

From: *Inequality and Society: Social Science Perspectives on Social Stratification*,

edited by Jeff Manza and Michael Sauder, 2009, W. W. Norton & Co.

Some Principles of Stratification*

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In a previous paper some concepts for handling the phenomena of social inequality were presented.¹ In the present paper a further step in stratification theory is undertaken—an attempt to show the relationship between stratification and the rest of the social order.² Starting from the proposition that no society is “classless,” or unstratified, an effort is made to explain, in functional terms, the universal necessity which calls forth stratification in any social system. Next, an attempt is made to explain the roughly uniform distribution of prestige as between the major types of positions in every society. Since, however, there occur between one society and another great differences in the

* First published in 1945; from *American Sociological Review*, Volume 10, Issue 2.

¹ Kingsley Davis, “A Conceptual Analysis of Stratification,” *American Sociological Review*, 7: 309–321, June, 1942.

² The writers regret (and beg indulgence) that the present essay, a condensation of a longer study, covers so much in such short space that adequate evidence and qualification cannot be given and that as a result what is actually very tentative is presented in an unfortunately dogmatic manner.

degree and kind of stratification, some attention is also given to the varieties of social inequality and the variable factors that give rise to them.

Clearly, the present task requires two different lines of analysis—one to understand the universal, the other to understand the variable features of stratification. Naturally each line of inquiry aids the other and is indispensable, and in the treatment that follows the two will be interwoven, although, because of space limitations, the emphasis will be on the universals.

Throughout, it will be necessary to keep in mind one thing—namely, that the discussion relates to the system of positions, not to the individuals occupying those positions. It is one thing to ask why different positions carry different degrees of prestige, and quite another to ask how certain individuals get into those positions. Although, as the argument will try to show, both questions are related, it is essential to keep them separate in our thinking. Most of the literature on stratification has tried to answer the second question (particularly with regard to the ease or difficulty of mobility between strata) without tackling the first. The first question, however, is logically prior and, in the case of any particular individual or group, factually prior.

||| THE FUNCTIONAL NECESSITY OF STRATIFICATION

Curiously, however, the main functional necessity explaining the universal presence of stratification is precisely the requirement faced by any society of placing and motivating individuals in the social structure. As a functioning

mechanism a society must somehow distribute its members in social positions and induce them to perform the duties of these positions. It must thus concern itself with motivation at two different levels: to instill in the proper individuals the desire to fill certain positions, and, once in these positions, the desire to perform the duties attached to them. Even though the social order may be relatively static in form, there is a continuous process of metabolism as new individuals are born into it, shift with age, and die off. Their absorption into the positional system must somehow be arranged and motivated. This is true whether the system is competitive or non-competitive. A competitive system gives greater importance to the motivation to achieve positions, whereas a non-competitive system gives perhaps greater importance to the motivation to perform the duties of the positions; but in any system both types of motivation are required.

If the duties associated with the various positions were all equally pleasant to the human organism, all equally important to societal survival, and all equally in need of the same ability or talent, it would make no difference who got into which positions, and the problem of social placement would be greatly reduced. But actually it does make a great deal of difference who gets into which positions, not only because some positions are inherently more agreeable than others, but also because some require special talents or training and some are functionally more important than others. Also, it is essential that the duties of the positions be performed with the diligence that their importance requires. Inevitably, then, a society must have, first, some kind of rewards that it can use

as inducements, and, second, some way of distributing these rewards differentially according to positions. The rewards and their distribution become a part of the social order, and thus give rise to stratification.

One may ask what kind of rewards a society has at its disposal in distributing its personnel and securing essential services. It has, first of all, the things that contribute to sustenance and comfort. It has, second, the things that contribute to humor and diversion. And it has, finally, the things that contribute to self respect and ego expansion. The last, because of the peculiarly social character of the self, is largely a function of the opinion of others, but it nonetheless ranks in importance with the first two. In any social system all three kinds of rewards must be dispensed differentially according to positions.

In a sense the rewards are "built into" the position. They consist in the "rights" associated with the position, plus what may be called its accompaniments or perquisites. Often the rights, and sometimes the accompaniments, are functionally related to the duties of the position. (Rights as viewed by the incumbent are usually duties as viewed by other members of the community.) However, there may be a host of subsidiary rights and perquisites that are not essential to the function of the position and have only an indirect and symbolic connection with its duties, but which still may be of considerable importance in inducing people to seek the positions and fulfill the essential duties.

If the rights and perquisites of different positions in a society must be unequal, then the society must be stratified, because that is precisely what stratification means. Social inequality is thus an unconsciously evolved device by

which societies insure that the most important positions are conscientiously filled by the most qualified persons. Hence every society, no matter how simple or complex, must differentiate persons in terms of both prestige and esteem, and must therefore possess a certain amount of institutionalized inequality.

It does not follow that the amount or type of inequality need be the same in all societies. This is largely a function of factors that will be discussed presently.

||| THE TWO DETERMINANTS OF POSITIONAL RANK

Granting the general function that inequality subserves, one can specify the two factors that determine the relative rank of different positions. In general those positions convey the best reward, and hence have the highest rank, which (a) have the greatest importance for the society and (b) require the greatest training or talent. The first factor concerns function and is a matter of relative significance; the second concerns means and is a matter of scarcity.

Differential Functional Importance

Actually a society does not need to reward positions in proportion to their functional importance. It merely needs to give sufficient reward to them to insure that they will be filled competently. In other words, it must see that less essential positions do not compete successfully with more essential ones. If a position is easily filled, it need not be heavily rewarded, even though important. On the other hand, if it is important but hard to fill, the reward must be

high enough to get it filled anyway. Functional importance is therefore a necessary but not a sufficient cause of high rank being assigned to a position.³

Differential Scarcity of Personnel

Practically all positions, no matter how acquired, require some form of skill or capacity for performance. This is implicit in the very notion of position, which implies that the incumbent must, by virtue of his incumbency, accomplish certain things.

There are, ultimately, only two ways in which a person's qualifications come about: through inherent capacity or through training. Obviously, in concrete activities both are always necessary, but from a practical standpoint the scarcity may lie primarily in one or the other, as well as in both. Some positions require innate talents of such high degree that the persons who fill them are bound to be rare. In many cases, however, talent is fairly abundant in the population but the training process is so long, costly, and elaborate that relatively few can qualify. Modern medicine, for example, is within the mental capacity of most individuals, but a medical education is so burdensome and expensive that virtually none would undertake it if

the position of the M.D. did not carry a reward commensurate with the sacrifice.

If the talents required for a position are abundant and the training easy, the method of acquiring the position may have little to do with its duties. There may be, in fact, a virtually accidental relationship. But if the skills required are scarce by reason of the rarity of talent or the costliness of training, the position, if functionally important, must have an attractive power that will draw the necessary skills in competition with other positions. This means, in effect, that the position must be high in the social scale—must command great prestige, high salary, ample leisure, and the like.

How Variations Are to Be Understood

In so far as there is a difference between one system of stratification and another, it is attributable to whatever factors affect the two determinants of differential reward—namely, functional importance and scarcity of personnel. Positions important in one society may not be important in another, because the conditions faced by the societies, or their degree of internal development, may be different. The same conditions, in turn, may affect the question of scarcity; for in some societies the stage

³ Unfortunately, functional importance is difficult to establish.

To use the position's prestige to establish it, as is often unconsciously done, constitutes circular reasoning from our point of view. There are, however, two independent clues: (a) the degree to which a position is functionally unique, there being no other positions that can perform the same function satisfactorily; (b) the degree to which other positions are dependent on the one in question. Both clues are best exemplified in organized systems of positions built around one major function. Thus, in most complex societies the religious, political, economic, and educational functions are handled by dis-

tinct structures not easily interchangeable. In addition, each structure possesses many different positions, some clearly dependent on, if not subordinate to, others. In sum, when an institutional nucleus becomes differentiated around one main function, and at the same time organizes a large portion of the population into its relationships, the key positions in it are of the highest functional importance. The absence of such specialization does not prove functional unimportance, for the whole society may be relatively unspecialized; but it is safe to assume that the more important functions receive the first and clearest structural differentiation.

of development, or the external situation, may wholly obviate the necessity of certain kinds of skill or talent. Any particular system of stratification, then, can be understood as a product of the special conditions affecting the two aforementioned grounds of differential reward.