

HOW DO WE TAKE THE CHANGING NATURE OF ARTISANAL WORK AND OCCUPATIONS INTO ACCOUNT?



LABOUR MARKET
INTELLIGENCE PARTNERSHIP



History and economy matters – Prof. Mbatha
Occupational domains matter – Dr. Wildschut

Relation between work and training matters – Dr. Gamble

The shifting boundaries of artisanal work and occupations



Work change can affect occupational domains in unexpected ways



Real & perceived change to knowledge skills requirements

- *“your basic electrician does not cut it anymore because he now also has to service your robot... he has to understand basic PLCs and programming because all of the jigs and fixtures are nowadays running off PLCs” (Engineer, MechCase)*

Tools have changed with implication for the manual dimension of artisanal work

- *“In the old stage you just started say, a pump, by hand... you had to call somebody out to start another pump, or switch it off... But now it's automated, you have a PLC, a computer system and it reads the demand, and as the demand grows another pumps starts automatically... It's automation....” (Artisan, MillCase)*

Organisation of work reinforces traditional boundaries between occupations

- *‘the system technicians ... are the guys looking after the PLC. And then below them are the instrumentation technicians... looking at lower levels... the valves and temperature control... Below them we get the millwrights. And then below the millwrights you actually get the fitters and the rest of them’ (Engineer, MillCase).*

Key findings

Organisation of work: Work continues to be organised hierarchically with strict protocols governing interaction and levels of responsibility between occupational groups.

Materials: The materials associated with artisanal work remain constant & key contributor to occupational identity.

Tools: The tools associated with artisanal work are changing and those falling in the jurisdiction of a particular occupational group are currently being contested.

Knowledge: There are real and perceived changes to the knowledge required for artisanal work

Skills: There are real and perceived changes to the skills required for artisanal work.

Complex relation between work and demand for skills

