

# The significance of work

Terje Erlandsen

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# Topics of this weeks lectures

**What is work?**

**Definitions and historical perspectives**

Employment of persons with disabilities today in the perspective of inclusion.

Work, roles and identity –

Persons with disabilities tells their story.

How to run a workshop. Traditions and basic principles

My fascination for persons with special  
needs and the topic work—  
When did it start?

# My first job.

## - The candle workshop 1990





# Terje Erlandsen (f. 1971).



- 1990 -2013: Social worker: Workshops, house manager
- 2003- 2012: Teatcher and mentor, The Waldorf social pedagogy education in Norway.
- 2013 – d.d: Guest lector, Rudolf Steiner university College, Norway.
- 2014 – 2023: Leader of Education – center Marjatta, Denmark, social pedagogy education.
- Current position: Personal consultant firm: Education in pedagogy, organisation, management and leadership.

# Education

- 1992- 1995:Waldorf teatcher
- 1995- 1999: Social therapist
- 2000- 2002: Mentor education
- 2010- 2013: Masterdegree pedagogy/leadership

# The subject of the week:

The significance of work for persons with disabilities.

To avoid the "they and us" approach, we may start to look at the significance of work in general...

# The concept of work

- Most of us work every day, but is there a official definition of what work is?
- What is work for you? Write a single word at a post it. Nothing is right or wrong 😊

# Work = Income

- Work is often connected to roles in labour life that gives income.

(Wikipedia 2015)

Work = exertion → result

« an activity that involves mental or physical exertion made to achieve an result »

(Oxford Dictionary Online, 2015)

# Work= achieve benefits

“Any use of mind or body done to achieve a benefit more than the pleasure the work instantly gives”.

(Marshall 1890: 65) i (Oxford Dictionary Online, 2015)

# How can we then make a distinction between work and other activities?

- Salary / money?
- Product / result?
  
- Is it a job when a housewife make dinner and look after her children?

# Today work is a positive, valued activity

- If you dont work , there is usually a reason.
- Maybe you are sick too old, retierd..
- Usually there has to be an excuse if you dont work.....

# Historical review

- **Has work always been appreciated as a good, valuable activity?**
- **Lets take a look at it in a historical context**

# From hand to mouth



”In the stone age, work was about one thing:

## **Survival and Food**

They hunted, was eating, and relaxed until they was hungry again.”

(Beder, 2004)

# From hunting to farming

## The bronzeage

- Farming and livestockhold was more work intensive than hunting and harvest from wild nature.
- The change came up because of increased population density. – not because they thought it was fun.....

(Wikipedia, 2015)

# Greece (750.f.kr – 400. e.kr)

”In all cultures in all corners of the world ,  
it seemes like work has been concidered  
as an awful thing”.

(Helldèn,1979: 8) i (Kildal, 2005 s.5)

# The ancient Greece



## Aristothele:

”All kind of work for money destroying the human soul”.

(ordtak.no, 2015)

# Slavery:

”The slavery was an attempt to exclude the (free) human beings from the work. – Not to earn money.

(Kildal, 2005)

## Summary:

- Work is a necessary activity without an independent value.
- A distinction is made between essential businesses and free-fledged businesses:
  - ***What you have to do for a living***
  - ***and what you choose in freedom***

(Kildal, 2005)

# Christianity's influence

"Life on earth is a continuous process that will restore the harmony that was destroyed by original sin.

“God's kingdom on earth shall be improved. ”

(Tilgher 1930: 12–14) i (Kildal, 2005, s. 12)

"Whoever is not working, shall not eat."

(Tessalonikerbrev 3.10.) i (Kildal. 2015, s.13)

## Purpose of work:

- Punishment for the human sin:
- Necessary for the body and soul well-being:
- Work prevents laziness companions, "evil thoughts and habits" \*.

(Kildal. 2015). \*(Tilgher 1930: 29) i (Kildal. 2015, s.13)

# The concept "arebeit"

- The German word arebeit were at 7-800-century spent in a rather general sense: **'accident', "storm"**, pain ,Christian suffering and death.

(Kildal, 2005 s. 15)

- From 800 - 1200's underwent the term "arebeit" major changes;
- Work became a more active and positive term.

(Kildal, 2005 s. 15)

# Reformation - Values, growth and the Protestant ethic



# Christianity and Europe's welfare

***Today's European welfare where caused by  
Christianity :***

***The focus at hard work and resource management.***

(Berntsen, 2013)

# The Protestant Ethic

- The value of hard work, economic success, and save instead of use.

(Bentzen, 2013)

# Luther and Calvin

- Calvinism was an inexorable ethics for everyday life of hard work, sacrifice, order and discipline.
- From having been a duty, work was eventually a vocation that involved individual highest moral and religious obligations .
- Work was considered as “a ticket to Gods heaven”.

# The time of enlightenment (1700 t.)

- 1700`s filed for the first time a 'working perspective' on the story:
- ***The man himself is the creator, either nature or God.***

(Kildal, 2005, s. 21)

# The 17 th - 20 th Century

- A new understanding of work starts to appear.
- The religious perspectives were gradually weakened
- The new influence came both from psychological and political influence



# Karl Marx (1818 - 1883):

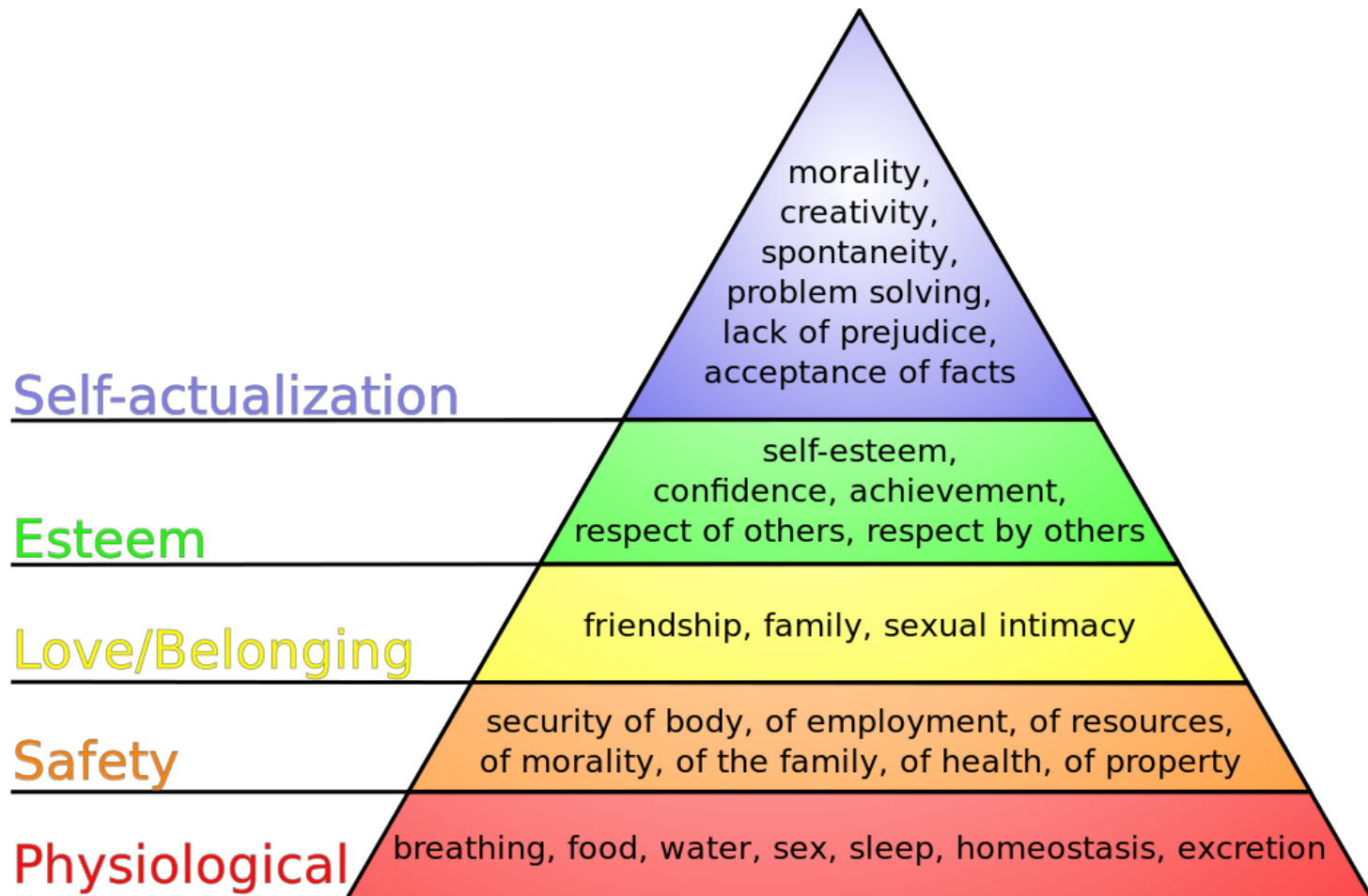
*"The work should have a goal in itself, give a social realization for the society" and self actualization*

(Kildal, 2005, s. 24, )

# Definition and analyzes of the concept work today:

- The theoretical framework, we are dealing with this week

# Maslow Hierarchy of needs



# The three levels of work

***Value creation***

***Social dimension***

***Self actualization***

(Hejret & Stokkedal Bokn 2008)

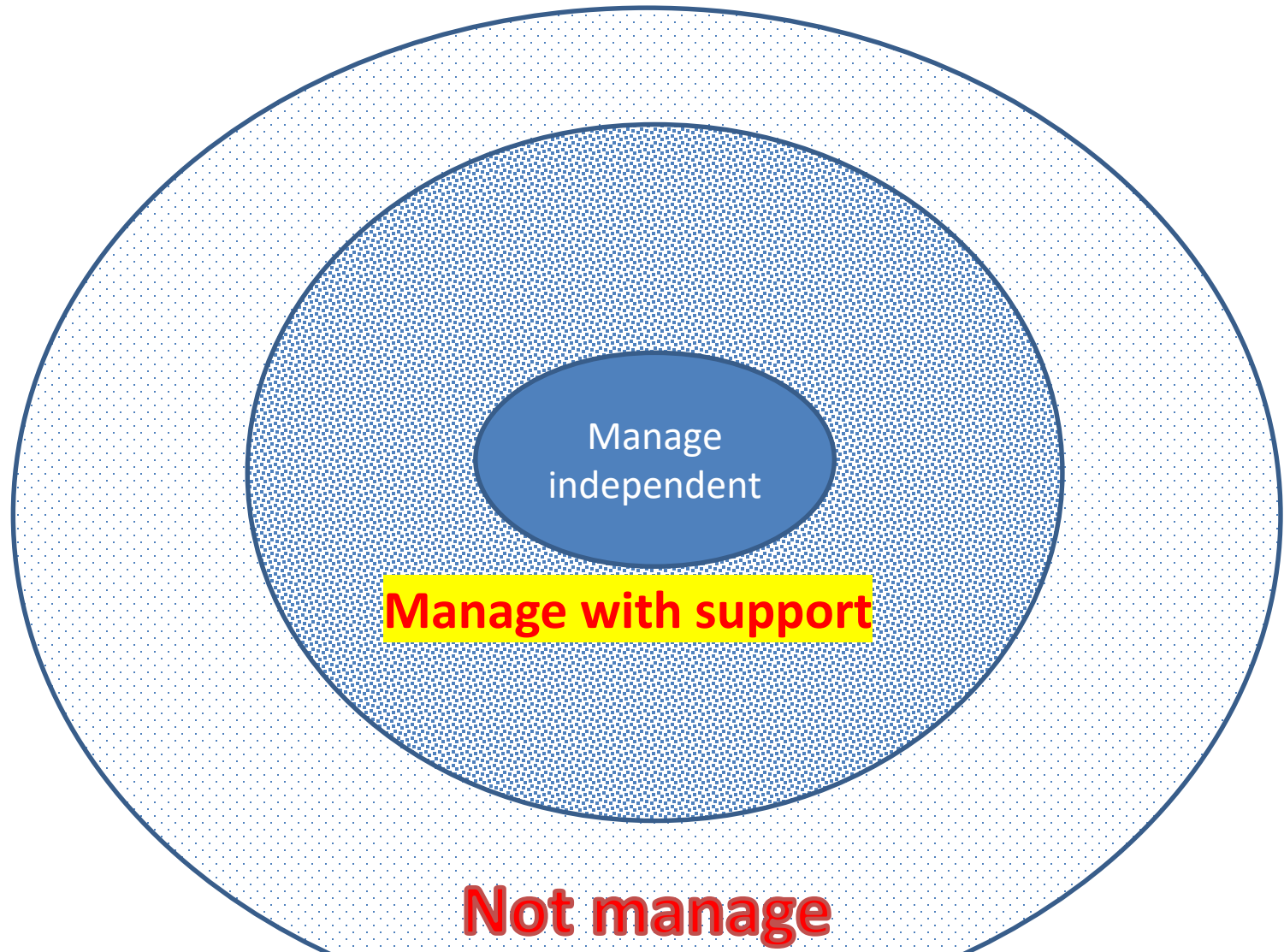
# Salutogenese

“The sense of coherence” The world should be:

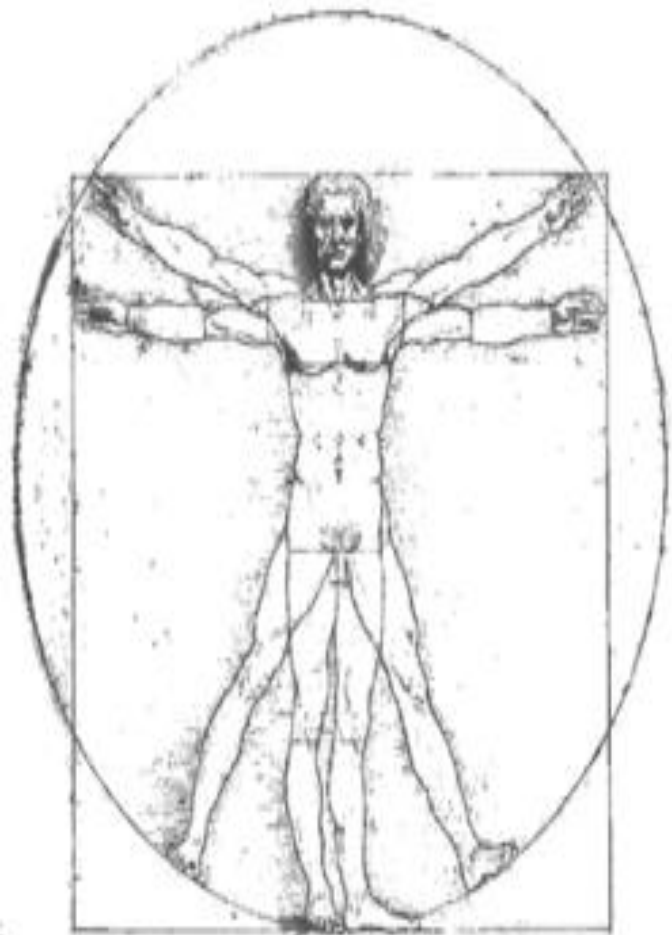
- Understandable
- Manageable
- Experience of meaningfulness

(Antonovsky, 1987)

# The zone for proximal development (Vygotsky)



# Rudolf Steiners 3 fold human being



Thinking → Nerv – sence system

Feeling → The rythmic system

Will → Body – metabolic system

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## Refleksion groups :

1. Describe your own experience of work related to the three categories ***value creation, social dimension*** and ***self actualization***.
2. Prioritize the categories in sequence, 1-2-3. and describe the reasons why.
3. In your opinion: What elements do you think are the most important for persons with disabilities?