



Re-gendering globalization: Overcoming the phenomenon of gendering globalization

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ABSTRACT

Globalization is a buzzword today encompassing every sphere of modern life denoting integration of economies under free trade, privatization and liberalization. Unlike many other theories, globalization has its merits along with its demerits especially for intensifying discrimination against different groups. In this regard, in a world irrespective of society and culture where a major portion of women posits a vulnerable and less-benefited role in every sphere of life, it is essential to inquire into the globalization process with a gender perspective. This process could be termed as 'Gendering Globalization', where different implications of globalization, whether positive, negative, or neutral would be critically examined in reference to different literature, research and compiled data theoretically. Following this methodology, this study endeavors to find out the effects and more importantly the process of globalization of gender. Finally, it gives some recommendations to relate growth, gender and globalization in a purpose of 'Re-Gendering Globalization' as a development goal.

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1.0 Introduction

"Several Years ago Catherine Lutz posed what for me became a profound and troubling question, 'Does theory have a Gender?'"

- Freeman (2001)

Over the last few decades, it has been impossible not to notice a change, a change in the lives of men and women of all ages, nationalities, social classes and ethnicities around the globe. This change has been brought by the liberalization principle or theory which resulted in globalization, i.e. *increasing worldwide integration of economic, cultural, political, religious, and social systems* (Oxford Index, 2013)¹. Hence, this liberalization theory that has underpinned these processes or changes has also been criticized as being corporate-led, anti-poor, class-biased and destructive to the environment. Among different forms of inequalities, the most sensitive and confusing one is the *gender based discrimination*. That is why Freeman (2001) was puzzled while thinking about the gender perspective of a particular theory especially about gender of globalization or liberalization. As globalization created many types of disparities among different groups, the most undisputed aspects of this lays with the dark side of women's fate as forced labor, low wage rate, health and sexual insecurity in workplace and

¹ <http://oxfordindex.oup.com/view/10.1093/oi/authority.20110803095855259?rskey=vi9FKm&result=0&q=globalization> Accessed on: 22.11.13.

the international trafficking of women (Potrafke and Ursprung, 2011). Beside this overwhelming phenomena, gender equality and women's empowerment is increasingly being recognized as an integral aspect of development, with numerous United Nations mandates, including the Beijing Platform for Action and the Millennium Development Goals, which are defined as central policy objectives alongside poverty reduction (Cagatay and Erturk 2004). Where unequal gender relations shaped by or in turn shape globalization is a question that appears to have existed '*from time immemorial*', the purpose of this study is not to solve the question or emphasize the creation of 'another world of gender equality'. The purpose is simply to assess our knowledge of gender and globalization and to try to close the gaps therein. More specifically this study aims at answering issues related to the effects of globalization in gender perspective (both positive and negative) and find out the process of globalizing using gender lens.

The rest of the paper is organized as follows. Section 2 presents the literature review in the broader landscape of globalization. Section 3 presents the solution to the problem. Section 4 concludes.

2.0 Review of extant literature

The world has witnessed an enormous economic transformation over the past three decades, fostered by increasing global flows of goods and services, technology and information. These changes have transformed the way domestic and global markets and institutions function, and have thus changed the economic landscape for individuals, households, firms, and governments (World Bank, 2011). These changes could be loosely defined by one name, i.e. 'Globalization'. Because the issue of Globalization is so pervasive, it has a broad and elastic meaning. A common definition is -Globalization refers to the *increasing integration of economies around the world, particularly through trade² and financial flows* (Albrow et al (eds.), 1990). It is the process of international integration arising from the interchange of worldviews, products, ideas, and other aspects of culture.

Therefore, globalization is denoting the process in which economic, financial, technological, and cultural transactions between different countries and communities throughout the world are increasingly interconnected, and embodies common elements of experience, practice, and understanding. However, many commentators focus only on the economic aspects of globalization. For instance, the Secretary-General of UNCTAD³ defined it as "*a process whereby producers and investors increasingly behave as if the world economy consisted of a single market area with regional or national sub-sectors, rather than a set of national economies linked by trade and investment flows*"-(UNCTAD 1996: 6, cited in Panos 1999).

This focus on the economic aspect of globalization reflects the sole concentration of international trade, investment and financial flows in recent years. There are many indicators of this. For example, Merchandise trade in the low- and middle-income countries rose from 31 percent of the GDP⁴ in 1993 to 57 percent in 2008, reflecting both larger North-South and South-South flows (Figure 1). Significant increases in trade openness occurred in all regions, particularly in South Asia, where merchandise trade rose from 16 percent of GDP to 41 percent, and in East Asia, where it rose from 35 percent to 52 percent. Changes in foreign direct investment (FDI) have also been significant, with flows increasing from 0.5 percent of GDP in 1980 to 4 percent of GDP in 2007, followed by a decline during the recent financial crisis (World Bank, 2010).

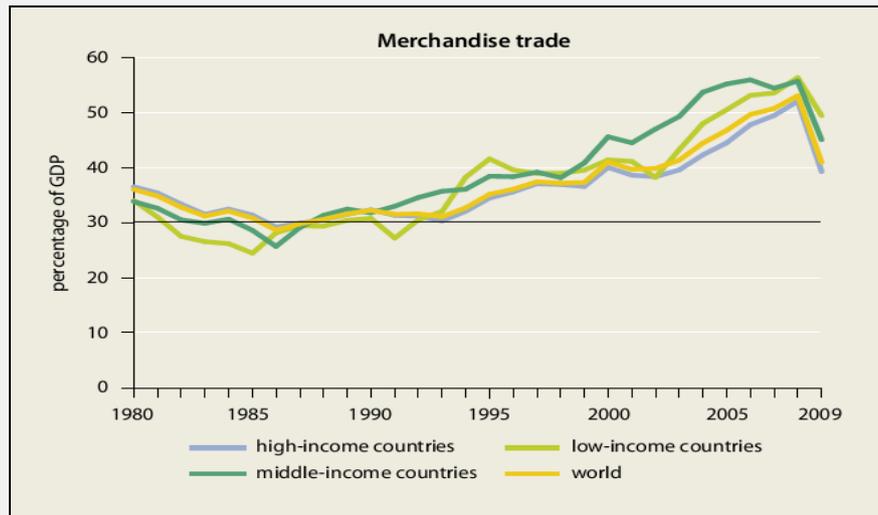
Transnational corporations which is one of the main instruments of globalization of production, are now directly employ up to 50 million people in Export Processing Zones throughout the world (UNCTAD 1996: 6, cited in Panos 1999). Although this is only a fraction of the world's workforce, together with sub-contractors and allied services it represents a sizeable, and increasing proportion of global employment and production.

As goods, services, capital, and people flow across countries faster than ever before, information and knowledge have become global commodities. Technological changes crossing borders embedded in traded goods, has accelerated its adoption and adaptation. In addition, although technology transfers tend to happen first in exports and imports, they quickly spread beyond them as firms interact and workers switch jobs (Aguayo et al. 2010). Similarly, ideas and skills move from one country to another as the share of skilled migrants in the pool of international migrants increased from about 25 percent in 1990 to 36 percent in 2000.

² Trade- It is the transfer of the ownership of goods from one person or entity to another by getting something in exchange from the buyer.

³ UNCTAD- United Nations Conference on Trade and Development

⁴ GDP- gross domestic product

Figure 01: Global trade has grown rapidly since 1990⁵

A key aspect of globalization which is associated with these widespread economic and technical changes, is the trend of international and national movements of population creating a 'World of Cities' (Sassen, 1991). Starting with the global financial centers of New York, London, and Tokyo, followed by Paris, Frankfurt, Zurich, Amsterdam, Los Angeles, Sydney, Hong Kong, Bangkok, Bombay and even Dhaka (Sassen, 1998). The existence of these cities is a 'concrete' manifestations of globalization which reflects another very significant aspect of contemporary world, that of increasing inequalities. Over the past 20 years, the share of income received by the poorest fifth of the world's population has dropped from 2.3 percent to 1.4 percent, while the proportion taken by the richest five has risen (Giddens, 1999). Same kind of inequalities are also rampant within the big cities of the world (ibid).

However, as trade openness and the spread of information and communication technologies have expanded economic opportunities, the demand for female workers in the ex-port and ICT⁶-enabled sectors has also increased, and as women have filled these new jobs, the gender distribution of employment across sectors and across countries has changed (World Bank, 2011). Therefore, the increased proportion of women participation in activities of globalized economy also necessitates looking at globalization from a gender perspective to investigate its sensitivity to women's needs and conditions to find out the status of gender inequality (if any) in the domain of globalization.

2.01 Gendering globalization

Seguino, (2006) comments that '*females, it is often argued, are placed at the back of the queue, whether for food, health care, education or jobs, given that all of these are in short supply.*' It is an undeniable fact that, women are facing discrimination in every sphere of their lives, which starts from their own household, culture and society. This is why; the definition of gender incorporates not the biological differences of sexes but the state of being male or female reference to social and cultural differences (Oxford Dictionary, 2013)⁷. A more in-depth explanation of gender is given by Naila Kabeer (1994) follows: '*Gender as a power relation derives from institutional arrangements which provide men of a given social group, with greater capacity than women from that social group to mobilize institutional rules and resources to promote and defend their own interests.*'

In a world irrespective of society and culture where a major portion of women posits a vulnerable and less-benefited role, the investigation of status of gender inequality in every sphere of human life is necessary. This is why, gender has been increasingly acknowledged as a critical variable in analysis and development planning (Kabeer, 1994). Therefore, in a continuously globalizing world, it is obligatory to inquire at globalization process with a perspective that is sensitive to women's needs and conditions because women comprise about half the world's population. This process of examining the gender dimension of the current trend of economic liberalization could be termed as 'Gendering Globalization', where different implications of globalization whether positive, negative, or neutral critically examined, in reference to different literature, research and compiled data.

⁵ Source: World Development Indicators

⁶ ICT- Information and communication Technology

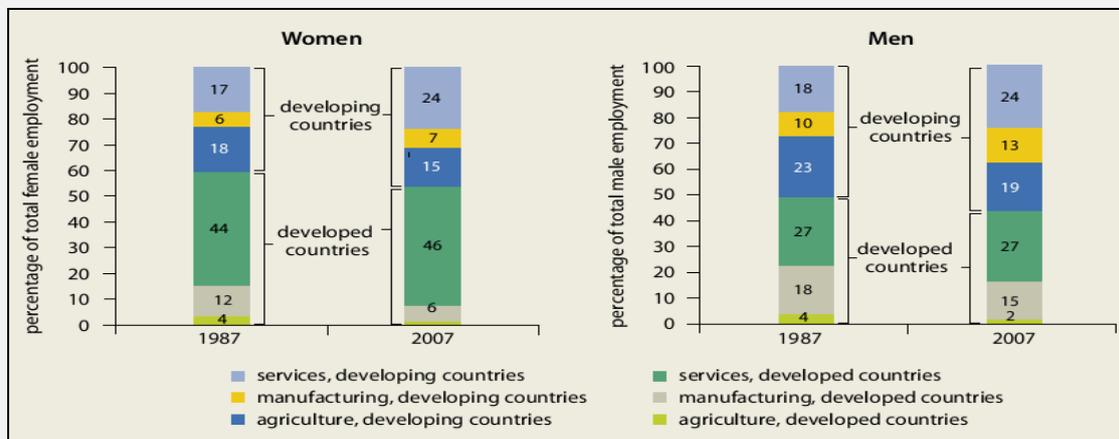
⁷ Definition of Gender retrieved from <http://www.oxforddictionaries.com/definition/english/gender> Accessed on: 27.11.13

2.1.1 Feminization of the labor

Seguino, (2006) also noted that “...women, in particular, should benefit from a strategy that relies on economic openness and, in particular, exports as the engine of growth. This is because women are the preferred source of labor.’ Firm, an economic agent always tends to be rational by minimizing its cost of production. Especially in a globalized competitive market, firms are bound to keep its unit labor costs low. Hence, they borrow more women labor for cheaper price. On the one hand, due to this scenario, women’s participation in economic activities increase; on the other hand, the increasing demand of female labor would drive the female labor wage to increase resulting in increased bargaining power in family and society (Seguino, 2006).

For better wages and facilities, women have moved out of agriculture and into manufacturing and particularly services. These changes have grown faster in developing than developed countries, reflecting broader changes in the global distribution of production and labor and providing greater opportunities for women to choose according to their necessity. In developing countries, the shares of female manufacturing and service employment in global female employment increased from 6 and 17 percent respectively in 1987 to 7 and 24 percent in 2007 (figure 02)⁸. Changes in male employment shares were qualitatively similar but different in magnitude (World Bank, 2011).

Figure 02: Female employment in the manufacturing and service sectors has grown faster in developing countries⁹



Therefore, this increase in the number of women in paid employment (manufacture or service or even agriculture) is referred to as the ‘*feminization of the labor force*’. It simply means that, mostly, the proportion of female workers has increased in different sectors of the economy, beyond household-based production, which is directly related to globalization.

This feminization of labor is greatly influenced by the improvements in ICT technology, which allows women to access the world markets by lowering information barriers and reducing the transaction costs associated with market work (World Bank, 2011). Because time and mobility constraints are more severe for women than men, women stand to benefit more from these developments. In addition, greater access to economic opportunities provide stronger incentives to accumulate human capital, particularly for women, and are likely to increase investments in the skills of girls and young women i.e. tomorrow’s workers (ibid).

However, apart from many positive aspects of feminization of labor force, there are many debates about the real term effect of globalization in people’s life especially in women’s living, which should not be forgotten while gendering the theory of globalization.

2.1.2 Feminization of poverty

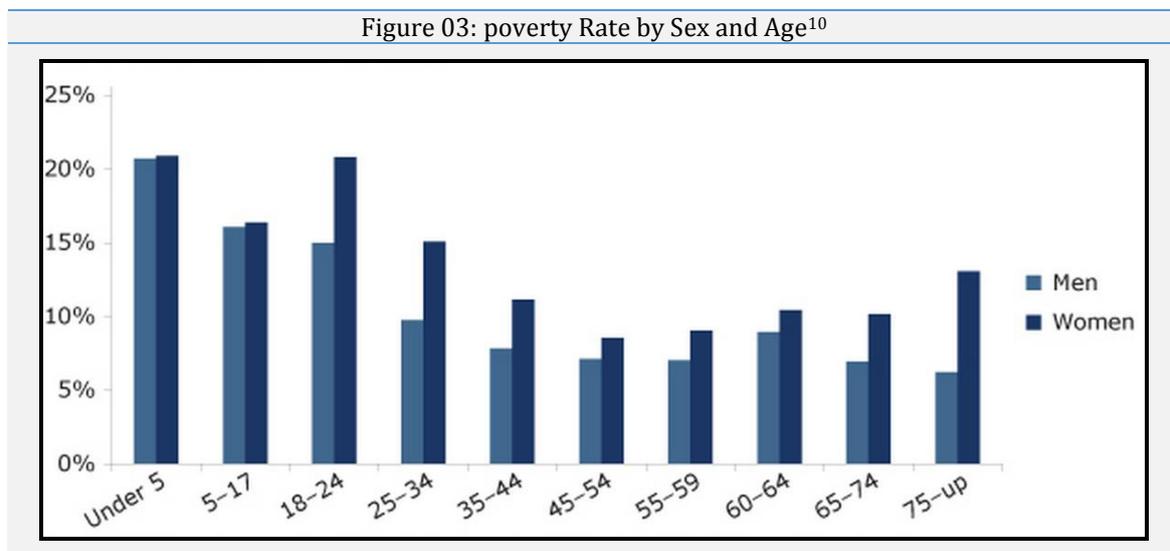
⁸ This calculation includes data for 51 countries. The developed countries included are Australia; Austria; The Bahamas; Barbados; Belgium; Canada; Cyprus; Denmark; Finland; France; Greece; Hong Kong SAR, China; Hungary; Ireland; Israel; Italy; Japan; Korea, Rep.; Luxembourg; Netherlands; New Zealand; Norway; Portugal; Puerto Rico; San Marino; Singapore; Spain; Sweden; Switzerland; Trinidad and Tobago; United Kingdom; and the United States. The developing countries included are Bangladesh; Botswana; Brazil; Chile; Costa Rica; Egypt, Arab Rep.; El Salvador; Guatemala; Indonesia; Malaysia; Pakistan; Panama; Peru; Philippines; Romania; Sri Lanka; Thailand; Turkey; and Venezuela, RB (World Bank, 2011).

⁹ Source: WDR 2012 team estimates based on LABORSTA International Labor Organization

Monnier (2010) comments that *globally, 70% of the poor are women. This phenomenon is called feminization of poverty, that is, the process through which women are disproportionately more likely to become and stay poor.* In a continuously integrated globalized world, besides feminization of labor, the feminization of poverty could also take place, because women are one of the most vulnerable sects today. It could occur because of a *sudden large leap in the economy*, or excessive openness of global market (ibid).

Example could be drawn from the transition of communist countries in Eastern Europe to a market economy. Women were disproportionately affected during that time as 80% of them lost their jobs, especially in highly skilled fields, such as medicine due to being unable to find work, in which they were skilled (ibid). Due to this, they had to settle for low-paying service jobs, even Prostitution for their continued existence. As a result, before the fall of communism, the wage gap increased dramatically, as once Russian women were used to earn 70% of the average male wage; by 2005, they only earned 40%.

The following graph for the United States could also explain the trend of women, being poor with the continuously integrating globalized market (Figure: 03). Here, the finding is remarkable as at every age category (except for the youngest), there is a significant disadvantage for women compared to their male competitor-



Moreover, when globalization or liberalization or more specifically *'Privatization'*¹¹ occurs, usually state-owned companies are sold to private investors and owners. Several things happen due to privatization that affects women as:

1. The state is required to considerably reduce the number of people it employs (mostly Women workers of social welfare like institutions).
2. State-owned companies are sold to investors and this usually results in layoffs, mostly of women workers.
3. States are encouraged to open EPZs to generate foreign investments, which in turn, will provide lower-paying positions, largely filled by women. The result is a global impoverishment of women.

Mary (2006) show that the reduction in the number of state employees affects women disproportionately because women tend to work in social welfare like institutions, such as agencies, schools and hospitals. At the same time, the parts of the state that are not negatively affected by privatization tend to be male dominated as for police, military, commerce and finances. In this aspect, structural adjustment policies contribute to *'regendering the state'* based on male privilege in privatization (ibid). Therefore, the loss of jobs in the formal economy, pushes women to more impoverishment either by unemployment or by low paid job in informal sector.

2.02 Paradox of globalization: Double burden and double disadvantages

Pande (2012) states that *today the shifting market considerations have created unforeseen economic hardships for the weaker nations and more so for the poor women who suffer from a double disadvantage of belonging to the under privileged class and that of the under privileged gender.*" In every form of activity, be it agriculture or manufacturing, domestication of animals, fishing, weaving, garment making or even servicing, women

¹⁰ Source: Us Census bureau, Current population Survey, 2008 Annual Social and Economic Supplement

¹¹ *Privatization*: to remove (something) from government control and place it in private control or ownership

contribute substantially to the value addition of the final product and yet their work is perceived by all as subsidiary, unskilled and often as skill only of domestic value (Spodek, 1990). They suffer from lack of opportunity to work, low & discriminatory wages and exploitative conditions if they enter into the globalized economy and of course suffer more if they are unable to keep pace with globalized productive sector, due to being poor.

Therefore, a large number of these women have double burden of domestic and non-domestic work, thereafter, burdened with double disadvantages due to lower social status and lower gender status. In a result, besides of low wages disparity and gender discrimination, they also suffer from social insecurity, occupational health hazards, and have little access to new technologies, skills and knowledge (ibid). Therefore, a paradox of globalization appears here, whose merits are continuously being questioned by its demerits.

2.2.1 Paradoxes of women's occupational hierarchy

In agricultural sector, women as producers stand to gain only through the liberalization of trade, if they belong to the category of surplus farmers (Pande, 2012), instead of subsistence production. Since in agricultural sector most of the women are in subsistence economy (ibid), globalization is unfavorable for the poor women and contributes to the feminization of poverty, which leads to a paradoxical gender dimension of globalization.

In a study of lower caste agricultural laborers of developing country, especially women from Salem district in *Tamilnadu*¹², Padmavathi and Rammohan (1999) have shown how agricultural mechanization has contributed towards the pauperization of female agricultural laborers. Because of modernization and technological transfer, this particular caste group who belonged to a subsistence economy, was forced to migrate to the cities in search of employment unlike the surplus farmers. Before migration this people sold their lands to the surplus farmers with whom they were unable to compete because of changes in the economy. The 'pull factor'¹³ for these migrants to *Tirupati* in *Andhra Pradesh* has been pit mining. Whereas, earlier pit mining was considered a 'men's activity' but since 1970s, growing liberalization and privatization of the pit economy has made all this possible as female migrant laborers are available at lower wages. These women work for more than fifteen hours a day and have no permanency of work, shelter or do not receive any perks and they pose many health hazards too. Therefore, globalization has compelled women to a paradoxical worse situation by pushing them to further down of the occupational hierarchy (Padmavathi and Rammohan, 1999).

2.2.2 Paradoxes of 'Gains from trade'

For discussing trade and *gains from trade*¹⁴ argument based on *comparative advantage*¹⁵ considering different factor endowment of capital and labor, Heckscher-Ohlin model is often very purposeful (Suranovic, 1997-2006). But According to Potrafke and Ursprung (2011), in a world characterized by heterogeneous labor, the stiffness of a comparative advantage argument based on a simple two factor (capital, labor) Heckscher-Ohlin model is however not able to disentangle all redistribution effects that are triggered by globalization (especially 'global economic integration'). This standard model does not consider that globalization gives rise to a transfer of technology to the less developed countries from the developed one.

Although the transfer of technology to a less developed country may seem to be a gain from trade, it has a reverse impact. Globalization gives rise to transfer of technology in low-wage countries with the consequence that highly skilled workers (i.e. mainly men) in the low-wage countries will benefit from the technology transfer (Acemoglu, 1998). Moreover, Women (unskilled in industrial work) mainly work in the agricultural sector, which in most developing countries do not play a major role in international trade. Some scholars, even claim that in several developing countries gender inequalities in the labor markets have been used as a strategic instrument to procuring advantages in international competition (Cagatay and Erturk, 2004). Consequently, the gains from trade even vary and have a gender dimension as female agricultural labor hardly derives any profit from international trade. Therefore, paradox rises even of 'gains from trade'.

¹² *Tamil Nadu* literally means "Tamil Country" is one of the 28 states of India. Its capital is Chennai (formerly known as Madras), the largest city.

¹³ Whereas *push factors* drive migrants out of their countries of origin, *pull factors* are responsible for dictating where these migration end up.

¹⁴ *Gains from Trade*- In economics it refers to net benefits to agents from allowing an increase in voluntary trading with each other. In technical terms, it is the increase of consumer surplus plus producer surplus from liberalizing trade.

¹⁵ *Comparative Advantage*- In economics, comparative advantage refers to the ability of a party to produce a particular good or service at a lower marginal and opportunity cost over another. Even if one country is more efficient in the production of all goods (absolute advantage in all goods) than the other one, both countries will still gain by trading with each other, as long as they have different relative efficiencies.

2.2.3 Paradoxes of feminization of labor in developed country

It is an undeniable fact that in both manufacturing and service exports, growth in female employment was faster than ever before and faster than in other sectors (World Bank, 2011). In addition, although exports in many countries initially accounted for a small fraction of total female employment, their importance grew over time because of rapid employment growth.

Besides counting increasing labor participation of women, it should be admitted that while creating feminization of labor, globalization has many unfavorable effects for the poor agricultural labor of developing countries¹⁶. However, today it is under criticism even for creating inequality within the developed country. In developed country itself however, greater openness has had little impact on the gender based wage discrimination, and the gains from globalization to equalize wage of both gender have been only temporary (Berik et al., 2003).

Example could be drawn from a developed country like the Republic of Korea¹⁷, where greater openness had widened the gender gap. Data from Mexico and Honduras suggest that wages in recently established export processing zones tend to be higher than local wages but over time the differences narrow and so the benefit of globalization vanishes (Fussell, 2000, in World Bank, 2011). A greater wage inequality in the United States and greater unemployment among the unskilled in Europe (especially of female) are also noticeable as an impact of globalization in developed country.

In the developed world, the impact of higher trade openness on women and men has been extensively debated. Impacts of globalization are larger among men than among women because men were concentrated in the industries & skill premiums gained from technological change are mostly accessed by male, here examples are United States (Baily and Lawrence 2004, in World Bank, 2011). Black and Brainerd (2004) showed evidence of trade's impact on women's wages and employment in developing country as it is more mixed and debatable. Scheve and Slaughter (2004) argued that trade liberalization and foreign direct investment leads to the off shoring of medium- and high-skill jobs, which could easily raise job insecurity, for example workers in the United Kingdom in sectors with high foreign investment are more likely to report greater economic insecurity. Anderson and Gascon (2007) have even reported female labor's greater insecurity and desire for strong government safety net in developed countries like the US.

Therefore, the sugarcoat paradox of globalization about feminizing labor is not only discussable in the arena of developing country but is much debatable even in the sphere of the developed countries.

2.03 Investigating the process of globalization: Using gender lens

Pearson (2000) *comments that in looking at globalization from a gender perspective, we need not only to find out how, and in what ways, women or men win or lose in the globalization process, and to trace the (often nefarious) impact of globalization on women. We also need to map out the different aspects of the globalization process, and view each of these aspects through the lens of gender analysis.* It is obvious that, discussing the ways of losing or owing in globalization and the impact of it will not give a comprehensive understanding of gendering globalization. What is needed is to investigate the process to get a detailed insight into women and men's livelihood struggles. These insights will surely help to create purposeful organizations and institutions and even decisive policies to direct the process of globalization in a sustainable way considering human development of the twenty-first century.

2.3.1 Considering the historical reality

For giving the contemporary globalization a gender perspective, it is imperative to frame it in reference to the historical reality of international economic and social policies of 1980s and 1990s (Pearson, 2000). The developing countries of that era were suggested and to some extent forced to adopt economic policies designed by the developed countries. These indebted developing countries were compelled to restructure their economy following special policies collectively known as structural adjustment packages (SAP) as a price demanded by the World Bank and the IMF¹⁸ in exchange for extending financial assistance and credit to pay the debt of those countries (Watt, 2000).

Those policies had such serious lacking of ignoring the gender division in household and national economies as women and men's work pattern, working condition and reasons behind job requirement differences multiplied.

¹⁶ discussed in 3.2 & 4.3

¹⁷ Republic of Korea is also known as South Korea

¹⁸ IMF- International Monetary Fund

Those policies also ignored the basic needs of population by privatizing health and education facilities and have ignored the family requirement for unpaid labor for reproduction, child upbringing, care of the sick & disabled & elderly and community management (Elson, 1995). Therefore, all of this intentionally or unintentionally ignored the foundation for human resource development and had put double burden to the women who are bound to take care of the family as unpaid labor and also earn subsistence income for survival as unskilled low paid labor.

2.3.2 Over-simplification of female participation

The implication of globalization and global trade are most uttered considering the increasing employment opportunity especially of women as the increasing demand for consumption goods and services as clothing, sportswear, electronic good, data entry facility and financial services and even in tourism industry all are mostly served by women (UN, 1999)¹⁹.

However, large numbers of these female workers produce high quality goods for consumption for their high-living neighbors while most of these laborers eat hand to mouth due to low paid wages. The increasing commercialization of every good and increasing cost of household is leading to a tough life for women as well as man even for the survival. Pearson argued in this term as *“surviving is a task made all the more difficult by the global trend towards user charges on basic social services, including education and health care”* (Pearson, 2000).

Therefore, along with increasing employment opportunity, the struggle for life sustenance is also accelerating due to increasing cost of minimum livelihood. The increasing ratio of women participation, moreover, is termed by the UN (1999) as *over-representation* because it does not consider the variance of job type of women including part-time, casual and informal sector work. Although, it is globalization, which has put such flexibility of labor type, while calculating the male-female labor participation ratio it is not considered. As a result, the investigation of globalization is oversimplified and therefore, needs a gender lens to consider.

2.3.3 Globalization: Some threats to consider

In today's globalized economy, women are now termed as the ideal flexible workers because of their little bargaining power in relation to wage, working condition, non-wage benefits, and unemployment benefits or even about pensions (Panos, 1999). In any economic crisis moment, the most affected party is obviously the most vulnerable sect, which is the female labor. Example could be drawn from a few years ago, during collapse of the South and East Asian economies, which left many factories' female workers unemployed, laid off 10,000 women workers in South Korea within six months. All these indicate to a reduction of real wage up to 100 percent within a very short period whose earning is wholly or partially supported their families' very survival (Panos, 1999). Moreover, women workers in the global economic sphere are mostly vulnerable due to unhealthy, unregulated and unprotected working conditions, which pose a threat to their physical, mental and social security (Pearson, 1995).

From other perspective, it is also evident that ongoing technological reasons may become preferred input replacing female labor by overriding the reasons behind using female labor. For example, World Wide Web (WWW) could replace call centers, direct computer entry can replace data entry system, more capital intensive or automated production can replace labor-intensive fabrication. The fact of decreasing women labor demand in future depicts a structural problem of women of gaining technical training and skill development opportunities (Pearson, 2000). According to Pettman (1996) the growth of the international transport, tourism and entertainment industries has also made women susceptible under human trafficking due to an increasing demand for sexual services. However, these crucial perspectives are overlooked in the analysis of globalization. As a result of ignoring these facts, women have become the most susceptible to the demerits of globalization.

2.3.4 Women: Increasingly less supported by their male counterparts

On the one hand, globalization has resulted in women's increased involvement in paid employment, on the other hand, it has put difficult questions of securing reproduction, childcare and unpaid home duties, which requires a difficult adjustment for current and future generations. Otherwise, an unstable social environment could take place in society, arising from stress and conflict in many households (Koch, 1997). Emphasized by Pearson (2000) that, in today's world where traditional source of employment and income generation are unavailable, many men and women are forced to migration, splitting families and communities. Moreover, due to globalization, man's roles are also being challenged beside of women, these leaves women loaded with over-burden and unhelpful in making a living and to bring up their children. These put an additional strain on women

¹⁹ UN- United Nations

who are most frequently the individuals required to balance the competing demands on household budgets (Engle, 1995)

Therefore, a non-intensive concern of women's vulnerable situation in a continuously globalizing trend of the world is leading women to a more vulnerable situation than before. In this regard, a gender lens perspective is very useful to understand the process of globalization in respect of women's practical situation and to take appropriate and fruitful policy decisions further.

3.0 Recommendations: Re-gendering globalization

Rahimi & Noruzi, (2011) argue that *a Policy can be considered as a 'Statement of Intent' or a 'Commitment'. For that reason at least, the decision-makers can be held accountable for their 'Policy'*

A policy is typically described as a principle or rule to guide decisions and achieve rational outcomes. So, after identifying a problem, a set of policies is required to solve or minimize that problem. In regards to that, the previous points focusing on the gender dimension of globalization obliges the existence of policies to acknowledge the demerits of it and solve them thereby.

Although policy is not like law, which may compel or prohibit something but policy merely guides actions that are most likely to achieve a desired outcome (Rahimi & Noruzi, 2011). Besides the flaws of implementation, if there are some policies in place, people can at least account the authority and raise voices to implement those policies in practice. Thus declaring new policies to feel up the gender gap i.e. '*Re-Gendering Globalization*' is a requirement of acknowledging the gender discrimination of globalization. Here Re-gendering refers to the process of bringing to public and legal attention categories and activities that were formerly without name but that constituted harm to women, denied them rights, silenced them, or limited their capacity to engage in actions available to men. Broadly, there could be two types of policy in place as 'to do nothing' or 'do something'. Each of them are discussed below:

3.01 Policy 'To do nothing' and 'To do something'

Barrientos et al. (2004) argue that *'...for many women, working in exports is better than the alternatives of working (or being unemployed) in the domestic economy. Further, the advantages and disadvantages need to be weighed up not only in relation to paid productive work...'*

By policy of doing nothing indicates to the strategy of doing everything in the previous way i.e. 'as it is'. Many scholars raised their argument following this way and argued in favor of globalization because they think that, the new globalized situation for women is better than the previous situation.

In mentioning the reasons to this claim, they identified women's past situation as more vulnerable, deprived and poor than today's situation. Although they do not disregard the demerits of globalization on women, they claim the substance of its merits can overlap its demerits. They claim the notion of globalization as so strong that, in the inception some difficulties may arise but as time passes, problems would be reduced by itself.

On the other hand World Bank (2011) *'But in the absence of public policy, globalization alone cannot and will not reduce gender in-equality. Despite significant increases in agency and in access to economic opportunities for many women in many countries, the rising tide has not lifted everybody. Those often left behind are women for whom the existing constraints are most binding. That is why public action aimed at closing existing gender gaps in endowments, agency, and access to economic opportunities is necessary for countries to fully capitalize on the potential of globalization as a force for development and greater gender equality.'*

Therefore, some viable policy action is needed rather than only lip service. The theory of globalization should not be seen as a rigid one but could be changed and evaluated to enrich the policy strategy. The policy should take into consideration the gender of globalization theory and endeavor to correct it by not being neutral only but also paying extra attention on the discriminated situation of women.

3.2.1 Considering vulnerability of women as a priority before globalization

In a globalized world, one cannot stop to communicate with the other world and stop to take benefits of trade and factor liberalization. However, one cannot accept the globalization process as it is because this liberalization

procedure seems biased towards a particular gender. What is needed is to understand females' vulnerability, which if not corrected would create problems in every new development policy or strategy²⁰.

Different studies reveal that women worker in the global economic sphere are mostly vulnerable due to unhealthy, unregulated and unprotected working conditions (Pearson, 1995). All these need to be considered by the local and international authority and come out of rigid policy like SAP²¹ and to take necessary steps to ensure women's basic need as food, cloth, health and education facility besides of training and skill development. These all would empower women by giving physical, mental and social security and would ready her to compete with the world in any difficult and complicated situation.

3.2.2 Taking context into consideration

It is now a well-known fact that any policy devoid of considering the subjects and object's context will collapse. The paradoxical dangers of such globalization theory remind us the necessity of considering this. Instead of thinking all the problems in a single thread in first (as globalization did), a mature policy would analyze every single dimension of every problem and then will endeavor to aggregate all those facts and essentials to give birth of a multi-dimensional policy spectrum.

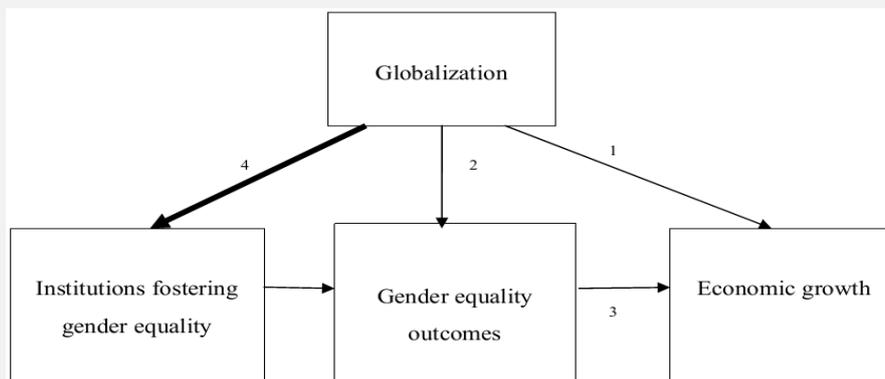
Therefore, a policy would be gender sensitive if it considers gender division in household and national economies as women and men's work pattern (part-time, casual and informal sector work), working condition and reasons behind job requirement. That policy should not even grossly ignore the family requirement for unpaid labor for reproduction, child upbringing, care of the sick & disabled & elderly and community management (Elson, 1995). Otherwise, an unstable social environment could take place in society, arising from stress and conflict in many households (Koch, 1997).

3.2.3 Nexus: Globalization, gender and growth

Schultz (2007) suggest that '*liberalization of trade is linked to greater accumulation of human capital and increased gender equality.*'

After analyzing a cross-section of 70 countries observed at five-year intervals between 1960 and 1980, Schultz has concluded in this fact. Many a studies have also talked in similar mode and endeavored to find out the relationship between gender, growth and globalization (Potrafke and Ursprung, 2011). These types of analyses are very significant (although they may have criticisms) because these could lead help to the way of attaining that tough pinnacle of gender equalization by following trial and error basis. A framework of analyzing this nexus is lucrative in the paper of Potrafke and Ursprung (2011), which is relevant to discuss here.

Figure 04: The Nexus between Globalization, Gender Equality, and Growth



In this figure, arrow (1) indicates the traditional macro view by focusing on the overall gains from global economic integration (trade and factor market liberalization), arrow (2) indicates globalization-induced changes in the socio-economic status of women and arrow (3) relates the gender equality outcomes with economic performance. The remaining arrow (4) indicates the relationship of equal gender based institutions with globalization, described by Potrafke and Ursprung (2011) as, "*how globalization impacts on the design of institutions that influence in turn gender equality outcomes in the long run*". The advantage of this approach is

²⁰ For more discussion, see 5.1.

²¹ SAP- Structural Adjustment Policy

significant as emphasized by the authors as ‘...advantage of our research strategy as compared to the more traditional approach that directly relates globalization to gender equality outcomes is that the investigated channels of influence are less likely to be obfuscated by problems of reverse causality.’ Potrafke and Ursprung (2011).

Therefore, this model and framework seems very useful as it not only acknowledges the relation between gender, growth and globalization but also puts emphasis to build institutions based on gender equality. Therefore, these types of multi-dimensional models are quite useful to make policy, considering practical need and specific context.

3.2.4 Strategies for carrying out the policies in practice

*Karl Marx was a rebel in many ways which also contributed to his abilities to look and understand beyond the obvious. He firmly believed that the world cannot be changed just by generating ideas; changes can be brought in, only by real, physical activity (Management Study Guide, 2008)*²². The belief of Marx is true in the sense that, only generating ideas is not going to make any change but the physical activity is crucial for making those changes a reality. However, while pursuing such physical activity the need for making practical, comprehensive and implacable ideas are also necessary because the idea gives the direction of work. If the direction is absent or faulty then the physical activity will be non-practical in nature. Moreover, taking a critical perspective from Marxian theory is not a condition for making the ideas solely dependent on the Marxist thought. It also implies that, it is not compulsory to follow a theory or theoretical framework all the time. It should be tested in the field and reviewed for theoretical understanding along with changing time, place and context. Some tools and strategies could be designed to carry out the policy in practice, which could be like:

1. Setting a specific practical target as ‘*re-gendering globalization*’ at first to give the activities an objective oriented practical direction instead of fantasy-oriented idea.
2. Setting up different Go-NGO²³ collaborative organization to rescue women from their vulnerable situation by giving basic needs supply, training, awareness building etc.
3. Giving Priority to research (both qualitative and quantitative) as it is the only tool to find out the facts near to truth i.e. their need, their voice and off-course their context.
4. Building appropriate institutions based on local and international authority’s target in a worthy direction, because institutions are the basic tools of a society to drive the economy itself (Coase & Wang, 2013).

Therefore, specific goals, Go-NGO collaborative work along with practical research could ensure the building of necessary and appropriate institutions for ensuring growth of globalization based on gender consideration.

4.0 Conclusion

Globalization is a gendered phenomenon (Hawkesworth, 2006). After going through a thorough discussion about gender of globalization it could be concluded that, globalization affects men and women differently and that the socio-economic changes it has brought about also affects the power relations involved in masculine domination. Therefore, to keep pace with continuously developing world along with ‘*re-gendering globalization*’, a gender lens is must. This gender lens will dictate us to admit different needs of men and women differently and thereby will guide to avoid the mistake of gendering globalization in a masculine way again.

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²² Marxian Traditions and Approach to Public Administration, Retrieved from: <http://www.managementstudyguide.com/marxian-traditions-and-approach-to-public-administration.htm> Accessed on: 09.05.13.

²³ GO- Government Organization, NGO- non Government Organization

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