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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

**Committee of Inquiry into  
Technological Change in Australia**



## **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

Skill and Occupational Change Roger Penn, 1994 In this important study leading economists sociologists and psychologists present original research focusing on changes in the structure of jobs in Britain during the 1980 s Combining large scale sample surveys personal life histories and case studies of towns employers and worker groups the contributors find clear and sometimes surprising answers to questions debated by social and economic observers in all industrialized countries Some of the questions they address include Does technology destroy skills or rebuild them How does skill affect the attitudes of employees and their managers toward their jobs Are women gaining greater skill equity with men How does skill level effect social values In answering these and other questions the authors provide the most comprehensive authoritative and carefully researched set of conclusions to date on skill trends and their implications on the whole of British society

Low-skill Employment and the Changing Economy of Rural America Robert Martin Gibbs, 2005 **OECD**

**Reviews on Local Job Creation Preparing for the Future of Work Across Australia** OECD, 2021-09-24 COVID 19 is likely to leave long lasting effects on local labour markets It is accelerating a pre existing trend towards automation as firms look even more to new technologies to pandemic proof their operations

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**Promoting Better Career Choices for Longer Working Lives Stepping Up Not Stepping Out** OECD, 2024-03-11 This report presents evidence on recent trends in career mobility and the consequences for individual workers in terms of pay and other job characteristics

*How Immigrants Contribute to Developing Countries' Economies* Collectif, 2018-01-24 How

Immigrants Contribute to Developing Countries Economies is the result of a project carried out by the OECD Development Centre and the International Labour Organization with support from the European Union The report covers the ten partner countries Argentina Costa Rica Cote d'Ivoire the Dominican Republic Ghana Kyrgyzstan Nepal Rwanda South Africa and Thailand The project Assessing the Economic Contribution of Labour Migration in Developing Countries as Countries of Destination aimed to provide empirical evidence both quantitative and qualitative on the multiple ways immigrants affect their host countries The report shows that labour migration has a relatively limited impact in terms of native born workers labour market outcomes economic growth and public finance in the ten partner countries This implies that perceptions of possible negative effects of immigrants are often unjustified But it also means that most countries of destination do not sufficiently leverage the human capital and expertise that immigrants bring Public policies can play a key role in enhancing immigrants contribution to their host countries development *Amber Waves*, 2003

**Implications of Skill-biased Technological Change** Eli Berman, John Bound, Stephen Machin, 1997 Demand for less skilled workers decreased dramatically in the US and in other developed countries over the past two decades We argue that pervasive skill biased technological change rather than increased trade with the developing world is the principal culprit The pervasiveness of this technological change is important for two reasons First it is an immediate and testable implication of technological change Second under standard assumptions the more pervasive the skill biased technological change the greater the increase in the embodied supply of less skilled workers and the greater the depressing effect on their relative wages through world goods prices In contrast in the Heckscher Ohlin model with small open economies the skill bias of local technological changes does not affect wages Thus pervasiveness deals with a major criticism of skill biased technological change as a cause Testing the implications of pervasive skill biased technological change we find strong supporting evidence First across the OECD most industries have increased the proportion of skilled workers employed despite rising or stable relative wages Second increases in demand for skills were concentrated in the same manufacturing industries in different developed countries

*Annual Review of Sociology* W. Richard Scott, 1987 **Rising Earnings Disparity and Technological Change** Anil Bamezai, Rand Corporation, 1989 **An Introduction to the Study of Technological Change and Its Consequences for Regional and Community Development** Colin A. Gannon, 1967 Conclusions Recommendations Substantive Considerations Methodological Considerations Policy Considerations Introduction The Meaning of Technical Change The Economics of Technological Change Social Implications of Technological Change The Impact of Dieselization of the Railroads on the Economy of the State of Illinois 1940-1960 Second Order Effects of Dieselization and Other Technological Changes A Regional Framework of Economic Development The Effects of Dieselization in Selected Cities of Illinois **The Changing American Countryside** Emery N. Castle, 1995 The literature on rural America to the extent that it exists has largely been written by urban based scholars perpetuating out of date notions and stereotypes or by those who see little difference between rural

and agricultural concerns As a result the real rural America remains much misunderstood neglected or ignored by scholars and policymakers alike In response Emery Castle offers *The Changing American Countryside* a volume that will forever change how we look at this important subject Castle brings together the writings of eminent scholars from several disciplines and varying backgrounds to take a fresh and comprehensive look at the forgotten hinterlands These authors examine the role of non metropolitan people and places in the economic life of our nation and cover such diverse issues as poverty industry the environment education family social problems ethnicity race religion gender government public policy and regional diversity The authors are especially effective in demonstrating why rural America is so much more than just agriculture It is in fact highly diverse complex and interdependent with urban America and the international market place Most major rural problems they contend simply cannot be effectively addressed in isolation from their urban and international connections To do so is misguided and even hazardous when one fourth of our population and ninety seven per cent of our land area is rural Together these writings not only provide a new and more realistic view of rural life and public policy but also suggest how the field of rural studies can greatly enrich our understanding of national life

*Industrial and Labor Relations Review*, 1993 The OECD Jobs Study: Labour market trends and underlying forces of change Organisation for Economic

Co-operation and Development, 1994 *New and Emerging Occupations in Minnesota* Pradeep Kotamraju, 1997 **How to**

**Do a Skills Analysis and Skills Audit** Geoff Hayton, Philip Loveder, 1992 This book provides practical suggestions on conducting a skills analysis that identifies the skills required for each job or a skills audit that identifies the skills held by the individual Chapter 1 describes the contribution of these two types of skills projects to the implementation of major industrial changes in Australia Chapter 2 defines these terms job analysis skills analysis skills audit training needs analysis skill and competency Chapter 3 describes these workplace reform activities develop competitive strategy work process analysis job analysis change to work organization job redesign and training needs analysis Chapter 4 discusses the three steps at the planning stage set up consultative committee prepare project brief or proposal and select a consultant or project officer Chapter 5 describes in detail the four major steps involved in conducting the skills project set climate for project collect skills data analyze data and report results Chapter 6 addresses implementing changes and identifies industrial relations issues Appendixes include a list of 28 references an annotated listing of 25 references for further reading and a glossary YLB

**Squaring Up** Mary C. King, 2001 Offers policy ideas for improving the incomes of American women **The Economist**, 1986 *Technological Change in Australia: Technological change and its consequences* Committee of Inquiry into Technological Change in Australia, 1980

## Reviewing **Skill And Occupational Change**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is really astonishing. Within the pages of "**Skill And Occupational Change**," an enthralling opus penned by a very acclaimed wordsmith, readers embark on an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve in to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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