

**HUMAN RESOURCE DEVELOPMENT WITH
SPECIAL REFERENCE TO WOMEN EMPLOYMENT
IN ORGANIZED SECTORS OF KATHMANDU
VALLEY**

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By

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PREFACE

The level of human resource development is one of the most important indicators of economic development. The goals of development cannot be achieved if all the potential human resources are not properly geared to gainful employment. To this end, education should be intensively and extensively promoted for employment in organised sector, since it is the mainstream of human resource development.

In developing countries, a large percentage of the population lies below the poverty line who cannot afford to have even the minimum standard of living. However, the standard of living of the people in urban areas, on the one hand, is rising due to the rapid spread of education and modernization. On the other hand, the inflationary trend is pushing up the cost of living. As a result, it is now incumbent on for women to join the mainstream of the world of work in order to supplement the family income.

One of the strategies which emphasizes the development of the socio-economic life of the people is to raise the economic and social status of women. This is possible by exploring their role and status in economic development opportunities for women with manpower planning as well as economic development.

In the index of human development, Nepal according to UNDP's Report of 1998, ranks 152nd in order. The main reasons for the low ranking of Nepal in human development indicator (HDI) is the effect of low enrolment of females in different levels of education and low participation in labour force specially in gainful employment. National development is not possible without women development. So long as women are excluded from the mainstream of economic activities, the process of development will remain unachieved.

National Educational System Plan (1971-76) adopted in 1976 the module that national development depends upon the availability of suitable manpower and that manpower development has to follow a pattern to be 1:2, 2:3, 3:6 or 1:1.5 growth rate for high, middle and basic level manpower respectively. And because women population covers half of the total population, employment of women in suitable jobs is essential to promote balanced development in the country.

The present research study is an attempt to explore the pattern of women employment in various organized sectors of the Kathmandu Valley. Besides, the research study also sheds light on the participation pattern of females in different levels of education. The opinions of employers, policymakers and experts are also equally important to assess the extent of women's employment. The study describes their views and opinions on women's employment in organized sectors.

The study report (thesis) comprises of eight chapters.

The **first chapter** deals with a general introduction to Nepal, statement of the problem, objectives and justification of the study, the methodology, the organization and the delimitation of the study.

The **second chapter** surveys the related literature in the subject on women employment.

The **third chapter** deals with the concept of human resource development as well as the status of female education in Nepal. It also describes constraints hindering female education and the government policy to improve female education.

The **fourth chapter** deals with the status of female employment in Nepal and it also refers to the policies and programs of the government of Nepal for women development.

The **fifth chapter** deals with the analysis of the socio-economic background of employed women, the employment pattern in different organized sectors as government, teaching, INGO/NGO and private sectors of Kathmandu valley, women's employment records, their expectations, problems and perceptions regarding government measures to improve their employment opportunities.

In the **sixth chapter** the viewpoints of employers, policy makers and experts regarding women's employment in organized sectors are dealt with .

The **seventh chapter** contains the empirical analysis of the women's employment in the organized sector. Statistical tools like chi-square test, phi-correlation Co-efficient and Spearman Rho's rank correlation were used to analyse the data.

The **final chapter** provides a brief summary of the main findings and also suggests remedial measures for improving the employment opportunities for women in the organized sectors.

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