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“IMPACT OF GLOBALIZATION ON WOMEN’S WORKFORCE IN INDIA”

Authored by - Chandrika Joshi

ABSTRACT

The essential areas of how globalization affects women's labour, employment, or jobs in India are examined in this study article. A foundation for improved commerce and business activities, as well as support for the expansion of a nation's cultural activities, social standing, or general growth, is provided by globalization. For all the residents, the introduction of globalization in India was a transformative time. Many of them were impacted, either positively or negatively, which also has an impact on the nation's general economy. However, the focus of this essay is on how globalization affects women.

Most leaders in every sector of the nation are women, but men and society have a low opinion of them. Without women, it is impossible to even begin to comprehend how any society might evolve and grow in the future. India has taken steps to educate the public and promote women's empowerment. This study aims to discuss the legislation or actions India took to promote women's employment after globalization.

KEYWORDS: - Women workforce, Globalization, Indian Labour laws.

KEY RESEARCH QUESTIONS: -

1. How globalization helps women's employment in India?
2. What is the negative impact of globalization on women’s work?
3. How did the changes in labour laws affect women’s rights?

I. INTRODUCTION

A very broad concept known as "globalization" links two or more nations worldwide. It is crucial to the nation's ability to develop its economy or expand its networks with other nations. The market, culture, business operations, various industries, factories, and even

household activities will all be impacted as we begin to network with other countries. India has a lot of human resources.

In the pre-globalization stage, “the Indian middle class was prosperous enough to want consumer goods of better quality and range”¹. Many Indian firms lacked the motivation to develop novel products or enhance existing ones. We needed more funding, marketing, a big platform, and networking at the time for every new start-up, but all these things were absent. All those workers, who depended on their employment in various factories or sectors, had a limited understanding of their legal and human rights. Very few women were permitted to work in markets or industry at the time.

“Over the ages, women faced many problems like caste discrimination, patriarchy problem, social restriction, poverty, insufficient facilities, less education, powerlessness, unequal treatment at the workplace, etc.”

After globalization, India took steps to interrelate with other nations by exporting or importing goods or services. “They started focusing on increasing capitalization, commercialization, foreign trade, financialization, and international capital.”² Women began working independently, obtaining employment, and becoming aware of the rights and other amenities that were made available because of globalisation.

II. HOW GLOBALIZATION AFFECTS WOMEN’S WORK: -

(a) WOMEN’S EMPLOYMENT IN INDIA: -

The creation of new jobs is crucial to the expansion of the economy. Regardless of whether it is about men's or women's jobs, both contribute equally to India's economic situation. “Women’s contributions are more valuable than men's contributions. The study found that household income and women’s educational status have a substantial impact on women’s employment in the agricultural sector.”³

¹ Maithreyi Krishnaraj, Globalisation and Women in India, vol. 9, no. 5, JSTOR 587,588 (1999) [Globalisation and women in India on JSTOR](#)

² Maithreyi Krishnaraj, Globalisation and Women in India, vol. 9, no. 5, JSTOR 587, 588 (1999) [Globalisation and women in India on JSTOR](#).

³ Drjagdeep Singh & Mamta Kumari, Impact of Globalization on women in India: A critical review, vol. 2, no.

Women's employment is a contentious issue, particularly for disadvantaged women. Women wish to work in a variety of fields, including farming, manufacturing, industrial jobs, and other construction sites, among others. One of the research works, “the state of Female labor and workforce participation states that only 17.5% of women are part of the labor force, compared to 55.5% of men”⁴ So, there are still many areas where women need to participate, and explore it. Some data were collected which are showing the present condition of women’s workforce participation in India.

“ANNUAL LABOR FORCE PARTICIPATION RATE IN INDIA (IN PERCENT)”			
YEAR	MEN	WOMEN	ALL
FY 2017-18	55.5	17.5	36.9
FY 2018-19	55.6	18.6	37.5
FY 2019-20	56.8	22.2	40.1

“Source: - PLFS Survey”⁵

From the above table, it is observed that still, women’s participation in the labour workforce is less as compared to men.

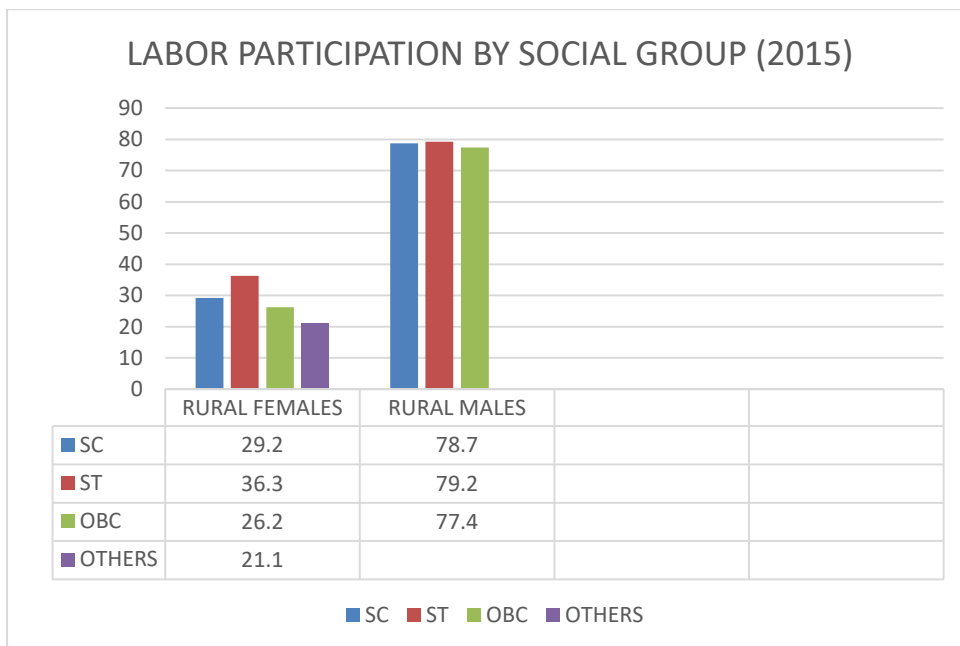
The point is whether globalization is affecting rural women’s work or how many rural females are presently working after globalization. “To answer these questions there are some data collected in 2015 below: -”⁶

1, IJARST 127, 127 (2022) [\(PDF\) Impact of Globalization on Women in India: A Critical Review \(researchgate.net\).](#)

⁴ Dona Tomy & Sneha Menon, Women’s workforce participation: what we need to know, IDR, (June 28, 2019), https://idronline.org/womens-workforce-participation-what-we-need-to-know/?gclid=Cj0KCQjw--2aBhD5ARIsALiRlwCwd37o0tz5pk7GkeAsnITsJ45ORlcz4L9xHSDL_2ejDuqBdZrnUjsaAo7SEALw_wcB.

⁵ Naina Bhardwaj, ‘Women and work in India: Trends and Analysis’, IB (April 18, 2022). <https://www.india-briefing.com/news/women-and-work-in-india-trends-and-analysis-24758.html/>

⁶ Dona Tomy & Sneha Menon, Women’s workforce participation: what we need to know, IDR, (June 28, 2019). https://idronline.org/womens-workforce-participation-what-we-need-to-know/?gclid=Cj0KCQjw--2aBhD5ARIsALiRlwCwd37o0tz5pk7GkeAsnITsJ45ORlcz4L9xHSDL_2ejDuqBdZrnUjsaAo7SEALw_wcB



From the above data, we can see that still rural women’s workforce is very less compared to men. Globalization helps in growing the economy overall, but it is difficult to reach in every area of the country.

“Globalization is a gendered phenomenon”⁷ which means it will affect both men and women differently we see in the above information that globalization does not have much effect on women's employment.

(b) GLOBALIZATION HELPS IN WOMEN’S EMPLOYMENT: -

1. It will provide many facilities to the women and encourage them for engaging more in employment. “A large section of women approximately 50 percent were engaged in the agricultural sector. They were laborers on the farms of others and received payment in grains instead of cash. The grains they received helped them with food security for their family. Globalization increases the commercialization among women.”⁸

⁷Dr. Shikha Jyoti Deka, Globalization, employment women employees, vol.7, no. 11, EJMCM 1599, 1601 (2020).

https://ejmcm.com/article_5691_7963cfc29f5254c733343a96ee639c0a.pdf

⁸Maithreyi Krishnaraj, Globalisation and Women in India, vol. 9, no. 5, JSTOR 587, 589 (1999). [Globalisation and women in India on JSTOR](#)

2. “The export of different crops or other agricultural products helps those who were engaged in the agricultural sector”⁹. Globalization opens the door to employment for women and makes them independent and helps in earning income. India is rich in agricultural products so; it will be useful for exporting more crops and grains instead of importing. Try to increase production in India.
3. Globalization gives the chance to women for proving their capacity and capability of earning income. For e.g. “In a group of tea plantations in South India, the maximum number of workers were women. One survey found, 3700 female workers were employed in the largest tea manufacturing company in the world, which operates 23 estates in high range.”¹⁰
4. In the corporate world, women set their stand and make a different place over it. For this globalization plays a very important role because through which women engaged with many MNCs and this would contribute to the growth of India. “Smita V Krishna has been named the richest woman in India with a net worth of 434 billion INR and Kiran Mazumdar Shaw was named India’s richest self-made woman and was ranked third in the overall ranking in 2019”¹¹.
5. Encouraging women in more fields in India, the government initiates different policies, laws, and schemes. There are a few schemes like “set course-wise gender-based targets for skill training under Skill India Mission, women’s participation to meet industry requirements, focusing on increasing the number of women in all jobs across, small and medium enterprises to finance women’s maternity leave, Improving learning outcomes for girls at a primary, secondary and tertiary level under the new National Education Policy.”¹²
6. India initiates many steps for “women’s employment to encourage women to join schools, organize different vocational training programs, highlight female role models in mainstream media, and many more schemes.”¹³

⁹Maithreyi Krishnaraj, Globalisation and Women in India, vol. 9, no. 5, JSTOR 587, 590 (1999). [Globalisation and women in India on JSTOR](#).

¹⁰Nancy Luke & Kaivan Munshi, Women as agents of change: Female income and mobility in India, NIHMSID (JAN. 01, 2011,). <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3850789/>

¹¹Pratiksha Bajikar, ‘Women Workforce in Corporate India’, Startup (Mar. 07, 2021). [Women Workforce in Corporate India \[Statistics\] \(startuptalky.com\)](#)

¹²Mitali Nikore, ‘Where are India’s working women’, TOI, Oct. 14, 2019. [Where are India’s working women? \(indiatimes.com\)](#)

¹³Mitali Nikore, ‘Where are India’s working women’, TOI, Oct. 14, 2019. [Where are India’s working women? \(indiatimes.com\)](#)

7. “According to Periodic Labour Force Survey (PLFS) 2019-20 data, in the terms of literacy and professions involving technical roles, and in holding managerial positions Northeast females show the highest percentages across India.”¹⁴

(c) CHALLENGES AND ISSUES FACED BY WOMEN: -

1. The biggest challenge for women was started by their families. “Discrimination on the basis of gender or caste at workplaces”¹⁵. Differences in the treatment between women and men. The family did not allow them to work and earn money or if they started earning more than men they would be considered as the second person who earned and treated as an extra.
2. They face the issue of the gender pay gap. In India, there is a partiality of paying more to men over women in the workplace. “India has a 25.4% pay difference between men and women which means women’s median hourly wage is 25.4% less than men’s median hourly wage.”¹⁶
3. “At the workplace, women faced many problems like sexual harassment or mental harassment”¹⁷ by peers or seniors. This is a global problem faced by all women in every country also. If the woman feels insecure and unsafe at the workplace, then how will she perform, and will adversely affect the economy of the country?
4. Married women have a big issue in that their families are not supportive, and they don’t allow them to do jobs because of societal restrictions and customs or rituals followed in their surroundings.
5. At the time of giving birth to a child, she will not be allowed to take more leaves except the specified number of leaves, if, she takes excessive leaves then liable for an unemployment penalty and it would be harder for women to hold a senior position and considered as gender pay.

¹⁴Naina Bhardwaj, ‘Women and work in India: Trends and Analysis’, IB (Apr. 18, 2022). [Women and Work in India: Trends and Analysis - India Briefing News \(India-briefing.com\)](#)

¹⁵Drjagdeep Singh & Mamta Kumari, Impact of Globalization on women in India: A critical review, vol. 2, no. 1, IJARST 127, 128 (2022). [\(PDF\) Impact of Globalization on Women in India: A Critical Review \(researchgate.net\)](#)

¹⁶Aashank Dwiedi, ‘Challenges for female workers in India’, TOI, APR. 08, 2022. [Challenges for female workers in India \(indiatimes.com\)](#)

¹⁷Rupal Saxena, ‘Challenges Faced By Working Women In India’, Sbhambari Adv. (Jun. 29, 2021). [CHALLENGES FACED BY WORKING WOMEN IN INDIA \(sbhambriadvocates.com\)](#)

There are many challenges and hindrances which were faced by women while working. On one side globalization help increase opportunity for women but on another side, it creates more problems for women to work or be employed.

4. ROLE OF LABOR LAW IN WOMEN'S EMPLOYMENT

A. PRE-GLOBALIZATION LABOUR LAW: -

- Background: -

“In India, most laws are regulated by the Constitution of India. Part III of the Constitution of India provides the platform wherein the laborers can be heard and not exploited”¹⁸ Different laws on labour rights are derived from the constitution's articles. Like “Article 14 ‘Equality before law’ and this in Labour law is equal pay for equal work” or the fundamental rights are the main base of labour rights.

“Women form an integral part of the Indian workforce. There are different protective measures for women's rights taken by India.”¹⁹

- Before globalization: -

In comparison to other developing countries, India's economy is contracting. Workers at the time were not aware of their fundamental rights or labour rights because they believed they could only follow instructions that were given to them at the time. “When there is no connection with the global market workers or employers have a limited boundary for work. They must accept whatever they have been given, no matter how unfair or unjust it was.”²⁰

The position of Labours in India before globalization was disappointing in comparison to other nations' situations. “In the early phase of Industrialization, the colonial government did not attempt to focus on or improve the wages or workers' conditions in the factories.”²¹

¹⁸Raj Aryan, ‘Rights of Labours under the Indian Constitution,’ ILS (Jul. 26, 2019). [Rights of Labours under the Indian Constitution. - Indian Legal Solution](#)

¹⁹Ministry of Labour & Employment, ‘About women Labour’, NIC (Nov. 18, 2015). <https://labour.gov.in/womenlabour/about-women-labour>

²⁰Mrutyunjay Sramandal, ‘Dynamicity in Labour Laws Post Globalization and Pandemic’, TLS (Nov. 17, 2020). [Dynamicity In Labour Laws Post Globalisation And Pandemic Important 2021 \(lawsuperior.com\)](#)

²¹Rajendra Prasad Pandey, Globalization and Legal Protection of Labour in India, Vol. 71 no. 1, TIJPS 133, 136 (2010). https://www.jstor.org/stable/42748374?seq=4#metadata_info_tab_contents

“After certain international events, there were drastic changes happened in India’s labour laws. The First World War (1914 -1918) brought new forms of laws and policies and started rapid growth in Industries or increases the number of working classes.”²²

There were no specific labour laws were enacted for women at that time.

B. POST-GLOBALIZATION LABOUR LAWS: -

1. Globalization has an impact on the general economic health of employees, employers, markets, industries, and labour regulations. Workers learned about the legal privileges and accommodations that should be provided to them when working in any plant or industry. India started enforcing labour rights protections, especially for female workers. For women, specific laws and regulations have been enacted.
2. “Section 22 of the Factories act, 1948, Safety and health measures for women at the time of working in factories”²³. Women were not allowed to clean, adjust, or lubricate any part of the machinery at the time of its motion and were not allowed for using hazardous substances without any supervisor. Provide full protection and security while working.
3. “Section 66 (1) (b) of the Factories act, 1948, Prohibition of Night Work says women are not allowed to work in any factory except between the hours of 6:00 am to 7:00 pm.”²⁴
4. “Section 46 (1)(a) and (b) of The Mines Act, of 1952, Prohibition of Sub-terrain work prohibits women to work in any part of a mine below the ground. If employed in any mine and working above ground except between the hours of 6:00 AM and 7:00 PM.”²⁵

²² Rajendra Prasad Pandey, Globalization and Legal Protection of Labour in India, Vol. 71 no. 1, TIJPS 133, 136 (2010). https://www.jstor.org/stable/42748374?seq=4#metadata_info_tab_contents

²³ Ministry of Labour & Employment, ‘About women Labour’, NIC (Nov. 18, 2015). <https://labour.gov.in/womenlabour/about-women-labour>

²⁴ The Factories Act, 1948, no. 63, Acts of Parliament, 1948 (India).

²⁵ The Factories Act, 1948, no. 63, Acts of Parliament, 1948 (India).

5. “Maternity Benefits act, 1961, section 4(1) specifies that no employer shall force women to work during the period of 6 weeks immediately following the day of her delivery or after her miscarriage and other maternity benefits”²⁶
6. “Vocational training for women under the Directorate General of Employment and Training (DGE&T) is dedicated to planning and implementing long terms policies for women’s employment.”²⁷

There are so many other labour laws and rights that are provided and facilitated for women in India.

IV. CONCLUSION: -

We can conclude from the aforementioned details and points that globalization has improved India's situation. India launched numerous programs, put forward directives, and amended labour laws, particularly those pertaining to the rights of women.

To promote employment for women, many institutes and training facilities are established. People, particularly women, now have the opportunity to interact with people from different countries and have simple access to information abroad thanks to globalization. It enables greater employment prospects for women in the corporate world, MNCs, factories, tech industries, manufacturing, and the agricultural sector, where most women are employed. Although globalization benefits women, there are several situations when it can also be detrimental.

The concerns and difficulties that women experience while working are discussed in the paragraphs, and they were made worse by globalisation or rising competition in India. One of the reasons why globalization continues to have a negative impact on some regions of India is because the network with other countries, exporting or importing of products raises the money flow in the market or prices, and for which middle class and rural families required income. However, in some areas, women were not permitted the job.

Overall, we may conclude that globalization raises living standards and encourages India's economy to thrive.

²⁶ Maternity Benefit Act, 1961, no. 53, Acts of Parliament, 1961 (India)

²⁷ Ministry of Labour & Employment, ‘About women Labour’, NIC (Nov. 18, 2015).
<https://labour.gov.in/womenlabour/about-women-labour>