

**Topic 2.5.1c Different ways of working**

**Core Knowledge**

3 main types of employment: full-time, part-time and flexible hours

3 main types of contract: permanent, temporary and freelance

Benefits of a full or part-time contract are:

* Stable earnings and high degree of job security
* Regular contributions towards pension
* Likely to receive holiday and sick pay, providing more security
* More likely to be sent on training courses to improve skills

The impact of technology:

* Has made it easier to work with people without being physically close to them
* Can be used to monitor staff, e.g. productivity, breaks, accuracy
* Can be used to improve efficiency by doing repetitive jobs more consistently and accurately
* Remote working has pros and cons – a lack of natter and banter could mean good ideas are missed

**Don’t be a “man on the street”**

* Remember not all self employed people are super rich and   
  successful entrepreneurs
* Self-employed workers will not get holiday pay, sick pay or contributions by their employer into their pension
* Flexible working may sound ideal to some, but for others it would not work. Don’t assume everyone wants to work as little as possible!

**Synoptic Links**

**Technology –** has enabled more remote workingand can contribute to improvements in efficiency

**Recruitment** – the type of contract offered may impact where and how the vacancy is advertised

**Training** – more likely for permanent staff

**Wider Business World**

**Remote working –** due to COVID-19 there has been a huge increase in people working this way

**Amazon** – reputation for poor working conditions with excessive monitoring

**Brompton bikes** – uses automation and robotics   
alongside skilled workers

**BUSINESS**: ***Creating informed, discerning employees, consumers and future leaders***

**Key Vocabulary**

**Full time work** – 35-40 hours per week

**Part-time** – less than 35 hours and usually predictable hours /days

**Flexible hours** – where days and hours vary from week to week

**Zero hour contract** – a type of flexible working where employees are not guaranteed any work from week to week

**Freelance contract** – an agreement over one job between a business and a self-employed worker

**Permanent contract** – an agreement between a business and an employee that work and income will be provided consistently into the long-term future

**Remote working** – working away from the office, typically at home

**Temporary contract** – an agreement between a business and an employee that work and income will be provided for a specific time period, e.g. six months