

## **Female Workplace Scenario and Existing Disparities in Haryana : An Explanation and Redressal**

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### **Abstract:**

A woman is a part of the society. Society itself is not providing equal status to women. In the evolution of society and civilization, woman's position has always been inferior to man. There are also so many factors which are responsible for making her weak e.g. social, educational and economical. Progress of any stage or region reflects with economic status of the population. Social discrimination females are deprived of opportunities of meaning full participation in public life. There is a need of empowerment which message female participation. However the government of the state is making efforts to improve the situation of lunch by the Government of Haryana for improve the status of women.

Kofi Ananan said "When women thrive all of society benefits and succeeding generation are given a better start life. ”

India a country of diversity not only in terms of economic, social and cultural avenues but also in terms of gender difference across states. In very field women are confronted with many challenges and suffer from many disadvantages as compared to men in the areas of education, work participation and violence against women. The changing status of women is directly linked to the social development of the society. The state has achieved rapid growth in social and economic indicators even after that there exist disparities in demographic indicators even after that there exist disparities in demographic indicators because of lack of medical and education facilities.

Having said that the position of women in Haryana is no better than their counter parts in rest of the country. Gender Equality and Development report revealed that "That ratio of female to male child mortality in Haryana is worse than any country in the world". Female

feticide is perhaps one of the worst form of violence against women where a women is denied her most basic and fundamental right i.e. "That regret to life"<sup>1</sup> Change in sex ratio largely reflects the socio economic and cultural pattern of a society in different ways. Discrimination on the base of gender has been observed in all spheres of human interests including the rights by the state.<sup>2</sup>

The declining sex ratio is a matter of great concern as it leads to serious demographic imbalances and adverse social consequences in near future. In the state in equal share of power and benefits medicated the disparities in women empowerment in Haryana. The required secondary data has been collected from the various issues of statistical abstract of Haryana from 1971 to 2001. The required secondary data has been analyzed with the help of some necessary statistical tells such as tabular analysis, averages and percentage to draw relative inference.<sup>3</sup>

The Women who constitute half of human population have been discriminated, harassed and exploited irrespective for the country to which they belong, unmindful of the religion which they profess and oblivious of the time frame in which they live. Discrimination in all other spheres of life is reinforced by economic deprivation, which is the general lot of women. This in turn, perpetuates their low status, which leads to further discrimination resulting in a vicious circle which is difficult to break. Such as, in the allocation of social, economic and their reproductive roles, female are deprived of opportunities for access to education, training, skill development, decision making both at personal and social levels. Females are deprived of opportunities of meaningful participation in public life. Diver of economic development over the past century has increased the role of women in work participation. But the state reflects the discrimination and gender bias position of female.<sup>4</sup> There is need of empowerment which increase female labor force participation, reduced discrimination and wage differentials that encourage greater efforts, and improved advancement practices that promote women participation. As the 2012 World Development Report highlights, "empowering half of the potential work force has significant

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<sup>1</sup> Economic Political Weekly, April29,1989,p38

<sup>2</sup> Agarwal, B, Are we not peasants too? Lands Rights and Women claim in India, seeds publication, issue 21, 2002, p. 7

<sup>3</sup> Census of India, Series 7, Haryana 2001

<sup>4</sup>Statistical Abstract of Haryana, 1991, p. 507

economic benefits beyond promoting just gender equality". But disparities in work opportunities between male and female in Haryana indicated the wide variation.<sup>5</sup> It comes up with that the female contribution in development has comparative to male population is half. The following table shows the district wise variation in female work participation rates in Haryana.

**The Table explains**

Here goes the district wise female work participation in Haryana. It is interesting way of looking at the male and female participation rate.

**RANKING OF DISTRICTS BY FEMALE WORK PARTICIPATION RATE: 1991-2001**

Rank in 2001	State/District	Work Participation Rate 2001	1991	Net Gain/Loss 1991-2001	Rank in 1991
1	2	3	4	5	6
	<b>Haryana</b>	<b>27.31</b>	<b>10.76</b>	<b>16.55</b>	<b>-</b>
1	Mahendragarh	38.23	15.90	22.33	2
2	Rewari	36.81	11.61	25.20	9
3	Jhajjar	35.78	13.97	21.81	5
4	Bhiwani	35.40	17.42	17.98	1
5	Jind	34.77	12.81	21.96	8
6	Fatehabad	34.32	9.58	24.74	11
7	Hissar	33.17	14.44	18.73	4
8	Sirsa	30.59	13.75	16.84	6
9	Sonipat	30.40	12.98	17.42	7
10	Gurgaon	27.79	15.46	12.33	3
11	Rohtak	27.71	10.42	17.29	10
12	Kaithal	25.73	8.74	16.99	13
13	Panipat	25.73	7.43	18.30	14
14	Faridabad	21.91	8.91	13.00	12

<sup>5</sup> Haryana Development Committee, Final Report, Chandhigarh, 1991, p.135

15	Kurukshetra	21.31	3.99	17.32	17
16	Karnal	18.90	5.84	13.06	16
17	Panchkula	17.92	6.14	11.78	15
18	Yamunanagar	11.38	2.75	8.63	19
19	Ambala	9.96	3.63	6.43	18

District Bhiwani which ranked first in Female work participation Rate (17.42%) during 1991 Census has gone down to 4th rank through its Female Work Participation Rate has doubled to 35.40% during 2001 Census. It is followed by Jind 34.77 per cent (12.81% 1991 Census), Fatehabad 34.32 per cent (9.58% 1991 Census), Hissar 33.17 per cent (14.44% 1991 Census), Sirsa 30.59 per cent (13.75% 1991 Census) and Sonapat 30.40 per cent (12.98% 1991 Census). Surprisingly Gurgaon which ranked third during 1991 Census in Female Work Participation Rate with (15.46%) has gone down to rank 10th during 2001 Census registering 27.79 per cent Female work Participation Rate Rohtak (27.71%), Kaithal (25.73), Panipat (25.73%) and Faridabad (21.91%) are fairly placed at 11th 12th 13th and 14th rank respectively. Rest of the five districts in Female Work Participation Rate are Ambala 9.96 per cent followed by Yamunanagar 11.38 per cent Panchkula 17.92 per cent Karnal 18.90 per cent and Kurukshetra 21.31 per cent. These districts ranked 15th to 19th even during last Census so this clearly established that in these districts there is an inherent trend of not reporting the contribution by woman.<sup>6</sup> The overall work participation rate has increased still that shows a positive aspect of raising the work participation but is less than male. The district Rewari after Mahendragarh has highest female work participation rate because the literacy rate is highest in these districts. The participation of female in economic activities, particularly outside the home, is often considered as an important enabling factor in the economic and social independence of females.<sup>7</sup> Not only can employment be a source of empowerment but it has also help to give female a sense of self worth. It makes clear what work opportunities have not been equally distributed among male and female in Haryana. There is need to encourage the women for education and make her empower in the society.

<sup>6</sup> Statistical Abstract of Haryana 1991, to 2001, p92, 70

<sup>7</sup> A.V. Joze, Agriculture wages in India, Economic and Political weekly, 25 June, 1988, Vol. XVIII, No. 26. pp. 246-238

## **INITIATIVES BY THE GOVERNMENT TO rootout THE DISPARITIES IN STATUS AND EMPOWERMENT OF WOMEN**

It would be unfair to say that the Government of the State is making no efforts to improve the situation of female work conditions launched by the Government of Haryana for improving the status of women in the State in context of workplace disparities as well as generally of improving the socio economic conditions. There is great need to stop the declining sex ratio, increase the literacy rate and improve the work participation conditions of women in Haryana.<sup>8</sup> The government has taken several steps to remove the problems. The schemes promote the need for gender equality and bring out how neglect of girls and discrimination throughout her life cycle leads to an equal status in the society.<sup>9</sup> It also aims to break myths about role of men and women, so that though negative attitudes and behaviors of society could be through enhance the female literacy and make empower. The state has been implementing various schemes for the socio-economic advancement and development of women in the State to eliminate all types of discrimination against women and the girl child and ensure empowerment and gender justice for them.<sup>10</sup> Few of the most preferred priorities of the government are to arrest the declining sex ratio and to address the problem of female feticide, reduce malnutrition among children and enhance socio-economic status of women.

Having taken every aspect into consideration the paper concludes that without the improvement in social conditions of women the India cannot achieve success. The first step required is needed to create awareness to make women empowered. Now in this time of globalization development in each sector has been taken place but the conditions of women is same as it was in the past. The result indicates that there are large disparities in terms of work participation as compared to male. In the State continuously declining child sex ratio reveals the imbalance and adverse social causes and consequences in the society. People should understand that the sons and daughters have equal in rights. For this there is need to increase the educational status and work conditions for female. As a matter of fact, high level of literacy and educational achievement leads to equal status to male and female and this make woman economically empowered. The state government has been implementing various

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<sup>8</sup>Census of India, Series 7, Haryana 2001

<sup>9</sup> Statistical Abstract of Haryana, 2001, p. 509

<sup>10</sup> India Economic and Social industry Reviews, Oct-Dec, 1988, pp. 236-88

schemes for the socio-economic advancement and development of women to eliminate all types of discrimination against women and the girl child the ensure empowerment and gender justice for them. Thus effective policies and programmers were started by the government to encourage people to change negative their attitude towards girls and understand their values. Hence, it may be stressed that existing disparities in social status of women are a matter of deep shame and cause of great concern. Our society especially the government should come forward to remove this menace from and balance demographic structure within the country.