

Role of Women in Economic Development in Haryana

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Abstract—India is known as a country of disparity in terms of social, cultural and wide economic variations due to the male dominance based social structure. This social setup negatively affects the women's social and economic wellbeing and hence in that social structure women are considered as second level citizen. Work participation rate of female has directly linked to the development of society or household. Haryana is one of the developed states of India, still being ahead in economic prosperity, much lagged behind in gender-based equality and male dominance in all dimensions of life. The position of women in the Haryana is no better than the other states of India. Haryana state has the great difference among the male-female sex ratio which is a serious concern for social science research as a demographic problem for the state. Now women are requiring for their holistic empowerment and that will take care of them for an enabling process that must lead to their economic as well as social transformation. Hence, the objective of the paper is to address the role of woman work participation in the process of their empowerment with special attention to the gender perspective. The study used the data from Census of India 2011. This paper will examine the regional disparity of female work participation and the improvement of empowerment of women in the state of Haryana. This paper will suggest the idea for focusing much intensively on the issues of women empowerment through enhancement of her education, workforce participation and social participation with people participation and holistic approach.

Keyword: workforce participation rate, women empowerment, Haryana.

Introduction

The working status of female is a major factor in the progression of their economic independence, and it has been considered as an indicator of their overall wellbeing status in society [1]. Higher participation of women in workforce is also symbolized for their autonomy status and social and economic empowerment. In many developing countries due to poor status and share of women in education and employment, the gender inequalities persist. Therefore, the promotions of gender equality and the women's empowerment have been included among the Millennium Development Goals by the United Nations [2], [3]. Hence, the women empowerment has become an essential aspect of women's development agendas, featured as the third Millennium Development Goal (MDG). Female participation in the workforce assumes much importance in the case of developing countries because of its positive effects on the level of output and adverse effects on population growth [4]. Women's participation in the workforce is an important social up

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gradation determinant because it directly influences the level of autonomy, living standard and well-being of women [1], [5]. The increasing trend toward women's participation in the labour market in both developed and developing countries has drawn both social and academic interest [6]. Workforce participations are depending on the societal norms, the behaviour of women and her level of education. It has been argued that the increasing role of women in the household's economy will make them empower. Recently, it has been increasingly documented that in India, women are less empowered and only limited proportion of them were involved in decision making. Contemporary studies underscore about women's limited control over material and other resources. They are also restricted to access to the knowledge and right information regarding their basic social and constitutional rights as a citizen. Working status makes women socially educated, independent and autonomous for their decision making. They are also abiding by their enforced lack of physical mobility, and inability to forge the equal share of power in the relationships within families [12]-[14]. The census data have shown that over few last decades the female labour force participation has been increased with more rapidly in Haryana [15]-[17]. There is a close link between women's employment and its association with their empowerment status. Working status of women makes them more economically independent and hence they become the prime decision maker for themselves as well as for the family. The economic prosperity of women makes her stronger socially and even individually to have their identity within family and society. Due to the regular movement for working and exploration with new interaction groups, women become more aware regarding her rights. Hence knowledge and awareness level enhances and the women become independent for the self-decision making. It could make them to be aware of their rights, and hence, it makes them empowered. In Haryana, although the economic prosperity is high, the social and economic status of women is still far behind than their counterparts. This difference has been considered more when we compare the place of residence as rural and urban. In rural, still women were less independent in decision making and much economic dependent on their family member and hence, they were less exposed towards using the resources for their own choice. The state has one of the highest per capita incomes, but regarding its male-female balance, it is at a second lowest level in India. Sex ratio itself is an indicator of gender equality and level of women autonomy. So there is a need to explore how this particular socio-demographic phenomenon creates rural-urban differentials in working status and level of autonomy of women.

Objective of the study

Women workforce participation rate is one of the most important factors to indicate the women status and empowerment. Haryana is the state that has historical evidences of lowest sex ratio in terms of female and hence in the state, man is the more socially and economically advantageous compared to the female. In the society mainly the power is controlled by the man. In the family life and even at the personal life, man is the decision maker because they have economic power. Therefore, females are more vulnerable to the decision making. Many literatures suggested that the female who are considered as half of the population, play a vital

role in holistic development from households to the nation [11]-[13] hence, the women's economic activity and their economic prosperity are much required. Haryana is the state where the female literacy and sex ratio is very low. It indicates the low status of women's decision making and their workforce participation. So, there is a need to explore it in the very contrast domain of their place of residence. The objectives of the paper are to access the trend and pattern of the workforce participation rate of women in the Haryana.

Data source and methodology

The study used the secondary data of Census of India for the state of Haryana 2011 (Primary Census Abstract and Economic table) for the analysis. There were different variables:-

A. Workforce Participation Rate for:

- i. Main Workers
- ii. Marginal Workers

B. Unemployment Rate

The census of India classifies workers into two groups namely, main employees and marginal workers. It defines the main workers as those who are usually working or had worked for the major part of the duration and the reference period of the duration has been considered as six months or above. While those workers, who had not worked for the major duration of the reference period, i.e. less than six months, was considered as the marginal workers [15]-[17]. According to the census of India, the main workers are classified by Industrial category of workers into the following four categories:

1. Cultivator,
2. Agricultural Labours,
3. Household Industry Workers, and
4. Other Workers

Other workers are those workers who are engaged in the construction, trade commerce, transport storage and communication, professional and nursing work. Labour Force Participation Rate (LFPR) LFPR is defined as the proportion of the total economically active population to the total population of 15-59 of age group.

It is computed as:

$$\text{Labour Force Participation Rate} = \frac{\text{Total workers (15-59 yrs)} + \text{nonworkers but seeking work (15-59 yrs)}}{\text{Total Population (15-59 years)}} * 100$$

$$\% \text{ of main worker out of working Pop. (15 - 59 years)} = \frac{\text{Total main workers (15-59 years)}}{\text{Total working population (15-59 years)}} * 100$$

$$\% \text{ of the main worker out of total population} = \frac{\text{Total main working Population(15-59 years)}}{\text{Total population aged (15-59 years)}} * 100$$

$$\text{Unemployment Rate} = \frac{\text{Total pop.of seeking for work (15-59 years)}}{\text{Total population (15-59 years)}} * 100$$

Results:-

1. Trends of Work Force Participation Rate

Table I illustrated the trends and pattern of women working status by their place of residence for the state of Haryana. In past two decades, the rural women workforce proportion has increased from 22.4% to 58.6%. While in urban, this growth was comparatively less and it was from 9.1% to only 23.7%. In 2001, a considerable proportion of female workforce had decreased in the rural area (about 20%) while for the same period, in urban, we found a growth of about 2%. In the rural, the trends of the female main working force participation of the female have declined, while in urban it was first declined for 1991 to 2001 and again regained in 2011 and it was in increasing trend. In the main working group of female, in the rural region, their proportion became more than double (from 11% to 27%) for 1991 to 2001. Again in 2011, the percentage of the main worker out of the working population in rural area has decreased. It was clearly seen that most of the women in rural were engaged in marginal working kind of job which might be agriculture and other primary sector and allied group. While in the main working group, the rural women proportion was higher compared to the urban 2001 and again in 2011 the declination was recorded. In contrast to that in urban, from 1991 to 2011, it was in increasing trend. The result shows that in the recent decade, the unemployment rate for women has been surprisingly increased. This may be due to the definitional articulated for unemployment rate and the increasing trends of women literacy rate in the state. This massive increment of women unemployment has been recorded in rural and urban both.

TABLE I
TRENDS OF WORKING STATUS OF FEMALE UNDER THE DIFFERENT
CATEGORIES BY THEIR PLACE OF RESIDENCE IN HARYANA, CENSUS OF INDIA

Census Year	LFPR		% Main Worker ¹		% Main Worker ²		Unemployed Rate	
	Rural	Urban	Rural	Urban	Rural	Urban	Rural	Urban
1991	22.4	9.1	51.2	91.8	11.4	7.8	0.2	0.6
2001	58.6	23.7	47.9	73.4	26.7	12.0	0.1	0.1
2011	38.4	25.2	47.7	80.1	15.0	13.6	11.4	9.7

Note: ¹Main Worker Out of Total Working Population

²Main Worker Out of Total Population

CONCLUSION

By enhancing the participation of women in the mainstream of society, either through sex balancing or by providing the opportunity to women to have a higher involvement in workforce participation, we can rapidly change the picture of male dominance Society of Haryana. After 2001 census central government of India and Haryana state government took much initiative policy like as **“Beti Bachao Beti Padhao”** (save daughter and educate daughter); **“Ladly Scheme”** (scheme for daughters); **“Sukanya Dev Yojna”** (money scheme for daughters); **“Kanya Kosh”** (funds for females); **“Dhana Lakshmi Scheme”** (a scheme for daughters, generally in India, girls are understood as ‘Dhanlaxmi’ that represents the goddess of wealth) and **“Apni Beti Apna Dhan”** (our daughter is our wealth). The government of India also launched the National Mission for Empowerment of Women on International Women’s day in 2010. The main aim of this program was the women’s welfare and socio-economic development, gender equality and gender justices through the inter-sectoral convergence of programs that impact women. All these schemes were mainly for raising the status of women, especially in the rural areas. Consequently, it was found that particularly in the rural areas, people were more acceptor of these schemes. As a result, the evidences of increasing sex ratio have been observed and with the increasing women workforce participation, the autonomy of women has also enhanced in the state in the recent decade

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