

as the property of another. In extreme cases he is wholly without rights.

According to **HJ Nieboer** the basis of slavery is always **economic** because with it emerged a kind of aristocracy which lived upon slave labour.

In the slave-owning society, primitive tools were perfected and bronze and iron tools replaced the stone and wooden implements. Large-scale agriculture, livestock raising, mining and handicrafts developed.

The article 'Slavery' in the "**Encyclopedia of Social Science**" (1968) makes a distinction between primitive, ancient, medieval and modern slavery.

- **Two main types of slavery - ancient slavery and new world slavery.** Ancient slavery was prevalent in ancient Rome and Greece. Here slaves were usually foreign prisoners of war. In new world slavery, the basis of development of slavery were **colonial expansion and racist ideology**.
- The slave was designated as the master's property and had no political and social rights.
- It is said that the decline of slavery was primarily brought about by the inefficiency of slave labour.

In India, both male and female servants and slaves performed specialised functions in domestic and non-domestic services of the privileged class. They were also used as an object of display. Payments to the servants were very low. Slaves were very cheap, even cheaper than animals. A woman slave for domestic work cost from 5 to 12 Tanka; a concubine, 20 to 40; untrained slave boys, 7 or 8 Tanka; and trained slaves, 10 to 15 Tanka during Alauddin Khilji's reign.

Manu mentions seven kinds of slaves - a captive of war, a slave of maintenance, a son of a female slave, one purchased for money, a slave obtained as a present, a hereditary one, and one condemned to slavery for any offence.

Slavery was abolished in 1833 by Britain and 1865 by USA. Between the 17th and 19th centuries an estimated 24 million Africans were enslaved. 11 million of them survived the journey to the Americas.

Feudal Society:

The term feudalism is derived from the institution of '**fief**', which was a piece of landed property. During the medieval period of European history, this form of property was given to a vassal by a lord in return for military service.

The defining feature of the estate / feudal system, was that the position held in the society, depended entirely in terms of **ownership of land**.

The evolution of the feudal system brought about the development of exchange of agricultural and manufactured products in regional markets. People started using inanimate sources of energy, viz., water

- Proletariats legally free
- Free labour has created conscious of class and they frequently organize for bargain

Communalism

Professional Associations in Modern Economy:

Functionalists points at integrative, educating and regulating role of professional associations.

Ivan Illich views professional associations as self-serving groups that create artificial barriers for entry and cause demand supply mismatch.

Baritz in “**Servants of Power**” states that these associations serve the ruling class.

Weber assumed a congruence of position and knowledge and merit. Thus, for him positional authority was reinforced as it was flowing from expertise. But that is not the case, as observed today. Thus, there may be a conflict between professional and bureaucratic authority. Professional authority originates from expertise whereas bureaucratic from position, rules and regulations.

Technology and Work:

Robert Blauner wrote “**Alienation and Power**” and divides alienation into four dimensions:

- Degree of control of workers on their work
- Degree to which they are involved in their work
- Degree of meaning and purpose they find in work
- Degree to which they are socially integrated to their work

He suggests that as managers and workers discuss technical problems, alienation reduces. Higher degree of job content, responsibility and job rotations add variety and reduce alienation.

Goldthorpe & Lockwood in their study of affluent workers of Luton, find that instrumental orientation and worker’s expectations out of work are more important factors than technology

Wedderburn found support to both Blauner’s & Goldthorpe ideas & found that men’s orientation towards work was largely instrumental but at the same time workers who had more control over their work processes were more satisfied from work.

Work and Leisure:

Stanley Parker mentions three patterns of relationship between leisure and work:

- Extensional pattern - leisure that supports better performance at work
- Neutral Pattern

Post Fordism thesis of work organization:

- in recent decades, flexible practices have been introduced in a number of Spheres, including product development style, the working environment, employee involvement and marketing. Some commenters have suggested that taken collectively, these changes represent a radical departure from the principles of Fordism; they contend that we are now operating in a period that can be best understood as post Fordism
- The phrase “Post Fordism” was popularized by **Michael Piore and Charles Sabel** in their book “**the second industrial divide, 1984**” and describes a new era of capitalist economic production in which flexibility and innovation are maximized in order to meet market demands for diverse, customized products
- despite the confusion surrounding the term, several distinctive trends within the world of work have emerged in recent decades that seemed to represent a clear departure from earlier Fordist practices. These include the **group production, flexible production and mass customization, global production and more flexible occupational structure**
- **group production:** group production- collaborative work groups in place of assembly lines- have sometimes been used in conjunction with automation as a way of reorganizing work
 - the underlying idea is to increase worker motivation by letting group of workers collaborate in team production process rather than requiring each worker to spend the whole day doing a single repetitive task
 - an example of group production is “quality circles (QC’s)”, groups of 5 and 15 workers who meet regularly to study and resolve production problems. they represent a break from the assumptions of Taylorism, since they recognize that workers possess the expertise to contribute towards the definition and method of the task, they carry out
 - the positive effects of group production on workers can include the acquisition of new skills, increased autonomy, reduced managerial supervision and growing pride in the goods and services that they produce
 - studies like **Graham’s** have led sociologists to conclude that while team-based production process provides workers with opportunities for less monotonous forms of work, systems of approval and control remain the same in the workplace
- **Flexible production and mass customization:** one of the most important changes in the worldwide production processes over the past few years have been the introduction of computer

skills. This is the reason why they are engaged in jobs involving low technology. Worker in the formal sector have higher degree of skill and their position in the labour is better.

- **Easy entry** - Getting work in the informal sector is comparatively easier than in the formal sector. Hart's study shows that able-bodied person, irrespective of the skills possessed can become a day labourer. With minimum investment the same person can become a street vendor and sell her/his wares at the market. The person need not have money to invest in a shop. In this way the informal sector is able to absorb more workers who would normally not get any work because they are either not qualified or they do not have capital for investing in business.
- **Low paid employment** - Because of the requirement of low skills and the easy entry, work in the informal sector has low returns. Workers who offer their labour are not paid high wages. In fact, the biggest grievance against this sector is that the wages are many times below sustenance level. In many cases, low wages drive other members of the family into the informal work force because the main wage earned is not sufficient for sustaining a household. In this sense, children too may be encouraged to join the labour force.
- The fourth characteristic of the informal sector, is that it is largely composed of **immigrant labour**. Hart found that the informal sector worker in Ghana had come to the city from the rural areas. As mentioned earlier, workers and small traders in the city came from the rural areas in search of a livelihood. He hence included migrant status as a characteristic of the informal sector.

ILO Definition of Informal Sector:

- Easy entry for new enterprises
- Reliance on indigenous resources
- Small scale operation
- Family ownership
- Unregulated and competitive markets
- Labour intensive technology
- Informally acquired skill of workers

Sharit Bhowmik says there are two kinds of informal sector:

- **Informal Economy** - includes street vendors, home based workers, rickshaw pullers, etc.
- **Informal Employment** - includes casual and contract laborer's in formal economy as their working conditions and wages are similar to that of informal sector.

Informal Sector in Urban Economy - **Jan Breman** (*Handbook of Indian Sociology*)

Working Conditions: One chief objective that every trade union works for is the overall **wellbeing and health of the workers**. The trade unions demand basic facilities such as lighting, ventilation, sanitation, access to safe drinking water, and most importantly safety equipment when carrying out hazardous duties. Furthermore, unions also enlist **minimum working hours**, a right to leave with pay, social security among many other welfare measures. Very often workers carry out their work in cramped up places with little or no ventilation. For example, GAP (Clothing brand) sweatshops that came under scrutiny.

Discipline- Apart from economic benefits that a trade union aspires to achieve, discipline is equally important. The trade union protects workers from the clutches of the employer. It leads to victimization of workers that are in the form transfers and even dismissals. The overuse of power is extremely prevalent in the unorganized sector since there is no redressal of complaint, unlike the formal sector. The worker has the backing of the union. It further explains the injustice carried out by management and fights the organization that has targeted the worker.

Recruitment Policies- The union keeps an eye on the proper implementation of recruit that is based on equality. They also ensure that the transfers or selection are not based on the identity of the person. For example, caste and class.

A healthy working environment- Apart from working conditions a pleasant employee-employer relation is indispensable for industrial peace. However, the hierarchy makes this scenario very challenging to achieve. Being the representative of workers, a trade union tirelessly carries out meetings and negotiations in a bid to promote a harmonious relationship between the two.

Functions of Trade Unions

Militant functions: Activities performed by trade unions leads to better opportunities for workers. The main aim is to get better working conditions and a reasonable salary for the work. It is important to know that the demands put forth by the union aren't always met easily. When a union fails to accomplish these objectives through negotiations and dialogue, they resort to agitations in the form of strikes and gherao. It is because of these agitations, that it is termed as militant functions of a trade union

A striking example of the militant function is that of **Maruti Suzuki Udyog Ltd**. A skirmish broke out between workers and the manager, with the latter being burnt alive. Within a couple of days, the company fired all its workers, However, there were workers who were not part of the incident. Those workers resorted to a hunger strike demanding to reinstate them. The Maruti Udyog Kamgar Union have supported the workers and represented their case in the state labour department.

Fraternal Functions: Unions also try to foster cooperation and attempts inculcate to education and culture among their members. Boosting their morale and self-confidence are objectives that are at the top of the

- Developing the individual
- Building and maintaining the group
- **Gender angle:** The “policies of exclusion” of the so-called patriarchal societies throughout the world, especially in the Least Developed and Developing countries are primarily responsible for marginalization of women, both covertly and overtly.

Theories:

helper-therapy principle: People who are suffering from their own difficulties find that their painful experiences can help others in the same boat, thus enabling them to realize the humanitarian or existential meanings of their experiences. Additionally, people can deepen their understanding of their own problems by helping others in similar circumstances.

Social determinants of economic development:

- Non-economic or social dimension has been added to the concept of economic development by UNO. According to UNO, “Development concerns not only man’s material needs, but also improvement of social conditions of his life. Development is, therefore, not only economic growth but growth plus change – social, cultural and institutional as well as economic”.
- General Enrol has pointed out six important factors affecting development:
 - output and income,
 - conditions of production,
 - levels of living,
 - attitude towards life and work,
 - institutions and
 - politics.

The first two refer to economic factors, the next two to non-economic factors, and the last two are mixed category.

- From Ramesh Singh (economics)- human development debate

Impact of new global economy on work organization and family structure

dynamic situations. In political field, globalization helps to eradicate poverty, malnutrition, illiteracy, ill-health and fighting cross border terrorism and global terrorism. Globalisation in context of status of women implicates the relegation of the stereotypic pattern of duties of the women like rearing and caring the children to the back ground and taking up the various diversified occupation and thus making their living quite vibrant and alive. Globalisation benefits the schedule caste people in promoting cultural homogeneity in the way of loosening of the ideas of pollution and purity and eradication of untouchability and so many socio-cultural and economic disabilities associated with them. Globalisation of goods has developed enthusiasm in India for western brand names. A consumerist mentality has been carefully fostered. This leads to an adversative impact on the tendency to save or the domestic accumulation of capital. Lastly, in Indian scenario, globalization developed a consumer credit society. Today, people can buy goods and services even if they do not have sufficient purchasing power and the prospect of raising a loan has become easy in the age of globalisation. Credit cards have given boost to consumerism and pushed many households into indebtedness. At the same time globalization has unfavourable impact on mass-media in India. Currently, realistic coverage of events and happening doesn't receive much importance because it doesn't determine the standing of a newspaper or TV channel. Globalisation has brought violation of journalistic ethics in India.

To summarize, the process of globalization has changed the industrial pattern social life of global people and it has immense impact on Indian trade system. The globalization of the economic, social and cultural structures happened in all ages. Previously, the pace of process was slow. Today with the start of the information technology, new ways of communication have made the world a very small place. With this process, there is a big market place. Globalization has resulted in increase in the production of a range of goods. MNCs have established manufacturing plants all over the world. It has positive effects and India will overcome many obstacles and adopt global policies to expand business at international scale. India is gaining international recognition and strengthening in economic and political areas.

What are the distinctive features of social organization of work in slave society? How is it different from feudal society?

The increasing importance of the tertiary sector has weakened the formal organization of work in recent times. Examine the statement.

Distinguish between the social organization of work in feudal society and in capitalist society.

Describe the nature of social organization of work in industrial society.

"Globalization has pushed the labour into informal organization of work." Substantiate your answer with suitable examples.