



328en26A



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26**EDUCATION AND WORK**

Ashima wanted to become a doctor. After Class X, however, she had opted for commerce stream for Class XI. She was a bright student and passed Class XII with 85 percent marks. When she tried for medical entrance and obtained the forms, she discovered to her dismay that she is not qualified even to sit for the entrance examination for the medical course despite her high percentage of marks. She was told that- the Physics, Chemistry, Biology combination is a must for the medical stream.

Well, Ashima is not the only such student to realize the mistake she made while choosing her subjects for the Class XI .

This example makes us aware that there is a relationship between school subjects and profession or work to be taken up later. How and what should be kept in mind while deciding about the subjects? This lesson will help in analyzing the relationship between education and work or profession one has to follow later.

You must have often come across statements like “Education is necessary to get job” or “I want to work in this particular field but I don’t have the necessary qualification for it”. Have you ever thought about how education and work are related?

In this lesson we are going to learn about education and its relationship with work as well as the important features of the world of work.

**OBJECTIVES**

After studying this lesson, you will be able to:

- explain the relationship between education and work;
- describe the process of educational choices; and
- describe the nature of the world of work in terms of job profiles and job opportunities.



26.1 EDUCATION AND WORK

We often come across advertisements for vacant jobs in which qualifications expected from the candidates are given in terms of essential and desirable. Why is it that these qualifications are expected from a person who wishes to take up a given job?

People go in for education not only for the sake of getting a job but also for enriching themselves. Education in any field primarily involves development of certain skills and competencies. For example, if you choose commerce, you develop skills for accounts.

When the qualifications are advertised for a job, they are specified so that the person can use those skills which he/she has acquired over a period of time. The skills learnt and the work to be done are interrelated. For example, a person who has gone through the medical training becomes a medical practitioner. Learning of skills can take place both formally or informally. If you go in for a vocational course like “poultry farming” from NIOS, you can start your own poultry farm or get employment.

Thus, you can see that choosing a vocational course helps you in gaining work or employment. Similarly, learning can take place in a non-formal setting also. If your father runs a farm and does farming and you help him, then you come to know about the technical aspects of farming without taking a formal course in it. In this setting also, education does take place. However, you can further enrich yourself with latest technologies by going in for further courses of studies. This implies that education and work are closely related to each other.

26.2 THE PROCESS OF EDUCATIONAL CHOICE

After knowing that education and work are related, you might be interested in the process of educational choices. Let’s examine it in some detail.

When you go to the market, you see a wide variety of things available but it neither happens, nor it is possible that you pick up all the things. Even when you go to the vegetable market, you only choose those vegetables which you would like to have or which you can afford. Doing so is a process. You find the vegetable of your choice and then about its price. In the same way, choosing education is also a process. You don’t just go and get yourself admitted in any school or choose the subjects without thinking. Infact, entry into the educational system itself starts with the process of choice making. Basically when one starts the choice it is from a general pattern of education to specified training. Let us study in some detail about these two aspects.



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26.3 GENERAL EDUCATION

General education is the education which aims at providing the students elementary skills in reading, writing, knowledge of physical, social and cultural environment, desirable attitudes, values and motivation. From primary to degree level and above, the main stream education is often considered general (except professional, technical, and vocational). For example, the minimum general education required for entry into occupations or for admission to various courses or special training is high school (secondary) level.

26.4 SPECIAL TRAINING

Students undergo special training for entry into their chosen occupation. You would also like to know the institutions offering the required special training. Some of these are listed below to give you an idea about the types of institutions in our country.

- (1) **Professional Institutions:** These institutions provide higher education at the graduate and post graduate levels to prepare students for specialized fields such as medicine, law, technology etc. Their graduates become doctors, lawyers, engineers, etc.
- (2) **Polytechnics:** These institutions offer courses which prepare the students as technicians and other similar professions like draftsman, junior engineer, medical laboratory technicians, etc.
- (3) **Institutes of Distance Education:** Also known as Institutes of Open Learning, these institutions provide education to students through distance mode while they can stay at their homes. Indira Gandhi National Open University (IGNOU) is one such institution which provides education through distance mode. Presently, you are studying this material in distance mode which is provided to you by NIOS.

Some of these institutes also provide online courses where you can do the course sitting before the computers at home or in cyber café and study. This mode has become very popular and useful now-a-days.

- (4) **Commercial Institutes:** Courses like typing, shorthand, book keeping, etc. are offered by these institutes.
- (5) **Craft Training Schools:** These schools offer training in simple crafts like tailoring, weaving, embroidery, etc.
- (6) **Specialized Institutions:** Certain institutions are closely linked to the employment system. Film and Television Institute of India, Training Institutions for Merchant Navy, Institutes of Hotel Management and Fashion Technology etc. are some of well-known institutions of this type



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INTEXT QUESTION 26.1

A. State whether the following statements are true or false:

1. Education and work are not related. True/False
2. People educate themselves only for the sake of getting jobs. True/False
3. Educating oneself in any field primarily involves developing skills. True/False
4. The skills learned and the work are not interrelated. True/False
5. Education can take place formally as well as non formally. True/False
6. Choice of education is a process. True/False

B. What is general education? Explain.

26.5 THE WORLD OF WORK

The expression “world of work” itself explains its meaning. It comprises a very large number of occupations and industries. We call any person, who is engaged in teaching, a teacher. Do you know how big the teaching occupation is? It comprises teachers teaching at various levels of education such as Nursery Teacher, Primary Teacher, Trained Graduate Teacher (TGT), Post Graduate Teacher (PGT), Lecturers, Readers, Professors, etc. Then, there are teachers for different subjects at school, college and university level. You also find teachers for physically and mentally challenged etc. So is the case with all the other occupation. Looking into the wide range of the occupations, the Govt. of India has brought out a publication which is known as the “National Classification of Occupations (NCO)”. The NCO has divided the world of work into the following 9 major areas:

1. Legislators, senior officials and managers.
2. Professionals.
3. Technicians and associate professionals
4. Clerks
5. Service workers and shop and market sales workers
6. Skilled agricultural and fishery workers.
7. Craft and related trade workers.
8. Plant and machine operators and assemblers.
9. Elementary occupations.

26.6 JOB OPPORTUNITIES

When moving in the world of work, we come across innumerable occupations and jobs. Some jobs are challenging and some are fascinating. Some jobs can



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give you extra monetary benefits. Like education, choosing a job is also a process. Each job has certain requirements related to age, education, citizenship etc. Lets study about some of the main requirements in details.

- (i) **Age requirements:** When you look into requirements for some jobs in the advertisements, you will find that age range is mentioned. For example, to get into any clerical grade service you should not be more than 21 years. The age requirement is specified in the jobs keeping in mind the job profile and the future prospects in the job. The career promotion chances become good if the entry is made into the job at the correct time. Also, some jobs demand more physical activity, which is related to age of the worker. With the aging process the energy as well as the strength decreases, so an old person can not meet the demands of many jobs and becomes a misfit.
- (ii) **Gender Requirements:** These days you find women equally participating in almost all the fields of work. Women have entered even the defense services as well and have become pilots. There are very few jobs open to men only. In some jobs, however, the gender requirement is kept in view of the job profile, the area and place of work. One example is that of the recruitment for Special Protection Group (SPG).
- (iii) **Citizenship Requirements:** Generally, the government jobs in any country are open to her citizens. For example, if you want to appear for the Civil Services Examination, held by Union Public Service Commission (UPSC), you need to be a citizen of India.
- (iv) **Physical Requirements:** All the occupations require good general health. But some of the jobs demand heavy physical activity and stamina such as police, armed services etc. The physical requirements for such jobs are specified. Physical requirements are made in term of (a) height, (b) weight, (c) chest, (d) vision etc.
- (v) **Personality Requirements:** You may have come across advertisements like “Wanted smart young men and women with pleasing personality for the job of receptionist”. These advertisements are specially for the jobs in the non-governmental sector (NGO) as they require staff for concept selling. They need to sell their product for which they recruit staff who have the flair for marketing. In some advertisements, the jobs requirements are not given but the worker is expected to meet the job demands. For example, a public relations officer (PRO) should be an extrovert, with the skills of meeting and talking to people but the advertisement may not mention this aspect.

If a person, who does not like to go to places or cannot talk and express properly, is put onto the job of sales man, the person may find himself in a total frenzy and that may sometimes result in serious problems.



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INTEXT QUESTION 26.2

Give one line answers to the following questions:

1. Who has brought out the National Classification of Occupations?
2. List two essential requirements for recruitment into Armed Forces.
3. What do you understand by citizenship requirements?

Try it Yourself

What do you think of the personality requirements for the following jobs:

(a) Doctor

(b) Nurse

(c) Salesman

(d) Teacher

(vi) Educational and Training Requirements: Can you become a computer programmer without a course in computers? No, You cannot. Educational requirements for different jobs are different. You often find that those who want to become engineers study science subjects and those who want to go in the line of accounts study commerce. The choice of subjects should be done keeping in mind the field in which one wants to go.

The same is true for the training requirements for different jobs. The training is given so that a person can apply what he/she has studied theoretically. The training requirements are different from job to job. In some Institutes, “on the job training” is given after finishing the theoretical course. This is also called apprenticeship. The student is provided supervised practical training in almost all the professional courses which is termed as ‘Internship’. Many companies recruit students as “trainees” and after providing them training place them on the regular job.



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Try it Yourself

Find out the training which is required for the following jobs:

- (i) *Doctor*
- (ii) *Computer Programmer*
- (iii) *Pilot*
- (iv) *Driver*

- (vii) **Experience requirements:** “Experience counts...” is a common saying. Some jobs require experience because with experience, one can work better and is also in a position to guide and supervise others. Usually experience requirement is mentioned for the senior positions. However, for entry jobs, fresh students are taken.
- (viii) **Legal Requirements:** It means that the candidate who is chosen for a prestigious job, has a clean character and has not been convicted by the legal authorities for any crime.
- (ix) **Licensing:** If you have a vehicle, then you must be having a license to drive it. Have you ever thought what is the use of a license?

Think of a situation when a person who does not know how to drive is made to drive a motorcycle. The person will definitely meet with an accident which will cause injury to his life as well as the life of others and will also damage the vehicle. So what do you think is the use of license or licensing. license in jobs means legalized authority. Some of the jobs which are directly related to human life need license. For example, a pharmacist needs licensing because he deals with drugs. In some jobs, one needs to be registered with the relevant council such as doctors who get registered with the Medical Council of India (MCI).

**INTEXT QUESTIONS 26.3**

1. What is meant by apprenticeship?
2. Why is licensing necessary?

**WHAT YOU HAVE LEARNT**

- Education and work are interrelated because you need specific skills for carrying out specific work and education helps in developing those skills.
- Choosing any field of education is done through a process. The educational choice depends upon the field of work in which you are interested.



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- The process starts through the general education (which is up to the degree level) and moves to special training.
- Special training can be taken from professional bodies, polytechnics, commercial institutions, etc.
- The world of work comprises of a large number of occupations and industries. The National Classification of Occupations has divided the world of work into 9 major areas.
- While looking in for a job, one has to meet the various requirements like age, gender, citizenship, physical requirements, and personality requirements. Some other requirements are education and training, experience, legal and licensing.



TERMINAL EXERCISE

1. Describe the process of educational choice.
2. Write short notes on the following:

(a) World of work	(b) Online courses
(c) Education and training requirements	(d) Personality requirements
(e) Licensing	



ANSWER TO INTEXT QUESTIONS

26.1

- (A) (1) False (2) False (3) True (4) False (5) True
(6) True

(B) It provides elementary skills in reading, writing, knowledge of environment, desirable attitudes, values and motivation.

26.2

1. Government of India
2. Physical, educational
3. The candidate must be a citizen of the country.

26.3

1. It is on the job training required in a profession.
2. Licensing provides legal authority to undertake the practices involved in a job.