



Empowering Women in Haryana: Unraveling Gender Disparities through Workforce Dynamics

Parveen Kumar

Research Scholar, Department of Geography, School of Social Science and Humanities, Lords University, Chikani, Rajasthan

Dr. Prashant Yadav

Research Scholar, Department of Geography, School of Social Science and Humanities, Lords University, Chikani, Rajasthan

Abstract

India's reputation for inequality in social, cultural, and economic dimensions is largely attributable to the country's patriarchal social structure. Because of the severe impact on their social and economic status, women are seen as second-class citizens in societies where this system prevails. Female labor force participation is a leading indicator of societal and economic progress. Despite being one of India's most prosperous states, Haryana has a long way to go in terms of gender equality and male domination in all spheres of society. Haryana's treatment of its female residents is no better than that of any other Indian state. The gender gap in Haryana is very wide, and this has been identified by social scientists as a key issue in the state's demographic profile. Now more than ever, women need a comprehensive strategy that will care for them as they embark on a path of empowerment that will transform them economically and socially. The purpose of this study is, therefore, to examine the gendered significance of women's economic engagement in the context of women's empowerment. The research made use of information from the 2011 Indian Census. This article will analyze the gender gap in the workforce in Haryana and the progress made toward women's emancipation there. This article presentsexamined the concerns of women empowerment via development of her education, employment engagement and social contribution.

Keywords: *LFPR; Unemployment Rate; Rural-Urban Disparities*

Introduction

The employment status of women plays a pivotal role in shaping their economic independence and is often considered a key indicator of their overall well-being within society. In numerous developing countries, persistent gender inequalities are rooted in limited access to education and employment opportunities for women. Recognizing this, the United Nations has incorporate the promotion of gender disparity and women's empowerment as important elements of the Sustainable Development Goals (**Rodgers, Zveglic, & Wherry, 2006**). Empowering women, particularly their participation in the workforce, is crucial for societal progress and has positive implications for both economic output and



population growth in developing nations (Jayachandran, 2021). Women's involvement in the employment market is intricately linked to societal norms, individual behavior, and educational attainment. The prevailing narrative suggests that enhanced roles for women in household economies contribute to their empowerment. However, in contemporary India, studies underscore women's constrained control over resources, limited access to knowledge about their rights, and their restricted decision-making power within families (Gautam, 2022). Census data indicates a notable increase in female labor force participation in Haryana over the past decades (Singh, 2022). Despite the state's economic prosperity, social and economic status of women's encounter difficulty

This disparity is especially pronounced when comparing rural and urban areas. Women often have less autonomy in decision-making and remain economically reliant on family members, limiting their exposure to resource utilization based on personal choices in rural areas, as per the study. Despite Haryana's high per capita income, the state ranks second-lowest in India for male-female balance, as reflected in its sex ratio. This socio-demographic phenomenon warrants exploration to understand its role in creating rural-urban differentials in women's employment status and autonomy levels.

Objective of the study

1. To study the Causes of Increased Rural Unemployment of women in Haryana
2. To explore trends in Labor Force Participation focusing on women participation.

Methodology

The analysis of India's labor market dynamics during the specified period focuses on four key variables. First, the Unemployment Rate, reflecting the percentage of the labor force actively seeking employment, increased notably from 1991 to 2011, particularly in rural areas. Second, the LFPR, representing the percentage of the working-age population involved in or seeking employment, showed a declining trend in 2011 suggesting shifts in the willingness or ability of the population to engage in business. Third, the total percentage of main workers from the total census increased over the years, indicating changes in the structure of the workforce. Lastly, the examination of Rural-Urban Disparities in LFPR and the percentage of main workers highlighted a decreasing trend, suggesting a convergence in employment patterns between rural and urban areas. The anomaly in 2011, marked by a decline in LFPR, an increase in the percentage of main workers, and a significant rise in the Unemployment Rate in rural areas, underscores the complexity of economic factors influencing labor market dynamics during this period.

Results

Census (year)	LFPR		% of main worker from working Population		% of main worker out of total population		Rate of unemployment	
	Rural	Urban	Rural	Urban	Rural	Urban	Rural	Urban
1991	23.1	9.5	51.4	91.4	11.4	7.8	0.2	0.6
2001	58.7	23.5	47.9	73.1	26.7	12.0	0.1	0.1
2011	38.2	25.4	47.7	80.1	15.0	13.6	11.4	9.7



1. LFPR

- The LFPR from areas increased significantly from 1991 to 2001 but showed a decline in 2011.
- In 1991, the LFPR was notably higher in rural areas (23.1%) compared to urban areas (9.5%). However, by 2001, urban LFPR had increased significantly, narrowing the rural-urban gap.
- In 2011, there was a decline in both rural and urban LFPR, with rural LFPR (38.2%) remaining higher than urban LFPR (25.4%).

2. Percentage of Main Workers:

- ‘The percentage of Main Workers out of the working population’ increased in both rural and urban areas over the years.
- In 1991, the rural-urban disparity was pronounced, with a significantly higher percentage of Main Workers in rural areas (51.4%) compared to urban areas (91.4%). However, by 2011, this gap had narrowed, indicating an increase in urban Main Workers.

3. Percentage of Main Workers out of Total Population:

- Similar to the ‘percentage of Main Workers out of the working population’ the percentage of Main Workers out of the total population increased over the years.
- In 1991, rural areas had a higher ‘percentage of main workers out of the total population’ compared to urban areas. However, by 2011, the urban percentage surpassed the rural percentage.

The Unemployment Rate in both rural and urban areas witnessed an upward trajectory from 1991 to 2011. In 1991, the Unemployment Rate was minimal in both rural and urban regions, suggesting a relatively stable employment scenario. However, by 2011, there was a notable increase in the Unemployment Rate, particularly in rural areas. This shift may be indicative of structural changes in the economy, alterations in labor market demands, or other socio-economic factors that contributed to higher unemployment rates, especially in rural settings. The data also reveals a trend of diminishing disparities between rural and urban areas over the years, specifically in terms of Labor Force Participation Rate (LFPR) and the percentage of Main Workers. In 1991, there were substantial gaps between rural and urban LFPR and the percentage of Main Workers. However, as time progressed, these disparities decreased. The narrowing of the rural-urban gap could signify a convergence in employment patterns and economic activities between rural and urban areas. The year 2011 emerges as an anomaly with several noteworthy changes. There was a decline in LFPR during this period, indicating a potential shift in the labor force's willingness or ability to participate in economic activities. Concurrently, there was a significant increase in the percentage of Main Workers, suggesting a higher proportion of the population engaged in productive work. However, this positive development was juxtaposed with a substantial rise in the Unemployment Rate, particularly in rural areas.



Conclusion

India's 'National Mission for Empowerment of Women' was officially launched on 'International Women's Day' in 2010. The key objectives of this platform were to promote gender equality and justice by bringing together initiatives from many sectors that focus on women's well-being and economic advancement. All of these initiatives were started with the intention of elevating the position of women, particularly in rural communities. People were found to be more receptive to these efforts, especially in more rural regions. A growing number of women are joining the workforce, and as a result, the gender gap is narrowing and women's rights are strengthening in the state during the past decade. In conclusion, there appears to be a complex interplay of economic forces impacting the dynamics of India's labor market throughout the given time period, as seen by the trends in unemployment rate, the fall in rural-urban disparities, and the anomalies in 2011.

References

- Rodgers, Y. V. D. M., Zveglich, J. E., & Wherry, L. (2006). Gender differences in vocational school training and earnings premiums in Taiwan. *Feminist Economics*, 12(4), 527-560.
- Jayachandran, S. (2021). Social norms as a barrier to women's employment in developing countries. *IMF Economic Review*, 69(3), 576-595.
- Gautam, R. (2022). Women Empowerment and Female Workforce Participation in Rural-Urban Haryana: A Geographical Analysis. *Review of International Geographical Education Online*, 12(2).
- Singh, A. (2022). Women Labour Force In Haryana And Its Determinants. *Published In IJCRT (www.ijcrt.org) Volume, 10*.
- Registrar General of India. (2011). Registrar General of India (RGI), Census of India