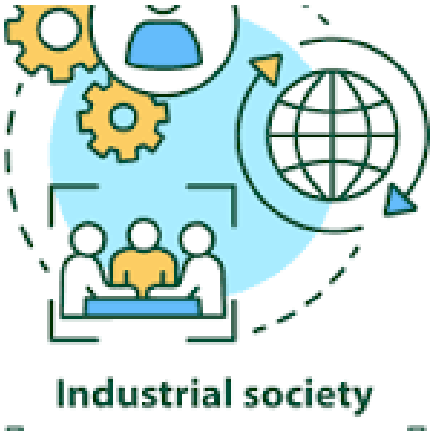
INDIAN SCHOOL AL WADI AL KABIR
Chapter 5 - Change and Development in Industrial Society
(GRADE XII)



MAIN SUB TOPICS IN THE CHAPTER:

- Images of industrial society
- Industrialization in India
- Globalization, liberalization & change in Indian industry
- How people find jobs
- How is work carried out?
- Working conditions
  - Home based work
  - Strikes & unions

1. **What is industrialization? (2mks)** Ans: Industrialization is a process whereby production is done on a large scale through large machines. Modern technology is used under industrialization through which man becomes dependent on machines, and as a result of this production is increased. Industrialization is characterized by urbanization, loss of face-to-face relationships and involves division of labour.

2. **Differentiate between developed and developing countries? (2mks)** Ans: In developed countries, the majority of people are in the service sectors, followed by industry and less than 10% are in agriculture. In developing countries like India, nearly 43% are employed in the primary sector (agriculture and mining), 17% in the secondary sector (manufacturing, construction and utilities), and 32% in the tertiary sector (trade, transport, financial services etc).

3. **What is 'mixed economy'? (2mks) Ans:** A mixed economic system is a system that combines aspects of both capitalism and socialism. A mixed economic system protects private property and allows a level of economic freedom in the use of capital, but also allows for governments to interfere in economic activities in order to achieve social aims.

4. **What were the social features that thinkers like Karl Marx, Max Weber and Emile Durkheim associated with industry? (2mks)**

Ans: **Urbanization**, loss of face-to-face relationships, **industrialization**- greater division of labour where work is often exhausting and repetitive, **alienation**- when people do not enjoy work but see it as something they have to do in order to survive.

5. **What is the reasoning behind the sociologist's argument that there have never been communal riots in a place like Bhilai? (2mks)**

Ans: Government employment in India has played a major role in overcoming boundaries of caste, religion and region. That is the reason why there have never been communal riots in a

place like Bhilai because the public sector Bhilai Steel Plant employs people from all over India who work together. .

6. What are the social implications/advantages of the organized sectors? (4mks)

Ans: Economists and others often make a distiction between the organized or formal sector and the unorganized or informal sector. According to one definition, the organized sector consists of all units employing ten or more people throughout the year. These have to be registered with the government to ensure that their employees get proper salaries or wages, pension and other benefits. In India, over 90% of the work, whether it is in agriculture, industry or services is in the unorganized or informal sector.

The social implications of this are as follows:

- First, it means that very **few people have the experience of employment in large firms** where they get to meet people from other regions and backgrounds.

- Second, **very few Indians have access to secure jobs with benefits**. Of those who do, two- thirds work for the government. The rest are forced to depend on their children in their old age.

- Third, since very few people are members of unions, a feature of the organized sector, **they do not have the experience of collectively fighting for proper wages and safe working conditions.**

7. How do people find jobs? (2mks) Ans: People find jobs in the following ways: advertisements (Times Ascent), through employment exchange, through personal contacts (self-employed plumbers, tutors etc) and through contractors and jobbers/mistris (e.g. Kanpur textile mills)

8. Who are badli workers? (2mks) Ans: Badli workers substitute for regular permanent workers who are on leave. Many of the badli workers are not given the same status and security. This is what is called contract work in the organized sector.

9. What is 'home based work'? Why is it an essential part of the economy? **(2mks)**

Ans: Home-based work is an important part of the economy. This includes the manufacture of lace, zari or brocade, carpets, bidis, agarbattis and many such products. This work is mainly done by women and children. An agent provides raw materials and also picks up the finished product. Home workers are paid on a piece- rate basis depending on the number of pieces they make.

10. Differentiate between strikes and lock outs. **(2mks)** Ans: In response to harsh working conditions, sometimes workers went on strike, in a strike, workers do not go to work, in a lock-out the management shuts the gate and prevents workers from coming. To call a

strike is a difficult decision as managers may try to use substitute labour. Workers also find it hard to sustain themselves without wages.

11. What are the basic tasks of the manager? How can he make the worker produce more? **(2mks)** Ans: The basic task of a manager is to control workers and get more work out of them. The following are the ways of making workers produce more:

-extend the working hours
-increase the amount to be produced within a given time period
- organizing work

12. Discuss the changes brought about in the Indian industry due to the impact of globalization and liberalization. (6mks)

Ans: In India's **mixed economy policy**, where some sectors were reserved for government, while others were open to the private sector. But within that, the government tried to ensure, through its licensing policy, that industries were spread over different regions.

Before independence, industries were located mainly in the port cities like Madras, Bombay, Calcutta. But since then, we see that place like Baroda, Coimbatore, Bangalore, Pune, Faridabad and Rajkot have become important industrial centres.

The government also tried to encourage the small-scale sector through special incentives and assistance. Many items like paper and wood products, stationery, glass and ceramics were reserved for the small-scale sector. In 1991, large-scale industry employed only 28 per cent of the total workforce engaged in manufacture, while the small-scale and traditional industry employed 72 per cent.

Since the 1990s, however, the government has followed a policy of liberalization. Private companies, especially foreign firms, are encouraged to invest in sectors earlier reserved for the government, including telecom, civil aviation, power etc. Licenses are no longer required to open industries. Foreign products are now easily available in Indian shops.

As a result of liberalization, many Indian companies have been bought over by multinationals. At the same time some Indian companies are becoming multinational companies. An instance of the first is when, Parle drinks was bought by Coca Cola. Parle's annual turnover was Rs. 250 crores, while Coca Cola's advertising budget alone was Rs. 400 crores. This level of advertising has naturally increased the consumption of coke across India replacing many traditional drinks. The next major impact of liberalization was in the retail industry.

13. How has liberalization affected employment patterns in India? (6mks)

Ans: Due to the disinvestment process (where the government is trying to sell its share in several public sector companies), many government workers are scared that they will lost their jobs.

In **Modern foods** which was set up the government to make healthy bread available at cheap prices, and which was the first company to be privatised, 60% of the workers were forced to retire in the first five years.

This is just one among the many examples of how liberalization has effected employment patterns in India. Some other impacts are as follows:

Companies reducing the number of permanent employees and outsourcin their work to smaller companies or even to homes

For multinational companies this outsourcing is done across the globe, with developing countries like India providing cheap labour.

Because small companies have to compete for orders from the big companies, they keep wages low, and working condition sare often poor.

It is more difficult for trade unions to organize in smaller firms. Almost all companies, even government ones, now practice some form of outsourcing and contracting. But the trend is especially visible in the private sector.

To summarize, India is still largely an agricultural country. The servic sector- shops, banks, the IT industry, hotels and other services are employing more people and the urban middle class is growing, along with the urban middle class values like those we see in television serials and films. So far, employment employment by the government was a major avenue for increasing the well-bring of the population, but now even that is coming down. Some economists debate this, but liberalization and privatization worldwide appear to be associated with rising income inequality.

14. H**ow does job recruitment take place through the 'contractor system'? (4mks)**

Ans: The contractor system is most visible in the hiring of casual labour for work on **construction sites, brickyards** and so on. The contractor goes to villages and asks if people want to work. He will loan them some money. This loan includes the cost of transport of the worksite. The loaned money is treated as an advance wage and the worker works without wages until the loan is repaid.

In the past, **agricultural labourers** were tied to their landlord by debt. Now, however, by moving to casual industrial work, while they are still in debt, they are not bound by other social obligations to the contractor. In that sense, they are freer in an industrial society. They can break the contract and find another employer. Sometimes, whole families migrate and the children help their parents.

15. 'The more mechanized an industry gets, the fewer people are employed'. Justify the statement with a suitable example. (6mks)

Ans: While machinery helps to increase production, it also creates the danger of humans being eventually being replaced by machines. Both Marx and Mahatama Gandhi saw mechanization as a danger to employment.

The more mechanized an industry gets, the fewer people are employed, and they too have to work at the pace of the machine. Take the example of Maruti Udyog Ltd. Where two cars roll off the assembly line every minute.

Workers get only 45mins rest in the entire day- two tea breaks of 7.5 mins each and one lunch break of half an hour. Most of them are exhausted by the age of 40 and take voluntary retirement.

While production has gone up, the number of permanent jobs in the factory has gone down. The firm has outsourced all services like cleaning, and security, as well as the manufacture of spare parts. The parts suppliers are located around the factory and send the parts every two hours or just-in-time.

Outsourcing and just-in-time keeps costs low for the company, but the workers are very tense, because if the supplies fail to arrive, their production targets get delayed, and when they do arrive they have to run to keep up.

16. Examine the working conditions of the mine workers. (2mks- part ans, 4mks whole ans)

Ans: The Mines Act of 1952 specifies the maximum number of hours a person can be made to work in a week, the need to pay overtime for any extra hours worked and safety rules. These rules may be followed in the the big companies, but not in smaller mines and quarries.

Coal mines alone employ 5.5 lakh workers. Sub- contracting is widespread in this sector. Many contractors do not maintain proper registers of workers, thus avoiding any responsibility for accidents and benefits.

After mining has finished in an area, the company is supposed to cover up the open holes and restore to its earlier condition. But they don't do this.

Workers in underground mines face very dangerous conditions, due to flowing, fire, the collapse of roofs and sides, the emission of gases and ventilation failures.

Many workers have developed breathing problems and diseases like tuberculosis and silicosis. Those working in overground mines have to work in both hot sun and rain, and face injuries due to mine blasting, falling objects etc. The rate of mining accidents in India is very high compared to other countries.

17. Explain home based work with the help of an example. (4mks)

Ans: Home-based work is an important part of the economy. This includes the manufacture of lace, zari or brocade, carpets, bidis, agarbattis and man such products. This work is mainly done by women and children. An agent provides raw materials and also picks up the finished product. Home workers are paid on a piece-rate basis, depending on the number of pieces they make.

We can take **the example of the bidi industry**. The process of making bidis starts in forested villages where villagers pluck tendu leaves and week it to the forest department or a private contractor who in turn sells it to the forest department. On average a person can collect 100 bundles (of 50 leaves each) a day. The government then auctions the leaves to bidi factory owners who give it to the contractors. The contractor in turn supplies tobacco and leaves to home-based workers.

These workers, mostly women, roll the bidis- first dampening the leaves, then cutting them, filling in tobacco evenly and then tying them with thread. The contractor picks up these bidis and sells them to the manufacturer who roasts them, and puts on his own brand label. The manufacturer then sells them to a distributor who distributes the packed bidis to wholesalers who in turn sell them to the neighbourhood pan shops.

Q18. '***Long working hours are central to the IT industry's work culture'.*** **Mention reasons why this is so (2mks)**

Ans: -In part this is due to the time difference between India and the client site, such that conference calls tend to take place in the evening when the working day in the U.S. begins.

-Another reason is that overwork is built into the structure of outsourced projects

- Extended working hours are legitimized by the common management practice of 'flexi - time', which in theory gives the employee freedom to choose his or her working hours (within limits) but which in practice means that they have to work as long as necessary to finish the task at hand.

Q19. 'Trade unions in India have had to overcome a number of problems such as regionalism and casteism. Describe why Datta Iswalkar explains how caste has been overcome but not entirely in the Bombay Mills. (2mks)

Ans: Workers of different castes would sit and chew paan together but they would not drink water from the hands of a low caste worker. The high caste workers never treated the low caste colleagues badly, but they would never go to each other's houses or eat out of a lunch box bought by a low caste.

OBJECTIVE TYPE QUESTIONS:

Section A: Conceptual & Application-Based MCQs

1. Which of the following is a major feature associated with industrialisation?

A. Decline of urbanisation
B. Detailed division of labour
C. Complete disappearance of social inequality
D. Return to face-to-face rural relationships

2. Karl Marx used the term **alienation** to describe a situation in which workers:

A. Own the products they manufacture
B. Enjoy repetitive factory work
C. Do not enjoy their work and see it mainly as a means of survival
D. Have complete control over the production process

3. Industrialisation may contribute to greater equality because:

A Traditional identities disappear entirely.
B. Economic inequality completely disappears
C. All workers receive identical wages
D. Caste distinctions become less relevant in certain public spaces

4. Which of the following correctly describes India's employment structure mentioned in the chapter?

A. Agriculture employs the largest share of workers

B. Most workers are employed in the tertiary sector
C. Manufacturing employs more workers than agriculture
D. Almost all workers are in regular salaried employment

5. The term **informal/unorganised sector** refers broadly to employment where:

A. Only government employees work
B. All workplaces are registered with the government
C. Workers always receive government pensions
D. Workers generally lack the security and benefits associated with formal employment

6. Which of the following is a characteristic of the organised sector?

A. Absence of formal rules
B. No mechanisms for grievance redressal
C. Dependence entirely on personal relationships

D. Registered workplaces with provisions for wages and other benefits

7. According to the chapter, over 90% of work in India is found in the:

A. Organised sector
B. Informal sector
C. Government sector
D. Public sector

8. The Bhilai Steel Plant is discussed as an example of how:

A. Private employment increases caste differences
B. Industrialisation necessarily causes communal
C. Conflict Public sector employment can bring people from different regions and backgrounds together
D. Informal employment creates social security

9. Which of the following best explains **liberalisation** in the Indian industrial context?

A. Increasing government control over all industries
B. Nationalising private companies
C. Ending foreign trade
D. Encouraging private and foreign investment and reducing restrictions on industries

10. The sale of the government's share in public sector companies is known as:

A. Liberalisation
B. Outsourcing
C. Disinvestment
D. Mechanisation

11. Outsourcing may create difficulties for workers because:

A. Smaller firms may offer lower wages and poorer working conditions

B. It always increases permanent employment
C. It eliminates competition among firms
D. Trade unions become stronger in every workplace

12. A plumber who obtains most of his work through personal contacts illustrates:

A. Formal recruitment
B. Contractual factory employment
C. Government recruitment
D. Informal networks in finding employment

13. In the Kanpur textile mills, the workers who traditionally helped recruit workers and exercised authority over them were known as:

A. Badli workers
B. Jobbers or mistris

C. Contractors
D. Managers

14. A **badli worker** is one who:

A. Owns a factory
B. Is employed permanently by the government
C. Works only from home
D. Substitutes for a regular worker but may not receive the same status and security

15. Which of the following is an example of **contract work in the organised sector**?

A. A worker employed for years but denied the status and security of permanent employees

B. A permanent government employee

C. A self-employed architect
D. A farmer working on family land

16. According to the chapter, mechanisation can create a contradiction because it:

A. Always increases permanent employment
B. Eliminates managerial control
C. Makes production completely independent of technology
D. May increase production while reducing the number of workers required

17. Both **Karl Marx and Mahatma Gandhi** viewed mechanisation as potentially problematic because:

A. It reduces the importance of agriculture
B. It may threaten employment
C. It increases the power of trade unions
D. It eliminates globalisation

18. Harry Braverman argued that machinery can:

A. Deskill workers by taking over tasks previously requiring specialised skills
B. Always increase workers' skills
C. Completely eliminate industrial work
D. Make all workers self-employed

19. The term **"time slavery"** in the IT sector refers primarily to:

A. Workers being unable to use computers
B. The absence of technology
C. Excessive working hours and pressure to remain at work
D. Workers being employed only temporarily

20. Which of the following best illustrates the changing nature of family relations due to IT-sector work?

A. Joint families have completely disappeared
B. Women have stopped working

C. Grandparents may become involved in childcare when both parents work
D. Industrialisation has ended all family responsibilities

Section B: Assertion–Reason Questions

For Questions **21–25**, choose the correct option:

A. Both A and R are true, and R is the correct explanation of A.
B. Both A and R are true, but R is not the correct explanation of A.
C. A is true, but R is false.
D. A is false, but R is true.

21. Assertion (A): Industrialisation involves a detailed division of labour.

Reason (R): Workers in industrial production often perform only one small part of the production process.

22. Assertion (A): Informal-sector workers in India often have limited employment security.

Reason (R): A large proportion of workers in the informal sector do not have access to secure jobs with benefits.

23. Assertion (A): Liberalisation has increased the security of permanent employment for all workers.

Reason (R): Companies increasingly use outsourcing and contract labour to reduce costs.

24. Assertion (A): Mechanisation can increase production while reducing the number of permanent jobs.

Reason (R): Machines can increase productivity and reduce the need for human labour.

25. Assertion (A): Industrialisation has completely eliminated traditional social inequalities in India.

Reason (R): Older forms of discrimination can continue even in modern workplaces.

Read the passage carefully and answer Questions 26–30.

India has experienced industrialisation in ways that are both similar to and different from Western countries. A major feature of Indian employment is the continued importance of agriculture. A large majority of workers are employed in the informal sector, while only a relatively small proportion have regular salaried employment. Liberalisation since the 1990s has encouraged private and foreign investment. At the same time, companies have increasingly adopted outsourcing and contract labour. This has created new employment opportunities but has also contributed to greater insecurity for many workers.

26. Which sector continues to employ the largest proportion of workers in India according to the chapter?

A. Primary sector
B. Secondary sector
C. Tertiary sector
D. IT sector

27. Which of the following is a major characteristic of India's employment structure?

A. Majority of workers have regular salaried jobs
B. Most workers are employed by multinational companies
C. Almost all workers belong to trade unions
D. Most workers are self-employed or work in informal arrangements

28. One important consequence of outsourcing mentioned in the chapter is:

A. Complete elimination of contract labour
B. Improved job security for all workers
C. Pressure on smaller firms to keep wages low and working conditions poor
D. Complete disappearance of informal employment

29. Which policy change encouraged private and foreign companies to invest in sectors previously reserved for the government?

A. Nationalisation
B. Liberalisation
C. Land reform
D. Protectionism

30. Which statement best captures the overall argument of the passage?

A. Industrialisation has benefited every section of Indian society equally.
B. Industrialisation has completely transformed India into a service-based economy.
C.Industrialisation has had no impact on social relations.
D. Industrialisation has had both opportunities and consequences such as employment insecurity and inequality.