

Impact of Globalization on Changing Gender Roles: A Case of Gujrat

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Abstract: The main purpose of the present research was to analyze the impact of globalization on changing gender roles: A case of Gujrat. The data was analyzed by using the available literature, archives, published research papers, journals, published reports as well as online authentic material which is published by government and non-governmental organizations. A thematic analysis was done to draw the final results and conclusion. Different themes were attributed through review of literature and available resources with reference to research question and objective of the present research. It was concluded from the present research that globalization plays an important role in changing gender roles. The change in different roles has significant effect on society's institutions like family, economic institution and job structure.

Keywords: globalization, modernization, gender, gender roles, secularization

1.Introduction

1.1 Background of the Study

Globalization is the process of acceleration and intensification of interaction and integration among the people, companies, and governments of different nations. This process of globalization has effects on human well-being, on the environment, on culture, and on economic development and prosperity of societies across the world (Rothenberg 2003).

This comprehensive definition takes into account the many causes and effects of the process, and, most importantly, leaves room for debate and discussion of the values that different people from all over the world bring to the table (Rothenberg 2003).

Globalization has offered much type of employment benefits to developing countries. Globalization enhances employment and earnings in developing countries because of foreign investment or increases in the value and quality of a developing country's export products (Edmonds,2002).

1.2 Effects of Globalization

The globalization process has changed the gender roles in all over the world. Globalization has reshaped many issues, international relations population growth, development, human rights, the environment, labor and health care system. It has increased awareness of individuals of the profound ways in which policies and practices in one region can affect the livelihood of the people living in other region (World Bank 2011).

1.3 Gender Roles in Pakistan

Gender roles are assigned to individuals through socialization. Throughout the childhood we socialize our children by customs, traditions, culture and institutions. Female are socialized in a way that they are supporter for society. They are less nourished than

men, less healthy more vulnerable to physical violence and sexual abuse. Agents of socialization play a vital role in this process in which includes family, peer group, school and environment. They all teach the individual how to behave in society and what are his or her roles in society to perform.

1.4 Problem Statement

The main purpose of the study is to evaluate gender roles in district Gujrat due to modern technology, education, fashion, modernism and media. These changes in roles have great impact on society's structure. This study will examine these changes with respect to globalization.

1.5 Objective of the Study

To analyze the impact of globalization on changing gender roles in district Gujrat.

1.6 Objective of Question

Does globalization effect gender roles in Gujrat?

Does any element of globalization effects gender attitude toward roles?

Does there any distinction of effects on gender role through process of globalization?

1.7 Significance of the Study

Gender role has significant effects on society. This study examines the changing job structure and its impact on society. With the change in roles our institutions are also effected like family structure, education sector, peer group and even practices of everyday life. This study examines the effects of all these changing institutions and roles on society.

2. Review of literature

Globalization effecting overall job structure of society, economic and social patterns, socialization and education patterns etc. World Bank (2011) conducted a study on gender equality in which studied that 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.

Nazreen (2005) concluded in "The effects of Globalization on women" women role in the labor force has changed from traditional agricultural and domestic roles to manufacturing and assembly production. According to him the overall effects of globalization have proven to be negative. Women becoming breadwinners in most households because male has lack of responsibility in household. Young females also financially supporting their parents and fellow siblings. Globalization changed the overall responsibilities of male and female in household, now female are more responsible for the survival of the family. In this change NGOs play a very important role.

Stephanie (2006) shows in "Globalization effects on gender equality" that the gender equity in well-being is improved but not unambiguously so. Some of the countries have experienced decline in individual indicators of well-being and there is a significant

worsening of women experience of unemployment relative to male. Growth since 1970 is not shown to improve gender equity. Economic growth negatively effecting to female than male population ratio and positive effect on relative female to male mortality rates. Economic growth under liberalized conditions appears to have contradictory and in some cases worryingly negative gender effects. Unraveling those conditions is a complex task and country specific condition play a specific conditions probably plays an important role.

3. Martials and methods

For the present study researcher focused on the main objective to analyze the “Impact of globalization on changing gender roles”. Researcher reviewed the available literature, archives, published researcher papers, journals, published reports as well as online authentic material which is published by government and non-government. A thematic analysis was done to draw the results and conclusion different themes were attributed the review of literature with reference to research question and objective of the present research. The themes that are drawn on the biases of the literature reflect the changes that occur in this modern world with the impact of globalization.

4. Thematic analysis

Themes include impact of globalization on changing gender roles, a case of Gujrat.

- **Women role**
- **Men role**
- **Changing patterns**
- **Change in occupation**
- **Change in decision making at household**
- **Change in decision making at work level**

4.1 Women role

The culture of female employment was based on formal labor, housework, and informal sector production. There is only a small proportion of women work in export factories matched to the entire female population. Most work in agriculture, complete housework, or are employed in the informal sector. Females in old nations are imperfect in society by patriarchal control. These societies claim that female labor is an allowance of their household chores. This ideology is interwoven in the capitalist economy to justify women’s subordination on the global assembly line, in the home and informal sector (Ward 1990).

Regardless of which sector of occupation women are working in, they are given limited access to resources and consultant over their work. Informal sector work delivers the intermediate link between formal waged labor and honorary house work in that it is unprotected waged labor the survival and preservation of families (Ward 1990).

Employment openings within the informal sector are also stratified conferring to gender. Like the formal sector, males hold managerial positions, while females are simply commissioned workers. Women perform informal assemblage work in their homes or factories as methods of survival. Working in the home allows women to care for children and to recollect control over the profits of their labor (Ward 1990).

Most women who indicate this option are housewives who do not accept enough money from their husbands to pay for the basic requirements for their family's survival. These women cannot seek formal sector employment due to their family accountabilities within the household. Informal or domestic jobs also provide a survival strategy for women commerce with husbands who don't want to give enough of their wages to provide for the families. Although women may feel a sense of authorization, their wages are substantially low in judgment to their male counterparts. Also women have the lowest shops, are the least able to compete and are subject to more government goings-over than men (Ward 1990).

The glass ceiling also happens in developing nations. Women are given a flavor of independence that does not permit them to ascend to the same managerial positions as men. The fact that male managers believe that garment congress is an extension of female work at home, causes administrators to stigmatize all women as labors rather encourage them to managers. They are narrowed to these positions because of sexual category roles and expectations. However, unemployed men refused to contribute in their wives' informal work unceremonious work because they felt they could be called missing at any time for a waged job (Ward 1990).

These double customary cause women in developing nations to develop a dual role of survival. The informal-sectors enable women to maintain these roles without the dependence of her husband's assistance.

4.2 Men role

Greater economic integration has also had an impression on workers in the advanced world. It has increased the mandate for skilled workers, comparative to that for unskilled ones. And this shift was translated into greater wage inequality in the United States and greater unemployment among the unskilled. Impacts were larger between men than among women because men were concentrated in the manufacturing and occupations. Higher trade openness accounts for 12 to 33 percent of the occupation losses in manufacturing and for about 20 percent of the increase in the skill premiums through the 1980s and 1990s (Bacchus Nazreen 2005). Technological change also accounts for an essential share of the increase in skill premiums. Evidence of trade has impact on women's wages and employment is more mixed. Trade liberalization and overseas direct investment leading to the Shoring of average and high skill jobs may have also raised job insecurity. Workers in the United Kingdom in subdivisions with high foreign investment are more possible to report greater economic insecurity. In some cases, the impact of these variations reaches elsewhere the economic sphere. The notion of men as the main wage earner has been challenged by the greater economic opportunities for women and the job destruction in male dominated zones these changes have often led to modification in the power balance in families (Bacchus Nazreen 2005).

4.3 Changing patterns

The impacts of change in the former communist countries are different, but complex and highly capricious. Restructuring of these humanities has often led to high unemployment between both women and men, but obstinately high unemployment among women. Entry into the world of global entrepreneurship has also meant a restoration or consolidation of traditional, capitalist gender, race, and class hierarchies (Bacchus Nazreen 2005).

Globalization has condensed the ability of women to find paid work that offers safekeeping and dignity. Although women's roles in the labor strength have changed from old-fashioned agricultural and domestic roles, to industrial and assembly production, the overall effect of globalization has confirmed to be negative. There are empirical privileges of women gaining more autonomy over their own salaries and a feeling of independence from old-fashioned gender roles in society especially in wedding and childrearing. Women are also attractive the breadwinners in most households because of the absence of male responsibility in the household. Young daughters are economically supporting their parents and parents and fellow siblings, while mothers are seeking informal work to provide for their children (Desai 2002).

Globalization has changed the intra household responsibilities for males and females, where females are given more responsibility over the survival of the family.

Males are no longer becomes the provider yet they have more opportunities for financial and social progression in society. Although female responsibilities have increase, SALs implement by the IMF are gender unfair towards males. They fail to include females in managerial and upper level positions. The limited forward-thinking of women in the formal sector shows a great disregard for their social and economic everyday jobs within developing nations. Female labor is not rewarded in relative to the impact they have on society. Therefore, women's work continues to be stigmatized as lower, in comparison to males work, regardless of their increased responsibilities in society (Desai 2002).

4.4 Change in occupation

The establishment of various NGOs around the globe and the cooperative efforts of these organizations have enhanced the lives of women and occupation structure in all over the world.

The U.N. Decade recognized the prominence of female labor in developing nations and the fact that economic policies fail to statement the needs of females. Representatives from NGOs agreed that global women's movement should be established to reduce the inequality facing women in these nations and to advance the development of women in society (Desai 2002).

4.5 Change in decision making

The literature also states that there are two long term goal of feminism, the achievement of women's equality, dignity, and freedom of choice through women's power to control their own lives within and outside the home and the removal of all forms of discrimination and oppression through the creation of a more just social and economic order, nationally and globally (Bunch and Carrillo 1990).

In regards to formal and informal occupation, women's work should be satisfied with wages and benefits that would enable them to sustenance themselves and their family. Creating a just social and financial order will allow more women to further their education and to get managerial and technical positions. Allowing women who have operated in a Participation in decision making at households level (Bunch and Carrillo 1990).

Global changes also affect individual gender relations and identities. For some women, increased chance for paid employment may mean greater autonomy and parity in personal life, or avenues out of oppressive relationship (Bunch and Carrillo 1990).

Theconcept of gender socialization can be operationalized in three distinctive ways, as forms of transmission from parents to children, which depend on personal attitude and resources and also on family life. Technically, I have used path inquiry models to measure slashes of gender attitude dimensions from their categorical or ordinal component variables (World Bank 2011).

First, the paper shows that it is possible to operationalize these diverse dimensions using the

BHPS, and that there is indeed quite good correlation between these types of gender attitudes; this implies that household life and relationship are very important and sometimes more important than fundamental variables (World Bank 2011).

Secondly, if one considered the relative importance between interpersonal and structural factors influencing gender socialization process, the evidence would powerfully suggest that it is the former rather than the concluding that is of greater explanatory power.

An interesting further consideration is that a cross gender relationship between fathers and daughters, mothers and sons has emerged as significant in determining traditional and nontraditional gender brashness. During puberty the identification with gender models goes through different relational mechanisms, which for example in this case pressure more the relationship with the differing gender.

The relation with the same gender appears to have a strong reinforcing power on an already existing traditional assertiveness; the

relation with the parent of opposite sex instead could be a strong factor in reducing stereotyped attitudes. Probably because gender in the family is a relationship and could assume different features, sometimes a challenge.

4.6 Participation in decision making at work level

Globalization has had gendered influences on the lives of women, men, and their families. The following is a very short-term summary of some of these effects. One of the most visible impacts has been the increased participation of women in the waged labor market almost everywhere, except in the former socialist countries, while for men labor market involvement has decreased (Standing 1999).

At the same time, Standing (1999) and others argue, the old full time, secure, with benefits kind of employment is eroding as new “feminized” jobs, low paid, temporary or part-time, insecure, and without paybacks are created. However, these new jobs are often much improved than no jobs and they do advance the lives of many of the women who have them. In addition, in many countries educated middle class women have had in the 1980s and 1990s increased opportunities for professional and decision-making employment, contributing to increased affluence for their families, while worsening class differences among women (NIKK 2002)..

Another general impact is that unemployment has also risen around the globe (Standing 1999), with some indications that men’s unemployment rates are rising to the levels of those of women. Inequality and dire poverty are gendered outcomes of globalization. Inequality and poverty contribute to the apparent increase in the international trafficking in women for prostitution and trafficking in both women and men for other kinds of labor (NIKK 2002).

5. Conclusion

Women and men roles in the labor force have changed from traditional agricultural and domestic roles, to manufacturing and assembly production the overall effect of globalization has proven to be negative in newly developing countries, it suits best the highly industrialized nation in the west as in the prevailing conditions. It has inevitably reduced the freedom of choice for the newly independent poorer nations of the world. To conclude this discussion, it can be said that globalization is reinforcing the changing gender roles in Pakistan, both diversifying its economic base and sharpening the gender roles. Globalization has changed the household responsibilities for males and females where both male and female are responsible for the survival of the family. The following section delves into this issue. Globalization, with all its high technology, is able to penetrate and get into non-Western cultures. The role of MNCs and TNCs in promoting and enhancing the process of globalization has been discussed. Globalization is at heart nothing but the expansion of Western models of behavior of socialization, organization, exchange in the market and elsewhere to other parts of the world. Globalization brought new challenges to traditional societies. This is particularly true in technology and organization. The electronic and print media are at the service of those attempting to changing roles. Due to these changing roles we are facing problems in our family, education and employment. The downside of globalization is therefore a source of real challenge for Pakistan and other developing countries

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