

# The Changing World of Work

## Accumulation and reproduction

»Primitive capital accumulation« (93).

»This included the powerful tensions evoked by Protestantism and the drive towards a life of ceaseless work and rational striving in the hope of earning religious salvation (93).

**N1: Prevedite in komentirajte gornji stavek!**

Capitalist economies continue to require various kinds of supports. From the state..., society's members.

'Regime of accumulation' and 'mode of regulation' (94).

**N2: Kaj pojasnjujeta ta dva pojma?**

## The Fordist regime of accumulation

Taylorisation. This progressively deskilled the workforce and increased management's ability to control the labour process (97). Large complex corporations.

**N3: Na kaj se nanaša »deskilled the worforce«?**

K. Marx: materialist, historian, political economist /a theory of a surplus value/, sociologists /structure-agency question/. Alienation.

- The rise of mass consumption society /leisure society/
- An effective mode of regulation at global and national levels. A cluster of policies that provided good environment for Fordist expansion (100): accommodation between labour and capital, the welfare state, Keynesianism.

### **Explaining the decline of the 'Golden Age'**

- The crisis of Fordism as a production regime: inflatory pressures, antipathy to 'Fordist bargain', economic recession, post-modern sensibilities.

### **N4: Kaj pomeni 'Fordist bargain'?**

- A collapsing mode of national and global regulation. The new era of greater flexibility or of the disorder and uncertainty? The spread of worldwide industrialization.
- Japanization and the rise of flexible labour. Just-in-time and lean production.

## **Transformations accompanying the decline of Fordism**

- The shift to service jobs. Service industries. Decline of Fordism?
- The dramatic movement of women into the workforce. Global gender revolution?
- Growing competition from NICs.

## **The age of 'flexible labour' and economic insecurity**

- Postfordism and business organization: globalisation of style, intensified competition, rapid technological change. Neoliberal policies. Adaptable or flexible workforce, reduction of labour costs. Downsizing and outsourcing.
- » This process of spatially optimizing a company's activities involves seeking rationally to fragment overall operations on a worldwide basis. « (111)

N5: Prevedite in pojasnite ta stavek!

## **Workers in the post-Fordist period**

- Women and the new casualised employment
- Deindustrialization and 'rustbelt' zones
- The former communist countries.

As world capitalism becomes more complex and extensive, its dependence in a supportive mode of regulation ant global (and national) levels, forged by far-seeing and cooperative governments, would seem to be more relevant now than ever before (117).