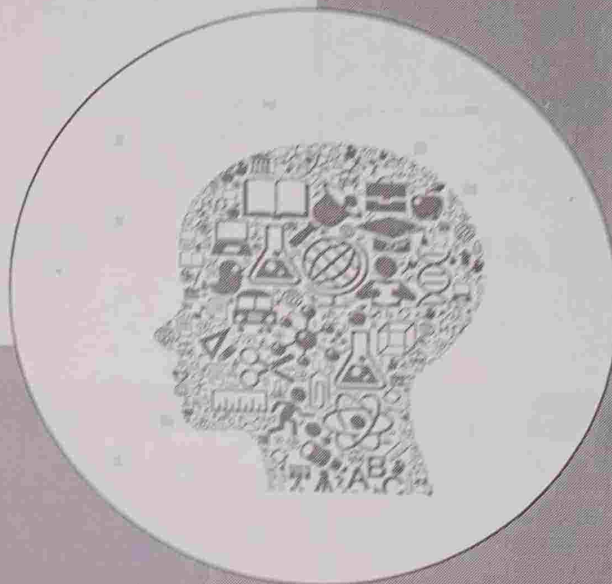


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Sr No	CONTENTS Paper Title	Page No.
1	Sugarcane Cultivation in Kolhapur District	
2	Spatio- Temporal analysis of Cropping Pattern in Man River Basin: A Geographical Perspectives <b>Dr. Anubhuti Hitesh Ghodake</b>	1-3
3	Cropping Pattern In Sina River Basin: Maharashtra (India) A Case Study of North Solapur <b>Dr. B.M. Mali , Dr. A.A. Phate</b>	4-7
4	Impact of Climate Change on Kharif Jowar Productivity in Pune Division of Maharashtra <b>Dr. Baburao Bamu Ghurake</b>	8-10
5	A study of spatial variation in Agricultural Development of Satara District <b>Dr. M. B. Hande, Dr. R. B. Bhaskar</b>	11-19
6	Cropping Pattern in Sina River Basin (Maharashtra): A Case Study of Paranda Tehsil <b>Dr. Sudhakar Koli, Dr. Subhash Chavare</b>	20-23
7	National Fisheries Policy of India <b>Dr. M. D. Kadam</b>	24-27
8	Appraisal of Mahatma Gandhi National Rural Employment Guarantee Scheme: A Study of Karvir Tehsil in Kolhapur District of Maharashtra <b>Dr.Priti Prasad Mahajan</b>	28-30
9	Migration, Urbanization and Its Consequences of Konkan Region of Maharashtra <b>Dr. Sandip Tukaram Patil</b>	31-37
10	Irrigation Sources and Cropping Pattern in Khubi Village of Karad Tehsil Dist Satara : A Micro Level Analysis <b>Senha P. Kusire</b>	38-42
11	Technological Advancement and Changing Trends in Consumer Purchasing Behavior <b>Dr. Sunita M. Chavan</b>	43-46
12	Micro-Irrigation for Sustainable Agriculture <b>Miss.Patil.S.J</b>	47-49
13	Recent Trends in Banking and Financial Services in India <b>Dr. M. S. Deshmukh , Ajay D. Kumbhar</b>	50-55
14	Comparative Analysis of Solar Enrgy in India and China <b>Patil Anjali Uttam</b>	56-58
15	Role of Radhanagari Dam in Agricultural Development of Kolhapur District <b>Smt. Bagewadi Samira Jafar</b>	59-65
16	Suicide of farmers in Maharashtra - a tragedy <b>Mr. Dadasaheb. B. Mane</b>	66-70
17	Social Innovation and Social Problem <b>Dr. Shinde Sangram Ramchandra</b>	71-74
18	Digital Financial Services in India : E- Payments <b>Dr. Rahane Shobha Tukaram</b>	75-78
19	Nature of Women Employment in changing scenario: Indian Context <b>Mrs. Sangita S. More</b>	79-83
20	Health Challenges in India <b>Dr. Smt. Desai M.B.</b>	84-87
21	Sustainable Agriculture Changing Scenario In India <b>Dr. Mahesh V. Shinde, Dr. Dipak D. Shinde</b>	88-91
22	A Study on the Sustainable Development of Agriculture Sector in India – An Overview <b>Dr. Ms. Nishigandha Prakash Bansode</b>	92-95
23	Changing Trends in World Economy <b>Dr. Pashikanti Omkar</b>	96-101
		102-103
		<b>Dr.G.S.Pattebahadur</b>



**Nature of Women Employment in changing scenario: Indian Context**

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**Abstract:**

In today's globalized world, a woman is viewed as a human resource. With enough freedom and proper opportunities, the woman's potential can be fully realized and she can enrich the surrounding around her. The changes brought about by this new policy initiatives are bound to be felt by women, both in terms of the overall employment opportunities available to them, as well as in terms of structural shifts in the employment patterns and the nature and conditions of work. It introduces new work culture, hostile and Competitive work environment. Changes in the world economy are affecting both the nature and structure of employment. The process of economic restructuring is complex; it benefits some group of men and women depending on where they live the work they do and their income group while it impacting negatively on others. Economic liberalization have a major impact on the nature and conditions of employment in general and women in particular. It provides her access to new techno-scientific gadgets. No doubt, globalization offers women great opportunities with equally new and unique challenges, however there has been an increase in the challenges due to Covid-19. In the present research paper an attempt has been made to study the changing nature of women employment in globalized era as well as Covid-19 pandemic situation. Globalization has given new avenues to women employment but due to Covid-19 pandemic situation, the whole world affects badly. In Indian context, there is acute reduction in employment due to Covid-19.

**Keywords:** Liberalization, Globalization, Human Resource, Covid-19 Pandemic, Economic Restructuring  
"Peace and Progression in the world is possible only when all the efforts are made to implement Employment Oriented Plans."

**Dr. Amartya Sen**

**The Nobel Scholar and famous Indian Economist**

**Introduction:**

Women with inherent capabilities can play the constructive role not only in the family but also for the society and strengthening national economy. In today's globalized world, a woman is viewed as a human resource. With enough freedom and proper opportunities, the woman's potential can be fully realized and she can enrich the surrounding around her. Today the role of women goes much beyond the confines of home. The boundaries of the gender division of labour between productive and reproductive roles are gradually being crossed as the women is adapting a career of her own and sharing equally with men the responsibilities for the development of the country in all aspects.

**Significance of the study:**

In a developing country like India, where every year a very large number of people enter in the labour market. In 21<sup>st</sup> century, the single most important change is observed and that is increasing participation of women in paid employment. It is seen that a high position of women in society is due to their economic contribution. The economic status of women is now accepted as an indicator of an economy's level of development. In the present research paper an attempt has been made to study the changing nature of women employment in globalized era as well as Covid-19 pandemic situation. Globalization has given new avenues to women employment but due to Covid-19 pandemic situation, the whole world affects badly. In Indian context, there is acute reduction in employment due to Covid-19.

**Objectives:**

The present research paper mainly focuses on the following objectives:

1. To know the concepts of women employment.
2. To understand the impact of globalization on women's employment.
3. To know the impact of Covid-19 pandemic on the employment of women.

**Dr. Smt. Desai M.B.**

4. To draw Conclusions.

#### **Division of the paper:**

The present research paper is divided into four parts. First part introduces the concept of women employment. Second part gives information about globalization and women employment. Third part focuses on the impact of Covid-19 on women employment. Conclusion are drawn in fourth part.

#### **Methodology:**

The information for the present study is obtained through secondary sources. The secondary data is collected from books related to rural labour,

#### **The concept of women employment:**

Women are almost one half of the world's population having enormous potential but infact is unutilized or underutilized for the economic development of the nation. The working women is a new phenomenon in the Indian society. The female labour force participation has an important bearing on gender relations in the form of independent earning opportunities and this will empower the women. Amartya Sen in 'Development as Freedom' provides an account of various kinds of freedom, one of them being women's freedom to participate in paid work outside there homes and its interconnectedness with other forms of freedom. Women employment is an index of a society's development in all aspects. It helps to initiate and motivate the process of change towards social justice and build up human resources.

There are estimates that over 90 percent of working women are involved in informal sector. These jobs are unskilled and low paying but still they feel a sense of empowerment.

#### **Globalization and women employment:**

##### **i) Concept of Globalization:**

Globalization is the process, the event, decisions and activities in one part of the world have effect on the whole globe. It is not only countries providing goods and services but also exchange cultures and relations. Globalization is used for economic globalization that is integrating the national economies into international economy i.e. Trade, Foreign Direct Investment, Export and Import, Spread of Technology and Employment. So globalization indicates global neighborhood or the world without borders or it is transboundary in nature.

##### **ii) Impact of globalization on women's employment:**

Today the new policies of structural adjustment and economic liberalization have a major impact on the nature and conditions of employment. In the era of globalization the work place spreads across national boundaries. The globe becomes the virtual work place. Changes in economic regime in India have led to an expansion of markets and technological modernization with implications for employment in general and women in particular. The changes brought about by this new policy initiatives are bound to be felt by women, both in terms of the overall employment opportunities available to them, as well as in terms of structural shifts in the employment patterns and the nature and conditions of work. It introduces new work culture, hostile and Competitive work environment. A free and modern women remains confined in her workplace because it provides food, clothing and shelter and ultimately an urban living to herself and her family. It provides her access to new techno-scientific gadgets. Changes in the world economy are affecting both the nature and structure of employment. The process of economic restructuring is complex; it benefits some group of men and women depending on where they live, the work they do and their income group while it impacting negatively on others.

#### **Positive impacts of Globalization on Women Employment:**

India implemented the New Economic Policy in the year 1990 as a strategy to become part of the global economy. The process of globalization has brought about change in the labour market dynamics and caused an upward trend in female waged work and employment.

This increased trend of employment occurs in the nature of movement of female labour from household and agriculture sector to paid employment. These positive impacts can be sited as:

##### **1. Increase in employment opportunities:**

The process of globalization has certainly benefited some women by creating new opportunities for employment which carry specific demand for female labour.

In modern days of globalization, employment opportunities for women have immensely multiplied in various fields. Due to the development of educational facilities, industrialization and the new economic system and social change there is gradually increase in employment of women.

##### **2. Increased income level of the family:**

With globalization, women's employment opportunities have increased, so that they can contribute in family expenses which support the creation of new resources and raise the level of income of the family.

### 3. Increase in self-confidence:

Multinational companies work in competitive environment and choose the best employees regardless of their gender. Therefore globalization has opened up various opportunities in the form of new jobs with paid work for women with globalization women are getting higher wages due to which they raise their self-confidence, independency and increase social and life choices.

### 4. Increased employment in service sector:

The process of globalization has opened up the economic and income opportunities for women in the manufacturing and service sector. Women with specialized skills and technical knowledge are today employed in the service sector. In some of the fastest growing service sector, demand for women employment is increasing like data processing sector, industrial export sector, banks and insurance companies. No doubt globalization has paved many ways for women to improve but still it has many negative consequences.

#### Negative impacts

With liberalization, globalization and structural adjustment employment generation in the public sector has been marginalized in recent years. The informal sector, therefore, continue to be crucial as far as employment opportunity for women are concerned. In organized sector, women's employment has been declining and structural adjustment programme strengthened this trend. Globalization is economic penetration and cultural subjugation. It tends to locate itself in the psycho-social settings of a nation. India is one of those countries that are becoming increasingly victims of the stratagem of change and modernization fabricated by the global economic powers.

No doubt globalization has provided many ways for women to improve but still it has many negative consequences.

#### 1) Commodification:

Every human beings, especially women becomes continuously commodified under the globally operated economic laws. Modern media takes majority of the people to a new world of consumer worship. A well-designed psycho-behavioral pattern is slowly injected into people's life system.

#### 2) Indignity and violence:

In the era of globalization, the work place spreads across national boundaries. The globe becomes the virtual workplace. New social norms victimizes women with a perpetual violence and indignity. In the era the globalization, the process of victimization surface with new forms. An increasing feeling of alienation and pessimism in these new work places reduce the control of a person over the future course of her life.

#### 3) Emotional insecurity:

Majority of the victims of such sexual violence are the young women entrants in the job market. Media and other forces of society, compels women to translate these newly acquired values and cultures into practice. It robs women of her dignity, patriarchy lies in an attitude of aggression that finds means and ways to subjugate women through anxiety, fear, intimidation and temptation. A sense of emotional insecurity overshadows her emotional mind. The bosses and Managers in new work places exploit the world of fantasy of young women employees, take advantage of their state of insecurity and inflict violence on them.

#### 4) Low level jobs:

As service sector is offering many benefits to women but the benefit is limited because very few employment opportunities are offered by service sector to poor uneducated women compared to these offered by industrial and agricultural sector. Moreover women are employed for middle and lower managerial level, but women's participation in the higher managerial level in the private sector is still limited.

#### 5) Limited access:

Women's weaker property rights and limited access to productive inputs also constrain their capacity to benefit from trade openness. Gender norms for mobility and women role in economic sphere can disproportionately affects women's access to technology. In short in a society of individualism and patriarchy women finds herself alone. She is desperate to survive. She commodifies herself. She redefines her values and morality. She becomes modern and smart. This has happened to her in today's era of globalization. Women have to work so much harder to get equal status in society.

**Impact of Covid-19 on Women Employment:** The Covid-19 Pandemic has had a very harmful impact on the labour market worldwide, in general and India in particular. The CMIE reported that, employment rate in Urban Areas increased from 8.21% to 9.3% and from 6.44% to 7.28% in rural areas.

**Rate of Unemployment in Rural and Urban Areas from July 2018 to June 2019 is as follows:**

Area	Female	Male
Rural	3.5%	5.6%
Urban	9.9%	7.1%

(source: Statista Research Dept. Jan. 17, 2022)

International Labour Organization estimated that in India more than 40 crore informal workers get pushed into acute poverty due to Covid-19 Pandemic. According to Mahesh Vyas (CEO of CMIE), the unemployment rate is around 12% at the end of May 21 and 1 crore people lost their jobs during the period due to second wave of Corona Pandemic. He states that the unemployment rate stands at 12.4%. In Urban 15.14% and rural 11.2% on 3<sup>rd</sup> June 2021. Due to Covid-19 Pandemic, women have experienced negative social and economic impact to a greater extent than men. In the study published in LANCET, women reported higher rates of employment loss (26% compared to 20% of men). The standing committee of labour (April 2021) noted that the pandemic led to large scale unemployment for women workers in both organized and unorganized sectors. A recent report by the Center for Sustainable Employment at AzimPremji University in India shows that during first lockdown period only 7% of men lost their jobs compared to 47% of women who lost their jobs and did not return to work by the end of the year. The situation of women in the informal sector was even worse. Between March and April 2021, 80% of rural Indian women in informal sector lost their jobs. During Covid-19 Indian women also spent more time in unpaid work at home than men. On an average women spent 9.8 times more time than men in unpaid domestic activities. During pandemic situation women share of unpaid work grew by nearly 30%.

#### Conclusion:-

The human rights of women are indisputable and indivisible part of universal human rights and therefore, the main adjectives of all governments should be equal participation of women in every sphere. Economic liberalization has a major impact on the nature and conditions of employment in general and women in particular. It provides her access to new techno-scientific gadgets. No doubt, globalization offers women great opportunities with equally new and unique challenges, however there has been an increase in the challenges due to Covid-19.

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