

# Analyzing Employment Trends in Haryana: A Focus on Women Jobseekers and Comparison with All-India Data

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## ABSTRACT

This research article examines the complex dynamics of employment in Haryana, India, focusing on women jobseekers in a larger Indian context. The research examines employment exchanges in Haryana, a key state in India's economy, using 2022 data. Total registrations, notified vacancies, submissions, placements, and live register statistics are examined (LR). The LR's age-wise breakdown of jobseekers enhances this comprehensive investigation of the employment situation across age groups. An in-depth research of women's registrations, placements, and live register percentage illuminates gender-specific employment market trends in Haryana. The study also examines urban female Haryana Labor Force Participation Rate (LFPR) and Worker Population Ratio (WPR) by age group. These variables show women's workforce participation and sector representation. The research also examines urban female unemployment, a key measure of Haryana women's economic engagement and problems.

**Keywords:** Haryana, Employment, Women Jobseekers, Live Register, Labor Force Participation, Unemployment Trends, Educated Jobseekers

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## INTRODUCTION

North Indian state Haryana has become a major economic player. Once agricultural, the state has become an industrial and technical powerhouse. This transition has affected the region's employment situation, making its dynamics vital to comprehending the Indian labor market. The state's advantageous position around New Delhi and strong transportation network have attracted investments and spurred industrial expansion. Manufacturing, IT, and automotive have grown, creating many jobs. However, rapid industrialization and urbanization have caused skill mismatches and job instability, making Haryana employment trends study crucial.

Haryana has a diverse workforce in agriculture, services, and technology. State employment exchanges help job seekers find jobs. Registrations, openings, submissions, and placements are important indicators of the state's employment health. Understanding these measures helps determine how well these exchanges satisfy population employment demands.

Employment in Haryana depends on women's involvement. India has had low female labor force participation compared to other countries. In Haryana, socio-cultural, educational, and economic variables affect this occurrence. Employment empowers women and promotes gender equality. Thus, to understand the state's labor dynamics, women jobseekers, their representation in different sectors, and their obstacles must be examined.

Women's employment participation in Haryana reflects India's trends. The country's development objectives include increasing female labor force participation. Here, Haryana's experience might be instructive. The state's initiatives to improve women's education, vocational training, and employment might inspire other areas. This case study is noteworthy since Haryana's women's salary discrepancies, restricted access to senior posts, and work-life balance concerns parallel those nationwide.

Haryana's employment situation, with its unique combination of traditional and contemporary industries and concentration on women's involvement, is a microcosm of the Indian labor market. Analyzing these factors is crucial to understanding the state's economic health and drawing lessons for India, particularly in women's employment participation.

### METHODOLOGY

***Data Sources and Analytical Approach***

This study analyses trustworthy data sources on a broad range of employment variables. Some primary sources:

1. Quarterly Bulletin of Periodic Labor Force Survey
2. Employment Exchange Statistics
3. National Sample Survey (NSS) Rounds Reports
4. Reports of the Department of Economic & Statistical Analysis, Haryana
5. Employment - Unemployment Survey
6. Press Notes of National Sample Survey Office

***Definition of Key Terms***

1. Live Register (LR): The LR for employment exchanges is the total number of job searchers registered with these exchanges. The number changes as people register and leaves the workforce.
2. Labor Force Participation Rate (LFPR): LFPR is the proportion of residents 15 and older that work or seek job. It indicates the population's desire and aptitude to work productively.
3. Worker Population Ratio (WPR): WPR measures employment rate. WPR only covers workers, unlike LFPR, which includes job seekers. It is a key indicator of population employment.

**Employment Exchange Dynamics in Haryana (2022)**

A careful look at registrations, openings, submissions, placements, and live registers may reveal Haryana's 2022 job exchange patterns. The table below summarizes these statistics:

| Description                  | Statistics (in Thousands) |
|------------------------------|---------------------------|
| Total Employment Exchanges   | 65                        |
| Registrations in 2022        | 131.11                    |
| Vacancies Notified           | 88.5                      |
| Submissions                  | 37                        |
| Placements                   | 19.3                      |
| Live Register (LR)           | 679.4                     |
| % of LR to Total LR          | 1.5%                      |
| % of Placement to Submission | 52.1%                     |

Haryana has 131.11 thousand job exchange registrations in 2022. Jobs are in great demand, which may indicate state economic developments. Registrations revealed 88.5 thousand vacancies. Employment exchanges facilitate jobs by providing several job opportunities. 37,000 applicants for the advertised positions. The disparity between posted opportunities and submissions may indicate job seeker selectivity or a mismatch between job needs and expectations. 19.3 thousand were employed via job exchanges. This is crucial to employment exchange job-matching success. The LR has 679.4 thousand active job seekers in employment marketplaces. This statistic displays state job seekers and demand. New registrations in the job-seeking population may be represented by the 1.5 percent LR to total LR ratio. 52.1% of applicants were employed. The high proportion illustrates how successfully Haryana's employment exchanges match job seekers with appropriate jobs.

**Age-Wise Distribution of Jobseekers**

**Table: Age-wise details of LR in Haryana (2022)**

| Age Group    | Jobseekers (in Thousands) |
|--------------|---------------------------|
| Up to 19     | 75.9                      |
| 20-29        | 378.2                     |
| 30-39        | 182.2                     |
| 40-49        | 37.9                      |
| 50-59        | 4.6                       |
| 60+          | 0.5                       |
| <b>Total</b> | <b>679.4</b>              |

The live registration has almost half of its jobseekers aged 20–29. This tendency may indicate a younger workforce, potentially recent grads or early career professional. The rapid fall in numbers over 30 reflects either effective employment integration or disengagement from active job hunting owing to family commitments or discouraged worker impact. For 60+, the number is minimal due to retirement and likely moves to non-formal industries.

**Women Jobseekers in Haryana**

**Table: Key Stats for Women Jobseekers in Haryana (2022)**

| Description                    | Statistics (in Thousands) |
|--------------------------------|---------------------------|
| Total Employment Exchange      | 65                        |
| Registration in 2022           | 61.8                      |
| Placements                     | 3.6                       |
| Live Register                  | 298.5                     |
| % of Placement to Registration | 5.8%                      |

The data on women jobseekers highlights several critical aspects. The number of registrations suggests a considerable interest among women in seeking formal employment. However, the low placement rate (5.8%) compared to the total registrations points to challenges in securing employment. The high number on the live register indicates a persistent demand for jobs among women, which might be influenced by socio-economic factors, limited job opportunities, or skill mismatches.

**Comparative Analysis with All-India Data**

Haryana's employment statistics may be compared to all-India numbers to better understand the state's place in the national employment scene, especially for employment exchange and educated jobseekers.

**Table: Jobseekers in Employment Exchanges (All-India)**

| Year | Registrations (in Lakhs) | Placement (in Lakhs) | Vacancies Notified (in Lakhs) | Submission Made (in Lakhs) | Live Register (in Lakhs) |
|------|--------------------------|----------------------|-------------------------------|----------------------------|--------------------------|
| 2017 | 39.5                     | 4.2                  | 8.1                           | 18.5                       | 424.4                    |
| 2018 | 38.3                     | 4.0                  | 12.3                          | 25.8                       | 421.2                    |
| 2019 | 34.6                     | 3.7                  | 5.4                           | 19.7                       | 424.1                    |
| 2020 | 20.7                     | 3.1                  | 4.2                           | 11.9                       | 428.3                    |
| 2021 | 32.2                     | 4.9                  | 8.2                           | 25.3                       | 440.7                    |
| 2022 | 40.0                     | 6.4                  | 13.7                          | 26.4                       | 457.2                    |

**Table: Educated Jobseekers (All-India)**

| Year | Registration (in Lakhs) | Placement (in Lakhs) | Live Register (in Lakhs) | % of Educated LR to Total LR |
|------|-------------------------|----------------------|--------------------------|------------------------------|
| 2017 | 16.3                    | 3.7                  | 345.0                    | 81.3%                        |
| 2018 | 26.2                    | 3.8                  | 278.7                    | 66.2%                        |
| 2019 | 25.0                    | 3.3                  | 299.9                    | 70.7%                        |
| 2020 | 15.3                    | 1.9                  | 287.0                    | 67.0%                        |
| 2021 | 31.0                    | 3.9                  | 350.0                    | 79.5%                        |
| 2022 | 36.2                    | 4.6                  | 365.7                    | 80.0%                        |

**COMPARATIVE ANALYSIS**

- Registrations and Placement:** Haryana's job exchanges have less registration and placement numbers than India's. However, Haryana's placement rate (52.1 percent in 2022) is greater than the national average, suggesting a more effective job matching procedure.
- Live Register Trends:** In 2022, Haryana had 679.4 thousand LR, a fraction of India's total (457.2 lakhs in 2022). Haryana's lower ratio of LR to total LR (1.5 percent) compared to the national percentage of educated LR to total LR (80 percent in 2022) reflects a smaller employment pool but a greater number of educated job searchers.
- Educated Jobseekers:** The data shows an increase in educated job searchers in Haryana and India. The national living register has a greater proportion of educated people, indicating an increasing trend of educated youngsters entering the work market due to improved educational standards and perhaps changing job market needs.
- Employment Exchange Efficiency:** The comparison demonstrates that Haryana's employment marketplaces have good placement rates despite its smaller size. This might be due to greater job matching, state employment exchange efficiency, or regional economic reasons.
- National Perspective:** The all-India statistics shows an increasingly educated workforce entering the employment market, stressing the need for increased job creation, particularly in sector needing higher education. In this sense, Haryana follows a similar pattern but has specific regional characteristics.

**Labor Force and Unemployment Trends**

The Labor Force Participation Rate (LFPR) and Unemployment Rate (UR) are key indices of demographic groupings' economic involvement and problems. This section analyses Haryana urban girls' LFPR and UR using data.

**Table: Labour Force Participation Rate (LFPR) - Haryana (Urban) (Females)**

| Age Group  | July-September 2022 | October-December 2022 | January-March 2023 | April-June 2023 | July-September 2023 |
|------------|---------------------|-----------------------|--------------------|-----------------|---------------------|
| 15 to 29   | 12.8%               | 18.4%                 | 13.2%              | 13.8%           | 14.0%               |
| 15 & Above | 18.1%               | 21.2%                 | 18.1%              | 17.2%           | 18.9%               |
| All        | 14.2%               | 16.5%                 | 14.5%              | 13.4%           | 14.9%               |

**Table: Unemployment Rate (UR) among Urban Females in Haryana**

| Age Group  | July-September 2022 | October-December 2022 | January-March 2023 | April-June 2023 | July-September 2023 |
|------------|---------------------|-----------------------|--------------------|-----------------|---------------------|
| 15 to 29   | 35.4%               | 50.6%                 | 38.8%              | 30.6%           | 13.9%               |
| 15 & Above | 11.0%               | 19.0%                 | 11.6%              | 8.4%            | 3.9%                |
| All        | 11.3%               | 18.9%                 | 11.9%              | 8.4%            | 4.2%                |

- LFPR Trends:** The Haryana urban female LFPR fluctuates over quarters. The LFPR for 15-29-year-olds peaked at 18.4% in October-December 2022 before settling at 14%. LFPR indicates a minor rise in later quarters for 15+, showing a progressive increase in women's labour force participation. The total LFPR shows that a modest but growing percentage of women work or seek employment.
- UR Fluctuations:** Urban girls, especially those aged 15–29, have a high UR in October–December 2022. (50.6 percent ). Seasonal employment, educational cycles, and economic variations may explain this high UR. The sharp drop in UR across all age groups by July-September 2023 suggests employment availability or successful matches.
- Implications for Policy and Economy:** Haryana's urban female LFPR and UR statistics suggest various policy issues. Targeted measures like skill development, flexible working conditions, and assistance for women entrepreneurs might unlock the female workforce's potential, given its low LFPR. The shifting UR emphasises the necessity for consistent employment development, especially for younger women entering the workforce.
- Socio-Cultural Factors:** Haryana's socio-cultural norms may affect women's employment involvement. Increased female labour force participation requires addressing societal obstacles and promoting workplace gender equality.

### Industry-Wise Distribution of Working Females

The industry-wise distribution of urban Haryana women workers shows where they work. This study helps us understand women's economic responsibilities and suggest policy opportunities to broaden and increase women's labour participation.

**Table: Percentage Distribution of Person Working According to CWS (Industry wise) - Haryana (Urban) (Females) Aged 15 & Above**

| Industry         | July-September 2022 | October-December 2022 | January-March 2023 | April-June 2023 | July-September 2023 |
|------------------|---------------------|-----------------------|--------------------|-----------------|---------------------|
| Agriculture      | 5.92%               | 3.57%                 | 2.55%              | 5.78%           | 8.26%               |
| Secondary Sector | 29.46%              | 26%                   | 26.88%             | 25.77%          | 26.09%              |
| Tertiary Sector  | 64.61%              | 70.44%                | 70.57%             | 68.46%          | 65.64%              |

- Tertiary Sector Dominance:** The research demonstrates that Haryana's tertiary sector employs urban women more. Service industries including IT, education, healthcare, and retail employ nearly 60% of working women. The large share in this sector indicates Haryana's urbanisation and service-based industry expansion.
- Secondary Sector Participation:** About a quarter of working women labour in the secondary sector, which includes manufacturing and industrial operations. This suggests that Haryana's industrial strategies have helped women enter manufacturing, a male-dominated industry.
- Agricultural Sector:** Agriculture employs fewer urban women, but its contribution is significant. This suggests small-scale or family-run agriculture in urban peripheries. Quarterly fluctuations may indicate seasonal agricultural labour.
- Socio-Economic Implications:** Haryana's urban women's education and skills are shown by their high tertiary sector engagement. It shows women are finding possibilities in fields that demand advanced education and skills. The research also shows that women's job prospects must be diversified, particularly in high-growth areas like technology and finance.
- Policy Recommendations:** Policies might promote entrepreneurship, skill development for new industries, and equal opportunity and remuneration in all sectors to boost women's employment. Addressing workplace safety, transportation, and childcare constraints may also encourage women to work in varied fields.

### SUMMARY OF KEY FINDINGS

The analysis of the employment landscape in Haryana, with a focus on women jobseekers, has led to several significant findings:

Haryana's employment exchanges demonstrate a high efficiency in placements, suggesting effective matching of job seekers with suitable opportunities. A large proportion of the job-seeking population in Haryana falls within the 20-29 age group, indicating a youthful workforce seeking integration into the job market. Despite a significant number of women seeking jobs, the low placement rate points to potential barriers in their employment, necessitating a deeper exploration of the underlying causes. Haryana shows a unique pattern in employment trends compared to national figures, particularly in the context of educated jobseekers and employment exchange efficiencies. The labor force participation and unemployment

rates among urban females in Haryana highlight the volatile nature of women's employment status in the state. The predominant employment of urban females in the tertiary sector suggests a skew towards service-based industries, with lesser participation in the secondary sector.

### **CONCLUSION**

This research compares Haryana, India's employment condition for women to the national average. Haryana's employment markets are efficient, jobseekers are youthful, and working women face special issues. A high rate of employment exchange job placements in the state indicates strong job matching. Women have a poor placement rate despite high registration numbers, underlining institutional barriers.

The comparison with all-India data shows that Haryana has substantial regional peculiarities, particularly for educated job seekers. Urban Haryana women have fluctuating labor force participation and unemployment rates, reflecting a lively but challenging job market. The employment distribution favors the tertiary sector, emphasizing industrial diversification.

These findings have major policy implications. Future policies should increase employment exchanges, youth employment, women's employment, and industry diversity. Further research should analyse women's low employment rates, how current policies impact employment patterns, and comparative regional studies to better understand employment dynamics. The study exposes Haryana's employment condition and sets the groundwork for a more inclusive and equitable labor market. It emphasizes targeted initiatives to empower women in the workforce, harness youthful talent, and create a diverse and dynamic Haryana job environment.

#### **Implications:**

The findings have profound implications for policy-making:

- Policies could focus on further improving the efficacy of employment exchanges, perhaps through technology integration and better alignment with industry needs.
- Given the high number of young jobseekers, there is a need for policies that specifically address youth employment, including skill development programs aligned with market demands.
- Efforts are needed to identify and dismantle the barriers that prevent women from securing employment, including societal attitudes, skill mismatches, and lack of opportunities in preferred sectors.
- Policies should encourage the diversification of employment opportunities for women across different sectors, particularly in manufacturing and technology.

#### **Directions for Future Research**

- Delve deeper into the reasons behind the low placement rates for women and the high interest among youth in seeking employment.
- Evaluate the impact of existing policies on the employment landscape and identify areas for improvement or new intervention strategies.
- Conduct longitudinal studies to understand the long-term trends and effects of economic and policy changes on employment dynamics in Haryana.
- Extend the analysis to other states to gain a comparative understanding of different regional employment scenarios within India.

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