

Impact of Industrialization Dynamics of Occupational Changes: Tracing Workforce Evolution from Agricultural to Industrial Economies

Mohammad Naeem Hosain, Mahfuj Sarder, Amran Hossain

Department of Anthropology, Faculty of Social Science, Jatiya Kabi Kazi Nazrul Islam University, Trishal, Mymensingh, Bangladesh

Abstract

Industrialization has become a force that has changed the organization of work and socio-economic dynamic in Trishal Namapara. This project aims at investigating the connection between industrialization and occupational changes, income inequality, gender roles, migration and socio arrangements. The study uses both qualitative and quantitative research approaches (household surveys, key informant interviews and focus group discussions) to further the knowledge on the experience of the workers in these transitions. The results indicate that there is a declining trend in the agricultural labor with 44.44 percent of the respondents having been in the farming industry, but had to decrease due to the industrial labor. The work conditions are poor and insecure, and there are no labor laws, although the wages are very good (8,000-18,000 BDT) and the work is relatively good. Moreover, the movement of individuals to urban areas so that they can seek employment in factories has destroyed the traditional family setups leaving the elderly dependents weak both socially and economically. Women are now taking part, industrially, particularly financially but this further increases the workload stress of domestic activities without pay. Every challenge has been accompanied by new economic opportunities as well, this causes development of infrastructures and development of skills. Nonetheless, there are always inequalities between the members of formal and informal sectors so that the latter are characterized by insecure jobs and revenues. This paper highlights the role of sustainable labor policies, skills training and social intervention in favoring an equal industrial development to all the subjects of the society.

Keywords

Industrialization, Employment, Occupational Shift, Economic Change, Sustainable Development

1. Introduction

One of the economic factors in the change has been the industrialization which has changed the nature of the employment, livelihood and social arrangements within Trishal Namapara. The invention of garment factories, brick kiln and manufacturing industries has channeled the laborers into less productive agricultural and informal trades to remunerated jobs in the factory. Despite the fact that this change leads to the creation of new employment opportunities, it erases some of the old means of livelihood, consequently making a majority of the employees insecure and underpaid [1].

Traditionally, the locals were farmers, fishermen and small entrepreneurs, their occupation helped their families survive through the years. Without the technical skills that former agricultural workers lack today, they are susceptible in the industrial sector. This is transforming family life: women are more and more entering factories, changing gender roles, family roles, and parenting [2]. Another impact of migration is that it puts a burden on the community when the youth move to industrial centers because the legacy support systems are weakened [3].

Nevertheless, most have worked around this by learning new skills, but lack of labor protection and poor working conditions makes working there unsustainable [4]. In the perspective of World Systems Theory, this industrialization regularly creates dependency by directing the peripheral areas into low wage work [5].

This study discusses occupation changes in Trishal Namapara, with the question What is it that you need to bring such changes? What becomes of the employees and the families? It further adds that the industrial growth needs to be directed towards the favor of the local communities through sustainable labor policies, skill development and interventions [6].

2. Literature Review

Beck, E. M.; Summers, Gene F. Research in industrialization has found that three broad effects of industrialization on the rural employment sector are present yet they overlook the intricate social and cultural and economic consequences of the alteration. The findings of the work specialization combined with the white-collar opportunities reported by the studies are not aligned with the research of Trishal Namapara who reported that many workers had to deal with low-paying jobs and unstable jobs in the environment of informal sectors. Based on the current studies the effect of bureaucratization in employment is stability but this research indicates that employees are faced with unstable wages in

addition to unchecked labor conditions. The analysis of gender differences and emotional impacts of changing agricultural to industrial jobs cannot be done without further evidence in research. The method of research offers the concept of industrialization as a complete anthropological study through examination of both social identities and household structure and the method of adjustment. The study of this area closes knowledge gaps through the historical and qualitative research approach to provide a better insight into the various impacts of industrialization on occupational change and the economy of the developing industrial regions.

Industrialization and Social Stratification Donald J. Treiman First published: April 1970 The study data on industrial impacts on social stratification in terms of alterations of status distribution with alterations between social groups and various social outcomes of stratification. The macro-level analysis in the study could use more enhancement of recording the local based changes which will be documented by Trishal Namapara using the focused community research. The study examines both workforce and financial disparities and social mobility trends in regard to industrialization across a community that was once solely an agrarian region. The available research evidence refutes the conventional theories of occupational mobility by revealing how occupation transitions are not predictable and produce volatile labor conditions with alienated social classes. The paper has analyzed the stratification process where regional family systems and social community activities and employee movement have been factored thus giving the paper a sociological perspective instead of an economic theory. Following empirical research, this study develops the critique of the universalized perspectives of stratification by demonstrating that the consequences of the development of factories have divergent social outcomes compared to the traditional models.

Industrialization and the Circulatory Rate of Occupational Mobility: Further Tests of Some Cross-Sectional by Melissa A. Hardy. Lawrence E. Hazelrigg

This scholarly institution examines how industrialization has influenced professional change between one generation to another and conducted research on a number of factors that include education, mass media, urban population, population mobility, and population heterogeneity. This general statistical summary of the literature fails to give sufficient information on actual community life that is the driving force in this study on Trishal Namapara. The empirical evidence indicates that industrialization produces work-related changes in occupation coupled with proving father to son pattern of transition to professionals and not examining gender-related and community-based impacts. The industrial growth generates a significant social anarchy through reorganization of whole economic systems other than the occupational mobility of individuals. The paper shows that the inhabitants of rural Namapara relocated to farms to factories regardless of their economic plight, inappropriateness, and absence of pertinent skill sets and abuse at the workplace. This exploration confirms that urbanization with education is not always relevant in enhancing mobility since it brings out the presence of challenges such as informal labor structures and wage disparities and local social resistance. In the research, the qualitative aspect has been integrated to give a detailed illustration of the disparate effects that industrialization has.

2.1 Occupational Change in Britain and Germany

Simonetta Longhi Malcolm Brynin the study examines job changes based on the employment change in British and German establishments focusing on pay impacts and job satisfaction. The results of the research are applicable to this study but its priority lies with the developed economies that are already established with industrialization. The study performed in Trishal Namapara examines the professional change in a transitional rural stage where industrialization is a new phenomenon. The study on this topic has shown that individuals switch jobs primarily due to dissatisfaction but with an improved salary and job satisfaction later. The farmers of Trishal Namapara relocate to jobs in the industrial sector unwillingly since they require the wages to make a living since they no longer have lands and the rural opportunities of employment are reduced. The unstructured labor markets in this region also result in industrial workers having unstable employment with skills mismatch and poor working conditions that are not comparable to those of Britain and Germany. Employees are able to get wage increments as a fringe but many are subjected to erratic working situations. The study is an extension of the earlier research in the sense that it examines the effects of the job shifts as a result of industrialization in the context of the developing world.

2.2 Research Objectives

The sheer purpose of this study was to look into occupational in a selected area before and after the strike of industrialization. It is the intention to study those social, economic and cultural outcomes of these changes.

- To examine the types of occupational shifts that have occurred due to industrialization.
- To investigate the challenges occupational transformations.
- To evaluate the social-economic policy to enhance sustainability.

3. Research Methodology

The research presupposes anthropological qualitative and quantitative approach to the examination of the impact of industrialization on the occupation shift and job transformation within Trisha Namarari. The research needs an ethnographic perspective due to the fact that the process of industrialization generates both social and economic transformations that influence the everyday lives of the local societies along with the resultant social changes. The study

explores such relationships through direct fieldwork with every group of the local workers as well as former agricultural workers and factory workers and members of the rest of the members of the community.

The study is intensive in exploring employment transitions through the use of ethnographic design since it provides direct contact with the population in addition to observation and interaction. Ethnographic studies examine the full reorganization of industrialization on the civil and economic activities and community organization and formation of social identities.

Methods of Data Collection:

- Focus Group Discussions (FGDs)
- Participatory Rural Appraisal (PRA) Methods
- Interview (Informal interview)
- Household Surveys and Questionnaires
- Case Studies
- Key Informant Interviews (KIIs)
- Sampling Techniques
- In Depth interview (IDI)

3.1 Sampling Procedures and Sample Size

The transitions in the job market and the work sector are studied by researchers in the way Trishal Namapara is affected by industrialization. The study combines snowball sampling and purposive sampling in order to encompass a broad scope of individuals who had their jobs changed by industrialization. The adopted sampling methods allow the researchers to understand real-life experiences along with organizational adjustments and social impacts that are due to the alteration of working patterns.

Two types of sampling method have used in this research

- Purposive Sampling
- Stratified Sampling

Purposive Sampling: In purposive sampling, specific people are selected intentionally with a regard to the area of the research. The process involves individuals who had left their former traditional jobs of farming or fishing or and operating small enterprises into factories or earning wages. The study aims at the employees in other industrial sectors such as garment manufacturing plants, brick manufacturing plants and factories.

Stratified Sampling: The stratified sampling is applied in this study to select the respondents among Trishal Namapara who have worked in different occupation fields based on the fact that the industrialization of Trishal Namapara has significantly altered the employment structures. Stratified sampling specifically to the current study has huge potential since the distribution of the population is partitioned into particular subgroups in a systematic manner based on the aspect of occupation and employment status. As the impact of industrialization on each of the identified groups differs, with the help of this approach, the entire population will be represented in an equal measure with its voice, making observations more accurate and more beneficial.

3.2 Data Collection Method

The paper evaluates the impacts of industrialization on the Trishal Namapara employment with a mixed methods approach of primary and secondary sources of data collection. Through the introduction of mixed methods research the study examines the pervasive transformations that were instigated by industrialization in the work patterns and in both customary set-ups and economic systems.

3.3 Primary Data Collection Techniques

The first-hand information gathered gives necessary insights into the change of employment and occupation brought about by industrialization in Trishal Namapara. The study collects real-life data regarding the industrial influence on lives by conducting personal Interviews with individuals and their society. The study will use ethnographic and qualitative as research methodologies of collecting data.

3.4 Informal Interview

The application of informal interviews is considered as one of the most important data as a collection tool to gain insight into the lived experience of the workers, business owners or the displaced individuals of Trishal Namapara. The reason is that due to the occupational changes that have resulted in industrialization in the area, informal interviews are more flexible and natural to talk, hence enabling to discuss the personal experiences, hardships and impressions of industrialization. Comparatively, this strategy provides useful information that would be missed in the official surveys and thus, a useful method of conducting the analyses of grassroots level influences of industries.

3.5 Observation

As the primary instrument, observational method is used to examine the impact of industrialization on work trends in Trishal Namapara. This research has employed non-participant observation as a method of observation to learn more about work environments without interfering with activities that are being observed. The analysis primarily focuses on tracing employees who work in factories and in the brick kilns and various industries. The researcher maintains a non-involved role to attain an objective perspective of the situation of workplace environment and employee practices and social activities in the environment. The interactions in the marketplace reveal the changes of the traditional job designations not only due to industrial labor but also an overall insight on the economic adjustment of people.

3.6 Household Survey

The study employs the Household Survey to investigate the effects that the industrial development had on the lives of the inhabitants and occupations and socioeconomic condition of the Trishal Namapara residents using a detailed analysis of the population. This assessment tool follows the whole impact of industrialization by closely examining the housing units and their economic functioning and daily decisions. The survey contains independent data regarding workforce change and income flow and then occupational changes and family role changes based on household industrialization experiences.

3.7 Focused Group Discussion

Focused Group Discussion (FGD) is an essential qualitative research tool that is used in this study to get the insight into the impact of industrialization on employment and occupational changes in Trishal Namapara. The FGD methodology allows a researcher to hold comprehensive consultation with respondents who experienced similar events and this allows the researcher to get various views regarding the impact of industrialization on employment and family formations, as well as social relationships. The approach is useful in learning not only the experiences of groups but also of the effects of industrialization of the community as well as the common hardship and benefit of industrialization. In each FGD, there is a selection of multiple participant backgrounds to achieve comprehensive information regarding the occupational changes in between the factory workers, former agricultural workers, business owners and community leaders as well as the unemployed women and men. The number of participants in an FGD team varies between 6 and 10 and they are actively involved as well as make discussions manageable.

3.8 Key Informant Interview

Focused Group Discussion (FGD) is a crucial qualitative research tool in this study to gain a perspective on the aspect of industrialization on employment and occupational change in Trishal Namapara. The FGD methodology allows the researchers to hold lengthy meetings with participants with similar experiences and this allows the researchers to receive more than one view regarding the impacts of industrialization on the work life and family structure and social organization. This approach is useful in analyzing both communal experiences as well as the overall impact of industrialization in neighborhoods in addition to the similarities and benefits of industrialization.

3.9 Secondary Data Collection

The secondary data gathering will help the researcher to understand the big picture in the industrial development and its consequences in the employment differences and vocational transformation in Trishal Namapara. The paper implements various secondary sources that complement the primary research in terms of providing historical data and policy provisions as well as economic market patterns. Government reports along with the census data that can be analyzed over time can be used to analyze population changes that result in employment patterns and labor force participation. Formal statistics of industrial development and wage payments and professional mobility in the region are provided by the Bangladesh Bureau of Statistics (BBS) along with the Ministry of Labor and Employment.

4. Findings and Discussions

Trishal Namapara has industrialized, turning the people into employees of factories and brick kilns instead of farmers, fishermen, and small enterprises. In the first place, 44.44% of the respondents were agricultural workers, however, 33.33% of them went to the factories and 22.23% to small business or urban employment. Experts in the factories are paid 12,000-18,000 BDT, unskilled 8,000-12,000 BDT and agricultural labor is poorly paid and unstable. Industries provide employment opportunities, but they deter or displace traditional livelihoods, and this exposes the rural workers to emerging challenges.

Depending on the seasonal cycles, agricultural workers get approximately 7,500 BDT wages. The wages paid to industrial workers are higher-8,000-18,000 BDT- but they work in hard conditions and lack security. Small business owners make 10,000-20,000 BDT, but there is still a lot of competition and expenses. The least vulnerable workers are the informal sector employees (primarily workers in the transport and construction fields) who earn 6,000-12,000 BDT. Industrialization increases the income disparity and creates economic instability.

The transformation of agriculture to industry has redefined households and has resulted in a loss of community unity. Migration is also important, because the young adults go to work in factories, leaving the elderly dependents alone and

deprived of help. Redistribution of population has raised the level of urban residency and introduced different groups into Trishal Namapara.

Female labor has been promoted in industrial work particularly in the garments sector. Women become financially independent and help to earn the household income, but they are discriminated against, low-paid, work long hours, and must bear the double burden at work and household.

There are some challenges and opportunities of industrialization in Trishal Namapara. Employees are subjected to unemployment, poor pay, poor working conditions and exploitation, more so the women who are discriminated and harassed. The old social structures become weak due to migration because it isolates families, lowers the importance of agriculture. However, industrialization does generate jobs, increase family earnings and spur economic progress. Women become more financially independent and more socially active and there is an improvement in infrastructure both in health, education and utilities. Industrial development can offer the channels of eliminating poverty and empowerment with the help of proper labor policies and sustainable development plans despite the risks of inequality and instability.

The research results reveal that the deep-seated economic and social transformations have been brought about in Trishal Namapara by industrialization. Other traditional means of livelihood such as farming and fishing are increasingly replaced by industrial work in garment factories, brick kilns among other industries. Such a transition signifies the classic shift between the agrarian-based rural economies to the wage-based industrial economies as it had been experienced in most developing nations.

The consequence is the development of job insecurity. Since industrial employment is probably more well-compensated than farm work, it is, however, unprotected, having fewer benefits and harsh working conditions [7,8]. These tendencies are reflective of comparable tendencies in the overall world situation where the unskilled workers in the peripheral economies are absorbed into the low-paying, and labor-intensive production unit. This, in its turn, results in the increased income inequality in the community between the industrial workers, owners of small businesses and informal workers [9,10].

Another issue is environmental degradation. The industrial growth has decreased the arable land, increased pollution and has depleted natural resources. These impacts are dangerous to long-term food security and sustainability without proper policies [11,12]. The community therefore gets both opportunities as well as vulnerability and this is where the two sidedness of industrial growth is seen.

The results indicate that, industrialization is not only an economic change but a social change. The movement of young employees to industrial centers has exposed the aged family members to poverty and loneliness in the countryside. The westernization of women into the industrial labor force has not only made women more financially independent and socially acknowledged but it has also exposed the women to the pressure of combining paid work and home chores [13], [14]. On the same note, the growth of the industrial sector has increased the inequalities of incomes, where the skilled industrial workers and the business owners have the more than the informal workers who continue to live in perilous situations.

Environmental degradation also complicates the long term perspective of industrial development. Agricultural lands lose, increase pollution, and depreciation of natural resources threaten the food security, not to mention the health of the citizens as it is not guaranteed that the benefits of industrialization would be sustained without stringent measures. The above-mentioned problems prove the two-sided nature of the industrial development: it gives opportunities of the further development and the new weaknesses are created simultaneously [15,16].

The policies should promote industrialization that would protect workers, reduce gender disparities, and conserve the environment to introduce sustainable and equitable development in Trishal Namapara. This does not only imply that it is necessary to reform the law and the institutions, but also at the community level that will not leave any community behind. Through this, industrialization becomes a tool of improving livelihood and making the community stronger rather than perpetuating inequality and social disintegration.

5. Conclusion

This paper has revealed that industrialization in Trishal Namapara is a powerful agent of change in terms of employment, their livelihood, and the social relations. Since settling on the agrarian, fishing, and petty trade, the community has been shifting to the wage labor in garment factories, brick kilns, and manufactories. This change has not only raised income of most of the families, but it has also exposed new opportunities particularly to women whose contribution to the industrial labor market has made them financially self-sufficient and improve their social status. At the same time, it has also introduced a lot of instability where the unskilled laborers are forced to work under low pay, unstable and miserable employment.

It is therefore in the light of opportunity and challenge, industrialization. It has diversified the local economy as well as opened Trishal Namapara to the world systems of production but also augmented dependency, inequalities, and social destabilization. The policies must work towards the interests of labor, development of skills, gender equality and

environmental safety to attain the industrial growth as the common good. Only after these challenges, industrialization can intervene to make sure that economic growth and social cohesion and sustainability is balanced.

Reference

- [1] H. B. Wijaya, H. Kurniawati, and S. T. E. W. Utama, "Industrialization Impact on Worker Mobility and Land Use in Peri Urban Area (Case study of Semarang District, Indonesia)," IOP Conf. Ser.: Earth Environ. Sci., vol. 123, no. 1, p. 012037, Feb. 2018, doi: 10.1088/1755-1315/123/1/012037.
- [2] J. D. Whitley, R. A. Wilson, and D. J. E. Smith, "Industrial and Occupational Change," in *Economic Change and Employment Policy*, R. M. Lindley, Ed., London: Palgrave Macmillan UK, 1980, pp. 68-140. doi: 10.1007/978-1-349-16266-6_4.
- [3] A. S. Wharton, T. Rotolo, and S. R. Bird, "[No title found]," *Sociological Forum*, vol. 15, no. 1, pp. 65-90, 2000, doi: 10.1023/A:1007546120560.
- [4] D. L. Rogers, W. Goudy, and R. O. Richards, "Impacts of Industrialization On Employment And Occupational Structures," *Journal of the Community Development Society*, vol. 7, no. 1, pp. 48-62, Mar. 1976, doi: 10.1080/00103829.1976.10878086.
- [5] K. Reinders, "A Rights-based Approach to Indigenous Sovereignty, Self-determination and Self-government in Canada," *SURG*, vol. 11, Mar. 2019, doi: 10.21083/surg.v11i0.4389.
- [6] Z. Wang, Z. Dai, G. Gong, C. Zhou, and Y. He, "Understanding Structural-Functional Relationships in the Human Brain: A Large-Scale Network Perspective," *Neuroscientist*, vol. 21, no. 3, pp. 290-305, June 2015, doi: 10.1177/1073858414537560.
- [7] D. Oesch, *Occupational Change in Europe: How Technology and Education Transform the Job Structure*. Oxford University Press, 2013. doi: 10.1093/acprof:oso/9780199680962.001.0001.
- [8] M. B. M. E. Al. Muhammad Bello Muhammad Et Al., and TJPRC, "Socio-Economic Effects of Industrialization in the Society," *IJEFFUS*, vol. 8, no. 4, pp. 23-30, 2018, doi: 10.24247/ijeefusaug20183.
- [9] B. J. McAulay, G. Zeitz, and G. Blau, "Testing a 'Push-Pull' theory of work commitment among organizational professionals," *The Social Science Journal*, vol. 43, no. 4, pp. 571-596, Dec. 2006, doi: 10.1016/j.soscij.2006.08.005.
- [10] J. A. Kahl, "Some Social Concomitants of Industrialization and Urbanization," *Human Organization*, vol. 18, no. 2, pp. 53-74, June 1959, doi: 10.17730/humo.18.2.bpxn8q806l73u828.
- [11] M. N. Hosain et al., "The Effects of Flood on Mental Health among the People of Nikli Haor, Bangladesh," *IJMRGE*, vol. 6, no. 4, pp. 1084-1093, 2025, doi: 10.54660/IJMRGE.2025.6.4.1084-1093.
- [12] A. Hornborg, "Towards an ecological theory of unequal exchange: articulating world system theory and ecological economics," *Ecological Economics*, vol. 25, no. 1, pp. 127-136, Apr. 1998, doi: 10.1016/S0921-8009(97)00100-6.
- [13] J. Evetts, "The construction of professionalism in new and existing occupational contexts: promoting and facilitating occupational change," *International Journal of Sociology and Social Policy*, vol. 23, no. 4/5, pp. 22-35, Apr. 2003, doi: 10.1108/01443330310790499.
- [14] A. L. Bertrand and H. W. Osborne, "The Impact of Industrialization on a Rural Community," *Am J Agric Econ*, vol. 41, no. 5, pp. 1127-1134, Dec. 1959, doi: 10.2307/1235254.
- [15] E. M. Beck and G. F. Summers, "Industrial Development and Changes in Occupational Structures," Aug. 1973. Accessed: Sept. 10, 2025. [Online]. Available: <https://eric.ed.gov/?id=ED082066>
- [16] M. Bag, "STRUCTURAL AND FUNCTIONAL CHANGES OF FAMILY DURING POST-INDUSTRIALIZATION: AN ANTHROPOLOGICAL STUDY," *SCDI*, vol. 2, no. 1, pp. 61-80, 2022, doi: 10.47509/SCDI.2022.v02i01.05.