

# CHRISTIAN RELIGIOUS EDUCATION

## Book 3



# Simplified Lower Secondary Curriculum Notes

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# CHAPTER 1

## THEME: MAN'S DOMINION OVER THE WORLD

### TOPIC: WORK

Sub-topic: 1:1

#### UNDERSTANDING THE PURPOSE OF WORK

##### Define work

Work refers to any activity done by either an individual or a group of people for the wellbeing of an individual or a society.

##### Characteristics of work

- ✓ Work involves the use of energy
- ✓ Work has a purpose or a reason behind it
- ✓ Work is a natural demand for man i.e. God created man in his own image and told him to be a co-creator.
- ✓ Work is a social activity. it can be done by many people socially
- ✓ Work is also personal activity that distinguishes man from other living beings.
- ✓ Work attempts to change things from worst to good.

##### Identify different types of work in society

- ✓ Teaching the learners for the teachers.
- ✓ A doctor treating a patient.
- ✓ A man doing welding.
- ✓ A pilot flying a plane.
- ✓ An engineer taking part on construction projects.
- ✓ A tailor sewing clothes.
- ✓ A carpenter making house hold materials like beds, stools chairs etc.
- ✓ A priest preaching the gospel to others.
- ✓ Taking part in farm work for the farmers.

##### Why people work in modern societies today

*Various kinds of work play important roles in the life of people as follows.*

- Work is a fulfillment of God's commands as reached in (Gen.1:28). God commanded man to be a co-creator with him.
- Work provides income to people. This can help to solve so many people's problems
- Work helps man to obtain basic needs of life such as food, shelter, medical care etc.

- Work promotes cooperation in the society. It brings people together hence creating friendship and unity in the society.
- Through work, people are able to work and develop their talent. therefore, it becomes a center of discovery one's self.
- Work helps an individual recognized and accepted by other members of the community. This is because an individual becomes known through the work, he/she is doing.
- Work relieves an individual from boredom and redundancy. This is important because it helps people to pass time and reduce the role of crimes in the society since one gets occupied almost all the time.
- Helps develop the society. This is based on the positive changes that work produces e.g. cultivation of crops, building etc.
- Work enables some individuals to acquire some skills and techniques of doing somethings. This can be through the training on job.
- Work promotes people's cultures. This is true through the activities that show the ways of life.
- Work fulfills obligations such as marriage etc.
- Work improves on people's standards of living. This is because people are able to acquire good facilities in life example cars, radios etc.
- Work helps to up lift the status of the needy such as the poor when one takes part in active work to earn a living.

### **Types of work in Traditional Africa.**

- ✓ Women collecting firewood.
- ✓ Women cooking food
- ✓ Men and the boys hunting wild animals.
- ✓ Boys looking after the cattle.
- ✓ Food gathering
- ✓ Brewing local alcohol.
- ✓ Art work like pottery, basket weaving etc.
- ✓ Black smiting
- ✓ Barter trade and constructing huts.

### **The African Traditional society practices at work**

In ATS, work was one of the most important aspect of human life in the community. The understanding of work and the patterns of work among the traditional Africa include the following.

- Work was related to the provision of basic needs e.g. food, shelter etc.
- Everyone in ATS was a worker. Each member had to contribute something towards the development of the community.
- Work was done in a religious context. Special rites were carried out before and after cultivation, plantation and harvest times.

- Work was a social activity. People worked together as a community and helped one another often with songs done.
- Laziness in work was highly discouraged and never promoted at all. Lazy people were isolated and it worked in African Traditional Societies.
- Work was a personal activity/responsibility. It was done under the workers own control without regarding any forceful means.
- Work was divided according to sex, age, land and abilities. Old men and women, boys and girls etc. had different roles to play.
- In African Traditional Africa, work was manually done. People used their own hands and creativity in daily activities without regarding the use of machines.
- Leisure was promoted after work in African Traditional Societies. E.g. beer parties, singing, dancing was conducted after work.
- There was freedom regarding the type of work in African Traditional. People worked to show their skills and talents.
- There was no supervision in work in Traditional Africa. Each individual knew his/her role and worked to do any given task thoroughly.

#### **Benefits of Traditional African Practices.**

- ✓ They reduced poverty levels.
- ✓ They ensured unity in the community.
- ✓ They raised one's status or position in the society.
- ✓ It earned people respect.
- ✓ Created differences in abilities and distinguished the strong and the weak.
- ✓ It also taught the lazy ones also to be active and hard working.
- ✓ It made the young ones to know more or to knowledgeable from the elders hence promoting family stabilities.
- ✓ taught people to be responsible and now their responsibilities like girls to cook, wash etc. and boys to go hunting, grazing etc.
- ✓ Practices like dancing, singing, drama which was work also promoted talent at the same time was leisure.
- ✓ Improved on the people's talents and promoted good skills like designing art pieces, making mats, weaving baskets etc.

#### **Division of Work in Traditional African Society**

In ATS, work was divided according to age, ranks, sex, and abilities.

Everyone was a worker and this helped to avoid laziness. In order for them to understand the nature of the division of work in Traditional Africa better, work was divided in different categories as follows;

Men and the boys,

- Did the grazing of cattle.
- Men guided their families into the right and proper directions.
- Men also provided for their families like in facilitation i.e. the basic needs which include clothing's, food etc.
- The boys participated in hunting so as to get food for the families.
- The boys also participated in fishing.
- The boys also built the huts used for shelter.
- The men (fathers) and the boys also protected their families from the enemies.
- Promoted trade with other tribes for survival (barter trade)

Women and the Girls

- They did garden work which was cultivation and growing of crops for food.
- Practiced pottery later used the pots for home use like fetching water.
- Both also did the fetching of water and firewood at home.
- Did domestic work like grinding millet and also cooking food.
- Did the work of entertainment i.e. welcoming the visitors, singing and dancing.

Old men and women.

- Did the division of work to the men, women and the boys and girls.
- Taught others on how to do their duties like for the old women taught the mothers and girls on how to manage domestic work.
- Acted as peace makers in the families i.e. solved conflicts.
- Acted as clan leaders and respectable people i.e. the old men at most.
- Headed clan meeting and also helped in the mobilization processes.

### **Nature of Work in the Modern Society**

This include the;

- ✓ Professional work.
- ✓ Talent based work.
- ✓ Online work.
- ✓ Non-professional jobs.

#### **Professional work**

This is the job/work that requires a specific level of education for someone to perform its duties and responsibilities.

Examples include;

- Professional lawyers.
- Being a doctor or a nurse.



- Police officials.
- Engineers.
- Lectures/teachers.
- Accountants etc.

### **(activity 1:9 baroque)**

### **Talent based jobs**

This are the activities based on one's gifts and talents.

Examples of talent-based jobs include;

- Film/drama actors
- Comedians
- Photographers
- Musicians
- Writers
- Weaving baskets
- Cultural dances
- Wrestling
- Playing football
- Taking part in martial arts

Examples of talent-based workers in Uganda include;

- Musicians like Shiba, Pallaso, Spice Diana etc.
- Comedians like Mariachi, Opado, Kansime, Tr Mpamire.
- Athletes like Cheptegi, Kiplimo, Chemutai.
- Footballers like Onyango, Emma Okwii etc.
- Boxers like Apolot Patricia, Moses Golola.

### **Importance of talents.**

- ✓ They help a person live life to the fullest.
- ✓ Create career opportunities.
- ✓ Other people can benefit from one's talents e.g. When one offers charity to the needy.
- ✓ Money is also made out of our talent e.g. dancing, singing and football players like the internationals.
- ✓ Talents live a lasting impression to the people like it makes one known worldwide.
- ✓ Talents also lead to faster growth and development e.g. one gets employed.
- ✓ Talents also promote the physical health of an individual i.e. One gets involved physically and keeps ones health in a good condition.
- ✓ Talents also promote a social life of people i.e. One gets to be famous and loved by many people e.g. footballers, musicians etc.

- ✓ Talent brings personal redemption i.e. Gospel singers to both the person and also others e.g. it also spreads the word to other people.
- ✓ Talent also benefits the government i.e. Through taxation and foreign revenues is got like from the athletes, footballers etc.

**(activity 1:10 baroque)**

**Online jobs**

This are jobs that involve working from home or at a distant place rather than reporting to a place of work daily.

Most of this job are done on;

- Computers
- Smartphones
- Laptops
- Voice mails
- Use of internet
- Use of email
- Short message service etc.

**Types of online jobs**

- A motorcyclist delivering goods ordered online.
- A safe boda man waiting for customers.
- Online counseling and guidance.
- Online studies.
- Online teaching.
- Banking services e.g. Mobile money and banking transactions.
- Trading like Jumia on line trade.
- Importing and exporting of goods.

**(activity 1:11 Baroque)**

**Non-professional jobs**

This are jobs that do not require formal training but common or native sense of a human being.

**Examples of the non-professional jobs**

- Selling products and produce in the market.
- Shop keeper attendants.
- Motorcyclists.
- Barrow men and brokers.
- Making bricks.
- Cleaners.
- Shamba boys.



- Cooks.
- House maids. Etc.

**Note;**

Work in the modern society is categorized under professional, talent based, online and non-professional jobs.

All these types of work complement each other.

For example, a professional doctor who is also a wife needs a house maid to help her with house chores. That is to say all kinds of work contribute to the development of the society.

**Factors that determine people's nature of work today**

- The field and level of education one has attained. This is because it gives one the skill and techniques necessary for a given piece of work.
- The availability of the job. i.e. when the job of interest is physically present for the individual.
- The level of expected income earned also makes one consider a given job to do.
- The natural talent one has is also taken into consideration. Such talents may become a strong foundation for the individual to succeed in a job of interest e.g. sports, preaching, acting drummer, etc.
- The religion, faith and belief of an individual also matters. i.e. it becomes difficult for a moslem to be employed in a pock butcher.
- The interest and like of an individual are also considered. This keeps one focused and determined to their careers.
- Health status is also considered. e.g. one suffering from pneumonia can't work in the cold areas or in night jobs like guards.
- The surrounding environment or geographical location of the individual also matters.
- Cultural back ground also influences the work to be done. Culture transmits into an individual some skills which he/she may employ in doing activities like crop growing, herding cattle etc.
- Physical strength or energy also is considered. i.e. for the non-professional jobs like brick making, mechanics which need one to be physically energetic.
- Marital status is also considered e.g. some jobs like nursing, soldiering which do not favor partners being together most of the times is also considered.
- The level of one's exposure to the job market outside there is also highly considerable.

## **The value of community participation**

Community members come together to improve their communities.

Community participation does not simply mean being involved, it also means contributing ideas, making decisions and taking responsibilities.

Community participation motivates people to work together, feel a sense of belonging and recognize the benefits of their involvement.

**(Activity 1:6 fountain,1:12 Baroque)**

### **Qn. What is community participation?**

This is where people mobilize resources and take responsibility of their community activities.

### **Qn. Identify the community work that you may know.**

- Cleaning roads.
- Cleaning wells.
- Repairing broken bridges.
- Enlarging feeder roads.
- Participating in a community meeting.
- Planting trees in the community.
- Blood donations.
- Taking part in construction of wells, health centers and also schools.
- Caring out the community security and safety.
- Coordinating with organizations to promote the wellbeing of the community.
- Participating in charitable events like helping the needy e.g. food supply.

## **Importance/benefits of community participation to an individual and community**

- Creates order between an individual and the society he/she is living in.
- It promotes the sense of belonging.
- It also promotes personal responsibility i.e. makes one get responsible of his/her society.
- It also brings up the value of accountability and the spirit of unity.
- Acts as a peaceful conflict resolution since its units people together to have a common sharing.
- It creates a peaceful existence and love for one another.
- Promotes sharing which helps to eradicate poverty. Like the charity runs.
- It also helps to reduce the spread of diseases. e.g. when the wells are cleaned, rubbish properly disposed etc.
- It reduces the spirit of idleness which moves with a lot of evil deeds like theft hence promoting peace.
- Reduces the levels of domestic violence when meetings are put to solve a given problem and resolutions are made hence creating a peaceful stay.

- Promotes proper leadership since people will understand each other hence eradicating the aspects of poor leadership.

### **(Activity 1:8 fountain)**

#### **Project work to do**

You have known the values of community participation,

In groups, with the guidance of the teacher, mobilize resources and carry out a community service in your school community.

#### ***Identification of project***

- > making local dustbins.
- > cleaning and burning.
- > writing instruction talking walls.
- > planting flowers for decoration.
- > Making pit covers.

#### ***Resource mobilization***

- > grass
- > brooms
- > used bottles
- > wires
- > wood sticks
- > paint or manilas

#### ***Implementation***

- > learner teacher involvement
- > direct involvement

#### ***Evaluation***

- > final notes on the full process done.

#### **The voluntary work in the society**

Voluntary work is work someone participates in freely without expecting a pay back. It can be to another person, community or a given country.

An example was God with his creation plans of the universe. If God would require payment for the air we breathe, how many of us would afford it.

God created us and put us in charge of his own creation for free. Human beings should also do the same for others.

#### **The importance of voluntary work in the society**

- Increases confidence to the person implementing and also the receiver hence promoting continuity.
- Teaches humanity, humility and love for one another. (being human)

- Builds social capital i.e. the relationship between people expands because one helps the others who are not even his/her relatives.
- Creates good will and trust in one another.
- Teaches new skills to others and also promotes development.
- Acts as a change of mindset to those who are helped since they get to know the needs and benefits of help from others.
- Makes the offeror to save lives e.g. through blood donations, charity runs of food to those who are not able.
- Promotes spiritual rewards and satisfaction to the offeror i.e. god rewards those who help others whole heartedly.
- Also promotes life restoration to the receivers hence promoting continuity of life.
- Improves health and relief from disasters especially for those in need of blood donations, food etc.

### **Problems encountered when offering voluntary work and community participations.**

- Financial difficulties to carry out all the activities effectively.
- Government restrictions to some free volunteering organizations.
- High levels of corruption.
- Their some complications which are difficult to handle like sickness complications.
- Limited resources to carry out some projects like drugs to help the infected e.g. HIV/AIDs people.
- Mockeries from other people which demoralizes one from continuity.
- Natural buriers like climatic conditions, drought etc. which make some projects not to be effective. e.g. crop production etc.
- Negative attitude of some people towards a given project makes it difficult.
- Political instabilities like wars, conflicts etc.
- Tiresomeness and too much work yet there is low pay or even no pay back which demoralizes others.

### **Importance of some ideals/ qualities at work**

People in society perform different tasks because they want to achieve certain set goals. HereSSSS are some of the qualities one should possess while at work.

- Responsibility. which is the quality or state of being in charge.
- Determination. This is the firmness of purpose.
- Dedication. Which is a state of being committed to someone
- Corporation. The act of working together to the same/ achieve a given goal.
- Honesty. The quality of being honest.

### **(Activity 1:11 fountain)**

#### **Responsibility.**

This is the quality or state of being in charge, good and faithful. Responsibility at work means executing duties.

#### **How can responsibility at work help the worker and the others in the community.**

- Helps them move up in their careers.
- Helps them be successful in that one gets a role to do to his/her best.
- It also creates promotions to one at work because of the hard work and being responsible.
- Helps increase one's salary wages because of the activeness.
- Attracts Gods blessings, trust and faith to an individual by the other s or community.
- Makes someone more knowledgeable of a given job and he/she get to know more and gains more skills when responsible.
- Being responsible also exposes one to other outside job markets i.e. one's services become marketable and demanded by other firms/ job markets.
- Having the spirit of responsibility also simplifies one's work because it makes a person to know his/her duties and roles to be performed at a given period of time.

### **(Activity 1:12 fountain)**

#### **Dedication**

This is the state of being committed to someone or a given work one is doing in his/her career time.

#### **On.**

#### **What is the importance of dedication at work to an individual and society?**

- Dedication at work increases one's visibility and trust from others.
- Also results to superior performance, thus increased profitability and productivity.
- One who takes part in business, the business grows steadily.
- Increases one's efficiency and abilities at work.
- Creates perfection at work and someone produces quality work. Because it's through one's desire and heart to do something.
- Dedication also makes one reach his/her high potential, positive future and successful life.

### **(Activity 1:13 fountain)**

#### **Determination**

This is firmness of purpose. i.e. one gets to do his/her work in a given stipulated period of time whole heartedly.

#### **Importance of determination**

- Determination gives one the motivation to move forward. i.e. gives one passion to rise and start from scratch every time one fails.
- Determination gives an individual hope i.e. stops one from quitting hence motivating someone to do a given job no matter the conditions of work.
- Also helps individuals to overcome setbacks just because life is unpredictable.
- It also gives a person a positive mindset to cope up with failure. This makes one to avoid and also look at failure as an opportunity to learn.
- Determination also spurs creativity. This helps open new doors to success rather than slamming the same door.
- It also gives one the confidence to take risks. i.e. transform one from a coward to a confident and resilient person.
- Determination is a key to success. i.e. if one is planning to make a difference in life, he/she can be determined to his/her goals and stay focused.
- Determination also makes one understand that success comes with a price. i.e. it keeps an individual moving forward even when things do not go as planned.

### **(Activity 1:14 fountain)**

#### **Honesty**

This is a quality or moral character that displays integrity, truthfulness and other good characteristics.

#### **How can one demonstrate integrity/ honesty at work?**

- Sharing up at work and also demonstrate readiness to work.
- Setting up a positive example to others whether on a leadership position or just as an employee.
- Being respectful during conflicts i.e. avoid speaking negative about others or using unprofessional languages at work.
- Admitting wrong doings and holding oneself responsible for a given mistake even when no one else is watching.
- Following and enforcing the company policies.
- Improving on the work ethics i.e. accomplishing work in time.
- Respecting others property i.e. others belongings or company property.

#### **How honesty/integrity can benefit the workers and others at work place**

- Improves on one's leadership abilities hence leading to promotions and other personal gains.
- Encourages positive company cultures hence making the workers enjoy working with others/their coworkers.
- It also makes the workers dependable and share their ideas openly. i.e. provides coworkers with constructive criticism and trying to connect with teammates.
- Makes the workers to prioritize ethical decision making hence promoting the company growth.



- Encourages diversity. i.e. honesty encourages employees from different backgrounds to share ideas and express themselves during team meetings.
- Work becomes more productive, easy and enjoyable because of the proper coordination.
- Having respect for one another at work creates a spirit of unity and proper coordination hence expansion of the business.
- It also creates the aspect of happiness at work because the workers tend to be active and hardworking in all the activities they do in the business or company.

### **(Activity 1:15 fountain)**

#### **Cooperation**

This is the action or process of working together to the same end.

#### **How can one foster cooperation at work place?**

- Open communication at work.
- Accomplishing given tasks.
- Keeping time.
- Accepting mistakes and letting things move forward.
- Respecting each other's perspectives or ideas at work.
- Encouraging innovations which makes the employees pitch ideas freely Infront of everyone.
- Reducing conflicts.

#### **Discuss the benefits that cooperation at a work place can bring to an individual.**

- Fosters peer learning and self-improvement i.e. helps us create an environment which inspire collective knowledge, resources and skills.
- Teamwork promotes diversity. This nurtures diverse opinions, approaches and problem-solving techniques.
- Delegation of tasks becomes easy. Work is divided to each person and also collectively done efficiently.
- Team work/cooperation encourages healthy competition where the workers achieve a given goal at work.
- It also increases creativity and innovation.
- It also promotes the take away of the company or a given business i.e. a joint effort at work makes things flow and keep going in life.
- Promotes a sense of belonging to the workers who are working together.
- Creates a stress-free environment since work is done collectively.
- Also helps resolve conflicts of work load and Makes the work lighter.
- Brings the feeling of satisfaction.

## **The role of Education in work**

**Qn.**

**Identify the roles of education in work.**

- Education helps individuals to do daily activities in the best possible ways.
- Education makes people dutiful. i.e. one knows what to do since each one is trained in his/her profession.
- Helps people acquire new skills and knowledge that will impact development in life.
- Helps people to carry out their work professionally following the professional ethics hence promoting the efficiency of the work.
- Education also promotes value and morals which shapes an individual while at work.
- Education is also the major determinant of employment in that one gets a job when he/she has the recommended documentaries for a given job.
- 

## **Sub-topic 1:2**

### **APPRECIATING WORK ETHICS**

#### **WORK ETHIC**

**Qn.**

**What are work ethics?**

***Ethics.*** These are a set of rules and guidelines to live in the right way in the society.

***Work ethics.*** These are rules and values that are followed by workers at a work place.

**(Activity 1:23 fountain)**

**Examples of work place ethics**

**Qn.**

**Suggest the work ethics you expect an employee to have at the place of work.**

- Having trust for one another.
- Having mutual respect for others and also one's self.
- Being honest while at work place.
- Being smart and having a good-looking appearance to others.

- Being appreciative to others also makes one commendable.
- Cooperating with others while at work.
- Having good communication with others.
- Being time contours and doing his/her responsibilities fully.
- Being exemplary to others in behavior, hard work, conduct etc.
- One should also be God fearing so as to have a good conduct and stay with others.

**On.**

**Discuss the work ethics you expect an employer to exhibit at a place of work.**

- Having respect for others i.e. the employees.
- Having a good communication with his/ her workers.
- Being exemplary. i.e. leading by example.
- One should also be a good decision maker in the company/ place of work.
- An employer should also be a problem solver i.e. settle the disputes between the workers or complains.
- He/ she should also be responsible on any of the outcomes of the business.
- An employer should be accountable for the business progress.
- Being trust worthy with others.
- Being professional in anything one does so as to promote good leadership policies.
- Delivering good services to the workers i.e. payment of their salaries

**(Activity 1:24 fountain)**

**The need for Work Ethics**

**On.**

**Discuss the benefits of work ethics.**

- Leads to better decision making and implementation.
- Heighten public image and brand values of the company or profession.
- Creates the spirit of teamwork while at work place.
- Leads to recognition and fame i.e. to those who make it to the company or work place demands.
- One gets rewarded for the best job done i.e. those who follow what is recommended.
- Hard work and the follow of work ethics also leads to promotions.
- Proper follow up of work ethics also leads to outstanding results because one does his/her work whole heartedly.
- Work ethics also leads to happiness i.e. when the company prospers, when one is rewarded for the good work done etc.
- Work ethics also promote higher productivity because the worker knows what to do and always tends to do high quality work.
- They also promote discipline at work place i.e. on someone's appearance, behaviors and also communication or association with one another.

- This ethics also make one dedicated to his/ her work and one does it whole heartedly.

### **How to promote work place ethics.**

- Creating a code of conduct like other professions have e.g. teachers, medical officers etc.
- Engaging freely with other employees, employers or the customers.
- Reinforcing the benefits of the code that one creates i.e. for one who is dealing in business without professional code of conducts i.e. business, companies etc.
- Being a good role model i.e. being exemplary to others.
- Training the employees on how to conduct and keep into the right process for a given business to move on fantastically.
- Promoting good ethical bahaviour i.e. having a good reputation hence marketing your business when it comes to the employers.
- Rewarding ethical behaviors of your employees so as for them to act with more integrity and value honesty in the business
- One learning from his/ her mistakes so as to avoid reputational damage.
- Reporting un ethical behavior like gossiping, corruption etc. which are un honest towards the growth and development of the business.
- Moving with the current times i.e. whether its sourced produce, fairer wages or more environmentally friendly policies of running the business, company or profession.

### **(Activity 1:26/27 fountain)**

### **Professional Ethics**

#### **On.**

#### **What are professional ethics?**

These are a set of principles of right conduct governing the actions of an individual or a professional group.

#### **Work Ethics of different professionals.**

Did you know that different professions have specific rules, regulations and a particular code of conduct?

For example, did you know that teachers have teaching ethics, lawyers have legal ethics, business people have business ethics and doctors also have medical ethics.

In this section then, we will learn the teaching ethics.

#### **1) Professional ethics of a teacher.**

Just as in same organizations, the school staff is also obligated to maintain a set of standards that are instrumental in promoting a safe stay and inclusive learning environment. Given below are the professional ethics a teacher needs to follow in the educational institutions.

**With students.**

- Teachers must respect the dignity and rights of the students in expressing their opinions.
- Teachers should deal with students generously irrespective of religion, gender, caste, political affiliations, physical characteristics, etc.
- Teachers are to encourage students as a means of improving their attainments, develop their personalities etc.
- Obligated to help students in and out of class i.e. for consultations, guidance and counseling so as to transform and build good morals without demand.
- Teachers are also not encouraged to incite students against each other, other teachers or the administration.

**With fellow teachers.**

- Encouraged to treat other faculty members in the same manner as they wish to be treated.
- Should help each other grow professionally and if the need arises.
- Must not make allegations against co-workers to higher authorities without proof.
- Must make sure that there is no discrimination at work place. i.e. religion, ethnicity, nationality, race, gender etc.

**With administration.**

- Shouldn't take part in other forms employment and commitment that interferes with their professional responsibilities e.g. coaching classes.
- Cooperate in forming policies of their respective institutions by accepting several offices.
- Must show interest in the betterment of the institution by keeping in view the dignity of the profession.
- They must strictly adhere to the terms of the contract they signed when they joined the education institution.
- They must not avail leave except when its completely un avoidable.

**With the non-teaching staff.**

- The teaching staff must treat the non-teaching staff with the same respect and dignity that they give to their colleagues.
- They must participate in and help in the general functioning of joint council sessions that involve both teaching and non-teaching staff.

**With guardians/ parents.**

- Obligated to inform parents on the conduct of their students i.e. whether they are misbehaving or need more attention and help.
- Teachers are answerable to parents if a given student is not performing well.
- They must help the guardians in case of any queries they might have about their children further education.

## **2) Professional Ethics of a Medical Worker.**

Medical ethics imply duties of the physicians towards the patient as well as duties towards other physicians. Medical ethics deal with those principles that govern conduct in medicine.

### **Article 1**

#### **Fundamental principles.**

- Principle of respect for life. Life is a necessary condition for all other human goods. It must be protected and fostered.
- Principle of respect for person. Every person has an intrinsic worth and dignity and shall be central to the physician patient relationship.
- Principle of social justice. All patients have a right to basic health care and a just process in the allocation of resources.
- Principle of beneficence. The interest of the patient shall be placed above those of the physician. Societal pressure, financial gains and administrative exigencies shall not compromise this principle.
- The foremost responsibility of the physician is to do no harm to the patient.

### **Article II**

#### **General principles.**

- The primary objective of the practice of medicine is service to mankind.
- Physicians should be upright, diligent, sober, modest, imbued with professionalism and well-versed in the science, art and ethics of the profession.
- Physicians shall promote the health of their patients as their primary consideration.
- Physicians should fulfill the civic duties of a good citizen, must conform to the laws and cooperate with the proper authorities in the application of medical knowledge for the promotion of health and public safety.
- Physicians should work together in harmony and mutual respect.
- Physicians, although they have certain rights in relation to their patients, shall always observe the dictum service beyond call of duty.

### **Article III**

#### **Professional responsibilities to patients.**

- Professional competence. Physicians shall be committed to lifelong learning and dedicated to providing holistic, competent, compassionate medical care while upholding the highest professional and ethical standards and respect for humanity.
- Patients trust. They shall maintain a fiduciary relationship with their patients by displaying competence, reliability, integrity and open communication.
- Professional fees. Physicians shall ensure that professional fees are reasonable and commensurate to the service rendered, nature of the case, time consumed, risk involved and the financial status of the patient.



- Disclosure. Physicians shall exercise good faith, honesty in expressing opinions as to the diagnosis, treatment options, risks involved to the patient under their care. i.e. they shall not conceal, understate or exaggerate the patient's condition.
- Privacy and confidentiality. The physician shall hold as private and highly confidential whatever may be discovered or learned pertinent and highly confidential whatever may be required by law, ordinance or administrative order in the promotion of justice, safety and public health.
- Emergency case. Provided there is no risk to his or her safety, a physician shall administer first aid and refer patient to a more competent technician.

**A summary of set standards that physicians always have to deal with.**

<b>Medical Pillars</b>	<b>meaning</b>	<b>Importance</b>
Non-maleficence	A medical principle of not Inflicting harm intentionally.	Helps physicians to preserve life at Whatever cost/ state.
Beneficence.	Doing good to others.	Save lives.
Autonomy.	The patients should make there Own health decisions.	Makes them accountable for there Decisions.
Justice.	Enforcing fairness.	Stakeholders are satisfied.
Confidentiality.	Patients details should be private.	Secrets are kept.
Trust-telling.	Saying facts as they are.	Helps in right decision making.
Health maximization	Giving the best option of health services as possible.	Heals patients quicker.
Proportionality.		
Hippocratic oath		

**(Activity 1;28 fountain)**

**Importance of professional ethics.**

- Professional ethics provide trust to clients that they will be offered standard services. They are assured of acceptable moral conduct.
- Professional ethics leads to increased productivity and growth because workers work hard to achieve their set targets.
- It provides collective, time-tested wisdom to the new, young and inexperienced professionals.
- It encourages teamwork and integrity which helps them to gain public image. Good public image increases customer base and business prospects.
- Professional ethics also make workers to be adaptive to change and be able to work even in hard situations.

- It stimulates a trouble-free working environment because employees are friendly and respectful. It takes care of their issues before involving management. When employees respect each other, everyone else including clients, respect the profession. This keeps professions strong.
- Professional ethics cause less legal issues at work. It models workers behavior inline with their professional needs. It doesn't interfere with people's private lives.
- It helps professionals to keep their personal feelings in check and show respect even before disrespectful or rude people.

**(Activity 1:29 fountain, 1:23 baroque)**

**Behavior at work place**

Behavior at work place is both in two i.e. good or agreeable behavior and the bad or disagreeable behavior.

**Definitions.**

***Good or agreeable behavior*** is that which is deemed right and acceptable to the community.

While

***Bad or disagreeable behavior*** is that which creates potential risks to individuals.

**Identify the agreeable and disagreeable behaviors that you may be knowing at work place**

***Agreeable behaviors include***

- Cooperation with others.
- Having proper collaboration and coordination.
- Being ambitious towards the company's progress or work place.
- Conducting oneself in a professional manner.
- Having excellent communication skills.
- Giving and receiving constructive feedbacks while at work.
- Being smart and neat in whatever one is doing and hygiene.
- Respecting others opinions while at the work place.
- Being honest and trust worthy at work, to the clients, employees, employers etc.
- Having a good social relationship and friendship with one another hence promoting social capital. This leads to proper coordination, love for one another and good flow of work.

***Disagreeable behaviors include,***

- Being arrogant while at work place.
- Being discriminative at work place.
- Abusiveness behaviors.
- Aggression to the workers by the employers and also a worker to fellow workers too.
- Sexual harassment for the side of the female employees.

- Beating up students for the teachers.
- Indecent dressing while at work.
- Disrespect of the elders or bosses by the workers or employees.
- Corruption or stealing from a work place.
- Segregation i.e. on the sex, age, tribe, religion etc.
- Being less cooperative and coordinative.

**Note.**

Behavior can as well be adopted, copied and learnt with time and basing on situations.

You are therefore expected to uphold good behavior and to accommodate other behavior. Behavioral characters shape our personality. It's good for one to know him or herself well in order to be in position to behave well with others, to accommodate others the way they are and to tolerate others behavior so as to have a conducive working environment.

**Qualities of a good employee**

*An employee* is an individual hired by an employer to do a specific job.

The qualities include,

- A good employee ought to be a good listener. i.e. should be ready to take duties and suggestions from others.
- A good employee should be honest and trust worthy. This explains being faithful and standing for the truth without fear or favor.
- A good employee sociable and down to other workers and his /her employers.
- A good employee should also be humble, moderate and present him/her self to others as equal and loving.
- A good employee should also be accountable for his or her duty and work when need arises.
- A goods employee also ought to be innovative towards the company, business or work place.
- One also ought to be emotionally intelligent and self-driven to his or her work.
- One ought to be responsible and do good work following the professional ethics.
- A good employee also should be self-sacrificial no matter the condition of delayed pays, no pay etc.
- A good employee ought to be dedicated and remain devoted to his/her work under both good and bad circumstances.

**Qualities of a good employer**

- An excellent employer is a problem solver.
- A good employer also ought to be exemplary to others.
- One should be exposed to all levels of experience in life. This helps him or her to initiate comfortably new plans and ideas into the work place.

- A good employer ought to have the qualities of joining or unifying his people for proper management and good work flow.
- One should also be calm and accurate while leading others at work.
- One should also be communicative and also have a good communication and association skills with others.
- An employer also ought to be empowering and a team leader i.e. a good manager.
- One should also be morally good and honest to others.
- One should be truthful and sincere to other workers.
- An employer also ought to be responsible, dependable and fair in all they do.
- An employer also ought to be self-sacrificial i.e. should be in position to bear the discipline of sacrifice while at work place with his employees.

### **Challenges at work today**

Let's define unemployment and exploitation.

**Unemployment** is a situation where individuals who employable actively seek for jobs but are unable to get/ find done.

**Exploitation** is where employees are unfairly treated at the expense of their labour.

The challenges workers face today include:

- Delay in payments of the workers.
- Working for long hours beyond the give standards.
- Unemployment is common today where many people have no opportunity to access jobs today.
- Some times workers have neglected their families due to commitment in places of work.
- There is little payment scale given to the workers leading to low standards of living.
- Sexual exploitation from the bosses in exchange of a given job or offices.
- There are poor terms of work in some places with no public holidays, leave for pregnant mothers etc.
- Difference in religions e.g. a moslem school, a Christian may not be allowed to head it.
- There is corruption in places of work where workers misused the funds for their own interests.
- Some employers practice nepotism whereby jobs and positions are given to people with in their family back grounds.
- There is tribalism in some public jobs/ offices where people are recruited into offices based on their tribes giving others no opportunities.
- Absence of appreciations or rewards in form of certificates, gifts have made work boring.
- Improved science and technology like use of computers has reduced the opportunities for workers to attain jobs as secretaries, accountants etc.

**What advice would you give Christian workers in the low developed countries basing on overcoming the challenges at work**

- Christians ought to remain hopeful that the best will come out of their work.

- Christians ought to be exemplary of their work not only to struggle for payments.
- To be patient in all that one does because Christ was payment during his work.
- To be prayerful especially pray for his job and others.
- Work is considered as a service for God and his people.
- Christian workers should go for further training to add knowledge needed in the place of work.
- Christians are ordered to form associations to help in sharing their resources and developing the society.
- Christian workers should go for guidance and counseling to help adjust on certain conditions of work.
- Christian workers should have various means of earning a living (diversifying) the economy.
- The work the Christian does is a calling from God to serve God and his people.

### **Sub-topic 1:3**

## **APPRECIATING THE BIBLICAL TEACHINGS ABOUT WORK**

### **(Activity 1:36 fountain)**

#### **Aspects of work in Genesis 1 and 2**

- ✓ You very well know that this world and all that is in it come into existence through creation by God.
- ✓ But did you know that as God was creating this world, he was working?
- ✓ Did you know that its stated in the bible that creation took God six days of work and he rested on the seventh day?
- ✓ This section will help us identify aspects or characteristics of work in God's creation events.
- ✓ You will achieve this by studying the creation stories in the first two chapters of the bible.

#### **Note:**

The aspects of work in Genesis I and 2 is identified in several words as follows;

- ✓ Created is used 7 times.
- ✓ Made is used 11 times.
- ✓ Work is used 3 times.
- ✓ Formed is used 3 times which are all aspects of work.

**Examples of some verses which directly talk about work include;**

**Genesis 1:26-31**

**26.** And God said, let us make a man in our own image after our likeness and let them have dominion over the fish of the sea, and over the fowls of the air, and over the cattle, over the earth, the creeping things that creepeth upon the earth.

**27.** So God created a man in his own image, in the image of God created he him, male and female created he them.

**28.** And God blessed them and said unto them, be fruitful, multiply, replenish the earth, and subdue it, have dominion over the fish of the sea and over the fowls of the air and over everything that moveth upon the earth.

**29.** And God said, behold I have given you every herb bearing a seed, which is upon the face of all the earth and every tree in which is the fruit of a tree yielding seed to you it shall be for meat.

**30.** And to every beast of the earth, every fowl of the air, everything that's creepeth upon the earth where in there is life, I have given every green herb for meat and it was so.

**31.** And God saw everything that he had made, behold it was very good. The evening and the morning were the sixth day.

**Genesis 2:15**

**15.** And the Lord God took the man, put him into the garden of Eden to dress it and keep it.

**Note:**

- ✓ The creation stories teach as that it's through work that humans can be in charge of all creations.
- ✓ Christians are therefore encouraged to develop a positive attitude towards work if they are to change the world around them.

**The importance of work as presented in proverbs 6:6-11**

**Proverbs 6:6-11**

**6.** Go to the ant, a sluggard, consider her ways, and be wise.

**7.** With out having any chief, officer or ruler.

**8.** She prepares her bread in summer and gathers her food in harvest.

**9.** How long will you lie there, a sluggard? When will you arise from your sleep?

**10.** A little sleep, a little slumber, a little folding of the hands to rest.

**11.** And poverty will come upon you like a robber and want like an armed man.



## Notes:

From the reading,

- ✓ Christians should embrace work as it is a way of making wealth.
- ✓ When people work, they are able to make savings and investments. These investments help one to escape from poverty.
- ✓ It's one's savings that can be used to help out in the bad times.
- ✓ Work can also help people to pay their debts and be able to fulfill their pledges.

## Biblical teaching about work

### Work in the old testament.

- God is a worker. i.e. physically involved in the creation of the universe (*genesis 2;7ff*)
- Man and woman are to work together as cocreators so as to bring the earth under control. (*Genesis 1;27-28*)
- Work is God's will. This is witnessed by man being given to take control of the world through work. (*Genesis 1;26-32*)
- Work is enjoyable and has to be appreciated. This is because God was pleased after his creational activities and appreciated them.
- The purpose of work was to bring man closer to God and fellow man. God is seen promoting this as important aspects of human life.
- Resting is part of God's original plan for work. i.e. he worked for six days and blessed the sabbath as day of rest. (*Genesis 2;1-4*)
- The old testament condemns selfishness in work. God punished Cain for his selfish and jealousy that made him to kill his brother Abel.
- A man could share and enjoy the fruits of life with one another, this means that work is for the service of all the people. (*Deut. 24;9-22*)
- Work should involve trust and faith. The builders of the tower of Babel lacked faith and trust in God's provision and their work became meaningless following the mixing of the languages. (*Genesis 11;1-9*)
- The old testament warns people against the dangers of exploiting the workers. (*Jerimiah 23;3-17*)
- In the old testament, there is time for everything including time for work. (*Eccl. 3;2*)
- The old testament condemns laziness and encourages hard work. (*Proverbs 6;6-10*)

### Misuse (abuse) of work in the old testament

- Man failed to perform the duty of conquering the creation as commanded by God. This was through Adam and Eve eating the forbidden fruit hence a broken relationship with God.
- Selfishness and jealousy also showed disobedience of work in the old testament.
- Work was abused through the curse of man kind i.e. in (*Genesis 9;20-27*), Noah cursed his son as a result of drunkenness from the wine of his harvest.
- The building of the tower of Babel reflected a misuse of work (*Genesis 11;1 ff*)

- There was enslavement and suffering out of work. The Israelites were made to work as slaves in Egypt. (*Exodus 1;9-14*)
- There was also forced labour in the king's times. e.g. Ahab grabbed the vine yard of Naboth and went a head to prove his death. (*1 Kings 21;14*)
- Work was misused through cheating using wrong measurements, over charging and sell of low-quality products. (*Amos 8;5-6*)
- Work was also abused when some of the activities were done on the sabbath day. This was misuse because it was against the covenant pay of people respecting the sabbath. (*Exodus 20;9-10*)
- There was bribery in work. This was commonly practiced among the political officials and judges in Israel. (*Micah 7;3*)

### **(Activity 1:38 fountain)**

#### **The New Testament teaching about work**

- Work according to Jesus remains normal and essential. He blessed those who worked for peace.
- Jesus called for good working relationship between employers and employees. He wanted the heart of forgiveness to be among the servants.
- Jesus called for honesty and responsibility among the workers. He emphasized need for the individual to take care of any given task. (*Matthew 24;45-47*)
- He taught the need for having joy and solidarity in work. i.e. work should bring people together.
- Jesus called upon the people to use their talent to serve others. (*Mathew 25;14-16*)
- Taught the values of resting from work. i.e. he recognized the sabbath with the view that it was made for man but not man for it. (*Matthew 11;28-29*)
- Jesus taught dedication and service above oneself. He also humbled himself and washed the feet of his disciples.
- Work should transform the earth to the fulfilment of the kingdom of God. (*Romans 8;18-25*)
- Work should bring glory to God. People are called upon to be conscious on their work. (*1 Corinthians 10;31*)
- The new testament warns against the employers exploiting their workers. (*James 5;1-6*)

#### **What lessons do Christians learn from Jesus as a worker**

- Christians ought to accept work as a responsibility.
- Christians also learn to realize that they are cocreators with God.
- Christians also ought to be able to sacrifice their time and life at work.
- Christians learn to be honest at work.
- Christians also learn to balance work with leisure time.
- Christians also ought to work for the kingdom of God.
- Christians also ought to use their talents to serve others.
- Christians should also accept any work without despising it.

- Christians ought to have hopes in work even in the time of difficulty.
- Christians also learn to seek Gods guidance at work through prayers.
- Christians also learn to have love for their work.
- Christians also ought to have joy and solidarity in work i.e. they should work together.

**(Activity 1:31 baroque, 1:40 fountain)**

**Community service in the Bible**

God created man as a social being who finds fulfillment only in service for others.

When a woman/man does something for the good of the community, his/her life becomes more meaningful and content.

We are created to;

- ✓ Carry each other's burdens.
- ✓ Care for others practical needs.
- ✓ Warn each other's sins.
- ✓ Rejoice with each other.

Here are some of the concepts of community service from a Biblical perspective as seen how God had a plan for this right from the beginning.

<b>Bible text</b>	<b>Bible message on community service</b>
<b><i>Old testament</i></b>	
Isaiah 58;7-10	Share food with the hungry, provide for the poor.
Proverbs 11;24-25	One who gives freely gains, a generous man will prosper.
Proverbs 3;27	Do not withhold good from those who deserve it.
Proverbs 19;17	He who is kind to the poor lends to the Lord.
Proverbs 22;9	A generous man will himself be blessed.
<b><i>New testament</i></b>	
1 John 3;18	Let's love with actions.
1 Peter 4;10	Use whatever gift you have received to serve others.
Acts 20;35	With hard work, we must help the weak, it's a blessing to give than to receive.
Matthew 23;11	The greatest among you will be your servant.
Hebrews 6;10	Helping Gods people is showing love to him.
Galatians 6;2	Carry each other's burden, do good to all people.
Ephesians 2;10	We are Gods workmen ship to do good works.

**(Activity 1:41 fountain, 1:32 baroque)**

**Voluntary work in the Bible**

The following are the bible verses talking about voluntary work.

<b>Bible text</b>	<b>Bible message about voluntary work</b>
Titus 3;14	Teaches us not to waste our resources.
Galatians 6;9	We learn not to get tired of doing good.
Matthew 5;6	If we are hungry and do volunteer work, we are blessed and God will satisfy us.

**Note;**

- ✓ The scriptures encourage Christians to spend their time doing good and to provide people with real needs.
- ✓ Christians should not get weary of doing good things for others because they will be rewarded.
- ✓ They are encouraged to use any opportunity to do good things to every one especially the brethren.

**(Activity 1:42 fountain, 1:33 baroque)**

**Charity work in the Bible**

According to scriptures;

- ✓ God is concerned with the poor; He encourages us to feed the hungry and satisfy them.
- ✓ God helps those who help the poor.
- ✓ He saves them when they are in trouble.
- ✓ Giving charity comes with spiritual benefits of protection, happiness, victory over enemies and healing as well as good health.
- ✓ The heart of God is on the poor and so, giving to them is like lending to God, he will pay them back in due time.

Here are some of the concepts of charity services from the biblical perspective as seen below.

<b>Bible text</b>	<b>Bible message about charity</b>
<i>Old testament</i>	
Proverbs 19;17	Calls upon us having pity to the needy, give and God will reward.
Proverbs 21;13	If one shuts his ears to the cry of people, he too will not be answered.

Proverbs 22;9	Blessed are those that give to the needy
Proverbs 11;24	One gives freely and gains more; a generous man will prosper.
Proverbs 28;27	He who gives to the poor will lack nothing.
Deuteronomy 15;7-8	Be open handed and freely lend to the poor brotheren.
<i>New testament</i>	
Matthew 25;35-40	I was hungry and you gave me something to eat.
Hebrew 13;16	Do not forget to do good and share with others.
2 Corinthians 9;7	Each person has to give what he/she has to the poor cheerfully.
Matthew 6;2	When you give to the needy, do not announce to everyone.
Luke 12;33	Sell your possessions and give to the poor.
Acts 20;35	Working hard to help the weak.
Luke 21;1-4	Put gifts into the temple treasury.

### **(Activity 1:43 fountain)**

#### **Benefits of working in relation to the Bible**

In the first subtopic we learnt about reasons and the importance of work. In this section we will learn the benefits of work in relation to the bible as follows.

<b>Bible text</b>	<b>Biblical teaching on the benefits of work</b>
<i>old testament</i>	
Psalms 62;12	God rewards every man according to their work.
Psalms 128;2	Work is satisfactory.
Proverbs 10;4	Hard working people will be leaders.
Proverbs 12;11	Farmers shall receive food from the ground.
Proverbs 12;24	Hard working people will become rich.
Proverbs 14;23	Working profits, the worker and community.
Jeremiah 31;16	Our work shall be rewarded and we shall be saved from the enemies.

<b><i>New testament</i></b>	
Acts 20;35	Its more blessed to give than to receive.
1 Corinthians 3;8	Every man shall be rewarded according to their efforts in work.
1 Corinthians 15;58	Our work in the lord is not in vain.
Ephesians 4;28	We should work so that we give to the poor. Thieves should also stop stealing.
1 Thessalonians 2;9	Work enables one to preach the good news.
2 Thessalonians 3;10	The one who is unwilling to work shall not eat.
1 Timothy 5;17	Those who work should be respected, especially if they do the work of the lord.
Revelation 22;12	God will give to every man according to their work.

## ***SAMPLE ACTIVITIES OF INTEGRATION***

### **Sample 1**

Paul Ogwang a fresh graduate from the university landed on a fat job as a manager in one of the firms in Soroti city. With all vigor and skills attained while in school, he seemed to be puzzled given the prevailing circumstances so many things but not limited to the following.

Lack of teamwork, dishonesty, disrespect of supervisors, lack of self-drive and motivation, signs of witchcraft, redundancy and unceasing demand for salary increments.

#### **Task.**

Using your knowledge about work ethics. As a Christian, write a letter using the bible teaching advising him on how to improve on the working environment.



### **Sample 2**

In Baba secondary school, the management, is emphasizing only on academic work. They are discouraging learners from joining co-curricular activities which can help them develop their talent. The parents of the children are also forcing them to do courses leading only intellectual work. Many of them however, have ended up jobless though with academic qualification.

#### **Task.**

You are invited to speak on career day. Write a speech identifying talent-based careers in Uganda and how people have benefited from them.

### **Sample 3**

Odongo dropped out of school in senior three. He spends most of his time loitering around the village claiming that he has nothing to do in the community. Two weeks ago, he was caught stealing a neighbor's goat, because he wanted to sell it and get money to acquire some basic needs. He was severely beaten by the village members who left him at the verge of death.

#### **Task.**

Imagine you are the youth representative in the village council, write an informal letter to Odongo identifying work opportunities in the community and the reason why we should work.

## **END OF CHAPTER 1**

*Compiled by Lucky Jonathan*

**COMPILED BY LUCKY JONATHAN**

# CHAPTER 2

## THEME; MANS DOMINION OVER THE WORLD

### SUB TOPIC; WEALTH AND DEVELOPMENT

#### Meaning of Wealth and Development

##### Wealth

Means an abundance of valuable possessions or money owned by an individual or community.

Or a plentiful supply of particular desirable things.

Or accumulation of valuable resources.

##### Development

Means a process of changing from one level to another level.

Or a process that creates growth, progress, change and advancement or organised cc

##### Acquiring Wealth

There are different ways through which wealth is acquired by people. ie the acceptable and unacceptable ways of acquiring wealth.

##### Acceptable and unacceptable ways of acquiring wealth

##### Acceptable ways of acquiring wealth

Acceptable ways of acquiring wealth are those that are morally upright and do not affect others negatively. This may include;

- Company profits
- Profits from shares
- Sale of property like land, houses. etc.
- Inherited property from parents or guardians
- Earned salaries from work
- Gifts from friends and well wishers
- Savings and investments
- Getting loans from banks or villages saving sacco's so as to start a project.
- Use of talents.

##### Advantages of acquiring wealth using acceptable ways

- A person gets to enjoy his/her wealth in peace
- One gets Gods blessings for the hard work achieved
- One earns respect from the society
- One is able to secure the basic education of prosperity

- It attains somebody financial freedom to afford anything one wants
- It also enables one to afford the basic needs of life

SAMPLE