A Level Sociology (9699)
Unit Eight: Work and Leisure

Recommended Prior Knowledge
For this unit it would be useful to have a basic knowledge of the industrial revolution and the changes that it introduced to the nature of work and the occupational structure. Awareness of how IT is transforming the workplace in modern societies would also be helpful.

Context
This unit extends the themes covered in unit three by examining the part that class, ethnicity and gender play in understanding the occupational structure and work environment of modern industrial societies. There are links with the concept of social identity (unit two) and with the functions of education (unit five).

Outline
This unit explores the complex and changing relationships between work, non-work and leisure. It considers the meaning of work for different groups and looks at the structures and processes that shape experiences of work and leisure.

AO	Learning outcomes	Suggested Teaching activities	Learning resources
8.1	Occupational Structure • Discuss different types of employment and labour market. • Assess the main patterns and trends in the occupational structure. • Recognise the gendered nature of work, and sexual and ethnic inequality in employment.	Begin by distinguishing between diffferent types of employment: manual, non-manual, managerial and professional. Examine different types of labour market and employment contract. Use evidence from recent studies to identity the main patterns and trends in the occupational structure of modern industrial societies. Emphasise how industrialisation and more recent technological changes have transformed the workplace. Present evidence of sexual and ethnic inequality in the workplace. Discuss the reasons for these forms of inequality and draw appropriate links to functionalist, Marxist and feminist theory. **Class activity** Invite members of the class to investigate and report on the extent to which the concepts of a primary and secondary labour market are useful in understanding the nature of work in their own society. Discuss how different ethnic groups and genders fit into the primary/secondary labour market divide.	Barnard, A. et al, pp222-228, outlines the different types of employment and labour market. These pages also summarise the main patterns and trends in the occupational structure. Barnard, A. et al, pp228-233, discusses sexual and ethnic inequality in employment. Many of the key concepts used in this part of the syllabus are defined in a very useful online Sociology dictionary – see: www.webref.org/sociology Articles on the Sociology of Work and Leisure can be accessed by making the appropriate search entries at: www.questia.com

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8.2	Management and the Organisation of Work • Assess the post-industrial society thesis. • Discuss scientific management and the control of labour. • Describe the main forms of industrial conflict. • Recognise the importance of bureaucracy in the organisation of work.	Outline the post-industrial society thesis and make links with Burnham's idea of the managerial revolution. Assess the thesis through references to Marxist and post-modernist theory. Introduce the issue of how labour is controlled within the workplace by discussing scientific management and the human relations approach. Draw links with the work of Braverman and later contributions to the debate about the control of labour. Consider the different forms of industrial conflict and the reasons why strikes occur. Conclude by assessing where power and control lie within the industrial organisation. Summarise Weber's theory of bureaucracy and compare with other contributions on the subject. Assess the part that bureaucracy plays in the organisation of work. **Class activity** Use films and/or written sources to describe for the class how work is organised in a typical factory. Invite suggestions from the group about what features of the workplace contribute to the process of controlling the workers. Make links to the ideas of scientific management, deskilling, automation and human relations management. Consider also how the workers might resist control and oppose management. Use the discussion to draw conclusions about where power lies within the workplace.	Barnard, A. et al, pp233-234, provides a useful summary of the post-industrial society thesis. Scientific management and the control of labour is discussed on pp234-238. Barnard, A. et al, pp238-24, discusses bureaucracy and changing organisational cultures. .
8.3	The Experience of Work • Describe the changing nature of work. • Discuss work in terms of alienation and anomie. • Discuss workplace cultures and identities.	Recount the main changes in the nature of work over the last thirty years, mentioning the growth of secondary and tertiary sector employment, the increase in female workers, and the move towards more flexible forms of work contract. Discuss alienation and anomie in the context of manual employment in factories in the nineteenth century. Consider the extent to which the concepts of alienation and anomie remain relevant today given the changes that have occurred in the nature of work. Use Blauner's study of alienation as a key reference for the debate. Consider how different workplaces give rise to different work	Technology and the changing nature of work is reviewed in Barnard, A. et al, pp241-243. This is followed by a useful account of alienation and the experience of work on pp246-252. Barnard, A. et al, pp255-256, discusses the growth of the professions. Haralambos, pp700-707, offers a

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	• Assess different explanations of professionalisaton.	cultures and identities. Reference this to studies such as those by Gallie, Goldthorpe and Lockwood, and Zuboff. Recount the strategies involved in professionalisation and consider different theories about the role and importance of professional groups in modern industrial societies. Consider whether the professions are experiencing a process of de-skilling. **Class activity** Identify different types of workplace and invite the class to discuss the extent to which each is likely to give rise to alienation among the workforce. Consider the different forms of alienation and assess whether Blauners' classic study is helpful in completing the exercise.	very good account of the impact of computer technology on work. Pp691-700 review different contributions to the alienation/anomie at work debate.
8.4	Non-work and Leisure • Assess the causes and social effects of unemployment. • Identify the problems of measuring unemployment • Consider the relationship between work, non-work and leisure. • Review the implications of technological change for work and leisure.	Review evidence about patterns and trends in unemployment. Summarise the findings from different studies of the social effects of being unemployed. Discuss the causes of unemployment through references to functionalist, Marxist and Weberian theories. Conclude by reflecting on the difficulties of measuring unemployment and the reasons why governments may wish to disguise or distort the actual uemployment figures. Distinguish between work, non-work and leisure. Consider how patterns of leisure vary between social groups. Demonstrate the possible links between work and leisure by describing Stan Parker's contribution to the subject. Compare with subsequent studies of the work/leisure relationship, including the contributions of post-modernist writers such as Rojek, Urry and Scraton/Brahman. **Class activity** Ask members of the class to carry out a small survey to identify links between gender and leisure. Discuss the findings with the group and draw comparisons with other sociological studies on the same theme, such as the work of Green, Hebron and Woodward.	Barnard, A. et al, pp256-262, examines the causes and social effects of unemployment. There is also a section (pp256-257) on the problems of measuring unemployment. The relationship between work and leisure is assessed on pp253-266. Haralambos, pp755-772, provides a useful complementary account of sociological debates about the nature of work and leisure.