

GLOBALIZATION IN INDIA: IMPACT ON WOMEN'S EMPLOYMENT STRUCTURE

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ABSTRACT

In the global era specific in Indian context globalisation has played a very vital role and challenge in formal and informal sector through multinational company and world trade organization has focused that how Indian women are participating in different sectors. Due to globalisation there is no any barriers. So it is easy for women to participate in labour market. Before pre Independence period Indian women were discriminated, deprived and exclusion in terms of gender base but through globalisation high level Indian women are participate in different sectors like employment in private and public sectors. Due to globalisation Indian social system is changing and women are bound to cross social barrier boundaries and initiatives in different sector for their self-respect but unfortunately women are again discriminated, deprived and exclusion in terms of gender but there is a few changes in Indian society and women are excluded and discrimination in global context.

INTRODUCTION:-

In India social changes process is one of the responsible factor to the external forces like westernisation, modernisation and the Globalisation. Most of the Indian sociologists have conceptualised to Indian society in terms of various methodological and conceptual patterns. There is a debate on 'sociology of India' and 'sociology for India' which is still existing as an intellectual analysis in Indian sociology discipline. The theorisation of India has the context of changes and continuity in relation towards social structure, cultural practices and identity formation and under these three external forces are very complex by the nature therefore it needs a holistic understanding through the plural methods and concepts. The Indian modernisation society has produced as a crucial sociological literatures has covered to philosophical understanding in Indian society for encountering with the modern ideology and rationality. There is a big gap between the change of social structure, societal practices and identity construction. Again globalisation has contributed another debate among the sociologists therefore it has focused to complex nature of Indian social changing process and emerging as a new issue in the global era.

WHAT IS GLOBALIZATION?

In the contemporary period globalization has played a very vital role in sociology which is relating to macro-sociological interests and development. Globalization has addressed itself as broad connectivity processes of technological, economic, political and cultural interrelationships. According to Arjun Appadurai, globalisation can be defined on the basis of the relationship between five dimensions of global cultural flow which can be termed as, (a) *ethno-scape* (b) *media-scape* (c) *finance-scape* (d) *idea-scape* and (e) *techno-space*.

Ethno scape: Due to emerging of globalisation there is a constant flow of people throughout in the world therefore someone can easily move one part to another part across the World. There is an immense of transnational immigration always taking place therefore it has led to continuously contact with different group of people of different territory across the World.

Finance scape: There is a free flow of finance and capital beyond to the national territory and although it is not a new for India because during the colonial period British had established East India Company in Kolkata but of course it was based on exploitation and not free flow from the both sides only but it is just one-sided.

Idea scape: This idea has scape composed elements of enlightenment world view which has consisted with concatenation of ideas, terms and images also including freedom, welfare policy, basic rights, sovereignty, citizenship rights, representation and the master term of democracy. Due to globalisation the world is becoming a smaller place, inter connect, integration between peoples of different civilisations are increasing and interactions has become intensify civilisation of consciousness and awareness.

Techno scape: The global finance flow has led to free flow of technology and scientific equipment across the World scenario in a disjunctive manner. According to many sociologist and scholars have used their own ways and path to understand globalisation. The term globalisation is a kind of debate between social scientist and they provide their perspective to understand about globalisation.

GLOBALIZATION AND INDIAN SOCIETY:-

After post-independence the managers of Indian economy has initiative for know about the world which has been sharply divided into two blocks such as first one is led by the capitalist economies and the other one led by the communist economies and primarily the then USSR. There was a cold war between these two blocs therefore less-developed economies countries had no option for join either of the two and invite in the opposite bloc. Especially those economies countries which were under the British Empire and won freedom in the near past

faced a difficult. India initiative for chose to keep a safe distance from both the blocs by inventing the idea of a mixed economy so India invited in-favour of suspicion from both the blocs. Some economists hold this opinion that the Indian economy was pro-capitalism in its core which wore the façade of a socialistic economy. The state has managed economic endeavours for facilitated to formation capitalism in private sector, often at the cost of the public sector and resources, preparing for a smooth transition of open capitalism in future when the conditions were ripe for such a transition. Bardhan (1984) has given a vivid picture of this possibility. Nevertheless, officially proclaimed to the management policy of the national economy of India was modelled on the socialistic pattern, primarily powered to USSR. It is relevant to note that since the 1970's, the growth rate of the USSR economy had slowed down. Because substantially and extensive economic development based on vast inputs of materials and labour which was no longer possible, yet the productivity of Soviet assets to remained low compared with other major industrialized countries. The product of quality needed to improvement. Soviet leaders faced a fundamental dilemma and strongly controls over central conservative bureaucracy which was increasing and had traditionally guided to economic development therefore it has failed to highly respond to developed complex of demands in industry modern economy and Conceding the weaknesses of their past approaches is solving new problems by Russian leaders of the late 1980s were seeking to meld a program of economic reform to galvanize the economy.

The New Economic Policy has officially pronouncement on stabilization and structural adjustment programs have taken longer if the events focused to decade and dawn of the subsequent one would have allowed its postponement for any further. The dawn of 1990's came with the great debacle of the USSR. In India it was ideological disaster to the principles of economic management and one of the decisive events that brought by India under the gravitational force of the capitalist bloc and in agricultural sector performed miserably in 1987-89. After assassination of Rajiv Gandhi, PV Narsinmha Rao came to power in June 1991, during that time, India's foreign exchange reserves was poor and precarious. India made a proposal for a loan of US\$ 2.26 billion from the IMF. In the destitution country had no alternative view than to succumb to the World Bank-IMF prescription in embarking so-called stabilization and structural adjustment programmes as a precondition to loan. The World Bank was ready with its proposed 'Strategy for Trade Reform'. Thus in 1991 a result introduced a New Economic Policy in 1991 which has introduced to globalisation.

The NEP can be divided into two parts: the *stabilisation programmes* and the *structural Adjustment and reform programmes*. While the former part basically aims at reducing macroeconomic imbalances by restraining aggregate demand, latter essentially aims at increasing growth, by eliminating supply bottlenecks that hinder competitiveness, efficiency and dynamism to the economic system in India. In India statistics of area has 12

major crops covers about 95 percent of area under cultivation. The data indicate that after globalization, the area under cultivation has increased. However the area under food crops as percent to the total area under cultivation has decreased. This trend indicates a shift of the Indian Agriculture to cash crops and in the food grain sector to the finer crops. As pointed out by Swami Nathan (2002), such changes have affected to poorer section of the society adversely. By the membership in the WTO, Indian agricultural policies has underwent significant changes. Agriculture became more integrated into the world commodity market and conformal to the liberal policy regime advocated by the IMF. The gradual abolition of input subsidies on fertilizers, irrigation, electricity, credit and removal of trade restrictions on agricultural commodities so the domestic prices are not out of tune with world prices, unification of prices therefore current system of dual markets in food grains and other agricultural commodities disappears, drastic curtailment of food subsidy confining to Public Distribution System only to the deserving poor, removal of all restrictions on the choice of what to produce, where to sell etc, freedom of operations for agri-business and so on, the Indian agriculture began assuming a new structure, markedly in contrast with the pre-1990 one.

The structural changes have been observed in the land-use pattern for raising different crops but fragmented small landholdings and poverty among the farmers severely limit the cultivation of crops for the market. The infrastructure for storage, transport, processing, grading and rating quality-standards are underdeveloped. Farmers are ignorant to the sophistication of global markets as their experience which is limited to primitive operations. Indian farm demanding for most of the products is very low on account of poor quality and quality control system. Therefore then is poor prospects and scope for the export of Indian agricultural produce, the exporters face difficulties both in the domestic and foreign markets. For instance, Indian tea is a high-cost product. When cheaper tea comes into the market the country's high-cost tea producers lose out. Yet, export oriented agriculture is gradually reducing the area of food cultivation as more and more land is being used for cash crop production. The growing costs of agricultural inputs and shrinkage of the market for agricultural produce are not only causing problems for farmers but also affecting Senegal rural employment. In other stare cites there is widespread migration of agricultural workers. Within these changes the agro-based industries have not been able to pick up momentum therefor provide a thrust to the industrialization process.

Gender-based dualistic enclaves are particularly important to mention. Globalization has widened the gap between the two enclaves. It may be noted that women workers are mostly employed in the unorganized sector. They may frequently be found in vast numbers in the mining activities and the export industries which earn the foreign exchange to service the country's external debt, stitching garments, assembling electronic circuits, cleaning shrimp, plucking tea, working at subsistence or below-subsistence wages. Due to globalization there is

gender gap and mostly discriminating against the unorganized sector so it has pushed them farther to the margin (Hensman (2001), Saptari 2001), Since 1977 the percentage of workers in manufacturing specific in urban areas has decreased trend that has continued apace between 1987-88 and 1993-94, while two sectors have experienced systematic increases in employment share are wholesale and retail trade and community and other services. Kundu (1997) explains loss of manufacturing employment in terms of jobs being subcontracted out by large manufacturing units to smaller ones which are often household units that classify.

Themselves as service units (Dutt and Rao, 2000). The caste-based social enclaves are the next instances. A great majority of the *Dalit* workers are still connected with agriculture out of which a large chunk makes landless labourers. In the urban areas, they are working mainly in unorganized sector. The increasing gulf between the urban and the rural sectors. The trade being terms in favour of the urban sector which would affect them as harshly. In the global period tribes of India have been further marginalized by globalization. Globalization has also contribute to the disparities among the states with private capital only concentrating on those developed states that have been the infrastructure returns guarantees quick.

Thus, globalization has differential impact on different categories of people. Generally globalization throws up winners and losers and capitalist and industrials, professionals and the young living in cities benefit from it; the rest lose. The percentage figure of winners is abysmally low: a mere 3% of the population! Those who suffer most, are Dalit, tribes, women, poor peasants, unorganized workers and minority populations.

GLOBALIZATION AND WOMEN:-

Globalization is a process of interaction among the people, companies, and governments across the world, a process driven by international trade and investment and aided by information technology. Globalization is not a new term in the recent years, it has become the subject of an impassioned debate in favour of between people of and against it. While proponents of globalization believe it is a powerful mechanism through this process one country can increase economic development and prosperity for its citizens, its detractors have questioned its effects on the environment, culture, political systems, economic and social development and human rights in the developing world particularly the rights of women in these countries. How a woman is affected by globalization really depends on intersecting factors such as class, nationality, race, ability, religion, ethnicity, sexuality, age and education. For instance, there are women in the burgeoning middle-classes in India and China who have significantly benefited through better employment opportunities, new technologies and increased their purchasing power.

However, the vast majority of women in developing countries are worse off now than before. Structural Adjustment Programs have required governments to cut back on food and healthcare subsidies, increasing the burdens already shouldered by women and their families. Additionally, food security is threatened by free trade policies that dictate food be produced for trade rather than domestic consumption. Instead of reforming public healthcare and its delivery, globalization has resulted in the rapid privatization of healthcare and the decline of government facilities which serve to poor women and their children. Without primary healthcare, diseases such as leprosy, malaria, measles, neonatal tetanus, polio, and tuberculosis are in evidence again, also affecting women are high infant mortality rates and the rates of death during childbirth. But by far the worst consequence of globalization is the uptick in human and sex- trafficking as thousands of women are missing while looking for much – needed employment far away from the safety nets of their families and communities. As far back as in September 2003, in his address to the United Nations General Assembly, Secretary-General, Kofi Annan, warned that the world’s perspective on globalization must shift from a narrow preoccupation with markets to a broader preoccupation with people.

During the past two decades globalization has created tremendous impact on the lives of Women in developing nations. Globalization can be defined as “a complex economic, political, cultural, and geographic process in which the mobility of capital, organizations, ideas, discourses, and peoples has taken a global or transnational form (Moghadam 1999). By the establishment of international free trade policies, such as North America Free Trade Agreement and GATT, transnational corporations are using the profit motive to guide their factories toward developing nations in search of “cheap” female labour. Corporations always preference to female labour over male labour because women are considered to be “docile” workers, who are willing to obey production demands at any price. In developing nations, certain types of work, such as garment assembly, is considered to be an extension of female household roles.

Therefore, cultural influences in developing nations also impacts employment stratification. Bringing a high demand of employment opportunities for women in developing nations creates an instantaneous change within the social structure of these societies. Although the demand for female employment brings about an array of opportunities and a sense of independence, the glass ceiling continues to exist with the “feminization of poverty”

GLOBALIZATION AND WOMEN’S EMPLOYMENT:-

The empowerment of women, understood to ensuring that women can equally enjoy the same rights as men and are not discriminated which, is normatively desirable. It is also instrumentally valuable because it promotes economic development if women can flourish and freely develop their full potential as talented and productive

workers, mothers, care givers, and often more responsible managers of households than men in many countries (King & Mason, 2001). Radical sceptics of globalization, among them many feminist writers and non-governmental organizations (NGOs), warn of the “masculinity” of “corporate globalization” leading to subjugation of women across the world (Klein, 2007; Shiva, 2005; Ward, 1984). For example, the “globalized woman is burnt up as a natural fuel, they are the price-rate worker in export industries the voluntary worker who helps to absorb the shocks of social cutbacks and structural adjustment.” According to this view, globalization may have a particularly pernicious effect on the economic, social, and political life of women as profit-hungry corporations break down communitarian values and interests and breed hardships for the weak, particularly women. Of course there are other voices as equally critical way of globalization, but providing a more nuanced view and more rigorous analysis, in which the critique is about how globalization exacerbates gender inequalities entrenched and promoted by the exploitative nature of the trans-national capitalist system and the asymmetric bargaining power between corporations on the one hand and governments, workers, and civil society groups on the other and according to many references cited in this edited volume). Contrarily, there are others who argue that globalization liberates women by providing opportunities through trade and investment, precisely because profit-hungry corporations hire the best workers without adhering to traditional social mores which is typically privilege men. They argue that higher standards and better rights will spill-over to laggard countries, not least because of increased opportunities for employment and sensitivity of markets to wishes of the consumers in developed countries (Bhagwati, 2004;). The level of globalization might also determine a country’s vulnerability to international pressure for political change, because due to recent proliferation of global agreements and advocacy networks, governments desiring “legitimacy and financial capital will want to demonstrate to their human rights and democratic credentials”

This study has systematically addressed the question of whether trade and investment linkages can diffuse the empowerment of women from high-standard countries to laggards. We also study the effect of general openness to trade and foreign direct investment has understood as the extent of a country’s integration by the global economy, even if this is not the central focus of our argument and analysis. The equal important is clarity equally about what we do not analyse, to the effects of certain policies, such as capital account liberalization, trade liberalization, investment incentives etc and often associated with globalization. In other words, we analyse the effect of factual globalization and policies often not associated with being open to global processes.

The purpose of this paper is to provide a an overall assessment of how globalization, play a vital role which has accreted here to mean greater openness of economies to international trade and capital mobility, in

diverse regional contexts, since the early 1980s has impacted on the growth of real economies and their capacity to create employment. More specifically, this paper attempts to trace how these policies have impacted on women's access to employment and their enjoyment of social rights, basic citizenship right and basic needs which there has been significant criticism of the way in terms of neo-liberal stabilization and structural adjustment policies have impacted on poor women in much of the developing world, the debate on the impacts of trade liberalization on female employment has been far more sanguine. In fact, one argument that is frequently made in favour of globalization, and trade liberalization in particular that it has attention about higher rates of employment in developing countries as the locus of manufacturing has shifted from the North to the South and within developing countries women have emerged unequivocally as the winners. This argument is questioned in this paper.

A related argument, often implicit in the literature on globalization and female employment, which we scrutinize in this paper is about the inter linkages between female employment and social policy. It is fact that poor women of many developing countries are enjoyed few social rights even prior to the neo-liberal era so it is called as a 'golden age' of capitalism—critics argue that it is meaningless to condemn 'globalization' for creating jobs for women that have few women's are enjoyed their social rights even in the present situation are deprived, discrimination and exclusion in terms of their basic needs and social rights even developing country governments pursued various models of import substitution industrialization which is essentially created jobs for a male 'labour aristocracy', and that is the existing systems of social protection which are frequently biased in favour of men who were assumed to be the 'breadwinners' while women were considered to be their 'dependents', so it has been no regression or reversal of rights as far as women are concerned.

It is argued that it is crucial to recognize the shortcomings of Keynesian thinking that dominated development policy and the ISI strategies which fell short of their objectives in several important respects, a constructive approach would have been to extend their achievements and to change their less successful interventions so make them as a better perform, rather than to reverse their gains. Instead that what we are witnessing today with the new direction of public policy focused that in many developing countries poor women are being deprived 'of even the prospect of the progressive realisation of a non-discriminatory system of decent jobs and public services and broad-based social security systems.

In the present situation the employment objectives which has creation of decent jobs and broad-based, redistributive social security systems are no longer of the objectives of public policy in most countries. It has concerned that now relegated to the realm of 'safety nets' and small-enterprise and informal-sector specific

programs. Which very often lead to blanket exemptions from paying taxes and from observing environmental and labour regulations, thereby undermining the social policy agenda (Tendler 2000). (Moghadam 1999). Researchers in such fields like Sociology, Anthropology, and Economics have collected empirical data that shows the consequences of globalization on the lives of women and their families towards developing nations.

Due to Globalisation which has also means to a new international division of labour so it has emerged. Economic globalisation, deep economic restructuring across countries and neo-liberal economic policies have led to in formalised and decentralised processes of production that have transformed to labour markets and the world of work in industrialised and developing countries. In the process of social security and statutory protection of workers have been dismantled.

In developing countries women are as like a 'flexible' labour force. They are forms cheaper labour on the basis for the induction of women into export industries such as electronics, garments, sports goods, food processing, toys, agro-industries, etc. Women are forced to work uncomplainingly at any allotted task, however dull, laborious, physically harmful or badly wage paid. A large number of poor women looking for work within the narrow confines of a socially imposed, inequitable demand for labour have become ideal workers in the international division of labour. Globalisation is riding towards the back of millions poor women and child workers in the margins of the economy.

The relationship between the formal sector and the decentralised sector is a dependent relationship. The formal sector has control over capital and markets, and the 'informal' sector works as an ancillary. In India, more than 90% of women work in the decentralised sector, which has a high degree of labour redundancy and obsolescence. These women have almost no control over their work and no any chance for upward mobility because of the temporary and repetitive nature of the work.

There is a shift from an organised labour force to a flexible workforce has meant hiring women part-time and the substitution of better-paid to male labour by cheap female labour. The new economic policies provide State support to corporate houses that are closing down their big city units and using ancillaries so employ women and girls on a piece-rate basis. Home-based work by women and girls gets legitimised in the context of increasing insecurity in the community due to growth of crime, riots, displacement and relocation. The Sub-contracting, home-based production, the family labour system have become the norm. This is being called an increase in 'efficiency' and 'productivity'.

The casual employment of urban working class women in the manufacturing industry has forced to thousands of women to eke out a subsistence through parallel petty trading activities. The SAP has forced working women into the unorganised sector and deprived from their basic social and citizenship rights. The women fall outside protective labour laws such as the Maternity Benefits Act (1961), Employees State Insurance Scheme, Factories Act (1948), Equal Remuneration Act (1976), Bombay Shops and Establishment Act (1984), Plantation Labour Act, and Child Labour (Prohibition and Regulation) Act, 1976.

The government finds it difficult to dismiss permanent staff in public sector enterprises because they are organised as vocal and visible. A specious debate on the issue of part-time work for women creates a justification for segmentation of labourers on the grounds of gender. Favourable scholars argue that working women shoulder the burden of domestic duties as well as remunerative/office work and reduction of working hours will give some relief to them. This deprives women are always promotions, responsible assignments and discriminates against women by projecting them as “supplementary earners”. Moreover often the most strenuous part of work is commuting back and forth and whether a person works part-time or full-time, the same amount of time and energy is spent on commuting.

The argument in favour of part-time work for women does not question to existing gender-based division of labour in the family. It throws the burden of childcare and housework on the individual woman. The long-standing demand for family work to be supported by the State is also negated. In India the women's movement has suggested to reduce the double burden on women could include the provision of cheap and safe eating facilities, childcare centres that provide both custodial care and developmental inputs for children, and better transport facilities.

Number of girls are working in informal/unorganised sector for precarious wages has also increased. In India due to (WTO) world trade organization National and multinational corporations operating in free trade zones, special Economic zones and export processing zones employ girl in production units or hire them on a piece-rate basis for home- based work. In general sense using girl-child labourers is the cheapest way to increase the profit margin.

The inflationary impact of the SAP and the reduction in paid work reduces the purchasing power of a household which in turn, increases the unpaid labour of women, for example buying cheaper food requires more time for procuring, cleaning and preparation. The unpaid labour of women is cooking, cleaning, caring and doing chores that augment family resources is regarded as elastic by the SAP.

CONCLUSION:-

In summary, which are the process of globalisation and its impact on Indian society has many dimensions. It has a significant impact on the status of women in India. Their changing status can be seen from the household position to the various private and public sectors. One of the major positive impacts of globalisation on women status is their sharing nature of family decision making process and the family property holding through the various legal intervention by the Indian state. The Indian women's demand for family property holding such as rights over land is possible due to the global media and the free circulation of ideas which made them aware and empower to question on patriarch attitude of Indian family structure. The result came with various legal provision made by the government in recent times to protect women and to give them equal share from the family property to decision making process.

In Indian experience globalisation has a mixed experience of both the positive and negative result in relation to the women. There are some literatures argues that the liberalisation of market have marginalised the vast section women from their traditional status, but there are also vast existing literature holds the views that globalisation have a significant positive impact of women to empower them in various fields of present society.

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