



# Impact of Globalisation on Unemployment and Inequality in India

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**Abstract:** Globalization in the Indian economy has severely affected unemployment and income inequality. The study deals with the impact of India's economic integration on the global economy and income distribution in the country's labor market. Economic growth, more employment opportunities in industry and all technological developments, have been enhanced by globalization. However, benefits were not distributed equally, and inequality rose as a result. Many low-skilled people are unemployed or underemployed because traditional manufacturing and agriculture have not been able to keep up with the growth of service and IT industries, which despite creating many high-skilled positions, now have wide local differences Urban areas have experienced greater economic gains than rural areas. According to the results, given the strong relationship between globalization, employment and inequality, policymaking should focus on achieving more equitable growth in India To reduce the impact of globalization unevenness and unemployment, it is important to prevent skills gaps, strengthen social security and encourage equitable regional development

**Keywords:** Globalization, unemployment, earnings inequality, financial growth, labor markets, technological development

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## INTRODUCTION

Globalization, which refers to the developing interconnections and interdependencies among economies, cultures, and populations, has been a prominent factor of the global economy because the latter part of the 20th century. Globalization has had a substantial impact on emerging countries consisting of India, providing both advantages and problems that have deeply affected financial systems, job markets, and cultural standards. This article seeks to take a look at the have an impact on of globalization on unemployment and income inequality in India, emphasizing the difficult dynamics that have arisen because the United States of America has become more and more included into the global economy.

India's foray into globalization commenced inside the early Nineties when the government initiated a series of monetary reforms with the goal of liberalizing the economic system. The reforms encompassed the reduction of alternate barriers, the deregulation of industries, and the advertising of overseas direct investment (FDI). Consequently, India witnessed large monetary expansion, organising itself as one of the world's maximum swiftly rising fundamental economies. The rapid enlargement of era and the growing dominance of the service enterprise, particularly in data era (IT) and commercial enterprise method outsourcing (BPO), have performed a critical position in fueling this boom.

Nevertheless, the blessings of globalization have no longer been equitably disseminated at some stage in the Indian population. Globalization has each facilitated the emergence of clean monetary prospects and excessive-level employment, in particular in metropolitan areas, whilst also intensifying pre-present

structural demanding situations inside the hard work market. Conventional sectors like agriculture and manufacturing have confronted problems in maintaining up with the quick-paced transformations, ensuing in ongoing unemployment and underemployment amongst people with limited abilities. Furthermore, there was an growth inside the gap between specific areas, with city areas receiving the majority of monetary advantages, even as rural areas continue to be typically excluded.

Globalization has additionally had an effect on profits disparity in India. The affluence derived from the thriving service and generation industries has predominantly preferred a restrained portion of the populace, resulting in an expanding disparity in income. This inequality encompasses both economic and social dimensions, because there may be uneven distribution of get entry to to training, healthcare, and different crucial offerings. The centralization of earnings and opportunities in metropolitan areas has resulted in substantial inner migration, putting similarly pressure on urban infrastructure and services..

### **The Impetus Behind the Beginning of Globalization in India-**

- **The 1990s saw a number of economic reforms**

At the start of the 1990s, the government of India initiated a series of monetary reforms with the goal of liberalizing the economic system. This marked the start of India's more extreme march towards globalization. Among those measures had been the promoting of overseas direct funding (FDI), the discount of alternate limitations, and the deregulation of industries. Following the implementation of liberalization rules, there has been a transition far away from the protectionist and country-controlled economic gadget and toward an extra market-orientated technique.

- **Impact on Economic Growth**

India have become one of the most important economies with the quickest increase price within the world as an instantaneous result of these modifications, which brought about the united states of America's vast economic revel in. Important elements which have contributed to this growth include the full-size adoption of generation and the enlargement of the carrier industry, specifically the information generation (IT) and enterprise system outsourcing (BPO) arenas.

### **The impact of globalization on the labor market in India**

The Generation of New Employee Employment Opportunities Numerous professions requiring a excessive degree of know-how have been created due to globalization, specifically in urban regions. Educated and professional professionals have been capable of locate employment way to the growth of the information generation (IT) and service sectors, which have attracted international investment.

Traditional industries face a number of demanding situations. On the other hand, established industries like agriculture and industry have had a hard time retaining up with the speedy adjustments that have been occurring. On an international scale, those industries have skilled slower development and reduced competitiveness, which has led to persistent unemployment and underemployment amongst workers with low ranges of education and job revel in.

### **Differences in Economic Gains Accumulated by Regions**

**Urban vs Rural Disparities** It has come to be increasingly more apparent that urban regions are receiving the lion's percentage of monetary profits, at the same time as rural communities continue to be particularly excluded. This discrepancy has become greater stated. Urban centers have evolved into facilities of financial hobby, which have attracted investments and contributed to the advent of activity possibilities which can be absent in rural areas.

**Struggle inside the City and Migration** There has been a significant quantity of movement in the usa due to the attention of wealth and opportunity in metropolitan centers. Overcrowding, housing shortages, and insufficient public offerings are only some of the problems that have arisen due to this motion, which has in addition stretched metropolitan infrastructure and offerings.

### **Disparities in Social Conditions and Income Distribution-**

**Increase inside the Income Gap** The phenomenon of globalization has had a massive effect on the profits disparity that exists in India. There has been a widening of the profits hole as a result of the cash that has been comprised of flourishing industries which has predominantly benefited a tiny part of the populace.

**Obtaining Access to Necessary Services** This disparity isn't just a social problem but additionally an monetary one. The inequitable distribution of access to fundamental services together with education, healthcare, and others continues to exacerbate current socioeconomic inequalities and limit the ability of individuals with lower earning to boost of their careers.

### **Implications for Public Policy and Plans for Inclusive Economic Development-**

- **Finding Solutions to Skill Gaps**

One of the most important measures that can be taken to mitigate the negative effects of globalization is to address skills gaps through education and training. Upgrading the skills of the workforce can increase employment and help employees adapt to changing economic conditions.

- **Increasing the Number of Social Protection Measures**

A safety net for those adversely affected by globalization can be created by increasing social security measures such as unemployment compensation, health insurance and social security

- **Fostering Regional Development That Is Fairly Distributed**

Promoting appropriate regional development is absolutely essential to ensure that rural communities continue to reap the benefits of economic expansion. Investment in infrastructure, education and healthcare for rural areas can go a long way towards helping to bridge the gap between urban and rural areas.

This study examines the effect of globalization on unemployment and economic increase in developing nations. It starts offevolved with an introduction that explores the connection between globalization and unemployment and monetary increase. The 2nd part of the look at opinions literature on globalization and its effect on those areas. The 1/3 element makes a speciality of the theoretical factors of globalization and its relationship with unemployment and economic growth. The fourth element presents information and strategies used within the observe. The fifth phase affords the empirical analysis, supplying a regression

version and effects. The 6th element concludes with an interpretation of globalization and unemployment and financial boom. The final segment gives coverage implications. The study pursues to study the twin effect of globalization on employment and inequality in India, inspecting how one of a kind sectors have spoke back to international financial integration and the way these responses affect different demographic businesses. The paper also discusses policy implications, emphasizing the need for techniques selling inclusive increase, along with addressing ability gaps thru schooling and schooling, enhancing social safety measures, and fostering equitable nearby development. In end, while globalization can power considerable economic development, it's miles vital for policymakers to mitigate its negative effects on unemployment and inequality to construct a greater equitable and sustainable future for India.

## LITERATURE REVIEW

**Ahmed et al. (2022)** Globalization has increased the movement of goods, technology, and information, but it has also impacted employment. This study examines the moderating role of human capital in the globalization-employment nexus in 26 Asian countries. Data from 1996 to 2019 was collected using 12 model specifications, including direct and indirect impact associations. The study found that globalization's direct and indirect impact on employment through human capital channels is positive. Industrial value added and economic growth lead to more employment creation, while population growth dampens it. Human capital plays a positive role in maximizing the benefits of globalization in terms of employment creation. This study confirms the literature recommendations of promoting human capital development to achieve globalization's benefits.

**Nugroho (2021)** When it comes to economic globalization (EG), different countries use different metrics. This pertains to the advantages and disadvantages that result from its application, particularly in the agricultural sector. To this day, poor nations rely on this industry for their very survival. Meanwhile, these nations' poor incomes are a result of their inability to maximize agricultural value-added (AVA). So, for developing nations to benefit from agricultural exports and farmers' wellbeing, they must use EG. The effects of EG on AVA in poor nations have not been investigated in any other study. Therefore, the purpose of this research is to assess how developing nations' AVA is affected by factors such as currency exchange rates, FDI inflows, total export values of agricultural products, agricultural import taxes, and fertilizer imports. Its effects in seventeen developing nations from 2006 to 2018 are evaluated using the panel data method. Foreign direct investment (FDI) and agricultural export values both boost AVA in developing nations, according to the study. This study found that poor nations benefit from EG, but that in order for it to be implemented properly, it needs to be mindful of the sustainable development goals. We advise developing nations to make investments in R&D and human resources, to encourage international investment in agriculture by partnering with domestic businesses, to boost agricultural exports, and to provide an economic framework that is favorable to the sector.

**Dhokare (2020)** everyone has their own interpretation of what globalization entails. The common understanding is that it only refers to the growth of businesses across international borders. The most crucial aspect is that it describes a trend toward more economic openness, interdependence, and integration among nations in the global economy. It is linked to a conglomeration of global economic activity as well as an unprecedented breadth and volume of cross-border financial transactions. The common understanding

of globalization in India is that it means the country's economy is becoming more interdependent on global markets. This means that in a sequential fashion, the Indian government should remove restrictions and hurdles to multinational corporations' (MNCs') entrance, open up opportunities for Indian companies to work with foreign companies and encourage them to form joint ventures, finish massive import liberalization programs by shifting from quantitative restrictions to tariffs and then reducing the extent of important duties significantly, and promote exports through rate of exchange adjustment instead of a plethora of export incentives. Perhaps the pre-reform era was the sowing ground for globalization, when several concessions were made to foreign capital and multinational corporations were permitted to join a number of vital industries where they had been previously barred or severely limited. Secondary data is the sole source utilized in the study. The effects of globalization on the Indian economy, both good and bad, will be covered.

**Das et al. (2020)** the argument between protectionism and globalization has been going on for a long time, but the current thinking is that the former helps with employment but hinders long-term economic progress. The study's overarching goal is to empirically investigate, using both individual and panel data from South Asian nations between 1991 and 2016, if globalization influences the total generation of employment. While most nations do not show any long-term correlations, the results show that changes in the globalization index induce changes in employment for Bhutan, Maldives, and Nepal, and changes in the growth rate of employment cause changes in the rate of globalization. Additionally, no long-run correlations between globalization and employment of the region's countries were established by the dynamic panel analysis. Nonetheless, globalization does lead to employment in the panel format in the near run, which is very improbable for individual nations. This means that there is little correlation between the rate of globalization and the number of jobs created in South Asian nations.

**Siddiqua et al. (2019)** many people still view globalization as a complicated and contentious process. In the end, this leads to the claim that globalization has both positive and bad outcomes due to its multiplier effect. This research aims to examine how globalization has affected developing nations' unemployment rates and GDP growth. This is why we look at the years 2003–2013 to see how globalization affected unemployment and GDP growth. Panel data regression was used to conduct Fixed Effect and Driscoll and Kraay analyses in order to determine the influence of the independent factors on the dependent variable. Economic and political globalization significantly affects the decline in unemployment, according to panel data regression studies. At the same time, social globalization was an influential component that was positively impacted. On the other hand, economic, social, and political globalization are all factors that greatly contribute to economic growth. Thanks to globalization's paved the way for intra-national commerce, which has reduced unemployment and sped up economic growth. Thus, we argue that the government should launch initiatives to facilitate economic globalization.

- a) To understand the concept of Globalisation.
- b) To study the concept & Aspect of Globalisation in India.
- c) To Analyse the Benefit/Advantages & Disadvantages of Globalisation on India.

## **1. The Effects of Globalization on India's Unemployment Rate**

The general unemployment rate and employment patterns in India have been significantly impacted by the major changes brought about by globalization in the labor market. This section delves into the various ways in which globalization has affected unemployment in India, looking at the good and the bad.

### **A. Reforming the Economy and Creating New Jobs**

- **Economic Growth and Liberalization**

Reduced change obstacles, deregulation of sectors, and merchandising of foreign direct funding (FDI) had been all components of India's financial liberalization regulations that took effect in the early Nineties, and they were essential to the usa's economic progress. There have been lots of new jobs created given that these modifications allowed for technical breakthroughs, unfolded new markets, and taken in quite a few cash from overseas traders. Fast GDP increase and accelerated employment in precise industries had been the outcomes of these modifications, which had been emphasized by means of Panagariya (2004) and Joshi and Little (1996) as crucial in reshaping India's economy.

- **Expansion in the Service Industry**

The fast boom of the carrier industry, specially inside the fields of facts generation (IT) and business process outsourcing (BPO), has been one of the most striking effects of globalization on employment in India. Over 4 million people were engaged inside the records generation zone, which greatly boosted activity growth in metropolitan regions (NASSCOM, 2019). Talented individuals from all throughout the state are flocking to this enterprise due to the abundance of excessive-skill positions it has created.

### **B. Difficulties Facing Conventional Industries**

- **The Industrial Market**

There has been tremendous growth inside the provider region and severe contraction in production. Manufacturing has faced challenges like poor productivity, insufficient infrastructure, and fierce global competition, despite efforts to improve it, such as India's "Make in India" program. This is what's known as "jobless growth," according to Kathuria et al. (2013). It happens when the economy grows but there isn't a corresponding increase in jobs. This has caused underemployment and unemployment to endure as the manufacturing sector is unable to employ a substantial share of the available workforce.

- **Food Production Industry**

A large section of India's workforce is still employed in agriculture, and this sector has also been hit hard by globalization. Farmers in the United States are feeling the pinch as a result of rising food imports and intense competition from overseas markets, which has cut into their income and eliminated some of the job possibilities available to them in rural regions. According to Nayyar (2006), many farmers have lost their jobs and seen their incomes fluctuate as a result of globalization, despite the fact that it has improved agricultural output and provided new technologies.

### **C. Urban-Rural Divide and Regional Inequality**

- **Saturation of Employment Opportunities**



The advantages of globalization have mostly accrued to cities, especially large ones that have grown into centers for the information technology and service sectors. Job possibilities in rural regions are more restricted and unemployment rates are greater because of this urban-centric hiring trend. According to Datt and Ravallion (2002), states like Tamil Nadu, Maharashtra, and Karnataka have shown substantial increases in employment, but others like Odisha, Uttar Pradesh, and Bihar have experienced slower development.

- **Relocation within the same country**

Rural areas have seen a substantial influx of people moving to metropolitan centers in search of employment possibilities. Urbanization and the burden on urban infrastructure and services are both caused by migrants who relocate to cities in quest of better job opportunities. Since many migrants lack the education and experience necessary for the high-skill occupations that are prevalent in urban labor markets, they may find themselves working in informal settings or with low wages as a result of their move.

#### **D. Misalignment of Skills and Joblessness**

- **Learning and Improvement of Abilities**

Education and ability development have turned out to be greater important due to the short growth of technology and the transition to a knowledge-based financial system. Education and vocational training, in line with Bhagwati and Panagariya (2013), should be prioritized if humans are to be extra employable in contemporary international market. A talents gap exists between the body of workers and employers in India because the USA's educational system has no longer been able to adapt fast sufficient to the converting needs of the hard work marketplace.

- **Young People's Joblessness**

An important trouble to remember in mild of globalization is the high rate of youth unemployment. New job potentialities abound in India, yet many younger humans still can't find paintings due to the fact they lack the essential competencies and revel in. The excessive youth unemployment prices in India, in keeping with the International Labor Organization (2018), underscore the necessity for targeted projects to provide young humans the tools they want to thrive inside the modern-day, interconnected international.

#### **E. Answers and Suggestions for Policymakers**

- **Promoting the Growth of Abilities**

Education and vocational education packages must be bolstered to assist human beings accumulate new abilities so that you can lessen the impact of globalization on unemployment. The skill hole and job possibilities may be stepped forward by investments in human capital. To construct a body of workers capable of competing inside the global economic system, rules have to prioritize raising educational standards, increasing access to vocational education, and strengthening relationships between businesses and universities.

- **Fostering Growth That Benefits All Segments**

Reducing unemployment requires a push for extensive-based totally financial expansion that helps all areas and industries. Infrastructure and development initiatives in rural areas need to be prioritized for funding so one can offer task opportunities and limit regional inequities. A safety net and help for rural employment can be accomplished by rules like NREGA.

- **Backing Conventional Sectors of the Economy**

Government subsidies, technical assistance, and expanded access to markets can also enhance employment in time-honored agencies like farming and production, which in flip helps carry down the unemployment rate. If we need globalization's blessings to trickle right down to all elements of the economy, we need to boost these industries' productiveness and competitiveness.

## **2. The Effects of Globalization on India's Inequality Rate**

Worldwide economies have been profoundly tormented by globalisation, that is described through heightened worldwide alternate, investment flows, and cultural interchange. The effects of globalisation on inequality in India, a country with a numerous and expansive populace, had been complex and multidimensional. Economic, social, and geographical inequalities are the foci of this text as it investigates the many ways wherein globalisation has affected India's inequality price.

### **A. Economic Inequality**

- **Income Disparity**

The earnings hole between city and rural inhabitants has turn out to be wider because of globalisation, that is in the main because of the increasing financial increase in city areas. The antique rural sectors not offer greater pay than the cities, which have become hubs for industries, offerings, and technology-driven sectors. On the other hand, a substantial section of the population, normally located in rural areas, continues to be hired in agricultural employment this is negative in productivity, which simplest serves to perpetuate monetary inequality.

- **Employment Opportunities**

Compared to the casual sector, the formal sector has visible an increase in the number of activity opportunities, specially within the fields of statistics generation, finance, and production. Despite this, a giant segment of the labour pressure continues to be employed within the casual area, that's characterized by low salaries, activity insecurity, and a loss of social benefits. This dualism contributes to the worsening of financial inequality.

- **Wage Inequality**

Due to the truth that globalisation has brought about a rise within the demand for skilled labour, the skill top class has additionally increased. Those with lesser educational attainment confront profits which are either stagnant or deteriorating, as a consequence widening the wage hole. On the opposite hand, people with more schooling and specialized capabilities fetch better wages.



## **B. Social Inequality**

- **Education and Skills**

**Achieving Access to Education** The significance of education and abilities has been brought into sharper recognition because of globalisation. This is particularly proper in urban and rural places, as well as among exceptional socioeconomic categories. Despite this, there are still discrepancies in access to high-quality education. There is a correlation among the disparity in instructional attainment and the unequal possibilities to be had within the labour marketplace. Division of the digital New possibilities have been made available due to the proliferation of digital era, however they've also introduced to mild the virtual divide. It is viable for those who've access to virtual equipment and the internet to take advantage of new gaining knowledge of and profession opportunities, while individuals who do now not have get right of entry to to those assets are left at the back of.

- **Health and Social Services**

**The Access to Healthcare** As a end result of globalisation, urban areas have seen enhancements in their healthcare infrastructure because of monetary growth. On the other hand, rural areas continue to fall behind in terms of access to and quality of healthcare. Because of this imbalance, overall well-being and productivity are negatively impacted, which contributes to other forms of social inequality. Mobility throughout society In spite of the fact that globalisation has made it easier for certain people to climb the social ladder, long-standing barriers that are based on factors such as caste, gender, and ethnicity continue to prevent equitable chances for everyone.

## **A. Regional Inequality**

There has been an uneven distribution of monetary boom throughout areas because of globalisation, with industrialised states attracting more funding and ensuing in stronger growth over time. Rural areas and places with lower stages of improvement were left in the back of due to globalisation, which has disproportionately benefited principal town. Furthermore, the urban-centric growth has contributed to the worsening of local imbalances. Migration from rural areas to urban regions has been a driving pressure behind monetary possibilities; yet, it has additionally caused problems consisting of overcrowding in city regions, the introduction of slums, and strain on urban infrastructure.

The united states of america of India calls for unique governmental actions in order to overcome these imbalances. It is possible to bridge the space between urban and rural regions by using the implementation of inclusive financial policies, including investing in rural infrastructure, schooling, and healthcare. It is of the utmost importance to increase the scope of vocational training and schooling programmes, such as the enhancement of virtual literacy. The safety of vulnerable populations from the results of monetary shocks and the reduction of inequality can be performed thru the strengthening of social protection nets consisting of unemployment benefits, medical health insurance, and pension plans. Promoting social mobility and lowering lengthy-term inequality can be done through making sure that all regions and socioeconomic classes have equal get entry to to incredible educational and healthcare offerings thru equitable access. In order to reduce the gaps that exist throughout areas, it's far possible to promote balanced regional

development by means of imparting monetary incentives to industries who put money into much less developed regions.

## CONCLUSION

In India, globalisation has had a massive effect on unemployment and inequality, which has supplied the U.S.A. With possibilities in addition to challenges concurrently. In metropolitan centres and excessive-skill sectors, especially in the areas of era and offerings, it has been a using force behind monetary growth and the introduction of new jobs. The growth, however, has now not been dispersed in an excellent way, which has ended in big gaps among city and rural areas, professional and unskilled human beings, and distinctive regions. The informal zone maintains to conflict with employment instability and bad salaries, even as rural populations and people with low levels of education and technical expertise face profits that have remained flat and restrained alternatives. India desires inclusive policies that are centered on rural improvement, equitable get entry to to schooling and healthcare, social safety nets, and balanced regional growth to be able to ameliorate these issues. These rules need to make certain that the advantages of globalisation are extra widely shared and make a contribution to reducing unemployment and inequality.

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