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Skilled maintenance work at British Telecom: findings from the Social Change and Economic Life Research Initiative

Roger Penn

Here the author examines the relationship of technical change and job skills amongst maintenance workers in telecommunications in Britain. It demonstrates that there are significant variations within different areas of such maintenance work and strongly challenges the notion that such maintenance work is subject to a generic process of deskilling in the present era.

'To understand BT takes many years. It's difficult to comprehend. I didn't myself comprehend it fully until I went into the regional office in 1969'. (A Telephone Manager, 1986)

Recent developments in economic sociology have witnessed a marked turning away from analyses of the nature and content of modern work. Influential edited collections such as Roberts et al. and Pahl in the field have placed the pattern of employment to the forefront of sociological focus[1]. The authors of such texts are explicit in their turning away from the debate about what is happening to modern work. They see such concerns as 'passé' and essentially uninteresting. Such a failure to examine rigorously the content of modern work is undesirable for at least three reasons. Firstly, the traditional classical questions about the nature

of modern work as formulated by both Marx and Weber should still remain central to the concerns of any adequate economic sociology. Issues of alienation, bureaucratization, class conflict and authority relations at work are still cornerstones of any adequate sociological understanding of the modern world. Secondly, sociologists generally utilize measures of 'work situation' as a key indicator of occupational differences and, by extension, of class differences[2]. It is clear that any reliable account of variations in work situations presupposes detailed knowledge of working conditions themselves. Thirdly, contemporary debates about the evolution of skills, whether they are concerned to reformulate census occupational categories for the 1991 Census of Population or to reorganize the national system of training provision, cannot proceed satisfactorily without detailed examinations of the skilled content of jobs themselves. There is, indeed, a suspicion that many economic sociologists

□ Roger Penn is Senior Lecturer in Sociology at Lancaster University

Skill And Occupational Change



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Skill And Occupational Change:

Skill and Occupational Change Roger Penn, Michael Rose, Jill Rubery, 1994 In this major new book leading sociologists economists and social psychologists present their highly original research into changes in jobs in Britain in the 1980s Combining large scale sample surveys personal life histories and case studies of towns employers and worker groups their findings give clear and often surprising answers to questions debated by social and economic observers in all advanced countries Does technology destroy skills or rebuild them How does skill affect the attitudes of employees and their managers towards their jobs Are women gaining greater skill equality with men or are they still stuck on the lower rungs of the skill and occupational ladders The book also takes up neglected issues what do employees really mean by a skilled job How does skill change link with changes in social values and challenges and discredits the widely held view that new technology has de skilled the work force Skill and Occupational Change exploits the richest single data set available in contemporary Europe and the authors exemplify many new techniques for researching skills at work as an economic resource as a motor of occupational change and as a basis for personal careers and identity It provides the most comprehensive authoritative and carefully researched set of conclusions to date on skill trends and their implications and draws the authoritative new map of skill change in British society

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market job displacement involuntary job loss due to firm closure or downsizing affects many workers over the course of their working lives Some workers are more vulnerable than others to this risk and may face long *Federal Forecasters Conference, 2000* Debra E. Gerald,2000 **Matching Economic Migration with Labour Market Needs** OECD,European Union,2014-09-18 This publication gathers the papers presented at the OECD EU dialogue on mobility and international migration matching economic migration with labour market needs Brussels 24 25 February 2014 a conference jointly organised by the European Commission and the OECD **Skills and Skilled Work** Francis Green,2013-06-06 This multidisciplinary book develops an original framework for understanding skills skilled work and surrounding policies It establishes the concept and measurement of skill sets out a theoretical framework for skills analyses and investigates the roles of employers workers and other social actors **OECD Skills Outlook 2019 Thriving in a Digital World** OECD,2019-05-09 Economies and societies are undergoing digital transformations that bring both opportunities and challenges and countries preparedness to seize the benefits of a digital world is largely dependent on the skills of their population

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