



INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE AND MANAGEMENT

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GLOBALISATION AND STATUS OF WOMEN IN INDIA - ISSUES AND CHALLENGES

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ABSTRACT

Globalisation has given women a scope to carve new roles to build new positive self-identities outside the domestic chores. Moreover, as members of various socio-economic movements they find a way to cope with role-paradox. It has come as a platform for female empowerment – an instrument through which women have the possibility to better their own living conditions and that of their children. It has also encouraged “transnational mothering” as women leave for better paying jobs in foreign countries and send home money to someone who cares for their children. Apart from the above possibilities which globalization has credited in India, which is bounded by traditional norms and values, and highly patriarchal in character, has added spice in it and has over burdened them. Women of developing countries are bearing the brunt of economic globalization. It sharpens the division between the two sexes. The contradictory effects of globalization have been both empowerment and disempowerment for women. It has entrenched gendered hierarchies in the labour force as well as increased the percentages of women living below the poverty line. Globalization is actually welcomed by institutions led by men, craving for new technologies and hence, they become skilled labour. Thus integrating the larger force into global production, but in a fragmented form, with contradictory consequences. The aim of the study is to discuss in detail the globalization and status of women in India: issues and challenges. Some tips for improving the status of women in India have also been suggested here.

KEYWORDS

Globalisation, Status, Women.

INTRODUCTION

India is the second largest populated country in the world and so is its female population. According to 2011 census, the female population of India is 586.46 million out of the total population of 623.72 million (Refer Table No.1). Women constitute a significant part of the work force of India but they lag behind men in terms of level and quality of employment. The majority of women workers are employed in rural areas. Amongst rural women workers, 87 percent are illiterate and employed in agriculture as labourers and cultivators (Refer Figure No.1). Amongst the women workers in the urban areas, 80 percent are employed in unorganised sector like household industries, petty trades and services and building construction etc (Refer Table No.2, 3, 4 and Figure No.2, 3). Before globalization, feminism and labour movement were not considered together for defining self-identity. Thus, consequence of the spread of capitalism abroad has resulted to globalization of feminism. Today, globalization has positive and negative implications within the male-dominant society. Business enterprises in most of the developing countries employ women because of the labour market flexibility. Despite that, shifting women to new roles all over and striving greater equality to men; globalization seems to have perpetuated the same stereotypes that suppress women. Thus, globalization has set the stage for the feminist movement to join with the labour movement to revolutionise and redefine ideologies and protect human rights within labour.

POSITIVE IMPLICATIONS OF GLOBALISATION

Globalisation has contributed in bringing about vast changes in the lives of women who have been able to avail of the opportunities, which have opened up in the various sectors of development. Economic globalization has opened up tremendous opportunities for women and girls to have greater access to productive resources such as human and physical capital access to formal employment and geographical mobility. Prospects of higher and quality education have become feasible for those women who can afford them, economically and socially. Employment in technological and other advanced sectors, having global bearing, have been opened up for suitably qualified women. With changing attitude towards women, especially in the urban areas, women enjoy more egalitarian set of gender relationship.

Augmentation of women's movements through exposures at the international level will help bring about major changes in the economic, social and political lives of women contributing to the creation of new association of women and the strengthening of their networks to offer mutual support and resources. Positive approach to economic and cultural migration will facilitate women to be exposed to better prospects at the international level. Reduction in gender inequalities will have positive effect on women's empowerment in the socio-economic context. Information and communication technology have improved the access to women to micro credit, employment opportunities and information in general.

NEGATIVE IMPLICATIONS OF GLOBALISATION

Globalization has negative implications too for Indian women. Most of them are working in the occupations which need low education and provide less salaries and work in hazardous, unhygienic and extensive conditions with the changing process and demands of global capital where work is often insecure, temporary or part-time with no protection. According to estimates from World Development Indicators, “Women work two-thirds of the world's working hours, produce half of the world's food, but earn only ten percent of the world's income, and own less than one percent of the world's property. The most serious problem faced by the working class in the era of globalization is the increasing threat to job security. Availability of work is irregular, when work is available, they have to work for long hours. Contract, casual, temporary, part-time, piece-rated jobs and home-based work etc are increasingly replacing permanent jobs. Due to lack of acceptance from the male dominant society, Indian women suffer immensely. Women are responsible for bearing and bringing up children. Yet they are malnourished and in poor health. Women are also overworked in the field and complete all the domestic work. Women working in the organized and unorganised sector do not have any child-care facilities. They are forced to leave their children at home, under the care of their elder children, or old people or neighbours. This causes great anxiety and emotional strain. Sexual harassment is another serious problem faced by working women. It has been a pervasive problem for working women in numerous occupations. It has serious physical, psychological and economic consequences. The courts are continuing to define harassing behaviours and employer obligations.

TABLE - 1: SEX RATIO AND LITERACY RATE – CENSUS OF INDIA 2011

State/ UT Code	India/State/Union Territory ¹	Total Population	Males	Females	Percentage Decadal Growth 2001-2011	Sex ratio	Density (persons per sq.km.)	Child Population 0-6 Years	Child Sex Ratio (0-6 Years)	Literacy rate Persons	Literacy rate Males	Literacy rate Females
	INDIA	1,210,193,422	623,724,248	586,469,174	17.64	940	382	158,789,287	914	74.04	82.14	65.46
01	JAMMU & KASHMIR	12,548,926	6,665,561	5,883,365	23.71	883	124	2,008,642	859	68.74	78.26	58.01
02	HIMACHAL PRADESH	6,856,509	3,473,892	3,382,617	12.81	974	123	763,864	906	83.78	90.83	76.60
03	PUNJAB	27,704,236	14,634,819	13,069,417	13.73	893	550	2,941,570	846	76.68	81.48	71.34
04	CHANDIGARH ²	1,054,686	580,282	474,404	17.10	818	9,252	117,953	867	86.43	90.54	81.38
05	UTTARAKHAND	10,116,752	5,154,178	4,962,574	19.17	963	189	1,328,844	886	79.63	88.33	70.70
06	HARYANA	25,353,081	13,505,130	11,847,951	19.90	877	573	3,297,724	830	76.64	85.38	66.77
07	NCT OF DELHI ³	16,753,235	8,976,410	7,776,825	20.96	866	11,297	1,970,510	866	86.34	91.03	80.93
08	RAJASTHAN	68,621,012	35,620,086	33,000,926	21.44	926	201	10,504,916	883	67.06	80.51	52.66
09	UTTAR PRADESH	199,581,477	104,596,415	94,985,062	20.09	908	828	29,728,235	899	69.72	79.24	59.26
10	BIHAR	103,804,637	54,185,347	49,619,290	25.07	916	1,102	18,582,229	933	63.82	73.39	53.33
11	SIKKIM	607,688	321,661	286,027	12.36	889	86	61,077	944	82.20	87.29	76.43
12	ARUNACHAL PRADESH	1,382,611	720,232	662,379	25.92	920	17	202,759	960	66.95	73.69	59.57
13	NAGALAND	1,980,602	1,025,707	954,895	-0.47	931	119	285,981	944	80.11	83.29	76.69
14	MANIPUR	2,721,756	1,369,764	1,351,992	18.65	987	122	353,237	934	79.85	86.49	73.17
15	MIZORAM	1,091,014	552,339	538,675	22.78	975	52	165,536	971	91.58	93.72	89.40
16	TRIPURA	3,671,032	1,871,867	1,799,165	14.75	961	350	444,055	953	87.75	92.18	83.15
17	MEGHALAYA	2,964,007	1,492,668	1,471,339	27.82	986	132	555,822	970	75.48	77.17	73.78
18	ASSAM	31,169,272	15,954,927	15,214,345	16.93	954	397	4,511,307	957	73.18	78.81	67.27
19	WEST BENGAL	91,347,736	46,927,389	44,420,347	13.93	947	1,029	10,112,599	950	77.08	82.67	71.16
20	JHARKHAND	32,966,238	16,931,688	16,034,550	22.34	947	414	5,237,582	943	67.63	78.45	56.21
21	ORISSA	41,947,358	21,201,678	20,745,680	13.97	978	269	5,035,650	934	73.45	82.40	64.36
22	CHHATTISGARH	25,540,196	12,827,915	12,712,281	22.59	991	189	3,584,028	964	71.04	81.45	60.59
23	MADHYA PRADESH	72,597,565	37,612,920	34,984,645	20.30	930	236	10,548,295	912	70.63	80.53	60.02
24	GUJARAT	60,383,628	31,482,282	28,901,346	19.17	918	308	7,494,176	886	79.31	87.23	70.73
25	DAMAN & DIU ⁴	242,911	150,100	92,811	53.54	618	2,169	25,880	909	87.07	91.48	79.59
26	DADRA & NAGAR HAVELI ⁵	342,853	193,178	149,675	55.50	775	698	49,196	924	77.65	86.46	65.93
27	MAHARASHTRA	112,372,972	58,361,397	54,011,575	15.99	925	365	12,848,375	883	82.91	89.82	75.48
28	ANDHRA PRADESH	84,665,533	42,509,881	42,155,652	11.10	992	308	8,642,686	943	67.66	75.56	59.74
29	KARNATAKA	61,130,704	31,057,742	30,072,962	15.67	968	319	6,855,801	943	75.60	82.85	68.13
30	GOA	1,457,723	740,711	717,012	8.17	968	394	139,495	920	87.40	92.81	81.84
31	LAKSHADWEEP ⁶	64,429	33,106	31,323	6.23	946	2,013	7,088	908	92.28	96.11	88.25
32	KERALA	33,387,677	16,021,290	17,366,387	4.86	1,084	859	3,322,247	959	93.91	96.02	91.98
33	TAMIL NADU	72,138,958	36,158,871	35,980,087	15.60	995	555	6,894,821	946	80.33	86.81	73.86
34	PUDUCHERRY ⁷	1,244,464	610,485	633,979	27.72	1,038	2,598	127,610	965	86.55	92.12	81.22
35	ANDAMAN & NICOBAR ISLANDS ⁸	379,944	202,330	177,614	6.68	878	46	39,497	966	86.27	90.11	81.84

Notes:

- The figures for India and Manipur, include by sex, the estimated population, 0-6 population and literates of Paomata, Mao Maram and Purul sub-divisions of Senapati district of Manipur for Census 2001 and 2011.
- For working out density of India and the State of Jammu & Kashmir, the entire area and population of those portions of Jammu & Kashmir which are under illegal occupation of Pakistan and China have not been taken into account.
- For Census 2011, the population of "Others" has been clubbed with the "Males" for working out population, 0-6 population, literates and related rates and ratios.

FIGURE – 1

Literacy rates by gender and male-female gap in literacy rates, India: 1951-2011

- Literates constitute 74 percent of the total population aged seven and above.
- A decline of 31,196,847 among illiterates is noted in Census 2011, a significant milestone!
- Out of 217,700,941 literates added during the decade, females (110,069,001) outnumber males (107,631,940).
- Literacy rates for males and females work out to be 82.14 percent (+ 6.88) and 65.46 percent (+11.79) has increased compared to 2001. The gender gap in literacy rate has reduced.



Literacy rates for 1951, 1961 and 1971 Censuses relate to population aged five years and above. The rates for the 1981, 1991, 2001 and 2011 Census relate to the population aged seven years and above.

TABLE – 2: LABOUR PARTICIPATION RATES BY GENDER AND BY AGE GROUP, INDIA, 2000 AND 2008

AGE	2000		2008	
	Women	Men	Women	Men
15-19	23.1	47.6	20.6	45.0
20-24	30.9	83.6	29.3	82.3
25-29	36.4	95.7	37.7	95.9
30-34	41.6	97.8	42.9	97.1
35-39	44.4	97.6	47.9	97.7
40-44	45.1	97.4	46.3	96.5
45-49	43.2	96.8	45.8	96.3
50-54	39.9	93.8	39.6	93.4
55-59	34.8	87.9	35.4	84.8
60-64	10.6	74.7	7.8	72.7

Source: ILO Laborsta

FIGURE – 2: LABOUR PARTICIPATION RATES BY GENDER AND BY AGE GROUP, INDIA, 2000 and 2008

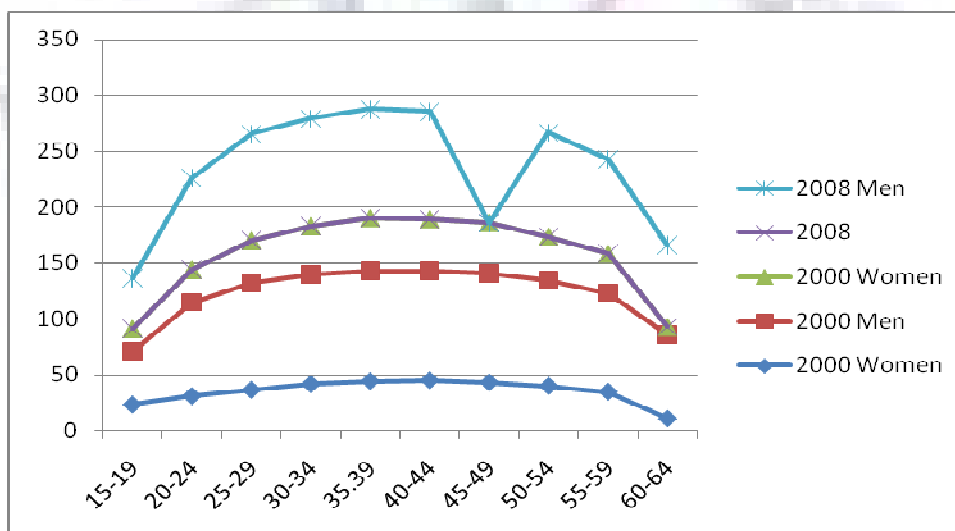


TABLE - 3: UNEMPLOYMENT RATES BY GENDER AND BY AGE GROUP, INDIA, 2006

AGE	MALE	FEMALE
14-19	22.3	21.2
20-29	15.3	17.0
30-39	9.0	8.5
40-49	2.2	2.4
50-59	0.4	0.6
60 and above	0.1	0.1

Source: ILO, Laborsta

FIGURE – 3: UNEMPLOYMENT RATES BY GENDER AND BY AGE GROUP, INDIA, 2006

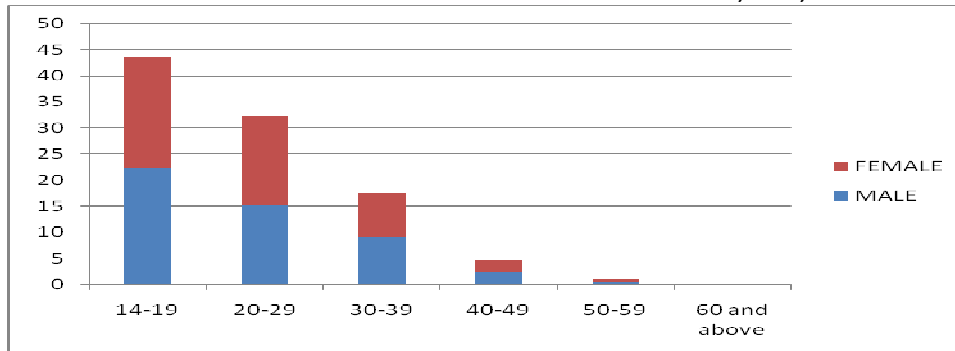


TABLE - 4: EMPLOYMENT BY INDUSTRY AND GENDER, EMPLOYEES (ORGANISED SECTOR), INDIA, 2005

SECTORS	All		Women		Men	
	mln.	%	mln.	%	mln.	%
Agriculture, forestry, fishing	1,48	5.6	0,48	9.6	1,00	4.7
Mining	1,09	4.1	0,08	1.5	1,01	4.7
Manufacturing	5,62	21.3	0,94	18.7	4,78	22.2
Utilities	0,91	3.4	0,05	1.1	0,86	4.0
Construction	0,96	3.6	0,07	1.3	0,89	4.1
Transport, Storage, Communication	2,84	10.7	0,19	3.8	2,65	12.3
Wholesale, retail, restaurants, hotels	0,56	2.1	0,05	1.0	0,51	2.4
Finance, real estate, business services	1,93	7.3	0,30	6.0	1,63	7.6
Community, social, personal services	11,07	41.9	2,85	56.9	8,22	38.3
Total	26,46	100	5,02	100	21,44	100
Of which private sector	8,45	31.9	2,10	41.8	6,35	29.6
Public sector	18,01	68.1	2,92	58.2	15,09	70.4
Of which Central	6,22	23.5	0,61	12.2	5,61	26.2
Regional	9,67	36.6	1,73	34.4	7,93	37.0
Local	2,12	8.0	0,58	11.6	1,54	7.2

Source: ILO, Laborsta

GLOBALISATION AND INDIA

Globalization has created an environment for change. These changes have influenced all sectors of human life. The changes have taken place in political, economic, social, cultural, as well as personal realms of everyday life. The intervention of mass media (satellite television in specific) coincides with the economic liberalization. Satellite television gives importance to western values. It is in conflict with the Indian value system. It has created tension in an average Indian family. What the people are seeing on television is no more consistent with the native Indian expectations. However, the positive effects of globalization may have outnumbered the negative. People are more wary of the world events and have a direct opportunity to participate in world politics and economy. As a result of this, a new middle class has emerged. This class is a fusion of Indian and western value systems. It is unique and characteristic of globalization.

GLOBALISATION AND WOMEN IN INDIA

Globalization has given women a stronger voice. People are aware of women's rights. Globalization has relaxed moral attitude. There has also been an increased emphasis on women's rights at the grass roots level. There has been a shift towards some women becoming more traditional in their dress and language, while at the same time, they are progressing towards empowerment. Other women, empower themselves by becoming more Western in their style of dress. Dating is also more acceptable, depending on the parents. Smoking and drinking is more accepted for women, so much to the point that such behavior by women has become a symbol of empowerment.

TIPS FOR WOMEN EMPOWERMENT IN GLOBALISATION

A very small positive change in thinking can solve the biggest problem. When you ask the right questions of Life, Life will answer. There are many ways to make our changes. We could analyse honestly our flaws not by looking at what is wrong with us, but to see the barriers that we have put up with in childhood. They never were true for us. We merely accepted someone else's belief system. If we learn these thoughts once, then we can now unlearn them. We acknowledge that we are willing to learn to love ourselves. And then we develop a few guidelines.

- 1. Women have to Stop Criticism** – It is a useless act; it never accomplishes anything positive. Don't criticize yourself; lift that burden from yourself. Don't criticize others either, as the faults usually find in others are merely projections of the things we don't like in ourselves. Thinking negatively about another person is one of the greatest causes of limitation in our own lives. We can judge only ourselves, not Life, not God, not the Universe.
- 2. Women be Bold** – Too often we terrorize ourselves with our own thoughts. Women can only think only one thought at a time. Let's learn to think in positive affirmation. In this way, women thinking will change their lives for the better.
- 3. Be Committed to their Relationship** – Women are committed to other relationships, but they tend to toss themselves away.

4. **Treat themselves as Though they Are Loved** – Respect and cherish and love themselves will be more open to love from others. The Law of Love requires that they focus their attention on what they do want, rather than what they don't want.
5. **Take Care of their health** – Human body is a precious temple. If people are going to live a long, fulfilling life, then they want to take care of themselves now. Women want to look good, and most of all, feel good and have lot of energy. Nutrition and exercises are important. So they want to keep their body flexible and moving easily throughout their life.
6. **Educate themselves** – If money is a consideration, then use the library. Find a self-help group. They are listed under Community Services in the yellow pages of the telephone book. They know learning is an unending process. They can update their knowledge through E-learning and Distance education.
7. **Build a Financial Future For their career** – Every woman has a right to have money of her own. It is part of their self-worth. They can always start on a small level. The important thing is that they keep saving.
8. **Fulfill their Creative Side** – Creativity can be any activity that fulfills women. It can be anything from baking a pie to designing a building. Give priority to express themselves. If the women have children and time is short, find a friend who will help and take care of their children, and vice versa.
9. **Make Joy and Happiness the Center of their World** – Joy and happiness are always within human beings. Build life around this joy. When we are happy, we can be creative, we don't sweat with the small stuff, and we are open to new ideas.
10. **Have Integrity** – Keep Your Word for honour and respect themselves, the women must have integrity. They should keep their word. They should not make promises.

CONCLUSION

It may be held that, it is not enough to advocate a large share of the market for women and more equal access for women and men to the opportunities brought about by global economic liberalization and integration. The need of the hour is a well-designed strategy including a more transformative agenda and a more radical thinking of current priorities. Women's organizations all over the world have been advocating and demonstrating alternative approaches. A change has to be brought about by changing societal attitudes and community practices through active participation and involvement of both, men and women on the one hand, and the expansion of state's role in funding public goods and proving social security. Manifestations and attempts to transform the stipulation of patriarchy should be initiated in order to bring the changes in the ways of thinking and cultural aspects towards women. Attitudes of people in society have to be altered before equality can become real for women. The legal system should be strengthened, aiming at elimination of all forms of violence against women and the girl child. It is important to create an environment through positive economic and social policies for full development of women to enable them to realize their full potential. Equal access to participation and decision making of women would help in social, political and economic life of the nation. It is important to create feminized culture based on caring, nurturing mutual help and change the masculine culture of competition, efficiency and power which is the culture of globalization.

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Thanking you profoundly

Academically yours

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