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TRANSFORMING INDIAN ECONOMY: CHALLENGES & OPPORTUNITIES

(An Overview of Changing Dynamics in Business, Economy & Society)

EDITORS

Arun Kumar Singla

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GENDER SECURITY AND INEQUALITY IN THE GLOBAL LABOUR FORCE

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ABSTRACT

The paper aims to provide a forum or discussion of the problematic nature of gender security and inequality in the global labour force. It attempts to analyze how social mindset of women being homemakers is one of the reasons that affect this. In addition, lack of education and job-oriented courses, lack of mobility and discrimination at workplace have acted as deterrents for women to come out to the public space for work. Thus, policy which tries to address this gap must be holistic. Legislations alone are not enough, and all stakeholders should join hands to close this gap. This review examines the convergence of recent anthropological interests in gender, labour, and globalization. Attention to gender and gender inequality offers a productive strategy for the analysis of globalizing processes and their local variations and contestations. Contemporary ethnographic research explores multiple dimensions of labor and gender inequalities in the global economy: gendered patterns of labor recruitment and discipline, the transnational mobility and co modification of reproductive labor, and the gendered effects of international structural adjustment programs, among others. New and continuing research explores the diverse meanings and practices that produce a gendered global labor force, incorporating the perspectives of men and women, masculinities and femininities, and examines how these processes of gender and labor inequality articulate with other structures of subordination (such as ethnicity and nationality) to shape lived experiences of work and livelihood, exploitation and struggle, around the world.

Key Words: Gender, Labour forces, Patriarchy, Substantive equality, Postmodern feminism.

INTRODUCTION

Identity is central to our perception of security [1]. While identity is most frequently related to race and ethnicity in the security debate. We'd like to show the importance of gender for security: Cultural identity and social security concern will be enriched by Considering various masculinity (and femininity) constructions as relevant variables of the cultural and political identities [2]. The perceptions of abuse and the protection needs of women vary greatly. From male ones [3]. Women are typically the most vulnerable, poor and oppressed, too [4]. However, the literature on safety research has not been adequately engaged in gender and gender analysis. Recognizing gender as an important component of identity and security opens the door to non-state-based security perspectives and properly demonstrates how identity shapes individual and communal security requirements. Gender studies show the frameworks that negate identity through the assumptions of the Universal Man. Removing these systemic distortions allows us to hear and respond to the personalities within.

GENDER AND PATRIARCHY

Gender refers to the formation of male-female interactions, as well as the power dynamics that these connections entail. Gender speaks to the divisions in our sexuality that we have built: Gender is the manner in which sex and sexuality become ties of power in society [5]. Gender studies have demonstrated how these power structures operate and how they must be dismantled in order for identities arising from the person to be articulated. As Carver points out, "gender is not synonymous with women!" Women's experiences, on the other hand, have played an important part in gender study, since women have been repressed, disadvantaged, and made unsafe under conventional gendered power systems.

The basic framework of the emphasis in gender analysis is patriarchy. Patriarchy affects both men and women, but in different ways:

Anything patriarchal does not make it men-on-top. For the sake of being more respected, more 'serious,' and 'the protectors of/and controllers of those people who are less masculine,' it is men who are known and assert a certain type of masculinity that makes any organization, any culture, any society patriarchal [6]. Patriarchy, which many academics argue is the cornerstone of Western culture and knowledge, is a manifestation of hegemonic masculinity. Some, such as John Hoffman, argue that early feminist studies portrayed masculinity

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