UNIT 2 - TOPIC 2
WORK & WORK
PRODUCTION SYSTEM

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FEM
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HISTORICAL BACKGROUND
Mode of Production

<table>
<thead>
<tr>
<th>ERA (different stages of society)</th>
<th>TIME</th>
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<tbody>
<tr>
<td>PRE-INDUSTRIAL SOCIETY</td>
<td>&lt; 14TH CENTURY</td>
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<tr>
<td>EARLY INDUSTRIALIZATION</td>
<td>15TH CENTURY</td>
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<td>INDUSTRIALIZATION</td>
<td>18th – 19th Century</td>
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</table>
Preindustrial society

1. Hunting and gathering society
2. Feudal societies
3. Agrarian societies (early, middle and advanced)
4. Industrial society
Pre-industrial society

- **Pre-industrial society** refers to specific social attributes and forms of political and cultural organization that were prevalent before the advent of the *Industrial Revolution*.
Some attributes of the pre-industrial societies

- Limited production (i.e. artisanship vs. mass production)
- Primarily an agricultural economy
- Limited division of labor. In pre-industrial societies, production was relatively simple and the number of specialized crafts was limited.
- Limited variation of social classes
- Parochialism—Social theories hold that communications were limited between human communities in pre-industrial societies. Few had the opportunity to see or hear beyond their own village. In contrast, industrial societies grew with the help of faster means of communication, having more information at hand about the world, allowing knowledge transfer and cultural diffusion between them.
- Pre-industrial societies developed largely in rural communities. Capitalism developed largely in urban areas.
Hunting and Gathering Society

- A society that depended on hunting, fishing or the gathering of wild plants for subsistence.
- Work specialization existed, e.g., in trapping smaller animals, fishing along coasts, lakes or rivers, or shellfish gathering.
- However, no full-time occupational specialities.
Hunting and Gathering Society

- Division of labor is based on age and sex.
- Man hunt, women gather.
- Lives as nomad – movement is based on availability of food in the location.
- Practice a lot of sharing within groups, thus limited ownership.
Hunting and Gathering Society

- People with certain personal qualities are given honor and respect (e.g., older people for wisdom, those with supernatural power, or best hunters).
- Education is very informal.
- Emphasis of education is more on independence and self-reliant.
FEUDAL SOCIETY

• Better production system compared to hunting and gathering society.
• Division of labor begins in the society.
• Land ownership as status symbol.
FEUDAL SOCIETY

- Social stratification more visible:
  1. Royalty class
  2. Landlords – (minority group)
  3. Peasants/farmers, no land – (majority group)
  4. Class struggle between land owners and peasants over limited factors of land production; peasants were force to give their agriculture production/surplus for the land lords.
AGRARIAN SOCIETY

• An agrarian society is one that is based on agriculture as its prime means for support and sustenance.

• The society acknowledges other means of livelihood and work habits but stresses on agriculture and farming, and was the main form of socio-economic organization for most of recorded human history.
• Rural economy (agricultural sector) supported urban economy (manufacturing and commercial sectors).
• More complex division of labor.
• Social stratification increases in complexity.
Agrarian System

- An agrarian system is a concept used to describe the dynamic set of economic and technological factors that affect agricultural practices. It is premised on the idea that different systems have developed depending on the natural and social conditions specific to a particular region.

- Political factors also have a bearing on an agrarian system due to issues such as land ownership, labour organization, and forms of cultivation.\(^1\)

- As food security has become more important, mostly due to the explosive population growth during the 20th century, the efficiency of agrarian systems has come under greater review.
Agrarian System

- The basis for a prevailing agrarian system may be derived from one of a number of major types, including agrarian social structure, for example, tribal or ethnic divisions, feudal classes or family based systems.
- Farming methods such as migratory herding of livestock are a common framework for which an agrarian system may evolve.
- Other important kinds of system are based on the dominant political ideology such as communism or agrarian socialism.
Impact of Industrialization

- Economy changes from agricultural based to industrial based, mass production, factory system, and wage earner
- Social structure changes e.g. from extended to nuclear family
- Political structure changes, e.g. from autocratic to democratic
Every industry uses energy, but there are a handful of energy-intensive industries that use the bulk of the energy consumed by the industrial sector. The chemical industry is the largest industrial consumer of energy, followed closely by petroleum refining. The refining, chemical, paper and metal industries together use:

- 94% of the feedstock
- 92% of the byproduct energy
- 70% of total inputs of energy for heat, power and electricity generation
The Industrial Revolution: The Development of Cities

- As industry grew in England, industrial cities became overcrowded, polluted and unhealthy places to live and work. Gradually, however, the 19th century brought social improvements to workers, and they began to prosper.
A post-industrial society is a proposed name for an economy that has undergone a specific series of changes after a process of industrialization.
Often Marked by:

- A rapid increase in the size of the service sector as opposed to manufacturing
- An increase in the amount of information technology - Information age
- Information, knowledge and creativity are the new raw materials of such an economy
Work and Human Civilization

- Agriculture and industrial combines to grow the civilization
- The close inter dependency
- Work-continues to play important roles in human civilization
  - Work never stops
- Advancing technology: faster, smaller, more integrated, more intelligent
• The combination of technologies that are faster, smaller, more integrated, more intelligent fuels a bifurcation in production agriculture

• Agriculture practices that yield what people use in petroleum, fiber, and industrial applications take advantage of economies of scale and promote globalization and commoditization
Meanwhile, those agricultural practices that result in what people eat such as nutraceuticals, place-based specialties, food with specific qualities (organic, faith-based, ethnic), and livestock, leverage economies of place and tend toward localization and customization.
The dichotomy prompted by the bifurcation of production agriculture feeds a creative tension along the continuum of energy.

An energy that is usefully applied, has the potential to bring the association of agriculture and civilization into a more favorable balance than at any time in human history.
Pekerjaan Masyarakat Asia Tenggara

- **Agraria**
  - Pertanian sara diri
  - Pengumpulan Hasil Hutan
  - Tanaman Padi sawah dan padi huma
  - Penternakan binatang

- **Maritim**
  - Perdagangan
  - Pengumpulan hasil laut
  - Ahli pelayaran

- **Tanah Melayu – Malaysia?**
Pekerjaan Masyarakat Malaysia

- Nelayan – M
- Pengusaha tanaman – M
- Pelombong dan pekerja kuari – C
- Pekerja industri bukan logam – C
- Pembuat batu-bata dan tembikai – C
- Pembuat cat dan minyak – C
- Pekerja logam tidak bernilai – C
- Pekerja logam bernilai tinggi dan saduran – C
- Pekerja dan jurugegas elektrik – M
- Pembuat jam – C
- Pembuat barangan kulit - C
• Tukang jahit – C
• Pembekal makanan, minuman & tembakau – C
• Pembuat perabut – C
• Pencetak dan jurugambar – C
• Pembina bangunan, pelapis batu-bata, pemotong batu dan kontraktur – C
• Pelukis dan penghias – C
• Pekerja pengangkutan dan komunikasi – C
• Perniagaan dan kewangan – C
• Pentadbiran awam dan pertahanan – M
• Kerani dan pembuat pelan- C

* Dipetik dari Tham Seong Chee, 1977, Malays and Modernization, Singapote: Singapore Univ Press, pp 45-46
DEB – 1970an

- Pertanian – 67.6% Melayu
- Perlombongan – 58.7% Cina
- Perniagaan/Perdagangan, pentadbiran Awam, Pelajaran, Pertahanan dan Kemudahan Awam – 45.5 % Cina v. 42.6% Melayu
- Peristiwa 13 Mei 1969
- ‘DEB’– Rancangan Malaysia Kedua (1971-1975) - membetulkan ketidakseimbangan sosio-ekonomi
Occupational Classification

- Standard Occupational Classification System (SOC) used in the United States.
- Similar SOC systems are used in other countries including the UK, Canada, Spain, the Philippines, and Singapore.
Management occupations

- Business and financial operations occupations
- Computer and mathematical occupations
- Architecture and engineering occupations
- Life, physical, and social science occupations
- Professional gambling occupations
- Community and social services occupations
- Legal occupations
- Education, training, and library occupations
- Arts, design, entertainment, sports, and media occupations
- Healthcare practitioners and technical occupations
- Healthcare support occupations

Protective service occupations

- Food preparation and serving related occupations
- Building and grounds cleaning and maintenance occupations
- Personal care and service occupations
- Sales and related occupations
- Office and administrative support occupations
- Farming, fishing, and forestry occupations
- Construction and extraction occupations
- Installation, maintenance, and repair occupations
- Production occupations
- Transportation and material moving occupations
- Military specific occupations
The International Standard Classification of Occupations is an International Labour Organization (ILO) classification structure.

- The ISCO-88 divides jobs into 10 major groups
- With each group further organized into sub-major, minor and unit
### TEN MAJOR GROUPS

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<th>MAJOR GROUP 1</th>
<th>LEGISLATORS, SENIOR OFFICIALS AND MANAGERS</th>
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<td>PROFESSIONALS</td>
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<td>MAJOR GROUP 3</td>
<td>TECHNICIANS AND ASSOCIATE PROFESSIONALS</td>
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<td>MAJOR GROUP 4</td>
<td>CLERKS</td>
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<td>MAJOR GROUP 5</td>
<td>SERVICE WORKERS AND SHOP AND MARKET SALES WORKERS</td>
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<td>MAJOR GROUP 6</td>
<td>SKILLED AGRICULTURAL AND FISHERY WORKERS</td>
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<td>MAJOR GROUP 7</td>
<td>CRAFT AND RELATED TRADES WORKERS</td>
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<td>MAJOR GROUP 8</td>
<td>PLANT AND MACHINE OPERATORS AND ASSEMBLERS</td>
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<td>MAJOR GROUP 9</td>
<td>ELEMENTARY OCCUPATIONS</td>
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<td>MAJOR GROUP 10</td>
<td>ARMED FORCES</td>
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MALAYSIA

- Industry Classification is classified according to the Malaysia Standard Industrial of Classification (MSIC) 2000 published by the Department of Statistics, Malaysia.
KLASIFIKASI KUMPULAN PEKERJAAN

- Klasifikasi Kumpulan Pekerjaan dikelaskan mengikut Piawaian Pengelasan Pekerjaan Malaysia 1998 yang diterbitkan oleh Jabatan Tenaga Rakyat, Kementerian Sumber Manusia.

- Occupation Classification is classified according to the Malaysia Standard Classification of Occupations (MASCO) 1998 published by the Manpower Department, Ministry of Human Resources (old version)
MASCO - 08

- Malaysian Standard Classification of Occupations 2008 has set the national benchmark of new occupational groups to reflect changes in the employment structure, economic development, technological and organizational changes in Malaysia.
- Widely used as the national standard in classifying information on occupations.
• MASCO-08 consists 1,024 new job titles with total of 4,247 job titles including 296 occupations exist in the public sector.

• MASCO-08 retains the basic principal of occupational classification, based on type of work and tasks or job performed and also the concept of skill level and skill specialization.

• 12 occupations has been dropped (redundant)

• 138 occupations needed to be reclassified, merged and split into various groups to reflect the current economic scenario and complexity of economic activities in certain sectors.
1. Managers
2. Professionals
3. Technicians & Associate Professionals
4. Clerical Support Workers
5. Service and Sales Workers
6. Skilled Agricultural, Forestry and Fishery Workers
7. Craft and related trades workers
8. Plant and machine-Operators and Assemblers
9. Elementary Occupations
10. Armed Forced Occupations
Student task...

1. Find Malaysia Standard Industrial of Classification (MSIC) 2000
2. Find MASCO-o8
3. Identify the listed occupations and job titles under MASCO-o8