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Q7(b)

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

UPSC Civil Services Mains 2015 · Sociology GS 1 · 15 marks · Works and Economic Life

Works and Economic Life: Social organization of work in different types of society; Formal and informal organization of work; Labour and society.

Core demand of the question

- The increasing importance of the tertiary sector has weakened the formal organization of work in recent times. Examine the statement
- Keep the examination within a 15-mark length

Revision summary

Tertiary work often scatters labour and uses subcontract and platforms.

That weakens factory-style formality, unions, and tenure.

A bureaucratic core in state and corporate services remains.

Feminised care was already informal; services can expand it.

- **Verdict:** true for the mass of new jobs, false as a claim about every service.

Introduction

- **The tertiary sector is services:** trade, care, finance, transport, platforms. Formal organisation of work means stable contract, union, office hierarchy, and social security. The statement links service growth to weaker formality. It is largely true for a mass of jobs, and overstated for core offices and big firms.

Body**Why services can weaken formality**

- **Karl Marx's** classic factory concentrated workers and made class organisation thinkable. Scattered service sites reverse that concentration.
- **Max Weber's** bureaucracy still sits in banks and the state. Outsourced canteens, drivers, and gig apps sit outside that staff.
- **Informalisation:** subcontract, piece-rate, and "self-employed" riders without tenure.
- Feminised care and domestic work, after Ann **Oakley**, were never inside the male factory form. Tertiary growth can expand that informal care market.

What has actually grown

- Indian PLFS and related labour files show a large informal services mass beside a thin formal core.

- Call centres and IT look formal at the campus gate and weak in contract length, night shifts, and union density.
- **Durkheim's organic solidarity in a service city can be anomic:** high division of labour, weak occupational groups.

Limits of the statement

- The tertiary sector also includes tightly organised public administration, hospitals, and corporate HQs.
- Robert K. Merton's bureaucratic personality still appears in those cores.
- **Some platform work is digitally Taylorised:** strong control, weak rights. That is organisation without formality of protection.
- **Talcott Parsons's adaptive economy can grow services while the integrative union lags:** cultural lag in Ogburn's sense.

Examination

- The statement holds for the typical new job, not for every service job.
- Formal organisation is not only a factory. It can be rebuilt as portable social security, which politics has only partly done.

Flow diagram

Tertiary growth -> Informal scattered work
Tertiary growth -> Formal offices remain
Informal scattered work -> Weaker unions tenure
Formal offices remain -> Weberian bureaucracy

Conclusion

Service growth has weakened the classic formal organisation of concentrated, unionised work for many. **Marx** and **Weber** explain the lost factory and the split between bureaucratic core and outsourced margin. Examine sector and contract, not the word "tertiary" alone.

Facts & figures

Informalisation

Shift toward contracts without stable employment rights, common in services.

Weber bureaucracy

Still the type of core public and corporate office, even as margins are outsourced.

Gig work

Digital control with weak social security; organisation of tasks without formal protection.

Oakley

Unpaid and domestic care labour long outside formal organisation of "work".

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