

INTERNATIONAL JOURNAL OF LAW MANAGEMENT & HUMANITIES

[ISSN 2581-5369]

Volume 6 | Issue 2

2023

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Impact of Globalisation on Women's Workforce

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ABSTRACT

Globalisation is a wonderful but ambiguous and confusing term which have a multi-dimensional phenomenon. The word "Globalisation" has been in use since the 1960s in the Western World and from 1990 in India. The development of a country economically depends highly on the entire population. However, society's limitations and male dominance restrict women from participating in the workforce. The trend of globalisation around the world has led to many structural changes in agriculture, service and other sectors, increasing women's workforce participation in India. Against this background, this paper attempt to study the impact of globalisation on the women workforce of India. It focuses on the development of women's workforce participation, the history of the participation status of women till the present time, the impact on their participation, the legal provision related to protection etc. This paper presents the Census Data of India from the year 1971 to 2011 and compares it on the bases of literacy rate and participation in rural and urban areas. Paper also provides the periodic labour force survey of 2021-22 India.

Keywords: Globalisation, Women Workforce, Women, Rural, Urban.

I. INTRODUCTION

"Globalisation is incredibly efficient but also so far incredibly unjust."

~ Pascal Lamy²

Globalisation is a wonderful but an ambiguous and confusing term which have multi-dimensional phenomenon. The word "Globalisation" has been in used by 1960's in the Western World and from 1990 in India (in response to a reduce the burden of debt which leads toward the balance of payment crisis, Indian Government adopted the policies of Globalisation in 1991 in the form of Structure Adjustment Programme (SAP)). "Globalisation" means to Open up the economy to ease the integration into the global economy, which make easy flow of selling goods and service all over the world and plus gain same from anywhere from the world. According to Edward S. Herman, "Globalisation is the expansion across international borders

¹ Author is a student at Nirma University, India.

² World economic forum, <https://www.weforum.org/agenda/2015/01/davos-2015-top-quotes-from-day-two/> (last visited Nov. 8, 2022).

of management and process. At the same time, it is a condition of facilities and economic relation which is constantly expanding and it's simultaneously changing."³ The economic growth of any country depends largely on both the male and female population. However, due to male dominance in India women were widely neglected. A Society limitations and attitudes prevent women from participating in productive activities. Progress of Economic can't be achieved by constraining women, who covers almost half of the population. To achieve the growth of economy, the Indian Government has taken various steps for empowering the women. This article attempts to study the impact of globalisation on women workforce of India. It focuses on the development of the women workforce participation, history of the participation status of women till present time, impact on their participation, legal provision related protection etc. The study shows that over the period of time the status of women workforce participation changes drastically, where firstly they are in deteriorated condition where they always under the man authority and after globalisation dynamic quite changed in women life, however it also leads to some negative impact in their work-life for example: sexual harassment, low wages etc. Although, government have implemented some of the policies or law to protect women from problems they facing.

II. GLOBALISATION AND WOMEN

*"Globalisation is the word used to describe the growing interdependence of the world's economies, cultures, and populations, brought about by cross-border trade in goods and services, technology, and flows of investment, people, and information."*⁴ Globalisation doesn't have any universally accepted definition however, it can be understood in five words i.e., Universalisation, Internationalisation, Liberalisation, Westernisation and Respatialisation. The encyclopaedia of Britannica defines the term *"Globalisation"* as *"It is a process by which the experience of everyday life, marked by the diffusion of commodities and ideas, is becoming standardized around the world."*⁵ The recent spread of Globalisation has appreciably improvised the living of women globally, specifically the developing country's women lives. The constitution of India provides various article for the women - Article 15(3) empowers state to make affirmative discrimination in favour of women, Article (39) - directs state policy to provide men and women equal right for the means of livelihood and equal pay for equal work,

³ Edward S. Herman, *The Threat of Globalisation* (New Politics Publishing Company 1999).

⁴ Melina kolb, *What is Globalisation? And how has the global economy shaped the United States*, Peterson Institute for International Economics. (2018) <https://www.piie.com/microsites/Globalisation/what-is-Globalisation> (last visited on Nov. 8, 2022).

⁵ Britannica, *Globalisation summary*, *Encyclopedia Britannica*, (2010) <https://www.britannica.com/summary/cultural-Globalisation> (Last visited Nov. 9, 2022)

Article (42) directs state to make provisions for ensuring just and humane conditions of work and maternity relief, Article(51a) imposes fundamental duty on every citizen to renounce practices derogatory to the dignity of women, Tenth Plan(2002-2007) focuses on empowering women economically and socially and eliminate gender discrimination. However, in some parts women still lacked in various area of life which involves civil rights, education, health (especially during maternity) and employment.

III. DEVELOPMENT OF WOMEN WORKFORCE PARTICIPATION: FROM ANCIENT HISTORY TO PRESENT

Looking toward the Vedic period, women was vested with greater freedom in most of the fields such as Education of young girls was considered as an important qualification for marriage (Educational rights), no dowry system, allowed to choose their partner etc. However, still they were restricted to stay in house and not allowed to work outside but in later period the given right was also almost taken away and status of women declined drastically. During medieval period women status was more worsen than before, here they were kept under the men's authority. In a period of 19th century, women taken to outside world for means of earning even when there's no other means of support for their living, it titled as a "degraded" and "disrespectful". Here, women are confined to take up the job only when there are financially crises however, during this period of time women participation was there is agriculture. Well, the women entry in field of occupation is of substantially social significance, from benefiting of enlarging vision, developing the social personality and widening outlook.

One of the greatest outcomes of British government in India is they have been largely responsible for initiating the modernization efforts over the country. Various Indian leaders has initiated some social reforms and right for accessing the education which highly aided and influenced by the British Government which opened the path for women to take participation in different platforms- social, economic and political. One can find the root of women participation in politics back from 19th century (reform movement), one of the reasons for this is social reformers thoughted that by educating women and bringing progressive legislation might initiate the social change in society.

After gaining independence in year 1947, India in 1950 established the constitution. Article 37 is about the directive principle of state policy which provides the guidelines for development of nation's future. By mandating the various activities through legislation of both private and governmental organisation. This text can be viewed as India's very first formal step to regulates work and family matters. Some of the notable legislation which pas around after the

independence have had great relevance toward the participation of women work-force. Coming forward to 1970s, it clarifies some of the praiseworthy articles in the constitution for the general upliftment of equality and working conditions for women & men, were meeting only partly (Article 14 etc) which leads to the decline in women employment. Till 1980, the size of women participation in agriculture sector rapidly increased while on the other hand, in industrial sector there is great declination of women participation. In middle of 1980s and 1990s, the number of educated women who were seeking the work in urban area increased rapidly which rose the women participation in industrial sector, also one of the reasons for growth in participation was the number of working couples in urban areas increased. After the formation of LPG model, in 1991 Indian Government established SAP/NIP which leads to the step toward new globalisation world and open the new pathway for women to participate in workforce. Well, it also impacted in negative way to women. Since, they belong to economically and socially backward society of the country, they are very low suited segment to deal with liberalized world.

IV. WOMEN IN WORKFORCE: CENSUS DATA

To calculate the participation of women in workforce the major step is to find the literacy rate and the gap between the male and female literacy rate. Since, education is one of the important factors for the working and progressive women.

The growth of population sex wise

Population in millions	2011	2001	1991	1981	1971
Total	1210.19 (74.04)	1027.29 (64.83)	846.3 (42.84)	683.33 (36.23)	548.16 (29.45)
Male	623.72 (82.14)	531.28 (75.26)	439.18 (52.74)	353.32 (46.89)	284.02 (39.45)
Female	586.49 (65.46)	495.74 (53.67)	407.12 (32.17)	330 (24.82)	264.14 (18.69)
Sex Ratio	943	933	927	934	930

Sources: Census Report⁶

⁶ Office of registrar general & census commissioner, India Ministry of Home Affairs, Government of India, Government of India (censusindia.gov.in) (last visited on Nov. 9, 2022).

*Figures in the brackets indicates literacy rate

The above table shows the growth of population sex wise, sex rate and literacy rate. The overall population of the country has been increased substantially from 548.16 million in 1971 to 1210.19 million in 2011 census. The 2011 census presents a declination of population rate of growth from 21.54 per cent in 1991-2001 to 17.64 per cent in 2001-2011 decades census. Table also reveals that the women population has substantially increased over the years with 264.14 million in 1971 to 586.49 million in 2011. The sex ratio increased between 1971-1981, however it declined till 2001 but in 2011 census the ratio rise up. Here, can say that there's not much growth in sex ratio. The overall literacy rate has inflated from almost 29.45% in 1971 to about 74.04% in 2011. Literacy rate of women had also risen considerably over the years. The women literacy rate has showed a rapidly increased trend of 18.69 per cent in 1971 to 65.46 per cent in 2011. In spite of increased in literacy rate over the years, the gap between male and female has not constrict till now. The literacy gap was 23.98% in 1971 whereas, in 2011 is gap was 16.68%.

“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.”⁷

Workforce Participation rate		CENSUS (%)				
		2011	2001	1991	1981	1971
Total	Person	-	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	Person	-	42	40.2	38.8	35.3
	Male	55	52.4	52.5	53.8	53.8
	Female	31	31	27.2	23.1	25.9

⁷ Dashrathbhai.K.Patel, *Impact of Globalisation on Women Workforce Participation in India*, Vol. 2, IJRHSS 64, 65(2014).

Urban	Person	-	32.2	30.4	30	29.6
	Male	54	50.9	49	49.1	48.9
	Female	14	11.6	9.7	8.3	7.2

Source: Census Report⁸

The above table shows the Comparative Statistical Profile of Female work Force Participation in India. The data reveals that total women participation rate increased from 14.2% in 1971 to 25.7% in 2001. The participation rate of women in rural and urban increased over the years. The women participation in 1971 is 25.9% to 31% in 2011 and 7.2% (1971) to 14% (2011) in rural and urban area respectively. Here, among overall women participation, rural women at work are more in no. compared to that of urban women participants. The gap between the working man and working women is still vast. In urban areas, the women workforce participants are merely 14% whereas, man is of 54%. In rural areas, working women covers the 31% as compared to 55% for men. Here, can say that rural areas have less gap between men and women workforce participants than the urban areas.

From annual report of 2021-21: “As per the results of Periodic Labour Force Survey (PLFS) conducted by National Statistics Office, Ministry of Statistics and Programme Implementation during 2019-20, the Worker population Ratio (WPR) (in percent) for women in the age group 15 years & above according to usual status (principal status + subsidiary status) was 28.7% at all India level and it was 32.2% rural areas as compared to 21.3% in urban areas. The overall Labour Force Participation Rate (LFPR) for the women in the age group 15 & above according to usual status (principal status + subsidiary status) basis was 30% at all India level, and it was 33% in rural areas as compared to 23.3% in urban areas. The overall unemployment rate of women in the age group 15 years and above according to usual status (principal status + subsidiary status) was 4.2% at all India level, and it was 2.6% in rural areas as compared to 8.9% in urban areas.”⁹

By analysing the above data's, it discloses that the women workforce participation is more in rural area as compared to urban area. There needs to be more literacy rate between women which can improve the participation rate in urban areas.

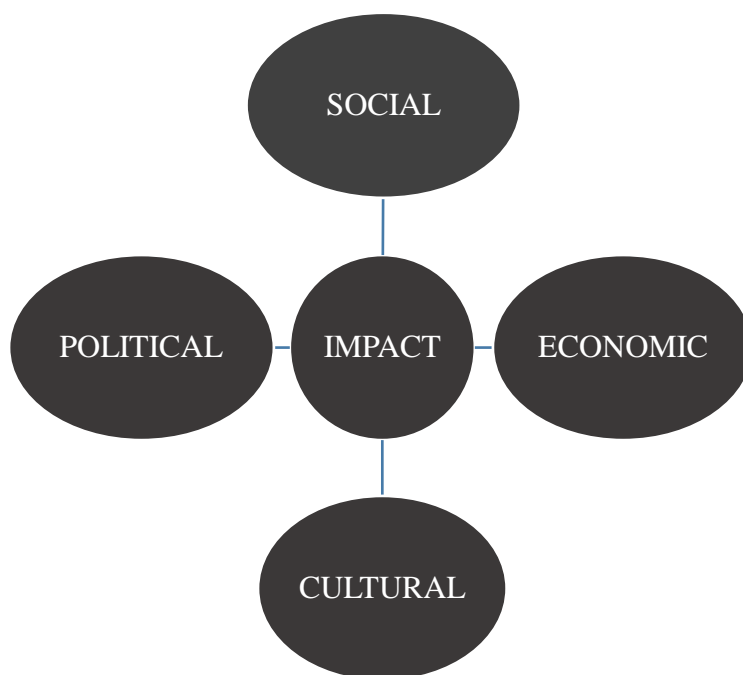
V. POSITIVE IMPACT OF GLOBALISATION ON WOMEN

⁸ Supra note 5.

⁹ Government of India, Ministry of Labour & Employment, Annual Report | Ministry of Labour & Employment (Last visited Nov. 9, 2022).

Over the period of time, Indian women have gone through from many problems such as social restriction and pressure, caste discrimination, non-sufficient advancement facilities, poverty, non-access to productive resources etc.

The new wave of globalisation is diverse in nature, where all women in country encompasses and it covers most of their life aspects. In general aspect, globalisation impacted women life in 4 ways i.e., social, economic, political and cultural.



Social impact is as, Globalisation has brought about a worldwide spread of the values of equality, freedom and liberty. In this way, it has been helpful to break down these stiff social doctrines that hinder women's freedom in India. As a result, women rapidly started to being treated equally in all countries of the world. Political impact, Globalisation has helped to inspire ideals that have brought to India political movements which aimed at the upliftment of women, trying to organize politically. Indian political parties recognise that women also have some other goals and should no longer taken them for granted. Cultural impact, it improved the biased status of women in popular culture, now women can express their views, ideas and even makes the crucial contribution towards the cultural fields of music, literature, arts etc. Economic impact, globalisation opened a door of a plenty of economic opportunities for the women around the world. Especially in India, where most women are only titled to do household chores, Globalisation has made it possible for women to have pliable jobs. Finally, women have stepped towards the field which was historically dominated by men.

Globalisation indicates that the today world is more interconnected than before which leads to increased in import and export between the different countries. The wages in this sector are

more than any other sector. It helps women to gain more wages than ever received even than the men in industrial sectors. Here, globalisation increased the opportunity for women employment, average wages, social choices and life choice. It also benefits them to boost their self-confidence and morale.

Before globalisation, in agriculture work there was high gender implication. There, lots of women works but they didn't reward with wages or if given than very low compared to men. However, after the arrival of globalisation era women benefitted a lot by the countries who started manufacturing agricultural goods (it increased the export values) because this practice is great source for high wages plus it is better than working in home's farm, it also improves the health of women. Service sector (e.g.- IT, communication etc.) is one of the important sectors which achieve the exact progress as of industrial sector and give more job opportunity than all. In some of the service sector- airlines, railways, banks, data processing etc, initiated the highest demand for female employment with huge number of quality work especially in developed countries. MNCs motives women to get the jobs as it offers without gender discrimination it only goes for the better qualification and best employees.

Till 1991 women were not able to participation because of lack of opportunity as India followed restricted economy however, after the arrival of LPS policy dynamic changes for women life it benefits them which plenty of job opportunity. Women are not only getting benefit from agriculture sector but also from both service and industrial sectors. After the emergence of globalisation standard of living is improved especially women's life.

VI. NEGATIVE IMPACT OF GLOBALISATION ON WOMEN

Everything which comes with some advantages always attach with some inherent challenge just like the globalisation, where women gain lots of benefit but together it brought some of the disadvantages which need to be addressed to harness its potential and their upliftment. Being a workforce participant women have dual jobs, as they stepped in work place however their household chores haven't diminished at all, where they got paid nothing. In workplace, women face plenty of exploitations such as- getting paid low wages than men, problems related to maternity leave, sexual harassment, health issues etc.

Women in urban area face lesser problem than in rural area, because of their unawareness and illiteracy they are exploited more. They mainly rewarded with low wages then men, even in urban area almost women are discriminated on ground of wages. Due to less/no education, women producers (in agriculture) experience more restraints in international markets access than men. Due to sexual harassment in workplace many women resist to work in outside world

and restrict them into house. Praiseworthy, globalisation has opened many pathways to improve women live. Women of India had gone through of gender inequality for almost entire life; however, globalisation promoted the gender equality which still have some negative impacts. The trend of globalisation still needs time to lift everybody.

VII. EMPLOYMENT OF WOMEN – PROTECTIVE LEGAL PROVISIONS

According to the Annual report 2021-22 there is 15 enactment which contents protective provisions for employment of women.

- The Beedi & Cigar Workers (Conditions of Employment) Act,1966¹⁰:

Section 14- creche-

1. In every industrial premise wherein more than thirty female employees are ordinarily employed, there shall be provided and maintained a suitable room or rooms for the use of children under the age of six years of such female employees.
2. Such rooms shall
 - a) provide adequate accommodation;
 - b) be adequately lighted and ventilated;
 - c) be maintained in a clean and sanitary condition;
 - d) be under the charge of women trained in the care of children and infants.
3. the State Government may make rules-
 - a) prescribing the location and the standard in respect of construction, accommodation, furniture and other equipment of rooms to be provided under this section.
 - b) requiring provision in any industrial premises to which this section applies, of additional facilities for the care of children belonging to female employees, including suitable provisions Ministry of Labour & Employment of facilities for washing and changing their clothes;
 - c) requiring the provision in any industrial premises for free milk or refreshment or both for such children;
 - d) Requiring that facilities shall be given in any industrial premises for the

¹⁰ The Beedi & Cigar Workers (Conditions of Employment) Act,1966, §14, No. 32, Act of Parliament,1966(India).

mothers of such children to feed them at necessary intervals.

- The Plantation Labour Act, 1951:
 1. Provision of crèches in every plantation wherein fifty or more women workers (including women workers employed by any contractor) are employed or where the number of children of women workers (including women workers employed by any contractor) is twenty or more.¹¹
 2. Definition of family has been made gender neutral so as to remove distinction between the family of male and female workers for availing dependent benefits. Family also includes dependent widow sister of a female worker as well as male worker.¹²
 3. To cover all aspects of safety and occupational health of workers, specifically women and adolescents working in plantations, a new chapter pertaining to the use of handling, storing or transporting chemicals, insecticides and toxic substances used in the plantations has been added.¹³
- The Contract Labour (Regulation & Abolition) Act, 1970:
 1. Provision of separate rest rooms or alternative accommodations for women employees in every place wherein contract labour is required to halt at night.¹⁴
 2. Provision of separate reserved portion of dining hall and service counter.¹⁵
 3. Provision of separate washing places and latrines for women to secure privacy.¹⁶
 4. Provision of crèches where twenty or more women are ordinarily employed as contract labour.¹⁷
- The Inter State Migrant Workmen (Regulation of Employment & Conditions of Service) Act, 1979¹⁸:

Section 44 Creche

¹¹ *Supra* note 8.

¹² *Id.*

¹³ *Id.*

¹⁴ *Id.*

¹⁵ *Id.*

¹⁶ *Id.*

¹⁷ *Id.*

¹⁸ The Inter State Migrant Workmen (Regulation of Employment & Conditions of Service) Act, 1979, § 44, No. 30, Acts of Parliament, 1979 (India).

1. In every establishment where 20 or more workmen are ordinarily employed as migrant workmen and in which employment of migrant workmen is likely to continue for three months or more, the contractor shall provide and maintain two rooms of reasonable dimensions for the use of their children under the age of six years, within fifteen days of the coming into force of the rules, in case of existing establishment, and Annual Report 2021-22 116 within fifteen days of the commencement of the employment of not less than twenty women as migrant workmen in new establishment.
 2. One of such rooms shall be used as playroom for the children and the other as bedroom for tile children.
 3. If the contractor fails to provide the crèche within the time laid down, the same shall be provided by the Principal Employer within fifteen days of the expiry of the time allowed to the Contractor.
 4. The contractor or the principal employer as the case may be, shall supply adequate number of toys and games in the play rooms and sufficient number of cots and beddings in the steeping, room.
 5. The crèche shall be so constructed as to afford adequate protection against heat, damp, wind, rain and shall have smooth, hard and impervious floor surface.
 6. The crèche shall be at a convenient distance from the establishment and shall have
 7. Effective and suitable provisions shall be made in every room of the crèche for securing and maintaining adequate ventilation by circulation of fresh air and there shall also be provided and maintained sufficient and suitable natural or artificial lighting
- The Factories Act, 1948:
 1. Provision of crèches in every factory wherein more than thirty women workers are ordinarily employed.¹⁹
 2. Employment of women in factory is prohibited except between the hours of 6.00 A.M. to 7.00 P.M. However, in exceptional circumstances, employment of women is permitted up to 10.00 P.M.²⁰

¹⁹ *Supra* note 8.

²⁰ *Id.*

3. Employment of women is also prohibited/restricted in certain factories involving dangerous operations²¹
 4. No women shall be allowed to clean, lubricate or adjust any part of prime mover while it is in motion²²
 5. No women shall be employed in any part of a factory for pressing cotton in which a cotton opener is at work²³
- The Mines Act,1952:
 1. Vide Gazette Notification No. SO 506(E) published on 29.01.2019 as extraordinary part-II, section-3, sub-section (ii), the restriction on the employment of women as per the provisions of Section 46 (1) of the Ministry of Labour & Employment 117 Mines Act, 1952, in any mine between the hours of 7.00 p.m and 6.00 am in the mine above ground including opencast workings and in any mine below ground between the hours of 6.00am and 7.00pm in technical, supervisory and managerial work where continuous presence may not be required, has been relaxed subject to the provision of adequate facilities and safeguards regarding their safety, security and health.²⁴
 2. Regarding providing adequate facilities, DGMS have advised mine management to frame Standard Operating Procedure (SOP) for deployment of women during night hours.²⁵
 - The Maternity Benefit Act,1961:

Following benefits are available under the Maternity Benefit Act 1961:-

1. 26 Weeks of maternity leave out of which eight weeks before the expected date of delivery for upto 2 surviving children. For more than two children and for adopting/commissioning mothers, 12 weeks of paid maternity leave.²⁶
2. One month maternity leave to a woman worker suffering from illness arising out of pregnancy, delivery, premature birth of child (miscarriage, medical termination of pregnancy or tubectomy operation).²⁷

²¹ *Id.*

²² *Id.*

²³ *Id.*

²⁴ *Id.*

²⁵ *Id.*

²⁶ *Id.*

²⁷ *Id.*

3. Two nursing breaks of 15 minutes until the child attains the age of 15 months.²⁸
 4. Medical Bonus of Rs.3500/- if no prenatal confinement and post-natal care is provided by the employer free of charge.²⁹
 5. Light works for 10 weeks.³⁰
 6. Immunity from dismissal during absence of pregnancy.³¹
 7. No deduction of wages of woman entitled to maternity benefit.³²
 8. Facility of work from home³³
 9. Facility of crèche if 50 or more employees are working in the establishment with daily four visits³⁴
- The Equal Remuneration Act, 1976:
 1. Payment of equal remuneration to men and women workers for same or similar nature of work protected under the Act.³⁵
 2. No discrimination is permissible in recruitment and service conditions except where employment of women is prohibited or restricted by or under any law.³⁶
 - Employee's State Insurance Act 1948 read with The Employee's State Insurance (Central) Regulation, 1950:

The benefits available under ESI Scheme are as under:-

1. Medical Benefit³⁷
2. Sickness and extended sickness benefit³⁸
3. Maternity benefit³⁹
 - i. 26 weeks of paid leave for upto 2 children⁴⁰

²⁸ *Id.*

²⁹ *Id.*

³⁰ *Id.*

³¹ *Id.*

³² *Id.*

³³ *Id.*

³⁴ *Id.*

³⁵ *Id.*

³⁶ *Id.*

³⁷ *Id.*

³⁸ *Id.*

³⁹ *Id.*

⁴⁰ *Id.*

- ii. 12 weeks for more than 2 children adopting and commissioning mothers⁴¹
- iii. 6 weeks for miscarriage.⁴²
- iv. Additional months leave for sickness arising out of pregnancy.⁴³
- v. Medical bonus of Rs.5000/-⁴⁴
 - Disablement benefits⁴⁵
 - Dependent benefits⁴⁶
 - Funeral benefits⁴⁷
- The Beedi Workers Welfare Fund Act,1976; The Iron Ore Mines, Manganese Ore Mines and Chrome or Mines Labour Welfare Fund Act,1976; The Lime Stone and Dolomite Mines Labour Welfare Fund Act,1972; The Mica Mines Labour Welfare Fund Act,1946:

Appointment of women member in the Advisory and Central Advisory Committee is mandatory under the Acts at Sl. No.10-13⁴⁸

- The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act,1996⁴⁹:

Section 35 Creches

1. In every place where in, more than fifty female building workers are ordinarily employed, there shall be provided and maintained a suitable room or rooms for the use of children under the age of six years of such female workers,
2. Such rooms shall-
 - a) provide adequate accommodation;
 - b) be adequately lighted and ventilated;
 - c) be maintained in a clean and sanitary condition
 - d) be under the charge of women trained in the care of children and infants

⁴¹ *Id.*

⁴² *Id.*

⁴³ *Id.*

⁴⁴ *Id.*

⁴⁵ *Id.*

⁴⁶ *Id.*

⁴⁷ *Id.*

⁴⁸ *Id.*

⁴⁹ The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act,1996, § 35, No. 27, Act of Parliament, 1996 (India).

- The Industrial Employment (Standing Orders) Act,1946:

Provision regarding safeguards against sexual harassment of women workers at their work places.⁵⁰

VIII. CONCLUSION

Globalisation improved the quality of women life in various ways. Even the literacy rate of women increased by the years but still it didn't narrow downed the literacy gap between the male and female. Lack of education leads them to not catch up the best opportunity which are hindering into the world. There's some of the women who have highly benefited by global trend via great opportunity of employment, purchasing power, access to new technology etc. whereas, on other hand it leads to higher hardship and insecurities for other women. Here, women disproportionately get low wages, poor working conditions, health issue and escalating risks. Even though provided with many protective provisions still women are in poor condition. As the globalisation process is non-reversible, government and organisation who are working for the cause of women should stay conscious about the divisions between the rural and urban, literate and illiterate, organised and non-organised sectors and check that they shouldn't left out in the process. Starting from the minor step which presents a major step is should be to realise women's contribution and make them feel proud about their status in society. *"The overall success of nation and family depends on both house and workforce women."*

⁵⁰ *Supra* note 8.