



Liberalization - Women And Employment: An Evaluation Approach

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Abstract:

This research paper critically examines the impact of liberalization on women's employment in India, employing an evaluative approach. It delves into the historical context of government responsibilities, particularly in the pre-liberalization era, where the primary focus was on safety, law, and order. The advent of democracy brought about a paradigm shift, necessitating the government's engagement in public welfare, including addressing issues of unemployment and poverty. Post-1947 India witnessed a government role centred on planning for public and women's welfare as a marginalized section. The 1980s marked a global structural adjustment program, commonly known as Reaganomics or Thatcherism, and now recognized as globalization. This initiative aimed to reduce government control over import duties, expand markets, and foster industrialization. Developed nations sought cheap labour and natural resources from underdeveloped countries, leading to the exploitation of the latter's population.

Key Words: Liberalizations, Women, Employment, Evaluation, Historical

Introduction:

In the evolution of governance, the historical role of the state was primarily confined to ensuring safety, law, and order, with welfare activities considered beyond its purview due to the perceived natural creation of wealth and poverty. The advent of democracy, however, redefined the state's responsibilities, emphasizing public welfare, unemployment solutions, and poverty alleviation. Post-1947, India embraced this ideal, with the government focusing on planning for the welfare of the public and, notably, women as a vulnerable demographic.

The global scene witnessed a transformative phase in the 1980s with the introduction of a structural adjustment program under the leadership of U.S. President Ronald Reagan and British Prime Minister Margaret Thatcher, paving the way for globalization. This era saw a shift toward liberalization, privatization, and globalization, driven by developed nations seeking economic gains through the exploitation of underdeveloped countries.

Evaluation of Governance:

In the old edge of the kingdom the work of state or Government was safety, law and order. Welfare of poor people was not work of state Government because the creation of poor or rich by nature. But when concept of democracy was came in state then we accepted the public welfare. As an ideal. So the state had responsibilities to safety, solutions of unemployment, poverty of public. if we talk about India since 1947 the government worked as this system. The work of government was not production or selling so there was not matter of profit or loss. But was for planning of welfare for public welfare and for women welfare as a weaker section.

In eighties a structural adjustment programme was held at global level under the leadership of U.S. president Ronald Regan and British Prime Minister Margaret Thacher in which policies were introduced to remove the control of government over import duties to expand the market and to encourage industrializations. This policy was earlier known as regonomics or Thatcherism and now it is known as Globalization world wide.

The developed countries of Europe intend to take cheap labour as well as natural resources from poor and under developed countries. in such a way they used to exploit the under developed country people. It is said that there exists Liberalization, privatization and globalization of developed countries are we don't find so in this global world.

On account Liberalization, privatization and globalization are getting boost. Today our expectation about reducing poverty and increasing employment because of Liberalization, privatization and globalization in India. But since 1990-91 the process of Liberalization is start but we are failed reducing poverty.

According to census 2001 Report, today there are 36% population living under below poverty line and on other side governments are fail in creation of employment.

When we talk about liberalization are should understand it in the context of India. In India liberalization means opening of trade by reduction of import duties and removal of some restrictions.

Due to liberalization in India privatization has also been initiated. Country goods are exported to foreign and foreign goods are speedily imported to our country. To increase the profit margin, Multinational companies are also entering

Indian market. Indian government is also taking steps to initiate liberalization. The production of our country is exported to foreign countries and foreign goods are imported to our country. There was a time when the advertisement of government of India was exercised and after that tender notice on the advertised on which "export" or "perished" was written.

Thus authorities of developing countries came to know that it is beneficial to implement liberalization along with privatization, globalization. But the today two decades are completed of liberalization then too our expectations are less for development will be due to liberalization.

There are many changes in various policies because of more importance to the market and its bad effects on unorganized sectors, Maximum women employees are in unorganized sectors In India and increase their exploitation because of privatization. On one hand the various business industries are coming because of privatization, price rising, poverty, population more and more female workers enters in unorganized sector but the effects of development was beneficial to remove poverty, is only ideal but not in real.

Here I discuss all these topics about the condition of female entrepreneur because of not only liberalization but also liberalization, privatization and globalization.

➤ **Skilled –unskilled women and inequality:**

Those women who have education and skill, they get benefit because of liberalization but in India out of two, there is one woman is uneducated. There is inequality in employment, income and opportunities for unskilled women workers. Our technologies are change day by day , every day new technology is coming in the market, so working women feels always insecurity in her job because if some skill of today it will be useless tomorrow.

➤ **Gender discrimination in Wages:**

In the comparison of male labour, the female worker as in lower hierarchy in our society. There is not top position of female in unorganized sector.

U will not find women mason in construction work. Thus in contact with globalization we can not find equality among women and men in the construction field.

➤ **Contract – sub contract and exploitation:**

There are many fields in which employment has increased due to Liberalization but in various fields women are not given due recognition as compaded to men, women are paid less wages. To increase the profit margin multinational companies carry on the production functions in our country because labour and resources are very cheap. According to the government labour laws to avoid paying are given taxes contract and sub contracts are given to different agencies in this way multinational companies use to increased profit by taking more labour work and paying less wages to women.

➤ **Women loss their traditional employment:**

In employment sector with the extensive use of tractors, chemical fertilizers, pesticides, picker machine, more men are indulged in agriculture field. Earlier manual work was done by women, but now machine work is carried out men. Liberalization creates such situations. Such situation also prevails in hosiery industry. To day in construction industry a large number of women are seeking employment. But until manual work is concern they will get employment and as soon as machine works starts they will be replaced by men.

➤ **Import and unemployment:**

In India export is carried out in different period in the same way path for import are also open. Majority women of India are associated with handicraft industries. But due to import of silk yarn of China and Korea, women worker used to unemployed.

Thus with minor issues liberalization, privatization, and globalization use to reduce women employment opportunities.

Suggestions:

1. In manual work more employment should be given and less importance should be given to machine work.
2. Analysis should be done regarding policy employment and their impact on nation's progress.
3. Standard should be set up for those agencies that take contract and sub contract for multinational companies and properly what should be given.
4. In the traditional industries like agriculture, fishing, handicraft etc. women should be given compulsory employment.
5. Majority of women are working in unorganized sectors thus benefit should be provided to them by special welfare scheme.
6. Various avenues have been open for employment but, women with skill and education are in less proportion. Thus they should be guided with various professional development skills.