



INDIAN SCHOOL AL WADI AL KABIR

Chapter 5 (Book 2)- 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
 - o Home based work
 - o 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 60% are employed in the primary sector (agriculture and mining), 17% in the secondary sector (manufacturing, construction and utilities), and 23% 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. **'Often social inequality and income inequality overlap'. Explain with an example. (2mks)**

Ans: In the domination of upper caste men in well-paying professions like medicine, law or journalism. Women often get paid less than men for similar work.

6. **What is the reasoning behind the sociologist's argument that there have never been communal riots in a place like Bhillai? (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.

7. Name the first modern industries in India? (2mks)

Ans: The first modern industries in India were **cotton, jute, coal mines and railways**.

8. What are the social implications/advantages of the organized sectors? (4marks)

Ans: Economists and others often make a distinction 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**.

9. **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)

10. **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.

11. 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.

12. 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.

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

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.

14. How has liberalization affected employment patterns in India? (6marks)

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 lose their jobs.

In **Modern foods** which was set up by 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 outsourcing 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 conditions are 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 service 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 by the government was a major avenue for increasing the well-being 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.

15. How does job recruitment take place through the 'contractor system'? (4marks)

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.

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

Ans: While machinery helps to increase production, it also creates the danger of humans being eventually being replaced by machines. Both Marx and Mahatma 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.

17. 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 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 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.

18. 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 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.

We can take **the example of the bidi industry**. The process of making bidis starts in forested villages where villagers pluck tendu leaves and take 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.

19. How has liberalization attacked employment patterns in India? (6marks)

Ans. •Due to liberalization foreign products are now easily available in Indian markets and shops. Due to this some of the labour have to lose their employment and jobs.

•Many Indian companies have been taken 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. ‘

•The next major area of liberalization may be in retail. Due to coming of foreign companies and big business. Indian houses very small traders, shopkeepers, handicraft sellers. And hawkers have lost their jobs of employment or their small business is adversely affected by big mall, showroom or Reliance, Subhiksha, etc.

•The world's largest chains, including Wal-Mart Stores, Carrefour and TESCO, are seeking the best way to enter the country, despite a government ban on foreign direct investment in the market.

•Wal-Mart, Carrefour and TESCO to set up a retailing joint venture ... India's retail sector is attractive not only because of its fast growth, but because family-run street corner stores have 97% of the nation's business. But this industry trait is precisely why the government makes it hard for foreigners to enter the market.

•The government is trying to sell its share in several public sector companies, a process which is known as disinvestment. Many government workers are scared that after

disinvestment, they will lose their jobs.

•Companies are reducing the number of permanent employees and outsourcing 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. It is more difficult for trade unions to organize in smaller firms.

Q21. '*Long working hours are central to the IT industry's work culture*'. Mention reasons why this is so

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.

Q22. '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.

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.

MCQ's based on the chapter

1. Assertion (A): Industrialisation leads to the loss of face-to-face relationships found in rural areas.

Reason (R): Industrialisation involves an anonymous professional relationship in factories.

Options: (a) Both A and R are true and R is the correct explanation of A. (b) Both are true but R is not correct explanation, (c) A true R false, (d) Both false

Answer: (a)

2. What did Karl Marx call the situation when workers did not enjoy their work and saw it as merely a means to survive?

(a) Alienation (b) Industrialism (c) Mechanisation (d) Alienation of labor

Answer: (a)

3. Assertion (A): In India, agriculture employs the largest percentage of the workforce. Reason (R): The services sector contributes the most to India's GDP.

Options: (a) Both A and R are true and R is the correct explanation of A. (b) Both are true but R is not correct explanation, (c) A true R false, (d) Both false

Answer: (a)

4. What percentage of Indian workers were self-employed according to recent statistics? (a) 24% (b) 52% (c) 43% (d) 32%

Answer: (b)

5. Assertion (A): Most people in India find jobs through advertisements or employment exchanges.
Reason (R): Personal contacts and community networks play a larger role in job acquisition.
Options: (a) Both true and R explains A (b) Both true but R does not explain A (c) A true, R false (d) Both false
Answer: (c)
6. What is the major reason for the prevalence of contract work in organized sectors?
(a) To provide secure employment (b) To reduce permanent job costs (c) To comply with government rules (d) For better wages
Answer: (b)
7. Assertion (A): Mechanisation reduces the number of permanent jobs but increases production.
Reason (R): Machines allow workers to work at their own pace.
Options: (a) Both true R explains A (b) Both true R does not explain A (c) A true R false (d) Both false
Answer: (c)
8. What methodology do many companies use to keep costs low through just-in-time delivery?
(a) Outsourcing parts and services (b) Increasing employee hours (c) Hiring more permanent staff (d) Avoiding contracts
Answer: (a)
9. Assertion (A): The Mines Act 1952 regulates safety and working hours in mines.
Reason (R): All mines strictly follow safety rules and compensate workers for overtime.
Options: (a) Both true and R explains A (b) Both true but R does not explain A (c) A true R false (d) Both false
Answer: (c)
10. What diseases are common among underground mine workers?
(a) Tuberculosis and Silicosis (b) Malaria and Cholera (c) Heart disease (d) Asthma and Pneumonia
Answer: (a)