**2018/ASP/41**

**ACU3112**

**ICAE - 2**

1. Briefly explain terms demography in your own words.

Demography is the branch of study that deals with analyzing human populations and their characteristics. This includes evaluating the size, distribution, and growth of populations, as well as examining vital statistics such as birth and death rates, and migration patterns.

2. Give 3 pulling factors and 3 pushing factors that lead an individual to immigrate.

**Pulling factors:**

1. Job opportunities
2. High standard of living
3. Political freedom and security

**Pushing factors:**

1. Political instability and conflict
2. Economic hardship
3. Environmental or natural disasters

3. Differentiate the terms Job Security and Career Security.

Job security refers to the stability and predictability of an individual's employment. It encompasses factors such as the likelihood of being laid off, the stability of the company, and the presence of a union or other protections against job loss. Job security is an important factor for many workers, as job loss can have serious financial and personal consequences.

Career security refers to the stability and predictability of an individual's career path over the long term. It encompasses factors such as the likelihood of advancement within a company, the availability of training and development opportunities, and the presence of a supportive work culture. Career security is important for individuals who are looking to build a long-term career and achieve professional growth and advancement.

4. State five life stages according to Donald Super’s Theory for Career Development and

briefly describe each of them.

1. Growth and Exploration
2. Establishment
3. Maintenance
4. Decline
5. Retirement

* Growth and Exploration: This stage typically occurs during childhood and adolescence, and is characterized by a time of exploration and experimentation. Individuals are seeking to identify their interests, values, and abilities in preparation for future career decisions.
* Establishment: This stage occurs during young adulthood, and is characterized by a focus on finding and securing a stable job. Individuals are seeking stability, financial security, and a sense of accomplishment.
* Maintenance: This stage occurs during midlife, and is characterized by a focus on maintaining stability and security in one's career. Individuals may be working to further their careers, but their primary focus is on preserving what they have already achieved.
* Decline: This stage occurs in late career, and is characterized by a reduction in work responsibilities, a decrease in salary, and a winding down of one's career. Individuals may be preparing for retirement or exploring new career paths.
* Retirement: This stage occurs after an individual has retired from work, and is characterized by a focus on personal interests, leisure activities, and family. This stage can be a time of growth and self-discovery, as individuals have more time to pursue their passions and interests.