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Shri Vyankatesh Arts, Commerce & Science College

Deulgaon Raja, Dist. Buldhana (M.S.), PIN: 443204

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(Volume : II)

Chief Editor:
Dr. Anant Madan Awati



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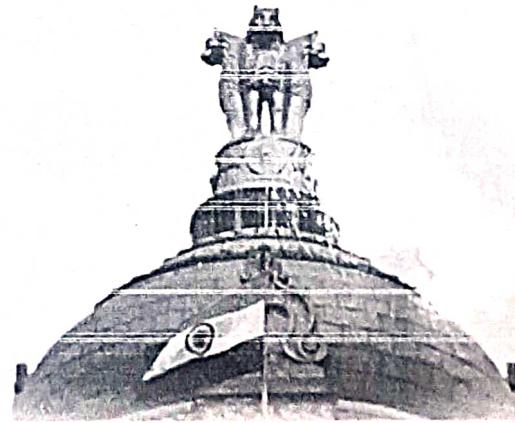
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Chief Editor:

Dr. Anant Madan Awati,

Assistant Professor & Head, Dept. of Political Science,

Shri Vyankatesh Arts, Commerce and Science College,

Deulgaon Raja, Dist. Buldana (M.S.) Pin :443204

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economic and political empowerment of women in the society. Now today woman is positively empowered.

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Women Empowerment Politics

Prof. Dr. Ku Priya B.Boche,
S.B.B.A.Collage S.Raja, Dist. Buldhana

Women achieved tremendous success in different fields from space to sport. But political empowerment is the most critical aspect in overall empowerment of women more and more women would be seen in various bodies from panchayats to parliament. It is also necessary to remove all hurdles that come in the way socio-economic. The government launched various schemes for girl child welfare including 'Beti Bachao-Beti Padhao'. Which seeks to reverse the trend of decline in child sex ratio. The country is on the threshold of transforming into a major economic power and for quickening the process all Indians will have to work with renewed passion and committed towards building the new India.

To combat a gender inequality in politics. The Indian government has instituted reservation for seats in local government. Women turnout during India's 2014 parliamentary general election was 65.63%, compared to 67.09% turnout from men. India ranks 20 from the bottom in terms of representation of women in parliament.

The importance of women's participation for advancing gender justice supporting women's full participation in economic, social and political life is a key factor in reducing poverty increasing the wellbeing of women and creating for safe and secure communities.

The term 'Political Participation' has a very wide meaning. It is not only related to Right to vote but simultaneously relates to

participation in decision making process, political activism, political consciousness etc. Women in India participate in voting run for public offices and political parties at lower level more than men. Political activism and voting are the strongest areas of women's political participation. To combat gender inequality in politics the Indian Government has instituted reservation for seats in local government.

The government of India directed state and local governments to promote equality by class and gender including equal pay and free legal aid human working conditions and maternity relief right to work and education and raising the standard of living. Women were substantially involved in the Indian independence movement in the early 20 century and advocated for independence from Britain. Independence brought gender equality in the form of constitution right, but historically women's political participation has remained now.

Political Activism :-

Women organization in India first began to emerge in the early 1900s To 1970s. One of the earliest women's organizations Bharat Stree Mahamandal formed in 1910 and focused on helping women escape oppression from men. Women's association had traditionally began with the help of men giving few women access to work and education, while limiting the expansion of traditional gender roles. In 1927 the All India Women's Conference [AIWC] was formed to advocate for women's education and was helpful in the passage of Hindu Code of Bill between 1952 to 1960. Women were also active in the freedom movement in protesting British Colonial rule over India holding protest and public meeting in support of independence. Indian women are significantly involved at the grass roots level of activism. The chipko movement that arose in the 1970s is one example of success among the women movement in India as women protested the

deforestation in Uttarakhand leading to the protection of the region. Since the India independence women's organizations have focused on issues of violence towards women. Women movement have focused on rape female mortality rates, female foeticide dowry deaths, sati and domestic abuse. Tragedies such as the Mathura rape case in 1972 the dowry death of Tarvinder kaur in 1979 the death of Roop Kanwar by practice of sati in 1992 and the New Delhi gang rape case in 2012 have kept the movements focused on rape and given rise to many women's organization at the local and national level.

Eliminate all forms of violence against all women and girl in the public and private spheres including trafficking and sexual and other types of exploitation. As the country celebrates the International women's Day statistics reveal that India lags behind many countries including its neighbors Pakistan and Nepal, when it comes to women's participation in politics which only 10.8% of women representation in the Loksabha and 10.3% in the Rajya Sabha. India ranks 98 in the world according to the data released by the Inter Parliamentary Union [IPU] an international group that works for promoting democracy peace and corporation in the world. India the largest democracy has now only 59 women representative out of 545 members in Loksabha while there are 25 female MPs in the 242 members Rajya Sabha while India shares with beginning and Jordan, It is ranked 47 place below Pakistan and 80 places behind Nepal.

With 22.2% women MPs in its lower house and 17 percent in the upper house, Pakistan is 51 while Nepal is ranked 18 with 33.3 percent of female MPs in its parliament according to the IPUlist. Similarly china and Bangladesh also have a much higher representation of women in national polities compared to India. Shri Lanka and Myanmar are the only neighbors which are placed above 100

in the list. Among the countries with highest women participation in national politics Rawanda ranks number one in the world with over 56% women members in the lower house and over 34% in the upper house. With 157 women MPs or 45% in its national legislature. Sweden ranks 2 in the list while south Africa comes third with 44.5% women MPs in its lower house.

Country	Rank	Percent
Cuba	4	43.2%
Iceland	5	40.9%
Netherlands	6	40.7%
Finland	7	40%
Norway	8	39.6%
Mozambique	9	38%
Angola	-	39%

Women's participation in politics.

Countries like Germany, Italy, Britain, France and the US are ranked 19th, 53rd, 62nd, 63rd and 72nd respectively. There are 12 countries including Saudi Arabia, Qatar and Oman which have zero women representation in the national assemblies the report reveals. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life. By 2030 empower and promote the social, economic and political inclusion of all irrespective of age, sex, disability race ethnicity, origin or economic or other status.

End all forms of discrimination against all women and girls everywhere. The percentage of women's in parliament has nearly doubled in the last 20 years. But this translates only into 2% of all parliamentarians to approximately 5% of parliamentarians in the Asia region are under age 30. Percentage of women in parliament by region 2016. Nomadic countries 41% Europe 24.3% Asia 19.2% Americas 27.7% Sub Saharan Africa 23% Arab starts 18.4% Pacific 13.5%. As of January 2015, only 17% of government ministers were women.



Globalization and Changing Views of Human Resource Management Practices

Ms. Snehal D. Bhosale,

Assistant Professor, Secab Institute of BBA
BCA, BA & B.com, Vijayapur, Karnataka



Introduction

Globalization is a term in business that refers to the integration of an organization's operations, processes and strategies in diverse cultures, products, services and ideas. HRM is a management function that helps managers to plan the required manpower, recruit, select, train, motivate, engage and develop employees for the organization.

Impact of Globalization on HRM

Globalization is a process that is drawing people together from all nations of the world into a single community linked by the vast network of communication technologies. This aspect of globalization has also affected the HRM in the business world of today. Managers today not need to rely in a single limited market to find the right employees needed to meet the global challenge, but they can recruit the employees from around the world. The future success of any organization relies on the ability to manage a diverse pool of talent that can bring innovative ideas, perspectives and views to their work. The HR manager needs to be mindful and employ a 'Think Global, Act Local' approach in most circumstances. Many local HR managers have to undergo cultural-based Human Resource Management training to further develop their abilities to motivate a group of professionals who are highly qualified but culturally diverse.