

Community Care Development
BMHP6022

**Unemployment of Adults in
Newnham**

**Student name: Catiana
Braganca**

Student number: 1922202

Lecturer name: Jolly Nwankwo

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Introduction:

Community is defined as humans living in a specific zone or who are assumed to be a team because they share usual interests, social groups, or ethnic groups. (Cambridge University Press, 2024) People can belong to more than one community, a community is where you feel attached (BBC, 2024). Community Development supports communities with location and individual to utilise their benefits to enhance the value of community lifetime. It also aids communities and communal agencies to work as a team to enhance services and how results are done. Community Development is a procedure where residents come collectively to take action on what is essential to them. (Scottish Community Development Centre, 2021) Unemployment is a problem where a person has age for employment but cannot find a full-time job. (Pettinger, 2019) The rate of people aged 16 and above who were unemployed is 5.0%. Nearly 9,900 residents were unemployed in the finale year of December 2023. (Office for National Statistics, 2024). The aim of this community development project is to promote strategies and solutions for unemployed adults

Demographics

Newnham is located in the internal borough of London, it was founded in 1965 using the incorporation of North Woolwich, a minor part of Barking and the region borough of East Ham and West Ham. (Britannica, 2024). The borough is the most varied area in the country consisting of more than 200 languages and idioms spoken, it is also considered the teenage area in the country involving one-quarter of the population under the age of 15 or the same age. There are issues that a Newnham community encounters including the second poorest local government in the country, the lowest rate of employment in the country just 55 per cent of employment-age adults having an occupation, and the percentage of infants living in poverty is higher, above 50, in comparison to London average the life expectancy is young two years. (Newnham Council Communication, 2013)

According to (Census, 2021) The number of residents living in Newnham increased by over 350,000 people in 2011 compared to the global London population of 7.7 per cent and increased the percentage of people compared to England by over 6.6 per cent at the start of the 2011 Census, this area was between the highest 3% and most closely filled with English local government regions at the final census, (Office for National Statistics, 2023). Concerning the final population approximation, held in the middle of 2022, the area of Newnham is about 36 four-sided kilometres and has a resident concentration of 9,907 citizens per square kilometre. The population in Newnham have a large percentage of Asians, about 42%, the non-white elements indicating the rest of the residents with 58%. The percentage of people employed aged 16 to 64 was 71.1%. The religion of Christianity was identified as the highest group with 35% of inhabitants. (Office for National Statistics, 2023)

Issues faced within the community

One of the principal issues affecting Newnham borough is the elevated percentage of poverty and salary imbalance concerning every borough, the poverty percentage of a child is 52%. Black, Asian and minority ethnic communities form 73% of the residents and are unequally influenced (CLES, the National Organisation for Local Economies, 2018). The overall rise of London's housing prices is correlated with Internal investment and aggravated inequality. Regional populations are obliged to pay ever-rising amounts of their salary to maintain a house above their head, on the other hand, well-being is removed by huge housing developers. (CLES, the national organisation for local economies, 2018). According to (Newnham London Partnership, 2012) the issue of poverty health results is related to the entire Newnham population compared to the population in other areas of the country.

Causes of unemployment

According to (Amadeo, 2024) there are seven reasons why people become unemployed. Four of these reasons are frictional unemployment, which occurs when workers quit their jobs in search for a better one. The remaining two reasons are structural unemployment, which occurs when employees lack essential skills or when their salary does not correspond with the available jobs. Additionally, cyclical unemployment leads to seven causes. The primary source of unemployment is voluntary work, where an individual simply leaves their job. One example of this would be a worker who has saved up enough money to be able to stop working despite of whether they have a job or not. The second reason is related to employers moving to another city and remaining without a job, concerning the third reason is about students that finish the graduation or higher degree course and look for a job, it is considered the first cause of teenage unemployment, in this case, they are looking for a job that is relevant to their diplomas and skills. The last reason for frictional unemployment refers to employers that stop working for a long time, it could be because of taking care of their children, pregnancy or marriage, normally frictional unemployment is free of choice and for a small period. The last two causes of structural unemployment are involuntary and long-term- period, the fifth cause is an increase in technology, for example, robots substitute workers, and it is required that an employer has enough training before starting to work in their area. The sixth and last cause is job outsourcing which is defined as a business changing its manufacturing or call centre to a different country. In countries that have a minimal price of living it is more accessible and economical.

Stakeholders involved in the program

A stakeholder is a person, team, or association with a conferred interest or stake in the executive performance of a business, establishment, or programme. (Barney, 2023) The stakeholders that are involved in the project include the Government and residents. The role of government in the community is to implement programmes that help people find jobs such as Plan for Jobs which focuses on taking people back into work, maintaining

them in the job and starting new jobs. (Powell, 2022). Residents have the role of looking for a job, through job agencies, jobcentre and advertisements from social media. Newnham Council offers job placement and advice related to choices of employment, considering unemployed people where companies around London can position their jobs to employ workers with quality. (Newnham Council 2024). Jobcentre helps people look out for work if they leave the job and gives benefits payment when a person has minimal earnings or does not have earnings (Gammell, et al., 2022).

Use of social media and technology

The social media used for this project are Facebook, Twitter and Instagram, they are important to support my community project because they give unemployed people guidance and CV support in finding jobs through Facebook, Instagram and Twitter are also helpful in providing employment skills and with advertisements. The benefit of using social media is that supports jobless people in their interactions. When Unemployed people use social media to increase their social networks and have the opportunity to make new contacts, social networks can impact both individual inclusion and exclusion. (Kunze and Suppa, 2017)

Principles of Newnham Community

The Newnham community follow the principle that is based on financial, communal and ecological justice to provide long-term prosperity for the community, welfare and equality for every population in the area. The principles include,

Firstly, leading by example preserves the strength of the local economy by utilising the purchasing power and influence. Take the initiative in progressing procurement, turning an employee that gives an acceptable salary and motivating others to do the same.

The second principle is about implementing an equal contract for Newnham employers, the juvenile people will have admission to excellent diverse opportunities that the UK will provide, and they will help people obtain an equal contract from the authority and job. The third and last principle is inclusive wealth, releasing the energy of Newnham

enterprises and supporting them in enhancing productivity, promoting their communal economy making sure that prosperity is created and adhered to legitimately. (Fiaz, 2018)

Maslow's hierarchy of needs

Abraham Maslow's Theory of Needs is a motivational theory well known, he explains that our behaviours are inspired by specific physiological and psychological necessities, and his theory was introduced in 1943. (Cherry, 2024) The physiological need is important in the case of unemployed adults because it is a survival need that all humans must have, as a human we all want basic needs in our lives such as a house, food, water, clothes, and air if an employer does not have an income or any savings it won't be able to satisfy the basic needs, which can impact on the health also. There is an article that discusses the connection between mental health and unemployment and the results of depression and anxiety, the authors (Arena, et al. 2023) explained that based on findings the issue of unemployment is linked with late effects on mental health and death, several years later.

The second level is safety which includes health, financial stability and safety from abuse and accidents if an employer is not able to succeed in financial security, he will not be able to have a successful and healthy lifestyle because of the absence of money. People with less earnings could face further stress because of their jobs, they might work in insecure areas; however, they are scared to quit for the reason that they will not be able to sustain themselves economically although they look for a new job. (Scott, 2023). We could say that the third level of love and belonging needs is also very important for employers because without a job an adult can feel isolated and lonely (psychology, 2024) it is through social communication from a loved one, family, and friends that improves the well-being, happiness and creates significant relationship with others. (Carr, et al. 2019)

Legislation and Policy

Jobseekers Act 1995 is an Act to give a jobseeker payment and to designate other conditions to provide work for the unemployed and the support of residents deprived of an agreement mode of life. This act is significant for unemployed adults because it offers people minimum earnings to live their lives. (Legislation.gov.uk, 2024).

The Unemployment Act of 1934 was a vital answer to the financial challenges of the 1930s, purposing to implement planned assistance to the unemployed. (Fraser,1984, Harris,2004, Thane, 1982). Equality Act 2010 explains that people have the right to equal opportunities, and the right to be protected from any kind of harm and discrimination, (GOV.UK,2015) in this project the act of equality is related to my community project topic, for the reason that an unemployed adult has the right to equal opportunities in the workplace and broader humanity. Human Rights Act 1998 is defined as the important human rights and liberties that all people in the United Kingdom are allowed to. The Human Rights Act is important for every unemployed person because the legislation protects people from forced labour and gives them freedom of expression. (Equality and Human Rights Commissions, 2018)

Barriers obstacles to community development

There are different barriers that Newnham Community faces related to adult unemployment in Newnham including the high cost of living, the prices rising in Newnham and London, and it is getting hard to find a job in the area this can lead to unemployment and adults losing their houses becoming homeless. Another barrier affecting unemployment is the lack of communication, most of the time people do not speak the same language which can influence finding a job. Additionally, criminal records and obligations are important in the area of employment, it is difficult to obtain a job without the absence of a criminal record it is a responsibility. (Newnham London, 2020)

Recommendation

It is recommended that unemployed adults as a strategy to find a job and occupancy, apply for a voluntary job in the community, instead of staying at home, improve their skills and get knowledge from a specific job, which is good for their well-being and self-esteem. An alternative suggestion is implementing job support and advertisements to encourage employers to register with poor groups.

Conclusion

This report can conclude that unemployment is a serious problem in Newnham, however, community barriers can be overcome with the support of the population, working together, giving respect and providing equal opportunities to everyone, the use of

Facebook, Instagram and Twitter are available for workless people offering guidance and advertisements for them.

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