



New Leave Policy: Promoting Workforce Participation for Female Employees

Why in News?

The Haryana government has **revised its leave policy**, under which female employees, including those working under the [Haryana Kaushal Rozgar Nigam Limited \(HKRN\)](#), will now be entitled to **two additional days of casual leave per month**, up to a maximum of 22 days per year.

- This initiative not only reflects **progressive governance** but also aims to encourage more women to join and sustain their participation in the workforce.

Key Points

- **Impact on Women's Workforce Participation:**
 - **Improved Work-Life Balance:** The extra leave provisions will provide female employees with the **flexibility to balance their personal and professional lives** better, which is crucial in improving **work-life balance**.
 - This is particularly important in a society where women often face greater familial responsibilities.
 - **Support for Health and Well-being:** The additional leave can be used for **personal health issues, family care, or other needs**, supporting a healthier and more productive workforce.
 - This is in line with global best practices that promote the physical and mental well-being of workers.
 - **Gender Inclusivity:** This policy is a **step forward in promoting gender equality** in the workplace by encouraging a more inclusive work environment.
- **About Haryana Kaushal Rozgar Nigam Limited (HKRN):**
 - HKRN was incorporated under **the Companies Act, 2013** on **13th October 2021**.
 - It has been established to **supply contractual manpower to government departments and agencies across Haryana**.
 - The Nigam aims to carry out recruitment in a transparent, efficient, and equitable manner.
 - HKRN serves as the **officially designated agency** for deploying contractual manpower in the state.
 - **Focus Areas:**
 - Prioritises candidates from **socio-economically disadvantaged backgrounds** in the recruitment process.
 - Ensures timely disbursement of salaries and benefits to all deployed personnel.
 - Strictly adheres to the **State Reservation Policy while selecting candidates**.

