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GENDER PERSPECTIVE & ECONOMIC DEVELOPMENT - A CASE STUDY OF HARYANA

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ABSTRACT

A holistic assessment of human development will lose its intrinsic *raison d'être* if it does not highlight the status of women. The health of a State's women combined with their educational attainments and involvement in productive work, when compared to a matching status of men, provides a strong measure for assessing gender development. Gender is a very critical variable of development. We have decided to examine to assess the Status of women and the gender gap and the correlation between Gender Equality Index and Economic Development in Haryana. The Gender Equality Index is a composite measure consisting of the three indices: the educational index, the health index and the work participation index reflecting the attainment level of females on various composite indicators as a proportion to that of males. The foregoing analysis clearly brings out the complementarities on both the positive and negative sides of the various indicators that together go to make up the Gender Equality Index spectrum. It highlights the truth that being well-placed on the gender spectrum provides the spring-board for economic development. In this manner, the Gender Perspective adds a new dimension to our understanding of socio-economic reality. The study reveals that there is significant gender gap in the state of Haryana but there is no relation between the gender gap and economic development.

KEYWORDS

Gender Equality Index (GEI), Haryana Human Development Report (HHDR), Human Development Index (HDI), Infant Mortality Rate (IMR), National Human Development Report (NHDR).

INTRODUCTION

The state of Haryana came into existence on November 1st, 1966. Just prior to this date, this sub-region was a comparatively backward part of the composite Punjab. Now Haryana is considered a prosperous state as its Net State Domestic Product Per Capita was Rs78781 in 2009 -2010. Haryana is the 2nd highest State in Per Capita Income in India. The Haryana's growth performance is mainly attributed to the green revolution in the state achieved mainly an account of the state government's policy of developing roads, electricity, grain markets and all other infrastructural facilities. Haryana is a small state with an area of only 44212 square kilometers. We have noticed that the total population of Haryana was 56.74 lakh in the year 1951 which increased to 253.53 lakh in the year 2011. The decadal percentage increase in population in Haryana was 33.78, 32.22, 27.41, 28.43 and 19.90 percent in 1961, 1971, 1981, 1991, 2001 and 2011 respectively. The growth rate of population in Haryana is much higher as compared to national growth rate. It is apparent from this scenario that the health and family welfare policy and programmes of the State need to be adjusted to lay greater emphasis on participation involvement of the people. Density of population has also increased from 128 persons per sq. km. in 1951 to 573 persons per sq.km in 2011.

IMPORTANCE OF THE STUDY

Development signifies a process of positive change from a less developed scenario to a more developed one. Imbuing the process of development with a human touch, therefore, implies placing people at the centre stage of development. Seen in this perspective, human development seeks to widen the scope of development from purely the growth of the material well-being of a State as measured by the level of GDP and PCI and their increase over a given period of time to include enhancement of capabilities of the people through education as well as their access to critical social services and basic physical amenities.

A holistic assessment of human development will lose its intrinsic *raison d'être* if it does not highlight the *status of women*. The health of a State's women combined with their educational attainments and involvement in productive work, when compared to a matching status of men, provides a strong measure for assessing gender development.

Gender is a very critical variable of development. In case the girl-child is affectionately nurtured to be healthy and well- educated, women will not only be able to have a good income-earning capacity but will also be able to build healthy and educated families. In view of the foregoing analysis the inter se position of the different districts on the Gender Equality Index (GEI) becomes of crucial importance in their comparative potentiality for human development.

OBJECTIVES OF THE STUDY

The present study is based upon the Gender Perspective and Economic Development of Haryana. So, we have decided to examine the following objectives:

1. To assess the *Status of women* and the gender gap in Haryana.
2. To examine the correlation between Gender Equality Index and Economic Development.

METHODOLOGY

A high measure of gender development represents the capability of society to march forward in unison, men and women together, at a rapid pace towards the goal of fulfilling people's aspirations. The Gender Development Index of UNDP and the Gender Equality Index evolved by the Planning Commission are analytical instruments for assessing this capability. The present study is based on the secondary data. In this study, required data have been collected, tabulated and analyzed. The area of the study is the State of Haryana. In order to make the results more understandable and data available, we decided to compare and analyze the data of 2001. In order to realize the objectives of the study, the data have been analyzed with the help of simple statistical tools like percentage and frequency distribution and correlation. The following is the formula for the computation of rank correlation propounded by Spearman.

$$R = 1 - \frac{6 \sum D^2}{N(N^2 - 1)} \quad \text{OR} \quad R = 1 - \frac{6 \sum D^2}{N^3 - 1}$$

The GEI is an analytical tool which measures the inequality in attainments on selected human development indicators between females and males. The index seeks to present the status of women "as a ratio of attainments for females to that of males." As per the current reality, the index is likely to take a value between zeros to unity.

GENDER EQUALITY INDEX

The point of departure involves expressing the index is proportion of attainment level for females to that of males. The parameters used in the GEI of Haryana are given below:

Calculating the Equally Distributed Health Index

For this we first calculate separate Health Indices for males and females

In the same way as we calculated the health index for HDI.

Equally Distributed Health Index = $\{[\text{Female Population Share (Female Health Index)}^{-1} + \text{Male Population Share (Male Health Index)}^{-1}]\}^{-1}$

Calculating the Equally Distributed Education Index

For this we first calculate separate Education Indices for males and females in the same way as we calculated the Education Index for HDI

Equally Distributed Education Index = $\{[\text{Female Population Share (Female Education Index)}^{-1} + \text{Male Population Share (Male Education Index)}^{-1}]\}^{-1}$

Calculating the Equally Distributed Worker-Participation Index

For this we first calculate separate Work-Participation Indices for Males and Females,

Female Work Participation Index = $\frac{\text{Female Work Participation Rate for each district}-8}{40-8}$

Male Work Participation Index = $\frac{\text{Male work Participation rate For each district}-45}{60-45}$

Equally Distributed Work Participation Index = $\{[\text{Female Population Share (Female Work Participation Index)}^{-1} + \text{Male Population Share (Male Work Participation index)}]\}^{-1}$

GEI = 1/3 (Equally Distributed Health Index) + 1/3 (Equally Distributed Education Index) + 1/3 (Equally Distributed Work Participation Index)

Scaling Norms for GEI

Indicators	Minimum	Maximum
Work Participation Rate (male)	45	60
Work Participation Rate (female)	8	40
Literacy Rate7+ (male &female)	0	100
% of children attending edu. Institutions (male &female)	0	100
Life Expect Rate (male &female)	50	80
IMR (male &female)	20 per 1000	

Note: Higher the GEI, higher will be the significant.

STATUS OF WOMEN \ GENDER GAP IN HARYANA**TABLE 1: SEX RATIO IN HARYANA**

Year	1951	1961	1971	1981	1991	2001	2011
Sex Ratio	871	868	867	870	865	861	877

Source: Statistical Abstract of Haryana 2009-10, Census of Haryana, 2011.

The sex ratio in Haryana State was almost same since its formation. It was 867, 870, 865, 861, and 877 female per thousand male in the years 1971, 1981, 1991, 2001, 2011 respectively which is serious concern.

TABLE 2: HUMAN DEVELOPMENT INDEX OF HARYANA

Year	HDI	Rank
1981	0.360	5
1991	0.443	5
2001	0.509	5

Source: N.H.D.R. 2002

The HDI for state as a whole improved from 0.360 in 1981 to 0.509 in 2001, but the rank as a state in the country remains the same i.e. 5th. Hence' relatively there is no improvement in the HDI rank of Haryana.

TABLE 3: DISTRICT-WISE GENDER GAP IN EDUCATION IN 2001

S.NO.	District	Literacy			Children Attending School		
		Male	Female	Gap	Male	Female	Gap
1	Ambala	82.31	67.39	14.92	79.40	76.28	3.12
2	Bhiwani	80.26	53.00	27.26	97.71	71.90	25.81
3	Faridabad	81.52	56.31	25.21	74.79	66.02	8.77
4	Fatehabad	68.22	46.53	21.69	68.62	58.58	10.04
5	Gurgaon	76.17	47.78	18.39	69.09	53.33	15.76
6	Hissar	76.57	51.08	25.49	75.79	67.60	8.19
7	Jhajjar	83.27	59.65	23.62	78.02	75.97	12.05
8	Jind	73.82	48.51	25.31	75.72	67.95	7.77
9	Kaithal	69.15	47.31	21.84	75.69	66.94	8.75
10	Karnal	76.29	57.97	18.32	75.46	69.32	6.14
11	Kurukshetra	78.06	60.61	17.45	78.80	72.75	6.05
12	Mahendergarh	84.72	54.08	30.64	84.01	74.62	9.39
13	Panchkula	80.87	65.65	15.22	76.81	74.02	2.79
14	Panipat	78.50	57.97	20.53	72.90	68.20	4.70
15	Rewari	88.45	60.83	27.62	84.83	79.02	5.81
16	Rohtak	83.23	62.59	20.64	78.84	76.48	2.36
17	Sirsa	70.05	49.93	20.12	69.22	61.38	7.84
18	Sonepat	83.06	60.68	22.38	78.86	74.80	2.06
19	YamunaNagar	78.82	63.39	15.43	76.76	72.41	4.35
20	Haryana	78.49	55.73	22.76	76.00	68.80	7.20

Source: H.H.D.R. 2005

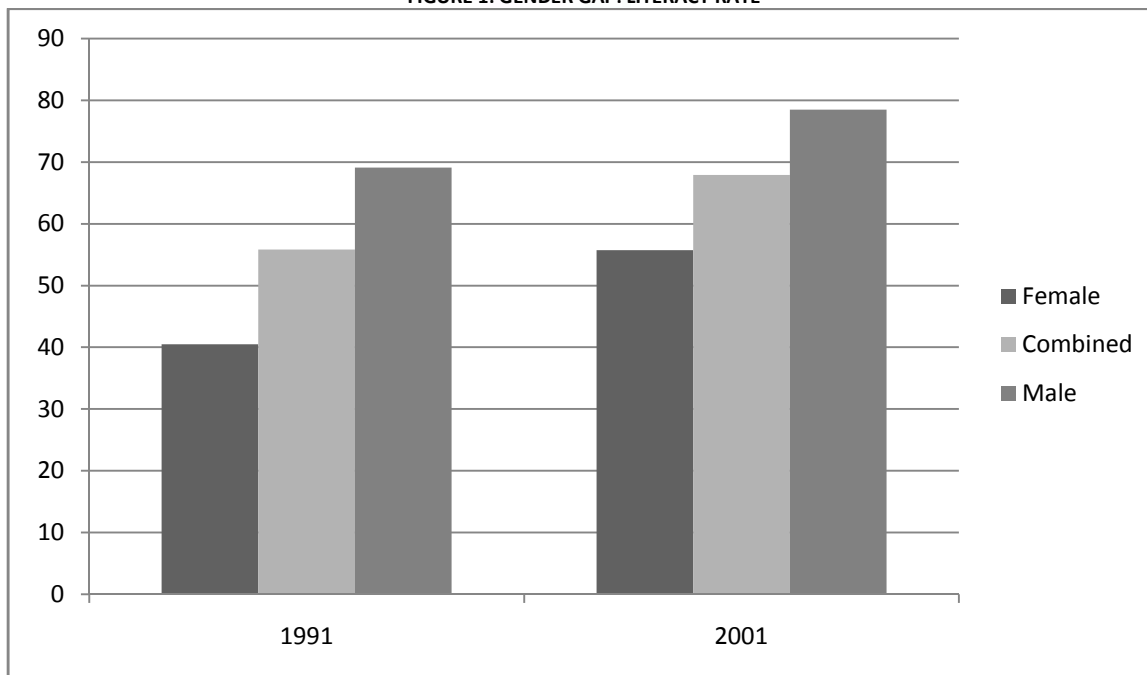
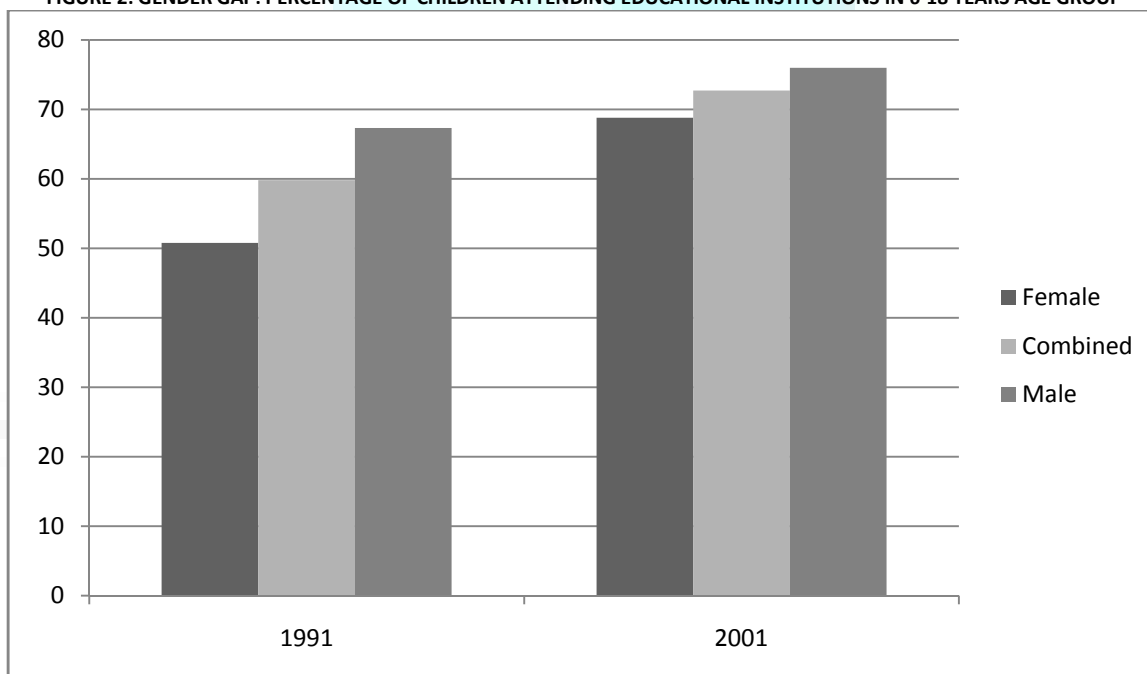
Gender-wise Literacy Rate (2001) and Gender-wise percentage of children attending educational institutions in 6-18 years age group,2001 for the various districts of Haryana has been given in the table 3. This table reveals that Ambala has the best rating on Female Literacy Rate followed by Panchkula, Yamunanagar and Rohtak where as Fatehabad has the lowest preceded by Kaithal, Gurgaon and Jind. In relation to Male Literacy Rates, Rewari has the highest rate followed by Mahendergarh, Jhajjar and Rohtak whereas Fatehabad is the least developed district in this regard.

So far as the Literacy Gap is concerned, Ambala has the least gap followed by Panchkula, Yamunanagar and Kurukshetra. On the other hand, Mahendergarh has the largest gap and immediately proceeded by Gurgaon, Rewari and Bhiwani. The spectrum of the Literacy Gap ranges from 14.92 percent to 30.64 percent which is quite wide.

TABLE 4: GENDER GAP: EDUCATION IN HARYANA

	Literacy Rate		Children Attending School	
	1991	2001	1991	2001
Males	69.1	78.49	67.33	76.00
Females	40.47	55.73	50.79	68.80
Total	55.85	67.91	59.82	72.73
Gender Gap	28.63	22.76	16.54	7.20

Source: H.H.D.R. 2005

FIGURE 1: GENDER GAP: LITERACY RATE**FIGURE 2: GENDER GAP: PERCENTAGE OF CHILDREN ATTENDING EDUCATIONAL INSTITUTIONS IN 6-18 YEARS AGE GROUP**

An interesting way of looking at development between two points of time is in terms of measuring the Gender Gap at the state level. We have selected 1991 and 2001 as two points of time for focusing the spotlight on variations in the Gender Gap. Attention is drawn to table 4 and figure 1 & 2 which depicts the Gender Gap in relation to the Literacy Rate in 1991 and 2001. In 1991, the female literacy rate was 40.47 percent and the male literacy rate was 69.1 percent thereby showing a Gender Gap of 28.63 percent. In 2001, the female literacy rate was 55.73 percent while the male literacy rate was 78.49 percent thereby showing a Gender Gap of 22.76 percent. The gender gap in literacy has come down by 5.87 percent during 1991 to 2001. Similarly, the gender gap in children attending educational institutions has also fallen down from 16.54 percent in 1991 to 7.20 percent in 2001.

TABLE 5: DISTRICT-WISE GENDER GAP IN HEALTH IN 2001

S.NO.	District	IMR			Life Expectancy at age 1		
		Male	Female	Gap	Male	Female	Gap
1	Ambala	49	68	19	68.2	67.8	0.4
2	Bhiwani	59	73	14	67.0	67.1	-0.1
3	Faridabad	55	75	20	67.5	66.9	0.6
4	Fatehabad	71	83	12	65.9	66.0	-0.1
5	Gurgaon	67	85	18	66.3	65.8	0.5
6	Hissar	56	81	25	67.4	66.2	1.2
7	Jhajjar	56	72	16	67.4	67.2	0.2
8	Jind	67	84	17	66.3	65.9	0.4
9	Kaithal	69	87	18	66.1	65.6	0.5
10	Karnal	60	78	18	66.9	66.5	0.4
11	Kurukshetra	62	70	08	66.7	67.5	-0.8
12	Mahendergarh	60	76	16	66.9	66.8	0.1
13	Panchkula	50	67	17	68.1	67.9	0.2
14	Panipat	59	75	16	67.0	66.9	0.1
15	Rewari	60	70	10	66.9	67.5	-0.6
16	Rohtak	55	72	17	67.5	67.2	0.3
17	Sirsa	58	73	15	67.2	67.1	0.1
18	Sonepat	58	73	15	67.2	67.1	0.1
19	YamunaNagar	58	75	17	67.2	66.9	0.3
20	Haryana	60	76	16	66.9	66.8	0.1

Source: HHH.D.R. 2005

District-wise Gender Gap in IMR and Equally Distributed Health Index has been given in the table 5. According to this table, a perusal of Female IMR shows that the districts of Panchkula, Ambala, Rewari and Kurukshetra occupy the first four positions whereas the districts of Kaithal, Gurgaon, Jind and Fatehabad occupy the last four positions. The first position of Panchkula in the Female IMR is understandable given the fact that it stands second in Female Literacy. Similarly, Ambala district stands second in Female IMR and first in Female Literacy. *Education has a significant role to play in enhancing health awareness.*

Let us, now, focus our attention on the Male IMR. The district Ambala occupies the first position (lowest IMR) followed by Panchkula, Rohtak and Faridabad whereas the district of Fatehabad occupies the last position and is immediately preceded by Kaithal, Gurgaon and Jind. Faridabad is an industrially developed district and consequently, its 3rd position on Male IMR stands to reason. The Gap between the Female IMR and Male IMR in relation to the various districts of Haryana, the districts of Kurukshetra and Rewari have the lowest gaps thereby implying a higher gender consciousness than other districts. The IMR Gap is the highest in the case of Hissar district followed by the districts of Faridabad and Ambala. These Districts need to make strenuous efforts to improve their Reproductive Child Health services on an urgent basis.

TABLE 6: GENDER GAP: I M R

	1991	2001
Combined	74	68
Females	80	76
Male	69	60

Source: H.H.D.R. 2005

Let us, now, focus the spotlight on the Gender Gap relating to IMR shown in the table 6 & figure 3. In 1991, the Female IMR was 80 deaths per thousand live births whereas the Male IMR was 69 deaths per thousand live births. As such, the IMR gap in 1991 was 11. In 2001, the Female IMR was 76 per thousand live births as compared to 60 deaths for males, thereby showing a Gender Gap of 16. In other words, the Gender Gap came down by 5 in 1991 to 16 in 2001.

FIGURE 3: GENDER GAP: INFANT MORTALITY RATE

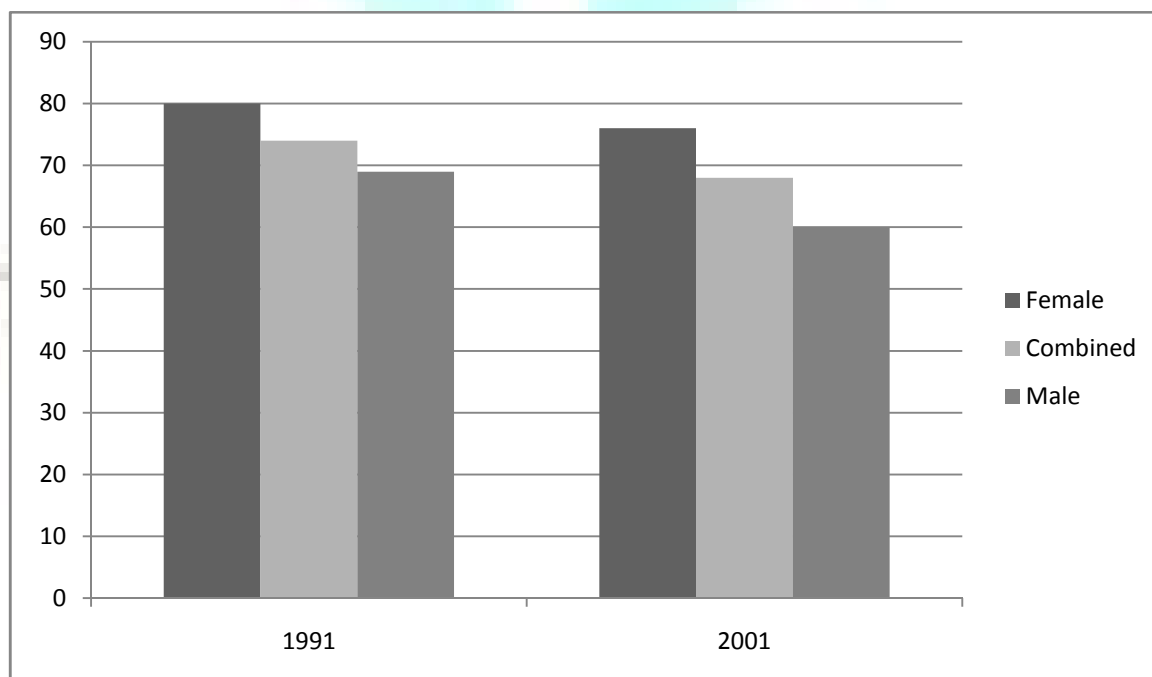


TABLE 7: DISTRICT-WISE GENDER GAP IN WORK PARTICIPATION IN 2001

S.NO.	District	Male	Female	Gap
1	Ambala	50.95	10.16	40.79
2	Bhiwani	49.24	35.38	13.86
3	Faridabad	48.32	20.90	27.42
4	Fatehabad	54.42	34.40	20.02
5	Gurgaon	46.84	27.72	19.12
6	Hissar	51.87	33.22	18.65
7	Jhajjar	51.38	35.66	15.72
8	Jind	51.56	34.85	16.71
9	Kaithal	50.87	25.79	25.08
10	Karnal	50.18	19.02	31.16
11	Kurukshetra	51.19	21.40	29.79
12	Mahendergarh	48.00	38.20	09.80
13	Panchkula	54.54	18.22	36.32
14	Panipat	51.03	25.75	25.28
15	Rewari	49.72	36.77	12.95
16	Rohtak	49.33	27.83	21.50
17	Sirsa	53.05	30.73	22.32
18	Sonepat	49.65	30.44	19.21
19	YamunaNagar	50.10	11.66	38.44
20	Haryana	50.30	27.22	23.08

Source: H.H.D.R. 2005

Let us now, focus our attention on the Gender wise Work Participation Rates which has been given in the table 7. A perusal of the Female Work Participation Rate shows that the District of Mahendergarh falls at the first position and is immediately followed by Rewari, Jhajjar and Bhiwani whereas the district of Ambala falls at the last position and is immediately preceded by Yamunanagar, Panchkula and Karnal. The fact that the upper four positions on the work participation spectrum go to comparatively less developed district is indicative of the fact that women in these districts are an integral part of their work force on account of poor economic conditions and a largely agrarian economy. In contrast, in the comparatively more developed districts of Ambala, Panchkula, Yamunanagar and Karnal, women tend to participate to a lesser extent in the work force. This may be on account of higher urbanization of these districts and preference of educated women for white collar jobs which are not easily available.

In relation to the Male Work Participation Rate, the district of Panchkula occupies the first position followed by Fatehabad, Sirsa and Hissar whereas the district of Gurgaon occupies the last position and is immediately preceded by Mahendergarh, Faridabad and Bhiwani. It is quite clear from an examination of the above table that the Work Participation Rate for both males and females present significantly different scenarios as compared to the Health and Education related indicators.

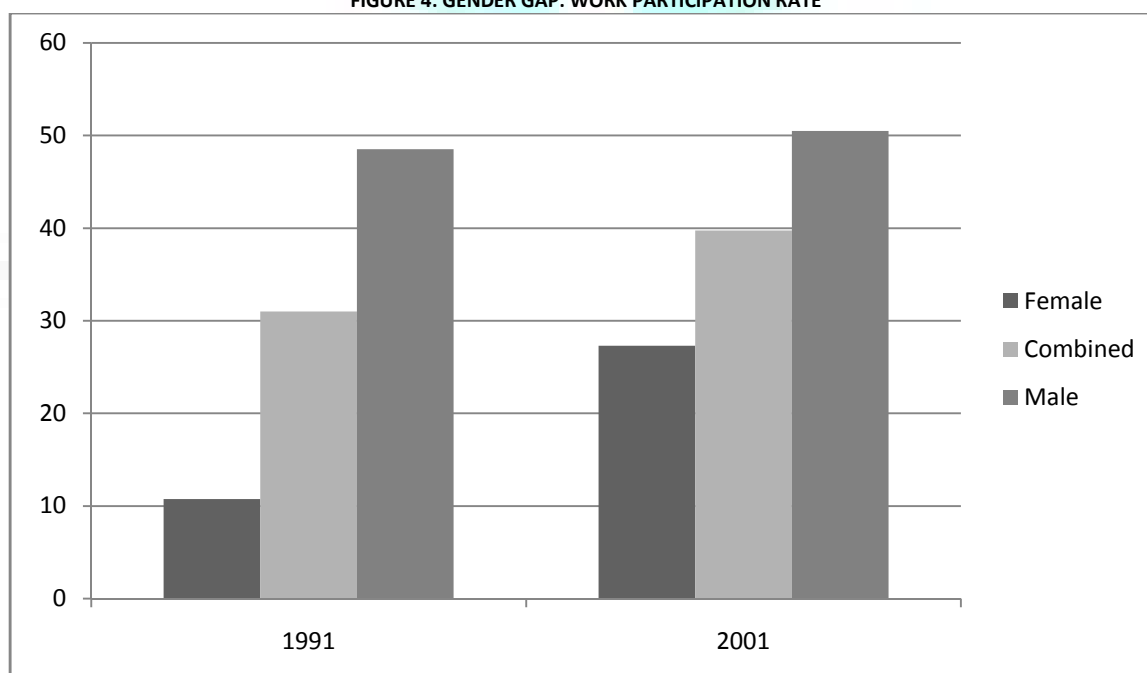
The Work Participation Gap is the highest in the case of Ambala District followed by Yamunanagar, Panchkula and Karnal districts whereas it is lowest in the case of Mahendergarh which is immediately preceded by Rewari, Bhiwani and Jhajjar Districts. Given the lesser level of economic development of Mahendergarh, Rewari Bhiwani and Jhajjar, the lower Work Participation Gap reflected by them is indicative of the fact that women in their work force are mainly members of the Informal or Unorganized Sector.

TABLE 8: GENDER GAP: WORK PARTICIPATION RATE

	1991	2001
Males	48.51	50.49
Females	10.76	27.31
Total	31	39.76

Source: H.H.D.R. 2005

FIGURE 4: GENDER GAP: WORK PARTICIPATION RATE



Work Participation Rate refers to the proportion of persons in the age group of 15 years and above who were either working or available for work. Attention is drawn to figure 4 and table 8 which depicts the Gender Gap relating to work participation rate. In 1991, the work participation rate of males was 48.51 percent

as compared to 10.76 percent for females, thereby showing a huge Gender Gap of 37.75 percent. In 2001, the male work participation rate was 50.49 percent as compared to 27.20 percent showing a Gender Gap of 23.29. In this manner, the Gender Gap relating to Work Participation Rate reduced by 14.28 percent between 1991 and 2001. The increasing participation of women in the labour force is a heartening trend.

TABLE 9: GEI: HARYANA'S INTER DISTRICT EQUALLY DISTRIBUTED EDUCATION, HEALTH AND WORK PARTICIPATION INDICES, 2001

S.NO.	District	Equally istributed Edu. Index	Rank	Equ. Distr. Health Index	Rank	Equ. Distr. Work Par. Index	Rank
1	Ambala	0.7688	2	0.5821	1	0.1214	19
2	Bhiwani	0.7233	10	0.5262	9	0.4116	12
3	Faridabad	0.6976	13	0.5362	5	0.2787	16
4	Fatehabad	0.6104	18	0.4703	18	0.7072	1
5	Gurgaon	0.6049	19	0.4759	17	0.1957	17
6	Hissar	0.6878	14	0.5172	13	0.5672	3
7	Jhajjar	0.7515	6	0.5403	4	0.5545	5
8	Jind	0.6794	15	0.4782	16	0.5609	4
9	Kaithal	0.6660	16	0.4674	19	0.4531	8
10	Karnal	0.7054	11	0.5109	15	0.3453	14
11	Kurukshetra	0.7354	8	0.5247	11	0.4155	11
12	Mahendergarh	0.7527	4	0.5149	14	0.3212	15
13	Panchkula	0.7484	7	0.5817	2	0.4394	9
14	Panipat	0.6984	12	0.5221	12	0.4593	6
15	Rewari	0.7916	1	0.5310	6	0.4545	7
16	Rohtak	0.7611	3	0.5442	3	0.3823	13
17	Sirsa	0.6331	17	0.5298	8	0.6061	2
18	Sonepat	0.7519	5	0.5305	7	0.4158	10
19	YamunaNagar	0.7344	9	0.5249	10	0.1777	18
20	Haryana	0.7046		0.5158		0.4365	

Source: H.H.D.R. 2005

Inter District Equally Distributed Education, Health and Work Participation Indices have been given in the table 9. This table reveals that the District of Rewari tops the list on the Equally Distributed or Composite Education Index followed by Ambala, Rohtak and Mahendergarh. In this regard, we can say that the comparatively newly formed districts (formed subsequent to formation of Haryana) of Sonapat, Jhajjar and Panchkula are moving forward more swiftly than some of the 'older' Districts (existing prior to formation of Haryana) such as Hissar, Gurgaon and Jind.

The Equally Distributed or Composite Health Index of the GEI shows that the districts with an ongoing record of well- established (Educational and Health Institution) like Ambala and Panchkula to be maintaining their lead. In contrast, the districts of Kaithal, Fatehabad, Gurgaon and Jind fall at the rear end of the equally distributed Health Index.

In the case of the Equally Distributed Work Participation Index of the GEI, the reverse appears to be true with the lesser developed districts of Fatehabad, Sirsa, Hissar and Jind showing higher values on account of a much higher participation of women in their Informal Sector work force.

TABLE 10: INTER DISTRICT GENDER EQUALITY INDEX & INCOME INDEX OF HARYANA, 2001

District	Gender Equality Index		Income Index	
	Value	Rank	Value	Rank
Jhajjar	0.6154	1	0.3531	16
Fatehabad	0.5960	2	0.5365	6
Rewari	0.5924	3	0.6064	5
Hissar	0.5907	4	0.5341	7
Panchkula	0.5898	5	0.5173	8
Sirsa	0.5897	6	0.5035	9
Jind	0.5728	7	0.4051	12
Sonepat	0.5661	8	0.3885	13
Rohtak	0.5625	9	0.3713	14
Panipat	0.5599	10	0.7547	2
Kurukshetra	0.5585	11	0.3147	17
Bhiwani	0.5538	12	0.3146	18
Mahendergarh	0.5296	13	0.1021	19
Kaithal	0.5288	14	0.3559	15
Karnal	0.5205	15	0.4697	11
Faridabad	0.5042	16	0.6232	4
Ambala	0.4908	17	0.6677	3
Yamuna Nagar	0.4790	18	0.4846	10
Gurgaon	0.4255	19	0.8901	1
Haryana	0.5523		0.5247	

Source: H.H.D.R. 2005

Let us, now, examine the Income Index based on the Per Capita District Domestic Product (DDP). Attention is drawn to table 10. A perusal of the table shows that the District of Gurgaon occupies the top position on the Income Index followed by Panipat, Ambala and Faridabad whereas the district of Mahendergarh occupies the last position and is immediately preceded by Bhiwani, Kurukshetra and Jhajjar. Gurgaon occupies the top spot on the Income Index because of a high level of industrialization as well as a swiftly rising level of corporate investment in Real Estate. The case of Gurgaon is fascinating because a study of its socio-economic parameters shows that there are in fact two Gurgaons: the Gurgaon of the rich and the Gurgaon of poor. This is borne out by the fact that whereas Gurgaon occupies the first position in the Income Index, it occupies the 19th position on Gender Equality Index.

Panipat with its well-developed Handloom Industry, Oil Refinery and Fertilizer Plant (NFL) also presents a similar position: it occupies the No.2 position on the Income Index but falls to the 10th position on Gender Equality Index. In contrast, Jhajjar is a district which is low on the Income Index (16th position) whereas its 1st position on GEI. Similarly, Rohtak occupies the 14th position on the Income Index but appears to be working for a better tomorrow by bagging the 9th position on GEI. District like Kaithal are universally low on various Indices occupying the 15th position on the Income Index, 14th position on GEI. A district like Kaithal demonstrates how one deprivation supplements another thereby retarding its composite progress.

CONCLUSIONS

The State of Haryana came into existence on November 1st, 1966. Just prior to this date, this sub-region was a comparatively backward part of the composite Punjab. The investigator has examined the gender perspective and economic development with two objectives in this study i.e. (1) To assess the *Status of women* and the gender gap in Haryana and (2) to examine the correlation between Gender Equality Index and Economic Development. India is considered the demographic dividend country where more than 64% of its population is of youths. This occurs with shift in the age structure of the population towards the adult working ages. This age structure can have positive impact on economic growth. The emphasis on human development have shifted the focus from the 'quantity of growth' to the 'structure and quality of growth'. There is not much change in the sex ratio of Haryana since 1951 and very low which is serious concern. The HDI for state as a whole improved from 0.360 in 1981 to 0.509 in 2001, but the rank as a state in the country remains the same i.e. 5th. Hence' relatively there is no improvement in the HDI rank of Haryana. There is a significant gender gap in Literacy, Infant Mortality Rate and Work Participation Rate in Haryana but coming down. The GEI is a composite measure consisting of the three indices: the educational index, the health index and the work participation index reflecting the attainment level of females on various composite indicators as a proportion to that of males. Inter District Gender Equality Index and Income Index of Haryana has examined and found that there is negative (- 0.108) correlation between significant gender equality index and significant income index. On the basis of the results, we can say that there is no relation between the gender gap and economic development. The study reveals that there is significant gender gap in the state of Haryana. Hence, it would not be positive to go on the economic growth path without taking steps to ensure gender equality.

SUGGESTIONS

1 In the sphere of education, the literacy rate of Haryana has shown a steady increase. However, there is considerable scope for improving the literacy rate of females which has been pegged at about fifty percent in 2001 with a huge literacy gap. The female literacy rate is much higher in the State like Kerala and Tamilnadu and as such, the needle of analysis points towards undertaking concert efforts for improving female education in the State. The Government of Haryana should make a time bound framework to face the challenges in the field of education like gender disparity, universal enrolment, inclusive education, regional imbalances, measuring learning outcomes, enhancing teacher quality, education- employment linkages and implementing Right to Education Act, 2009.

2 The sex ratio of Haryana has been a serious concern since its inception having no improvement and is very much lower than the national average. On the basis of the declining CSR (Child Sex Ratio) in Haryana, it is suggested that there is a need for a concerted gender sensitization campaign in the State. Though the health scenario of the State has shown improvement by recording a decline in CBR (Crude Birth Rate) and IMR (Infant Mortality Rate), still there is a considerable scope for improvement.

3 Work Participation Rate refers to the proportion of persons in the age group of 15 years and above who were either working or available for work. The facilities should be provided for credit and employment opportunities to the women, so that they can help themselves. It is a fact that females have the conflict between career making and family life settlement periods as it comes near about at the age of 25 years. So, it is suggested that they should be compensated in the form of relaxation in age and time period for jobs also. The experience of childcare of own child is also an achievement, the benefits of such experiences also be shared with the society.

"Investing in women's capabilities and empowering them to exercise their choices in the surest way to contribute to economic growth and overall development" - UNDP, Human development report 1996.

Be kind hearted and liberal toward females, they are equally productive and hard workers. It is time for a society and policy makers to recognize and record women's contribution to economic activities

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