

20. Christian approaches to work

1.
 - a) *Five virtues related to work*
 - i. *Diligence- commitment/ hard work/ thorough effort on ones work*
 - ii. *Honesty/ integrity- truthful adjust doing quality work*
 - iii. *Faithfulness- Being loyal/ trustworthy by performing duty well at the right time according to contract signed*
 - iv. *Responsibility- being accountable/ working thoroughly without supervision*
 - v. *Loyalty- Being faithful to employer, colleagues and organization*
 - vi. *Tolerance- Bearing with other people weaknesses/ harsh conditions/ decisions made by employer and some behaviors of the other workers though not accepting what is evil like stealing*
 - b) *Why child labor is morally wrong*
 - i. *Children are gifts from God and should not be oppressed*
 - ii. *Retards child growth/ development*
 - iii. *Child may not develop talents*
 - iv. *Makes child negative towards work*
 - v. *Shows parents irresponsibility*
 - vi. *Denies formal education*
 - vii. *Leads to loss of human dignity*
 - viii. *Promotes poverty which is a social evil*
 - ix. *Leads to exploitation through underpayment and overworking*
2. *Christians may deal with issues of child labour and neglect (7mks)*
 - *practicing justice in way they deal with workers*
 - *advocating be for the right of the children*
 - *teaching others about Jesus attitude towards the children and calling them to be accountable in they way they handle the children*
 - *reporting culprits of child labour/abuse to the authority*
 - *rescuing children who are employed and neglected by providing them with basic needs*
 - *educating parents that child abuse/abuse/neglect sinful before God*
 - *praying for those who moles/defile/neglect the children)*
3.
 - a) *Ways in which the employer should show respect for the human dignity of employees*
 - i. *Pay them their worth/ give them wages which are commensurate with the work done. Should not exploit the workers or underpay them/ delay payments*
 - ii. *Provide them with healthy and safe working conditions. Provide clean atmosphere and ensure that their lives and health of the workers are protected*
 - iii. *Be sensitive and reasonable to the general welfare of employees by showing concern to their needs and problems*
 - iv. *Employee's hours of work should be reasonable/ should not work for long hours without rest/ leisure. (If workers are to be productive, they need rest)*

- v. *The work load allocated to workers should not be commensurate with the workers mental, physical and intellectual ability and competence (avoid overtaxing workers)*
- vi. *Workers should be allocated to take their leave or observe public holidays*
- vii. *Show justice, fairness and practice charity towards employees especially to those who fall sick, who become pregnant during bereavement, old age/ during retirement*
- viii. *Should discharge redundant workers fairly and in human manner and do their best to find other employment for them. Ensure job security (Any 9 points x 1 mark total 9 marks)*

b) *The duties and responsibilities of employees to employers?*

- i. *To carry out their duties efficiently/ to the best of their ability/ diligently*
- ii. *Work for the welfare of the institution/ company/ organization/ promote the success of the organization*
- iii. *Show respect and loyalty to the employer*
- iv. *To respect/ observe the terms of contract/ agreement/ work according to the expectations of the employer*
- v. *To use the employers property with care/ avoid causing damage*
- vi. *To show good will to the employer*
- vii. *To co-operate with other workers for the welfare and success of the company/ institution*
- viii. *Avoid joining in the strikes and go slow unionists for the sake of non- economic/ reasonable demands*
- ix. *To perform ones duty with honesty, diligence and integrity*
- x. *Pray for the success of the institution/ the employer and other employees*

c) *Reasons why a Christian should not resort to strike action as a way of presenting grievances*

- i. *It is obedient to lawfully institute authority against Biblical teachings*
- ii. *It leads to idleness/ laziness which is condemned in the Bible*
- iii. *It wastes resources/ time*
- iv. *It disrupts peaceful working atmosphere*
- v. *Could lead to destruction of property*
- vi. *Could lead to loss of life which is against the commandment of God*
- vii. *It could lead to loss of employment/ suffering of individuals*

It leads to hatred bitterness/ frustration