

4 Folds duties of a Worker

INTRODUCTION

Four fold duties of workers means the duties which need to be performed by a worker apart from his designated work. Designated work stands whatever he/she does to earn his/her livelihood.

The general understanding is, if it is required it's only the worker from the organized sector have to do these but no. It the duty of all the workers invariably coming from any field, right from the grass root level to the top level of any organization.

We have lessons learnt from many developed nations that wherever there is enlightened workforce there are faster development of the nation. Here development is not only materialistic but also quality of life; now at international levels we have happiness index. There are many countries which are not so rich but still they are standing way above in happiness index.

Hence, the objective of understanding these 4 fold duties of worker is to make our lives, society, organization, nation and the world as a whole more developed, richer and happier.

“Workers are the backbone of the country”

CREATING LEARNING APPETITES

We as workers didn't find much time to think beyond our regular work and compromising our quality of life, our family's quality of life, our societal role, role as a responsible citizen. The key is to form a balance and understanding of the various roles we all need to play.

The common problem is we are more into firefighting. Whenever there is a fire, we leave everything behind and put all the efforts in firefighting. Take examples of organizational emergencies, sudden family issues, immediate societal or national situations. Yes it is required, but we neglect remaining areas and it got imbalanced , the we start firefighting o that area, the other got neglected , then again firefighting

on that neglected area. The cycle goes on and we form a vicious circle. Hence, we need to form a balance for ourselves, our society, our nation

MAIN CONTENT

Self

A worker in general is the leader of self and the family. He plays the role of a caregiver to his family. As a family caregiver it is important to:

- Balance caring for yourself and your loved one.
- Take time to think about your own physical and psychological health.
- Identify when you are beginning to feel overburdened.
- Seek help and support when you need it.

No two are the same

Caregiving affects family caregivers differently depending on to whom they provide care and where they are in their own lives. Young caregivers may have to postpone their education to care for a family member, whereas, mid-life women in the labor force who begin caregiving often stop working to care for their family member.

Caregiving demands also differ depending on the situation. For example, caregiving can be much more difficult in higher demand situations such as when a child has a developmental disability, caring for a veteran with post-traumatic stress disorder (PTSD), or when a parent has dementia. Significant or long term strain is often referred to as "caregiver burden." Caregiving strain is often more significant in circumstances where caregivers do not have enough resources (information, skills, social support, respite, and community services) and feel overwhelmed.

Balance is important but often difficult to achieve

Physical Impact

Being a family caregiver requires a balance of caring for yourself and the one that you are caring for. It is important that you take time to reflect about your own physical and psychological health. Caregivers who experience higher levels of strain: May get sick easier. Take more time to recover from an illness and Feel fatigued.

Emotional Effects

When experiencing caregiver burden, feelings of distress and depression can also occur. A decline in caregiver's health can impact the care recipient's health as well. Care recipients can be at a greater risk for experiencing declines in functional abilities (e.g. difficulties with physical mobility) and being institutionalized when caregivers experience problems with depression and lack effective coping styles.

What caregiver gets

Caregiving isn't always dampened with feelings of burden and distress. There are many benefits to being a caregiver. Care giving helps the caregiver too. It's like a boomerang and lower the levels of depression.

Society / Organization

In order to make a healthy and happy society, every individual has certain duties and responsibilities towards the society. May we be working in formal or informal sectors of the working society, there are workers organizations whom we generally call trade unions. In formal structure the roles of its members are clearly defined but when we talk about the informal settings there are many grass root organizations like SHG, CBOs and unorganized trade unions; here we have think a lot . It is the duty of the worker to abide the rules and policies adopted by the workers organizations and do all the required efforts to strengthen them.

The new and existing employees that are hired in an organization have a certain responsibility towards the organization and society.

Do Early Homework: Every employee is responsible for understanding the work allotted and determining if it is appropriate for him. He/she should make sure whether he/she has mastered the skills required to perform the task completely. If he/she is not sure about how to handle the work allotted to them they should talk with their superiors and get suggestions and directions in fulfilling the work allotted to him/her. This will help the

employee in building good relations with not only their superiors also with their colleagues.

Plan with the Manager: Having a proper work schedule or time table for the work allotted to the employee helps the employee in Time Management and reaching the deadlines on time. Also, when a new work is allotted

Take Responsibility and Use Available Resources: The employees should have sense of responsibility towards the resources of the Organization. As a part of the Organization every employee is equally responsible for the long life of the existing resources, for which smooth usage and suggestions for usage is required, which in case is not provided should be requested for.

Participate: Active listening and participation in teams will ensure that all employees become good team players and work with unity towards common goals of the Organization. Whenever a new work is being allotted all the Employees should be eager enough to take the initiative rather than trying to avoid newer tasks. This will facilitate in employees learning new skills and reaching the Organizational goals with much effectiveness.

Be Punctual And Regular: The Prime responsibilities of every employee must be Punctuality and Regularity. You can be better organized by being punctual and regular. Unwanted and unexpected work delays can be dealt effectively

Cleanliness is Next To Godliness: One should maintain the cleanliness of their desk, and also premises of the Organization. If you and your premises are clean you will find it more encouraging to work and also it be convenient to work for other employees. Please use the washrooms bearing in mind that you are not the only person who is using it. See to it you don't spill the water across the wash basin when you are using it same with the premises of wash room. Health and Hygiene of you and others should be your prime concern.

Please be organized and contribute to the growth of the Organization. Everyone grows with the Organization. So, Organizational Growth is our Growth.

Nation

We being the citizens of the country have some fundamental duties which are given in our constitution. Apart from that a responsible citizens and in order to make the nation healthy and development oriented, we have to eliminate the prevailing harmful customs in society; to keep the economy of the country working, it is necessary that every citizen should do his/her job honestly and continue to work to make the country strong, prosperous and happy; we should restrict ourselves from activities like strikes and negligence of work, etc; to guide their children to be a good student so that they study hard to become useful members of the society; constantly working to become a strong, prosperous and happy person; maintain discipline in public life; the rules of traffic must be followed seriously; not do any such thing which will create a situation of conflict in society; the rights we want for ourselves we should also provide them to others; we should cooperate in creating harmony in society; understand the importance of Indian culture and traditions and preserve their healthy and glorious form; must respect the great men and national ideals of the country and protect our national heritage and monuments; protect our rights and perform our duties; Health is the wealth of our lives, we must cooperate in keeping cleanliness and dispose off the garbage at the proper place; cooperate in maintaining law and order; should not put garbage or waste products in wells, ponds, lakes and rivers and we should plant more and more trees.

Global perspective

We are now talking about Global citizenship. We all have certain duties and responsibilities towards the globe i.e. mother nature. Global citizens see themselves as part of a world community. Such a community is rapidly emerging as a result of the growing inter-connectivity and inter-dependence of people and their countries. A global citizen's actions support the political, social, economic and moral values of this community which have also been espoused by global leaders for the past hundred years. These values include human rights, gender equity, environmental stewardship and sustainable development, the reduction of poverty and income inequalities, good

governance, and global peace and justice. Such values are reflected in the expanding number of international agreements, conventions, and treaties that countries have signed since the end of World War II.

The personal, moral values of our world community can be found throughout humanity's great philosophical traditions. Sharif Abdullah, in his book *Creating a World that Works for All* comments that these traditions share universal values such as love, peace, nonviolence, justice, forgiveness, tolerance.

A global citizen has rights and responsibilities in relation to his or her membership of our world community. The rights of global citizenship are contained in the Universal Declaration of Human Rights signed by many countries in 1948. They are spelled out in the Declaration's 30 articles grounded in the values of liberty, equality and equity. Of course, you can still be unjustly arrested and punished for upholding the rights enshrined in the Universal Declaration. But there is an increasing body of international law that you can call upon in your defense, and a growing array of international legal institutions willing to hear your case.

A global citizen also has certain responsibilities to our world community, just as citizens do to their local and regional communities and countries. Citizens at all levels need to fulfill these responsibilities if they want healthy sustainable communities. At a global level their responsibilities include: the responsibility to understand one's own perspective and those of others; to protect the principle of cultural diversity; to make connections and build social and working relationships with people from other countries and cultures; to understand the ways in which the people and countries of the world are inter-connected and inter-dependent; to understand leading global issues and their national impact; and to advocate the practice of global citizenship in their own countries, especially for their implementation of international agreements, conventions, and treaties.

Global citizenship does not preclude having citizenship in one's own country. In fact, given that there is no world government, almost all global citizens are dual citizens – of their countries and the planet.

It is important to note that individuals are not the sole bearers of global citizenship. The growing inter-dependence and connectivity between countries means that organizations, especially governments, also need to be global citizens. National leaders need to support the practice of their country's global citizenship by collaborating with leaders from other countries in efforts to address global problems that no single country can solve on its own: problems such as climate change, human rights, poverty, income inequality, global peace and justice.

Unfortunately, at the moment many countries are retreating from global engagement. They are led by a new set of national populist leaders who conjure up a fearful image of the outside world and decline to recognize the existence of a world community. These new nationalist leaders blame the forces of globalization, free trade, and immigration for social and economic problems that beset rural, poverty-stricken parts of their countries. For them, it is every country for itself.

It is true that free trade agreements need to do more to protect workers' rights, and that immigration policies need to strengthen a country's workforce and not take away jobs. However, this does not mean that we do away with free trade and the benefits it provides to millions of people or that we close borders to those displaced from their own countries by civil conflict, extreme poverty, and climate change, and who can add value and skills to our countries.

The countries and peoples of our planet are increasingly interwoven. Our destinies are inextricably linked with one another. Today's national populism is bound to wither on the vine in the face of this reality. The most important need now is not to erect walls of protection, but to respond to the reality of global connectivity and build a sustainable world community for all. This is the mission of global citizens and why we need to build global citizenship.
