



Impact of Globalization on Women Workforce Participation in India

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Abstract:

The economic development of India largely depends on productivity of the entire population. Women in India, constitute almost half of the total population are being neglected and their activities were restricted to family and household. Social constraints and attitude inhibit the women's participation in productive activities and employment. The waves of globalization are sweeping across the world and also in India. Major structural changes in industries and other professions are taking place. All these developments caused an increase in the women workforce participation all over the world and also in India. Against this background, this paper makes an effort to understand the developments in the women workforce participation in India.

Keywords: *Economic development, Effort, Globalization, Women workforce*

1. Introduction

The economic progress of any country depends largely on the productivity of both male as well as female population. However in India, women were neglected due to male dominance. Social constraints and attitude inhibit the women's participation in productive activities. Their activities were restricted to family and household. Economic progress cannot be achieved by marginalizing women, who constitute almost half of the total population. Realizing this, the Government has taken several measures to empower the women. As a result of this the women participation in productive activities has been raised considerably and women workforce participation rate has been increasing over time. We are living in an era of profound and wide spread social and cultural changes. Rapid changes are taking place in social political, industrial and cultural aspects. There occurs massive restructuring of work, employment and industry. Identity and aspirations shift swiftly. The knowledge revolution is taking place. Technologies change in an un-imaginable speed. Globalization is the order of the day. Major structural changes in industries and other professions are taking place. All these developments caused an increase in the women workforce participation all over the world and also in India. Against this background, this paper makes an effort to understand the developments in the women workforce participation in India over the years and the impact of globalization on it. The paper is divided in to two sections. The first sections reveals the changes in women workforce participation in India over the years, whereas the second section deals with the impact of globalization on women workforce participation.

2. Developments in Women workforce participation

In ancient period, women have a greater freedom in various fields and in later period the status of women gradually declined. In medieval times her status was further deteriorated and she was kept under the authority of men. During the 19th century, it was considered derogatory for women to take to outside the word as a means of earning even though she had no other means of subsistence. Women are confined to take up jobs mainly due to economic necessity. The entry of women in the occupational field is of great social significance, from the advantage of enlarging vision, widening her

outlook and developing her social personality. The British Govt. is said to have been largely responsible for initiation modernization efforts within the country. Social reform and access to education initiated by various Indian leaders and influenced and aided by the British Govt. paved the path for increased participation of women on various platforms- political, social and economic. After independence India adopted the constitution in 1950. It provides the guidelines for India's future development mainly through its Directive Principles of State policy. By making a number of welfare activates mandatory for state and private organizations through legislations. These documents could be considered to be India's first formal attempt to address work and family matters. Notable legislation was passed around the times that have had a special bearing on women workforce participation in India. During 1970 s, it had become quite obvious that some of the laudable objectives embodied within the constitution of general uplift of working conditions and equality for men and women, were being met only partially. There appeared to be an un-mistakable long term trend of decline in women employment. The number of women in agriculture was increasing while women's employments in modem organized industry were falling. This state continued up to 1980. In mid 1980s & 1990s, as the number of urban educated women aspiring for job increased, and as the strength of marriage as a universal and ubiquitous institution within India continued unabated, there was a rise in the number of working couples in urban settings.

3. Woman in working Force

The census survey of India 2011 indicates that there are 940 women for every 1000 men in the country, making the female population in about 48.46 per cent of the total population. The demographic change in India is depicted in table 1.

Table 1 The sex wise growth of population

Population in Millions	Census						
	2011	2001	1991	1981	1971	1961	1951
Total	1210.19 (74.04)	1027.02 (65.4)	846.3 (52.2)	683.33 (43.6)	548.16 (34.5)	439.23 (28.3)	361.09 (18.3)
Male	623.72 (82.14)	531.28 (75.9)	439.18 (64.1)	353.32 (56.4)	284.02 (46.0)	226.29 (40.4)	185.55 (27.2)
Female	586.49 (65.46)	495.74 (54.2)	407.12 (39.3)	330.00 (29.8)	264.14 (22.0)	212.94 (15.4)	175.53 (8.9)
Sex Ratio	940	933	927	934	930	941	946

Source: Census Reports

*Figures in the parenthesis' indicates literacy rate

Table 1 shows the sex wise growth of population, sex rate and literacy rate. The total population of the country has been increased substantially from 361.09 million in 1951 to 1210.19 million in 2011 census. The figures of 2011 census reveals a decline in the rate of growth of population from 21.54 per cent in 1991-2001 to 17.64 per cent in 2001-2011 census decades. Table also reveals that the women population has substantially increased over the years, whereas, female growth rate and the sex ratios are showing a declining trend. The overall literacy rate has increased from about 18.3 per cent in 1951 to about 74.4 per cent in 2011. Women literacy rate has also increased considerably over the years. The female literacy rate has showing an increasing trend of 8.9 per cent in 1951 to 65.46 per cent in 2011. Even through the literacy rate has increased over the years, the male female gap has not narrowed.

The working population constitutes around 39% of the total population and women constitute 32% of the working population. Majority of working women are crowded in the unorganized sector. As per Country report, presented at the 4th world conference on women in Beijing in 1995, only 4% of all the working women are in the organized sector. This means that only about 0.005% of India's population comprises of working women in the organized workforce. A Comparative statistical profile relating to women workforce participation in India is shown in table 2.

Table 2 Women at work

workforce participation Rate		Census				
		2011	2001	1991	1981	1971
Total	Persons	-	39.3	37.7	36.7	34.2
	Male	-	51.9	51.6	52.6	52.8
	Female	-	25.7	22.7	19.7	14.2
Rural	Persons	-	42.0	40.2	38.8	35.3
	Male	55	52.4	52.5	53.8	53.8
	Female	31	31.0	27.2	23.1	25.9
Urban	Persons	-	32.2	30.4	30.0	29.6
	Male	54	50.9	49.0	49.1	48.9
	Female	14	11.6	9.7	8.3	7.2

Source: Census Report

Table 2 reveals that the total women at participation rate increased from 14.2 per cent in 1971 to 25.7 percent in 2001. The rate of rural women at work and urban women at work rate are also showing an increasing trend over the years. Among the total women workers, rural women participation at work is more compared with urban women. The workforce participation of women in urban areas is a mere 14 per cent as compared to 54 per cent for men. In rural areas, it is 31 per cent for women, where as it is 55 per cent for men.

4. Women in the Un-organized Sector

The percentage of women employment in the organized sector is considerably less than the un-organized sector. Agriculture continued to be the important sector providing more employment for women in the un-organized sector. In India 82 per cent of the women workers are in the agriculture field. Lack of education is one of the hindering factors to gain productive and remunerative employment. There is a huge education gap between organized and un-organized women workers. The agricultural workers have the lowest level of education. In un-organized sector, they work in various capacity-attached, bonded, casual, contract labor, workers in sweated industries like construction work, hand and power looms, bidi & cigar making, stone cutting, dhal and rice milling, pottery, crafts, match working, wooden work etc. Several factors are affecting either positively or negatively on work participation rate of women. Patriarchal tradition, influence of family, religious conservatism, economic condition, education, caste, status, etc are some factors which affects on women work participation rate. Another impediment of women labour participation is the immobility of labour.

Globalization has posed certain challenges to women working in the unorganized sector in India. They are exposed to more risks and are forced to endure more stress and strain. Therefore the government has to frame some more legislation for the protection of women workers in the un-organized sector. Women employment in the Organized- The women employment in the Organized Sector in India is depicted in table-3

Table 3 Women Employment in Organized Sector in India (Lakh Persons as on March 31st)

Sectors		2006	2001	2000	1999	1998	1997	1996	1995
Public Sector	Total	-	191.4	193.1	194.2	194.2	195.6	194.3	194.7
	Men	-	162.8	164.6	166.0	166.6	168.3	167.9	168.7
	Women	30.03	28.6	28.6	28.1	27.6	27.3	26.4	26.0
Private Sector	Total	-	86.5	86.5	87.0	87.5	86.9	85.1	80.6
	Men	-	65.6	65.8	66.8	67.4	67.8	67.2	64.3
	Women	21.18	20.9	20.7	20.2	20.1	19.1	17.9	16.3
Total	Total	-	277.9	279.6	281.1	281.7	282.5	279.4	275.3
	Men	-	228.4	230.4	232.8	233.9	236.1	235.1	233.0
	Women	51.21	49.5	49.2	48.3	47.7	46.4	44.3	42.3

Source: National Institute of Public Co-operation and Child Development, New Delhi

5. Statistics on Women in India

Table 3 indicates that out of the total number of women employed in organized sector in India, women employment in the public sector is more than the private sector. The women employment in

the public sector has been increased from 26.00 lakhs in 1995 to 30.03 lakhs in 2006, and also increased substantially in private sector from 16.30 lakhs in 1995 to 21.18 lakhs in 2006. The increase in the employment in private sector may be due to the growth of IT, ITES and BT industries. During this period these industries have adopted modern work styles, and family friendly measures, attracted women towards these industries. The women employment in organized sector by industry division is shown in table 4.

Table 4 Women Employment in Organised Sector by Industry Division (Thounds)

Industry Divisions	Years								
	2006	2000		1996		1991		1981	
	Women	Total	Women	Total	Women	Total	Women	Total	Women
Agriculture,forestry,fishing and hunting	496.56	1418	542(38.2)	1459	479(32.8)	1447	498(34.4)	1321	456(34.5)
Mining and Quarrying	84.46	1005	65(6.5)	1100	81(7.4)	1099	79(7.2)	948	87(9.2)
Manufacturing	890.39	6616	1023(15.5)	6787	876(12.9)	6333	597(9.4)	6047	595(9.8)
Electricity, gas and water	52.54	987	46(4.6)	988	38(3.8)	945	31(3.3)	718	17(2.4)
Construction	65.53	1149	68(5.9)	1212	65(5.4)	1222	61(5.0)	1161	59(5.1)
Wholesale and retail trade,restaurants and hotels	48.50	593	45(9.1)	479	41(8.5)	450	34(7.6)	394	21(5.2)
Transport, storage and communication	190.67	3147	180(5.7)	3152	162(5.1)	3079	140(4.5)	2769	82(2.9)
Financial insurance, real estate, etc.	329.82	1654	232(14.0)	1586	208(13.1)	1448	174(12.0)	944	80(8.4)
Community, social and personal service	729.30	11494	2750(23.9)	11178	2476(22.2)	10712	2167(20.2)	8577	1397(16.3)
Total		27963	4960(17.7)	27941	4426(15.8)	26735	3781(14.4)	22879	2793(12.2)

Table 4 Shows that women employment in organized sector by industry division has shown an increasing trend in all the divisions of employment. Women are employed the most in community; personal and social services, in the public sector, while they have the highest percentage of employment in the manufacturing sector followed by agriculture. Women are now employed in higher number in financial insurance, real estate followed by transport, storage and communication. It has to be noted that women's employment is declining in mines and construction due to hazardous nature of the occupation.

6. Impact of globalization of female work force participation

The entire world is moving ahead to meet the challenges of globalization, which in turn has compelled us to come to gather on a common platform at the provincial, national and international levels, making issues of participatory democracy a part of the ongoing struggles. After 1990, India became connected to a fast globalizing world. Especially during 1995-2000 India saw Information technology enables service (ITES) e.g. call centre and software sector boom. Many organizations in this sector adopted work styles and organization practices from developed countries in the west The IT sector was meant to have emancipator potential for working women. The IT industries have been offering family friendly measures. All these developments created new job avenues to women. The number of women engaged in various occupations (both organized & un-organized) has been substantially increased. They are even found in highest ranks. The efficiency of women employees/workers in job also increased. Legally and theoretically woman is now recognized as the social equal of man. They are taking to all careers.

7. Conclusion

Though the overall literacy rate has increased and the workforce participation has risen over the years, the male female gap has not narrowed. There are many open openings and opportunities emerged in various organized and un-organized sectors due to globalization. Lack of proper education is the hindering factor. Indian women have to be given modern education and professional skills. The experiences of professional women in most of the developing countries indicate that the problems faced by them are essentially the same. The issues are tuned towards in equality, gender representation and social justice. In India the problems faced by women are the same. The

governments have to implement suitable policies to effectively address gender disparities and to bring social justice. In a fast developing country like India, progress and development do not confine to increase in production, health and social welfare alone. We cannot have any major development by marginalizing the majority of educated women with professional skills. The first step in national development is to recognize their merit and their contribution. Women should really feel proud of their accomplishments and status in the society. That will strengthen themselves to fight against the social evils. The entire success of the family and nation depends of the women of the house and at the working place.

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