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WOMEN ROLE IN ADMINISTRATION

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Every man has the job and every job has the man. If we see the role of women every woman has the traditionally define role, socially directed job description for her. Women in them have many personalities and role models combined. They are mother, daughter, sister and wife. Usually we are used to see her in these conventional roles and seeing her in roles other than conventional one is certainly deviation. But the present day context women have started coming out of their interiors to join stream of the society equally with man. This is a history of transformation of the society and demand of the day. The history of mankind is a history of injury and usurpation on the part of man towards women. History repeats itself till today. And the law looked helpless, legislation stunned into silence. Women lolled in her body and soul, denied justice-social economic and political. With the change in the position of women in the society, to a greater extent her role models have also started changing. Now women of women are not only governed by man but also women also govern man.

The role model by women at home as wife , mother and sister to a great extent are nothing less than their administrative role, to a great extent, applied with their informal education in administration of home. In broader sense their role as manager of home is nothing short of administrative role performed by them. So the art of governing by women begin at home.

In support of this conception, with relevance to the present day context we should look to the past and the history of this country and the world at large. Take the example of Rani Laxmibai of Jhansi who assumed the throne on demise of her husband to defend her kingdom, against the invaders, with chivalry, courage and administrative acumen. Many more roles of illustrious women, in the role of an administrator, can be cited to

exemplify. The capacity of women as administrator both in pre and post independence era coming down to the history we may start with Smt. Vijoy Laxmi Pandit, Padmaja Naidu and the stalwart Indira Gandhi.

The position of women administration may certainly be discussed with special reference to their participation and performance in various administrative services of central and state cadres. The constitutional posts held by the women in IAS IFS, IPS and also the State Civil Services besides the administrative positions occupied by them in judiciary and various other services in the administrative hierarchy of countless departments ranging from top to the ground level. If we look with impartial attitudes and gender discrimination we have enough reasoning and rationales to justify the administrative capacity of women which on many occasions they outperform men.

In present day scenario the role of administrator is more of developmental nature than that of clearing files with authoritative dictations. In a democratic country like us and the world at large the role of administrator has assumed greater significance with specific role to be performed laying more emphasis on implementation of the policy decisions of the Govt. And women have more responsibility to performed as an administrator. The presence of women in administrative position has not exceeded even 5%. But I am confident that in the years to come the share of women entrants would increase. It is very pertinent to mention here that in all India cadres and also in State cadres, in most of the years, the top position goes to the women candidates. This amply indicates their capacity to compete with men in no less a manner. The fact of chairing the national Commission for women, Vice-Chancellors of Universities, important positions in academic and scientific institutions successfully by women are the few of the many which may be exemplified.

IN a democratic country like ours many a times we see women in dual role both as a politicians and administrator. Very often these positions becomes challenging for women to rise above the dictates of the bureaucrats', who always wants to toe the boat in their desired direction. It should be obligatory to the society to ensure that women occupies at least 50% of the positions in administration to wash out the conventional inertia of the society to under estimate the capacity of women in administration. Irrespective of the administrative position held by women her dual role other as mother or as wife never ends. Psychologically women can not be separated from her husband and children at home. Sometimes there may be some reflection of their anxieties at work place in the discharge of her responsibilities. As such, women who are in administration jobs require the whole hearted mental and associated support from the members of the family. Women who become victim of domestic violence, in any form can never discharge

her duties properly. In a free country like us we are yet to ensured free movement of women when we are discussing position of women in administration. We are yet to treat women as more a person and not as a weaker sex or an object of enjoyment and exploitation. On the other side of the coin women themselves are required to establish themselves not only in administration but also at home. They should not always cry fowl to earn the sympathy which can never be own by force and coercion. Great achievement for women both at home and in administration will be there only when women can create a position where they become inseparable at home also at workplace and their absence create vacuum always felt by others. She should and can earn the heart of everybody with her love, affection, dedication and sympathy. Women with their inherent qualities can win over others and sail smoothly if other conditions remain conducive.

To develop administrative acumen, proper education, varied knowledge and exposures are very much essential to be acquired to develop requisite skill to run the administration. Women should not be contended that they can sail through only with their charisma. It is observed in many cases that women decorating the chairs of administration succumb to the wishes of the sub-ordinates and also higher-ups only because they exhibit their weakness. To stabilize their position women should equip themselves properly to deal with eventualities placed before them. Women would loose their position if they become victim of merry of others only because she is women.

Information from administrative circles and general feeling of the public suggest that women in administration are less corrupt than their male counterpart. When corruption is at nose-dive level in our country it is only women's larger participation in administration that can make the administration corruption free to a greater extent. I am not here only to depend the cause of women unduly and unilaterally. Compromising with quality a ability that are required to gain access in the administrative jobs there should not any conflict of opinion in this regard. Position of women in administrative cadres should not be a decorative one. On the contrary it should be challenging. Men and women are complementary to each other. Progress of the society largely depends on the representation of women in equal manner as that of man. And for this reason the responsibility of the society in general and man in particulars to prop up the cause of the women to ensure greater and larger participation and presence in administration.

When there is proposition to enact legislation to enhance the representation of women in political arena by increasing the seat reservation to 50% from 30%, but the present day position of elected representatives, in both Parliament and Assembly is far less satisfactory. In many instances the elected representatives are merely the dummy of their husbands. The cause for this dismal picture can be attributed to the corruption

and muscle regime in politics and also the psychological barriers of man who do not, in many instance want to see women in their equal position.

In rural India the position is far more alarming. The elected women members are represented by their husbands while the women representative remains busy in household chores. This is a much unfortunate state of affairs which can be reversed only by empowering women with proper education and administrative skills and changing the social outlook.

The constitution of India guarantees equal right and protection of women with that of men. The difference in treatment by the state is totally prohibited by the constitution. In spite of this constitutional guarantee the state is required to enact laws to stop harassment of women at workplace and elsewhere. For the equality states guaranteed by the constitution is a myth to millions of women of this country. Available figures indicate that women become the victim of domestic violence in every 20 minutes and one rape in every 43 minutes. This is an analysis of the report of the National Crime Records Bureau, Ministry of Home Affairs.

If we look to the position of women in administration we must look behind, assess the present position and draw strategy for the future. When women cover half of the population and women's; contribution is more than 50% in country agricultural product and other areas also and when their indirect participation in augmenting gross domestic product to the extent than 50% we shall have ponder about their participation in administration.

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