

Globalization has created a marvelous impact on the lives of people from the last two decades. The impact of globalization on women's work is relatively under explored area of reach. Globalization has given women a power they lacked in the past and the power to end the system that breeds poverty, exportations and oppression. Thus, it can be accomplished that even though women are confronted with new values and ideas every day, their position did not change significantly. Further investigation or research is needed to outline solution to incorporate women within the process of globalization and to bring moderation of gender relations to ensure enhanced opportunities for participation of women in the globalized world.

The present study has been undertaken to study the "Impact of Globalization on the Empowerment of Women". The data has been collected both from primary as well as secondary sources. In order to arrive at dependable conclusions, information has been gathered from working women, self-employed women and housewives. A total number of sample selected for the study were 800 women, consisting of 400 each from rural and urban areas of Kashmir which were selected randomly for the collection of information. A structured questionnaire with a 5 point Likert scale was administered on the sample. Data was collected in a systematic manner and was analyzed and thus presented with valid inferences. The details about the findings of the study have already been discussed in the previous chapter; however, the findings of the study are summarized as follows:

Women have been more successful in overcoming cultural barriers by using their capabilities. They are becoming economically independent which leads to have more choices about what they do with their lives. On the other hand, the double burden faced by all women because of their role in the family means that the lives of women workers everywhere is difficult as they try to reconcile work and family life. As much as globalization has brought independence in various aspects including financial, it has devalued the stature of women by bringing about gross inequality at the work place where women expected to be skilled and efficient in both outside and inside house. The status of women is like barometer, to measure its progress, which linked to

a large number of factors like spread of education, the economic wellbeing of people and overall atmosphere that allow people to nurture their cultural values. Women even today are confined to home bounded activities and involved in responsibilities and interest limited only to their kith and kin. As far as women's empowerment is concerned, it is about gaining autonomy and control over one's life, which include many dimensions such as economic, social and political. Overcoming the cultural barriers as hindrance of empowering the women globalization has been concerned as priority; it has made women to come out of the social barriers and helped to improve her status in the society. Cultural, traditional and religious barriers inhibit empowerment towards women especially in Kashmir.

The study indicates a positive change towards education, which provides women with a better chance of employment. The highest mean score of 3.74 has been observed for married self-employed women and equal perception was observed among working and married housewives as well.

As depicted in the study women's work has been of great value to family and society but their contribution has not been visible. The status of women has relevance with their economic position that depends on their participation in economic activities and gainful return through earnings. The respondents felt that globalization has opened up the economy and brought about many employment opportunities with new investment through foreign direct investment, joint ventures, multinational companies and worldwide services organization. With new jobs for women and their opportunities for higher pay brought about economic independence and raising morale and self-confidence. The pattern of women's work has also changed. Earlier, women were protected and took duties during the day or worked part time. The modern women works for long hours and even go into professions with night duties. All the respondents in the sample had the same experience. There was acceptance from their homes into their work pattern and choice of profession; they were able to exert some rights as they were contributing to the income of the family. It can be accomplished that globalization has significantly improved the women economy but due to unbalanced and uneven economic growth, social, and poverty problems are magnified.

It has been observed that employment was related to economic independence for women, working unmarried women taste equal opportunities and married self-employed women. There is a tremendous decline in response for unmarried women with a mean score of 3.09 in this category. The study shows a positive response when asked whether globalization provides carrier opportunities for women as well for men. Housewives are being facilitated with some degree of economic independence in joint families. There is a change in self-employed women in joint family with mean score of 3.34. It is found that working, housewives and self-employed women belonging to the monthly income group below Rs.15000 revealed that women's job opportunity has increased by globalization.

The respondents revealed that globalization reinforced gender inequalities for self-employed divorced women. In addition, almost equal results were observed among working divorced women and divorced housewives. Globalization reinforced many existing gender inequalities with the highest mean score of 3.81 for self-employed women in joint family and almost equal ideologies were observed among working women and housewives with mean score of 3.76 and 3.70 respectively. Education promotes societal awareness, gender issues and women human rights for self-employed women in urban areas whereas less mean score was found for housewives and working women. The study shows that global social movement of human rights is affirming women's equality with a moderate mean score of 3.70 ($SD=1.10$) and 3.79 ($SD=1.01$) for housewives and self-employed literate women. Nevertheless, there is a decline in the mean score of 3.64 for working literate women. The illiterate housewives revealed that globalization has reinforced many gender inequalities.

Globalization among self-employed women belonging to the age group of 35-45 years decreased their inferiority complex. Study reveals that globalization has partially given self-employed married women the power they need. Equal ideology was found among working and married housewives. The data further reveals that through globalization there is a change in health and childcare that includes sexual and reproductive information in case of working, housewives and self-employed widows.

Education has provided an opportunity to deprived self-employed women and

housewives in rural areas. Through video conferencing and internet the barriers of distance are broken down for self-employed literate women and are exposed to the outer world. Besides positive response is also found among housewives and working women. In the present study, globalization has reduced the gender gap at secondary and higher secondary level as observed by employed women and housewives who were in the age group of 25-35 years. Married housewives believed that through globalization, education is becoming a lifelong learning and training process to some extent, however, for married self-employed women it was not so.

Divorced women were of the opinion that globalization brings rapid development in technology and communication with a mean score of 4, however, in case of divorced housewives the mean score was 3.48. A receding trend in case of divorced self-employed women was seen for education when it comes to change due to electronic library. Positive response was observed among all groups of working, housewives and self-employed women in joint families (mean score 3.61, 3.58 and 3.50 respectively). It was seen that globalization provided equal access to education both for women and girls with a maximum from working self-employed literate women.

Although, lack of gender based academic institutions has caused illiteracy among working women in the age group of 25-35 years, but a decline in mean score was found in self-employed women. All the three groups of women viz: housewives, working and self-employed women in the age group of 35-45 years observed hindrances in implementation of women rights for sharing family property. In the present study, reward, appreciation and recognition for the contributions of women were generally overlooked, which discouraged them in their empowerment.

No significant difference was found between the mean score of urban and rural respondents with respect to globalization and women empowerment. In addition, there was moderate mean score for globalization and employment status. Furthermore, there was highly significant difference between the mean score of urban and rural respondents for globalization and cultural barriers as a hindrance for empowerment. Study shows that there is no significant difference in their observations as revealed by the mean scores of nuclear and joint family in case of globalization and women empowerment. With respect to globalization and human rights, women have

modernized themselves towards awareness about their rights. The response of the women has shown a mean score of 3.63 and 3.67 between urban and rural women with mild differences (t-value -0.59 and p- value 0.55). With respect to educational status, mean score for literate and illiterate women was 3.57 and 3.55 with t- value 0.70, 0.68 and p- value 0.48 and 0.49. It was further found that there is insignificant difference between literate and illiterate women for globalization and employment status, even though mean score of literate women was greater than illiterate ones. The highest mean score for self-employed women was observed as 3.46 with significant difference of 0.81. Moreover, globalization has rapidly improved economic status of women in developing countries. However, economic empowerment has gained greater share of control over resources.

Recommendations

Based on study results, the following suggestions are put forth for proper policy implications:

Educational

- Girl's access to compulsory, high quality and relevant education should be ensured. These should be provided with access to knowledge and relevant education in academic subjects and with domestic skills and training.
- For growth in all areas like technical education, skill development, vocational education etc., women should be considered part of these developmental programmes.
- In order to ensure full integration of women in development process, there is need to start with education of the girl child. It is rightly said that educating a man will educate an individual and educating a woman will educate the nation. The girl child therefore needs to acquire the skills necessary for the active and effective participation in all levels of social, cultural, economic and political spheres.

- Enable girls to attend school by providing flexible schedules, financial support to families and support to girls with housework and childcare and by making schools accessible in rural and isolated areas.
- Literacy and primary education is not sufficient to make women self-reliant. A generalized expansion of primary education is necessary but not sufficient for empowerment. Action need to be focused on gender specific discrimination and disadvantage that confront girls at every step of their education.

Employment and economic

- Despite of the role of globalization towards women environment, women are still denied access to business transactions and excluded from negotiations surrounding land titles. Legislation needs to change to allow women to access business and land ownership. Special schemes be devised to provide finance to women entrepreneurs without collateral security.
- Government schemes be formulated to empower women through skill formation, financial assistance through special schemes, reservation and age relaxations in jobs, long maternity and childcare leave, etc.
- Women economic potential goes unrealized in terms of their interests in business and economic potentialities. Counseling sessions be imparted through NGOs and self-help groups to explore these potentialities in them.
- Creating an environment through positive economic and social policies for full development of women will enable them to realize their full potential.
- Provide equal access to participation and decision making in family, social, political and economic life of the nation to women.
- There is need to take appropriate steps for providing women and girls access to health, medical aid, employment opportunities and equal opportunities for participation in social, economic and political sectors.

- Ensuring that women get their fair share of jobs that are nontraditional for women such as technical and craft jobs in construction, transportation and green energy is a longstanding aim of the women's movement.

Social and cultural barriers

- Globalization has brought socio cultural changes with it, which is affecting women in their endeavours. Socio economic status and poverty are the major barriers. Government should concentrate to eradicate economic disparities and poverty and should encourage socio cultural changes by exploring gender issue. Women need to be respected and should not be overburdened in office, as she is already heavy loaded with family responsibilities. The family responsibilities are likely to increase day by day.
- Enlarging the scope for their participation in the wider life outside the family and providing facilities to enable them to do so.

Human rights

- Legal system should be strengthened and should be aimed to eliminate all forms of discrimination against women. Social workers should work together for mitigating disparities between the sexes and eliminating gender bias in legal system and law enforcement agencies. Awareness about law should be increased and should be integrated to empower them.
- Mass media should play an important part in gender sensitization and in creating awareness about gender discrimination. It should eliminate negative attitudes towards women. They should portray women in its right direction and should not disturb her honour and respect.
- Some positive steps are required to give preferential treatment to those who are in adverse position due to socio-cultural factors. The peculiar position of women needs special care and preferential treatment by law. They have suffered because of the inbuilt prejudice of whole society against their gender.
- Women rights need to be strengthened by campaigning against practices such as dowry, ensuring strict implementation of existing legislation.

Environment

- Globalization has brought various environmental changes, which sometimes are not conducive for women. Change need to be introduced for eradicating such practices in the environment.
- A positive environment be created through positive economic policies for full development of women in order to enable them to realize their full potential.
- A suitable environment in which women can have different occupational opportunities must be made. This not only improves women's condition, but also leads to country's economic growth and political development.
- The difficulty of combining work and family can be considered as one of the factors slowing women's move to the top. More women than men are willing to sacrifice their careers for time spent with children. To solve this problem, some family-friendly policies, such as generous parental leave is recommended.
- Many young girls do not have role models of successful women. Success stories of women need to be publicized widely.

The present study discussed in detail the impact of globalization on the empowerment of women in Kashmir. Finally, it can be concluded that globalization has made women to come out of the social barriers and helped to improve her position in the society. However, in Kashmir detrimental culture, classic tradition and religious barriers has inhabited the process of women empowerment in Kashmir but the globalization has provided a positive boost to women to overcome the social and cultural barriers and has put changes in the life style of women. Lot has been done and there is enough to be done to put women in an optional position to work shoulder to shoulder with men. Suggestions put forth like proper legal system, adequate gender sensitization programmes, free environment, special care for girl child economic parity, equal access to education, health employment etc. can go to a long way in addressing the issue of the advancement of women through globalization.
