

Michael Rose, *Servants of Post-Industrial Power? Sociologie du Travail in Modern France*, Macmillan Press, London, xviii+ pp. £ - Volume 9 Issue 3 - Jon Clark.

Pour les femmes, le post-industrialisme a surtout provoqué le passage du travail domestique non rémunéré au travail salarié dans les industries de services. Dans les secteurs traditionnels, producteurs de marchandises, les hommes commandent généralement aux hommes, tandis que dans le secteur des services, les hommes commandent maintenant aux femmes. We begin by describing gender-specific features of the transition to postindustrialism with census data for the period from For men, postindustrialism brought considerable movement out of agriculture and other extractive industries but, until recently, relative stability in the manufacturing sector. This manuscript was received in September, and accepted in July, MYLES mainly meant a shift from unpaid domestic labour to paid employment in the service industries. In the traditional goods-producing sectors, men mainly rule other men while the service economy is the site where men now rule over women. We end with an analysis of change over time in male-female differences in access to power and authority using census data. The shift of employment into services began sooner in Canada than elsewhere Singelmann, and services account for a larger share of total employment in Canada than in any other developed nation OECD, A postindustrial labour market is one where most labour is now employed in the provision of services and advanced technologies that release labour from direct production Block, This does not mean that manufacturing no longer matters. Manufacturing does matter both as a generator of wealth and of employment Cohen and Zysman, The concept of postindustrialism captures both dimensions. Based on the classification of Singelmann and his associates Browning and Singelmann, ; Singelmann, ; Wright and Singelmann, we document the parameters of this transition for Canada between and in Table I. We divide the economy into seven broad sectors. The extractive sector includes agriculture, forestry, fishing, and mining. The transformative sector is composed of all manufacturing industries, construction, and utilities. Distributive services include transportation, communication, and wholesale trade. Public Administration Consumer Percent Extm- Transform- Distrib- Social istry- Ser- Total N Total tive tive Producer Services tion vices Retail 1 2 3 4 5 6 f 7 8 9 10 Panel 4, Femle Os a percent within indushy sectors 19 2 15 10 31 63 19 67 22 22 4 17 15 40 64 18 56 31 27 10 17 15 40 66 18 60 35 33 17 19 20 44 64 26 58 42 40 19 23 26 51 68 37 61 49 43 23 24 27 51 69 40 61 50 a The Standard Industrial Codes SIC were recoded as follows: Data for were grouped to conform to this classification. The data for include persons in active service. Dominion Bureau of Statistics. Industrial Trends, catalogue They include banking and finance, insurance, real estate, lawyers offices, labour unions and miscellaneous business services, In contrast, the remaining service industries are primarily consumption oriented. The distributions in Table I panel 1 show the marked decline in employment in extractive industries from 32 per cent in to 14 per cent in and then dropping to the current 7 per cent. Employment shares in the transformative sector began to decline after However, the raw numbers underlying these shares not presented here indicate that until the eighties, this was not because employment in manufacturing, construction, and utilities was declining in any absolute sense but because employment in this sector was not growing as quickly as in services. In distributive services, the share of employment grew at the beginning of the period and subsequently levelled off Table I, column 6 Over this same period, the share of employment in services producer through retail services rose from 31 per cent in to 58 per cent by Growth was most pronounced in producer and social services. The share of employment in consumer services initially declined between and , mainly reflecting the decline in female domestic workers, and then remained relatively stable until Retail service has also been an important source of employment growth, adding nearly , new jobs to the economy between and The results in Table I show that this stereotype is far from dead. By , women represented about a quarter of total employment in goods and dis- M. Over the whole period the percentage of men in the transformative sector changed only modestly, rising after the war and then declining slightly in the eighties. The main change in employment shares until the eighties took the form of declining employment in the extractive sector especially in agriculture and increasing employment in services. Conversely, for

women, employment shares in the extractive sector were negligible from the beginning. Instead, the female experience of the transition is one of declining employment in the transformative sector - from 25 per cent in 1970 to 14 per cent in 2015. The share of female employment increased substantially 5 in producers services largely, finance and insurance industries and in social service industries. For women, the more dramatic shift in work patterns over this period was the movement from unpaid domestic labour to paid employment. Female shares of employment grew in all sectors. Over the 45 year period, women moved to a position of numerical dominance in producer, social, and consumer services, to parity with men in retail services and to 40 per cent of employment in public administration. In sum, for men, postindustrial employment has largely meant a shift from agriculture to services and, until recently, relatively little change in goods production and distribution. For women, it has meant a shift from unpaid domestic labour into paid employment in services. And it is the latter change - the shift from unpaid domestic labour - that has contributed most to the growth in service employment. Despite the fact that service employment has become an increasingly common destiny for both men and women, the structure of postindustrial labour markets is sex segregated. Relative to their share of total employment, women are underrepresented in goods and distribution but outnumber men in producer, social, and consumer services. Although sex segregation across the eight sectors declined over every period, the largest changes occurred between and with relatively modest decennial change since then. As important as these dimensions of gender inequality are, they do not go to the heart of the matter of most concern to feminist scholarship - namely, the underlying relations of effective power that produce these unequal outcomes, the social as opposed to the material division of labour. Together, the social relations of production constitute what Marx called an economic structure, i. Relations of production are the building blocks of classes - the positions that are constituted by the intersection of these relations Cohen, Feminist theory sharply questions the gender neutrality of conventional class analysis. The historical gendering of class relations during the transition to industrial capitalism has been well-documented e. With the decline of the household economy, hierarchically defined gender relations were brought inside the factory gate to become part of a capitalist and, theoretically, universalistic labour market. The subordination of women in the household was reproduced in the relations of power and authority of the capitalist firm. In short, the economic structure of industrial capitalism acquired a social form derived not merely from a logic based on the imperatives of capital accumulation - the logic of the market. It also incorporated social forms derived from the patriarchal household. There are at least four reasons to expect significant change in the way social relations are gendered in postindustrial economies. The first has to do with numbers. The growth in female employment can only be absorbed in one of two ways: Drawing on Simmel, Kanter Stereotyping, tokenism and isolation characterize environments where women are a minority producing performance pressure and differential patterns of evaluation. Accordingly, she concludes that as the ratio of women to men in organizations begins to rise, we should expect patterns of social relations between men and women to shift as well Kanter, M n E S Alternatively, if the increase in the number of women takes the form of a n increase in the number of exclusively female work environments, then the number of work sites where women have access to positions of power and authority over other women should also increase. This distinction should also make clear that it is possible for the distribution of men and women within classes to become more alike without changing social relations between men and women. An economy completely segregated by sex, where men regulate men and women regulate women, can also produce class distributions undifferentiated by sex. A distinguishing feature of our empirical analysis is our ability to examine relations of authority between men and women, not just sex differences in the distribution of power and authority. There are three additional reasons to think that gender differences in relations of power and authority might abate in postindustrial labour markets. The growth of personal, business and social services is a contemporary phenomenon, and, as Stinchcombe has shown, the organization of labour within firms industries and occupations tends to bear the imprint of the historical period of their foundation and growth. As well, state employment is more prevalent in the service sector and studies of earnings differentials between women and men have shown the gender gap in earnings has narrowed in the public sector Boyd and Humphreys, ; Denton and Hunter, High levels of formal education tend to be required for entry and job-relevant skills are acquired through the educational

system rather than through on-the-job training and apprenticeship programs. In principle, this should benefit women who are typically excluded from on-the-job training programs but who tend to have slightly higher levels of formal education than men Myles and Fawcett, Despite these reasons for anticipating some degendering of power relations in the service sector, the limited empirical work that directly addresses issues of gender differences in power and authority in the labour market offers less ground for optimism. Cuneo does not examine gender differences by economic sector. These are the same measures that have been used in the construction of several class typologies Wright et al. Class typologies of the sort constructed by Wright , Clement and others represent an effort to reduce the complexity of production relations - to identify positions in the economic structure - in ways that are theoretically and historically meaningful, on the one hand, and empirically feasible on the other. Such typologies are useful when they are intended to isolate particular production relations or a combination of them that are theoretically pertinent for the explanation of some other social process such as class conflict, the formation and distribution of ideologies and beliefs or even income in-. While typologies have the advantage of reducing complexity, they also obscure the underlying components that go into their construction. The reason is that all such typologies are based on theoretical choices to privilege some production relations over others or on the particular way in which a subset of production relations intersect. Employees who supervise the labour of other but also have decision-making powers over the allocation of capital are typically classified as managers or executives and the fact that they also do supervisory work is lost in the process. Those responsible for the allocation of capital and labour to different uses may or may not be responsible for directing and disciplining labour. Similarly, some supervisors are closely regulated in their work while others have significant autonomy. Some have powers to discipline their subordinates while others only co-ordinate the work of others. The result is that any such typology can potentially conceal as much as it reveals about the gendered structure of production relations. Concrete positions in an economic structure are constructed out of production relations. However, individuals always exist in a matrix of production relations that are unlikely to be exhausted by any class typology or the subset of production relations used in its construction. Completed interviews were obtained in 76 per cent of total eligible households. Results presented here are weighted to reflect both sample design and post facto adjustments for age and sex composition by region and employment status Black and Myles, Our analysis focusses on a subsample consisting of respondents who were currently employed or unemployed for a year or less. The ccss was conducted in the depths of the greatest recession experienced by M. Canadian Class Structure Project, Canadian workers since the thirties when unemployment was especially high. For both substantive and methodological reasons we exclude employers and the self-employed from our analysis. Sex differences in ownership of capital have been documented elsewhere Carroll, ; Cuneo, and the specific contribution of our analysis lies in the examination of the distribution and relations of control and authority among employees. Moreover, because it was presumed that employers and the self-employed held powers of decision-making and authority by definition, many of the questions used in this analysis were not asked of this segment of the labour force. It should be kept in mind, however, that by focussing exclusively on employees, our analysis generates conservative estimates of sex differences in subordination-domination in the labour force. The subsample is made up of respondents women and men. Because of this sample size, we could not use the detailed eight-sector industrial classification employed in the analysis of census data in Table I. Instead, we used a three sector industry classification based on three important divisions for women: The distributions by sex, within and between sectors, are shown in Table II and confirm the basic observations made previously concerning the sexual division of labour by industry. In analysing these data, we make use of conditional probabilities percentages and differences in conditional probabilities percentage differences between men and women.

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Univ of Wisconsin Press Format Available: During the American rise to world power in the last hundred years, a new presidency has also arisen, a presidency that uses military, economic, political, and personal power that the constitutional founders of the s would have thought highly improbable and dangerous. Behind the Throne argues that United States presidents have received foreign policy advice from a new breed of government servants whose first loyalties were to the chief executive, not the bureaucracy or the public. These "servants of power" defined world views for the president, not only advising but often taking action to implement those world views. The essays in this volume focus on nine servants of power: Brooks Adams, Charles A. Conant, Admiral William B. Vandenberg, and Gerald P. The volume also stands as a tribute to Fred Harvey Harrington, professor of history and former president of the University of Wisconsin-Madison. All of the contributors began their distinguished careers as students of Harrington. Greenwood Publishing Group Format Available: This work is a general and synthetic study of the post-industrial era and its implications for library and information services in the United States. Since Daniel Bell promulgated his post-industrial metaphor in the early s, it has become one of the most dominant metaphors in contemporary America. His ideas on the nature of the era, especially his articulation of what he refers to as the information society have influenced the ways in which government officials, corporate leaders, and citizens think about the future of political, social and economic life in America. This text examines how this influence has also been felt in the library and information field. Christine Mary Shea Language: This is an important book because its focus is critical, and its aim is to demystify the prevailing ideology of school reform. The introductory essay is excellent in its elucidation of the world political economy of the s and current educational reforms. It sets a clear direction for the remainder of the book, which is noteworthy for its organizational, conceptual, and written clarity. Topics include education reform and work, teacher education, continuing education, and equity. The text is refreshingly free of a lot of jargon; thus the reader is better able to understand the complexities of educational and social critique. Highly recommended for upper-level undergraduate and graduate reading. The essays critically analyze the three major issues that have been the focal point of reform efforts: The New Servants of Power brings together the work of an emerging group of revisionist scholars in this field, enlarging the scope of contemporary debate about school and educational reform. The essays critically assess national educational reports, books, and related policy statements that set the parameters from which much of the contemporary education debate proceeds. The work considers the contemporary school reform debate as a reflection of a conflict between dominant economic interest groups about the most efficient means of rebuilding labor productivity and American economic power. Next, the concept of work and the schools as reflected in school reform literature is addressed. A section about how groups and individuals who are traditionally less well-served fare under school reform follows. Included are specific implications for constituents, critical questions about continued inequitable distribution of resources, and recommended alternative policies. Finally, the treatment of aims, attitudes, skills, and disciplines embodied in specific curriculum proposals is analyzed. The New Servants of Power is an excellent resource for educators and students on courses such as current issues in education, school and society, and sociology of education. Find Your eBooks Here€!.

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Transactional Leadership Definition The style of leadership in a business has a significant impact on the productivity and culture of the workplace. No two leaders are exactly alike, though there are some characteristics they may share. Servant and relational leaders share the same broad focus on employees and customers that transcends company profits and productivity. However, there are differences to both leadership styles that affect the way in which managers interact with employees and customers. A servant leader tends to focus on the ethical interactions a business has with employees and the outside world. Relational leaders typically focuses on the relationships between employees. **Inclusivity** The relational-leadership style emphasizes bringing employees together for a variety of viewpoints. Servant leaders are not necessarily concerned with building inclusivity in the workplace. Relational leaders seek to combine a diverse cross-section of the workforce so all viewpoints on a project or goal are considered. For instance, a project team might happen to consist entirely of males. A relational leader would see this and find a female employee to place on the team to add another perspective. **Personal Needs** Servant leaders focus on the personal needs of employees when making business decisions. Though relational leaders typically consider the well-being of their employees, servant leaders place higher emphasis on well-being than relational leaders, sometimes at the expense of profits. For example, a servant leader would not force an employee to work during the weekend if the employee had other obligations. A servant leader realizes that if he makes the employee unhappy, the employee might lose motivation. For example, a customer might have a problem with a product and return it to the business. Usually, a manager authorizes a refund and corrects the matter. A servant leader goes beyond refunds and asks if the customer is actually satisfied or happy. If the customer is not happy, the manager might take further steps to fix the situation. **Ethical Implications** Ethical standards are important to all businesses, no matter what type of leaders they employ. However, servant leaders typically go beyond generally accepted ethical principles and consider the broad implications of their business practices. For example, a business might produce carbon emissions within the limits set forth by the Environmental Protection Agency. However, a servant leader would consider the long-term impact of current pollution emissions from her company and take steps to change operations. Relational leaders are not typically concerned with the overall well-being of society beyond ethical norms. Marquis has been writing for over six years.

Chapter 4 : Noted. | The Nation

Work, industry, and Canadian society / Harvey J. Krahn, University of Alberta, Karen D. Hughes, University of Alberta, Graham S. Lowe, The Graham Lowe Group Inc. and.

Ready to fight back? Sign up for Take Action Now and get three actions in your inbox every week. You can read our Privacy Policy here. Thank you for signing up. For more from The Nation, check out our latest issue. Support Progressive Journalism The Nation is reader supported: Travel With The Nation Be the first to hear about Nation Travels destinations, and explore the world with kindred spirits. Sign up for our Wine Club today. Did you know you can support The Nation by drinking wine? On March 17, Eric Caine was freed from a maximum-security prison after spending twenty-five years behind bars for a double murder he did not commit. Caine was the twelfth wrongly convicted prisoner that Protes and his students have helped free, including five from death row. Ad Policy Yet the same week he should have been celebrating, Protes received some very bad news. John Lavine, dean of the Medill School of Journalism, curtly informed him that he would not be teaching his world-renowned investigative journalism class in the spring quarter. After thirty years of teaching, his career at Northwestern was seemingly overâ€”with no explanation. After initially defending Protes, Northwestern turned against him last fall, siding with prosecutors on the subpoena. The wrongful imprisonment of McKinney, which nine successive teams of students at Medill helped to uncover, has been tragically ignored amid the media sideshow. Protes has become a casualty of a regime that now cares more about marketing than investigative journalism. My old friend Robert Fitch, a brilliant and prolific radical journalist and troublemaker, died on March 4 at Sadly, too few people know what a loss that is. I first met Bob in the late s. Much of the friendship that followed was conducted on the phone. We talked endlessly about the role of Wall Street and the real estate elite in planning the city themes of his book, The Assassination of New York. They used all the instruments of state powerâ€”subsidies, zoning laws, eminent domainâ€”to get their way. Normally, progressives blame Republicans for this sort of thing. But New York was, until recently, a Democratic town. And on the stuff that really mattered, like budgets and land use, they were always loyal servants of their corporate masters. Bob tried several times to put together groups of intellectuals and activists to devise an alternative economic strategy for New York. I worked with him on several of those efforts, but we could never get it off the ground. There was no funding, no institutional base and too few willing to risk alienating the Democrats or the unions by signing on. I missed his mindâ€”and, though he could be a prickly character, his warmth. Rest in peace, Bob. They can cancel local labor contracts, cut or eliminate social services, and even begin processes of dissolving existing units of government and forcing mergers of cities and school districts. But no matter what happens, the governor has tried to assume the powers of a monarch, precisely the powers that the founders saw as necessitating revolution. For Reprints and Permissions, click here.

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