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Q5(a)

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

UPSC Civil Services Mains 2016 · Sociology GS 1 · 10 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**

- Describe the nature of social organization of work in industrial society
- Keep the description within a 10-mark length

**Revision summary**

- **Industrial work:** concentrated production, clock, wage, and workplace split from home.
- **Marx:** surplus value and factory command.
- **Weber:** bureaucratic specialisation.
- **Durkheim:** organic division of labour and its pathologies.

Gendered care and informal labour sit beside the classic plant.

**Introduction**

Industrial society organises work around concentrated production, clock time, and a split between household and workplace. The nature of that organisation is class command plus bureaucratic coordination, not only machines.

**Body****Core features**

- **Karl Marx:** formally free labour, separation from the means of production, surplus value, and the factory as a site of cooperation under capital.
- **Max Weber:** legal-rational office, files, and specialised competence spread from the firm to the state.
- **Emile Durkheim:** organic solidarity through a fine division of labour, with anomic and forced forms when regulation lags.

**Social, not only technical**

- Occupations become identities and status groups. Unions and professions organise conflict and closure.
- Gendered unpaid care, as Ann Oakley showed, remains outside the official industrial "work" even when factories need it.
- Talcott Parsons read the occupational role as the modern adaptive axis; informal labour in India qualifies that picture.

**Present tense of the type**

- Assembly and large plants still fit. Services and platforms scatter the same wage dependence without the old shop-floor group.

## Flow diagram

Industrial work -> Factory wage  
Industrial work -> Weberian office  
Industrial work -> Durkheim division of labour  
Unpaid care -> Outside official work

## Conclusion

In industrial society, work is socially organised as wage labour, specialised roles, and impersonal command. **Marx**, **Weber**, and **Durkheim** name class, office, and solidarity. Informal and gendered work show the type is never only the male factory.

## Facts & figures

### Factory discipline

Clock-timed cooperation under capitalist command.

### Formal freedom

Workers may change employers but must sell labour-power to live.

### Organic solidarity

**Durkheim's** interdependence through specialised work.

### Oakley

Housework as labour excluded from the industrial map of "work".