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Social Organization of Work

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ABSTRACT: For most of us, work occupies a larger part of our lives than any other single type of activity. In modern societies, having a job is important for maintaining self-esteem. Even where work conditions are relatively unpleasant, and the tasks dull, work tends to be a structuring element in people's psychological make-up and the cycle of their daily activities. The complex societies have high degree of division of labor and consequently structural differentiation. Thus economic activity constitutes a specialized activity taking place in special institution framework and distinguishable from other types of social activity e.g. factories, banks and markets are some of the distinct economic activities.

KEYWORDS: social, organization, work, structure, society, markets, activity, economic, cycle, daily

I.INTRODUCTION

Slave society, Feudal society, Industrial Capitalist Society

1. We can define work, whether paid or unpaid, as being the carrying out of tasks requiring the expenditure of mental and physical effort, which has some objective, the production of goods and services that cater to human needs. An occupation, or job, is work that is done in exchange for a regular wage or salary.
2. In all cultures, work is the basis of the Economic System. The economic system consists of institutions that provide for the production and distribution of goods and services. .
3. One of the most distinctive characteristics of the economic system of modern societies is the existence of a highly complex division of labour: **work has been divided into an enormous number of different occupations in which people specialize.**
4. **In traditional societies**, non-agricultural work entailed the mastery of a craft. Craft skills were learned through a lengthy period of apprenticeship, and the worker normally carried out all aspect of the production process from beginning to end. **For example** a metalworker making a plough would forge the iron, shape it and assemble the implement itself. With the rise of modern industrial production, most traditional crafts have disappeared altogether, replaced by skills that form part of larger scale of production processes.[1,2]
5. **Modern society has also witnessed a shift in the location of work. Before industrialization, most work took place at home and was completed collectively by all the members of the household.** Advances in industrial technology, such as machinery operating on electricity and coal, contributed to the separation of work and home.
6. **Factories owned by entrepreneurs became the focal points of industrial development. Machinery and equipment were concentrated within them and the mass production of goods began to eclipse small-scale artisanship based in the home.** People seeking jobs in factories are trained to perform a specialized task and receive a wage for their work. Employee performance are overseen by managers, who concerned themselves with implementing techniques for enhancing worker productivity and discipline.
7. **The contrast in the division of labour between traditional and modern societies is truly extraordinary.** Even in the largest traditional societies, there usually existed no more than twenty or thirty major craft trades, together, with such specialized roles as merchant, industrial system; there are literally thousands of distinct occupations.
8. **In traditional communities, most of the population worked on farms and were economically self-sufficient.** They produced their own food, clothes and other necessities of life. One of the main features of modern societies, by contrast, is an enormous expansion of economic interdependence.

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9. **Early sociologist wrote extensively about the potential consequences of the division of labour- both for individual workers and for society as a whole. Karl Marx** was one of the first writers to speculate that the development of modern industry would reduce many people's work to dull, uninteresting tasks. According to Marx, the division of labour alienates human beings from their work. For Marx, alienation refers to feeling of indifference or hostility not only to work, but to the overall framework of industrial production within a capitalist setting. In traditional societies, he pointed out, work was often exhausting – peasant farmers sometimes had to toil from dawn to dusk. Yet peasants held real measure of control over their work, which required much knowledge and skill. Many industrial workers, by contrast, have little control over their jobs, only contributing a fraction to the creation of the overall product, and they have no influence over how or to whom it is eventually sold. Marxists would argue that for workers like Jockey, work appears as some thing alien, a task that must be carried out in order to earn an income but that is intrinsically unsatisfying.[3,4]
10. **Durkheim** had a more optimistic outlook about the division of labour, although, although he too acknowledged its potentially harmful effects. According to Durkheim, the specialization of roles would strengthen social solidarity within communities. Rather than living as isolated, self- sufficient units, people would be linked together through their mutual dependency. Solidarity would be enhanced through multidirectional relationships of production and consumption. Durkheim saw this arrangement as a highly functional one, although he was also aware that social solidarity could be disrupted if change occurred too rapidly. He referred to this resulting sense of normlessness as anomie.

II.DISCUSSION

1) The Social Significance of Work:

Several characteristics of work are relevant here.

1. **Money or Wage:** A wage or Salary in return from work is the main resource many people depend on to meet their needs. Without an income, anxieties about coping with day-to-day life multiply.
2. **Activity level:** Work often **provides a basis of the acquisition and exercise of skills and capacities. Even where work is routine, it offers a structured environment in which a person's energies may be absorbed. Without it, the opportunity** to exercise such skills and capacities may be reduced.
3. **Variety:** Work provides **access to contexts that contrast with domestic surroundings.** In the working environment, even when the tasks are relatively dull, people may enjoy doing something different from home chores.
4. **Temporal structure:** For people in regular employment, **the day is usually organized around the rhythm of work. While this may sometimes be oppressive, it provides a sense of direction in daily activities.** Those who are out of work frequently find boredom a major problem and develop a sense of apathy about time.
5. **Social contacts:** The work environment often provides friendships and opportunities to participate in shared activities with others. Separated from the work setting, a person's circle of possible friends and acquaintances is likely to dwindle.
6. **Personal identity:** Work is **usually valued for the sense of stable social identity it offers. For men in particular, self-esteem is often bound up with the economic contribution they make to the maintenance of the household.**

Against the backdrop of this formidable list, it is not difficult to see why being without work may undermine individual's confidence in their social value.[5,6]

2) Economic system of simple societies(Pre-Industrial Society)

HERBERT SPENCER has defined simple society as one which forms a simple working whole and of which the parts cooperate for certain public ends. Simple societies have low division of labour. The occupational differentiation being limited primarily to birth, sex and age. These societies have no specialized economic organization.

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1. **THE PRODUCTIVE SKILLS ARE SIMPLE AND PRODUCTIVITY IS LOW** therefore these societies cannot sustain large population size-**SMALL POPULATION**. Most of the adult members are engaged in **FOOD GATHERING** activities.
2. There is **LITTLE OR NO SURPLUS** so the social inequalities are not significant and economic interaction takes place within egalitarian frame-work.
3. The **PRODUCTION SYSTEM IS SIMPLE** but **EXCHANGE OF GOODS AND SERVICES ASSUME A COMPLEX form**. The **FORMS OF EXCHANGE ARE RECIPROCAL AND REDISTRIBUTIVE** type.
4. Some of the simple societies inhabiting regions having abundant food and other resources indulge in conspicuous consumption.
5. The members **LACK HIGH DEGREE OF ACHIEVEMENT MOTIVATION** as there is neither any intense preoccupation on generation and accumulation of economic surplus. Infact most economic activities emphasize on giving rather than storing or accumulation. Private ownership of means of production is non-existent.
6. There is **NO CLEAR SEPARATION BETWEEN DOMESTIC ECONOMY AND COMMUNITY ECONOMY** as they overlap to varying degrees.
7. The **ECONOMIC SYSTEM IS DOMINATED BY SACRED CONSISTING OF MAGICRELIGIOUS IDEAS**.
8. The **INNOVATION IS RARE AND CHANGE IS SLOW**. The customary practices and norms regulate production and exchange of goods and services.

Some forms of Simple Economic Exchange:

1. **Barter system**- It is direct form of exchange whether in return for services or goods.
2. **Silent trade**- It was an exchange system where the exchanging parties do not know each other personally.
3. **Jajmani system**-It is system of economic and social relationship existing between various castes in villages. The patron is known as jajman and the service castes are known as kamin. It is still prevalent in villages.
4. **Ceremonial exchange**-It is a type of social system in which goods are given to relatives and friends on various social occasions. The main idea is to establish cordial relations between the various social groups.
5. **Potlatch**-This term means gift. It is meant as a public distribution of goods made to establish certain claims of the giver and the recipients. It is based on the principle of reciprocity. Through this system the host declares his status to others.
6. **Multicentric economy**-It is an economy using several media of exchange.
7. **Kula -According to Malinowski** it is a ceremonial exchange participated by the inhabitants of a closed circle of Trobriand Island. It has no practical or commercial value. The system of exchange is regulated in a kind of ring with two directional movements. In clockwise direction, the red shell necklaces called Soulava circulate and in anticlockwise circulation the white arm shells known as Mwali circulate among the members of the Kula. Objects given and taken in Kula are never subjected any bargaining.[7,8]

III.RESULTS

Economic system of complex societies (Industrial Society)

The complex societies have high degree of division of labor and consequently structural differentiation. Thus economic activity constitutes a specialized activity taking place in special institution framework and distinguishable from other types of social activity e.g. factories, banks and markets are some of the distinct economic activities.

1. **HIGH DIVISION OF LABOR** implies advanced skills which help in high productivity. The economic organization can easily sustain a large population.
2. **COMPLEX SOCIETIES** due to their high productivity generate huge surplus. They can support conspicuous consumption.
3. **MARKET EXCHANGE** is the pivotal form of exchange and money is the universal medium of exchange.
4. The members of the complex societies have **HIGH ACHIEVEMENT MOTIVATION** and the economic behavior is characterized by an **INTENSE PREOCCUPATION WITH GENERATION AND ACCUMULATION OF SURPLUS**.

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5. There exist a **CLEAR DISTINCTION BETWEEN DOMESTIC ECONOMY AND COMMUNITY ECONOMY. The DOMESTIC UNITS ARE THE UNITS OF CONSUMPTION AND SUPPLY THE MANPOWER** to the community economy. The production of goods and services takes place in the larger units which form part of the community economy.
6. These societies are characterized by **THE HIGH LEVEL OF SCIENTIFIC AND TECHNOLOGICAL ADVANCEMENTS**. Economic activity is perceived in secular terms and is based on practical rationality.
7. **HIGH DEGREE OF SPECIALIZATION, RAPIDITY OF CHANGE, PREDOMINANCE OF PRACTICAL AND EXCESSIVE MECHANIZATION OF PRODUCTION** leads to a state of anomie in society and alienate the worker from the product of his labour.[9,10]

3) Social Organization of Work in Different Types of Society

Slave society:

1. Slave society is a society, where the fundamentals of class conflict is based on the division of people into masters and slaves, with slaves being the dominant producing class. Masters had complete control and ownership right over slaves. One group among human beings (slaves) were commodified and controlled by masters. The Roman Empire attempted to create a slave society for over 500 years. Rome had been a large semi-feudal empire with many peasant/farmers, whose skills were needed to plant crops, and whose loyalty to the Empire was necessary for waging war as soldiers. With the falls of the Roman Empire, the notion of a slave society also fell in centuries to come.
2. **Early Marxist Theory: According to Marx & Engels, Slave society was the earliest form of class society. It is an extreme form of inequality in which some individuals are owned by others as their property.** The slave owner has full control including using violence over the slave. .T Hobhouse defined slave as a man whom law and custom regard as the property of another. In extreme cases he is wholly without rights.
3. **Slaves were in lower condition as compared with freemen. The slaves have no political rights.** They did not choose their government, did not attend the public councils. Socially they were despised. They were compelled to work.
4. **The slavery system has existed sporadically at many times and places but there are two major examples of slavery** – societies of the ancient world based upon slavery (Greek and Roman) and southern states of USA in the 18th and 19th centuries.
5. **According to H.J Nieboer the basis of slavery is always economic because with it emerged a kind of aristocracy which lived upon slave labour. The** increase of production in all branches-cattle-raising, agriculture, domestic handicrafts-gave human labour-power the capacity to produce a larger product than was necessary for its maintenance; hence prisoners of war were turned into slaves.
6. With increase of the productivity of labour, and therefore of wealth, and its extension in the field of production, the first great social division of labour was bound, in the general historical conditions prevailing, to bring slavery to its end. **From the first great social division of labour arose the first great cleavage of society into two classes: Feudal Lords and Slaves.**[11,12]

Feudal Society

1. **Feudalism was the medieval model of government predating the birth of the modern nation-state.** Feudal society is a military hierarchy in which a ruler or 'lord' who offered fighters a "fief", a unit of land to control in exchange for a military service.
2. **Feudalism discouraged trade and economic growth. The land was worked by peasant farmers called serfs, who were tied to individual plots of land and forbidden to move or change occupations without the permission of their lord.** The feudal lord might claim one-third to one-half of their produce in taxes and fees, and the serfs owed him a set number of days each year in which they would work in the lord's fields in exchange for the right to work on their own lands. Often, they were required to grind their grain in the lord's mill, and bake all their bread in the lords' oven, and to use roads and bridges the lord had built. Each time they did this, of course, they would have to pay him a toll or a fee of some sort. They were, however, forbidden to

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set up their own roads, bridges, mills, and ovens-the lord had a legal monopoly and would milk it for all it was worth.

3. **During the period of history known as the Middle Ages, feudalism was the law of the land.** It was the basis by which the upper nobility class maintained control over the lower classes. The Lords held this land by what they believed was “divine right”, the right to rule granted by God and then passed on through heredity. However, there was no physical way for a king to govern all the land effectively because there was no quick communication system, and it often took several days to travel from one part of the country to the other, even in a relatively small country such as England. The king needed a way to maintain control over his lands, even if indirectly. Over time, the holdings of these lords were passed from generation to generation. The class of lords solidified into an upper nobility class. They felt that they were much superior to the “common” peasants, or serfs. As a result, the lords usually were merciless to their peasants and demanded much from them.[13,14]
4. **The church leaders often also held a great power over the people, much like the lords of the manor. Many church leaders were active in politics and government.** The peasants believed that the harder they worked, the more of their money they gave to the church, and the more they served the church, the better the after-life would be for them. The church also paid the lord to use the land, and this sort of symbiosis between the church and the lord keep them both with an exceptional amount of money, while the peasant sometimes starved to death from overwork and exploitation.
5. **The feudal society was constructed for one reason: security. The King wanted the security of maintaining control over their far-reaching kingdoms, so they were forced to delegate power to local control.** The peasants wanted security from marauders and barbarians from neighboring lands. They also wanted security from invading armies. And thus the development of the feudal system and the fief structure was almost inevitable. However, all this came at the great expense of the common man.
6. **The estate system is synonymous with Feudalism. The feudal estates had three important characteristics .In the first place they were legally defined;** each estate had a status with legal rights and duties, privileges and obligations. Secondly the estates represented a broad division of labor and were regarded as having definite functions. The nobility were ordained to defend all, the clergy to pray for all and the commons to provide food for all. Thirdly the feudal estates were political groups. An assembly of estates possessed political power. From this point of view the serfs did not constitute an estate until 12th century. This period saw the emergence of third estate –commoners, who were a distinctive group within the system. Thus the three estates -clergy, nobility and commoners functioned like three political groups.

Industrial Society:

1. **Industrialization is the process of social and economic change whereby a human group is transformed from a pre-industrial society into an industrial one. It is a part of wider modernization process, where social change and economic development are closely related with technological innovation, particularly with the development of large-scale energy and metallurgy production. It is the extensive organization of an economy for the purpose of manufacturing.** Industrialization also introduces a form of philosophical change, where people obtain a different attitude towards their perception of nature.
2. **According to EMILE DURKHEIM, “Division of labour or specialization” is the specialization of cooperative labour in specific, circumscribed tasks and roles, intended to increase the productivity of labour in Industrial society.** Historically the growth of a more and more complex division of labour is closely associated with the growth of total output and trade, the rise of capitalism, and of the complexity of industrialization processes.
3. **Increasing the specialization may also lead to workers with poorer overall skills and a lack of enthusiasm for their work (Alienation).** This viewpoint was extended and refined by **Karl Marx**. He described the process as alienation; workers become more and more specialized and work repetitious which eventually leads to complete alienation. Labour hierarchy is to a great extent inevitable, simply because no one can do all tasks at once; but of course the way these hierarchies are structured can be influenced by a variety of different factors. It is often agreed that the most equitable principle in allocating people within hierarchies is

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that of true (or proven) competency or ability. This important Western concept of meritocracy could be read as an explanation or as a justification of why a division of labour is the way it is.[15]

4. **The concentration of labour into factories has brought about the rise of large towns to serve and house the working population.** In a capitalist system, investments, distribution, income, production, pricing and supply of goods, commodities and services are determined by private decisions, usually within the context of markets. In a capitalist state, private property rights are protected by the rule of law of a government through a limited regulatory framework.
5. **According to Marx, the capitalist stage of development or ‘bourgeoisie society’,** represented the most advanced form of social organization to date. But he also thought that working classes would come to power in worldwide socialist or communist transformation of human society as the end of the series of first aristocratic, then capitalist, and finally working class rule would be reached.
6. **According to Max Weber, Western Capitalism was, most generally, the “rational organization of formally free labor”. Industrial Society was characterized by Market Economy for Weber.**

IV.CONCLUSIONS

4) THE CHANGING, NATURE OF WORK IN INDUSTRIAL SOCIETY: FEMINIZATION OF LABOUR:

The globalizing of economic production, together with the spread of information technology, is altering the nature of the jobs most people do. As discussed in chapter 9, the proportion of people working in blue collar jobs in industrial countries has progressively fallen. Fewer people work in factories than before. New jobs have been created in offices and in service centres such as supermarkets and airports. Many of these new jobs are filled by women.

Women and Work:

1. **For the vast majority of the population in pre-industrial societies (and many people in the developing world),** productive activities and the activities of the house hold were not separate. Production was carried on either in the home or nearby, and all members of the family participated in work on the land or in handicrafts. Women often had considerable influence within the household as a result of their important in economic processes, even if they were excluded from the male realms of politics and warfare. Wives of craftsmen and farmers often kept business accounts and widows quite commonly owned and managed businesses.
2. **Much of this changed with the separation of the workplace from the home brought about by the development of modern industry.** The movement of production into mechanized factories was probably the largest single factor. Work was done at the machine’s pace by individuals hired specifically for the tasks in question, so employers gradually began to contract workers as individuals rather than families.
3. **With time and the progress of industrialization, an increasing division was established between home and work place.** The idea of separate spheres public and private- became entrenched in popular attitudes. Men, by merit of their employment outside the home, spent more time in the public realm and became more involved in local affairs, politics and the market. Women became to be associates with ‘domestic’ values and were responsible for tasks such as child care, maintaining the home and preparing food for the family. The idea that ‘a women’s place is in the home’ had different implications for women at varying levels in society. Affluent women enjoyed the services of maids, nurses and domestic servants. The burdens were harshest for poorer women, who had to cope with the household chores as well as engaging in industrial work to supplement their husband’s income.
4. **Rates of employment of women outside the home, for all classes, were quite low until well into the twentieth century.** The female labour force consisted mainly of young single women, whose wages, when they worked in factories or offices, were often sent by their employers direct to their parents. Once married, they generally withdrew from the labour force and concentrated on family obligations.

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The growth-in- women's economic activity

1. **Women's participation in the paid labour force has risen more or less continuously over the last century.** One major influence was the labour shortage experienced during the First world War. During the war years, women carried out many jobs previously regarded as the exclusive province of men. On returning from the war, men again took over most of those jobs, but the pre-established pattern had been broken.
2. **In the years since the second world War, the gender division of labour has changed dramatically.**
3. **There are a number of reasons why the gap in economic activity rates between men and women have been closing in recent decades. First,** there have been changes in the scope and nature of the tasks that have traditionally been associated with women and the 'domestic sphere. As the birth rate has declined and the average age of childbirth has increased, many women now take on paid work before having children and return to work afterwards. Smaller families have meant that the time many women previously spent at home caring for young children has been reduced. The mechanization of many domestic tasks has also helped to cut down the amount of time that needs to be spent to maintain the home. Automatic dishwashers, vacuum cleaners and washing machines have made the domestic workload less labour- intensive.
4. **There are also financial reasons why a growing number of women have entered the labour market. The traditional nuclear family model- Composed of a male bread winner, female housewife and dependent children- now accounts for only a quarter of families in Britain.** Economic pressures on the household, including a rise in male unemployment, have led more women to seek paid work. Many households find that two incomes are required in order to sustain a desired lifestyle. Other changes in household structure, including high rates of single hood and childlessness as well as a growth in lone- mother households, has meant that women outside traditional families have also been entering the labour market- either out of choice or necessity. Additionally, recent efforts to reform welfare policies, both in Britain and the United States, have aimed to support women- including lone mothers and married women with small children in entering paid work.
5. **Finally, it is important to note that many women have chosen to enter the labour market out of a desire for personal fulfillment and in response to the drive for equality propelled forward by the women's movement of the 1960s and 1970s.** Having gained legal equality with men, many women have seized on opportunities to realize these rights in their own lives. As we have already noted, work is central in contemporary society and employment is almost always a prerequisite for living an independent life. In recent decades women have made great strides towards parity with men; increased economic activity has been central to this process (Crompton 1997).

Gender and inequalities at work

Despite possessing formal equality with men, women still experience a number of inequalities in the labour market.

1. **Occupational segregation:** Women workers have traditionally been concentrated in poorly paid, routine occupations. Many of these jobs are highly gendered – that is, they are commonly seen as 'women's work'. Secretarial and caring jobs (such as nursing, social work and child care) are overwhelmingly held by women and are generally regarded as feminine occupations. Occupational gender segregation refers to the fact that men and women are concentrated in different types of jobs, based on prevailing understanding of what is appropriate 'male' and 'female' work.
2. **Concentration in part-time work:** Although increasing numbers of women now work full time outside the home, a large number are concentrated in part-time employment. In recent decades, opportunities for part-time work have grown enormously, partly as a result of labour market reforms to encourage flexible employment policies and partly due to the expansion of the service sector (Crompton 1997). Part-time jobs are seen as offering much greater flexibility for employees than full time work. For this reason they are often favoured by women who are attempting to balance work and family obligations. In many cases this can be done successfully, and women, who might otherwise forgo employment become economically active. Yet part time work carries certain disadvantages, such as low pay, job insecurity and limited opportunities for advancement.
3. **The wage gap:** The average pay of employed women in Britain is well below that of men, although the difference has narrowed somewhat over the past thirty years. Several processes have affected these trends.

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One significant factor is that more women are moving into higherpaying professional positions than was earlier the case. Young women with good qualifications are now as likely as their male counterparts to land lucrative jobs. Yet this progress at the top of the occupational increase in the number of women in low paid part-time jobs within the rapidly expanding service sector. Occupational segregation by gender is one of the main factors in the persistence of a wage gap between men and women. Women are over- represented in the more.

Changes in the domestic division of labour

1. **One of the results of more women entering paid work is that certain traditional family patterns are being renegotiated.** The 'male breadwinner' model has become the exception rather than the rule, and women's growing economic independence has meant that they are between placed to move out of gendered roles at home if they choose to do so. Both in terms of housework and financial decision-making, women's traditional domestic roles are undergoing significant changes. There appears to be a move towards more egalitarian relationships in many households, although women continue to shoulder the main responsibility for most housework.
2. **Studies show that married women employed outside the home do less domestic work than others, although they almost always bear the main responsibility for care of the home.** The pattern of their activities is no course rather different They do more housework in the early evenings and for longer hours at weekends than to those who are full-time housewives.
3. **A survey conducted by Warde and Hetherington (1993) in Manchester revealed that the domestic division of labour was more egalitarian among young couples than among those of older generations.** The authors concluded that over time, gender stereotypes are loosening. Young people who were raised in households with parents who attempted to share domestic tasks were more likely to implement such practices in their own lives.
4. **Vogler and Pahl (1994) examined a different aspect of the domestic division of labour- that of household financial man agreement systems. Their** study sought to understand whether women's access to money and to control over spending decisions had become more egalitarian with the increase in female employment. Through interviews with couples in six different British communities, they found the distribution of financial resources to be, on the whole, done more fairly than in the past, but \that it remained interlinked with class issues. Among higher income couples, 'pooled' finances tended to be managed jointly and there was a greater degree or equality in accessing money and making spending decision. The more a woman contributes to the household financially, the greater the level of control she exercises over financial decisions.
5. **In families with lower income, women were often responsible for the day-to- day management of household finances, but were not necessarily in charge of strategic decisions about budgeting and spending.** In these cases, Vogler and Pahl noted a tendency for women to protect their husbands access to spending omen while depriving themselves of the soma eight. In other words, there appeared to be a disjunction between women's everyday control over finances and their access to money.[16]

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