

# Employment type

## Case studies



You have two profiles to read in your pairs.

Complete the Fact File sheet for each person, thinking about and discussing the advantages and disadvantages of each job.



### Profile 1 - Zara

- Zara works for a well-known **estate agency** and chooses to work **part time** for **four days a week**.
- Her base salary at the estate agency for four days of work is £24,000 and, in terms of **benefits**, she gets access to a **company car, cycle to work scheme** and **company pension**. She also earns a **commission**, meaning that she makes around 5% extra on the profit earned from each successful house sale.
- On her day off, she loves to bake personalised cakes which she sells to friends and family for special occasions as her side hustle.



### Profile 2 - Jorge

- Jorge runs his **own plumbing business**.
- He does most of the work himself but he also **employs an assistant** and is currently **training an apprentice** as his workload and the demand for plumbing services increases.
- He can **choose his hours** and sometimes works up to 50 hours a week when he needs more money. At times it can be **stressful** because he is responsible for the success or failure of the business, and for managing his employees.
- However, he finds that the demand for his services means that he earns a good **salary** which varies between **£30,000 and £55,000 per year**. Because Jorge runs his own business, he also needs to make sure that he is paying the right taxes.



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### Profile 1 - Lucy

- Lucy is 18 and is a **barista** at a family-run cafe and makes **£9.50 an hour**.
- She has recently moved jobs because in her previous cafe she couldn't keep her tips for herself, whereas now she can. She **enjoys meeting lots of people** who come into the cafe, particularly the locals who come in regularly, and she has a **30% discount** on the cafe's food.
- This means that she saves some money on her food expenses. She works **part-time at 15 hours a week**.
- However, her **weekly routine changes** depending on the **shifts** she is needed for, which means that sometimes she is working several late nights per week, and, at times, she can deal with difficult customers.
- She finds she makes the most money during holidays and weekends, which limits when she can see friends; but she's happy to do this in order to **save up** for a month of travelling during her university holiday.



### Profile 2 - David

- David is a **junior banker**. He earns £52,000 per year and works full-time in the City of London, sometimes working up to 80 hours a week.
- He can also earn a **bonus** (a sum of money added to his wages as a reward for good performance) of up to 30% of his annual salary. He is surrounded by **motivated individuals** and has the opportunity to **earn a lot more money in the future**.
- However, at times he finds that he works late into the night when he has a tight deadline and is less able to plan to see his friends and family, as work can become **urgent and stressful** very quickly.



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### Profile 1 - Shivaughn

- Shivaughn is a **food delivery cyclist** on a **zero-hours contract**. This means that she **isn't guaranteed any work or pay** but she does have rights, including annual leave, national minimum wage and the right not to be discriminated against (amongst others).
- She likes that she is **independent**, keeps **healthy doing lots of exercise** and is in control of when she wants to work. The platform/app she uses even highlights the best times to work!
- However, she can work very long days and sometimes feels lonely on the job.
- She finds it's great for occasional fast money, but **hard to live off and plan life around**.
- Shivaughn averages **three full days of work per week**. Her pay averages £11 per hour and she is considered **self-employed**, meaning she has to submit the right taxes herself.



### Profile 2- Karim

- Karim is a **freelance graphic designer**. He loves his work because it offers a great combination of **creativity and business skills**, and also allows him to earn good money and keep his **independence and flexibility**.
- He charges a **day rate of £200** per day for his work. This means that he can **work from abroad**, and he takes advantage of it by working from Greece, where he loves the weather and food.
- As a **freelancer**, he works on numerous projects a year and enjoys the **variety of his work**, from working with start-ups, to charities he cares about, to big businesses, which keeps him on his toes.
- At times he has a lot of money coming in, but at other times projects dry up.
- Karim has to be very **careful and organised** to ensure that he has enough projects going so that he can pay the rent and his bills.