

CUET · SOCIOLOGY · CLASS XII · CODE 326

Change and Development in Industrial Society

CUET unit: Social Change and Development in India

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Snapshot

- Chapter 5 of **Social Change and Development in India** explains how industrialisation has reshaped work, social relations and inequality in India.
- It contrasts the western model of industrialism with India's experience: dominance of agriculture, low share of organised-sector employment and high self-employment/casual labour.
- Liberalisation (post-1990s), disinvestment, outsourcing and contract labour are discussed as forces transforming Indian industry.
- How jobs are found (jobbers, contractors, badli system), how work is carried out (Marx, Gandhi, Taylor, Braverman), and conditions in mining, IT and home-based work like the bidi industry.
- Strikes and unions, illustrated by the 1982 Bombay Textile Strike led by Dr. Datta Samant.

Detailed Notes

2.1 Core concepts

- **Bollywood/Mumbai** is the opening example: like any industry, workers there are part of unions (dancers, stunt artists and extras form a junior artistes association demanding 8-hour shifts, proper wages and safe working conditions); residents are divided by where they live (Juhu vs Girangaon), what they eat (sushi vs **vada pav**) but united by the city's common provision — same films, cricket matches, air pollution, aspirations for children (NCERT §intro, p. 60).
- How and where people work, and what kind of jobs they have, is an important part of who they are; technology and the kind of work available change social relations, while caste, kinship networks, gender and region simultaneously influence how work is organised — a major area of sociological research (NCERT §intro, p. 60).
- Sociologists like **Karl Marx, Max Weber and Emile Durkheim** linked industry with urbanisation and the loss of face-to-face village relationships (where people worked on their own farms or for a landlord they knew), replaced by anonymous professional ties in modern factories and workplaces (NCERT §5.1, pp. 60–61).
- Industrialisation involves a detailed division of labour where people often do not see the end result of their work because they produce only one small part of a product; work is repetitive and exhausting, but better than no work at all. **Marx called this**

situation alienation — when people do not enjoy work and see it as something they have to do only in order to survive, and even survival depends on whether the technology has room for any human labour (NCERT §5.1, p. 61).

- Industrialisation leads to greater equality in some spheres — caste distinctions do not matter on trains, buses or in cyber cafes — but older forms of discrimination may persist in new factory/workplace settings; even as social inequalities are reducing, **economic/income inequality is growing** worldwide. Social and income inequality often overlap — upper-caste men dominate well-paying professions like medicine, law, journalism; women are paid less than men for similar work (NCERT §5.1, p. 61).
- **Convergence thesis** (Clark Kerr): industrial India of the 21st century shares more features with 21st-century China or USA than with 19th-century India — industrialism produces a common pattern regardless of cultural starting point (NCERT Activity 5.1, p. 61).
- **Specificity of Indian industrialisation:** in developed countries, the majority work in services, followed by industry, with **less than 10% in agriculture (ILO figures)**. In India in **2018–19**, nearly **43% were 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). The contribution of sectors to economic growth is the opposite — agriculture's share has declined sharply and services contribute approximately more than half. This is "a very serious situation" because the sector employing the maximum people is not able to generate much income for them (NCERT §5.2, p. 61).
- Detailed 2018–19 employment shares: agriculture **42.5%**, mining & quarrying **0.4%**, manufacturing **12.1%**, trade/hotel/restaurant **12.6%**, transport/storage/communication **5.9%**, community/social/personal services **13.8%** (NCERT §5.2, p. 61).
- Another major difference: in developed countries the majority are in **regular salaried** employment; in India **over 52% are self-employed, only about 24% are in regular salaried employment, and approximately 24% are in casual labour** — and the share of self-employed has fallen from 61.4% in 1972–73 to 52.1% in 2018–19 (chart on p. 62).
- **Organised vs unorganised sector:** according to one definition, the **organised/formal sector consists of all units employing 10 or more people throughout the year**, registered with the government to ensure proper salaries, wages, pension and other benefits. **Over 90% of work in India** — whether in agriculture, industry or services — is in the unorganised/informal sector (NCERT §5.2, p. 62).
- **Three social implications of the small organised sector:** (i) very few people experience employment in large firms with diverse colleagues and well-defined rules; for most Indians work is in small-scale workplaces where personal relationships determine raises and dismissals; (ii) very few have access to secure jobs with benefits — and **of those who do, two-thirds work for the government** (which is

- why people strive hard to get government jobs); (iii) since very few are union members (a feature of the organised sector), informal workers lack the experience of collectively fighting for proper wages and safe conditions (NCERT §5.2, p. 62).
- Government employment in India has played a major role in overcoming caste, religion and region boundaries — one sociologist has argued that **the absence of communal riots in Bhilai** is because the public sector Bhilai Steel Plant employs people from all over India who work together (NCERT §5.2, p. 62).
- **Liberalisation since the 1990s:** government policy encouraged private and foreign firms in telecom, civil aviation, power etc.; licenses are no longer required to open industries; foreign products are now easily available in Indian shops. Many Indian companies have been bought over by multinationals; some Indian companies are themselves becoming multinational. The first major instance was **Parle drinks (annual turnover ₹250 crores) being bought by Coca-Cola (advertising budget alone ₹400 crores)** — advertising at this scale increased coke consumption across India, replacing traditional drinks. Retail is the next major area of liberalisation (NCERT §5.2, p. 63).
- **Disinvestment** = the government selling its share in public sector companies. Workers are scared they will lose their jobs after disinvestment. **'Modern Foods'**, set up by the government to make healthy bread cheap, was the **first company to be privatised** — and **60% of its workers were forced to retire in the first five years** (NCERT §5.2, p. 63).
- More and more companies are reducing the number of permanent employees and **outsourcing** work to smaller companies or even homes; for MNCs, outsourcing is done across the globe, with developing countries like India providing cheap labour. Small companies have to compete for orders, so wages are low and conditions poor; trade unions find it harder to organise in smaller firms. Almost all companies, including government ones, now practice some form of outsourcing/contracting, but the trend is especially visible in the private sector (NCERT §5.2, p. 63).
- Even as secure employment in large industry declines, the government is acquiring land for industry. These industries do not necessarily provide employment to surrounding people but cause major pollution. Many farmers, **especially adivasis who constitute approximately 40% of those displaced**, protest the low rates of compensation and the fact that they will be forced to become casual labour on the footpaths of India's big cities (NCERT §5.2, p. 64).
- **How people find jobs (§ 5.3):** only a small percentage get jobs through advertisements or the employment exchange. Self-employed (plumbers, electricians, carpenters, tuition teachers, architects, freelance photographers) rely on personal contacts — mobile phones now widen the circle. Factory recruitment has historically passed through contractors or jobbers — in **Kanpur textile mills, jobbers were called mistris; they were themselves workers from the same regions and communities, but because they had the owner's backing they bossed over**

- the workers** and put community-related pressures on them (NCERT §5.3, pp. 64–65).
- Nowadays the importance of the jobber has come down; both management and unions play a role; many workers expect to pass jobs on to their children. **Many factories employ badli workers who substitute for permanent workers on leave; many of these badli workers have actually worked for many years for the same company but lack the same status and security — this is contract work in the organised sector** (NCERT §5.3, p. 65).
 - Government schemes — **MUDRA, Aatmanirbhar Bharat, Make in India** — aim to generate employment and self-employment, including for SC, ST and other backward classes; "positive signs for creating economic potential amongst the demographic dividend of India" (NCERT §5.3, p. 65).
 - **Contractor system in construction/brickyards:** the contractor goes to villages, asks if people want work, and loans them some money including transport cost to the work site. The loaned money is treated as an **advance wage and the worker works without wages until the loan is repaid**. Unlike agrarian debt-bondage to landlords, while still in debt the worker is not bound by other social obligations to the contractor — they can break the contract and find another employer; sometimes whole families migrate and children help parents (NCERT §5.3, p. 65).
 - **How work is carried out (§ 5.4):** the manager's basic task is to control workers and get more work — either by extending working hours or by increasing output per unit time. Machinery helps increase production but also creates the danger that machines will replace workers. **Both Marx and Mahatma Gandhi saw mechanisation as a danger to employment** (NCERT §5.4, p. 65).
 - **Gandhi (Hind Swaraj, 1924 and 1934)** clarified: "What I object to is the craze for machinery, not machinery as such. The craze is for what they call labour-saving machinery." He wanted to save time and labour not for the few but for all humanity — proposed the **spinning-wheel** to solve unemployment and end the exploitation of one nation by another (NCERT Activity 5.2, p. 66).
 - Textile mill workers described themselves as extensions of the machine — **Ramcharan, a Kanpur cotton mill weaver since the 1940s:** "You need energy. The eyes move, the neck, the legs and the hands... When four machines run all four must move together, they must not stop for a second" (NCERT §5.4, p. 66).
 - **Maruti Udyog Ltd.** example: two cars roll off the assembly line every minute; workers get **only 45 minutes total rest in the day — two 7.5-minute tea breaks and one half-hour lunch**. Most are exhausted by age 40 and take voluntary retirement. Permanent jobs have gone down; the firm outsources cleaning, security, manufacture of parts; **part-suppliers are located around the factory and send parts every two hours or just-in-time**. Just-in-time keeps costs low but workers are tense — if supplies fail, targets are delayed; when supplies arrive workers run to keep up (NCERT §5.4, p. 66).

- IT/services sector example — **Box 5.1 (Carol Upadhy, 2005)**: software professionals' work is subject to **Taylorist labour processes**. Long working hours are central — **"night-outs"** when faced with project deadlines, due to the time difference with US clients (conference calls in Indian evenings). Overwork is built into project structures (mandays underestimated), and **'flexi-time'** legitimises extended hours; in practice it means working as long as necessary to finish the task, and even without real pressure people stay late due to peer pressure or to impress the boss — sometimes called **'time slavery'** (NCERT Box 5.1, p. 67).
- IT firm hours and night work have transformed Bengaluru, Hyderabad and Gurugram — shops and restaurants stay open late, both spouses working forces children into crèches; the **joint family which was supposed to disappear with industrialisation has re-emerged**, with grandparents roped in to help with children (NCERT §5.4, p. 67).
- **Harry Braverman's** argument: use of machinery actually **deskills** workers — e.g., earlier architects/engineers had to be skilled draughtsmen, now the computer does a lot of the work. The "knowledge economy" claim is debated; how do you compare a farmer's knowledge of weather, soil and seeds with a software professional's — both are skilled but in different ways (NCERT §5.4, p. 67).
- **Working conditions (§5.5)**: coal mines alone employ **5.5 lakh workers**. The **Mines Act 1952** (now included under the **Occupational Safety, Health and Working Condition Code, 2020**) specifies maximum hours per week, overtime pay and safety rules; these are followed in big companies but not in smaller mines/quarries. Sub-contracting is widespread — contractors do not maintain proper registers, avoiding responsibility for accidents and benefits. After mining the company is supposed to cover open holes and restore the area but does not (NCERT §5.5, p. 68).
- Underground mining hazards: **flooding, fire, roof/side collapse, gas emissions, ventilation failure**; workers develop breathing problems including **tuberculosis and silicosis**. Overground miners face heat, rain and injuries from mine blasting and falling objects. **India's mining accident rate is very high compared to other countries** (NCERT §5.5, p. 68).
- Migrant workforce: **fish processing plants along the coastline employ mostly single young women from Tamil Nadu, Karnataka and Kerala**, ten-twelve per room, sometimes hot-bunking shifts. Young women are seen as **"submissive workers"**. Many men also migrate singly, leaving families in the village; migrants have little time to socialise and spend their little money with other migrant workers. Globalised work takes Indians "from a nation of interfering joint families... in the direction of loneliness and vulnerability", though for many young women it also represents some independence and economic autonomy (NCERT §5.5, p. 68).
- **Home-based work (§5.6)**: includes manufacture of **lace, zari/brocade, carpets, bidis, agarbattis** — mostly done by women and children. An agent provides raw

materials and picks up finished products; workers are paid on **piece-rate** (NCERT §5.6, p. 69).

- **Bidi industry chain:** villagers in forested areas pluck **tendu leaves** and sell to the forest department or a private contractor (who resells to the 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 them to contractors. The contractor supplies tobacco and leaves to home-based women workers, who first dampen the leaves, then cut them, fill in tobacco evenly, and tie with thread. The contractor picks up the bidis and sells them to the manufacturer, who roasts and puts on a brand label; then sells to a distributor, who distributes to wholesalers, who sell to neighbourhood pan shops (NCERT §5.6, p. 69).
- **Strikes and unions (§ 5.7):** in response to harsh working conditions, workers sometimes go on strike. In a **strike workers do not go to work**; in a **lockout management shuts the gate** and prevents workers from coming. Calling a strike is difficult — managers may use substitute labour, workers find it hard to sustain themselves without wages (NCERT §5.7, p. 69).
- **Bombay Textile Strike of 1982**, led by trade union leader **Dr. Datta Samant**, affected nearly a quarter of a million workers and their families. The strike lasted nearly two years. Workers wanted better wages and the right to form their own union. People returned to work after two years out of desperation. **About one lakh workers lost their jobs** and went back to villages, or took up casual labour; others moved to powerloom centres like **Bhiwandi, Malegaon and Ichalkaranji**. Mill owners did not invest in machinery or modernisation; today they are trying to sell off mill land to real estate dealers for luxury apartments — leading to "a battle over who will define the future of Mumbai — the workers who built it or the mill owners and real estate agents" (NCERT §5.7, p. 69).

2.2 Definitions to memorise

Term	Definition	Page
Alienation	Marx's concept: people do not enjoy work and see it as something done only to survive.	61
Convergence thesis	Clark Kerr's idea that industrialised societies become similar regardless of cultural starting points.	61
Primary sector	Agriculture and mining — 43% of Indian employment (2018–19).	61
Secondary sector	Manufacturing, construction, utilities — 17% of Indian employment.	61
Tertiary sector	Trade, transport, financial services — 32% of Indian employment, contributes over half of growth.	61
Self-employed	Workers running their own work; about 52% of Indian workers.	62

Term	Definition	Page
Casual wage labour	Daily/irregular wage work; about 24% of Indian workers.	62
Organised/formal sector	Units employing 10 or more people throughout the year, registered with the government, with proper wages, pension, benefits.	62
Unorganised/informal sector	All other employment; covers over 90% of Indian work.	62
Liberalisation	Post-1990s policy of encouraging private/foreign firms in sectors earlier reserved for government.	63
Disinvestment	Government selling its share in public sector companies.	63
Outsourcing	Reducing permanent employees and giving work to smaller companies or home workers.	63
Jobber / Mistri	Worker-recruiter from the same region/community as workers but backed by the owner; example: Kanpur textile mills.	64
Badli workers	Workers who substitute for permanent employees on leave; often long-serving but without permanent status.	65
Contractor system	Advance-wage-based recruitment of casual labour in construction/brickyards; workers work without wages till loan is repaid.	65
Just-in-time	Lean supply system where parts are sent every two hours, keeping costs low but workers tense (Maruti example).	66
Time slavery	Carol Upadhya's term for IT-sector overwork legitimised by 'flexi-time' and project deadline pressure.	67 (Box)
Taylorist labour processes	Detailed control and standardisation of work tasks (applied to IT via Box 5.1).	67
Deskilling (Braverman)	Use of machinery reduces the skills required of workers (e.g., draughtsmanship lost to computers).	67
Piece-rate	Payment per piece produced — standard in home-based work like bidi-making.	69
Strike vs Lockout	In a strike workers refuse to work; in a lockout management shuts the gates.	69
MUDRA / Make in India / Aatmanirbhar Bharat	Government schemes to generate employment and self-employment, especially for SC/ST/OBC.	65
Mines Act 1952 / OSH&WC Code 2020	Laws regulating maximum hours, overtime and safety in mines; followed in big companies but not in smaller mines/quarries.	68
Knowledge economy		67

Term	Definition	Page
	Phrase used for growth of IT sector; whether IT is genuinely more skill-intensive is debated.	

2.3 Diagrams / processes to remember

- **Distribution of workers by employment status, 1972-2019** chart (p. 62): self-employed 61.4 → 52.1; regular salaried 15.4 → 23.8; casual 23.2 → 24.1.
- **Employment in Organised Sectors (Lakh Persons vs Year)** bar chart (p. 64) — public sector consistently ~175-180 lakh; private sector rose from ~88 (2006) to ~120 lakh (2012).
- **Bidi-making production chain** — tendu pluckers → forest department → auction → factory owner → contractor → home-based women workers → manufacturer (roasting & branding) → distributor → wholesaler → pan shop (p. 69).
- **Maruti assembly-line example** — 2 cars/minute; 45 minutes total rest; just-in-time parts every 2 hours; exhaustion + voluntary retirement by 40 (p. 66).
- **Three social implications of small organised sector** triad: no large-firm experience, few secure benefits (two-thirds in government), few union members (p. 62).
- **Three liberalisation processes:** deregulation/privatisation (Modern Foods, 60% retired), MNC takeover (Parle by Coca-Cola), outsourcing (especially private sector) (p. 63).
- **Five sectoral employment shares (2018-19)** — agriculture 42.5%, mining 0.4%, manufacturing 12.1%, trade/hotel 12.6%, transport/storage/comm 5.9%, community/personal services 13.8% (p. 61).

2.4 Common confusions / NTA trap points

- **Marx vs Gandhi on machinery:** both saw mechanisation as a danger to employment; Gandhi's solution was the spinning-wheel and a critique of "labour-saving" machinery — don't conflate Gandhi with rejection of all machinery.
- **Strike vs Lockout:** strike is initiated by **workers**; lockout is initiated by **management**. NTA distractors often swap these.
- **Organised sector definition:** the NCERT-specific cut-off is **10 or more** workers throughout the year — not 20, not 100.
- **Sectoral employment vs sectoral GDP contribution:** ~43% of workers are in primary sector (2018-19), but services contribute **more than half** of economic growth — students often pick the same number for both.
- **Jobbers (mistris) and badli workers are different:** mistris recruited workers (Kanpur mills); badli workers are substitutes for permanent staff on leave.
- **Adivasis and displacement:** approximately **40%** of those displaced by industrial land acquisition are adivasis — not "majority" or "most".

- **Two-thirds in government:** of those Indians with secure jobs/benefits, two-thirds are in the government, NOT in the private sector. NTA loves to swap this.
- **First privatised PSU:** Modern Foods (not Maruti or any other) — 60% retired in first five years.
- **'Time slavery'** is Carol Upadhy (2005), NOT Harry Braverman. Braverman's term is 'deskilling'.
- **Datta Samant** led the 1982 Bombay Textile Strike (not Bombay Mill Owners' Association); affected ~250,000 workers; lasted 2 years.
- **Maruti rest:** 45 minutes total — two 7.5-minute tea + 30-min lunch (NOT one hour, NOT 90 minutes).
- **Bhilai Steel Plant** is cited for absence of communal riots — link is [public-sector mixed workforce](#).

2.5 Thinkers & theories

Name	Concept	Key Idea	NCERT page
Karl Marx	Alienation	Industrial workers do not enjoy work; do it merely to survive; lose end-product.	61
Max Weber	Industry and urbanisation	Industry replaces face-to-face village ties with anonymous workplace relations.	60–61
Emile Durkheim	Division of labour	Industrial society's specialisation alters social bonds.	60–61
Clark Kerr et al.	Convergence thesis	Industrialised societies converge regardless of cultural origin.	61
Mahatma Gandhi	Spinning-wheel & critique of labour-saving machinery	Objects to the "craze" for machinery, not machinery as such; spinning-wheel ends exploitation.	66
Harry Braverman	Deskilling	Machinery reduces required skills — computers replace skilled draughtsmen.	67
Carol Upadhy	Time slavery / culture-incorporated	IT sector's long hours legitimised by 'flexi-time' and outsourced project structures.	67 (Box 5.1)
Jan Breman	Industrial working class	Studies on formal/informal industrial labour in post-colonial India.	Refs
Chitra Joshi	Lost Worlds	Kanpur textile workers and the forgotten histories of Indian labour.	Refs
Mark Holmstrom	Industry and Inequality	Social anthropology of Indian labour.	Refs

Name	Concept	Key Idea	NCERT page
Meena Menon & Neera Adarkar	One Hundred Years, One Hundred Voices	Oral history of Girangaon (Mumbai mill workers).	Refs
Chhaya Datar	Bidi workers in Nipani	Studied women bidi workers' struggles.	Refs
Dr. Datta Samant	1982 Bombay Textile Strike	Trade union leader; strike affected ~250,000 workers, lasted 2 years.	69
PUDR (2001)	Hard Drive	Working conditions and workers' struggles at Maruti.	Refs
Ajitha Susan George	Mining laws in Jharkhand	UNDP report on the legal regime over mining labour.	Refs

Practice MCQs

PYQ Alignment

This chapter is a high-yield CUET source: questions typically appear on the Marx/Gandhi view of mechanisation, the definition of the organised sector (10+ workers), the share of self-employed/informal-sector workers, the 1982 Bombay Textile Strike and Datta Samant, Braverman's deskilling thesis, Upadhyaya's 'time slavery', the Modern Foods first-privatisation fact, the Bhilai/communal-riots claim, and case examples like Maruti and the bidi industry. Expect about 8–10 MCQs per CUET cycle drawing from §5.1, §5.2 and §5.7 in particular.

CUET 2025 — Actual PYQs from this chapter

Q.16 (CUET 2025) What is the term given by Jan Breman to migrant workers?

- A) Dalk B) Footloose labour C) Circulation of labour D) Labour force **Tests:** Jan Breman's "footloose labour" for circulating migrant workers. **Answer:** Not in extracted key

Q.20 (CUET 2025) Which of the following are features of working in the organised sector in India?

- A) Less number of people work in this sector B) It is independent of personal relationships C) Lack of proper wages and working conditions D) It is largely for women and unskilled labourers **Tests:** Organised sector — small share of workers, formal/impersonal relations. **Answer:** Not in extracted key

Q.39 (CUET 2025) Rita works for an IT firm and is happy that the firm gives her freedom of working hours. She can even work late on Saturday night and come late on Monday. What is the sector she is working in known as?

- A) Knowledge economy B) Flexi-time C) Globalisation D) Gender discrimination **Tests:** Flexi-time as new IT-sector work arrangement. **Answer:** Not in extracted key

CUET 2024 — Actual PYQs from this chapter

Q.23 (CUET 2024) Under which system is work broken into smallest repetitive elements among workers?

- A) Binary System B) Corporate System C) Flexi System D) Scientific Management System **Tests:** Taylor's Scientific Management — work fragmentation. **Answer:** Not in extracted key

Q.40 (CUET 2024) Which of the following is a feature of industrial society?

- A) Dependence on agriculture B) Small-scale production C) Large-scale factory production D) Limited division of labour **Tests:** Large-scale factory production as hallmark of industrial society. **Answer:** Not in extracted key

CUET 2023 — Actual PYQs from this chapter

Q.29 (CUET 2023) Seasonal migrant workers are termed as:

- A) Begar B) Peasants C) Footloose labourers D) Farmers **Tests:** Jan Breman's "footloose labour" for seasonal migrants. **Answer:** Not in extracted key

Q.30 (CUET 2023) Extended working hours allowing workers to choose their schedule is called:

- A) Own-time B) Flex-time C) Me-time D) Work-from-home-time **Tests:** Flexi-time work arrangement. **Answer:** Not in extracted key

Q.31 (CUET 2023) Disinvestment means:

- A) Acquiring industries B) Opening markets globally C) Saving money in banks D) Privatisation of public sector companies **Tests:** Disinvestment as selling government shares in PSUs. **Answer:** Not in extracted key

Q.32 (CUET 2023) Arrange the following process in order: A. Manufacture branding and selling B. Workers rolling leaves C. Plucking tendu leaves D. Selling tendu leaves to government contractor E. Auctioning leaves to factory owner.

- A) C, D, A, E, B B) C, D, B, A, E C) C, D, E, A, B D) C, D, E, B, A **Tests:** Bidi industry production chain. **Answer:** Not in extracted key

Q.33 (CUET 2023) Arrange the events related to Bombay textile strike: A. Mill land sold to real estate dealers B. Workers returned to work C. Bombay textile strike 1982 D. Government refused demands.

- A) A, B, C, D B) B, A, C, D C) C, D, B, A D) C, D, A, B **Tests:** 1982 Bombay Textile Strike sequence under Datta Samant. **Answer:** Not in extracted key

Q.34 (CUET 2023) Badli workers are:

- A) Substitute workers B) Contract workers C) Permanent workers D) Workers with equal security **Tests:** "Badli" — substitute workers in textile mills. **Answer:** Not in extracted key

Q.35 (CUET 2023) Government licensing policy aimed to:

- A) Prevent concentration of wealth B) Ensure planning commission directives C) Spread industries regionally D) Provide income to officials **Tests:** Goals of the industrial licensing policy. **Answer:** Not in extracted key

Q.36 (CUET 2023) Match List-I with List-II: A. Working conditions B. Recruitment C. Management D. Home-based work / I. Bidi making, zari making II. Mines Act 1952 III. Jobbers IV. Taylorism.

- A) A-II, B-III, C-IV, D-I B) A-II, B-III, C-I, D-IV C) A-III, B-IV, C-I, D-II D) A-I, B-IV, C-III, D-II **Tests:** Industrial sociology — laws, recruiters, management theories and home-based work. **Answer:** Not in extracted key