

## 3.3 Workers

Name: \_\_\_\_\_ Class: \_\_\_\_\_ Date: \_\_\_\_\_

Total: 16 marks

### Objective

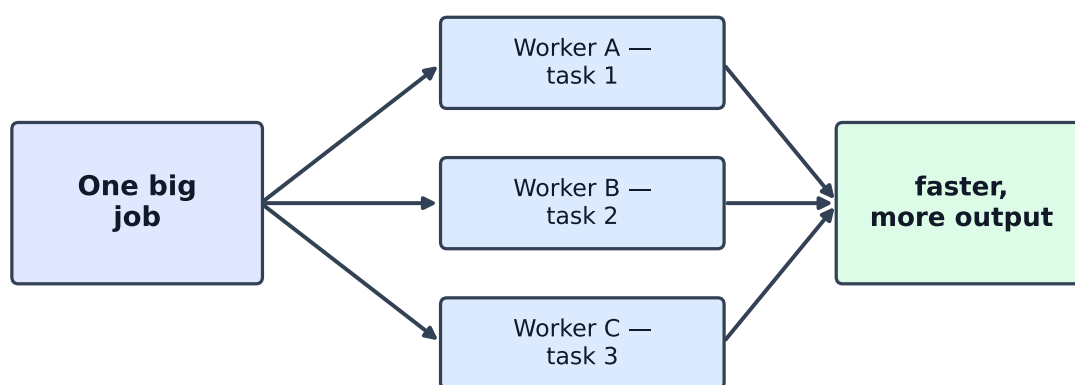
Build the skills to answer exam questions on **workers** 工人—**wage and non-wage factors** 工资与非工资因素 in choosing a job, why **wages differ** 工资差异, and the **division of labour** 劳动分工.

You must be able to:

- distinguish wage from non-wage factors
- explain why workers earn different amounts
- explain the advantages and disadvantages of the division of labour

### 1 Worked examples

#### ■ Choosing a job and earning a wage



*Workers choose jobs on pay and on everything else*

- **Wage factors:** the **wage** 工资 (pay). **Non-wage factors:** hours, holidays, safety, enjoyment, distance, promotion.
- **Wages differ** because of: **skill** 技能 and **qualifications** 资格, danger, **trade unions** 工会, **discrimination** 歧视.
- **Division of labour** 劳动分工: split a job into small repeated tasks → faster work, higher output, but boring and a narrow skill.

**Answer shapes:** K + App + An + Ev (a justified judgement, for discuss questions).

## 2 Practice

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**2.1** State the difference between a *wage* and a *non-wage* factor. [2]

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**2.2** Identify two reasons why workers earn different wages. [2]

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**2.3** Define the term *division of labour*. [2]

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## 3 Exam-style questions

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**3.1** Which is a **non-wage** factor when choosing a job? [1]

- **A** the hourly pay
- **B** a bonus payment
- **C** the working hours and holidays
- **D** commission on sales

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**3.2** Explain two reasons why a surgeon is paid more than a cleaner. [4]

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**3.3** Analyse the advantages and disadvantages of the division of labour for a firm. [6]

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## 4 Go further

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You are now ready for the real exam questions on this subtopic. Open the **3.3 Workers** past-paper sheet in the Library, or try these in **Practice mode**:

- 0455/11 N25 —Q12 (workers / wages)
- 0455/11 N25 —Q13 (wage differences)
- 0455/12 N25 —Q12 (division of labour)

## Solutions

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IGCSE Economics answers are marked by **level of response**: award **K** knowledge, **App** application, **An** analysis and **Ev** a justified judgement.

**2.1** a wage factor is the pay (the wage); a non-wage factor is everything else about a job (hours, safety, enjoyment, promotion) (2 for a clear difference; 1 for a partial idea).

**2.2** any two of: skill/qualifications; danger of the job; trade-union strength; discrimination (1 + 1).

**2.3** splitting a job into small tasks, with each worker doing one task repeatedly (2 for a clear definition; 1 for a partial idea).

**3.1 C.** Working hours and holidays are non-wage factors.

**3.2 [4]** For **each** of two reasons: K 1 + An 1 —a surgeon needs years of study and rare skills, so few people can do the job → scarcity of such skilled labour raises the wage; a surgeon's work carries high responsibility, while a cleaner's job needs little training, so many can do it → plentiful supply keeps the cleaner's wage low.

**3.3 [6]** K/App/An —**Advantages:** workers repeat one task, so they get faster and more skilled, less time is wasted, and output per worker rises, lowering unit cost. **Disadvantages:** doing one task is boring → mistakes and high labour turnover; if one worker is absent the line can stop; each worker learns only one narrow skill → so the firm gains higher output but risks low motivation.