
Interlinking Globalization and Gender

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Abstract: *Globalization in the last few decades has emerged as important phenomena all over the world. It has brought more inter connectedness through trade, migration and technology. It has impacted social, economic, political aspects of society, which further led to spread of Equality as well as Inequality in one way or the other. Most importantly it has affected the women to large extent through the ICT as well as through the provision of opportunities in the IT sector. The present paper is aimed to focus on the strengths and weaknesses of Globalization related to impact on women with respect to the changing scenario of education as well as employment structure in India.*

1. Introduction

In the 1980s and 1990s, Globalization increasingly gained currency and is used with varying scope and significance. It has emerged as process, phenomena, an argument and a vision (Singh, 2004). It creates shrinkage in space and time because of technological revolutions in transport, communication and information processing. Secondly, it is also related to human policy choice i.e. degree to which national economies is open to external forces along with their dependence on the global marketplace (Helleiner, 2001). The Globalization theories emphasize different aspects (economic, cultural, technology) and is interpreted in

divergent ways by researchers. In simple terms, being multidirectional, it is related to global flow of people, ideas, commodities which creates new network of production, finance, information, goods, and service delivery. Regarding its impact, it not only leads to development of society, but also crafts society fragmentation by dividing into poor and the rich and exacerbates divisions: economic, political, educational, and social between women and men. On the similar lines, this article focuses on the gender aspects of globalisation and its impact on women lives.

On the other hand, one of the major sectors influenced by the globalization is the Education and Information Technology, which open the doorways in the form of Employment opportunities for the women. It has altered the education scenario, where major reforms are being introduced by different countries to cope up with the global competitive world. Modern technology in the form of ICT has emerged as important tool used by regional and local groups, including women for advancement and power to resist global discrimination forces. This article provides insights through secondary literature on overview of Globalization and interrelated issues like Gender, Education and ICT. Focus will be firstly towards the steps taken through utilization of ICT for gender Equality. Secondly on the current status of women education specially related to Technical Education and then on the influence of globalization on women employment and lastly on positive and negative impact of Globalization on women.

2. India in International Arena

In 2016, India ranks 131 among 188 countries in Human Development Index (HDI) while in Gender Inequality Index it is far behind with 125th rank among 159 countries. In the World Economic Forum, the gap index is 0.683 with India holding 87th rank among 144 countries. OECD Social Institutions and Gender Index (SIGI) measure gender based discrimination in social norms, practices and

laws across 160 countries, as India occupies the seat of High Levels of discrimination i.e. very high discriminatory family code (legal age of marriage, parental authority), medium restricted physical integrity (Violence against women), very high son bias (missing women, fertility preferences), and high restricted resources, assets (access to land, financial services) which is a matter of grave concern. On the whole it can be interpreted from the above mentioned data that there are still miles to be covered to uplift women status and to compete in the race of development, from gender perspectives with other countries. However, it cannot be ignored that Globalization has paved the way for women to develop the strategies to attain success and choose the best way to fulfil future needs.

3. Influence of Globalization through ICT on Gender

The trade openness and the diffusion of ICT have translated into more jobs and stronger connections to markets, thus increasing women access to economic opportunities. Access to the information has provided greater opportunity to gain knowledge about life in other parts of the world, including those pertaining to the role of women affecting attitudes and behaviours. It also improves their livelihood; create better employment opportunities and health awareness among women (Wong, 2012). The effective and efficient use of IT can help in assimilating information about variety, range, and quality of products, publicity, and marketing of products and services. Apart from being used as a tool of information and communication and employment, its application has created avenues for women empowerment. There has been sharp increase in the number of IT users and IT professionals especially among women over the last few years.

The sharp change is also observed not only in the demand for female workers in the export and ICT-enabled sectors but also gender distribution of employment across sectors and across

countries. Female employment in the manufacturing and services has grown faster in developing than developed countries, reflecting broader changes in the global distribution of production and labour. Some initiatives taken for women empowerment through ICT are highlighted below:

SEWA (Self Employed Women's Association), uses ICT for women empowerment. The main goal of SEWA is to promote local income generating opportunities among women. The Self-Employed Women's Association SEWA, spread over 800 villages in Gujarat through the use of ICT, provide training on child development, disaster management, forestry, leadership building, health and education, water conservation, child development etc. It runs ICT School, provide vocational courses and create alternating employment opportunities for women thus leading to greater efficiency and productivity.

Gyandoot is a project started in Madhya Pradesh to fund rural networked cyberkiosks through panchayats. Information is available about rural life and agricultural projects, education and employment opportunities. Complaints can be lodged on the internet, which is of great help to men and women. Although there is lack of female users, in sufficient participation of tribal women in Dhar district that can further led to more gender divide for which illiteracy, family ties, tribal traditions need to address.

Under the M.S. Swaminathan Research Project in Embalam district of Pondicherry, Ten villages are connected by a hybrid wired and wireless network, with PCs, telephones, radio devices, and email connectivity through dial-up telephone lines thus creating information villages. There is use of the local language (Tamil), multimedia (to facilitate illiterate users), and participation by local people. More than 50% of the volunteers are women. Women assess the centres to gain knowledge on health and income generating activities.

SMILE (Savitri Marketing Institution for Ladies Empowerment) is a voluntary organization in Pune whose market products are manufactured by self help groups of women. It has contributed through the increase in literacy level of underprivileged women with usage of ICT. Internet proves a ground to market their various products like soft toys, candles, bags, utility items, etc. Internet brings greater awareness; exposure and market reach for the products.

Datamation Foundation started a UNESCO supported project in 2003 in Seelampur area of Delhi for Muslim women. The ICT centre uses interactive multimedia tools to support vocational and life skills training to poor girls and women along with providing the information on health, food preservation and most importantly provide support to professional activities. It aims at training girls and women in use of ICT to improve life conditions.

Aamagaon Sookhna Kendra is a project started by Government of Orissa by setting up 73 ICT kiosks in 12 districts of Orissa, run by Women SHGs/ Panchayats/ NGOs and managed by the Community IT volunteers. Under a partnership with Mission Shakti, women SHG members are being trained on computer fundamentals and Internet basics at the IT Kiosks on payment of an affordable fee.

The project “**Inter-city marketing network for women micro-entrepreneurs through cell phone**” in Tamil nadu has established a closed user group communication network for community based women’s organization to promote intercity direct sales of products made by them. This is been accomplished by providing the CBO’s with communications links by the way of cellular phones that enables them to network for marketing their products. Products being produced and marketed by the women groups include cleaning liquid, soap oil, bath soap, washing powder, washing soap, rice, pickles, juice, masala powders, incense sticks, candles, skirts for kids, gents & ladies wear etc. Networking Rural Women and

Knowledge is a UNESCO project in Nabanna explores innovative uses of database, intranet portals and web based partnership in local language for the benefit of poor women (Jain, 2006).

Recently a Government report on enhancing women empowerment through ICT in India assessed the ICT for women empowerment. It provides an interesting example of Himachal Pradesh, where women mid-school dropouts repair water pumps and even manage computer data for the pumps maintenance. Even audio and video equipment was used effectively by rural women of SEWA/DDS to communicate effectively. It was found that illiterate Flower vendors in Tamil Nadu were aware of technological advances in many fields. There is also Budhikote cable radio network, a thirty six women self help groups who run a cable radio network. A community radio in Andhra Pradesh run by women self help group include news, radio, and interviews, songs which are written and recorded by women (CSO, 2012). On the whole it's clear from the above mentioned examples that there is requirement of thoughtful policy, strategies and executing plans for ensuring the women empowerment through the maximum utilization of ICT in global labour market.

4. Education

In the past few decades, globalization had a huge impact on the women lives through the education. The educational empowerment is the foundation of all other forms of empowerment, be it social, economic, technological, and political empowerment. Increased skill levels allow women to participate more in the economy, and increase the economic prosperity of the family. Educated women tend to be healthier, have fewer children, and secure health care and education for their own children, which are all benefits that translate to the community at large.

The last two decades has not only yielded progress in improvement in girl's participation but has also witnessed girl's outperformance in schools than boys. Gender disparities in access to secondary education have been reduced while in tertiary level it has increased globally (United Nations, 2015). The UN Millennium Development Goal to promote gender equality and empower women uses education as its target and the measure of gender disparity in education as its indicator of progress. Through the efforts of the international community, the UN hopes to eliminate gender disparity in primary and secondary education, in all levels of education no later than 2015.

There is a wide gender disparity in the literacy rate in India. As per Census 2011, at the national level, the male literacy rate is over 80 % and for females is 65.46 %. The hike is maximum for rural women at 26% in the last decade. 34.9% of males and 31.9% of females have completed primary level education while 12.8% of males and 9.6% of females have completed secondary level education as per the NSS Report. The Gross Enrolment Ratio (GER) for females at the primary level stood at 100.6 compared with 98.1 for males in 2013-14. At the middle class level, the GER for females has been reported as 90.3 against 84.9 for males and at the higher secondary level, 96.9 and 93.3 is the Gross enrolment ratio for females and males during 2013-14. The expenditure on education for males is more than females. Average expenditure on education per student is by and large less in Rural India as compared to urban India. Amazingly as per NSS 71st Round (2014), expenditure on female student for Graduation & Post Graduation and above course is higher than the male counterparts in rural India (CSO, 2015).

5. Women Enrolment in Technical Institutions

In the last few decades with evolvement of Globalization, IT sector start growing in India, at an exponential rate. To fulfil the

huge vacuum in qualified work force, sudden spurt occurs in engineering education through private participation. The girl students in engineering, was hardly worth mentioning in mid 80's. With the time, there is rapid spread of awareness among parents about the need for educating girls and the enrolment of female students in higher education. In 1950-51, woman student's percentage in engineering was meagre (0.2 per cent) in comparison to other disciplines like Science (7.1 per cent), Medical (16.3), and Arts (16.1). In 1990-91, it was 7.6 per cent in Engineering and Technology where as 32.9 per cent in Science, 33.2 per cent in Medical and 41.8 per cent in Arts. During the first decade of liberalization, it grew almost three times and rose to 21.5 per cent in 2000-01. In 2010-11, percentage participation in engineering and technology further grew and was 28 per cent which is higher than the share of woman engineering students in USA i.e. 20 per cent and Australia i.e. 14 per cent (Singh, 2014). As per the MHRD data (2014-15) up to 8% of all young men sign up for undergraduate courses in engineering, nearly double of women (4.1%). Similar skew occurs for male (9%) and female (4.5%) in bachelors in technology courses. Variation in participation among the states also prevails.

Steps have been undertaken by Different states to increase the enrolment of girls in technical education. In Andhra Pradesh 33% of seats in engineering colleges are reserved for women. Recently a committee is formed for the reservation of female students at IITs. In 2014, to increase the enrolment of girls in top engineering colleges across the country, the Central Board of Secondary Education (CBSE) has decided to provide free online resources, tutorials, lectures and study materials to girl students of classes 11 and 12 to prepare them for admission tests through a special scheme, called 'Udaan'.

6. Women participation in Economy

The International Monetary Fund and the World Bank encourage developing countries to use export-led growth to expand their economies that require labour force of a size that must include women. A gender gap exists in employment, with a 24.8 percentage point difference between men and women in the employment-to-population ratio in 2012. As of 2012, 64 percent of women are in the work force in Eastern Asia and Oceania, the greatest proportion among all regions of the world. In Northern Africa, only 18 percent of women work as global average is 48 percent. The difference is attributed to social cultural factors, tight political control over women in places. Similarly, South American women participate in the labour force more as they age, which indicates that they must contribute more income as their household grows following marriage, while women in the Middle East and North Africa drop out of the labour force in great numbers when they marry and have children (Millennium Development Goals Report, 2013). Cultural barriers between women and men within households and communities impede increased economic participation for example in the workplace women face wage gaps and segregation into traditionally female industries.

As per World Economic Forum (2014), women earn 56% of what their male colleagues earn by performing the same work. The gender pay gap increases as women advances in their careers. In addition, a gender wage gap exists all over the world, ranging from a 9.3 percent difference in pay between men and women working full time in Belgium, to a 40 percent difference in South Korea. The United States has an 18 percent gap, close to the average among industrialized countries. The global wage gap can largely be explained by the type of work that women choose to go into (Rampell, 2009).

7. Present Scenario of Women Employment in India

As per CSO 15th issue on Men and Women in India (2013), the unemployment rate for women of all ages was at par with men at 1.7 in the rural areas in 2011-12. It was 5.2 for women and 3.0 for men in urban areas during the same period. The average wage/salary received by regular wage/salaried employees of age 15-59 years was Rs. 201.56 per day for females compared with Rs. 322.28 per day for males however as per CSO (2015) report it is 428.66 for females and 550.23 for males in rural areas. For urban areas, it has changed from 366.15 to 609.7 and from Rs. 469.87 to 805.52 per day for females and males respectively. This shows the prevalence of the wage gap among men and women.

Workforce participation rate for females at the national level stands at 25.51% compared with 53.26% for males. Females have workforce participation rate of 30.02% compared with 53.03% for males in rural sector. Among the major States, the disparity in worker population ratio between male and female is highest in Bihar so far as rural area is concerned whereas Assam and Gujarat have high disparity in the urban sector. In the urban sector, it is 15.44% for females and 53.76% for males which is a clear indicator of the ample difference in the Employment rate. 41.1% of female main and marginal workers are agricultural labourers, 24.0% are cultivators, 5.7% are household industry workers and 29.2% are engaged in other works. A total of 20.5% women were employed in the organized sector in 2011 with 18.1% working in the public sector and 24.3% in the private. Female participation in labour force has remained lower than male participation as women account for most of the unpaid work, and when women are employed in paid work, they are overrepresented in the informal sector (Census, 2011).

Findings from the NSS 68th Round revealed that women's employment has increased in urban areas and declined in rural areas.

There were 9.1 million fewer women working in rural areas according to usual principal status (UPS), whereby the number of urban women working increased by 3.5 million from 2009–10 to 2011–12. It also shows a large decline of 2.7 million in case of rural women and an increase of 4.5 million in case of urban women workers since 2009–10. This indicates that women in rural areas are working less; if they are working, they are more likely to be in subsidiary employment. Women's labour market participation is determined to a large extent by caste, religion, marital status, and other socio cultural norms, which operate at multiple levels in society and restrict women's mobility and access to wage employment in the formal labour market (Chaudhary & Verick, 2014).

On the one hand, girl's in higher education increased from 39% to 46% from 2007 to 2014, but female participation in India's labour force declined to a low of 27% in 2014 from 34% in 1999, according to International Monetary Fund (2015). Similar trend is noticed as global female labour force participation rate decreased from 52.4 to 49.6 per cent (ILO, 2016). It is a serious concern that women are more likely to be unemployed than men, with global unemployment rates of 5.5 per cent for men and 6.2 per cent for women. Globally, the services sector has overtaken agriculture as the sector that employs the highest number of women and men. By 2015, slightly more than half of the global working population was working in services (50.1 per cent). In both high and lower income countries, women continue to work fewer hours in paid employment, while performing the vast majority of unpaid household and care work. Globally proportion of women who are "contributing family workers" is 34.5%, compared to 24.9% of men (ILO, 2008). In India male casual workers increased from 89% to 92% over the same period (World Bank, 2008). Studies have shown that burden of poverty falls more heavily women than on men. The inequality in income and consumption levels between women and men has been

found. At least 11% of household in India are supposed solely by women income and termed as “Female Headed Household” All these figures shows the change in the trend to some extent in favour of women

The present time is witnessing a rapid change from an industrial to a knowledge based global economy. In the knowledge era, ‘information technology’ serves an integrated factor of production. An abundant pool of skilled manpower has facilitated the rapid growth of IT industry in India. There has been recent growth in IT enabled service businesses in India as call centers, medical transcription, technical support and back office processing, engineering and design, geographic information services, payroll and other human resource services, insurance claim processing, legal databases. In Indian software sector, in spite of continuously increasing number of female employees at entry level as per NASSCOM PWC Report (2010), number of women at middle management and top management level is stagnant at 11% and 1.5%.

As per NASSCOM (2016), Indian IT-BPM industry has seen the number of women employed increase to over 1.3 million, which constitutes 34% of total workforce. Nearly 10% of these women are in senior management roles. Further, around 28% of the women employees in the sector are primary breadwinners, thereby indicating the changing trend of women’s employment and inclusion in the sector.

The number of women engineer’s decreases while moving up the corporate ladder as family and other social commitments take a priority over career goals. At lower level of management, there are around 27 per cent women engineers but at middle level, the percentage decreases to 14 per cent and at upper level, that is as low as .9 per cent (Singh, 2014). One of the reasons may be lower participation of women in engineering education before

liberalisation but significant number of women leave labour market during child bearing and rearing age (Singh, 2012).

Due to IT, women have employment options as flexi timing and work at home concept. (Josephine, 2005) Tele-tech India, a joint venture BPO Company between Tele-tech and the Bharti Group, gives its employees a choice of four-day weeks instead of the normal five, hourly rates with a minimum number of work hours in a week. There are incentives for house wives and other part-time workers for 30-hour weeks. Mumbai-based Datamatics Technologies, a BPO, which processes data, women to work from home, 20 hours a week. This facilitates employment for married women, especially with small children. The employee strength is over 800 part-time workers as compared to only 500 permanent employees. Tracmail, a Mumbai-based business process outsourcing (BPO) company employs 2,000 people of which roughly 45 per cent of them are women who work 8.5- hour shifts, attending calls from clients across the world. A BPO company, Infowavz International, has one third of its 800 employees as women. ICICI OneSource, a company based in Mumbai has 2,400 employees, of which 60 per cent are women, in the age group of 22 to 27 years. There are more women employees in call centres in north and western India (Agarwal, 2004).

Women are employed in IT companies located mainly in cities as Bangalore, Poona, Chennai, Delhi, Hyderabad, and Bombay. A large number of companies as GE, American Express, Standard Chartered Bank, CitiBank, British Airways, Microsoft, AOL time Warner, HP, Dell Computers, Prudential Insurance, Morgan Stanley, Mark & Spencer have call centres where a sizeable number of women are employed ranging from 35 to 65 (Agaral, 2000). Technical Education Institutes (TEIs) provides largest avenue for employment for women engineers. Around 27 to 30 percent women engineers are employed in TEIs (Singh, 2010). However, their

participation has decreased in Government/ civil services and Public Sector Undertaking (Parikh & Sukhatme, 2004). Globalisation has brought change in the women lives through changing landscape of employment in one way or other.

8. Positive Impact

Globalization provides opportunities for higher pay raise self confidence, give stronger voice especially in the lower middle class. Self Employed Women Association (SEWA) is an example of hard working women laborers, who utilize work opportunities along with sharing self help knowledge (Deb & Sen, 2016). With the opening of doors to liberalization, there has been a steady transformation in the India economy with women emerging as Entrepreneurs (Sreenivas, 2006) A wide range of service sector jobs (e.g., medical transcription, data entry, geographical information systems, back office clerical jobs, airlines ticketing, and customer care services) can be and are being located from high-wage OECD to low-wage Asian countries that have a steady pool of high quality women workers (Mitter, 2000). Supply of opportunities, knowledge, and technology leads women's choices, empowerment, and entrepreneurship. Women capacity to work, knowledge, and skills enhanced through ICT are the resources to call upon for survival in households and work place. Globalization opens the doorways for opportunities, new education preferences, occupation, and participation in social life and thus steps towards the empowerment of women (Gray, Kittilson & Sadholtz 2006).

According to World Development Report (2012) in developing countries, the shares of female manufacturing and service employment has increased from 6 and 17 % respectively in 1987 to 7 and 24 % in 2007. On the contrary, in developed countries the share of female manufacturing employment in global female employment fell from 12 percent in 1987 to 6 in 2007, while the

share of female service employment rose from 44 to 46 % over the same period.

However, it cannot be denied that Globalization also posed threat to women labour, with low wages, health issues, and thus lead towards exploitation, discrimination and marginalization of women workers mostly in the informal sector (Subhalakshmi, 2012). Overall, women have entered in the diverse fields, attained success and gained popularity starting from their landmark in Education.

9. Negative Impact

Globalisation act as catalyst in the struggle for equitable rights and opportunities but Critics generally perceived it leading agent towards income inequalities between and within nations. It is held responsible for widening the gap between rich and poor. The intermingling of different cultures and countries also sharpen the risk of losing cultural uniqueness in terms of traditions, values of country as there is more divergence towards universal culture where dominance of American culture prevails.

In Indian context, along with its positive impact through increase in the education opportunities, Globalization has also a negative effect. Out of the total 397 million workers in India, 123.9 million are women and of these 96% of female workers are in the unorganized sector. Vast majority of women is poorly paid and get unskilled jobs in the informal sector without any job security. Highlighting the problems, Hafkin (2001) stated that women tend to be concentrated in end-user, lower skilled IT jobs related to word processing or data entry, comprising only small percentages of managerial, maintenance, and design personnel in networks, operating systems, or software development. Women predominate informal subcontracting, associated with low wages and poor working conditions. Women prefer home based part- and tale-work

that accommodates family care obligations but these jobs are precarious and poorly paid.

The workers in the India are more subject to intense exploitation. The uncertainties and the dire need to retain a position in the midst of intense competition cause mental tension, strained social relationships, psychological problems and chronic fatigue (Subhalakshmi,2012). Humiliation, unemployment, underemployment, harassment and exploitation are common among women. In a way, Globalization has made many international corporations richer at the expense of women who are suffering due to corporate expansion.

- *Low Enrolment of Girls*

In every income bracket, there are more female children than male children who are not attending the school. Girls in the poorest 20 percent of household have the lowest chance of getting an education (Jensen, 2010). Oceania, sub-Saharan Africa, and Western Asia still face many challenges reaching gender parity for primary education, while sub-Saharan Africa, Western Asia, and Southern Asia face the biggest challenges for secondary education.

Female literacy in many Asian countries has always been lower in enrolment of higher education than boys. There is less enrolment and high Drop out among girls. Privatization of higher education and the introduction of self-financed courses in colleges and universities can be seen as the major impact of globalization on women. A high fee structure in private institutes and self-financed course would be detrimental to women taking admission at the tertiary level education. Thus entry of women in technical education is becoming much difficult as a result the job opportunities for them also shrinking. Even disparities are found in Urban and Rural areas related to Education provision.

- ***Participation in Decision Making***

In 2015, only 8 out of 45 women hold Ministerial positions in the Central Council of Ministers. Only 62 females have been elected in 2014 Elections constituting more than 11% share in the Lower House. Women share is only 9% in assemblies (in states) and only 6% in State Councils. Bihar, Haryana & Rajasthan have 14% women in their respective Assemblies, whereas, there is no women representation in Mizoram, Nagaland and Puducherry. There were 1 women judge out of 28 judges in the Supreme Court and there were only 65 women judges out of 546 judges in different High Courts with maximum 33% in Sikkim High Court and no women judge in 8 High Courts (CSO, 2015). There is call for more measures to be undertaken to ensure equal participation in decision making.

- ***Crime against Women***

There is increase in the Sexual Harassment cases in the workplace. For example in Noida Export Processing Zone, sexual harassment occurs frequently as the women are forced to work overtime in spite of the being less paid. There has been gradual increase in overall crime figures with major increases in Rape, Kidnapping & Abduction and assault on women with intent to outrage her modesty. Apart from this, the Night work in the hospitals, telecom, and call centers can be a danger for the women if safety precautions are not taken into consideration.

- ***Low Skill Sector and Wage Gap***

It is generally seen that the increase in labour force participation has made positive impact on women well being although it cannot be denied that they are still involved in low skill jobs facing the wide gender wage gap. The conditions and circumstances under which they entre and work labour market is quite disappointing. They undergo the mental tension, strained social relationship as well as

the Psychological problems due to overburdening of the work. Although Evidence from around the world on women's labour market participation and gender inequalities (e.g. wage gap, power relations, etc.) is still mix (CSWA, 1999).

In the service industries of banking, finance, and insurance, women are concentrated at the lower and less skilled employment levels. In India, for example, women made up 70% of the banking workforce by the middle of the last decade. However, they tend to be data entry clerks, computer typists, or tellers. The percentages of women in electronic data processing and in management are low, ranging from one to 12% in India (Chandra, 2004). Moreover, the coming of Machinery has led to degradation of working conditions. For example, the Piece rated work where women are paid per piece produced which led to more fatigue, more physical output, as well as negative impact on the health of women. The Globalization also led to loss of employment for large number of women working in Handloom, Food processing where the machines are conducting such works in the present time (Subhalakshmi, 2012). Apart from this the hazards are also sharpened through the attitude of society, family and most importantly at the workforce in the form of sexual harassment. Moreover the there is dual burden of employment and family responsibilities for women in general.

10. Conclusion

Overall, it can be said that the Globalization in itself raise many questions if we perceive it from economic, political, social, economic lens. It has increased interconnectedness, integration but it is also often blamed for effecting economies, diluting environment, increasing unemployment, fragmentation etc. It has affected women in different places in quite different ways. Along with the Empowerment of women, it has also disadvantaged her also in some aspects of life. However, the focus should be given to convert the weaknesses into strength. More steps need be taken to

provide access to education as well as to improve the skills of women through the effective utilization of ICT especially in Rural Areas. There is requirement of strong networking and joint campaigns at multiple levels for women empowerment. As in the 12th Plan, steps are being taken for Women Empowerment and the focus is given on the Skill development among women. Nevertheless, there is need of more Inclusive Policy framework towards women in order to strengthen women position in society. There is requirement of awareness among women about their rights, rules, and regulations. Apart from this, women need to be intrinsically motivated to come forward, participate in decision making, fight against the disparities and remove the barriers for truly enjoying the freedom in the Global world.

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