



Analyze government policies in respect of working women of India

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Abstract- “Women” had suffered a lot everywhere whether at workplace or at home. Every time she has to adjust with her dreams, ambitions and career. By analyzing the previous scenario of declining participation of women in workforce was become alarming for the government to take some initiatives. This paper critically highlighted various government policies which helps the women for survival in this male dominating society. The paper develops argument on the basis of secondary sources as review of existing literature. The paper critically examined various government policies or initiatives which will work for betterment of working women. This paper analyzes the various policies which have been taken by the government for increasing the women participation in workforce.

Keywords- Government policies, women’s participation, labor workforce.

Introduction: The share of employable men and women in India 2022 saw an increase from the previous scenario. Women accounted for slightly more than 51% of employability that year. Between 2010 to 2020, the number of working women has dropped from 26% to 19% according to data compiled by World Bank.

RBI Deputy Governor Dr. Michael Debabrata Patra stated that the female workforce participation in India is among the lowest in the world and continues to fall. India stands lower than even Pakistan. Before pandemic, labor participation level rate was 42% which now has fallen down to 39.9%. Through women in India represent 48% of the population; they contribute only around 17% of GDP compared to 40% in China. After recovering from pandemic, the government ignored progress in improving prospects for working women. Statistics are enough alarming to ask for help from government to interfere and think over this matter.

1.1 Problem?

Why women quit or lose their job?

After marriages, childbirth and to fulfill other family responsibilities contribute to decreasing in the number of women in the workforce. Apart from this, whenever it comes to taking care of domestic responsibilities between husband and wife after marriage, majority of time only women give up or leave their jobs. Taking about overall employment, even today women are in large numbers in labor force sectors like agriculture. Their participation is much higher than that of white-collar jobs in big cities as compared to small cities. It has also been seen that as household become richer, they prefer not to allow women to work outside the home and thus become a reason for not participating in labor workforce.

In a survey in 2012, 84% of Indians agreed that women have less right to work in event of fewer jobs. It is noteworthy that in the year 2005, men held 90% of additional 36 million jobs in India. Indeed, Census figures show that a third of women who live at home would prefer to work if jobs were available. Biggest problem is lack of employment opportunities which the jobs of workforce women in the agriculture sector are being displaced by mechanization. 90 % of India's women are working in unorganized sector. In which not only the wages for women are low also, flexibility and inability to provide child care benefit create dissatisfaction for women to work outside the home. Only 18.6% of working –age women in India participates in labor force, shockingly it's three times lowers than men. Therefore, it is very important for the government to take other steps, make the workplace safer and friendly so that more and more women can be employed on large scale in jobs.

1.2 Review of Literature

The major laws and public policies that had a great impact on the working women of Singapore would show that the government began with positive legislation to ensure women's rights in and outside the home (Luh and Jean 1990).

Welfare states and working mothers: The Scandinavian experience examined what is the relationship between women and welfare state? How do women reconcile paid work and family responsibilities? These questions are of central political concern to nearly all western industrialized countries and have provoked considerably scholarly disagreement (**Arnlaug 1992**).

Women constitute nearly one-half of the present population of the country. They are expected, like their counterparts in developed countries, to play significant role in the development and progress of the national economy. Unfortunately very little attention has been paid on women's studies. As a social group the middle class working women is an emerging phenomenon. The study highlights the problem of working middle class urban women in historical perspective (**Anil1994**).

United States lagged behind the countries of Western Europe in developing modern social policies. But, as Theda Skocpol shows in this startling new historical analysis, the United States actually pioneered generous social spending for many its elderly, disabled, and dependent citizens (**Theda 1995**).

The direct and indirect effects of organizational policies and practices that are supportive of family conflict, psychological, physical and behavioral measurements (**Linda Thiede Thom and Daniel 1995**).

Development and crisis of the welfare state: Parties and policies in global markets had offered most systematic examination to date of the origins, character, effects and prospects of generous welfare states in advanced industrial democracies in the post – World War 2nd era (**Evelyn end John 2001**).

In the 1960s, the government's efforts for economic survival and to maintain high growth rates saw many public policies to encourage women's participation in the workforce. Women's empowerment and social context: results from five Asian countries. This paper had analyzes multiple measures of married women's empowerment in the domestic sphere in 56 communities spanning five Asian

countries (India, Malaysia, Pakistan, the Philippines and Thailand). At issue was whether community or individual traits. The analysis had showed that, consistent with the theoretical approach employed here, which treats gender relations as heavily influenced by community norms and values; community was a far stronger predictor of women's empowerment than were individual traits (**Karen and Herbert 2003**).

A critical discourse analysis of New Zealand government policy: Women as mothers and workers. It is argued that policy influences women's lives through the promotion of certain discourses that sanction or restrict women's choices (**Ella and Mandy 2007**). Women entrepreneurs, opportunity recognition and government- sponsored business networks: A social capital perspective (**Rod Farr and Yvonne 2007**).

When do governments promote women's rights? A framework for the comparative analysis of sex equality policy (Mala and Laurel 2010).

The principal of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the state to adopt measure of positive discrimination in favor of women (**Mamta 2014**). The life and times of women's policy machinery in Australia noted that Australia has a Westminster system of responsible government, deriving from the United Kingdom but complicated by federalism and upper houses (**Marian 2018**).

How sensitive is the Indian Government towards Women Empowerment in India (**Tomar and Singh 2018**).

Women equality and empowerment had always remained a priority area and has been taken utmost care by stakeholders. The paper critically investigates the Indian status among other countries and tries to find out preparedness to achieve Sustainable development Goal-5 of the United Nation (**Seema and Antra 2020**).

Employment policy in Mainland Tanzania: what's in it for women? Explained Tanzania had experienced relatively strong and stable economic growth

accompanied by social stability over the past two decades .This constitutes a key challenge in Tanzania, where women and female headed households are constituted by lower levels of education and social capital; deeper levels of poverty, and limited access to assets-while also being disproportionately by the economic implications of the COVID-19 pandemic **(Roosa and Milla2022)**.

Issues of working women in 21st century.

The research was all about how women were facing difficulties to do a job in corporate sector or corporate world and what measures would take place in future to reduced or overcome all the issues within the organization only. Sometimes women were whiling to do the job in corporate sector due the above issues they were not doing 51.4% women were agreed that fell unsafe in the organization. And on the other side 40.7% women were agreed that they were not getting any kind of the appreciation while perform their activity in the organization and 73.6% women were agreed that was an inequality was present in the organization **(Mrinal, Pragati, Piyush and Prajiwal 2022)**. Evidence of women's empowerment in India: A study of social – spatial disparities. It further studies various national and international community's had addressed women's issues and taken various efforts to empower them so as to enhance their social and health status and developmental activities. **(Kamla and Princy 2006)**

1.3 List of women empowerment schemes in India:

- Beti Bacho Beti Padhao
- Working Women Hostel
- One Stop Centre Scheme
- Women Helpline Scheme
- Mahila-E-Haat
- Mahila Police Volunteers
- STEP
- Pradhan Mantri Mahila Shakti Kendra
- Sukanya Samridhi Yojana

- Kishori Shakti Yojana
- Pradhan Mantri Mantra Vandana Yojana

1.) Beti Bacho Beti Padhao – it was launched on 22nd January 2015 by the honorable Prime Minister of India in Haryana, this schemes ensures survival, protection and education of girl child. The schemes aims to address issues of the declining sex ratio over the past few years create social awareness and enhance the efficiency of welfare services developed for girls. The overall goal of this scheme is to celebrate the girl child and her education. The objectives of the scheme are as following :

- To prevent gender biased sex selective elimination
- To ensure survival and protection of the girl child
- To ensure education and participation of the girl child

It has been well- received and favorable trends are visible in many of the districts. The scheme has been successful in establishing the improvement in Child Sex Ratio as a National Agenda. (wcd.nic.in/schemes/beti-bachao-beti-padhao-scheme))

2.) Working Women Hostel - to promote safe accommodation and environment for working women and provide daycare facilities for their children, the Government of India has introduced the “Working Women Hostel Scheme”. This scheme provides availability of safe and secure palace to working women. Children of working women, up to the age of 18 years for girls and up to age of 5 years for boys may be accommodation in such hostels with their mothers. Through this women empowerment scheme, the Government provides grant-in- aid for construction and new hostel buildings and extension of an existing building in rented premises. (<https://wcdhry.gov.in>)

3.) One Stop Centre Scheme- it is a centrally sponsored scheme and is funded through the Nirbhaya fund. State governments receive 100% central assistance to protect women affected by violence (gender-based such as acid attack, rape, and sexual harassment) in public and private spaces. This scheme provides support to women who are affected by violence, in private

and public spaces, within the family, community and at the workplace. This scheme facilities emergency (medical), legal aid and counseling, non-emergency services under one roof to combat all forms of violence against women. (<https://wcd.nic.in>)

- 4.) Women Helpline Scheme- Women Helpline Scheme is one of the government schemes for women empowerment that intends to give 24*7 emergency responses to women helpline numbers has been done in every State and Union Territory through a single toll- free number (181) that provides immediate support to women nationwide. Further, this scheme creates awareness about women empowerment schemes and programs.
- 5.) Mahila E- Haat- it is an initiative launched by the Ministry of Women and Child Development. It is one of the women empowerment schemes in India which provides an opportunity for women entrepreneurs for using technology and presents their products made manufactured sold on an online platform. With only mobile and internet connections, women entrepreneurs can showcase their products along with descriptions and photographs. Here, buyers can also reach sellers telephonically, physically, through email or any other medium. The list of products may include clothing, fashion accessories, pottery, boxes, home décor, toys and many other things. This initiative supports the 'Make in India' program through an online platform.
- 6.) Mahila Police Volunteers- the Ministry of Women and Child Development, along with Home Affairs, launched the Mahila Police Volunteers scheme in all States and Union Territories. This central government sponsored scheme aims to create a link between police authorities and local communities to ensure police outreach on crime cases. This scheme works to create a safe place for women to join the police force.
- 7.) STEP –Support to Training and Employment Program for Women. Launched under the startup India initiative, it was launched as a Central Sector Scheme in 1986-87. The programme of STEP aims to make a significant impact on women by upgrading skills for self and wage employment. STEP is meant to benefit women in the age group of 16 years and above by providing them

with skills to not only help make them employable but also to enable them to become self-employed /entrepreneurs. The duration of a particular project will be up to 5 years depending on the nature of the project, the number of beneficiary undertaken and the kind of activities involved. Under this scheme, help is provided in various sectors like horticulture, agriculture, handicrafts, tailoring, stitching etc and women are also helped with the soft skills. (<https://www.india.gov.in>)

- 8.) Pradhan Mantri Mahila Shakti Kendra- it was launched in 22nd November 2017, this scheme helps empower rural women by providing them with opportunities for employment, skills development, nutrition and health and digital literacy. Rural women can approach the government through the interface provided by the Mahila Shakti Kendra to avail their entitlement through training and capacity building. New District Level Centre for Women (DLCW) has also been envisaged for 640 districts will be taken up along with 50 most backward districts (maximum 8 blocks per district) are to be covered under block level initiative. (<https://wcd.nic.in>)
- 9.) Sukanya Samridhhi Yojana- it is wonderful scheme launched in 2015 under the Beti Bachao, Beti Padhao campaign to encourage parents to build a fund to help secure their girl child's future. This is a fixed income investment with a lock- in period of 21 years wherein you can make regular deposits and earn interest on the same. The minimum deposit of Rs 250/- and maximum of Rs 1.5 Lac. One can also claim tax deductions of up to Rs. 1, 50,000 in a year for the contribution made towards the scheme. This scheme encourages parents to build a fund for the future education of their female child. (<http://nsiidia.gov.in>)
- 10.) Kishori Shakti Yojana – Another scheme implemented by the ministry of Women and child development, The Kishori Shakti Yojana is aimed at empowering adolescent girls in the age group of 11 to 18 years. The main objective of the scheme is to make these girls self- reliant by making them aware of health care students and hygiene, helping them with their studies and vocation and linking them to opportunities for learning life skills. Only

adolescent girls are allowed to be part of this welfare. Candidate should fall under the age of 11-18 years in order to enjoy the benefits of the KSY plan.

(<https://wcdhry.gov.in.in>)

11.) Pradhan Mantri Matru Vandana Yojana- it was launched in 1st January 2017 the Maternity Benefit Programme would be implemented in all the districts of the country in accordance with the provision of the National Food Security Act, 2013 and it named as Pradhan Mantri Matru Vandana Yojana(PMMVY). Under this scheme, a cash incentive of Rs.5000/- would be provided directly in the account of Pregnant Women and Lactating Mothers for first living child of the family subject to their fulfilling specific conditions relating to Maternal and Child Health. It is a centrally sponsored scheme, would provide grants-in- aid to the State Government. The eligible beneficiary would receive the remaining cash incentives as per approved norms towards maternity benefit under Janani Suraksh Yojana after institutional delivery so that on an average, a woman will get Rs.6000/- (<https://mpwcdmis.gov.in>)

12.)Universalisation of Women Helpline- this scheme was initiated by the Government of India which is intended to give 24 hours immediate and emergency response to women affected by the violence both in public or private space.

1.4. Justification of the study

A woman's life has been never easy. She has to manage loads of things but without support of family or organization it's always a tough task. According to the survey of Nov 2022, 70 % women are denying job positions that leave no scope for them to flexibility of work. Many female employees resigned just because of unfair treatment or care taking responsibilities. It's high time for Govt. to take initiatives for motivating females to go and work.

Government need to give assurance that they are safe at workplace.

1.5. Aim of the study

The aim and scope of this study to analyses the various Government policies and schemes of Government for working women of Haryana and what will the impact of these policies on the life of working women? Is working women aware of their rights at workplace? Is Government have taken any initiatives for women empowerment, justice and safety at home or at workplace?

1.6. Objectives of study

The study mainly focuses on the following main objectives;

- 1.) To study the Government's Schemes and policies for working women of Haryana.
- 2.) To analyze the effects of Government policies on life of working women of Haryana.

1.7. Research Methodology

The study of the paper is based on secondary data. It contains information from journals, books and websites. From studies of various research papers it is clearly that women need to feel secure and safe at both places whether it is home or at workplace.

1.8. Benefits women actually want at workplace

- 1.) Equal Pay- There is no women's empowerment without women's economic stability. Equal pay motivates the women to put full potential in work. This is the one of biggest reason to quit the job. Women are still fight for equality in the times of equity that shows how backward we our as a nation,
- 2.) Flexibility – Women –friendly employer won't go far these days without offering the highly sought after benefit of flexibility. For women, flexibility has been proven to correlate to higher levels of ambition.

- 3.) Paid Parental leave for both Parents- More than 75% of expecting moms report being excited to return to work and yet 43% end up leaving their jobs. The factors behind this alarming statistic are manifold, but one thing is clear, companies must do a better job of supporting employees, of all gender in all desire to start a family and most obvious place to start is by incorporating better, longer and paid parental leave policies.
- 4.) Paid sick leave- Offering paid sick leave shows that employee's wellness is true priority at a company and while there may be punchier ways of imparting the same message like say on-site yoga classes- the cornerstone of promoting employees, health is giving them the knowledge they won't be financially punished if they or child get sick. Paid sick leave is something that stands out favorably to female jobseekers.
- 5.) Professional development opportunities- May feel like a buzzword nowadays but its impact is anything but ephemeral. Women need mentors and they need to be shown examples of career paths where women like have seen success in advancing. Companies can make this reality by offering female employees designed mentor and sponsorship initiatives.
- 6.) Menstruation leaves- Periods are really of women life and it become really difficult to work during these days. Lots of changes faced by women during these days whether it they are physically emotionally or psychologically. It is really hard to work with pain so the menstruation leave is must for women.

1.9. Results and Findings:

The paper has covered the affirmative legislation, schemes and programs initiated by the Government. Schemes are not only meant to frame, implementation is mandatory. Since the Government sets the narrative, it is important to reflect the actions and strictly adherence to implementation. The Maternity Benefit (Amendment Act) and the Sexual Harassment of Women at work place act of 2013 are meant to protect women workers. However, these are not strictly implemented in the informal sector; as a result female workers do not feel safe and motivated to work and unwillingly they have to resign

from the job and it effects the employment as well. The finding of this study is revolving around the reform of the labor market of India so that women can be employed on a large scale in jobs. Moreover, the Government need to sure about the implementation of policies. Government should promote employment schemes and entrepreneurship programmes.

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