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## **Status of Working Women in Post-Globalization in India**

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### **Abstract**

*In a very lucid understanding of globalization, that it is a process of interconnectedness between different societies, cultures, communities and most importantly economies. Therefore by globalization we expect an integration of our country's economy with the world economy, where the Financial Institutions from the developed countries play a great role to shape our own economy.*

*Globalization has reflected its impact on Woman in Indian economy and its impacts are diverse on the basis of their location, class, caste, community, family background and level of education etc. The notion of globalization is also very much different in different sections of people, for example the impact of globalization for developing countries is very different from the developed countries, and therefore the relationship between women's work and globalization in Indian economy is very interesting and divergent.*

*Women constitute about half of the population in our state, hence it is to study the socio economic status of working women in post globalization. We have to explore the relationship between women's world and globalization in India. It is important to understand that the notion of women in Indian economy and globalization these are not at all homogenous categories. It has changed the notion of traditional economy, it has changed the notion of subsistence based economy and at the same time it has changed the traditional role of women in economy.*

*In globalization, financial policies are very much in favour of privatization, liberalization, decontrol, deregulation and in some cases withdrawal of govt. control has been rising in India. Different types of emergence of new technologies in economy and the most important thing is that the role of the state is withdrawn or has been Limited, which has adversely affect the working women. .*

*The main impact and effect of globalization is related to the Rolling back of the state and the emergence of important role of the market. Hence it has impacted women's' work and women's' economic rights. However, it is to study the impact and consequences of globalization in perspectives of working women. The main objective of this paper is to highlight the impact of globalization in the economic process on women's work in post globalization. The notion of neo-liberal economy or neoliberalism will be analyzed in this paper.*

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The notion of women in Indian economy and globalization these are not at all homogenous categories. Women in Indian economy and their experiences are diverse on the basis of their location in class, caste, community etc. It is also independent on their educational attainment and family background. At the same way the notion of globalization is also very much different in different section of people, for example the impact of globalization for developing countries is very different from the developed countries, therefore the relationship between women's work and globalization in Indian economy is very interesting and important to understand.

The main objective behind this paper is to assess the impact of globalization in the economic process on women's work. Apart from this we are also going to understand the relationship between economic processes, globalization, market and women's contribution in work. So before the discussion, it is important to understand the meaning of globalization, what do we understand by globalization and its impact on women.

The process of globalization is not something new. The process that has started long back but the impact of the process became more visible after 1990s with the emergence of programs like structural adjustment programme which is known as SAP. Hence it is better to know the concept and perspectives of Sap and how is it related to globalisation?

### **What are Structural Adjustment Programmes (SAPs)?**

"Structural adjustment" is the name given to a set of "free market" economic policy reforms imposed on developing countries by the 'Bretton Woods institutions' (the World Bank and International Monetary Fund (IMF)) as a condition for receipt of loans.

SAPs were developed in the early 1980s as a means of gaining stronger influence over the economies of debt-strapped governments in the South. To ensure a continued inflow of funds, countries already devastated by debt obligations have little choice but to adhere to conditions mandated by the IMF and World Bank. Most donor countries, including Canada, has executed their bilateral assistance upon a country's adoption of structural adjustment programmes.

### **What is SAPs Designed to Do?**

SAPs are designed to improve a country's foreign investment climate by eliminating trade and investment regulations, to boost foreign exchange earnings by promoting exports, and to reduce government deficits through cuts in spending.

**Understanding of globalization:** In a very lucid understanding of globalization, it tells us that it is a process of interconnectedness between different societies, cultures, communities and most importantly economies, therefore by globalization we understand an integration of our country's economy with the world economy, Where the Financial Institutions from the developed countries play a great role to shape our own economy. In this contest the relationship between globalization, market and women becomes very important.

### **How structural adjustment programme is related to women's work?**

Structural adjustment programme is related to the financial policies, different types of financial exchanges and the most importantly, it is related to the role of the market, the notion of structural adjustment programme, globalisation is related to two important factors-

1. Role of the Indian state and
2. Market

By structural adjustment programme, we understand those financial policies which are in favour of privatization, liberalisation of our economy, decontrol and deregulation by Indian state. Withdrawal of govt. control by the state in different types of new technologies in economy and the most important thing is that the role of the state should be withdrawn or should be Limited in Indian economy.

The main definition of structural adjustment programme and globalisation is related to the rolling back of the state. The important role is to be played by the market, therefore it is basically the notion of neo-liberal economy or neoliberalism which has impacted adversely on womens' work and womens' economic rights in the era of globalization.

The entire process of globalization and market economy has impacted women's role in economy. So it is to study how does it impacts womens' role in economy. After post Reform period tremendous transformation and changes occurred under new rules and regulations enunciated by the market. The entire notion of globalization and structural adjustment programme has leads to the principles of liberalisation privatisation and as well as deregulation of our economy.

**Positive Impact:** Globalization has changed the notion of traditional economy, the notion of subsistence based economy and at the same time it has changed the traditional role of women in economy. The market led economic rules and regulations has impacted women's work, because it has created new possibilities and new demands for women, for example the policies regarding privatization, more mechanization, use of Technology, computer, internet has created new demand for labour more specifically, more demand for skilled labour as well as unskilled labour. The new demand for skilled as well as unskilled labour has impacted women's role in Indian economy because we have to keep in mind that women in Indian economy is not at a homogenous category for example the role of markets the role of Immense possibilities opportunities.

**Negative Impact; troubles and challenges:** Globalization has created new arena of work for educated urban women in India but at the same time it has impacted rural uneducated women in India.

So the main important point of this paper is to understand the dimension of globalization and its impact on various sections especially on women in India. So the first thing we need to keep in mind that the globalization has changed our old traditional mode of economy.

Due to privatization, mechanization, use of new technologies and computers womens' role has changed. Women those who are not educated, those who are not skilled, their role in economy has faced with lot of troubles and challenges.

Many women who were involved in village industries specially in Handicrafts, Handloom, Khadi works , their works is under continuous challenge because all these industries in this era of globalization is under several threats.

So we understand that with the development of privatization, liberalization and globalization state is withdrawing its role and that is impacting and affecting women because market demands very skilled labour in our economy this is number one. Hence the traditional mode of economy, agriculture based economy , all subsistence based economy, all this type of economies have gone through changes under market controlled economy, which demands lot of skilled labour and equipped with recent development technologies etc.

**Impact on Service sector:** Globalisation has severely affected the role of the state affairs like development of Child care and Healthcare. It has reduced and it has impacted women because women those who belong to marginalized sections, they have become extremely vulnerable because of the withdrawal of the state control. Now a days the state is not investing money or resources in those areas which can be managed by the private institutions, therefore women's rights regarding employment in education, health care and other basic amenities are under severe stress and challenge specially for those who belong to the vulnerable sections of the society.

**Rising of Migration:** Because of globalization migration has become an important problem because male members of the family they are migrating from their home from rural India to the urban, therefore women are under severe challenges to look after their home as well as the market. They are coming into market choose their taken up jobs and their responsibilities have increased to a large extent.

So migration has become very important factor of globalization and Indian economy and we need to keep in mind that this process of migration has impacted women in rural India in a great way. Another important point which needs to be addressed is occupational segregation based on sex has become very important.

**Sex based occupation:** What is this sex based occupational differentiation between male and female? It is mentioned earlier that in the process of market economy the process of globalisation in terms of privatization mechanization new technology new types of development and that is why the demand for high skills and more equipped skills is in the way what happens that there has been a differentiation between womens' labour as unskilled and mans' labour as skilled labour.

So in many areas of industry and Agriculture recently we have found this sex based occupational differentiation, this is also very important feature of globalization and market economy.

**Rising of Low paid flexible jobs:** Another important factor which has impacted woman in the era of globalization is the rise of low paid flexible jobs. It is very important because before 1980s the notion of fixed jobs, the notion of secure employment in government or in

other public sectors was very important as well as very lucrative. But the change after 1990s is really important in a sense that privatization has started in New Era of contract based low paid jobs for man as well as women but it has impacted women labour in the market.

**Emergence of IT sector & Policies of Hire and Fire:** After 1990s globalization has not only impacted our economy from agriculture to industry and to market but has also give rise to in new section or a in new section of economy in India that is the emergence of IT sector . This type of new development has also started in New Era of flexible working hours, flexible jobs, contract based jobs and at the same time policies like hire and fire is rising today. If you failed to satisfy them in any way you will be fired without any kind of intimation or proper benefits.

**Feminization of labour:** Globalization has started in new trend for womens' work and labour in India that is known as feminization of poverty, feminization of labour, feminization of agriculture as well as feminization of industry.

In our labour force specially after 1990s it is important to keep in mind that womans labour has still remain low paid, flexible and at the same time under vulnerabilities and marginalization. Women labour is very much low paid and they are not entitled to any kind of security benefits and other basic amenities. It is also related to their working, benefits of working conditions and many other opportunities which women as workers should get.

Therefore feminization of poverty, feminization of labour has its own dynamics. it has persuaded to increase the participation of women in the labour force. But the increase is not always and increase with greater benefits and rights, because in industry in manufacturing industry seen that women's work has remained very much low paid and without any kind of benefits.

Therefore we need to keep in mind that the entire notion of globalization is very much multidimensional. It is true that it has created challenges for women who belong to the marginalized sections of our society, but it has created immense possibilities for those who belong to the educated sections of society and it is inclusive of both men and women.

Today in the age of internet Revolution women are exploring different sectors public sector, private sector and IT sectors. Therefore it is not that globalization has uniformly impacted women in negative way, but need to keep in mind that it is multidimensional process which has different types of impacts for different sections specially women belonging to the marginalized sections of society .

The notion of feminization of labour, feminization of poverty , has created a new kind of poverty for women specially women those who are living in slums their notion of poverty which is also known as urban poverty has gone through under tremendous changes. After 1990s, women are not free from challenges, alsoy economists have pointed out that globalization has created new opportunities for women and it has created an arena of empowerment for women.

**Conclusion:** The most important point is to point out that the entire discussion on globalization, women's work and market economy highlights that the state always considered women as its citizens but market never consider women as its citizens but as consumers. So the change we need to keep in mind, the era of feminization of labour .Through this discussion we have explored different dimensions of globalisation on women's work and labour and it is quite clear by now that woman and globalisation these two are multidimensional. Therefore we cannot generalize the impact of globalisation on woman rather we need to keep in mind that women are belonging to different locations and the impact of globalisation varies on the bases of that location. So women in informal sector and women in rural economy are totally different from women in IT sector or women in public sector or women in govt service. Through this discussion we need to keep in mind that globalization has also impacted womens work and collective work .Globalization has impacted women's work in both positive as well as negative way and that needs to be addressed.

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