PROBLEMS AND RESEARCH DESIGN:

• Statement of the problem

With the fall of the Soviet Union in 1989, a vision of global capitalism as the wave of the future took political and economic hold. This vision is based on the economic theory of market fundamentalism, the "idea that market forces work best and to everyone's benefit when government stands aside. The three policy prescriptions guiding the endeavor are liberalization, privatization and de-regulation. Today, the International Monetary Fund (IMF), the World Bank (WB) and the World Trade Organization (WTO) are tasked with managing this integrated global economy. The proliferation of bilateral and regional trade negotiations continue to be built on the basic neo-liberal premises of market fundamentalism and limited government intervention. While new players like China, Brazil and India have emerged and are challenging the balance of power, the neo-liberal project is not over.

Economic liberalization and trade liberalization have not been environments that enhance gender equality. The recent UN Research Institute for Social Development (UNRISD) study, "Gender Equality: Striving for Justice in an Unequal World" defines the current global directions as a "disabling policy environment," arguing that neo-liberalism has proved largely unsuccessful, even on its own terms and offers minimal promise of generating social development. While some women may have benefited in the process of economic liberalization, the majority of women globally have not. The increase of poverty in the world affects women's work, health, household responsibilities, and livelihoods.

These are some of the more obvious effects of economic and trade liberalization on the work toward achieving gender equality. They have not only limited women's advancement, in some cases women have lost the ground they worked so hard to gain in the 1970s and early 80s. This deterioration has negatively affected women's struggle against the deeply entrenched gender relations in all society.
The sudden pace of economic development and related activities have increased the number of working women in the economy. It is more visible in the developing countries like India; where the women folk has taken up new avenues of employment which is unknown to them. This has radically changed the role of women breaking the traditional social barriers. Work is central to people’s well-being. In addition to providing income, work can pave the way for broader social and economic advancement, and for strengthening individuals, their families and their communities. Also, work should be an avenue for personal advancement and leadership and therefore should involve decision making. Women and economic independence is an issue of concern.

Law has a vital role to play in this context. The socialistic work structure developed in India as a result of long struggle act as a weapon against exploitation to the working community in general and the women workers in particular. Whether the globalization has weakened the role of law and ambit of legal protection is another issue of concern. The proposed research is an attempt to examine the problems faced by the working women in India under the globalised scenario and the scope and ambit of legal protection available to them.

**Research Design**

The study is designed in the following pattern

1. **Descriptive Design:**

   The research problem is identified and divided as legal protection available to women working in organized sector and unorganized sector. The problem is addressed in the background of the changes brought out by globalization in the status of working women generally and in India in particular. It is associated with the socio-economic impact the globalization has made upon the working women in India.

2. **Observational Design:**

   The study is to made with reference to specific issues or challenges faced by the working women both in the organized as well as unorganized sector. This has to be done with a constant and systematic observation of the target group.
3. **Operational Design:**

The identified issues are to be classified on the priority basis and questionnaires are to be circulated among the target group and data to be tabulated. At this stage statistical method will be relied upon to a great extent. Correlation Studies are to be conducted to ascertain the socio economic impact.

4. **Factorial Design**

The globalization is taken as an independent variable and the legal protection available to working women is taken as the other independent variable. The proposed research is an attempt to understand the correlated effect of both the above variables upon the status and condition of working women in India.

5. **Questionnaire Used:**

In Study of law questionnaire as research tool is most frequent used? A questionnaire is a form which is prepared and distributed for the purpose of securing responses from all concern. Generally these questions are factual and designed for securing information about certain conditions or practices, awareness of which recipient is presumed to have knowledge. Therefore the present study, a questionnaire tool will be prepared by the researcher and will be used for data collection. In preparing the questionnaire, the proper procedure will be followed.

**Statistical Technique:**

The analysis and interpretation of data represent the application of deductive and inductive logic to the research process. The data are often classified into groups and sub-groups. Than they are analyzed and synthesized in such a way that hypothesis may be verified and results may be drawn. The statistical techniques are used for verifying the Hypothesis. The hypothesis will be tested by applying the “Test of Significance,” therefore, analysis of variance and chi-square test will be used for the verification of research study.
WORK PLAN:

Chapter I

1. Definition and scope of study
2. Methodology
3. Objective and Limitations of present study
4. Condition of working women in the present scenario.

Chapter II: Working Women in Historical Perspective.

1. Women in Indian History: Since the end of 18th century
2. Working Women in India;
3. Impact of Industrialization;
4. Education of Women;
5. Patriarchal Attitudes;
6. Women in the Unorganized Sector;
8. Necessity of Women’s Entry into the Job Market

Chapter III: Working Women and the International and National scenario.

1. UN Convention on Elimination of All Forms of Discrimination against Women
2. International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work

Chapter IV: Constitutional and Legal safeguards for women in India:

1. Constitutional privileges
2. Important Laws Related to Protection of Rights of Working women.
3. Legal Aid services

5. Special initiatives for women.
   b. Reservation for women in local self government.
   d. The National Policy for the Empowerment of Women,2001

Chapter V: Laws for working women in unorganized sector

1. Composition and Characteristics of India’s Unorganized sector.
   a. Wage Payment system for unorganized workers
   b. Wage workers in Primary sector.
   c. Wage workers in Secondary and tertiary sector
   d. Contractual work status.
   e. Long hours of work/ Women are Overworked
   f. Stipulations of leave and holidays
   g. Physical Environment
   h. Precarious living conditions

2. Need to Work in unorganized sector.

3. Characteristics of women’s work in Unorganized Sector-
   a. Women and their earnings
   b. Vicious circle of Poverty and Gender Inequality
   c. The linking of agricultural activities to male dominance is described by Roy Burman (in Menon 1991) (Ref.)
   d. Working conditions result in premature and stillbirths
   e. The invisibility of women’s work: Women’s work is rarely recognized
   f. Women are ill-treated.

4. Problems faced by Women in the Unorganized sector
   a. Nature and Magnitude of the problem
   b. Wrong notion about capability of women to handle certain jobs.
   c. Problems faced at work
   d. Lack of social security
e. **Health problems**
f. **Emotional problems**
g. **Dual responsibility**
h. **Nonconventional place of work**

5. **Planning** for women in the unorganized sector:
   a. Polices for unorganized sector.
   b. Strategies for Empowerment of women in the unorganized sector
   c. Gender Budgeting in India
   d. Specific Programs for rural Women

6. Review of case study on Women in the unorganized sector

   (Appendix: A Case Study of Women in the Embroidery Industry in Surat)

**Chapter VI: Laws for Safety and welfare available for working women**

1. The Maternity Benefits Act,1961
2. Factories Act 1948
   a. Prohibition of employment of women and children near cotton-openers.
   b. Latrines and urinals for women
   c. Crèches
   d. Prohibition of women to work on or near machinery in motion
   e. Further restriction on employment of women
   f. Dangerous operations
   g. Rights of workers
3. Employment of women in mines as per the Mines Act,1952
4. Employment of Women as per The Beedi and Cigar Workers (Conditions of employment)Act,1966
5. Equal Remuneration Act
6. Domestic violence Act

**Chapter VII: Legal protection to working women in organized and unorganized sector:comparative study.**
1. Characteristics of Women’s Work in India
2. Organized and Unorganized Sector Employment

Chapter VIII: Globalization and changes in the labor laws and commercial law.

1. Identifying areas for change in Indian labor legislation
2. The complication of too much legislation
3. Issues concerning the Contract Labor (Regulation and Abolition) Act
4. Health hazards faced by working women in India
5. Night work