

Faculty of Human and Social Sciences

Department of Psychology

Level: MA1 work and organization Psychology

Instructor: Ms. Saci Meriem

Module: English

Lesson n°4: Work and Employment

Introduction

Work and employment are fundamental components of human society, shaping not only individual lives but also the economic and social fabric of nations worldwide. In the 21st century, these aspects of human existence have taken on a new dimension with the globalization of economies, the proliferation of technology, and the ever-increasing interconnectedness of nations. The Study of Work and employment in the global economy is essential in understanding the profound changes that have swept the world and continue to do so.

Work and Employment in the Global Economy can be defined as follows:

I. Work

Work refers to the human activity involving the application of physical or mental effort to accomplish tasks ,produce goods, deliver services, or contribute to the production of value within an economy .It encompasses wide range of productive activities ,whether they are compensated through wages or salaries or not. Work can take various forms, such as full-time or part-time employment, self-employment, voluntary or unpaid work, and can occur across multiple sectors, including agriculture, manufacturing, services, and the informal economy.

In the context of the global economy, work extends beyond national borders, and individuals may engage incross-border work throughout sourcing, remote work, and international labor migration. The nature of work is influenced by technological

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advancements, economic structures, social norms, and globalization. Work can have a significant impact on individuals' well-being, income, and quality of life, making it a central focus of economic and social studies.

II. Employment

Employment is a specific subset of work and involves a formal or informal arrangement in which an individual provides labor and skills to an organization or employer in exchange for financial compensation. Employment typically includes an employment contract, defined work hours, and a regular income. Employment can be categorized into various forms, including:

1. **Full-Time Employment:** This involves regular work schedule, often 40 hours per week or more, and usually includes benefits such as health care and retirement plans.
2. **Part-Time Employment:** Part-time workers have a reduced work schedule, often fewer than 40 hours per week, and may not receive the same benefits as full-time employees.
3. **Temporary or Seasonal Employment:** These positions are time-limited and are often used to meet specific demands, such as holiday season so short-term projects.
4. **Self-Employment:** Self-employed individuals work for themselves, managing their own businesses and finances. They are not typically considered employees.
5. **Informal or Gig Employment:** This includes non-traditional, short-term, or freelance work, such as gig economy jobs, where individuals work on a project-by-project basis, often without the benefits of traditional employment.

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Conclusion

In summary, work and employment in the global economy encompass the diverse range of activities through which individuals contribute to the global production of goods and services. The dynamic interplay of global economic forces, technological advancements, and socio-cultural factors influences the nature of work and the opportunities available to individuals in a globalized world. Understanding these dynamics is essential for analyzing the complex landscape of labor markets, employment trends, and the well-being of workers in the contemporary globalized context.