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GRADE 12

**LIFE ORIENTATION
COMMON ASSESSMENT TASK
SEPTEMBER 2015
MEMORANDUM**

MARKS: 80

This memorandum consists of 12 pages.

SECTION A (COMPULSORY)**QUESTION 1**

- | | | | | | |
|-----|--------|---------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|----------|-------------|
| 1.1 | 1.1.1 | B | (✓) | | |
| | 1.1.2 | D | (✓) | | |
| | 1.1.3 | C | (✓) | | |
| | 1.1.4 | A | (✓) | | |
| | 1.1.5 | D | (✓) | | |
| | 1.1.6 | B | (✓) | | |
| | 1.1.7 | A | (✓) | | |
| | 1.1.8 | B | (✓) | | |
| | 1.1.9 | C | (✓) | | |
| | 1.1.10 | A | (✓) | (10 x 1) | (10) |
| 1.2 | 1.2.1 | trade unions/employer organisations/federations | | | |
| | | Credit any TWO of the above for ONE mark each, but no examples will be credited. (✓✓) | | | (2) |
| | 1.2.2 | Ideology (✓) | | | (1) |
| | 1.2.3 | (a) | Skimming (✓) | | (1) |
| | | (b) | Scanning (✓) | | (1) |
| | 1.2.4 | Criticise/Critique/Evaluate/Appraise | | | |
| | | Credit any ONE of the above for ONE mark. (✓) | | | (1) |
| | 1.2.5 | It will help you to: | | | |
| | | • | Consider the things you value the most in a job (✓) so that you apply for a job that does not conflict with your values. (✓) | | |
| | | • | Identify your own talents and interests (✓) that would help you consider the job that you would be most suited to. (✓) | | |
| | | • | Give you focus on the right course of action to take (✓) when seeking employment suitable to your lifestyle. (✓) | | |
| | | • | Consider what is really important in life (✓) so that you are able to weigh your options in deciding where to apply for a job. (✓) | | |
| | | Any TWO relevant responses for TWO marks (✓✓) each. | | | (2 x 2) (4) |

TOTAL SECTION A: 20

SECTION B (COMPULSORY)

1. In this section, candidates' answers must be written in full sentences as far as possible. For a 3- or 4-mark question 4, 3, 2, 1 or 0 (zero) must thus be awarded depending on the level of the answer given.
2. Note that for each category of the candidates' efforts, a distinction must be made between excellent, good, satisfactory and poor responses.

QUESTION 2**2.1 Marks should be awarded as follows:**

- TWO marks (✓✓) for a well-explained response.

A possible answer could be:

The committee appeared not to be aware of Steven's disability (✓) and were not prepared to employ someone with a disability. (✓)

Any other relevant response for TWO marks. (2 x 1) (2)

2.2 Marks should be awarded as follows:

- TWO marks (✓✓) each for TWO well-explained responses.

Possible reasons could be:

- People with disabilities want to be viewed with dignity and respect (✓) and are afraid of the stigma attached to their disability if they inform the company beforehand. (✓)
- They feel that employers would consider them as a liability (✓) and may not want to consider their credentials. (✓)
- They do not want to be employed because of their disability. (✓) They want to be considered for their competencies and qualifications. (✓)
- They do not want to feel that someone is doing them a favour/ or that someone is feeling sorry for them because of their disability. (✓) They want to get the job on their own merit. (✓)
- Or any other TWO relevant responses for TWO marks (✓✓) each.
- Or any other combinations of the responses should be accepted. (2 x 2) (4)

2.3 Marks should be awarded as follows:

- ONE mark for identifying the labour law (✓) (1)
- TWO marks for the proof of that labour law. (✓✓) (2)

Possible reasons could be:

- Steven is protected by the Employment Equity Act, (✓) which states that employers must not treat an applicant less favourably because of his disability. The Act also states that applicants can decide whether or not to disclose a disability when applying for a job. (✓✓)
- Steven is protected by the Bill of Rights, (✓) which protects all people from being discriminated against irrespective of their disability. (✓✓)
- Steven is protected by the Labour Relations Act (LRA), (✓) which safeguards people in the workplace from being discriminated against because of their disability. (✓✓) (3)

2.4 Marks should be awarded as follows:

- TWO marks (✓✓) each for THREE well-explained guidelines.

Possible responses for guidelines:

- When advertising positions the recruitment committee should refer to their employment equity policy or values and indicate their position on affirmative action. (✓✓)
- When advertising positions, employers may state that preference will be given to members of designated groups. (✓✓)
- Ensure that the information received from job applicants focuses on the requirements of the job and does not result in indirect unfair discrimination. (✓✓)
- When short-listing, an employer could include applicants from designated groups who meet most but not all the minimum requirements.
- The interview committee should be sensitive, objective and unbiased towards people with disabilities. (✓✓)
- They should ask applicants to indicate how they would accomplish the inherent requirements of the job and how they needed to be accommodated in the work environment in order to fulfil the requirements of the job. (✓✓)
- Employers should seek guidance from the Code of Good Practice on the Employment of People with Disabilities and the Technical Assistance Guidelines on the Employment of People with Disabilities. (✓✓)
- Or any other THREE relevant responses for TWO marks (✓✓) each.

(3 x 2)

(6)
[15]**QUESTION 3****3.1 Marks should be awarded as follows:**

- ONE mark (✓) for the human right
- AND**
- ONE mark (✓) for the reason

A possible right and a possible reason could be:

- The right to adequate housing (✓): the houses are not structurally sound and are flooded when it rains. The residents' needs are thus not adequately looked after. (✓)

OR

- The right to a safe and secure environment (✓): the houses are crumbling and the safety of the residents is thus compromised. (✓)
- Any ONE response for TWO marks (✓✓) each.

(2)

3.2 Marks should be awarded as follows:

- One mark (✓) each for THREE explanations.

Three possible reasons for the poor quality houses could be:

- The tender process may have been corrupt, as an unqualified contractor may have been appointed. (✓)
- Substandard building material may have been used by the contractor in order to make a large profit. (✓)
- The building process could have been rushed to build as many houses as possible in the shortest time, thus compromising the quality of the workmanship. (✓)
- As there is no evidence of an impact study being conducted, the land on which the houses were built may not have been suitable for construction purposes. (✓)
- Any other relevant response for ONE mark (✓) each. (3 x 1) (3)

3.3 Marks should be awarded as follows:

- TWO marks (✓✓) each for TWO suggestions.

Two possible suggestions for responsible voicing of concerns could be:

- Write letters to the authorities, (✓) clearly explaining the nature of the poor service delivery and what is expected from the government to address the problem. (✓)
- Write a petition to the local and provincial municipality (✓) to highlight the plight of the local residents and request a favourable response within a certain timeframe. (✓)
- Involve civil rights organisations to negotiate on behalf of the residents (✓) as they have the skills and knowledge to deal with such problems. (✓)
- Take part in legal mass action such as picketing and peaceful marches (✓) to create awareness of the problem in the community. (✓)
- Report the human rights violation to the Human Rights Commission (✓) so that they can assist the residents in solving the issue. (✓)
- Report apathetic and corrupt officials to the relevant authorities (✓) so that they can be held accountable for their actions. (✓)
- Inform the media, like the local newspaper, (✓) to create awareness of the problem faced by local residents. (✓)
- Or any other TWO relevant responses for TWO marks each. (2 x 2) (4)

3.4 Marks should be awarded as follows:

- TWO marks (✓✓) each for THREE strategies.

THREE strategies that local government could put in place to prevent poorly built houses could be:

- The land on which the houses are to be built should be carefully selected (✓), to ensure that houses could be built there safely. (✓)
- Building inspectors should continuously assess the quality of workmanship and building materials (✓), to prevent houses from crumbling. (✓)
- The tender process should be transparent (✓) to combat fraudulent and corrupt actions by the parties involved. (✓)
- Strict criteria should be set (✓) to assess the qualifications and capabilities of building contractors. (✓)
- A system, like a hotline, should be in place, (✓) so that the public can report corrupt and fraudulent processes. (✓)
- A combined task team, including government officials and community members, should act as a 'watch dog' (✓) in order to quality assure the whole project. (✓)
- Steps should be taken against corrupt officials or contractors (✓) so that it serves as a deterrent for corrupt behaviour in future. (✓)
- Contractors that have been awarded tenders should be made public (✓) so that the community can inform officials of any suspected corruption. (✓)
- Or any other THREE relevant responses for TWO marks each. (3 x 2)

(6)
[15]

TOTAL SECTION B: 30

SECTION C

Candidates must answer any **TWO** questions in this section. Should the candidate answer all three questions, only the **first TWO** will be marked. The remaining question should be struck out and the following abbreviation should be written: 'EQ' (Exceeded number of questions required).

QUESTION 4

Candidate's response must be in essay form.

THREE challenges you will have to face when you are working away from home.

Marks should be awarded as follows:

- ONE mark (✓) each for THREE challenges.

Possible responses could be:

- There may be no/lack of transport to and from the place of work. (✓)
- One may have inadequate finances to meet the cost of living. (✓)
- There may be no/lack of suitable accommodation. (✓)
- Separation from friends and family may be stressful and traumatic. (✓)
- Interaction with new people/colleagues at the workplace may be overwhelming. (✓)
- There may be concerns for one's personal safety and security. (✓)
- One may experience difficulties with household chores (cooking, cleaning, laundry, etc.) (✓)
- One may be unable to manage one's budget (paying rent, lights and water, grocery shopping, etc.) (✓)
- Or any other suitable challenge for ONE mark (✓) each. (3 x 1) (3)

Advise school leavers on THREE ways to develop a positive attitude towards change that will assist them to adapt to a work environment.

Marks should be awarded as follows:

- TWO marks (✓✓) each for THREE well-explained points of advice.

Possible responses could be:

- Recognise that the work environment is different from school (✓) so that you can be flexible in dealing with changed circumstances. (✓)
- Use the skills that you have gained from previous experiences of change (✓) so that you can easily identify and work through challenges in the work environment. (✓)
- Stay alert at the workplace (✓) so that you are aware of what is happening around you so that you can quickly adapt to any new circumstances. (✓)
- Embrace change (✓) so that it will enable you to develop and accept challenges in the work environment (✓).
- Ask other people in the workplace to share their experiences regarding change (✓) so that you can learn from them. (✓)
- Look at every challenge as an opportunity to grow (✓) as change provides you with new opportunities. (✓)
- Regard change as an opportunity to improve your self-confidence (✓) as you will become proud of your accomplishments in your new work environment. (✓)
- Allow yourself time to settle down and adjust in the workplace (✓) as rushing the process will cause unnecessary stress. (✓)

- In addition to work activities, keep up with other routine things in your life like sport, community work or other interests, (✓) as they will make the changes feel less overwhelming. (✓)
- Maintain open communication channels in the workplace (✓) so that you can be acquainted with the occurring changes. (✓)
- Or any other relevant response for TWO marks (✓✓) each. (3 x 2) (6)

Assess how a personal lifestyle plan could assist you to experience quality of life during periods of change, by discussing the following components of such a plan:

- **Diet and nutrition**
- **Relationship with friends and family**
- **Recreation and relaxation**

Marks should be awarded as follows:

- TWO marks (✓✓) each for ONE well-discussed response in each component.

Possible responses could be:

Diet and nutrition

- Eating regular, healthy and balanced meals (✓) will provide your body with the necessary nutrients to stay healthy. (✓)
- Drinking enough water to avoid dehydration (✓) will keep you energised so that you will be able to complete tasks/activities. (✓)
- Avoiding substances that are harmful to you, like alcohol and drugs, (✓) as this will keep the body free from possible diseases. (✓)
- Or any other suitable response for two marks (✓✓) (2)

Relationship with friends and family

- Maintaining good relationships with your family (✓), as they will provide a reliable support network during periods of change. (✓)
- Keeping in touch with your friends by phone/email/social media and also try to set up time to see them face to face (✓) as they will be able to listen and support you during the time of change. (✓)
- Opening up to new friends/joining social clubs/developing new friendships (✓) as this will broaden your social support network and you will feel less isolated. (✓)
- Spending quality time with family and friends (✓) will help minimise the challenges and problems you may encounter. (✓)
- Or any other suitable response for two marks (✓✓) (2)

Recreation and relaxation

- Participating in physical activity will help you to maintain your physical fitness and boost your immune system, (✓) thus keeping you healthy. (✓)
- Engaging in other activities like dancing/listening to music/reading a book (✓) can help to refresh your mind and body and bring balance to your life. (✓)
- Getting enough sleep (✓) may assist your mind and body to recuperate in order to have a fresh outlook on life. (✓)
- Relaxing and engaging in leisure activities (✓) help you to enjoy life and relieves the stress that you may experience. (✓)
- Or any other suitable response for TWO marks (✓✓) (2) (6)

[15]

QUESTION 5

Candidate's response must be in essay form.

Define a lifestyle disease and indicate why TB is considered to be such a disease.

Marks should be awarded as follows:

- ONE mark (✓) for the definition.

AND

- TWO marks (✓✓) for the reason.

Possible responses could be:

- A lifestyle disease is usually associated with poor diet, smoking, substance abuse and lack of exercise. (✓)

OR

- A lifestyle disease is brought about by unhealthy habits and/or behaviour. (✓) (1)

AND

- TB is seen as a lifestyle disease because it mainly affects low-income people who follow a poor diet which makes them more vulnerable to the disease. (✓✓)
- It affects low-income people living in crowded areas with poor ventilation and unhygienic conditions which allows for the disease to spread more easily from person to person. (✓✓)
- Any other relevant reason for TWO marks each. (✓✓). (2) (3)

Discuss THREE ways in which poverty may be a contributory factor to an increase in TB infections.

Marks should be awarded as follows:

- TWO marks (✓✓) each for THREE reasons.

Possible responses could be:

- TB (Tuberculosis) emanates from the way in which people live and interact with the environment. (✓) For example, the poorer the community, the more overcrowded homes become and members are more likely to infect one another with TB. (✓) (2)
- In poor communities there is a lack of or there are poor basic health services (✓) which all contribute to the spread of TB and its impact upon the community. (✓) (2)
- With no health services to diagnose or treat patients, (✓) there is a longer delay between disease and cure, perpetuating the spread of TB. (✓) (2)
- Poverty may make it difficult for people to take their TB medication as prescribed and to follow up regularly on their treatment, (✓) thus causing multi-drug dependency and extreme multi-drug resistance TB. (✓) (2)
- Poverty leads to poor nutrition and diet (✓) and this may then weaken the immune system and increase the chances of TB infection. (✓) (2)
- Poor communities may have lower levels of education on health issues (✓) and may not be able to recognise the symptoms early and get appropriate help. (✓) (2)
- Poor sanitation and no/lack of clean drinking water (✓) could lead to the spread of the disease. (✓) (2)
- Poor communities may not have sufficient funds to afford specialist treatment that are available in private hospitals and clinics (✓) and hence may not get the best possible treatment. (✓) (2)
- Any other relevant discussion for TWO marks each. (3 x 2) (6)

Suggest THREE ways in which the local government can engage the community in sustainable programmes that will address TB and poverty alleviation.

Marks should be awarded as follows:

- TWO marks (✓✓) each for THREE suggestions.

Possible responses could be:

- The local government (Departments of Health, Agriculture, Education) should promote and support programmes which will encourage community members to have vegetable gardens that will produce nutritious food. (✓✓)
- Local government should support communities to ensure clean drinking water and proper sanitation. (✓✓)
- Local government should provide recreational facilities that would promote and encourage engagement in physical exercises which may help build the immune system and reduce TB infections. (✓✓)
- Community members should be encouraged to clean their surroundings, wear clean clothes and drink clean water as these will prevent the spread of diseases. (✓✓)
- Enlist local businesses to help assist the poor in maintaining basic physical infrastructure, such as housing and sanitation. (✓✓)
- Provide educational programmes to educate the community about TB so that people are more knowledgeable about the disease. (✓✓)
- To organise media campaigns to promote awareness about TB. (✓✓)
- Or any other THREE relevant responses for TWO marks (✓✓) each. (3 x 2)

(6)
[15]

QUESTION 6

Candidate's response must be in essay form.

Define an informal job and explain how it is an innovative way to counteract unemployment in the country.

Marks should be awarded as follows:

- ONE mark (✓) for definition of informal jobs.

AND

- TWO marks (✓✓) for an innovative counteracting measure.

Possible responses could be:

- Informal jobs are those that are not registered with the Department of Labour/South African Revenue Service (SARS). (✓)

OR

- Informal jobs are those that fall outside of the formal economy. (✓)

OR

- Informal jobs are those that fall in the informal sector of the economy. (✓)

NOTE: Learners should not be credited for providing examples of informal jobs.(1)

AND

- It is innovative because it:
 - Helps you to become an entrepreneur
 - Helps you to earn your own money and you don't need to share your profit
 - Absorbs additional labour when the economy is low
 - Reduces poverty
 - Creates more jobs
- Any TWO of the innovative ways above or any other TWO relevant innovative ways for ONE mark each.(✓✓) (2) (3)

Discuss THREE challenges that people in informal jobs may experience.

Marks should be awarded as follows:

- TWO marks (✓✓) each for THREE well-explained challenges.

Possible responses could be:

- People in informal jobs have no employment security. (✓✓)
- They are self-employed with no guaranteed remuneration/profit. (✓✓)
- Those employed have no basic benefits such as pension or medical aid contributions or a written contract of employment. This puts them at a serious disadvantage when they get sick, old or want to lodge an employment dispute. (✓✓)
- They are exposed to criminal activity which may sometimes impact negatively on their businesses. (✓✓)
- They are sometimes exposed to adverse weather conditions which may hinder success in their businesses. (✓✓)
- They are exposed to greater financial risks as they do not have any support systems. (✓✓)
- They do not have any benefits such as sick leave, maternity leave, etc. and are forced to carry on working in spite of any sicknesses. (✓✓)
- There is greater competition among themselves and big businesses and they may lose profits in the process. (✓✓)
- They may also become easy targets for vandalism and looting of their businesses when there are unrest/criminal activities/marches/strikes. (✓✓)
- Or any other relevant responses for TWO marks (✓✓) each. (3 x 2) (6)

Propose THREE strategies that the local businesses can employ to help young people sustain informal jobs in communities.

Marks will be awarded as follows:

- TWO marks (✓✓) each for THREE well-explained strategies.

Possible responses could be:

- Local businesses can use the services of informal businesses such as transport, catering, printing and distribution facilities. (✓✓)
- The local business can help informal job owners by providing a place for them to do business, for example, a place to sell their products. (✓✓)
- Local businesses can help the informal job owners by conducting workshops on saving money, budgeting and management of finances. (✓✓)
- Local businesses can provide loans for the prospective informal job owner to start a business. (✓✓)
- Or any other suitable strategy for TWO marks (✓✓) each. (3 x 2) (6)

[15]

TOTAL SECTION C: 30
GRAND TOTAL: 80