



GLOBALISATION'S IMPACT ON WOMEN IN THE ORGANIZED SECTOR: EMPOWERMENT AND TRANSFORMATION

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Abstract

Globalization has brought significant changes to the organized sector, particularly in the context of women's employment and empowerment. This UGC article explores the multifaceted impact of globalization on women in the organized sector, emphasizing empowerment and transformation. The research methodology employed in this study utilizes descriptive analytics to analyze existing data and literature. The article concludes with a discussion of the implications and challenges faced by women in the organized sector in a globalized world.

Keywords: *Globalization, Women, Organized Sector, Empowerment, Transformation.*

Introduction

In the era of globalization, marked by heightened interconnectedness across borders, the organized sector has experienced profound transformations. This phenomenon has significantly impacted women's roles and lives within the workforce. Recognizing this dynamic shift, our study focuses on comprehensively exploring the intricate implications of globalization on women in the organized sector. We aim to uncover how globalization has altered the landscape of employment for women and how it has contributed to their empowerment and transformation.

Globalization is the ongoing process of increased global interconnectedness, characterized by the flow of goods, services, information, and people across national borders. Empowerment means the enhancement of women's socioeconomic status and decision-making power, resulting in greater control over their lives, both in the workplace and in society. Further, **Transformation**, is the multifaceted changes encompassing shifts in education, career opportunities, and the ability to challenge traditional gender roles, ultimately shaping women's lives within and beyond the organized sector.



The research has anchored on the framework of feminist economics and globalization studies. Research draws from feminist economics to analyze the implications of globalization on gendered labour markets, income disparities, and opportunities for women in the organized sector. Simultaneously, the study embraces the global perspective, examining how international trade, technological advances, and economic restructuring have contributed to shifts in the role and status of women within the workforce.

The primary aim of the research is to provide a comprehensive analysis of the intricate relationship between globalization and women in the organized sector. It seeks to illuminate the challenges and opportunities that women face in a globalized work environment and understand how this transformative phenomenon has influenced their economic empowerment and roles in society. The research has the following objectives:

1. To assess the impact of globalization on the economic empowerment of women in the organized sector.
2. To investigate the transformational effects of globalization on the lives and roles of women in the organized sector.

The research employs a descriptive analytics approach, involving the analysis of existing data and literature. This approach allows us to gain a deep understanding of past trends, patterns, and relationships in the context of globalization's impact on women in the organized sector. Looking forward, this study lays the foundation for further research in the field of gender studies, economic development, and globalization's effects on various societal aspects. It opens doors for more in-depth investigations into specific sectors, regions, and policies that can further empower women and promote gender equity in the organized sector.

Literature Review

Numerous studies have delved into the intricate relationship between globalization and women's economic empowerment in the organized sector. A recurrent theme that emerges from these investigations is that globalization has ushered in a realm of both opportunities and challenges for women in the workforce. The influence of globalization on employment patterns has been



particularly notable in sectors oriented towards exports, such as textiles, electronics, and services. Women have emerged as a pivotal part of the labour force in these industries, contributing to their low-cost and adaptable labour. This has invariably led to economic empowerment as women's contributions augment household incomes and foster economic self-reliance (Abbas et al., 2021). Nonetheless, despite the opportunities that globalization has opened up, it has not completely obliterated gender disparities. The gender pay gap remains a persistent issue, with women frequently earning less than their male counterparts for comparable work. This lingering income inequality underscores deeper systemic concerns within the organized sector, calling for further examination and intervention. Furthermore, the pressures exerted by globalization, such as long working hours and extensive international travel, have led to challenges in balancing work and family life, impacting women's potential for career advancement (Aboobaker and Edward, 2019). In tandem with the economic dimensions, globalization has also sparked investments in women's education, equipping them with new skills and expanding their access to higher-paying job opportunities. Consequently, women have ascended to positions of authority within organizations, making substantial contributions to their economic empowerment. The implementation of policies to counteract gender-based discrimination and promote gender equality within the workforce represents a notable positive shift in addressing gender disparities (Carpiano and Moore, 2020; Cataldo et al., 2021).

Examining the transformational effects of globalization on women's lives and roles, it becomes evident that globalization has spurred broader societal changes. Enhanced access to education and higher-paying positions has not only elevated women's socio-economic status but has also equipped them to challenge traditional gender norms. As women become increasingly financially independent, societal norms regarding women's roles have begun to evolve. This transformation extends beyond the workplace, influencing family dynamics and women's involvement in decision-making processes (Blake-Beard, Finley-Hervey and Harquail, 2008; Blair-Loy and Wharton, 2002).

Despite the numerous challenges and opportunities presented by globalization, women's evolving roles and empowerment within the organized sector signify a complex interplay of socio-



economic and cultural forces. Future research in this domain should continue to explore the nuanced dynamics of globalization and gender, focusing on region-specific and sector-specific variations, and devising policies that foster gender equity and women's economic independence (Bijli, 2012; Blaik et al., 2021; Caulfield, 2020).

Discussion

The research findings underscore the intricate relationship between globalization and the status of women in the organized sector, revealing both opportunities and challenges. In light of the first key finding, globalization has undoubtedly expanded economic opportunities for women. Their active participation in export-oriented sectors, particularly in low-cost, flexible labour roles, has led to economic empowerment, positively impacting household incomes and fostering self-reliance. Nevertheless, the persistent presence of the gender pay gap is a stark reminder of ongoing gender disparities, signifying deeper structural issues that must be addressed. The pressures imposed by globalization on women to balance work and family life also present challenges to their career advancement.

Overall, these findings emphasize the multifaceted and evolving nature of the impact of globalization on women in the organized sector. While globalization has paved the way for progress, it is evident that gender disparities persist. Future efforts should be directed toward addressing these disparities and fostering a conducive environment for women to excel in the globalized workforce. This research highlights the need for continued policy development and advocacy to ensure that women's empowerment and transformation remain at the forefront of the global economic agenda.

Conclusion

Globalization has brought significant changes to the organized sector, both positive and negative, for women. While it has created economic opportunities, empowerment through education, and increased gender equality, it has also contributed to the gender pay gap, vulnerability to exploitation, and work-life balance challenges. Moreover, the impact of globalization on women is influenced by cultural and social norms.

Women in the organized sector have a vital role to play in the globalized world, and their



empowerment and transformation are essential for sustainable economic growth and social progress. Further research and analysis are needed to track the evolving impact of globalization on women in the organized sector and to develop strategies that promote their well-being and equitable participation in the global workforce.

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