

# Globalisation and its Impact on Women Empowerment

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## ABSTRACT

Globalization is a colorful and ambiguous term. The globalization is an invention of American business schools. It suggests that only those companies preparing themselves in good time and without any reservations will be able to survive. Accordingly, the sole ones having a chance of survival are those who become global players, expanding their activities on a global scale, instead of restricting themselves to safeguarding local assets. Globalization does not only refer to the economic dimension, but also to communication technologies, ecology, organization of work, culture and the civil society. Globalization can be defined as “a complex, economic, political, cultural and geographical process in which the mobility of capital, organizations, ideas, discourses and people has taken a global or transactional form transnational corporations are using the profit motive to guide their factories towards developing nations in search of “cheap” female labor. Globalization is the process of growing, developing and expanding the business, services and technologies throughout the world. Globalization enthusiasts argue, will translate into higher rates of economic growth and improvements in people’s standard of living. Globalization is increasing substantially and is creating new opportunities for especially developing countries, which are now able to attract foreign investors and foreign capital.

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## INTRODUCTION

The current wave of globalization has greatly improved the lives of women worldwide, particularly the lives of those women in the developing world. Nevertheless, women remain disadvantaged in many areas of life including education, employment, health and civil rights. In particular care for women during maternity is still lacking in many parts of the world. Approximately 529000 women die annually during pregnancy and childbirth. Countries with the lowest maternal mortality rate (deaths per 100000 live births) includes Estonia (2), Singapore (3) and Greece (3) while the highest mortality rates can be found in Chad (1100), Somalia (1000) and sierra Leone (890) (CIA world fact book ). To help remedy worldwide gender disparities, the UN’s millennium development goals prioritize gender equality and empowerment of women. Politicians and scientists stress the opportunities of an international division of labor in order to increase the prosperity of nations and of

individuals (Lafontaine 1997). Are, however opportunities distributed equally along gender lines? In the industrialized countries, the process of globalization bears a different impact on women than on men. Nevertheless, they are not affected as a group, but in different ways according to their class and ethnicity. More women than men belong to temporary staff. Those, who drop out of gainful employment, are also predominantly women. Already in seventies, the international division of labor was accelerated by transferring labor intensive steps of production of the clothing and electronic industries from the industrial nations of the north to the countries of south. Thus, cost of wages and additional wage costs were reduced step by step in the highly industrialized countries. This happened already at the expense of jobs for women, as labor intensive production was and still is performed predominantly by the female gender.



Often this is called “remaining work” that could not yet be replaced by machines, at least not more cost effectively than women do. Women work in “low wage countries” for a lower wage, as the name already points out, local companies lead by these low wages. They are also interested in saving additional wage costs and taxes. And in the “low wage countries” women work more willingly because only few of them are union members. Corporations prefer female labor over male labor 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 expeditious change within the social structure of these societies. Although the demand for female employment brings about an array of opportunities and sense of independence, the glass ceiling continues to exist with the “feminization of poverty” .[1,2]

India has some of the highest levels of sex discrimination at birth. According to 2017 analysis of demographic data, India will continue to have the worst sex ratio in south Asia even in 2050. The 918 girls for 1000 boys’ ratio (2011) have urged the government to take action in the form of ‘beti bachao, beti padhao’ programme to provide survival, safety & education to the girl child. It can diminish countries ability to compete internationally – particularly for countries with export potential in goods and services with high female employment, moreover, gender inequality can also hurt country’s international standing. All the factors strengthen the incentives for policy action towards gender equality around the world. But in the absence of public policy, globalization alone cannot reduce gender inequality. The new forces associated with globalization – understood as the combination of economic integration, technological diffusion and greater access to information have operated through markets, formal institutions and informal institutions to lift some of the constraints to greater gender equality. Trade openness and the diffusion of new information and communication technologies have translated into more jobs and stronger connections to markets for many women, increasing their access to economic opportunities. Greater access to information has allowed many to learn about life and mores in other parts, possibly affecting attitude and behaviors.[3,4]

### Discussion

Globalization has increased the exports of different countries and wages in export sectors are much higher than other sectors and in many cases women get higher wages than men in formal industrial sectors. So globalization has increase average wages of women, also the bigger portion of wages goes to women. With globalization, women’s employment opportunities have increase, and now they are also contributing in family expenses which support the creation of new resources and raise the level of income of family. Along with increase in family income, with the help of globalization, social choices of women has increased. Women do lot of family work without any wages, at the same time that all women’s work all over the world is not valued or undervalued the paid work has increased women’s social choices and life choices, in addition to giving them self-confidence and increasing their morale. More and more countries participate in international economy through exports, creates new employment opportunities. Many countries, especially low income countries, have increased its participation in international trade.[5,6] If the agricultural work is done with traditional methods, this trend has very serious gender implications. In small farms where crops are grown in traditional way, the demand for women’s work is very high, but their wages are low. The increase of profitability of cash crops in the

international markets increases the independence of women. Because of globalization, there are structural changes in agricultural production. Many countries started manufacturing of agricultural products to increase their export values and it is especially for women, who got benefitted from this because these activities are a good source of high wages than working in their family farms. Women health conditions are also improved by working in companies rather than farms. By working in family farms, women paid nothing or very low wages but women get higher wages while working in companies especially in export industries. While talking about impact of globalization on women, we cannot ignore the impact of service sector. At present time, service sector is the most important sector. It will not be wrong to say; service sector is equally important to industrial sector. Some service sectors like communication & information technology are achieving the same progress achieved by industrial sector. In terms of output, this sector is considered to be largest sector of all the economic sectors in terms of output and the employment opportunities which is provides in many countries. By working in informal sector, specially small business is considered the most important income source for the poor women [7,8] In some of the fastest growing service sectors, demand for female employment is increasing like data processing sector, industrial export sector, airlines, railways, banks and insurance companies. In developed countries due to expansion in the service sector, women get plenty of quality work. Multinational companies offer job without discriminating between men and women because they work in competitive environment and choose the best employees regardless of their gender. It motivates more women to get the jobs. Globalization has opened up many ways for men and women in India. As India was a restricted economy before 1991. After launching of “liberalization”, ”globalization”, ”privatization” policy, many opportunities in the form of new jobs are available for women. With globalization women are getting higher wages, which raises self- confidence and independency among them. Globalization has the power to uproot the traditional views towards women so they can take an equal stance in society. As India is a agriculturist country, women get many opportunities to increase their income level in agriculture sector. Women’s ratio in agriculture work is more than as compared to men. Not only in agriculture sector, women are getting benefits from industrial sector and service sector too. After the globalization has emerged, it has increased the living standard of people and specially for women.[9,10]

## Results

The role of women in globalization in India has been changing these days. With the rise of NGOs in the 21st century, various organizations have been founded and created to defend the rights of women around the world. No doubt, globalization offers women great opportunities but equally new and unique challenges. Gender inequality springs from many sources, and it is often difficult to determine which forms of inequality are being eliminated by effects of globalization and which are exacerbated. Gender inequality has more costs in an integrated world. Women have to work so much harder to get equal status in society. So globalization proves more bad than good for women. In several cases women are bread winner for family but society does not want to accept this truth. The culture of India is like that most of people thought that if a woman chooses to be a working women, it will adversely affect their family and children. But it is not true so. A women career would not be at the cost of neglecting the family and children. At last, the truth is that globalization is unleashing competition between women and men. [11,12]

**Table 1. Pearson Correlation Among Variables**

	Economic Globalization	Women’s Economic Rights	Polity	Real GDP Per Capita	Property Rights	Year
Economic Globalization	1.0000					
Women’s Economic Rights	0.5436	1.0000				
Polity	0.4225	0.4174	1.0000			
Real GDP Per Capita	0.6902	0.5368	0.3453	1.0000		
Property Rights	0.6384	0.5088	0.4275	0.7647	1.0000	
Year	0.1898	-0.0147	0.0502	0.0818	-0.1668	1.0000



For the purposes of the analysis of my results, I include the summary statistics for each of these variables. Table 2 outlines the number of observations ( $N$ ), the range of values in each variable stretching from the minimum value to the maximum value, and the mean value for each variable.[13,14]

**Table 2. Summary Statistics**

Variable	Observations	Mean	Standard Deviation	Minimum	Maximum
Economic Globalization	1,594	58.861	17.105	10.472	96.674
Women's Economic Rights	1,594	1.341	.62885	0	3
Polity	1,594	14.415	5.999	1	20
Real GDP Per Capita	1,594	10,487.59	10,450.01	595.39	46,729.19
Property Rights	1,594	51.813	22.455	10	90

**Table 3** details the results of the OLS regression analysis, expressing the levels of economic globalization between 1970-2014 according to the dependent variable, women's economic rights, and the three control variables. [22]Reported in the table are the variable coefficients and their standard errors. Women's economic rights has a coefficient of 5.08, meaning that every one unit increase in the ordinal women's economic rights variable corresponds to 5.08 increase in the economic globalization score, which ranges from 0-100. Most importantly, the p-value of this relationship was 0.000, demonstrating a statistically significant relationship between the two variables. Notably, each control variable also shared a statistically significant relationship with economic globalization, with p-values of 0.000. Finally, the R-square value indicates that almost 60% of the variation in economic globalization can be attributed to the five variables (including *year*), which represents a major portion of the variation in levels of economic globalization.[15,16]

**Table 3. Coefficient Estimates, Levels of Economic Globalization 1970-2014: OLS Regression Model**

Variable (QOG code)	Coefficient (standard error)
Women's Economic Rights: 1981-2011 (dr_eg)	5.087*** (.55)
Polity: 1946-2016 (newpolity2)	0.282*** (0.05)
Real GDP Per Capita: 1950-2010 (pwt_rgdpch)	0.001*** (0.00004)
Property Rights: 1995-2017 (hf_prights)	0.229*** (0.021)
Year (year)	0.99*** (0.081)
	N=1,594 Adjusted R-Square=0.5872

\* $p \leq 0.05$

\*\* $p \leq 0.01$

\*\*\* $p \leq 0.001$

Overall, it appears that the initial hypothesis is considerably supported by the results of this analysis. Women's economic rights do significantly impact economic globalization, and to an impressive extent. A one point increase in women's economic rights, measured by degree of legal protections in countries over the time period being analyzed from the scale of 0-3, is associated with a 5% increase in economic globalization. Economic globalization is advanced in societies that protect property rights, possess higher levels of democracy, and which enjoy higher levels of

GDP per capita. My research indicates that these variables are correlated as characteristics of modern, liberal states. This analysis identifies women's economic rights as another factor of liberal nations which impacts economic globalization. Since economic development is associated with economic globalization, women's economic rights should accelerate international economic development. It would therefore be advisable for policymakers to enable the greatest extent of women's economic rights by legally protecting their independent right to

choose work, own property, and take paid maternity leave without control by male partners or punitive retribution.[17,18]

### Conclusion

Some feminist scholars have espoused anti-capitalist sentiments due to its supposedly exploitative history and patriarchal structure. Yet, these societal constructs have little to do with market-oriented feminist economics, in which the principles of capitalist, democratic states can advance the cause of women's equality once formerly discriminatory government policies are written out of existence. Scholars who substantiated the need for limiting restrictive policies include some of the same names just mentioned, such as Erauw. My theoretical foundations were based in combining this idea with scholarly research on the capability of women's rights or human rights to attract FDI .Existing literature aided in the pursuit of my research question, but the paper was necessary to fill a void in existing literature. No scholars had discussed the relevance of economic theory in analyzing whether women's economic rights accelerated economic globalization by expanding the extent of the market.[19]

Bayes and Tohidi provided an interesting idea to begin the analysis by claiming women's rights to be a recently added characteristic of a global cohort of modern, liberal, democratic, and capitalist states. Scholars identified other characteristics of modern states that might impact globalization, including democratization , economic development .My OLS regression found a statistically significant relationship between all three of these variables and economic globalization, accounting for 60% of the variation in economic globalization when also including women's economic rights. Although not included in this paper, future research could certainly break the indices down more to demonstrate independently focused relationships between each facet of economic globalization. Additionally, educational attainment was a popular topic in existing literature that I believe could be explored more in the context of FDI. Many scholars claimed that low levels of women's economic rights but high levels of educational attainment attract foreign investment, yet these analyses were cross-sectional. It would be interesting to test whether a long term, time-series analysis found this phenomenon to decrease as women graduated with postsecondary degrees and entered the skilled labor force with greater economic equality.[20,21]

Given the results of my analysis and the theoretical framework, I concluded that greater legal protections for women would have a tremendously positive impact on global development and impoverished

populations around the world. Policymakers must extend these legal protections to women to advance their own global economic interests. In the words of Melinda Gates during the 2016 World Economic Forum, "We've all come to recognize – prime ministers, presidents, heads of companies – if we want this increase ... in GDP, you have to get the other half working and participating in the economy." [23,24]

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