

# **SOCI 425**

# **Industrial Sociology I**

**Session Seven: Present and Future Work:  
Globalization and Employment**

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# Session Overview

- **Overview**
- In industrial society work has gone through several transformations resulting in paid, unpaid labour, deskilling and up skilling work. This session examines globalization and transformation of Paid and Unpaid Work.
- **Objective:** At the end of the lecture, the student will be able to;
- Explain Paid Work in Industrial Society and Deskilling;
- Explain Paid Work in Post-Industrial Society and Up skilling;
- Describe the concept of Unemployment and Underemployment;
- Understand Globalization and the Transformation of Paid and Unpaid Work;

# Session Outline

The key topics to be covered in this session are as follows:

- Topic One: Paid Work in Industrial Society and Deskilling;
- Topic Two: Paid Work in Post-Industrial Society and Up skilling;
- Topic Three: The concept of Unemployment and Underemployment;
- Topic Four: Globalization and the Transformation of Paid and Unpaid Work;

# Topic One: Paid Work in Industrial Society and Deskilling

- One of the major consequences of the rise of industrial capitalism was the destruction of skill following the introduction of machinery;
- Subsequent technological advances, with the use of computers to design, direct and control production means human skills have been destroyed;
- To define Deskilling, some scholars have used a definition of skill which emphasizes the skill content of a job;
- And the amount of task-specific training required to do it and argue that work has been deskilled.

# Paid Work in Industrial Society and Deskilling Cont.

## □ Braverman's Deskilling Thesis

- Braverman's thesis on the development of the capitalist mode of production was predicated on the Marxian view that human labour is unique;
- This makes human labour adaptable, with unlimited potential for production;
- This is good news for the capitalist, but the problem is realizing the full usefulness of the labour power;
- As a result, it's crucial to exert control over the process in order to maximize profit.

# Paid Work in Industrial Society and Deskilling Cont.

- By the end of the 19<sup>th</sup> century, capitalist production in America had developed on large scale based on scientific knowledge;
- Consequently, the control of labour issues and work had become more complex;
- In an attempt to solve this problem capitalists turned to developments in management and machinery;
- This did not only enhanced the control of labour but also progressively deskilled the worker

# Paid Work in Industrial Society and Deskilling Cont.

- In this process, managers approach the organization of work more scientifically and take total control of the labour process, including every aspect of production;
- This involves the separation of the conception of work from execution, namely the transfer of all mental labour;
- From the worker to the manager whilst simplifying the manual tasks that the worker is instructed to perform;
- In short: 'The production units operate like a hand, watched, corrected, and controlled by a distant brain'.

# Paid Work in Industrial Society and Deskilling Cont.

- Braverman considered this separation to be important when the scale of production gets to the point where;
- Managers assume total responsibility for designing planning/supervising subdivided tasks of manual workers;
- The main effects of the institutionalization of the separation of conception from execution, mental from manual work, are that;
- For the capitalist, the cost of production is lowered, and that has a degrading effect upon the technical capacity of the worker.



# Paid Work in Industrial Society and Deskilling Cont.

- According to Braverman, deskilling was aided considerably by mechanization and automation;
- For the capitalists, the great advantage of machinery is that it increases not only the productivity of labour;
- But it also enables managers of capital to control workers impersonally and unknowingly by mechanical and organizational means;
- The use of machinery instead of people ensures that the same precise actions are performed repeatedly and without question;

# Paid Work in Industrial Society and Deskilling Cont.

- Mechanization cheapens labour whilst at same time deskilling it, both in the interests of capital;
- Little wonder that capitalists are keen to design machines that incorporate the knowledge and skill of worker,
- To point where few remaining workers who are employed are reduced to monitoring the automatic production process
- Automation reduces the skill requirements of the operating work force, and the entire factory force;
- Braverman was not the first deskilling theorist (arguably Marx was), but he is the best-known contemporary one.

# Topic Two: Paid Work in Post-Industrial Society and Up skilling

## □ Bell's Upskilling Thesis

- In the same way that deskilling theories can be traced back to Marx, upskilling theories have their origins in the writings of;
- Max Weber on the increased demand for educational qualification by the expanding number of bureaucracies;
- This is apparent in Bell's version of upskilling, with emphasis on the centrality of knowledge and growth of technical specialists;
- Bell argues that in post-industrial society, the possession of knowledge and technical skills based on education is key.

# Paid Work in Post-Industrial Society and Upskilling Cont.

- The core of Bell's Post-Industrial Society Upskilling thesis is the idea that theoretical knowledge is the key factor of production;
- In the sense that it becomes the source of innovation and policy formulation for society;
- Hence, a post-industrial society is a white-collar society dominated by service work and the centrality of theoretical knowledge;
- In this new society the central person is the professional, for he is equipped by his education and training to provide the kind of skill demanded in a post-industrial society.

# Paid Work in Post-Industrial Society and Upskilling Cont.

- Bell argues that technical knowledge as a factor of production puts a premium on the acquisition of technical and professional skills;
- And this in turn makes education and access to higher education, the condition of entry to the post-industrial society itself;
- Notably, in post-industrial society, there is the decline of blue-collar workers and the increase in white-collar workers especially the scientific and technical occupational group.

# Paid Work in Post-Industrial Society and Upskilling Cont.

- Bell outlines some qualitative changes in relation to work in his post-industrial society upskilling thesis namely;
  - Firstly, he argues that in a white-collar society dominated by service work, individuals now talk to other individuals, rather than interact with machines;
- That is, instead of working to the rhythms of mechanization which put a premium on physical strength;
- Information is now important since work relations are characterized by 'encounter and communication' whether one is selling an airline ticket or teaching a student.

# Paid Work in Post-Industrial Society and Upskilling Cont.

- Secondly, hierarchical work structures are modified by 'encouraging committees and participation' which when combined with 'the inevitable end of the "fee-for-service"';
- Relationship in medicine and other non-profit sectors, leading to the emergence of new structural forms of non-bureaucratic organizations;
- Thirdly, compared with the large corporation typical of industrial society, 'the distinctive character of the service sector is small size of the unit enterprise.....';
- Even where unit size is larger, in hospitals and schools, what is different about these enterprises is the larger degree of autonomy of smaller units and the greater professional control.

# Paid Work in Post-Industrial Society and Upskilling Cont.

- In sum, Bell's Upskilling post-industrial society thesis is a mixture of quantitative changes, such as the dramatic increase in education and white-collar work;
- And qualitative changes, such as the tendency for service work to involve interacting with people than machines;
- For Bell, this adds up to a new type of society, a post-industrial society that is totally different from its predecessor, industrial society;
- Especially in terms of the predominant kind of work and workers, namely post-industrial services or 'information society';



# Industrial and Post-Industrial Societies: Contrasting Features

Features	Industrial	Post-Industrial
Region	Western Europe, Japan	U.S.A
Economic	Goods	Services
Occupational Slope	Semi-skilled worker/Engineer	Professional and Technical Scientist
Technology	Energy	Information
Primary Institution	Business Enterprise	University
Stratification	Property Inheritance	Skill and Education
Design	Interactions with machines	Interaction between persons

# Topic Three: Unemployment (Out of Paid Work) and Underemployment (Short of Paid Work)

## □ Unemployment: Meaning and Measurement

- Prior to the advent of industrial capitalism, work was self-provisioning and of primary importance;
- But regular paid work was of secondary importance for the vast majority and hence there was no unemployment since there was no norm of work;
- In due course, the dominance of wage labour resulted in work becoming synonymous with employment;
- In such a society, to be without regular full-time employment (unemployed) means exclusion from work.

# Unemployment (Out of Paid Work) and Underemployment (Short of Paid Work) Cont.

- The issues of unemployment and underemployment were first theorized by Marx and Engels in the 1840s – the reserve army of workers theory;
- The International Labour Organization (ILO) classifies people as unemployed if they are:
  - **Without a job;**
  - **Actively seeking employment;**
  - **Available for work.**
- It also means a situation of being without paid employment

# Unemployment (Out of Paid Work) and Underemployment (Short of Paid Work) Cont.

- The UK government classified people as unemployed if they are:
  - **Jobless;**
  - **Registered as unemployed;**
  - **In receipt of unemployment-related benefits (Jobseekers allowance);**
- The ILO measure produces a higher level of unemployment than the “claimant count”, although more often than not they move broadly in the same direction.

# Unemployment (Out of Paid Work) and Underemployment (Short of Paid Work) Cont.

## □ Social Consequences of Unemployment

- The loss of full-time employment involves not just economic hardship, but a range of social and psychological cost;
- That have major implications for a person's well-being, ranging from an increasing sense of purposelessness;
- To social isolation, including a marked deterioration in physical and mental health and family conflict;
- It has the potential to threaten not just one's economic survival but also one's identity, even one's life.

# Unemployment (Out of Paid Work) and Underemployment (Short of Paid Work) Cont.

- A consequence of unemployment involves a number of other unintended yet important losses namely:
  - The loss of time structure for one's daily, weekly routines;
  - The loss of social contacts outside one's immediate home;
  - The loss of a sense of collective purpose and achievement;
  - The loss of self-esteem, status and identity;
  - The loss of regular activity.

# Unemployment (Out of Paid Work) and Underemployment (Short of Paid Work) Cont.

## □ Underemployment: Meaning and Measurement

- This is inadequate employment situation in terms of time, education/skill, or income/pay;
- Time-related underemployment is the most visible type of underemployment, notably involuntary part-time work;
- Other less visible forms include Education/Skill-related underemployment, in which someone is employed below their education or skill level;
- And Pay or Income-related underemployment where work is considered to be at a poverty level.

# Unemployment (Out of Paid Work) and Underemployment (Short of Paid Work) Cont.

- All forms of underemployment involve inadequate employment situations and are not mutually exclusive;
- For instance, a graduate who is a reluctant part-time worker in a fast-food joint on low wages is experiencing time-related, education-related and pay-related underemployment;
- The ILO defines Time-related underemployment as people of working age who were 'willing to work additional hours';
- Meaning they wanted another job in addition to their current job(s), wanted another job with more hours instead of their job(s);
- Or want to increase the total number of hours worked in their current job (s).



# Unemployment (Out of Paid Work) and Underemployment (Short of Paid Work) Cont.

- Time-related underemployment is just one form of Non-standard work or Flexible Work or Part-Time Work;
- In that it refers to a partial lack of paid work, as opposed to a total lack paid work or unemployment;
- The social consequences of underemployment involves economic hardship, low income, low social status, stigma/crime and poor mental health;
- However, underemployment is considered beneficial in that it reduces wage costs, increases flexibility and shifts the burden of risk onto the workforce.

# Topic Four: Globalization and Transformation of Paid and Unpaid Work

- Marx and Engels were among the first social theorist to refer to the global character of capitalism;
- The need for constantly expanding market for its products chases the bourgeoisie over the surface of the globe;
- This involves the movement of people, goods and ideas across the world;
- The major causes of globalization are Ideas (rationalism), Economic forces(capitalism), Technological factors (ICT), and Regulatory frameworks (liberalization of production).

# Globalization and Transformation of Paid and Unpaid Work Cont.

- As a result, the production of goods and services have become globalized with international division of labour;
- The production process is divided among nations with multi national companies like Nestle, Coca Cola among others operation in different countries;
- Work has therefore be transformed by this international division of labour as different parts of goods and services are produced in different countries;
- In this case, third world countries serve as the source of cheap labour for these multinational corporations .

# Reading List

- Refer to students to relevant text/chapter or reading materials you will make available on Sakai
- Edgell, S, (2006). **The Sociology of Work: Continuity and Change in Paid and Unpaid Work.** London: Sage Publications (Chapters 3, 4,7 Pages 48-72; 103-125).
- Hodson, R and Sullivan, T (1995). **The Social Organization of Work.** New York: Wadsworth Publishing Company (Chapters 16,17; Pages 143-459)

# ACTIVITY/ASSIGNMENT

- To what extent does the Social Consequences of Unemployment and Underemployment differ by Social Class, Gender and Age variations? Support your answer with empirical evidence or research.
  - Typed and Double Spaced;
  - Font- Times New Roman
  - Font Size - 12