

# Women Leadership in Municipal Local Institutions: A Study of Elected Women Leaders in Haryana

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## ABSTRACT

The Urban Local Leadership and the Municipal Bodies couldn't perform their responsibility effectively and efficiently. So need of the municipal reforms was largely felt in terms of making reforms in structural, administrative and fiscal management of Municipal Bodies, but progressive and positive measures were also desired to invigorate Urban Municipal Leadership. In context of this the constitutional reforms in local bodies has given a new lease of life to the municipal Bodies. By providing them more powers and financial resources, further, the concerns of Urban Municipal Leadership also been given a new dimensions by making constitutional provisions for reservation of 1/3 seats for women in municipal bodies. Women constitute about half of the total population in the World as well as in India. Therefore, in healthy democracy, effective women contribution and their participation in politics and decision making is necessary. No society can itself claim to be civilized if it doesn't honor women.

The study of the elected women leadership in Municipal Corporation and their participation reveals a new dimension to local municipal institution by providing for representation of women in at least 1/3 of their total membership. Women quota have given much needed platform and space to women, thereby enabling them to involve in municipal decision making processes. But still, the scenario of elected women leadership in Municipal Corporation has not been found so much encouraging as number of challenges and constraints have hamperd effective participation. A lot has to be done to effect the desired changes in making women leadership effective and up to mark. By various capacities building measures and making municipal bodies more gender just and vibrant institutions of local democracy.

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## 1. Introduction

The system of local government has been found in every civilization as a part of its constitutional governmental structure irrespective of it as dominate political philosophy as well as the form of national government. The local government has been described as 'Government' by popularly elected bodies empowered with various functions in matter concerning the local people. The local government has an authority to determine and execute measure within restricted areas and functions within the provisions of statute which has treated it under the subordination of the state are the provincial government.

The political development, democratic growth, organizational and administrative capability of the local government has largely been dependent on the quality of its leadership. In democratic system, having plural character of society, the emergence of complex and multi-ethnic socio-political organization have to work as catalyst to the added to eminence and importance of leadership. In the growing urbanization the complexity of the urban problems and to mitigate the need and aspiration of the local people. The Urban Local Leadership and the Municipal Bodies couldn't perform their responsibility effectively and efficiently. So need of the municipal reforms was largely felt in terms of making reforms in structural, administrative and fiscal management of Municipal Bodies, but progressive and positive measures were also desired to invigorate Urban Municipal Leadership. In context of

this the constitutional reforms in local bodies has given a new lease of life to the Urban Local Bodies. By providing them more powers and financial resources, further, the concerns of Urban Municipal Leadership also been given a new dimensions by making constitutional provisions for reservation of 1/3 seats for women in municipal bodies.

Women constitutes about half of the total population of India as well as in Haryana therefore their desired contribution in local decision-making bodies and politics is necessary. Women participation in local bodies means not only exercising the right to vote but also power sharing, co-decision making. In India women quotas have been much needed platform and space to women, thereby enabling them to involve in municipal system and processes. So far as Haryana is concerned the women has get elected more than seats as reserved for them in seven municipal corporation elections in 2013. But various challenges have still been there. In local urban municipal bodies elected women leaders have confronted been playing their leadership role with various complex problems. There are question generally came into the mind whether their elected leaders have been well aware of democratic functioning of municipal bodies? What they think about various gender issues and what the constraints and problems faced by them in preparing their elected leadership role. With such backdrops the present paper tends to know the perception of elected women leaders about effectiveness of decentralization; and

various providing gender issues and constraints as well as problems faced by the Elected Women Leaders in context of their participation in Municipal Corporation in the state of Haryana.

## 2. Review of literature

**Deepak Sharma (2011)** studied in his paper about the evolution of the 74<sup>th</sup> Constitutional Amendment Act. The study reveals that there is an urgent need to address these institutional and other challenges to provide good governance to city. Unless roadblocks are removed, economic development is hampered and efficient service delivery become difficult. **Rajesh Kumar (2011)** focused in his article that reservation of the seats in urban local bodies has ensured more number of women in such bodies but it has yet to ensure effective active participation. **Pushpa Achanta (2012)** in her article presented a perspective of various view point of women councilors about challenges faced by them and their interface with them. Women councilors are still controlled by male family members. This study also revealed that women councilors have to face even gender biasness in everywhere.

**D. R. Prasad (2014)** in his paper found that there is a need to create a suitable environment for women mayors, chairpersons and councilors to enable them to play meaningful roles as responsive and responsible local leaders of the part of 74<sup>th</sup> Constitutional Amendment Act era. **Mahendra Sethi and Shilpi Mittal (2015)** studied that specific gender roles and major challenges affect women to effectively participate in their functioning. This country assessment of women participation in urban local bodies builds a compelling case in favour of their capacity building towards sustainable development.

**Prashant Kumar Srivastava and Vivek Kumar Misra (2016)** found that the paper offers a brief discussion about constitutional provisions to increase women participation in the politics and the paper further examine that social dilemma and the reformative ideas to overcome the problem faced by women to make effective participation in politics.

## 3. objective of the study

- To analysis the effectiveness of democratic decentralization through municipal bodies.
- To know elected women leader's perception of various gender issues and women leadership in municipal governance.
- To examine the elected women leader's view point about constraints and problem in women participation in Municipal Corporations in the state.

## 4. Locate of the study

The present study covers the seven Municipal Corporations i.e. Panchkula, Ambala, Yamunanagar, Karnal, Panipat, Rohtak, Hisar.

## 5. Methodology

The present paper is based on both primary and secondary data have been used. The secondary data was collected from the Report on General Elections to the Seven Municipal Corporations 2013, News Papers and primary data have been collected from the all 60 elected women councilors of seven Municipal Corporations whose elections were held in 2013. For empirical study structured questionnaire have been prepared to ascertain the view of the elected women councilors and information has also been collected through personal observation and discussions on various issues concerning Municipal Local Bodies.

### Women Elected in Municipal Corporation Elections

The situation created by the women quota system through 74<sup>th</sup> Amendment was so drastic that it has brought women straight from kitchen to fray in municipal politics with no training nor experience that so ever in public life with few exceptions. So far as the municipal corporation elections of seven newly constituted corporations were held in June, 2013. A total 1686 candidates from 144 wards of these corporations have participated in municipal elections and voted by 17.08 lac voters. The number of elected leaders according to gender and category of reservation in the 1<sup>st</sup> Municipal Corporation General Elections (2013) have been given in Table: 1 & 2.

Table- 1  
Corporation-Wise Contesting Women Candidates among Total Contesting Candidates

In All, 637 women candidates are among the 1686 contesting from 144 wards in the seven Municipal Corporations			
District	Women Candidates	Total Candidates	% age
Yamunanagar	103	217	47.5
Hisar	122	294	41.5
Rohtak	108	275	39.2
Panchkula	62	160	38.7
Ambala	68	180	37
Karnal	83	239	34.7
Panipat	91	321	28.3
Total	637	1686	

Source: Hindustan Times dated on may26, 2013, Page-2 & Report on General Elections to the Seven Municipal Corporations 2013

The data of the all contesting candidates along with women candidates of 2013 Municipal Corporations elections have been given in the Table-1. The data given in the table shows a good picture. Besides contesting from 33 percent wards reserved for them, women have entered the fray from

the unreserved ward also. In all, 637 women candidates were among the 1686 contesting candidates from the 144 wards in the seven Municipal Corporations. Seven wards each were reserved for women in Ambala, Hisar, Karnal, Panchkula,

Rohtak, Yamunanagar Municipal Corporations while eight were reserved in the Panipat Municipal Corporation.

Yamunanagar puts up the best picture with 103 women out of 217 candidates (47.5%) in the fray followed by Hisar that has 122 women out of 294 candidates (41.5%). The poorest showing is in Panipat where out of 321 candidates only 91 were women (28.3%). The number in Ambala stands at 68 women of the 180 candidates (37%), in Karnal 83 out of 239 candidates (34.7%), in Panchkula 62 women of the total 160

candidates (38.7%) and in Rohtak 108 women out of 275 candidates (39.2%).

When it comes to women contesting from unreserved wards, Hisar led the peak with 44 followed by Rohtak at 36. Panchkula was at bottom rung with 14 women contesting from unreserved seats. Panipat record was no better with 15 women in the fray from unreserved wards followed by Karnal at 16. In Ambala and Yamunanagar 22 women were contesting from general wards each in.

**Table- 2**  
**Statement of Elected Members of Municipal Corporation According to Gender Category of Reservation**

Sr. No.	Municipal Corporation	No. of seats	No of Elected Members by Gender			No. of Elected Members by Category of Reservation					
			M	F	T	UR	SC	SC(W)	BC	W	T
1	Ambala	20	13	7	20	9	2	1	2	6	20
2	Hisar	20	12	8	20	5	3	1	6	5	20
3	Karnal	20	13	7	20	9	2	1	2	6	20
4	Panchkula	20	10	10	20	6	2	1	2	9	20
5	Panipat	24	15	9	20	10	1	3	4	6	24
6	Rohtak	20	10	10	20	6	0	4	4	6	20
7	Y.Nagar	20	11	9	20	6	3	1	3	7	20
	Total	144	84	60	144	51	13	12	23	45	144
	Percentage		58.3	41.7	100	35.4	9.0	8.3	16.0	31.3	100

Source: Report on General Elections to the Seven Municipal Corporations 2013

From the Table-2, it is also clear that against the 22 seats reserved for Scheduled Castes (14) for Scheduled Castes and 8 for Scheduled Castes (Women), 13 male candidates and 12 female candidates were elected. 42 seats were reserved for women whereas 45 women from general category were elected, 14 seats were reserved for Backward Classes, whereas 23 candidates from Backward Classes were elected and 66 seats were un-reserved against whom 51 were elected from general category.

#### **Elected Women Leaders Perceptions of Democratic Decentralization**

The 74<sup>th</sup> Constitutional Amendment Act (1992) represents the best initiatives anywhere in the world for dispersal of local democracy in urban areas. It was the first serious constitutional attempt to ensure stabilization and operationalisation of democratic decentralization through municipal bodies. Under the present study sampled elected women leaders of Municipal Corporations in Haryana were asked to give their views about the various aspects of present state of operationalisation of effective democratic decentralization through municipal bodies. The relevant data gathered have been systematically arranged in Table-3

It is evident from the data related to the view point of elected women leaders that amendment in Haryana State Municipal Act is contradictory against the true spirit of 74<sup>th</sup> Constitutional Amendment Act. As majority of the elected

women leaders (70%) were agreed on this statement whereas those who were partially agreed constitutes (13.33%) of the total elected women leaders. The only (1.66%) were found disagree with this statement. However (15%) of the total elected women leaders were not able to say anything.

Further with regard to the operationalisation of rules for governance and administration manual, a large majority (75%) were of the view that rules of the governance and administration had not been followed. It is reported by (76.66%) of the elected women leaders that creation of autonomous urban local bodies has not done in reality. So far as strengthening the capacity of political and Administrative, Officials, Councilors is concerned, (90%) of the elected women leaders responded it as myth whereas only insignificant number of elected leaders (3.33%) couldn't say anything. Further majority of the elected women leaders (80%) were of the view that effective preparation of micro plan for integrated socio-economic development just on papers. The monitoring mechanism for smooth functioning and creating activity mapping have also been found wanting. It is evident from the data given in Table-3. Where majority of the elected women leaders (91.66%) were found agreed and partially agreed (6.66%) with this facts.

**Table- 3**  
**Elected Women Leaders' Perception of Democratic Decentralization**

Sr. no.	Aspects of Operationalisation of Democratic Decentralization	Responses of the Elected Women Leaders			
		Agree %age	Partially agree %age	Disagree %age	Can't Say %age
1.	Amendment contradictory state act against the true spirit of 74 <sup>th</sup> CAA.	42 (70.0)	8 (13.33)	1 (1.66)	9 (15.0)
2.	Rules for governance and administration have not been followed.	45 (75.0)	10 (16.66)	1 (1.66)	4 (6.66)
3.	Creation of autonomous urban local bodies is not a reality.	46 (76.66)	10 (16.66)	1 (1.66)	3 (5.0)
4.	Strengthening the capacity of political and administrative Official/Councilors is myth.	54 (90.0)	3 (5.0)	1 (1.66)	2 (3.33)
5.	Effective preparation of micro plan for integrated socio-economic development is just on papers.	48 (80.0)	10 (16.66)	0 (0.0)	2 (3.33)
6.	Monitoring mechanism for smooth functioning of municipal bodies is not effective.	51 (85.0)	6 (10.0)	1 (1.66)	2 (3.33)
7.	Creating activity mapping is given least preferences.	55 (91.66)	4 (6.66)	0 (0.0)	1 (1.66)

Source: Field Survey \*Figures in Brackets Represent Percentage

### Elected Women Leaders' Perception of various Gender Issues

In the Indian cities with a few exception there is a general absence of women in political processes if the good urban governance campaign norms of equity and civic government are to be met. Women's active socio-economic and political active participation in both public and non-governmental institutions is missing. Policies and programs as well as strategies to facilitate the women mobilization and effective participation have badly been needed, not with in public institutions but also with in civic society. Much of the current thinking on women in decision making process has been framed in the international agreement, the Beijing platform for action and habitat agenda. Not with standing these international norms and standards UNDP'S gender empowerment measures indicate that the anticipated standard has yet to be met by majority of the Countries.

The international agreement speaks specifically to the importance of a creating gender balance in decision making. The world wide declaration on women in local governance (item-9) make similar references, UNCHS (habitat) has pursued an increase role for women in urban governance. The

outcomes includes formation of the association of women municipals (municipals) that has been formed and a system of awards for municipalities on gender sensitive urban planning and management in many countries. During the field survey the elected women leaders of the Municipal Corporations have been asked to ascertain their views about the different aspects of gender issues. Data regarding the elected women leaders' perception about the various aspects of gender issues have been systematically arranged in Table- 4

The data given in the Table-4 reveals that the majority of the elected women leaders were agreed (53%) and partially agreed (30%) that gender mainstreaming has been lacking in society as well as in governmental structures at various levels. Whereas only insignificant number of women who were found disagreed (11.66%) and those who couldn't say anything were just in (5%) so far as gender balancing is concerned. It is evident from the data that majority of the elected women leaders were agreed (66.66%) and partially agreed (18.33%) that it has been lacking in governmental and nongovernmental organization at various levels. Whereas only (11.66%) were found disagreed and those who couldn't say anything constituted only (3.33%).

**Table-4**  
**Elected Women Leaders' Perception of Gender Issues**

Sr. no.	Statements About Various Aspects of the Gender	Responses of the Elected Women Leaders			
		Agree %age	Partially Agree %age	Disagree %age	Can't say %age
1.	Gender mainstreaming is lacking in governmental structure at various levels.	32 (53.33)	18 (30.0)	7 (11.66)	3 (5.0)
2.	Gender balance is lacking in governmental and nongovernmental organizations at various levels.	40 (66.66)	11 (18.33)	7 (11.66)	2 (3.33)
3.	Injustice in gender relations has institutionalized the gender biasness in various levels of organization.	34 (56.66)	12 (20.0)	11 (18.33)	3 (5.0)
4.	Gender sensitive social environment is lacking which led to minimum political sphere in women.	41 (68.33)	11 (18.33)	6 (10.0)	2 (3.33)
5.	Gender responsive budgeting in municipal system is also lacking.	39 (65.0)	11 (18.33)	8 (13.33)	2 (3.33)
6.	Portrait of women in media is not up to mark.	40	9	9	2

		(66.66)	(15.0)	(15.0)	(3.33)
7.	Politics is man's world; this psychology of women has led to their poor participation in political process.	36 (60.0)	12 (20.0)	11 (18.33)	1 (1.66)
8.	Structural deficiency in corridors of the powers at various levels.	34 (56.66)	13 (21.66)	12 (20.0)	1 (1.66)
9.	Gender equality and justice has been missing in socio-economic and political spheres and processes.	37 (61.66)	13 (21.66)	9 (15.0)	1 (1.66)

Source: Field Survey \*Figures in Brackets Represent Percentage

Gender relation also affects the institutional development and growth, in this regard elected women leaders were asked to ascertain their views regarding the injustice in gender relation which has institutionalized the gender biasness in various types of organization. It is evident from the data given in above table that majority of elected women leaders were agreed (56.66%) are partially agreed (20%) that injustice in gender relation has institutionalized the gender biasness in various type of organization whereas only (18.33%) of elected women leaders were not agreeing with this statement and only (5%) couldn't say anything.

So far as gender sensitive environment is concerned, a large number of elected women leaders were agreed (68.33%) and (18.33%) were partially agreed that has been lacking which has led to minimization of political sphere for women in society. In this regard only (10%) of elected women leaders were found disagreeing and just (3.33%) of elected women leaders couldn't say anything.

Gender responsive budgeting in municipal system has also been found lacking of revealed by majority of the elected women leaders whereas only (13.33%) of the women elected leaders found disagreed on this point and very few (3.33%) couldn't say anything.

Further elected women leaders were asked to ascertain their views about portrait of women in media; in this regard (66.66%) of elected women leaders were found agreed and (15%) who were partially agreed that the portrait of women in media has not been found up to mark. whereas only (15%) of elected women leaders were found disagreed and very few (3.33%) couldn't say anything about this.

Politics is man's world it is a common belief in the society and so also of women psychology which has also led to their poor participation in political processes at various levels. It is evident from the data from the table that majority of the women who are agreed (60%) and partially agreed (20%) with this statement. Whereas (18.33%) of elected women leaders were found disagreed with this statements Coupled with just (1.66%) who couldn't say anything.

The structural deficiency in the corridor of the powers at various levels has also led to discourage women participation. In this regard (56.66%) and (21.66%) of the elected women

leaders were found agreed and partially agreed respectively whereas (20%) of the elected women leaders were found disagreed only (1.66%) was failed to say anything.

Gender equality and justice also affect the women participation in socio-economic and political sphere and processes, in this regard elected women leaders under present study also found agreed as evident from the data given in table which has hampered the women participation in socio-economic and political sphere.

#### **Elected Women leaders' Perception of Constraints about women Political Participation**

The trends towards decentralization including women participation poses enormous challenges to elected representatives and local officials, participation of women many of whom lack the requisite knowledge and skills local level decision making. It has been observed that a strong care of women political representatives have been causally been linked with public institutional transparency and accountability. The elected women leaders were asked to delineate the constraints hampering their participation in municipal bodies. Their responses have been given in Table- 5.

In municipal bodies ward system has been introduced to give democratic representation to the citizens. Wards is delimited as per defined population from each ward citizens elect their representatives to municipal bodies and according to reservation norms about 33% of the ward have been reserved for women. In this regard elected women leaders were asked to ascertain their views about women retention rate due to rotation of wards. Majority of the women were agreed (61.66%) and partially agreed (16.66%) that rotation of the wards for women reservation had led to poor retention rate of elected women leaders in their respective ward and in this regard only (15%) were found disagreed and only few (6.66%) couldn't say anything. Here it needs a special mention that in every municipal elections reservation of the ward for women is made through lottery system which changed reserved ward for women in each municipal election. A common woman could not remain as women leader in their respective constituency due to non reservation of the ward.

**Table- 5**  
**Elected Women Leaders' Perception of Constraints in Women Political Participation**

Responses of the Elected Women Leaders					
Sr.no.	Constraints in women's political participation.	Agree %age	Partially agree %age	Disagree %age	Can't say %age
1.	Poor retention rates due to rotation of wards	37 (61.66)	10 (16.66)	9 (15.0)	4 (6.66)
2.	Women face difficulties in balancing their responsibilities at home and at work with their political engagements	29 (48.33)	18 (30.0)	12 (20.0)	1 (1.66)
3.	Gender biasness at home and outside.	33 (55.0)	10 (16.66)	16 (26.66)	1 (1.66)
4.	Hostile urban environment.	33 (55.0)	9 (15.0)	14 (23.33)	4 (6.66)
5.	Men dominated party system so tend to resist greater women participation	39 (65.0)	11 (18.33)	8 (13.33)	2 (3.33)
6.	Defective nature of party system towards desired changes and more support	36 (60.0)	10 (16.66)	12 (20.0)	2 (3.33)
7.	Lack of transparency and accountability in municipal offices and budgets. It led to low women participation.	35 (58.33)	11 (18.33)	10 (16.66)	4 (6.66)
8.	Corruption has tarnished the credibility, suspect and status of municipal bodies in the eyes of public. This acted as a further deterrent to women's involvement in local municipal politics.	34 (56.66)	13 (21.66)	9 (15)	4 (6.66)
9.	Cultural beliefs do not encourage women to run for political offices.	37 (61.66)	10 (16.66)	11 (18.33)	2 (3.33)
10.	Women have limited access to resources compared with men	36 (60)	8 (13.33)	13 (21.66)	3 (5)

Source: Field Survey \*Figures in Brackets Represent Percentage

Women has to bear the dual responsibility if they enters in to politics and women has to face various type of difficulties in balancing their responsibilities both, at home and at work with their political engagements. It is also evident from the responsibilities of elected women leaders as (48.33%) were agreed and (30%) were partially agreed with this statement where as only (20%) were found disagreed and just (1.66%) failed to say anything.

Gender biasness has been prevailing in the society since the time immortal. Ours is a society dominated by patriarchy where women are considered as a subordinate to men. It is also evident from the responses of elected women leaders as majority of them were agreed (55%) and partially agreed (16.66%) that women has to face biasness at home and outside in the society. Whereas only (26.66%) of elected women leaders were found disagreed with in this regard and just (1.66%) couldn't say anything

Hostile urban environment also one of the constraints in women political participation It is also evident from the responses of elected women leaders which has in majority agreed (55%) and partially agreed (15%) whereas (23.33%) were found disagreed with this regard and only (6.66%) failed to respond anything.

Presently man dominated party system has been prevailing so it also affects the municipal system, in this regard elected women leaders were asked to ascertain their views about man domination in party system and its effects on municipal bodies, the responses of the elected women's have confirmed that majority of them found agreed (65%) and partially agreed (18.33%) that man domination in party system

has tend to resist greater women participation in political sphere and processes.

Further political parties have not found proactive in changing their own nature and supporting the women active and qualitative participation in municipal affairs. it is also evident from the data given in Table where (60%) of the elected women leaders were found agreed with this state of affairs and those who were partially agreed with this (16.66%) whereas (20%) of the elected women leaders were not found agreed with state of affairs and only (3.33%) couldn't say anything.

Institutional deficiencies led to non transparent and non accountable environment, same is the case with municipal corporations. Under the present study and it is evident from the responses of elected women leaders of whom 58.33 percent were found agreed and 18.33 percent partially agreed that there have been lack of transparency and accountability in their respective municipal bodies' offices and budgetary processes. Therefore it has cast its shadow on participation of women in municipal affairs.

Corruption still has been the menace which continues affects our political government and governmental system since many decades. The elected women leaders were asked to ascertain their views about corruption. Table 3 reveals that majority of the elected women leaders' have been found agreed that corruption has tarnished the credibility, suspect and status of municipal bodies in eyes of public. This has acted as further deterrent to women involvement in local politics. In this regard 56.66 percent of the elected women leaders were found agreed and 21.66 percent partially agreed with the state

of corruption in municipal bodies. Whereas 15 percent of the elected women were not agree with this statement and only 6.66 percent of the elected women leaders have been failed to say anything.

Cultural beliefs also affect the women participation in political institutions and processes. With regard to Municipal Corporations, under present study, 66.66 percent of the women who were found agreed and 16.33 percent partially agreed whereas those elected women who were disagreed constitute 18.33 percent and those who couldn't say anything were just 3.33 percent.

It is commonly observed that women have limited access to the resources as compare to their male counterpart. It is also evident from the responses of the elected women leaders that 60 percent were agreed and 13.33 percent were partially agreed with the state of affairs in the society whereas only 21.66 percent of elected women leader were not agreed with such state of affairs and only 5 percent failed to respond anything.

## 6. Conclusions

The study of the elected women leadership in Municipal Corporations and their participation reveals a new dimension to local municipal institution by providing for representation of women in at least 1/3 of their total membership. Women quota have given much needed platform and space to women, thereby enabling them to involve in municipal decision making processes. The empirical data reveals that majority of the elected women leaders were of the view that the democratic decentralization through municipal bodies has not been up to mark, also the rules for the municipal governance and administration has still not been followed. This couldn't make urban local bodies as autonomous self municipal governance institution in a real sense. The capacity of political and Administratives, Officials, Councilors has been found wanting. Micro planning for integrated socio-economic development has just been on paper and monetary mechanism for smooth functioning of municipal bodies has also been found desired. Activity mapping for various municipal functions in different areas have been given least preference leading to chaos like situations.

Majority of the elected women leaders has been of the view that gender mainstreaming and gender balance still been lacking in governmental municipal structure and even in non-governmental organizations. Unjust gender relation has also

institutionalized the gender biasness in various levels of Municipal Institutions. Gender sensitive social environment and gender responsive budgeting have been lacking. The portrait of women in media has not been up to mark. Politics is still considered as man's world despite of quota system in municipal bodies. Structural deficiency in the corridors of the powers and gender equality and justice has been missing socio-economic and political sphere and processes.

It has been revealed that retention rate of women leaders have been poor because of the rotation of wards in municipalities. The majority of the elected women leaders have also endorsed that they have to face difficulties in balancing their responsibilities as they have to perform dual role at home as well as at outside of home. Elected women have still been facing biasness at homes as well as in the field. Hostile urban environment and dominated party system have also hampering the quality of women participation in municipal affairs. The defective party system, lack of transparency and accountability in municipal offices and budgets has also discouraged the women participation. Further, the corruption has tarnished the credibility of suspect and status of municipal bodies in public eyes. The prevailing cultural beliefs have also not been found encouraging for women to run for political offices coupled with limit access to the resources compared to their man counterpart.

Despite all the constraints and hurdles, women have step up into even unreserved election zone. It is evident from the data, women besides, contesting from their reserved wards; they entered the fray from unreserved ones.

Lastly but not least women in Haryana are coming out of their shell, yet politics, where lies power and authority still remains primarily a male territory. The scenario of elected women leadership in Municipal Corporations has not been found so much encouraging as number of challenges and constraints have hampering their effective participation. A lot has to be done to effect the desired changes in making women leadership effective and up to mark by various capacities building measures and making municipal bodies more gender just and vibrant institutions of local democracy.

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