how many people live within a given unit area of the country, for example within a square kilometre.

Factors influencing population distribution

People settle where they are able to live and to support themselves.

The relief of the land

Flat land is easy to build on and so human settlements can quickly grow in this type of landscape. Where there are steep slopes, development is much harder and so these areas discourage human settlement. Poorer, less fertile soils are generally found on higher ground, which affects the amount of food that can be grown.

Climate

The climatic conditions of an area can make it difficult for human habitation. Areas that experience the following conditions will probably have small populations:

- very heavy rainfall
- very low temperatures
- long periods of drought.

Such conditions generally mean that food is scarce or hard to produce and so the human population that can be sustained is small. In areas of drought, the lack of water also makes it inhospitable for humans. Some countries develop irrigation systems to counteract low levels of rainfall to enable them to continue to produce food.

Fertile areas — agricultural land

Fertile areas attract human habitation and settlement. In these places, food plants grow easily and livestock animals can also be kept. Fertile areas are often associated with the alluvial plains of rivers or flat bottoms of river valleys.

Location of mineral resources

Mineral resources are those that can be extracted from the ground and used in economic activities such as manufacturing. The extraction process provides employment opportunities and so acts as a stimulus for human settlement. Any problems that may be found in such areas, such as a difficult relief or a lack of food, are overcome because of the economic importance of extracting the resource.

Developed areas

As an area develops and expands, the range of facilities and amenities it offers also grows. A large urban area might provide more social, economic and educa-

tional opportunities which attract more people. For example, there may be more schools, tertiary institutions, factories and other businesses. The population of the urban area grows as a result, which means it can support more amenities and opportunities, which in turn attract more people. This process leads to continued growth.

Types of vegetation

The establishment and development of human settlements in heavily forested areas is difficult. The large forest areas of Belize and Guyana make large areas of these countries uninhabitable for humans.

Students should be able to:

outline factors influencing population change;

An increase in the number in a population is known as population growth. The rate of growth is determined by factors such as natural increase and migration.

Birth rate

The birth rate refers to the number of live births each year for every thousand people in a population. Birth rates are affected by such things as the number of women of childbearing age, norms regarding family size and government policy towards population control, as well as the factors below.

Economic conditions and health care

The economic development of a country affects the level of health care that can be provided, while the economic situation of individuals has implications regarding their access to health care.

Family planning

Family planning is to do with a couple deciding how many children to have and when to have them and usually involves the use of contraceptives. The Caribbean Family Planning Affiliation is devoted to family planning and sexual and reproductive health care in the Caribbean.

Culture and religious attitudes

In some cultures women are traditionally expected to have many children. Similarly, some religions teach that family planning and contraception should only be attempted through natural means.

Education

Governments may run programmes in family planning education and counselling. Links are often made between the level of education an individual has and the ease with which they can access family planning programmes and services.

Women who enter education and consider a career of their own often have fewer children.

Death rate

The death rate refers to the number of deaths that occur for every thousand people in a population.

Development and economic prosperity

The level of development and the economic prosperity of a country affect the level of health care provision are therefore

the death rate.

Nutrition

A key factor in health is an adequate and healthy diet. CARICOM has established the Caribbean Food and Nutrition Institute (CFNI) which aims to attain food security and optimal nutritional health for all Caribbean citizens.

Growth rate and natural increase

The growth rate of a country's population is determined by finding the difference between the birth and death rates. If the number of births is greater than the number of deaths, the situation is described as a natural increase.

Migration

Migration occurs when people move within a country or between countries.

- Emigration is when people move away to another country.
- Immigration is when they move in from another country.

The effect on the population depends on the relationship between these two types of migration. For example, net immigration occurs when the number of people moving into a country exceeds the number leaving.

Fertility rate

The average number of children born to each woman during her lifetime produces the fertility rate of a population.

Infant mortality rate

This is the number of deaths of infants under one year of age for every thousand live births. The infant mortality rate is sometimes used as an indicator of a country's level of development.

Life expectancy

This is the number of years a person of a given age in a specific country or region can expect to live. A higher life expectancy is sometimes used as an indicator of a country's level of development.

Students should be able to:

outline the sources and uses of population statistics

The information obtained from the population statistics is used by the government to determine its policies and programmes to be implemented. We are aware that the population is always changing as it relates to its number and characteristics.

The population statistics help not just the government, but also businesses as well in evaluating past decisions, performances and policies. Those past statistics serve to shape how future decisions and policies should be implemented for the betterment of the population.

Information about the past and the current composition is useful, but information about the probably future structure helps the government to plan infrastructure and facilities to meet the demands of the ever changing population.

Sources of the population statistics include:

- National Census - used by the government to prepare its policies and plan for the future of the population. This gives an analysis of the population and gives the government an idea of what is the most pressing problems or issues.
- Registrar's Office - Responsible for registering important events such as births, death, marriage and fetal records. The following work is also done by the Registrar's office:

⇒ Produce certified copies of birth, death and marriage upon request

⇒ Correct errors of fact on important records

⇒ Register Opticians, trade unions, building societies and staff associations

⇒ Record Deed Polls, Bills of Sale and Powers of Attorney etc

⇒ Keep safe historical and public documents inclusive of wills, naturalization, certificates of citizenship and laws of the land.

There are many other things that this department is engaged in.

Office of Naturalization:

- Receive application from foreign citizens to become a citizen of the host country
- Monitor the implementation of a decision related to naturalization
- Request recommendation or opinion from intelligence or police on an individual who has applied for citizenship
- Determine the list of documentation required for deciding naturalization issues

Records of religious institution:

- The records maintained by religious institutions are usually accepted as proof of birth, marriage divorce and death.
- Religious institutions maintain records of births, christenings, confirmations, bar mitzvah and bat mitzvah, marriages, divorces, etc.

Students should be able to:

explain the causes and consequences of migration

Migration

People are always moving, whether from the rural areas to the urban areas or from the urban areas to the rural areas to either settle temporarily or permanently. There are however several factors that influence people to move and those factors are classified as either push or pull factors.

Exploration of the factors affecting Migration

Push factors + Pull factors = factors affecting migration

There are certain conditions existing in ones environment that are not encouraging improvement in standard of living or upward mobility. Such conditions force people to leave their home region to seek better conditions in other areas that offer better opportunities. Those negative factors are referred to as Push factors.

Push Factors:

- Lack of technology
- Lack of job opportunities
- Limited educational , recreational facilities
- Political instability
- Low wages
- Lack of basic infrastructure- houses, roads, water, electricity supply
- Crime and violence

Pull Factors

There are certain conditions and opportunities in a country that prove attractive and very enticing and those conditions pull migrants. Such enticements may be:

- Technological advancement
- Availability of jobs
- Abundance of social and cultural amenities
- Political stability
- High wages
- Proper infrastructure - roads, telephone/internet, electricity supply, housing etc
- Low levels of crime
- Greater educational opportunities

Let us further explore the concept of Net Migration

In a country where there are more immigrants than emigrants, the net migration will be described as being positive, In contrast, if a country has more people leaving than those coming in the country, then the net migration of the country will be negative.

Calculating Net Migration: Immigrant - emigrant = net migration

Work this!!

Example 1.

In St. Vincent, 3500 persons entered the country to settle and 2200 of the residents migrated to settle in the neighbouring country of St. Lucia. Calculate the net migration and state whether or not it is positive or negative.

Answer:

Immigrant (3500) - emigrant (2200) = Net Migration (1300)

St. Vincent is experiencing a positive net migration which suggests that the country's population is increasing.

Example 2.

It was reported that a whopping 12000 persons emigrated from Anguilla to settle in Trinidad and Tobago during the course of last year. During that same year, the country of Anguilla accommodated 7200 persons who came to settle. Calculate the net migration.

Calculation: 7200 - = -4800

Positive consequences of migration on the receiving country

- New skills are introduced into the labour force
- Creation of multicultural society
- Readily available labour force

Negative consequences of migration on the receiving country

- Greater pressure on the resources of the country
- Greater pressure on the social services of the country
- Social resentment towards the newly arrived
- Changes in the country's sex and age structure

Positive consequences of migration on the country of origin

- Money earned abroad is remitted to the country of origin, providing foreign exchange
- It provides a temporary solution to unemployment
- Migrants lean valuable skills which may benefit the country when they return
- Alleviate stress on the social services

Negative consequences of migration on the country of origin

- Brain drain occur as a result of the loss of mainly skilled and professional persons migrating. This would lead to economic slowdown.
- Further unemployment may result because of the flight of those who would normally be the ones to re-search and explore new economic ventures

- Investment venture may not be developed because the people with the money have left

When persons within a country change their place of residence, such movement is either permanent or temporary. The area to which the persons move will depend on push and pull factors discussed earlier. The followings are examples of internal migration:

- Rural - urban Migration
- Rural - Rural Migration
- Urban - Rural Migration

Rural - Urban Migration

Most urban areas in the Caribbean countries usually experience a rapid population growth. People moving from the rural areas to settle in the towns or urban areas are classified as **rural - urban migration**. This type of migration has both positive and negative consequences (those will be discussed in more detail). In the Caribbean countries, the major urban centres are most time called the capital of the country and those areas usually host the highest portion of the population as people are always lured to those areas because of the prevailing opportunities afforded.

Rural - Rural Migration

This speaks to the movement of people from one rural area of a country to another rural area within the same country. This type of movement is not very popular in the Caribbean, but it does occur when persons relocate for economic factors. Let us look at a country like Jamaica, where the bauxite industry once boomed. Bauxite mining companies need lands to mine and so these companies buy the lands from individuals and relocate the occupants to other rural areas.

Urban - Rural Migration

The movement of people from the towns or urban centres to settle in the rural communities is so termed urban - rural migration. The following factors accounts for this type of movement:

- Crime and violence
- Overcrowding
- Unemployment
- Pollution

There are many other factors apart from those listed.

URBANIZATION

Urbanization speaks to the physical growth of an urban area resulting from the migration of people in large numbers from the rural areas. The urban areas offer a more favourable setting:

- Generate jobs and better wages
- Affords the delivery of better educational, health, cultural and other social services
- Proper infrastructure - electricity, tele-

phone, roads, water etc

Problems associated with Urbanization

- Loss of arable land
- Pollution
- Unemployment and poverty
- Development of squatter settlements
- Traffic congestion
- Social deterioration (crime and violence)
- Inability of the government to provide social amenities for the population

Solutions to the problems of Urbanization

The government has a great responsibility in tackling the problems of urbanization; however, the problem could be lessened if there were:

- Improvement in the basic infrastructures (road, water, electricity) in the rural areas
- Decentralization - the establishment industries away from the cities
- Established urban upgrading projects to replace slums (squatter settlements) with low income housing
- An introduction of zoning regulations that ensure lands for agricultural purposes are not used otherwise
- The provision of adequate social services in the rural areas
- Limitations to the size of the cities by boundaries and population size

Students should be able to:

explain the need for developing human resources;

The need to develop human resources

Human resources include the skills, talents and abilities which individuals possess. These are applied to the production of goods and services which leads raising quality of life. A variety of human resources exists in the Caribbean such as engineers, doctors, lawyers, teachers, scientists, farmers, authors, poets, artists, fishermen and sport personalities.

It is therefore extremely important to develop the human resources of a country: to have productive workers and creative thinkers who will increase a country's production of goods and services and drive economic growth and social development.

Human resources development will lead to change in the well-being of the population of a country.

In the Caribbean, there is a particularly great need for human resources development because of the inequity and social exclusion that have affected the life chances of a large cross-section of the population. This means that many people are not enjoying a high standard of living, nor are they contributing as much as they could to the region productivity.

Students should be able to:

Explain the factors that contribute to the development of human resources.

Human resources development is the enhancement of the ability of members of a population to reach their highest potential and contribute to the productivity and life- standard of their country. The development goals of a country are best met when capital and physical resources are used by men and women who are comfortable, who are skilled and experienced and who possess certain qualities and attitudes. Thus human resources development focuses on making improvements in a number of areas including:

Factors affecting the development of human resources:

- health
- poverty reduction
- education and training
- culture and values
- peace and justice

Health

A healthy population is important to the development of a country. A healthy population means a population in good mental and physical health. The physical and mental health of the population influences the level of absenteeism in the workplace and affects mental and physical performance and output. All of this has an effect on productivity and so is a vital area of human resources development. The responsibility for health starts with each of us as individuals. It is our duty to educate ourselves and to observe (as much as we are able to) healthy habits such as ensuring a balanced diet, exercising and practising good hygiene.

The government plays an important role in this by improving access to health care and facilities such as hospitals and clinics. Governments may also improve sanitation, carry out fogging for mosquitoes and implement vaccination programmes. Another important strategy for governments is the organisation of campaigns to educate the populace on better health practices. Institutions and organisations also play a role by implementing certain practices. For instance, some business places offer health insurance for their employees.

Good health can be maintained at three levels.

Primary health care - refers to the care provided by the national health care service to prevent individuals from contracting diseases or illnesses.

It takes the form of

- Educating the population about a healthy lifestyle and the conditions that create illnesses.
- Promoting good nutrition, environmental sanitation, exercise and good hygiene

- Providing mental health and geriatric services, dental care services, pre-natal and post natal care, immunization, training for primary health-care workers.

Secondary health care - refers to the curative aspects of health care. It emphasizes the early detection and treatment of illnesses already contracted.

Secondary health care measures include:

- Injections
- Referrals of patients to other medical facilities and services
- Quarantine/ isolation
- Counseling
- Rehabilitation
- Providing screening or scanning services

Tertiary health care - emphasizes care, treatment and rehabilitation for persons diagnosed with diseases.

Such treatment is carried out at health institutions or at home. The aim of tertiary health care is to reduce the level of disability or rehabilitate the patient. It includes the use of physical therapy.

Poverty reduction

The level of poverty in the population has tremendous implications for many other aspects of life. For instance, poverty has an impact on the ability of people to access education and health care. Poverty will also affect their ability to purchase food and thus has an impact on nutrition. If people are not properly fed, they will have problems learning and working and may develop health problems. Poverty also affects the ability of students to attend and function at school, as they may not be able to afford books and other learning materials, as well as transport or uniforms. Governments of the Caribbean have to pay significant attention to the issue of reducing poverty — or its effects. This involves areas such as stimulating job creation, reducing the costs of certain social services and removing taxes on some basic items.

Education and training

The education level of the population is important in the development of its human potential. Access to and the quality of education at primary, secondary and tertiary levels are critical in developing the skills base of the population. Primary education equips pupils with basic numeracy and literacy skills and offers an introduction to content in other subject areas. Secondary education provides more detailed development of knowledge and skills in specific subject areas and provides a first level of qualifications. Tertiary education is the third stage of education and involves undergraduate and postgraduate studies at universities and colleges. Both secondary and tertiary education can be of an academic or vocational nature. Vocational education prepares students for careers in trades or crafts.

The training received by citizens at these various levels of education enables a country to absorb technology and innovate and

create goods and services. Governments in the Caribbean encourage the training of their populations in various ways. There is the provision of primary and secondary education. CARICOM governments also contribute to the University of the West Indies and have provided many vocational training institutions. In Jamaica, for example, the HEART Trust/National Training Agency provides training and certification in a number of areas including tourism and hospitality, agriculture, textiles and automotive services. These educational services are partly or completely paid for by governments. Barbados, for example, provides education for its citizens up to tertiary level. Governments also provide financial assistance and scholarships.

Culture and values

Caribbean leaders too often ignore the role of culture and values in human development. Values like discipline, commitment and hard work are critical for the maximisation of human potential. Ability alone is not sufficient. Thus, attention has to be paid more broadly to a society's culture. Sports and recreation are a vital but often overlooked aspect of human development. Sport helps people keep healthy minds and bodies. Other activities (such as clubs, Scouts, Girl Guides, visual and performing art groups) can play a role in developing our human resources by inculcating positive values. Being involved in these kinds of activity can develop positive traits and attitudes that will help Caribbean people to be productive citizens.

Peace and justice

A peaceful environment and a sense of security are very important for the development of human resources. There are escalating crime rates in many parts of the Caribbean. Much of the violence is associated with inner-city areas and has a significant impact on the lives of those citizens. School children's lives are particularly disturbed by it: it affects their ability to attend school and do their homework, but it also upsets their emotional and psychological state, which can have a big impact on their ability to learn. Regional governments therefore have to address the rising crime problem. This involves various crime-fighting strategies, but it also means heeding the words of the famous Jamaican reggae artist, Peter Tosh, who urged that there can be no peace without equal rights and justice for all citizens.

Students should be able to:

explain the factors that influence employment, unemployment and underemployment;

Individuals have different skills, abilities and aptitudes that they use in their quest for a job. In modern society, education and training contribute in large measure to equipping one for a job.

A person who holds a job or position for which he or she receives a wage, a salary or payment in some form is said to be employed.

Identifying the employed:

- people with jobs who work in any economic activity
- people who are temporarily absent from work because of vacation, ill-health, industrial dispute, etc. but who have a more or less permanent job to which they soon return
- people who work without a formal industrial agreement on a family farm or business or as an apprentice.

Factors affecting employment levels

These will include:

- government policy. If the government takes an active role in the development of the economy by investment in industry, commerce, transportation, housing, welfare provisions and so on, it will be a major employer of labour. In many Commonwealth Caribbean countries the government is the largest single employer
- private investment. If opportunities exist for private investment and investors think they can make a profit, goods and services will be produced and jobs will be created
- availability of markets at home and abroad will create a demand for goods and services
- availability of capital at reasonable rates of interest
- good labour relations
- producing at full capacity may require a two or three shift system employing larger numbers of workers
- age of entry into, and exit from, the labour force
- the nature of the economic development. Lumbering, mining, heavy industry will employ mainly male workers. Light industry and services will employ large numbers of women
- health and education levels and opportunities of retraining of workers.

Exports and imports

A country can only survive in the long run by exporting more than it is importing and using its savings wisely to develop its resources. The Caribbean Food Plan is aimed at producing food in the region so that the food import bill will be reduced. Most Commonwealth Caribbean countries have had to pay high prices for their petroleum products and energy supply since 1970s. This has put a severe strain on their earnings from exports, especially when the price for their exports has fallen on the world market and production has declined.

Availability and use of capital

Capital in the form of money for the payment of wages, purchase of materials, machinery and expertise is not readily available if a country is earning less than it is spending in the long run. There is only so much that other countries are willing and able to give as loans or gifts or to exchange by way of barter.

Every country therefore has a responsibility to use its resources wisely, to produce more than it consumes and to save the surplus for profitable investments and to cut back on waste of resources.

Commonwealth Caribbean countries have had to depend for capital on sources which include:

- balance of payments — balance of earnings over expenditure
- loans from international agencies — World Bank, Caribbean Development Bank (CDB), International Monetary Fund (IMF)
- commercial banks
- national debt — borrowings at home and abroad
- loans from other governments
- grants in aid.

Level and range of skills

In the productive process it is important to have a wide range of skills, from the unskilled to the professional worker. The more industrialized the country the greater the number of highly skilled persons required. Workers have been described according to their occupations and the skills they have.

Markets, imports and exports

We produce goods and services because there is a demand for them. In the market or place where you buy and sell, the consumers are trying to get the best value for their money. In selling our products we sell both at home and abroad. The products we sell abroad are called exports. When we buy we also buy products from abroad.

These products from abroad are called imports. When our export of goods is of a higher money value than our import of goods, we say we have a favourable balance of trade. This refers to our material or visible exports, for example, bauxite, sugar, rice, timber, petroleum products, natural gas and chemicals.

Markets

Countries engage in trade through their imports and exports. They sell their exports and buy imports. Whenever buying and selling take place we have a market. We are familiar with the large town or city markets or small village markets, supermarkets or shopping plazas or country shop or parlour. Buyer and seller meet here. There are also other types of markets. These include:

- banks. At banks people buy and sell money according to given rates or prices
- commodity markets. In large cities of the world - London and New York, for instance - merchants buy and sell large quantities of goods, for example, grain, coffee, meat and gold. These and other goods are known as commodities.
- stock market or stock exchange. On the stock market brokers or persons acting on behalf of shareholders buy and sell shares of companies.

Technology and development

Modern industrial development requires the use of modern science and technology, or science applied in the field of agriculture, commerce, industry, transport and communication. Throughout the Caribbean modern technology is used in a variety of ways and to different degrees. The use of the computer is becoming widespread in industry, commerce, transport and commu-

nication. New processes are being used in the petroleum, chemical and iron and steel industries. Construction work is helped considerably by new methods and materials.

Types of unemployment

- Unemployment is caused by normal factors, such as being fired for inefficiency, being made redundant or leaving in search of a better job. Such unemployment is called **normal unemployment**.
- Technological changes or improvements result in machines replacing labour. Unemployment that results from this is referred to as **technical unemployment**.
- Seasonal variations of certain types of industries result in workers being laid off at certain times of the year. This occurs in some agricultural sectors after harvest or crop season, and in the Caribbean tourism industry between April and October (the low season). Such unemployment is called **seasonal unemployment**.
- Changes in trading patterns may result in a drop in prices for certain products on the world market. Local industries that normally export would need to cut back production and, in order to save costs, lay off workers. This type of unemployment is called **cyclical unemployment**.
- A total change in demand from one product or service to another because of consumers' taste or because one product is superior to another in some way, may result in workers losing their jobs. In addition, it may be difficult to acquire the skills needed to produce the new product. Such unemployment is called **structural unemployment**.
- It may be in the interest of employers not to grant permanent status to certain low-skilled or semi-skilled workers. Such workers may experience long periods of inactivity between jobs. This type of unemployment is called **casual unemployment**.

*If a person is available for work but does not have any and is actively seeking one they are said to be **unemployed**.*

Identifying the unemployed

Unemployment of some kind is present in most societies, for there are always people who fit into the following categories:

- those who are unable to work owing to illness (temporary or chronic)
- children of preschool age and those undergoing full-time education
- retired people: usually women over the age of 60 and men over the age of 65
- housewives
- those who are able to work but are unable to get jobs because:
 - they do not look for jobs
 - they were laid off without any kind of pay they are awaiting the results of previous application for employment
 - they wanted a job but did not know

of any suitable ones.

Identifying the underemployed

These include:

- persons who work less than some standard number of hours and who are capable of working longer hours
- persons who are employed in jobs in which their skills are consistently underutilized.

The **labour force** of a country is *all those people of working age, regardless of their employment situation*.

The age range of the labour force is approximately between ages 16 (up to when education is compulsory) and 60 (when persons usually retire).

Causes of unemployment:

- inadequate education and training for a wide range of existing jobs: there is the problem of high unemployment alongside unfilled vacancies
- industrialization by invitation: this approach has not helped employment significantly. A high degree of mechanization and a high import content in the manufactured product does not generate a great number of jobs. When concessions expire, firms leave and then closure creates unemployment
- short-sighted policies of management and trade unions contribute to disputes affecting employment levels
- where there are big differences between wage rates, as between the mining and agricultural sectors, employers in agriculture are unable to employ more workers at rates comparable with those of mining
- high import bills for imported products create employment abroad at the expense of the local workers
- rapid population growth and an increase in the
- potential labour force
- small local and regional market, and restrictions against imports by large markets, limit production and the demand for labour
- agriculture affords limited job opportunities
- mining and petroleum demand a limited but highly-skilled labour force.

Effects of unemployment

Below are some of the effects of unemployment.

- less income available, which results in restrictions on buying power
- basic needs may not be met
- decline in standard of living
- loss of wealth, savings and property because of inability to service loans
- decline in physical health low self-esteem
- emotional and psychological problems occur and social relationships are affected
- frustration can lead to violence, crime, substance abuse, prostitution, etc.
- appearance of suicidal tendencies.
- less money being generated in the economy because of the large numbers of persons who are unemployed. This, in turn, may lead to more unemployment.

Widespread unemployment leads to

- social unrest and political instability
- underutilization of human resources
- fall in productivity
- social burden on the government

Dealing with unemployment

There are various ways of dealing with unemployment.

- Provide early retirement plans.
- Create incentives for local or foreign investors so that they can generate jobs and money.
- Provide appropriate and relevant training and development of skills.
- Inject capital into labour-intensive projects.
- Place greater emphasis on agriculture and agriculture-based industries.
- Encourage small business ventures.
- Provide tax shelters and tax relief measures.

Why People Work

Employment is important for the following reasons:

- to earn an income to provide oneself and one's family with the basic needs of food, clothing and shelter
- to provide for the future (retirement)
- to maintain or improve one's standard of living
- to maintain a level of economic independence and not rely on others
- to preserve one's status and self-respect.

Working Population

The working population may be organized into three categories:

Primary - Primary workers extract raw materials from nature and they are found in industries such as agriculture, mining, forestry and fishing.

Secondary - Secondary workers are found in construction and manufacturing industries or businesses involved in processing raw materials.

Tertiary. Tertiary workers are involved in commercial, administrative and social services.

Quaternary -The portion of an economy that is based on knowledge applicable to some business activity that usually involves the provision of services

Students should be able to:

Describe the factors and procedures to be considered in choosing a job or being self-employed;

People should choose careers or jobs that are best suited to their skills, temperament and the developmental needs of the country. Young people must ask themselves several questions when considering career choice.

The world of work involves working for oneself, for private industry or for government-sponsored agencies nationally or internationally.

Opportunities for work and the number of jobs available depend on the state of a country's economy. Choosing a successful career means choosing a challenging occupation through which one earns good income to maintain a particular lifestyle and through which one finds personal and spiritual satisfaction. As a person matures, he or she may be able to make career shifts within a particular field or move into a different career path altogether.

Choosing a career

Your career is the path you take through life and the goals and aspirations you have, as well as the job or profession you might take up in order to meet those goals and aspirations.

What is right for me?

Choosing the career that is right for you means finding the kind of work that suits you as a person. You need to assess your abilities, interests, likes, dislikes, temperament and personality. The career you choose should be challenging and satisfying as well as providing sufficient income. It also needs to relate to your interests and make use of your education.

Career guidance

It is helpful to seek guidance in choosing your career and there are a number of sources for this, including school career guidance counsellors, individuals already working in your chosen field and representatives at employment fairs and seminars. Informal advice can be gained from talking with relatives and friends.

Preparing for the world of work

Collecting job information

When deciding on the suitability of a particular job it is good to consider such things as the availability of work, the hours that are normally worked and the wages or salary the work offers. Other considerations would be accessibility from your home, the benefits available and the prospects for advancement.

Listing and assessing available options

A useful process is the listing of the different job options available within your chosen field and the different routes to take towards that job. For example, one route is to join a company in a junior position and slowly acquire skills and experience to enable you to develop a career. Another way is to undergo education and training to obtain qualifications. This often allows you to begin your career at a higher level.

Working out the consequences

It is impossible to know the future, but it is possible to analyse the information available and to consider the consequences of a choice of career. You need to work out, for example, whether the chosen job will challenge and satisfy you. You need to determine how well the wages and conditions suit the life stages you will enter in the years ahead.

Employed or self-employed?

Many people choose to be self-employed, which means they work for themselves. The benefits of this include independence and the freedom to set your own goals and

to work out how these will be achieved. The disadvantages include bearing all the risks during initial start-up and being responsible for continued success. The hours required are usually longer and there is a constant need for self-motivation, commitment, sacrifice and creativity.

Obtaining resources

Individuals who set up their own business need resources, which may come from severance or redundancy payments, the sale of assets, savings or pension funds. An individual or group can also approach a bank or other financial institution for a loan or seek a grant from the government.

Rights and responsibilities of workers
Employees are in a formal relationship with their employer. They are expected to receive a fair payment for the work they do. In return they are expected to fulfill their duties and do the jobs they are paid for in a satisfactory manner.

Employees have a right to:

- be paid for an work they do in accordance with agreed terms
- be provided with good-quality tools and equipment necessary for their work
- a safe and clean working environment,
- freely join a trade union
- paid holiday periods
- agreed maternity leave
- equal pay and conditions
- a clearly defined job description.

Employees have a responsibility to:

- carry out their duties in accordance with agreed terms
- use tools and equipment in a manner that does not damage these or expose other workers to danger
- help to keep the workplace safe and clean
- use time for which they have been paid solely for work and not any other purpose.
- avoid using their employer's tools and equipment for personal use
- ensure property of the employer does not leave the premises without permission.