Literature review:

There is an urgent need to simplify, rationalize, and consolidate the complex and ambiguous extant pieces of labor legislation into a comprehensive but simple code that allows for labor adjustment with adequate social and income security for the workers, together with keeping the globalization patterns in consideration after wide consultation among employers, trade unions, and labor law experts. Due to Globalization there are various amendment in Laws which are directly and indirectly affects Working Women, but applicability is not seen. According to the final report of India's National Commission for Enterprises in the Unorganized Sector, released in April 2009, workers in the unorganized (or informal) sector constitute more than 93 percent of the total workforce of India. Unorganized sector workers are those who do not have any job security, income security, or social security. The problems that confront women workers in the unorganized sector deserve special emphasis in view of their marginalized position. A considerable portion of their time is consumed by both socially productive labor and reproductive labor. This is what is called the double burden of work that distinguishes women from men. Gender division in labor has implications for the wages earned, permanency in the job, and the possibilities for upward mobility in the industry. This book examines the problems for women in the unorganized sector of India. The government's policies and programs that address these problems are discussed. The book also includes a case study of women in the embroidery industry of Surat City of the state of Gujarat.¹

In This Article the author examine by using a case study a village in Tamil Nadu, the initial response to the National Rural Employment Guarantee Scheme on the ground, the reasons behind the low participation, and its subsequent reworking to make it not just viable but also “Successful”. As conceived, the transformatory potential of NREGA is limited.²

This book explores social capital in the multiple relationships between gender, management and entrepreneurship. Twenty-six researchers, representing a variety of disciplines from different parts of the world, provide findings on diverse aspects of the dialogue between women entrepreneurship and social capital as a consequence. Human resources are the social capital of affirm or business based on trust as well as on expertise, values, and cultural diversity. This calls
for cross-cultural knowledge and an understanding of gender issues and individual differences in the social capital of the firm and society.³

This book explores the dynamics of entrepreneurship initiated by women, and it assesses the role of technology in sustaining the same. The case studies are sourced from various countries such as the US, India, Singapore, the UK, the Middle East, Slovenia, and Chile. These cases give insight into the socio-economic contexts and how, in given industry scenarios, these initiatives were successful. Women, Technology and Entrepreneurship take the reader through the trials, tribulations, and successes of women entrepreneurs in diverse sectors which have leveraged technology to achieve their goals. The cases have strong conceptual underpinnings of management theory enmeshed into them. They also include: environmental and governmental support networks, the exploration of ideas behind the creation of a business, supporting institutions and firms, key obstacles encountered and how these were resolved, the current state of business, and future growth scenarios. The strong management underpinning makes this book a valuable resource both for entrepreneurs, managers, and academics.⁴

In India, women entrepreneurship has emerged as an effective strategy for empowering them in terms of employment and income generation. Thus, women must be conversant with modern technologies and management practices in the context of the global environment. Small enterprises are the best vehicle for stimulating women's entrepreneurial talent and participation in the development process. Small enterprises provide a livelihood, restrain rural-urban migration, generate export earnings, and touch upon the lives of the marginalized, disadvantaged, and vulnerable women in both urban and rural areas of India. This book examines women's entrepreneurship in small enterprises in India. It will be of interest to those involved/interested in the socio-economic empowerment of women through small enterprises, including researchers, academics, industry associations, and policy formulatators.⁵

This book brings together a wide range of empirical studies, all disclosing and substantiating the so-called experience economy with a particular focus on its entrepreneurial aspects. The contributors both elaborate and clarify the entrepreneurial nature of the experience economy. They illustrate concrete examples of how it is created and made to work, thereby providing the reader with a unique insight into the significant shift from a managerial to an entrepreneurial economy. The chapter sin the book also herald another deeply transformative aspect of this shift
and its emphasis on play, affect, and passion, all human qualities that the industrial society/economy had marginalized.\textsuperscript{6}

The focus of globalization studies is on how global processes can be better regulated in order to deliver both economic growth and social justice. Labor laws provide an excellent case study of the creation of a new framework to reconcile free trade and investment with social objectives. This book, written by a leading authority on international and comparative labor law, provides a thoughtful and comprehensive analysis of the new methods of transnational labor regulation that are emerging in response to globalization. The author reassesses orthodox views, from the viewpoint of a theory of comparative institutional advantage, and suggests ways in which transnational regulation can be re-invented in the new global economy. This will be of interest to students of law, human rights, industrial relations, globalization, international trade and development, as well as policy-makers in international and regional organizations, governments, employers' bodies, trade unions and NGOs.\textsuperscript{7}

Along with globalization, the shift from manufacturing to services as a source of employment, and the spread of information-based systems and technologies have given birth to a new economy which emphasizes flexibility in the labor market and in employment relations. These changes have led to the erosion of the standard (industrial) employment relationship and an increase in precarious work and work which is poorly paid and insecure. Women perform a disproportionate amount of precarious work. This collection of original essays by leading scholars on labor law and women's work explores the relationship between precarious work and gender, and evaluates the extent to which the growth and spread of precarious work challenges traditional norms of labor law and conventional forms of legal regulation. The book provides a comparative perspective by furnishing case studies from Australia, Canada, the Netherlands, Quebec, Sweden, the UK, and the US, as well as the international and supranational context through essays that focus on the IMF, the ILO, and the EU. Common themes and concepts thread throughout the essays, which grapple with the legal and public policy challenges posed by women's work.\textsuperscript{8}

This important new study shifts the focus of scholarly and policy debates and around the role of labor law in an era of globalization and away from the countries and labor law systems of the North to those of the global south. Placing its analysis within the context of the current
scholarly debates on the challenges and the future of labor law, the book critically reviews the relevant literature and reflects upon the way workers' protection tends to be conceptualized, as well as on the adequacy of the legal categories and tools used to further it. Special attention is given to the effectiveness of labor legislation to promoting gender equality. The book argues that there is a mismatch between the realities of the developing world and the socio-economic, legal, political, and cultural underpinnings of labor law, which originates from its development in post-colonial African and South Asian countries and, to a lesser extent, in Latin American countries.9

Is the employment contract being overloaded? Are there significant changes in what is being excluded from, and what is being included in, the employment relation? In this book, the employment contract is analyzed from the perspective of inclusion and exclusion (as to its form, its content, and the working persons to be covered). The first part of the book contains an introduction to this perspective, to the history of the labor contract, and to developments in labor law in The Netherlands. In part two, the perspective is applied to four fields of regulation that are linked to the employment contract — sickness, care, training, and pensions and on the basis of an analysis of developments in The Netherlands during the last 25 years. The book contrasts them with developments in other European countries and relates them to international law. In the final part of the book, the authors try to determine to what extent the employment contract is (still) an adequate device for regulating labor relations. To those interested in recent developments in labor law, and the often contested regulation of its adjoining fields, the book offers a careful analysis of developments in The Netherlands. Its application of a perspective of exclusion and inclusion makes, however, the thrust of the book much wider.10

In a world of work that has changed dramatically over the last few years, states see themselves confronted with new actors and conflicting international legal obligations. This book examines the tensions between core labor rights as defined by the International Labor Organization, and the interests of international economic institutions (WTO, IMF, World Bank, OECD, etc.). The book provides an analysis of the legal interactions between international regulations and state policy with regard to potential regulatory conflicts, at both the horizontal and vertical level. The study suggests a model of multilevel consistency as a way of reconciling the highly specialized and fragmented legal systems of core labor rights on the one hand, and trade liberalization on the other, to form the coherent framework of a consistent legal order.11
Constitutional Rights after Globalization juxtaposes the globalization of the economy and the worldwide spread of constitutional charters of rights. The shift of political authority to powerful economic actors entailed by neo-liberal globalization challenges the traditional state-centered focus of constitutional law. However, globalization undermines the liberal legalist epistemology on which these approaches rest, by positing the existence of multiple sites of legal production, (e.g. multinational corporations) beyond the state. This dynamic, between globalization and legal pluralism on one side, and rights constitutionalism on the other, provides the context for addressing the question of rights constitutionalism's counter hegemonic potential. A comparative survey of constitutionalism's engagement with private power shows that conceiving of constitutions in the predominant liberal, legalist mode has broadly favored hegemonic interests.  

Author has shared reality case in the given published article, to set the example for the other women who struggle to pull themselves out of depressing situations. Instead of mourning the losses we can rescue ourselves by concentrating on other creative things. In this given case Kunjumol has developed integrated farming in her farm, planning, calculating and applying it well. Author wants to motivate the other women by stating this reality case.

This paper draws major observations for commissioning the Maternity benefits. Women contribute to the economy with their unpaid labour as well as social reproduction work but maternity protection section in India is sector-specific and employer-employee. In this paper authors attempts to demonstrate the misguided “targeting “of this scheme. The Planning Commission is preparing to scale it up at the national level in the twelfth Plan, perhaps with the same set of incentives as are currently spelt out in the pilot phase document. The data clearly shows that if these exclusionary clauses remain they will “victimize the victim”.

This paper reflects on the engagement of a resource group for women and health with policy advocacy to regulate the assisted reproductive technology industry in India, including conducting a feminist health analysis of the provisions of a proposed legislation to regulate the sector. This paper also discusses the challenges faced by the group, Delhi-based sama, in the process of policy engagement, and elaborates on the political debates contained in the issue itself.
This assessment clearly shows that girl children were excluded in adult literacy rate, school participation, health status, spousal violence and workforce participation in India. An effort towards social sector development continues to focus on the key areas of human development and creation of social infrastructure. There is a need to focus on women and child Health care both by Government and community i.e. Society. Also, Government need to formulate a policy of non-formal educational to school dropouts that is made compulsory.\textsuperscript{16}

In this Paper author said that, Employment in general, and self-employment in particular, is intimately connected with women’s empowerment. Self-employment in the context of rural women plays a significant role in connecting them with work-world and domestic world. It helps them to earn fairly reasonable amount without affecting their familial and domestic responsibilities. Self –employment brings women out of home and exposes them to external forces such as public, market, media, sellers and buyers, prices of commodities etc. It enables women to come in contract with men and women other than family members, kith and kin and caste people.\textsuperscript{17}

Abstract Women's philanthropy has deep roots in India. A historical survey shows that despite their generally low socio-economic status, Indian women made significant contributions to social progress even while outside the formal power and profit structure. This article also analyses the role of religion, custom, caste and class, political and social movements, and the legal and political structure in motivating and facilitating as well as in restraining women's philanthropy. It is lack of economic independence and an enabling socio-legal structure that has inhibited social entrepreneurship among women, while socio political movements have encouraged it.\textsuperscript{18}

A Women as entrepreneur is economically more powerful than mere worker. Women’s active participation in economic activities leads to their economic development. Participation of women in entrepreneurship will provide a change to utilize their free time, rather than being employed outside their homes in some other job. Emergence of women entrepreneurs the economy is an indicator of women’s economic independence and their social status.\textsuperscript{19}

The lives of the married women professionals with dual-role responsibilities is complicated ‘juggling acts ‘in which conflicting role demands often detract from overall quality of life. The findings highlighted the need for enhancing the quality of life of married working
women. There is a need to consider impact of working environment, job satisfaction, family support and well-being on equality of life in future research. Longitudinal studies needs to be examine how the stages of life cycles (e.g. marriage, child-birth, and child rearing) affect quality of life of married working women.20

The economic conditions of the women beneficiaries improved after joining MGNREGA which is good sign of development. Women beneficiaries had also started repaying their debt. The beneficiaries had faced problems relating to low wages, hours of work and hard work. Due to low wages, they were unable to purchase better products. Since women were engaged in construction work, they found it difficult to cope up with new type of work. It is necessary to improve the wage level of the workers and raise their living standards.21

In the absence of legislation to protect women from sexual harassment at the workplace, the Supreme Court in 1997 laid down guidelines in the Vishakha vs. State of Rajasthan in 1997. Thirteen years later, Parliament came up with the “Protection of Women against sexual Harassment at Workplace Bill, 2010.” However, the Bill sees sexual harassment at the workplace not as a criminal offence but as a mere civil wrong the remedy for which is compensation. The Bill now with a parliamentary committee proposes conciliation immediately after filing complaint before an internal committee and does not provide for proper enforcement machinery for realizing the rights laid down in the proposed legislation.22

If Delhi is building its way towards becoming a “global city” through mammoth infrastructure and construction projects, then what is the story of those people whose work helps put up its massive structures? The role played by women who are employed in the construction of Delhi’s mega structures is even more intriguing, for they not only become workers-earners in a vast city but continue to fulfill the role of a mother-wife-householder.23

The manner in which the Indian initiative on gender responsive budgeting has panned out appears to be a classic case of putting the cart before horse. This article analyses the two prime strategies adopted by the Government of India for institutionalizing GRB, namely, the “Gender Budget Statement” and Gender Budgeting Cells to highlight what has gone wrong, and what need to be fixed. The authors also draw on experiences from other countries, to argue that GRB in India needs a completely different rhythm if it has to translate into better outcomes for the
women of our country. With the formulation of the Twelfth plan under way, the moment is opportune to push for groundbreaking changes in the policy discourse on GRB.  

The present Communication and related technology made world a global village. Now every aspect of human life is under purview and influence of technology. It has helped us in resisting, controlling, adapting and harnessing nature for meeting immediate day to day needs and those that add onto luxuries of life. Technology in contemporary India is marked by urban bias. While the millennium has witnessed a boon in the technology and has led to expansion in all frontiers of knowledge its impact on humanity has been positive as well as negative. One the one hand, it has led to improvement in quality of life, on the other hand, it has built seeds of elimination of humanity and environment. Further its reach and impact is limited to class, gender, caste and region. The poorest of the poor, especially women continued to lag behind in technology especially in the context of knowhow, access, usability and reach. There is also need to promote scientific temper among genders to undo customary practices, myths and prejudices having derogatory impact on women from varying backgrounds.

Lifelong Learning (L3) considered earlier as a social ambiguity has emerged as an accepted existential approach for better human living and social reconstruction promoting inclusive growth in tune with the demand of the changing societies in the context of globalization and knowledge economy. Inclusive growth encompasses the gender equality and empowerment of women and rural poor to bring them into the mainstream of development. Technology enhanced L3 is an essential approach for achieving gender equality and empowerment of women, the fourth goal of UN MDGs. L3 has been promoted in variety of ways through learning organizations, industry, and business organizations encouraging their employees for the further training and keeps them abreast with the changing circumstances and demands. Good numbers of lifelong learning opportunities are being provided for women.

It is now widely understood that the needs of women workers in the informal sector are not met by the conservative practices of labour organizations and trade unions. While the contribution of women to the economies of developing countries is critical, women rarely find employment in the regulated unionized sectors of these countries, and are found instead in overwhelming numbers in the sector that is variously termed ‘unorganized’, ‘unprotected’, ‘unregistered’ or ‘informal.’ This article addresses the situation of women in the informal...
In this article author explore how battered women both draw from and reject victim discourses in their processes of self-construction and self-representation. Data gathered from semi structured interviews with forty women who experienced violence from an intimate partner in a heterosexual relationship demonstrate that available “victim” discourses are both enabling and con-straining. Four common representations of a victim emerged as most influential to women’s identity work: as someone who suffers a harm she cannot control; as someone who deserves sympathy and/or requires some type of action be taken against the victimizer; as someone who is culpable for her experiences; and as someone who is powerless and weak. “Victim empowerment” and “survivor” discourses also played a role in how women understood and made sense of their experiences. In their attempts to construct identities for themselves, battered women become caught between notions of victimization, agency, and responsibility.

This paper begins from the understanding that women's empowerment is about the process by which those who have been denied the ability to make strategic life choices acquire such an ability. The ability to exercise choice incorporates three inter-related dimensions: resources (defined broadly to include not only access, but also future claims, to both material and human and social resources); agency (including processes of decision making, as well as less measurable manifestations of agency such as negotiation, deception and manipulation); and achievements (well-being outcomes). A number of studies of women's empowerment are analyzed to make some important methodological points about the measurement of empowerment. The paper argues that these three dimensions of choice are indivisible in determining the meaning of an indicator and hence its validity as a measure of empowerment. The notion of choice is further qualified by referring to the conditions of choice, its content and
consequences. These qualifications represent an attempt to incorporate the structural parameters of individual choice in the analysis of women's empowerment. To identify whether individual and household economic empowerment is associated with lower intimate partner violence in low and middle income country settings. Methods: Systematic PubMed and internet searches. Results: Published data from 41 sites were reviewed. Household assets and women’s higher education were generally protective. Evidence about women’s involvement in income generation and experience of past year violence was mixed, with five finding a protective association and six documenting a risk association. Conclusion: At an individual and household level, economic development and poverty reduction may have protective impacts on IPV. Context specific factors influence whether financial autonomy is protective or associated with increased risk. This article examines the relationship between women’s status and economic globalization. The expectations of both proponents and skeptics of globalization are discussed with regard to women’s status, and a series of statistical examinations of this relationship are performed using data on 130 countries from 1982 to 2003. To control for the potential sensitivity of findings to the use of particular indicators of women’s status, we use five indicators of women’s status from two different data sources to represent the economic, political, and social spheres of women’s status. As well, four indicators of economic globalization are used. We find that the relationship between economic globalization and women’s status varies by type and era and, in the majority of instances, economic globalization is associated with improved women’s status. In this paper, we adopt a gender analysis framework to examine contending perspectives about the differential impacts of globalization, liberalization and structural adjustment programs on African women and men. We comment on two predominant schools of thought that appear to underlie and define the majority of case studies situated in African countries. While one asserts that globalization and liberalization offer entrepreneurial opportunities for women, an opposing view contends that the neoliberal political and economic reforms connected with structural adjustment policies have been devastating for poor women workers. A review of available empirical research on the responses of informal economy women workers to challenges of increased workload, reduced income and curtailed access to social services, cautions against dogmatic adherence to conceptual perspectives that either assume workers in the
Informal economy to be dynamic entrepreneurs when they cannot be, or condemn only contemporary policies for conditions that are the product of complex historical processes. This study examines the impact of microcredit on male and female time use, and draws on this analysis to explore the linkages between credit and women’s empowerment. A study of time use can help understand these linkages, because if credit is intended to improve women’s livelihoods, it can also be expected to influence the way women allocate their time. Its other advantages are that it does not suffer from much time lag and can be objectively measured. Using household survey data from rural India, the findings show that while microcredit has little impact on women’s time use, it helps their husbands move away from wage work (associated with bad pay and low status) to self-employment. This is because women’s loans are typically used to enhance male ownership of the household’s productive assets. Further, it is found that it is only women who use loans in self-managed enterprises who are able to allocate more time to self-employment. If credit is intended to increase the value of women’s work time, it follows that it is not access to loans but use of loans that matters. Ensuring women’s control over loan-created assets must therefore be a critical policy objective.

In India, cultural prohibitions on discussions about sexuality and violence against women have resulted in a parallel public sphere in which individuals make use of popular culture to resolve private dilemmas. In this article, I examine how female discourse regarding two highly publicized cases of violence against women in Mumbai employed the parallel public sphere, a cultural phenomenon that allows individual normalcy to be gauged as part of a broader process by which the silenced learn to use their voices only at certain times and in certain ways. This articles summarizes findings obtained through ethnographic research conducted in three states in India between 2002 and 2004. The study shows that neoliberal reform has surprisingly opened up new channels for informal workers to constitute themselves as a class. The author concludes by highlighting the importance of this work for the study of social movements and labour’s relationship with the state.

The belief in the credit-based collective model has failed to explore the impact of microcredit beyond its immediate project environment and how resources are politically invested by the groups in a given sociocultural context. There is an inadequate understanding as to how the discourse on empowerment through microcredit is framed by different actors and what the
trade-offs are between different dimensions of empowerment. Limited attention is paid to the role of various institutions-local and national-on micro-credits and women’s empowerment.  

Author has suggested that Political representation is a necessary condition for a liberal democracy. Political quotas are meant to address the absence of those who are excluded because of the inegalitarian social structures in which political processes are enacted. The women’s reservation bill must empower women to address their situation politically, not to serve the old hierarchies once again. An effective implementation of reserved quotas for women in legislatures and parliament is a must to bring a more participative and inclusive, a more egalitarian and sensitive citizenship for all.  

In Kerla it was conventional indicators that measure the status of women such as literacy, life expectancy, sex ratio, average age of marriage. Infant mortality and maternal mortality are mostly favourable; women have not fared well in the state in terms of non-conventional indicators such as gender-based violence, mental health, and the incidence of suicides. This paper attempts to take critical look at much-acclaimed status indicators for women in Kerla and reflects on the work of MahilaSamakhya Programme as an illustration of public policy focused on women.  

In many countries domestic workers are covered by legislative framework, in India they stand excluded from national legislations that deal with minimum wages, dispute settlement, conditions of work, social security and workplace injuries. This study draws upon the findings of a research project of the National Domestic Workers Movement that was conducted between February, 2010 and February, 2011. It concludes with exploring ways of reducing the gap between law and practice.  

The book is outcome of in-depth inquiry into the socio-economic profile and working conditions of women workers in the unorganized sector. It attempts to identity and understands the problems of these workers besides looking into the effectiveness of various welfare legislations, besides exploring the possibilities and prospects for ameliorating their living standards.