

## **CHAPTER ONE**

### **INTRODUCTION**

#### **1.1 Background of the Study:**

A woman has to come across many stages in life. From attending school for education, building a career for a better job in the future and getting married to start a whole new chapter to the life. All these stages in life plays a vital role in making or breaking the life of a woman. Among all these, the career of a woman changes as she gets married. In somecases, marriage helps them to kick start their career and, in some cases, it just comes to an end.

In context of Nepal, the majority of communities in Nepal are patriarchal—a woman’s life is strongly influenced by her father and husband—as reflected in the practice of patrilocal residence, patriarchal descent, and by inheritance systems and family relations. Such patriarchal practices are further reinforced by the legal system. Marriage has an overwhelming importance in a woman's life. The event of marriage determines almost all her life options and subsequent livelihood. According to Hindu tradition, marriage is essential for all, whether man or woman. While a man's life is not considered complete without a wife, a woman has no option but to marry.

The social structure of our society still discourages married female members of their house to go out and work competing against male members. They are expected to look after the house and rear children rather than to do a job or run a business. People should understand that the economic contribution of both women and men is necessary for a country to progress. And only a change in our culture shall ensure this can happen.

In our Nepalese society, once a woman gets married, she can’t keep herself away from all these responsibilities. Wearing a red bridal dress, a woman promised her new husband to be his partner for life and adjusts herself in his family, leaving her own parents behind. It’s a common story of every Nepalese woman. Her new life can bring her tons of happiness, but along with that she gets many new responsibilities— responsibilities of a daughter-in-law, a wife, and a mother. Marriage brings a break on most of the woman's life. However, it may not be the same for all. Though we live in the 21st century, the traditional thinking of the people hasn’t changed yet. There are now laws which indicates that men and women are equal in every aspect of life.

While talking about the Newari culture and their marriage system, it is very much different from others. Newar is one of the 59 indigenous ethnic groups of Nepal recognized by

government of Nepal. They reside every parts of the country but they are the original inhabitants of Kathmandu the capital city of modern Nepal (Sunuwar, 2020).

Newar community have a microscopic society of cultural orthodox within their own culture and caste. More than 30 castes exist within the relatively small group of Newar. There is every reason to believe that the bulk of the Newar people have been settled in the pre-historic times” (Muller-Boker, 1988). The Newar culture and custom of marriage is different. A Newar girl marries three times in her life. First, when a girl is in her early childhood, a community organizes a ritual called “Ee:Hee” in Newari language, where a girl is married to a fruit called wood apple or marmelos, also called ‘*BaelBibaah*” in Nepali language. Bael is a symbol of Lord Vishnu, while the fruit is also known for its long lifespan and never go bad or spoil which coincides with the ceremony which represents fertility, that means the girl remains fertile for a long time. The girl will not be called a widow even if her husband dies, as her husband in form of Lord Vishnu is immortal (Singh, 2018) Before the age of puberty, the second marriage is performed with the Sun which is called “*Ba:ra:*” in Newari language and “*Gufa*” in Nepali Language. The Ceremony lasts for almost 12 days where they are put in a cave like surrounding in a dark room for 11 days to prove their purity and then on the 12<sup>th</sup> day, the girl is married to the Sun which is a symbol of eternity. And, finally, after she enters into the age of puberty and adulthood, she is eligible to marry a human being. (Singh 2018).

After marriage, women chose to either continue their education, or continue their career or few more chose to carry on with their social responsibilities. Although women are more focused on career development, very few of them hold higher positions (Alvesson & Billing, 2010). Women have been very significant contributor in any organization.

A career is the process of getting success from related occupations or jobs to get status, people switch from one job to another job, which is organized. (Wilensky, 1961). A career is defined as a sequential set of work-related experiences/occupations a person performs during one’s lifetime (Super, 1980; Greenhaus, Callahan, Gods chalk, 2000). Every person has to go through a career path in their lifetime where he/she has to experience various kinds of work-related activities.

“Subjectively, a career is the moving perspective in which persons orient themselves with reference to the social order, and of the typical sequences and concatenations of office.” (Hughes, 1958). Similarly, Career development is defined as “an ongoing process by which individuals’ progress through a series of stages, each of which is characterized by a relatively unique set of issues, themes and tasks” (Greenhaus, et al. 2000, p.13).

The ILO report (2015) has identified and listed the barriers for women's career advancement. The report says that the women have more family roles and responsibilities than men assigned by society to men and women. It indicates that the masculine corporate in the culture. It also implies that the women have insufficient general or line management experience. The report also says that there are few role models for women. This report not only shows the inability of women but also says that men are not encouraged to take leave for family responsibilities. The report has focused on the lack of company equality policy and programs, lack of leadership training for women, lack of flexible work solutions, lack of strategy for retention of skilled women, stereotypes against women, inherent gender bias in recruitment and promotion and stereotypes against women. It says that management is generally viewed as a man's job. It also talks about the gender equality policies but also says that they are not implemented properly. The report also identified the inadequate labor and non-discrimination laws. (ILO, 2015, p.16).

According to the Nepal Labor Force Survey (NLFS) (2017-18), the population of working-age males stands at 9.2 million while that of working-age females stands at 11.53 million. Of the total working-age women, only 8.5 million are in the labor force who are either employed or are in search of employment, and only 2.6 million from the total women labor force are employed, according to the report. This shows only 22.5 percent of working-age women are employed. The NLFS report shows that the involvement of women in the workforce is low. There are many underlying reasons for this result.

The involvement of women in the workforce is also low in Bangladesh. The Bangladesh labor force survey (2010) shows that the participation of women in the workforce is 36% where men's participation is 82.5%. This shows that there is less participation of women in work activities than men not only in Nepal but also in other countries too. This research aims to understand the women's embracement to their career in their life. So, the maximum participation of women plays a vital role. This study aims to find the impacts of marriage in the career path of women.

### **Overview of the meaning of marriage:**

The construct of marriage is difficult to define as there are many variations of marriage in society; these variations depend on the ways in which a particular social group defines marriage (Crapo, 1996). As a result, there is no single definition of marriage, instead definitions of marriage are relative to individual beliefs or are constructed by a particular social group. Within the social constructionist paradigm from which this study is conducted it

is not possible to formulate any definitive or essentialist definition of marriage since the paradigm acknowledges that people differ in the ways they construct marriage. For example, McLanahan and Waller (2005) state that a marriage often embodies two distinct views: “his” and “hers”. These authors argue that men and women have different subjective experiences of marriages as a result of gender inequalities within society. Each partner therefore brings a set of beliefs and characteristics to defining marriage. However, there are the definitions of the marriage given by various authors according to their own perceptions.

Silberstein (1992) argues that marriage is a formal union of a man and a woman by which they become husband and wife. His definition says that union of a man and a woman formally can be taken as a marriage. Similarly, Ingoldshy and Smith (1995) define marriage as a socially legitimate sexual union, beginning with a public announcement and undertaken with some idea of permanence. They further argue that marriage is consummated with a more or less explicit marriage contract that spells out reciprocal rights and obligations between spouses, and between the spouses and their future (or present) children.

Crapo (1996) argues that marriage is a rite of passage that unites two or more individuals as spouses. It is a socially accepted sexual and economic union that gives parental rights to the couple and it involves a lasting commitment between the spouses. Rall (1984) defines marriage as a man and a woman living together in an intimate relationship, committed and responsible to each other, and liable to certain societal expectations. The unification of individuals as spouses can take on various forms, such as monogamy, polygyny and polygamy. He further argues that historically marriages were the central institutions through which men and women's interactions and behavior were channeled. Marriage served political, social and economic functions to the extent that individual needs were a secondary consideration (Crapo, 1995; Rall, 1984).

Monogamy occurs when two persons are joined as spouses; polygamy occurs when a person is permitted to have more than one spouse at the same time; polygyny occurs when a man is permitted to marry and have more than one wife. The constructs of polygyny and polygamy are often used interchangeably to refer to a man having more than one spouse; this could be because instances of a wife having more than one husband are rare. The most common type of marriage in most societies is monogamy (Crapo, 1996), but other societies also practice and legalize polygyny. For example, in South Africa it is not uncommon for men from Black ethnic groups to have more than one wife at the same time (Mbatha, 2011). The practice of polygyny in South Africa is supported by customary marriage practices, which form the core practice of marriages amongst Black South Africans (Mbatha, 2011).

Marriage is one of the most ancient, important, universal and indispensable social institutions which has been in existence since the inception of human civilization. Edward Westermarck defined, "Marriage as a relation of one or more men to one or more women which is recognized by custom or law and involves certain rights and duties both in case of parties entering into the union and in the case of children born of it." It brings a man and woman together to form a family with duties and responsibilities. (Westermarck,1891).

Marriage is defined as the establishment of a relationship between a man and a woman which enables them to birth a child by full birth-status rights common to normal members of his society. (Gough 2003). Similarly, the editors of the Encyclopedia Britannica (2019) defines marriage as a legally and socially sanctioned union, usually between aman and a woman, that is regulated by laws, rules, customs, beliefs, and attitudes that prescribe the rights and duties of the partners and accords status to their offspring (if any).It is a physical, legal and moral union between man and woman in complete community life for the establishment of a family.(Encyclopedia Britannica).It is a permanent bond between husband and wife designed to fulfill the social, psychological, biological and religious aims. It is an enduring relationship that requires social approval which establishes family and helps in providing facilities for the procreation and upbringing of children. (Mondal ,2019).

With this, in contrast to this study the concept of dual-earner marriage and dual-career marriage plays a vital role. Industrialization, urbanization and modernization have changed the nature of marriages, resulting in a tendency for both spouses to be engaged in paid work (Ferree & Wilkie, 1998). Silberstein (1992) argues that in the span of a single generation the family in which both spouses work outside the home moved from being an exception to being a rule. With this change husbands were no longer the sole providers in their families and women began sharing the provider role. The practice of dual-earner marriage is based on egalitarian principles, where both spouses are breadwinners. This results in sharing domestic chores and childrearing responsibilities according to aptitude and time availability (Silberstein, 1992).

This contrasts with the traditional gender related sharing of household responsibilities, where the wife assumes the domestic chores and childrearing responsibilities. As a result of both partners working the negotiation of roles is often a point of contention in dual-earner marriages. In dual-earner marriages roles are constantly negotiated and agreed upon by the two partners (Kiger, Riley & Stevens, 2001; Rall, 1984). In dual-earner marriages, although both partners have jobs and are contributing to the economic needs of the family there are no demands on an individual's commitment to work role or constant updating of professional

development (Sekaran, 1986). In dual-earner marriages the point of interest is that both partners bring income or sustainable income to the family. As women began to contribute to family income there was also a noticeable increase in the number of educated women in the workplace (Byrne & Carr, 2000).

According to Betchen (2006) the gains made by women in society as a result of achieving higher education and training have resulted in women establishing themselves in prestigious careers and earning substantial incomes. The presence of women in the workplace has also resulted in a tendency for professional males and females to marry each other. This has led to the establishment of yet another type of non-traditional marriage, the dual-career marriage (Larkin & Ragan, 2008).

The term dual-career marriage was first coined in the late 1960s and mid 1970s by Rapoport and Rapoport (1978), who are regarded as the pioneers and founders of dual-career family research. They described a dual-career marriage as a family structure in which both husband and wife pursue careers while simultaneously maintaining family life. These authors found that partners in dual-career marriages tend to emphasize occupation as the primary source of personal fulfilment. Dual-career marriages differ from dual-earner marriages in that in dual-career marriages both spouses are pursuing a career. Stoltz-Loike (1992) found that in dual-career marriages both spouses are highly committed to their careers and view work as essential to their psychological sense of self and as integral to their personal identities. According to Rapoport and Rapoport (1978) a career, as opposed to a job, requires a high degree of commitment and it develops continuously. Arthur and Parker (2004) state that a career provides an important context for self-development and personal identity through which individuals can nurture their passions and become more independent.

Sekaran (1986) found that self-actualization is valued in dual career marriages and that self-actualizing individuals value autonomy and independence. Ozzie and Harriet (2002) found that the autonomy of the spouses in dual-career marriages is a central concern. According to Ozzie and Harriet (2002) men and women are autonomous individuals with wants, hopes, desires, expectations and free will. In order for marriage to succeed there should be respect for the autonomy of each individual. A study conducted in America indicates that there are more than 40 million dual-career couples in the work force (Larkin & Ragan, 2008). In the United Kingdom it has been reported that at least 60% of households consist of dual-career couples (Arthur & Parker, 2004; Hardill & Watson, 2004). Although, there is no statistics of dual-career marriage in Nepal it seems likely to follow the international trends.

Haddock and Zimmerman (2001) have argued that cultural ideologies have been slow to respond to the rise in dual-earner and dual-career marriages. They suggest that until cultural ideologies change to fit new realities, dual-career couples will continue to face unnecessary obstacles. One of the challenges faced in this marital setup is the negotiation of gender expectations in marital relationships. It is further stated by Silberstein (1992) that, according to Parson's theory, dismantling the man's role as provider and as the primary source of family status generally destabilizes marriages. In his theory of social systems Parsons (1991) argues that roles are essential starting points for human interaction and that in order for interactions to be stable roles must be governed by shared rules. According to social systems theory roles are clearly defined and interruptions to the roles lead to interruptions in stability.

Mothers who are engaged in work and studying as well have a challenge to balance work and family in the social environment where the culture may not understand the way to support the dual identities (Callahan, Kaiser, Erichsen & Miller, 2009; Grenier & Burke, 2008). These women face challenges in fulfilling expectations related to various roles within the cultural environments of work, home and institutions. Although there are cultural diversities, women have common characteristics which motivates them to succeed in their career and professional development as an individual being. Men as well as women have career aspirations to make them capable to all responsibilities (Bhalalusesa, 2010).

Family responsibilities may also reduce physical mobility. Women are less mobile than men because women are depicted as rooted to the soil, due to their physical reasons. Women are however, expected to give birth to the offspring only. The association between women and soil created a notion of women being less mobile. (Codesal, 2018). Although the literature shows that the Newar women from Bulu, constantly express their desire to undertake income generating activities, the Newar women of Kirtipur have yet to be explored in what way they do their earnings through career development.

Hence, this study aims to explore the married women's status in Newar community of Kirtipur to bring out what impact has their marriage created on their career development as the central part of the study. The research focuses only on the women who are married. This study points towards the relationship between marriage and the career of women before and after the marriage. It tries to understand and find out the positive and negative impact of marriage on married women's' life. The study aims to find out the marital barriers as well as doorways that is brought in the career life of married women.

## **1.2 Statement of the Problem:**

The involvement of women in development has been an issue now and then. The career of women has an up and down relationship in the life of every woman. Both men and women have equal rights and opportunities to work and walk through the career path of their own choice. While looking back to few decades the participation of women beyond the household tasks was really low. The number of involvement of women in the workforce has increased in comparison to past years. However, the number of women following their career paths is still relatively low in Nepal. The study research the impacts that marriage brings in the career life of married women. It analyses and attempts to find out the outlying as well as underlying factors that marriage brings in the career life.

The main statement of the problem is:

Does marriage impact the career development in women?

What are the factors that promote and hinder the career of the married women?

### **1.3 Objectives:**

General objectives:

- ) To identify the positive and negative impact of the marriage on the career development among the women of Newar community of Kirtipur municipality, ward-9.

Specific objectives:

1. To identify the perception of the Newar married women that marriage affects over career choices.
2. To find out contributing factors that promote and hinder the career among the married women.

### **1.4 Significance of the Study:**

This study was significant to identify the impacts of marriage and the contributing factors that affect career choices among women after marriage. It also explored the situation of married women. It also focuses on the perception and what type of career path has most of the Newar married women are into. The study was based in Kirtipur Municipality. It has especially focused on ward -9 only. The study has looked into the situation of married women who belong to Newar community. Marriage plays a vital role in the life of every women. It is difficult of a woman to work and take care of her family. The study aims to find out how

Newar married women are taking their everyday lives. The study also intends to understand and find out what they think about the impacts, both positive and negative that has come across before and after the marriage, what kind of changes has occurred and whether those changing factors has made good or bad impacts to them. The study mainly sights on the career development of the married women of Newar community.

The study tried to find out how their career development is affected by the marriage. The life of a women changes as they get married. They have to build a new life with new duties and responsibilities. Most of the career life of women comes to an end as they get married. It may be due to the family pressure or social pressure, obligations from their families. This may not be the only cases in present. It is because, the social and gender roles are changing nowadays. This has made most of the women, even though they are married to work and care after their family as well. The way how women, specially married women balance family and professional life has been changing as compared to past. So, the significance of the study is to find out such changes and impacts that married women face to follow their career paths.

### **1.5 Limitation of the Study:**

The study was conducted within limited time, geography, demography and cost at as the part of academic degree. The study was focused on the impacts of the marriage on career development of Newar women. The study is confined to Kirtipur Municipality's ward number 9 only. The outcome/findings are only based on the limited study done to the selected area. The result may not be same or applicable with other areas.

The major limitations of the study are:

- ) The information is based on primary and secondary data.
- ) The results are completely based on respondent's answer.
- ) The respondents are selected using various data analysis tools according to the convenience to the researcher.
- ) The study has only covered the impact of marriage on career development of the women in targeted area.
- ) The study is related to existing conditions.
- ) The suggestions are entirely based on the data.

### **1.6 Organization of the Study:**

The chapters are divided into five chapters. The first chapter is the introduction of the research topic. It includes the overall background of the study, rationale of the study, statement of the study, objectives and significance / importance of the study for the research topic. Similarly, the second chapter includes the literature review. It holds all the reviews of the previous literature by various scholars or the articles and reports. And, the third chapter includes the methodology used for the research. It comprises the design of the study, how the data is collected for the analysis. It also covered the area of the study. It also explains the techniques and the tools used to gather the data to bring the expected outcome. Similarly, the fourth chapter is data presentation and analysis. The data and information collected using various tools and techniques are interpreted and presented in this chapter. The chapter will show the statistical presentation of the collected data. This help to bring the result or the outcome of the study. The fifth chapter is the last one. It is summary, conclusion and the recommendations. It includes the overall summary of the study as well as the interpretation or the conclusions and recommendations of the study done.

## **CHAPTER TWO**

### **LITERATURE REVIEW**

The chapter literature review includes the various concepts given by previous researchers to develop some theoretical background and conceptual framework for new research. This chapter deals with the definition of various concepts regarding marriage and career development and reviews all the available literature, journals, and other materials related to the topic.

#### **2.1 Thematic Review:**

##### **2.1.1 Concept of Marriage and Career Development:**

Marriage is the process by which two people make their public, official and permanent relationship. It is the union of two people in a bond that supposedly lasts forever. Marriage is an expression and association that gathers people with one another. It could be perceived as an agreement. (Sahayogee,2019). Marriage is a legally accepted union between two human beings and becomes one important aspect of human evolution, existence and life cycle. (Rodriguez,2019).

According to him, a marriage binds to human beings legally together making them as one for their life time. Similarly, Edvard Westermarck (1891) defines marriage as "a more or less durable connection between male and female lasting beyond the mere act of propagation till after the birth of the offspring. His definition is also similar to what Rodriquez has defined which says that marriage hold a man and a woman for generations. In many societies, marriage is acknowledged as the institution in which intimacy and fellowship exists and also children are raised in safety and that allows individuals to have sexual intercourse and provides an emotional development opportunity (Yavuzer, 2012). Although the institution of marriage has started to transform into a structure in which equality dominates, today when the number of divorces has risen, the understanding towards the structure of marriage and the relationships between spouses have gained greater importance (Çelik, 2006).

The anthropological handbook *Notes and Queries* (1951) defined marriage as "a union between a man and a woman such that children born to the woman are the recognized legitimate offspring of both partners." The book recites the concept of marriage as the connection between a man and a woman where they can legally birth child with full rights and support. Similarly, Gough defines marriage is "a relationship established between a woman and one or more other persons, which provides a child born to the woman under circumstances not prohibited by the rules of relationship, is accorded full birth-status rights common to normal members of his society or social stratum."

Edmund Leach has criticized the definition of Gough by saying that the definition is too restrictive in terms of recognized legitimate offspring and suggested that marriage be viewed in terms of the different types of rights it serves to establish. He has also stated that one definition cannot be applied to all the cultures around the world. He has also list of ten rights associated with marriage, including sexual monopoly and rights with respect to children, with specific rights differing across cultures in his article named *Man*. His list states that marriage establish legal parentage. It gives both the spouses a monopoly on the sexuality of one another. It also provides partial or monopolistic rights to the husband and wife for domestic and other labor services. In the same way, it also allows the right to property. It establishes a joint fund of property—a partnership—for the benefit of the children and a socially significant "relationship of affinity" between spouses and their relatives. (Leach,1995). Leach's list explains that whatever comes in a marriage is equally responsible to both the man and woman. His statements clear that marriage gives both equal rights, duties and responsibilities. Similarly, Economic anthropologistDuran Bell has also criticized the legitimacy-based definition by Gough on the basis that some societies do not require marriage for legitimacy. He argued that a legitimacy-based definition of marriage is circular in societies where illegitimacy has no other legal or social implications for a child other than the mother being unmarried.

With marriage comes along the career of both men and women. However, in most of the cases it is seen to affect the career advancement of women. Career plays a vital role in every individuals life. Having a successful career helps an individual to become capable to do things on their own. Career can be described as a series of positions occupied by an individual throughout his or her lifespan (Robbins & Coulter, 2002). Career is the constant progress, experience and skill acquisition of a person in a specific work field. Career in the general sense, is defined as the total of the jobs a person undertakes through his or her entire life. It has a meaning beyond and wider than this definition. The career of individuals is not

only the jobs they have, but their training for fulfilling the expectations, goals, emotions, and desires related to their job role, and, as a result, progressing in the workplace with the knowledge, skill, quality and desire to work. (Yalçın, 1994).

Career is defined by the Oxford English Dictionary as a person's course or progress through life (or a distinct portion of life) and is usually considered to pertain to remunerative work. The definition basically implies that a career is a path of life through which every individual pass through with different motive and time. It is a path that is carried by a person for a long portion of their life time. However, career development theories have focused on the human lifespan, traits, vocational choice, assessment tools, values and self-understanding to guide adults in their career decisions. However, many of these early theories have questionable value in today's diverse workforce and where business practices have changed to reflect emerging economic competitiveness in a global economy (Thomas J. Conlon,2004). Career development is an ongoing process by which individuals progress through a series of stages, each of which is characterized by a relatively unique set of issues, themes, and tasks. They have designed a model about career development. The Greenhaus's model focuses on the individual as the one who needs to make a decision, a need that leads to a career search and into a process of setting career goals, developing strategies and tactics to fulfil them, making progress, and all these form a process that requires career evaluation.(Greenhaus, Callanan and Godshalk,2000).

The UNICEF report on "Early Marriage Child Spouses" illustrates in Asian nations still some population are forced into marriage at a very early age while others are simply too young to make an informed decision about their marriage partner or about the implications of marriage itself. Likewise, girls who marry at an early age are deprived of their capabilities and forced into taking up the inherited responsibility of the family whereas boys are less affected. Adolescence means getting good opportunity for the boys whereas it means blocking the opportunities for the girls (Mensch, et al. 1998). Women from the developing countries spend most of their time in the household chores and thus, use for income generating activities. Instead of going out far for income generating works, these women spend their time in small business run at their house or nearby their home (Duflo & Esther, 2011). They are more likely to have focused on doing informal work by not going far from their homes.

## **2.2 Theoretical Review:**

### **2.2.1 Impact of Women's Employment on Family Functioning:**

Traditionally, women are expected to work at home, and this was considered most essential for the subsistence of the family. With many women taking up the jobs, required by economic and psychological factors, the role of women as homemakers cum wage earner is being widely accepted. This has necessitated structural changes in the family organization. Being a working spouse or parent involves the performance of multiple roles of worker, parent and spouse. These roles are interdependent in terms of time, energy and commitment required for their adequate performance. The homeostasis that existed in the traditional family system is being affected to a great extent through the role allocation patterns in dual earner families as a result of women's entrance into the labor market. The literature on dual earner families over the past few decades indexes that the family dynamics has undergone considerable changes due to the combining of family and work roles by spouses.

Parson (1942) stated that women's work involvement introduces a source of strain in family's mechanisms of balance. According to him, the liberation of married women from domestic work to occupational careers is possible only with profound alterations in the structure of family. The gainful employment of women typically results in some re-organization of household and child rearing responsibilities. Many studies have dealt with the socio-environmental conditions affecting role re-allocation patterns in dual earner families and the consequences of various solutions in terms of family structure and family interaction patterns (Hoffman and Nye, 1974).

Glenn (1983) in her study on dual earner Chinese - American families observes that the most striking feature of these families is the complete segregation of work and family life. Parents and children in such families are separated for most of the day. The parents' lives are regulated by disciplines of the job while children lead relatively unstructured and unsupervised lives. Parent's fatigue, long hours of separation and lack of common experiences combine to undermine communication in these families. There is very little shared activity in such families and the parent-child tie becomes attenuated.

Role reallocation in dual earner families, especially between the spouses, is necessitated by the role strain and role overload of working women. If a working woman continues to perform the traditional household chores, domestic responsibilities and child care responsibilities all alone besides the demands of work outside, it can result in role strain for her.

Ramu (1987) observed that women experience role conflict, role overload and marital stress because the husband generally does not alter their domestic roles. Husband's participation in

household chores can decrease the role strain for a working wife and non-participation can increase wife's role strain, which can affect the smooth family functioning (Galambos and Silbereisen, 1989). Szinovacz in his study of dual earner couples found that when husbands maintain traditional role expectations and when there exists high segregation in the task allocation patterns it results in family dysfunction. The consequences of female employment on family task allocation patterns depend on the role expectations of each family member, previous role allocation patterns within the family, the normative orientations of members of the family's social network and the availability and relative effectiveness of different sources of support. In recent years, a new perspective has evolved on the division of labor within the family. Instead of concentrating on the division of household tasks, the family is viewed as a unit with a set of task requirements both inside and outside the household. Thus, what has previously been thought of as men's work and women's work is being viewed as one set of family task requirements. (Szinovacz,1977).

Maret and Finlay (1984) in their research on dual earner couples found that if the wife was employed, there was a greater likelihood that household chores and child care would be shared between spouses, and that in general, they would have a more egalitarian conjugal role structure than couples where the wife was not employed. The major determinants of family task sharing were the type of family, income, sex-role orientation, and role salience. Couple's difficulty in meeting family and work demands is often associated with more pessimism, lower levels of togetherness in managing and family conflict.

Another important dimension of family functioning that is influenced by women's employment is the leadership structure of the family. In most cultures, Male partner is considered the real head of the family who takes different decisions pertaining to the functioning of the family. Women are traditionally considered inferior to men, especially in the matter of decision making. Male dominance in this regard was due to the higher status and social position that men enjoyed in terms of their higher educational levels, income and social skills. With the entry of women into the labor force, the traditional leadership pattern of the family is changing. Women are equally educated, equally paid more jobs and enjoy equal social status. This has necessitated their growing role in the decision-making process of the family. The economic independence of a working wife often enables her to demand a democratic leadership in the family and to exercise equal role in the decision-making process. Gainful employment increases the wife's relative power position in the family ensuring a decision-making pattern. However, the traditional role expectations by the husband and by

the members of the wider community in most cultures lead the wife to refrain from enforcing joint decision-making process in dual career families.

The emotional bonding between members of dual career families has also been an area of interest for family and marriage researchers. A healthy family is conceived as a cohesive unit where each member of the family exhibits a remarkable extent. This dimension of family dynamics is influenced to a great extent by the common interests and activities of family members. In dual career families, due to the high work involvement and commitment, companionship activities of partners are low. Parents and children in these families experience long hours of separation, and the lack of common experience combine to undermine the cohesion of dual earner families (Glenn, 1983).

### **2.2.2 Impact of Women's Employment on Marriage and Marital Relationship:**

Investigating the effects of women's employment on the quality of marital interaction is important not only for marriage theory, but also regarding the popular concern over the state of the family. Earlier research in the field suggested that dual earner couples experience less marital happiness and satisfaction compared to the couples in traditional single earner families.

Explanations for these findings came in the form of role strain and role overload of wives, traditional sex role orientation of husbands and the increasing pressures of work on marriage and family. One of these earlier studies which reported the negative impact of women's employment on marriage observed that if a woman is employed out of economic necessity than out of choice, then the marriage was likely to be in trouble (Orden and Bradbum, 1969). Attempts were made by researchers in the past to identify the impact of job characteristics on the marital quality of dual earner couples. Galinsky and Moms (1992) examined the link between job characteristics and mental quality and found that male and female employees in jobs with high pressure reported conflicting role demands and negative emotional states, which in turn, were associated with increased reports of marital tension. Negative conditions at work for women (work overload, unpleasant social environment, lack of authority) have been related to their perception of increased stress at home and low marital satisfaction (Repetti, 1987). According to Sears and Galambos (1992), women's work experience spilled over into their marital adjustment through their feelings of work stress and global stress. The links between women's work, job stress and marital adjustment are undoubtedly plagued in couple's interaction after work.

The reasons for marital dissatisfaction occurring due to wife's employment has been studied by many researchers. Higher career commitment of spouses (Mortimer et al., 1978), high role segregation between spouses as a result of traditional sex role orientation of husband (Szinovacz, 1977), lack of companionship activities (Blood and Wolfe, 1960), autocratic decision making and increased power for male spouse (Oppenheimer, 1977), increased economic independence of women (Becker et al., 1977), status competition between spouses (Parson, 1942), status incompatibility (Pearlin, 1975)' lack of role complementarity (Becker et al., 1977), threat to gender identity (Rothschild,1970), wife's occupational superiority (Hiller and Philliber, 1982), family-work role strain (Galambos and Silbereisen 1989) etc., are some of them.

Burke and Weir (1976) in their study concluded that dual career marriages contribute to marital discord and stress experienced by husband by (a) reducing the amount of personal care he receives, (b) increasing his responsibilities for childcare and other domestic responsibilities, (c) enhancing the measure by which husbands are called upon to support the ambition of their spouse, and (d) eroding the husband's central position in the family. All these factors are not inevitable consequences of women's employment but determined by the demands of wife's job and personality characteristics of husband and wife.

Marital dissatisfaction would generally arise from the increased economic independence of married woman, an independence which would raise the expected gain to her from dissolution of the marriage above the actual gain in the current marriage (Becker et al., 1977). The research on marital dissatisfaction in dual earner families suggest that the marital unhappiness observed in such marriages is not inherent in the structure of the dual earner family but is related to contingencies characteristic of this family type (Bebbington, 1973). Such occurrences may be the range of decision-making process that precede the labour force participation of married women, particularly the timing of a married woman's labour force entrance.

The general finding in most researches is that over-involvement in career pursuits, lack of role complementarity, status competition, status incompatibility, wife's occupational superiority, lack of companionship activities and family work role strain are negatively related to marital quality of dual earner couples. Maret and Finaly (1984) found that if the wife is employed, there is greater likelihood that household chores and childcare would be shared between spouses, and that in general they would have a more egalitarian conjugal role structure than couples where the wife is not employed. Researchers have also focused on the influence of changes that take place in the quality of marital life.

Shukla (1978) found that when wives are employed, they have more power in marriage and enjoy more egalitarian relationship in manage. Ramu (1987) in a comparative study on the role perception and performance of Indian husbands in single & dual earner families found that dual earner wives are conservative in their role perception. Husbands in these marriages do not see their traditional superior status as threatened and instead enjoy the economic benefits of their wife's labour along with the public image of being benevolent, liberated men who have permitted their wives to seek outside employment. One of the natural changes taking place in dual earner couples is their orientation to egalitarian decision making in the family which permitted women in these families to enjoy more satisfaction in the marriage. They also suggest that members of dual earner families are better suited to the collegial type of marriage relationship which would allow for the development of separate identities and for a sharing of power between the partners in addition to meeting the lower relational needs. A review of the research over the last five decades on dual earner marriages reveals that most of the early studies found differences favoring unemployed wives over employed wives on measures of marital happiness, satisfaction and adjustment. (Nye and Hofian, 1963). Research of Locksley (1980) however suggest these differences no longer persist between working and non-working wives.

John Holland's theory states that the career is determined by the interaction between personality and the environment of people. His theory of Career Choice (RIASEC) says that when choosing a career, people prefer jobs where they can be around others who are like them. They search for environments that will let them use their skills and abilities, and express their attitudes and values, while taking on enjoyable problems and roles. Behaviour is determined by an interaction between personality and environment. Holland's theory is centered on the notion that most people fit into one of six personality types: Realistic, investigative, artistic, social, enterprise, conventional. Among these six personalities, Holland states that females are most likely to score in three personality types (artistic, social and conventional). The reason given has given is that the society channels women into female-dominated occupations.

### **2.2.3 Working Women in Nepal:**

Kafle (2015) in his journal, "Covariates of Currently Married Women's Employment in Nepal: A Regional Analysis", stated that the regional differences in currently married women's employment status, its nature and some of the covariates in Nepal, with special focus on their education and economic status by analyzing data from Nepal Demographic and

Health Survey, 2011. Women's employment, with substantial regional variation in the three ecological regions, is predominately unpaid, done mainly for family members, mostly in agriculture sector and women work throughout the year. Women are employed mainly in family farm and their job is unpaid. Higher education of women is positively associated with their involvement in paid jobs. Women of better wealth strata are less likely to be employed but if employed, they are more likely to be in paid jobs. Increasing education of women may have mixed effect in future. Policy measures are desirable to minimize these regional differences and to reallocate the total labor force in general and the female labor force in more productive sectors with secured paid jobs for women for the prosperity of the country.

### **2.3 Empirical Review:**

Females working in health service organizations have ever-increasing pressure to develop their career in higher positions worldwide. Therefore, the study aimed to assess factors influencing the career progression of female employees in health service organizations. A cross-sectional mixed-method study in which a total 110 female employees from health service organizations were interviewed for quantitative survey and 15 for in-depth interviews. Individual factors: career preferences, individuals' investment on education, and individuals' skill and hard work played a significant role in advancing career. Female employees were found to have dual responsibilities both at home and at the workplace. Their career goals were changed after marriage and having children. They face discrimination and sexual harassment and lack mentoring, coaching, and social support in the workplace. Interplay between the socio-cultural and organizational factors was evident for career growth. Maintaining the balance between work and family life with being subjected to gender stereotypes making the respondents difficult to progress in their career. Female employees are juggled between societal norms, family obligations, and expectations of the organization. It was recommended that each healthcare organization in Nepal needs to have a gender-balanced work environment and provide equal opportunities to women employees. (Rijal & Wasti., 2018).

The impact of women's employment on marriage however depends on a variety of factors. The disparate findings of researches in this field have been quite evident. Earlier studies show different findings indicate that the difference has been due to the changes that have occurred in role orientation of husbands (Maret and Finlay, 1984) and due to the changes in the

expectations on economic contribution of women to the sustenance of family (Ludewig and McGee, 1986). Recent studies indicate that in an environment where the wife's employment is expected and appreciated, it can have a positive effect on marital happiness and satisfaction. Similarly, most of the findings on the reasons of marital dissatisfaction focuses on the role functioning of the couples in these marriages. Non-traditional division of housework is positively and significantly related to higher levels of marital satisfaction among both couples. Traditional sex role orientation and lack of co-operation of husband in the execution of domestic responsibilities contribute to role strain for the female spouse, which is found to be a potential factor for marital conflict. Marital disruption usually occurs only when women sacrifice marital happiness and spousal role for career or job achievements. Booth (1977) has observed that husbands and wives are readily adapting to female participation in the labour force and the benefits accruing to couples as a result of possessing dual occupation far outweigh the disadvantages if any that may be evident.

#### **2.4 International Scenery and the career choice of women:**

In Spain, marriage has been influenced by educational qualification of women. From the survey result of Fertility Survey done in 1999, highly educated women marry less. (Pastor, 2008). The 40% of new marriages in the USA are heading for a divorce. Woman living as a divorcee or a single woman is more likely to excel in their career than those who are bound in a big family. Single woman gets the freedom to choose their career path and are more career-centric (Mohan, 2018).

The psychological aspect of married women with good job, better jobs, and contentment shows the factors that contribute to a stable marriage comparing the marital status of their spouse's parents. The divorced parents make significant impact on the married life of the children as well. The differences that come up on working and nonworking women along with the age during their marriage, their race, religious beliefs and socio-economic status (Noer & Michael, 2006).

Although sociological research on family change has emphasized the importance of gender role attitudes for decades, relatively few empirical studies have demonstrated behavioral consequences of these attitudes. In addition, experiencing a marriage in early adulthood leads to more agreement that wives should be homemakers. Women who believe that wives should be homemakers enter marriage more quickly but women who expect to complete college degree enter into marriage lately. Thus, women who marry in early adulthood agrees that they should be homemakers. (Barber, Jennifer & Axinn, 1998).

Marriage is considered as a source of support, entertainment and satisfaction to the married couple. Nevertheless, members of society spend less time together and gradual dissatisfaction develops among them that often leads to marital disruption. Especially, financially independent women are less happy. Due to the need to survive, the couple are compelled to far from their residence for job which generates gap between them and are resulting it to be the unhappy marriage life. (Acharya, 472, 1997). Early married women are engaged in living their life as it comes instead of focusing on formal education and training for their employment and least are these women concerned over their personal growth or career development (Singh & Samara, 1996).

The issues on women's empowerment have been raised every year in the national level but least has been implemented. Although the plans have been proposed strategically in the education, health, employment, agriculture and other legal systems by the government and the non-government agencies, it has yet to be addressed in the local level to reach the local households for increased recruitment of women at all levels. In order to enhance the economic condition of women, the government advocated for the empowerment of women in 1982. Due to the burden women have to face at the household chores, they have not been able to participate in the better income generating works and their contribution is still not considered as economic activity in their society (Luitel, 1993).

According to Eleanor M. Lemmer, women who had a break in their career after marriage for the sake of family formations proved to be average achievers but enthusiastic students in education enhancement as well. Similarly, these women can start their second career were more reliable and committed to a caring work style (Lemmer, 1989).

## **CHAPTER THREE**

### **RESEARCH METHODOLOGY**

#### **3.1 Research Design:**

The research has been designed to identify the impact of marriage on the career development of women. This research aims at married women of Newar community of Kirtipur municipality. The research design is descriptive and exploratory as well as co-relational. The researcher has formed set of questionnaires relating to the topic of the research in order to meet the objectives by gathering the necessary data and information. The research includes the views of local people's perception and explored findings.

#### **3.2 Nature and Sources of Data:**

Quantitative and Qualitative data was used in order to achieve the objective of the study. Primary Data as well as Secondary Data was used for this study. The primary source of collecting data or the way through which necessary information achieved is questionnaire. The respondents were read the questionnaire and try to answer all the queries mentioned in it. Formal or informal interviews was conducted even after the questionnaire. The Secondary source of data was books, municipality, ward office, libraries, online articles, reports, journals, internet and brochures. During the study period, the secondary data became an important and supportive source to conduct the study and analyze them. It helped to bring

the answers to all the research questions. In the same way, the secondary data will be collected from newspapers, diaries, interviews, transcripts, survey and statistics.

### 3.3 Field of Study:

The study was adopted stratified sampling technique which helps to represent the impact of marriage on career development of the women in Kirtipur municipality ward-9. The study will only cover ward number 9 of Kirtipur Municipality. The age limit of the respondents is between 18-49. The married Newar women of the ward 9 have been interviewed. This study has applied purposive sampling for area selection whereas sample population of the study was selected on the following basis.

Ward	Total Population	Total Households	Males	Females
9	8242	2845	4911	3331

The total number of households in ward 9 is 2845 and the total population of the ward 9 is 8242. The total population of females is 3331 and males is 4911. Out of the total population of females, only 67 respondents will be included for questionnaire survey. The selection of the respondents is done through Simple Random sampling using SPSS.

### 3.4 Data Collection Tools and Techniques:

#### 3.4.1 Questionnaire Survey:

The questionnaire survey is done by the researcher in the households ward no 9 of Kirtipur Municipality. The questions are asked by the researcher to the married women only belonging to Newar community by interviewing them individually.

#### 3.4.2 Key informant Interview:

Each of the selected individuals are thoroughly interviewed by the researcher. They were asked related questions the interview helped to bring detailed information about personal feelings, perceptions and opinions. This helped to gather more detailed information. The flexibility of the unstructured interview will be help to bring out the effective aspects of the subject's responses. Key informants help to provide extra valuable information to the present researcher. They provide valuable guideline.

### **3.5 Data Analysis and Presentation:**

The data analysis is done by using various tools. The collected data from the study areas was processed by editing, coding, classifying, tabulating in SPSS and MS Excel format which would be supporting the analyst. The qualitative and quantitative data was presented in tables and related statistical tools like average and percentage, etc. The evaluations include multiple choice items and ratings (e.g., Likert scale). These tools help to find out whether the research done is valid and reliable or not. The qualitative and quantitative data was interpreted and analyzed. Moreover, qualitative data information has been collected through the in-depth interview.

## **CHAPTER FOUR DATA PRESENTATION AND ANALYSIS.**

This chapter deals with the data presentation and interpretation. The agglomerated primary data from the field survey have been tabulated and their interpretation had been made thoroughly.

### **4.1 General Background:**

#### **Introduction of the study area:**

The study area is Kirtipur Municipality. Kirtipur is one of the historical cities dominated by Newar community, which was declared as municipality among 58 municipalities under the Municipal Act in 2053 Chaitra 14 B. S. within the Kathmandu valley. It is situated in 7 km south-west of Kathmandu Metropolitan city. It is also known as the city of glory, as it is one of the old and typical Newar settlements of the valley. It lies at 27° 38' 37" to 27° 41' 36" N and 85° 14' 64" to 85° 18' 00" E with altitude ranging from 1284m to 1524m above mean sea level. It was declared as municipality in 1997 by combining eight contemporary village development committees namely Palifal, Layaku, Bahirigaon, Chithubihar, Champadevi, Bishnudevi, Balkumari and Chovar. Administratively, Kirtipur Municipality has 10 wards covering 14.76 sq. km area. It is encircled by Bagmati River in the East, Chandragiri Municipality in the West, Kathmandu Metropolitan City in North and Dakchhinkali

Municipality in the South. However, the study area is confined to Kirtipur Municipality ward number 9 only.

#### 4.2 Demographic Information:

##### 4.2.1 Total Population of Kirtipur Municipality:

The given table shows the total population of Kirtipur Municipality. For the study, Only Ward 9 is taken for data collection.

**Table 1: Population of Kirtipur Municipality**

<b>Ward No.</b>	<b>Households</b>	<b>Males</b>	<b>Females</b>	<b>Total Population</b>
1	1915	3674	3034	6708
2	1863	3610	3118	6728
3	1414	2738	2382	5120
4	1426	3079	3079	6158
5	2027	3821	2937	6758
6	1678	3586	3696	7282
7	1722	2934	1727	4661
8	1359	2447	1759	4206
9	2845	4911	3331	8242
10	3192	5676	4063	9736
<b>Total</b>	<b>19441</b>	<b>36476</b>	<b>29126</b>	<b>65602</b>

Source: Kirtipur Municipality Office, National Census ,2011.

The table shows that the total number of households in the municipality is 19441. The total number of the males is 36476. The total number of females is 29126. The total number of the population is 65602. The number of females is comparatively less than that of males.

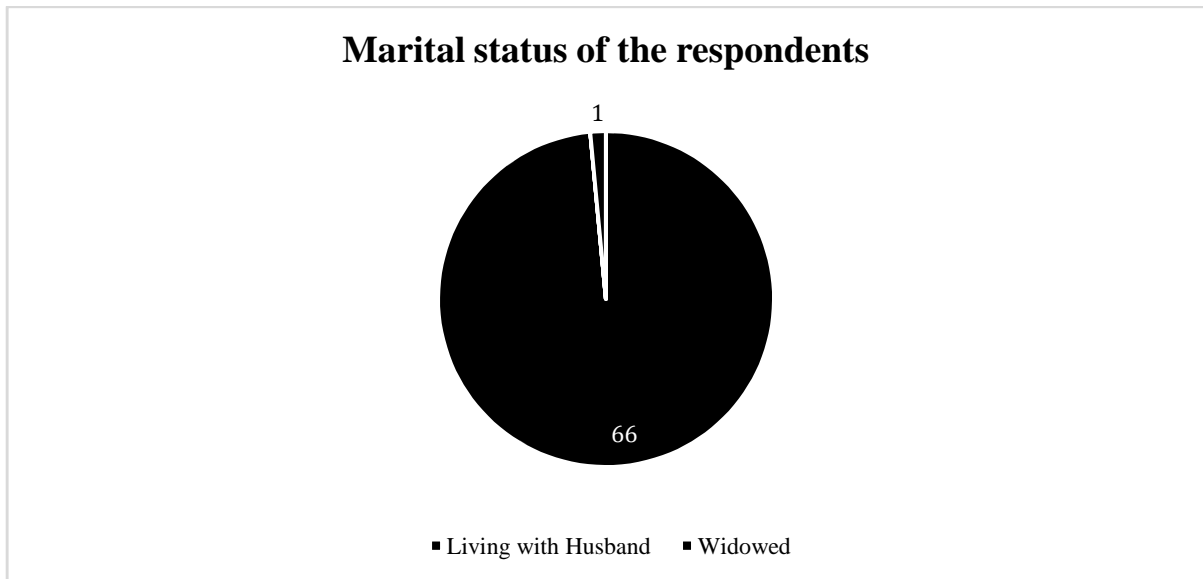
##### 4.2.2 Demography of the Respondents:

The total number of respondents were 67. The following tables shows their ward number, age, and caste. The total number of the respondents is 67. The age range of the respondents is 18-49. All of them are Females belonging to Newar community. However, there are respondents belonging to different castes.

##### 4.2.3 Marital Status of the Respondents:

The marital status of the respondents plays a vital role in the study. The following pie chart shows their marital status.

**Pie chart 1: Marital status of the respondents.**



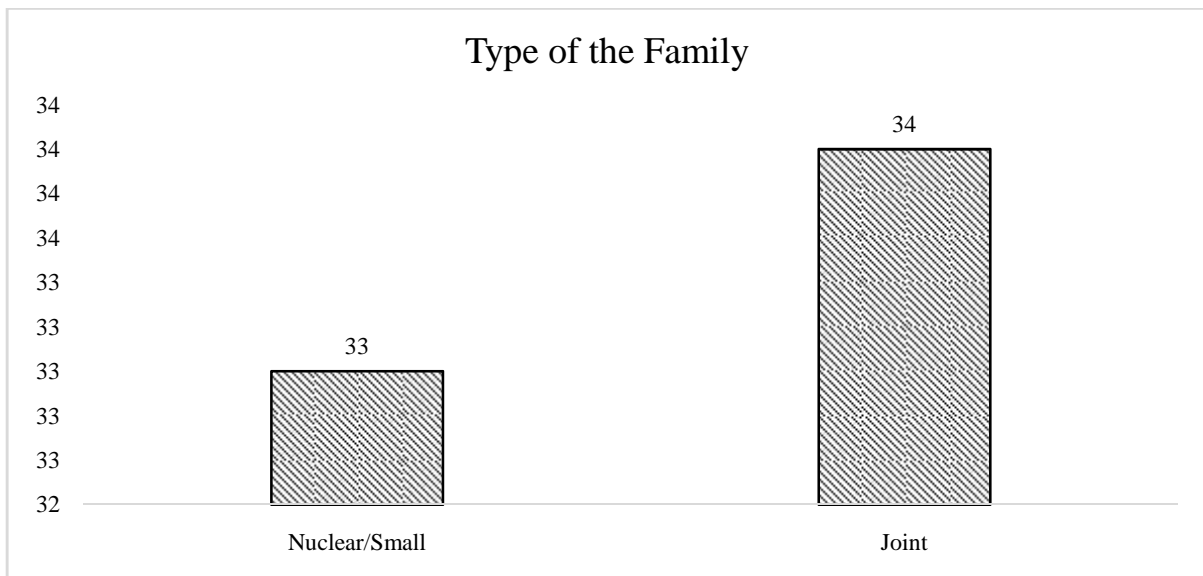
Source: *Field Survey,2020*

Out of 67 total respondents,66 participants were living with husband while only 1 was widowed. Similarly, there were no participants who were divorced, separated or others.

#### 4.2.4 Type of family of the respondents.

The following bar chart shows the types of family that the respondent lives in.

**Bar graph 1:Type of family of the respondents**



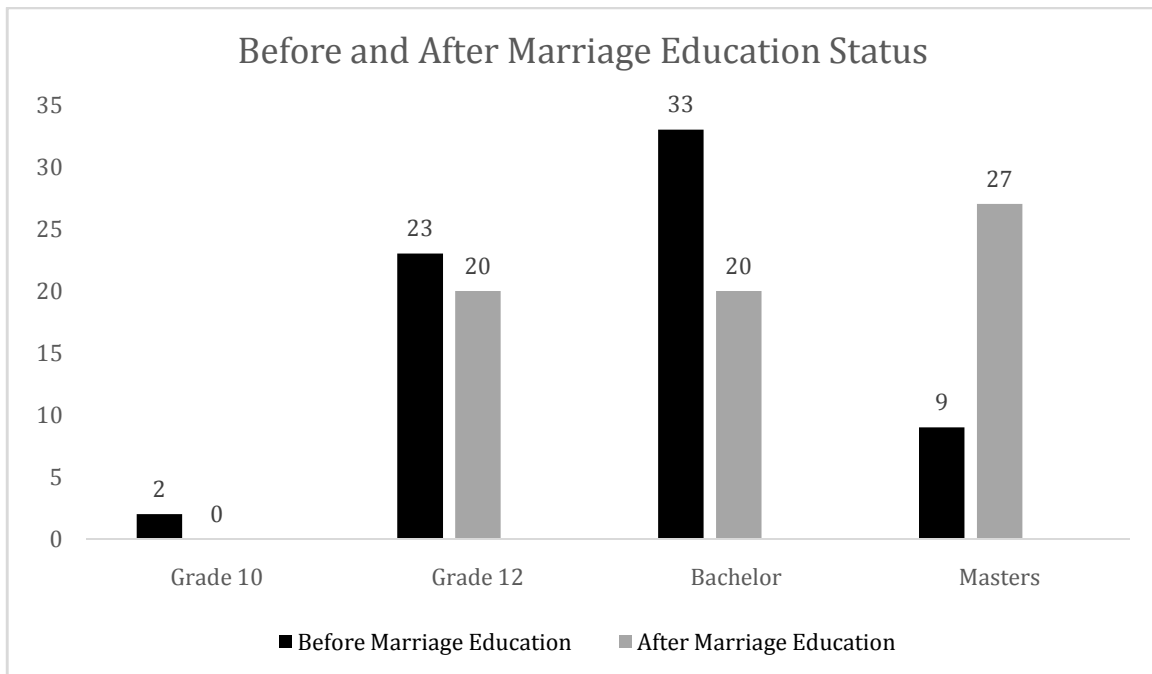
Source: *Field Survey, 2020*

The 33 (49.3%) of the respondents live in Nuclear/Small family whereas remaining 34 (50.7%) live in Joint family. According to the data presented, the highest number of the respondents live in joint family.

#### 4.2.5 Educational status of the respondents before and after the marriage:

Education is the key to any success. It is the Cornerstone of the development also. Higher the level of the education means better will be the opportunities. The education level of the respondents has been listed on the following Bar graph.

**Bar Graph 2: Education Level Before and After Marriage of the Respondents.**



Source: *Field Survey, 2020*

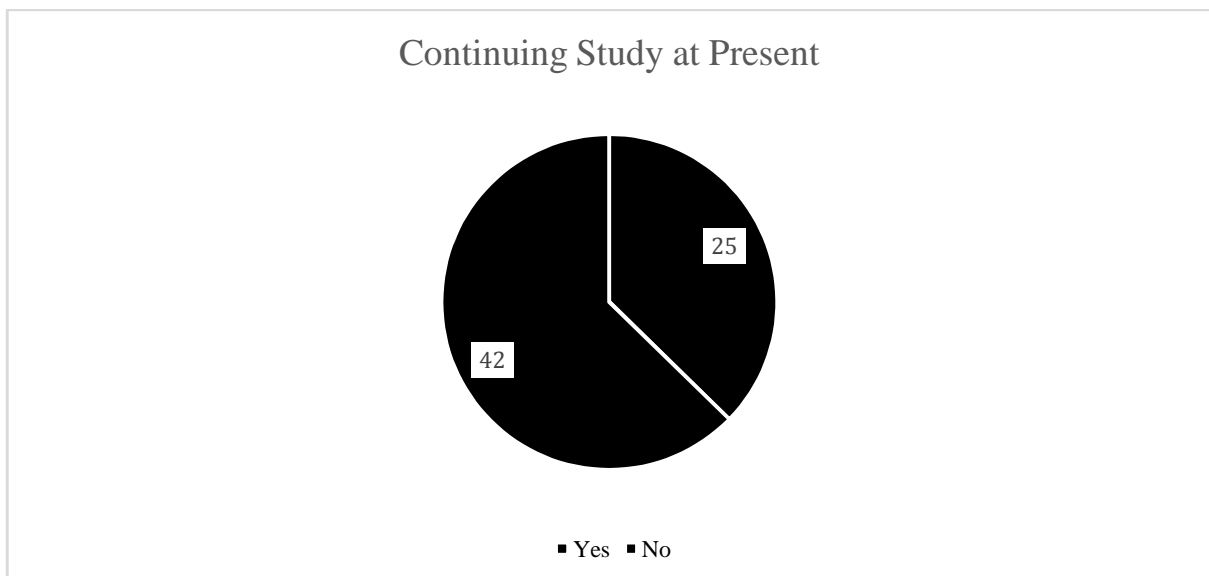
The data shows that only 2 respondents have grade 10 education level before their marriage and 23 respondents had completed grade 12. Similarly, 33 of the respondents had completed

Bachelors level and 9 of the respondents had completed Masters level of education. This shows that majority of the respondents have Bachelors level education before their marriage. Similarly, there are no respondents who had Grade 10 education after marriage. 20 of them pursued to Grade 12 education. 20 of them did Bachelors level after their marriage. And 27 of them did their Master's level after their marriage.

#### 4.2.6 Continuity of Education at Present:

The following pie chart shows the status of the respondents who have been giving continuity to their education at present.

**Pie Chart 2: Continuity of Education at Present**



Source: *Field Survey,2020*

The data above shows that only 25 (37.3%) of the respondents have been continuing their education at present whereas 42 (62.7%) of them have not continued their education. This shows that a smaller number of respondents are engaged in education at present.

**Case I:**

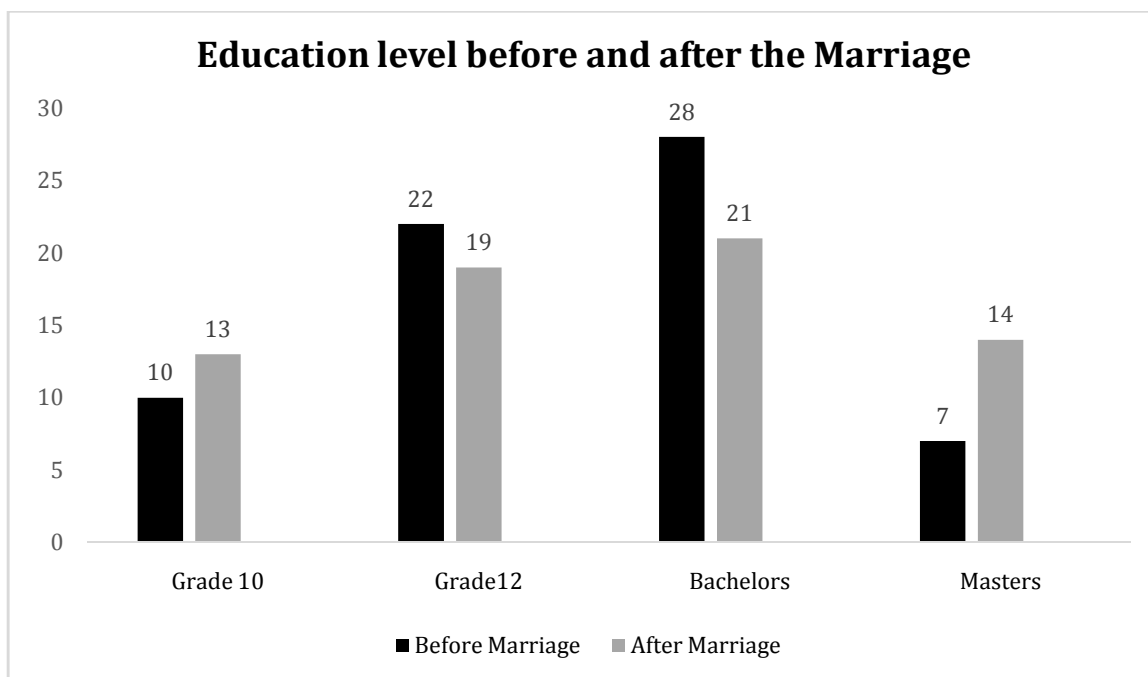
*I am Anisha Deula. I currently live in Kirtipur, Ward 9. My age is 24. I live in a joint family. My education level is Bachelor's degree. I got married while I was doing my Bachelors, I completed my degree after I got married. I have recently joined for Master's degree as well. My husband and other family members are very cooperative. I am currently jobless. I am applying for government job. I have been looking after my family at the moment as well as preparing myself for examinations. I am really interested in Corporate job. I am allowed to take part in trainings and other community activities. My family is supportive and they consider me as an income generating member.*

In this case, the respondent has good education even after the marriage. The respondent has continued with the study. The family is also cooperative. This shows that with support of the family a woman can achieve a lot of things. It also shows that marriage holds no boundaries. It can also lead to new success in life.

**4.2.7 Education level of the Respondent's Spouse:**

The education level of the spouse also plays a vital role for the study. The more a person is educated the more he or she will be aware and responsible about good and bad things. It will help an individual to progress in social life. The tables below show the education level of the spouses of the respondents before and after the marriage.

**Bar Chart 3: Education level before and after the Marriage**



Source: *Field Survey, 2020*

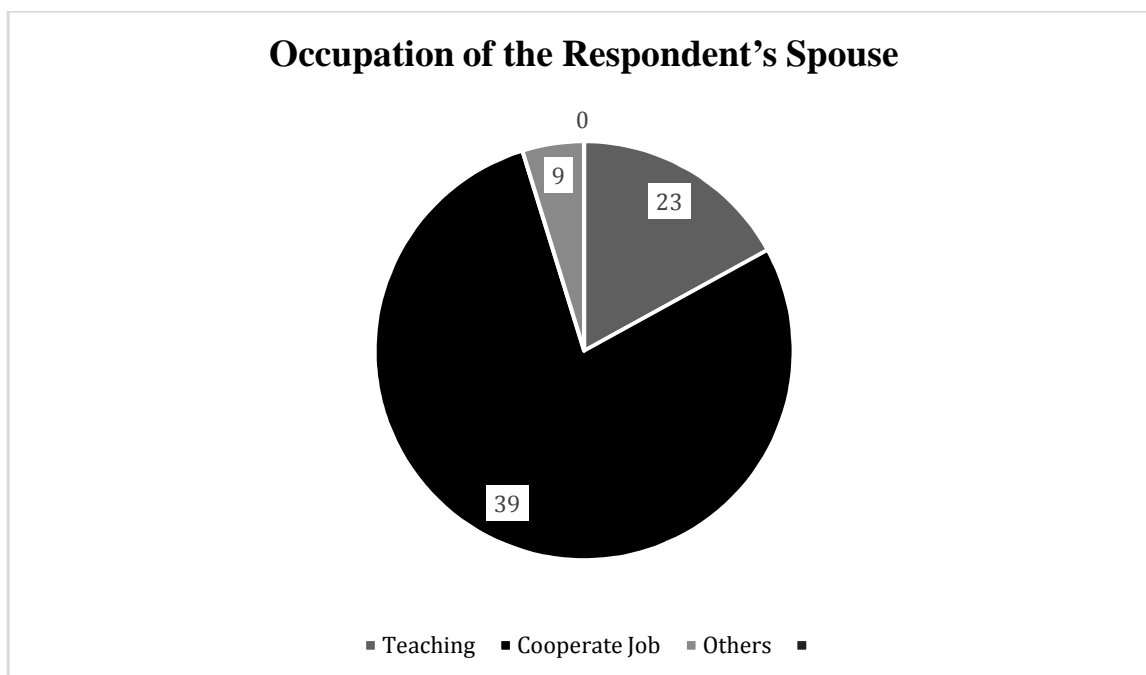
The table above shows that 10 of them had Grade 10 level of education and 22 of them had Grade 12 level of education. Similarly, 28 of them had Bachelors level of education and 7 of them had Masters level of education. The higher majority have Bachelors level of education before marriage. The above table also indicates that after the marriage 13 of them had grade 10 level of education, 19 of them had grade 12, 21 of them had Bachelors, and 14 of them had Masters level of education. This shows that most of them did continue their education to certain level.

#### 4.2.8 Occupation of the Respondent's Spouse:

The given pie chart below shows the occupation of the respondent's spouses.

Teaching	9
Cooperate Job	23
Others	39
Total	67

**Pie Chart 3: Occupation of the Respondent's Spouse**



Source: *Field Survey, 2020*

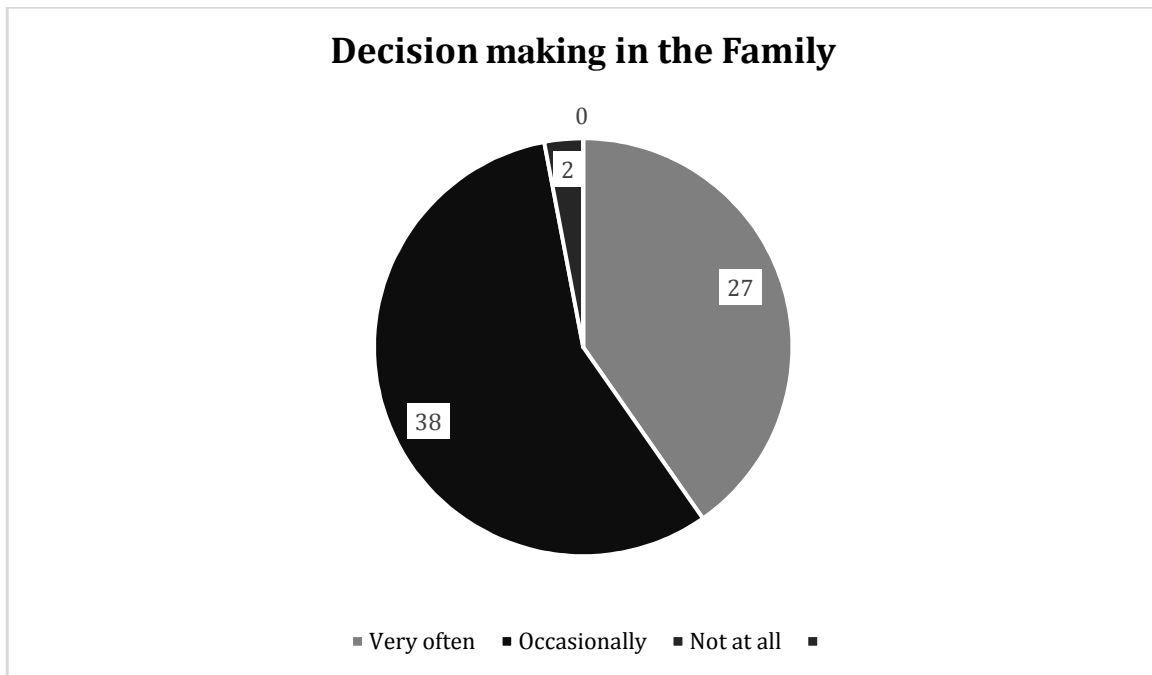
The data exhibit that only 9 of them are engaged in teaching occupation. The number of the respondents' spouse involved in corporate job is 23. Similarly, 39 of them are engaged in other occupations. This shows that higher number of them are engaged in other jobs rather than teaching and corporate jobs.

#### **4.2.9 Decision making in the Family**

According to the questionnaire prepared, the frequency of decision-making chances by the respondent was categorized as very often, occasionally, not at all. The following table shows the frequency of decision making in the family by the respondents.

Very Often	38
Occasionally	27
Not at all	2
Total	67

**Pie chart 4: Decision making in the Family.**



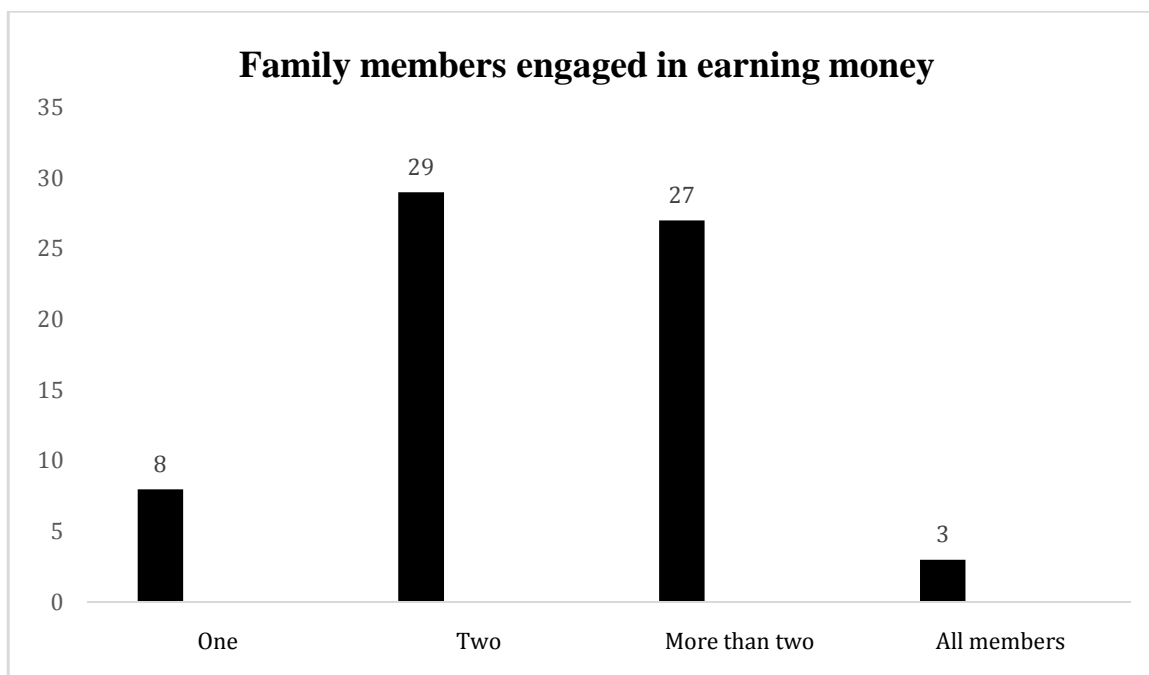
Source: *Field Survey, 2020*

The chart above mentions that 38 (40.3%) of the respondents have answered to make decisions in the family very often. Likewise, 27 (56.7%) of them had answered to occasionally make decisions and only 2 (3%) of them have said to not make decisions in the family at all. The majority of the respondents have agreed to make decisions occasionally.

#### **4.2.10 Family members engaged in earning money**

The engagement of all the family in earning activities helps in prosperity of the family. The number of family members involved in money earning activities are shown below in the bar chart.

**Bar graph 4: Family members engaged in earning money**



Source: *Field Survey, 2020*

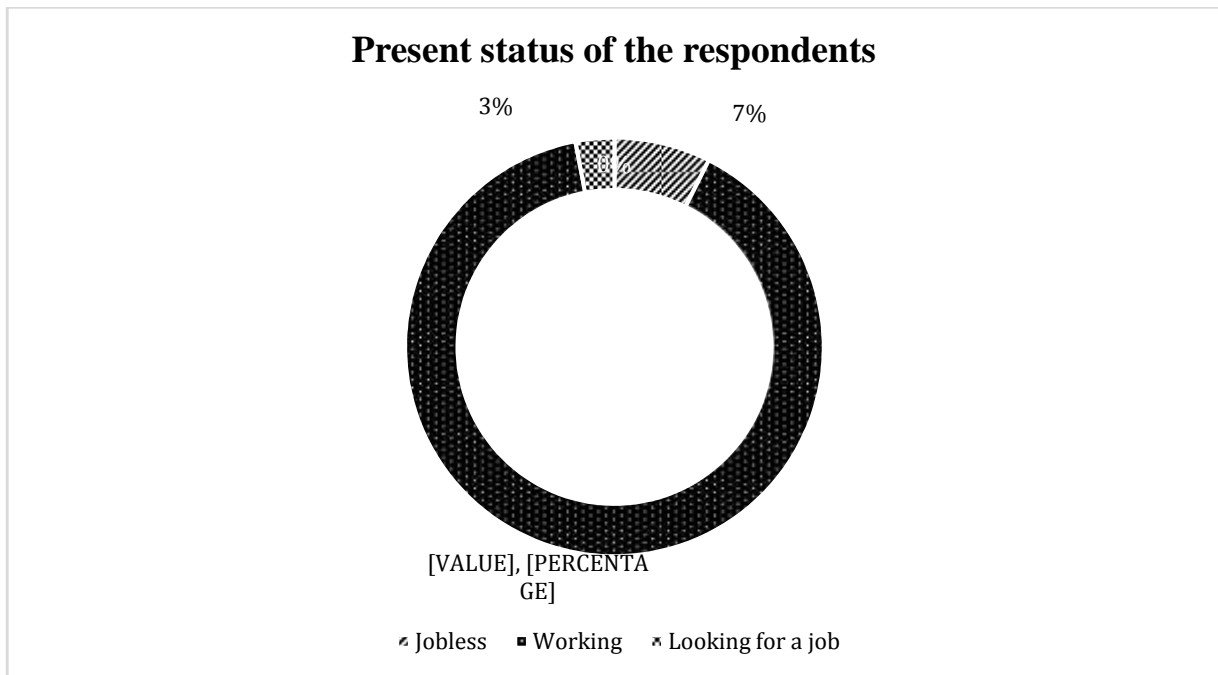
The chart shows that out of 40, 5 families have only 1 family member who earns money. 18 families have 2 members who earn money for daily needs and 15 families have more than 2 family members who earn. Only 3 families have all the members who earn money.

#### 4.2.11 Present status of the respondents

The following table shows what the respondents are doing at present. It is categorized as Jobless, working, looking for a job. The tables show the frequency of what the respondents are doing at present.

<b>Table 4: Present status of the respondents</b>	
Jobless	5
Working	60
Looking for a job	2
Total	67

**Pie chart 5: Present status of the respondents**



Source: *Field Survey, 2020*

The present status of 5 (7%) respondents is jobless. The 60 (89.6%) of the respondents are currently working and 2 (3%) of the respondents are looking for a job at the present. This shows that majority of the respondents are engaged in work.

#### Case 2:

*I am Karishma Maharjan. My age is 34 and I am married. I live in a nuclear family. I live with my husband, son and mother-in-law. I got married at the age of 22. I was mentally and physically prepared for my marriage. My education level is 12+. I joined Bachelors level after my marriage but I could not complete it because of my pregnancy. I did try to complete my study after few years but I was unable to do so. My husband's education level is +12. He has an Asparagus farm. I must say that I have a good environment to make decisions at times.*

*Me and my husband, both of us are employed. I work in a saving cooperative company nearby my home. However, my preferred profession is to work in a bank. I have also worked as a teacher for a while. While talking about my education level, I do not think that I have successfully completed my education as per my wish. I have a cooperative family but I could not complete my study as getting married brought me lots of responsibilities.*

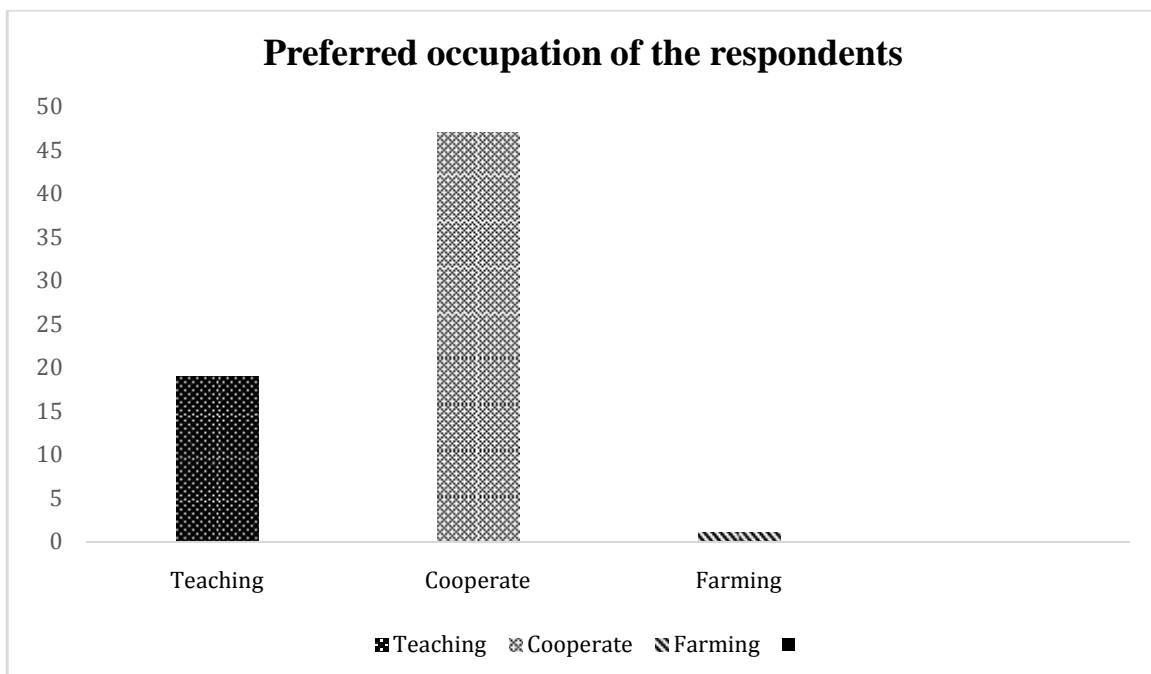
*However, at the moment I am actively involved in various trainings. I have also been looking for other job opportunities time and again.*

The above case is only an example. There are many women who have been working and looking after the family at the same time. This shows that even with lots of responsibilities around, a woman can handle lots of things. With good chances, one can achieve a lot of things.

#### 4.2.12 Preferred occupation of the respondents

The following Chart shows the preferred occupation of the respondents. They are categorized into teaching, corporate job and farming.

**Bar Graph 5: Preferred occupation of the respondents**



Source: *Field Survey, 2020*

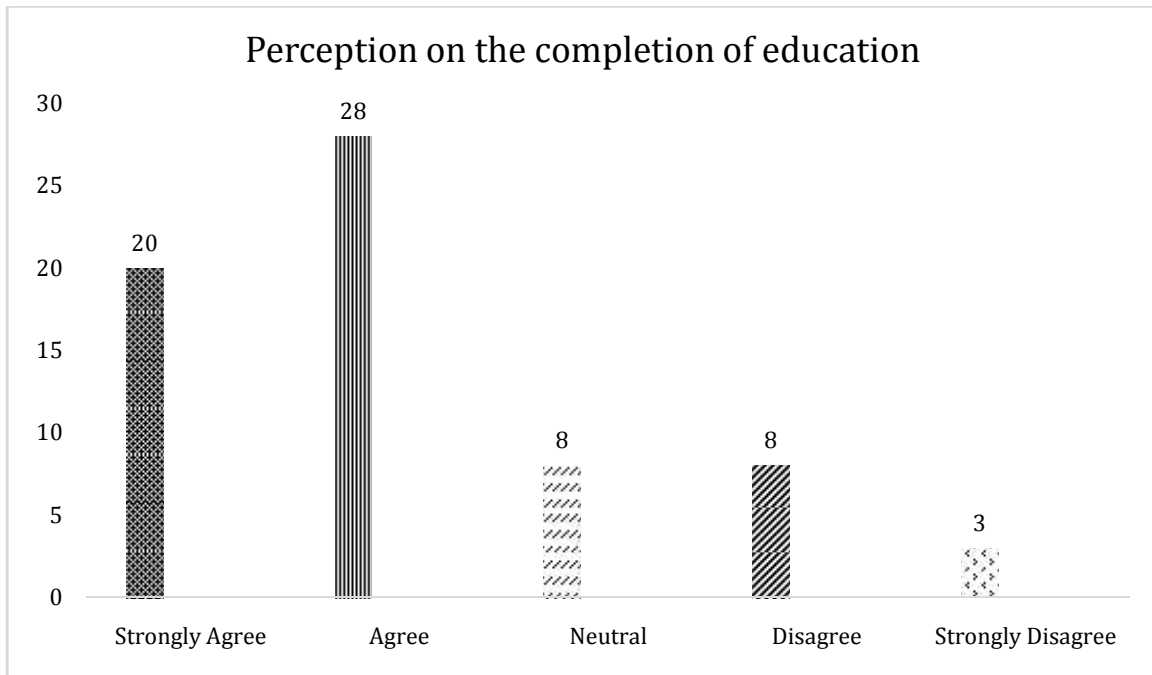
The total number of respondents prefer teaching occupation is 13 (32.5%), in corporate job is 26 (65%), in Farming is 1 (2.5%). Most of the preferred job is in corporate as shown in the table.

### 4.3 Perception of the respondents on marriage that affects their career choices:

#### 4.3.1 Perception on the completion of education

The chart given below shows what respondents think about their education level. It shows if they think that they have successfully completed their education or not.

**Bar Graph 6: Perception on the completion of education**



Source: *Field Survey, 2020*

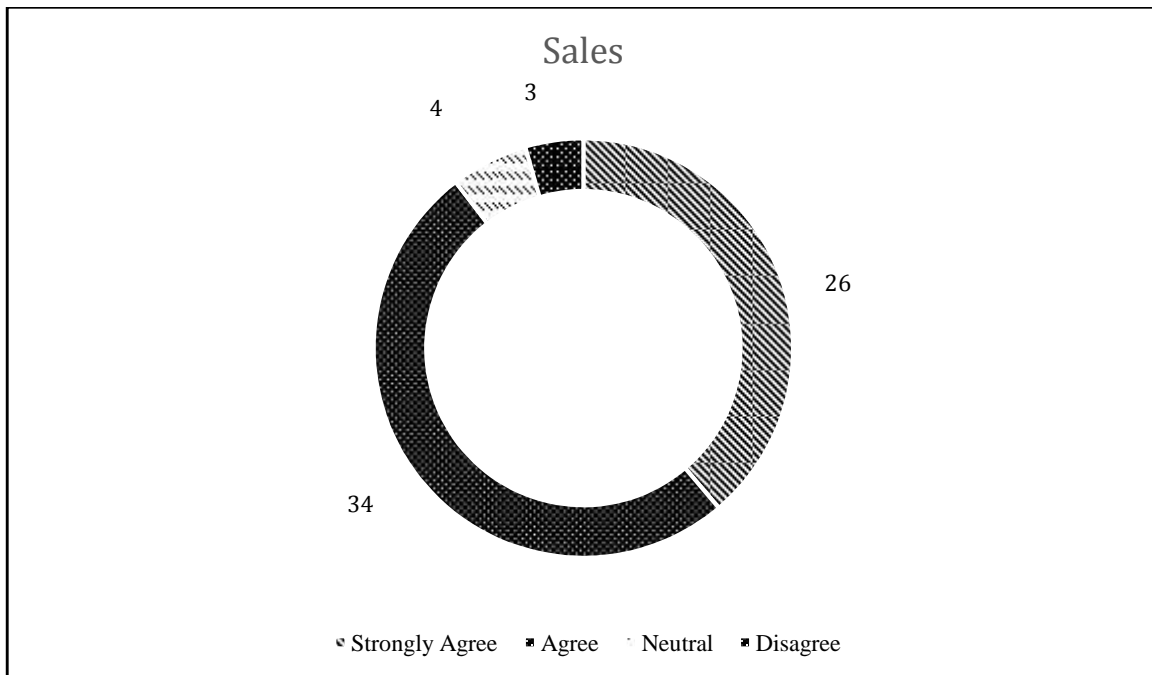
The table shows that 20(29.9%) of the respondents strongly agree that they have successfully completed their education, 28 (41.8%) of them agree, 8 (11.9%) are Neutral, 8 (11.9%) have disagreed and 3 (4.5%) have strongly disagreed.

#### **4.3.2 Perception on Family Co-operation in the Family:**

The respondents were asked about the co-operation in the family. The table shows the frequencies of their answers.

Strongly agree	26
Agree	34
Neutral	4
Disagree	3
Total	67

**Pie chart 6: Family Co-operation in the Family**



Source: *Field Survey, 2020*

The chart shows that 26(38.8%) of the respondents strongly agree that there is family co-operation, 34 (50.7%) have agreed, 4 (6%) of them are Neutral and have disagreed respectively and 3 (4.5%) have answered to be strongly disagreed.

**Case 3:**

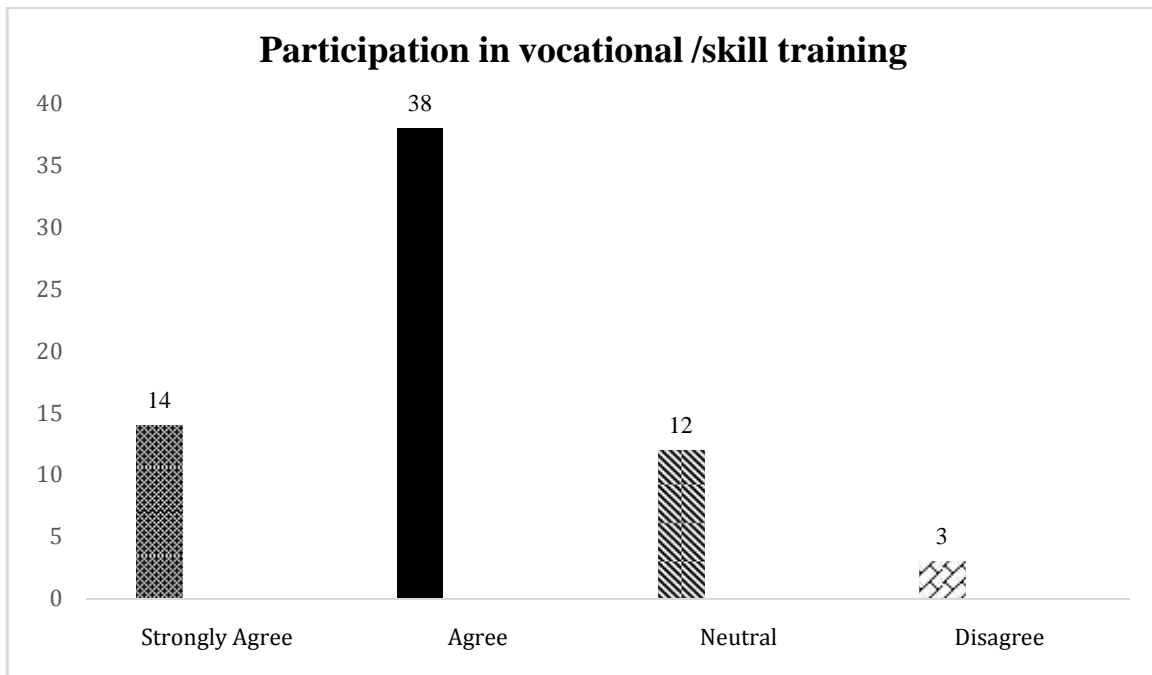
*My name is Nisham Maharjan. My age is 33. I am married and I live in a joint family. I have completed my Master's level. I have not given continuity to my education after my marriage. My husband's education level is SLC. He has a corporate job. All of my active family members are employed. I am working as a teacher at the moment. However, I would not say that my family is cooperative in case of my education matter. They allowed me to work only after few years of my marriage. I am never motivated by my in-laws to continue my education career. I get to take part in other activities occasionally only because I am mostly occupied by my 9 to 5 job or by household works.*

In this case, we can analyze that not every family is same. Everyone does not get equal support and motivation. Many women lose opportunities due to family problems. However, the respondent has managed to find work. Unfortunately, the respondent has not much time for other social activities.

### 4.3.3 Perception on Participation in vocational /skill training

The respondents were asked about their participation in vocational or skill training. The chart shows the frequencies of their answers.

**Bar graph 7: Participation in vocational /skill training**



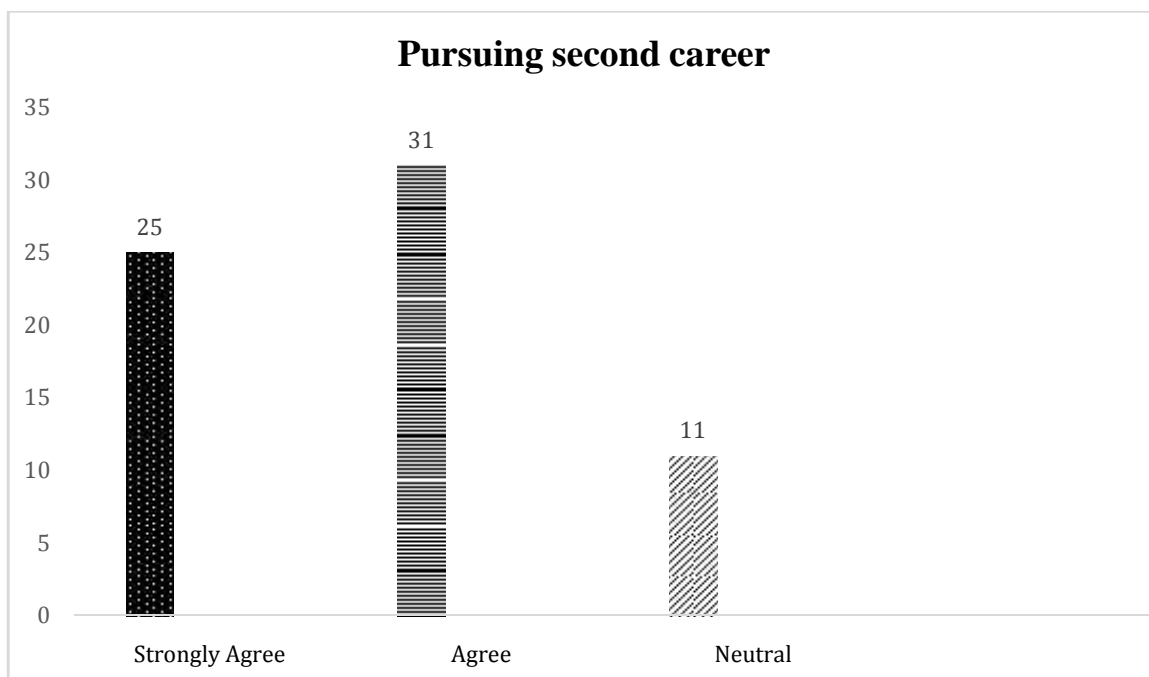
Source: *Field Survey, 2020*

The number of the respondents who have strongly agreed to the participation in the various skill trainings is 14(20.9%), 38(56.7%) have agreed, 12(17.9%) are neutral, 3(4.9%) have disagreed and none have strongly disagreed.

### 4.3.4 Perception on Family to allow to pursue second career

Marriage takes a big turn in the life of a women. Many have to leave their job or career and look for second career in time. The perception of the respondent about the family members allowing them to pursue second career is show in the chart below.

**Bar graph 8: Pursuing second career**



Source: *Field Survey,2020*

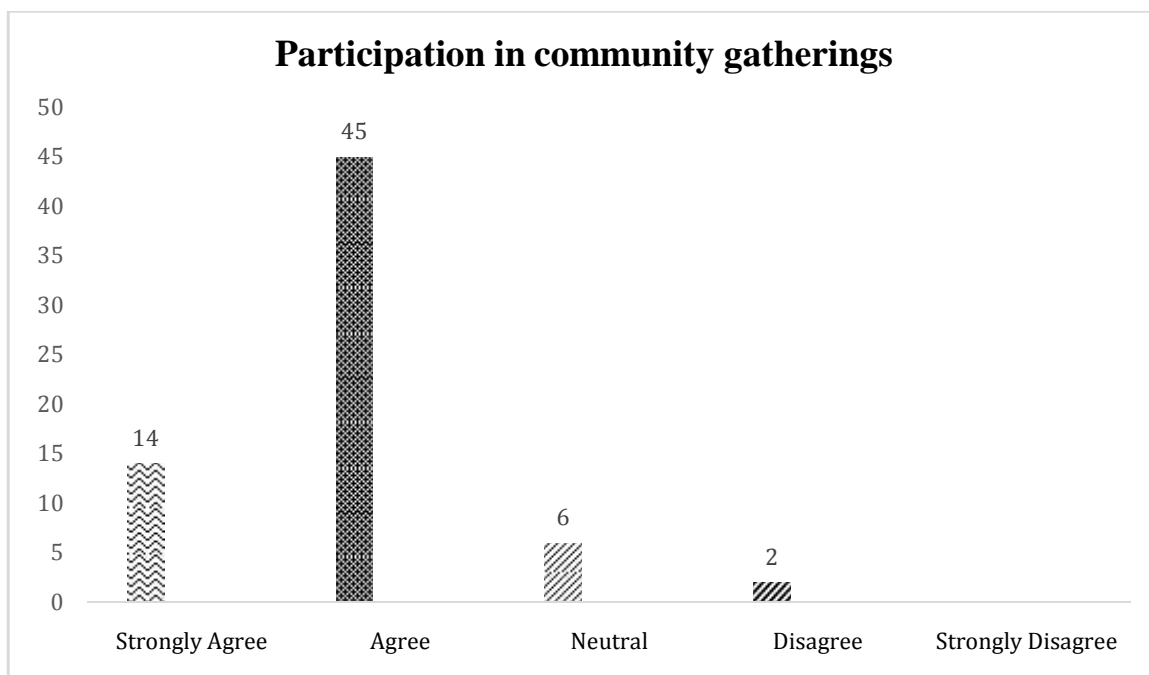
The number of respondents who have strongly agreed to pursuing second career after marriage is 25(37.3%), those who have agreed is 31(46.3%), 11(16.4%) are neutral whereas none have disagreed or strongly disagreed.

#### **4.3.5 Perception on participation in community gatherings**

The table shows the perception of the respondents in their participation in community gatherings

Strongly agree	14
Agree	45
Neutral	6
Disagree	2
Strongly Disagree	0
Total	67

**Bar graph 9: Participation in community gatherings**



Source: *Field Survey, 2020*

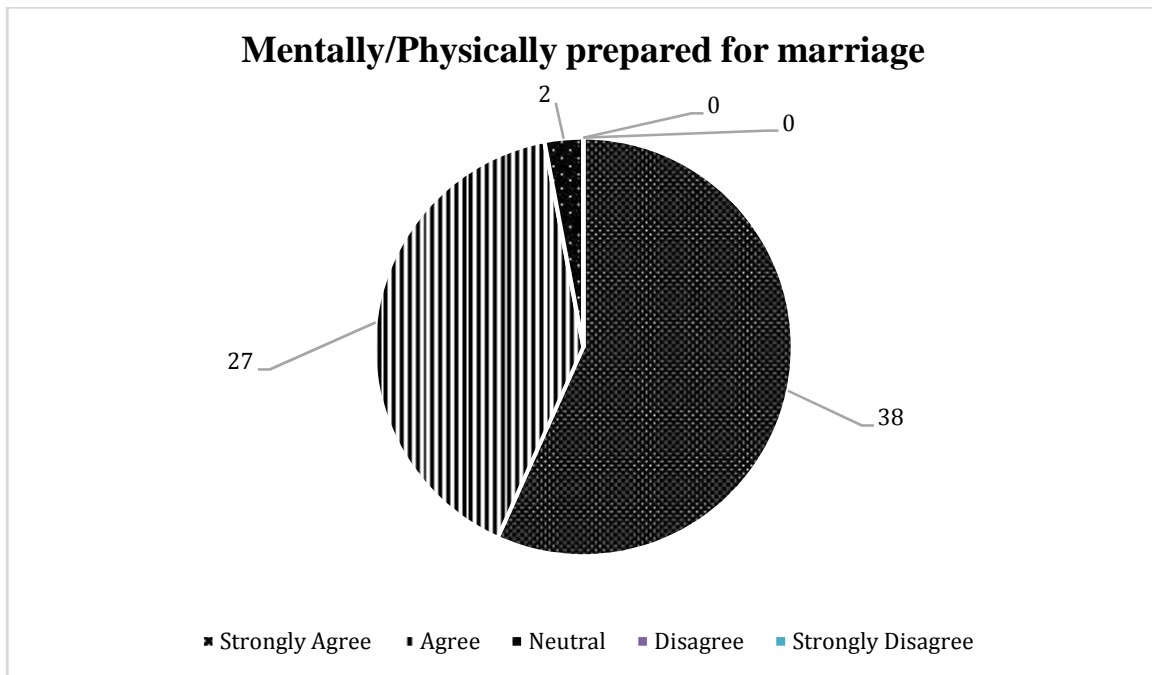
The 14 (20.9%) of the respondent have strongly agreed to participate in the community gatherings, 45 (67.2%) of them have agreed, 6 (9%) are neutral, 2 (3%) have disagree and none have strongly disagreed.

#### 4.3.6 Perception on mentally/physically prepared for the Marriage

The table below shows the perception of the respondents if they were mentally and physically prepared for their marriage.

Strongly agree	38
Agree	27
Neutral	2
Disagree	0
Strongly Disagree	0
Total	67

**Bar graph 7: Mentally/Physically prepared for marriage**



Source: *Field Survey, 2020*

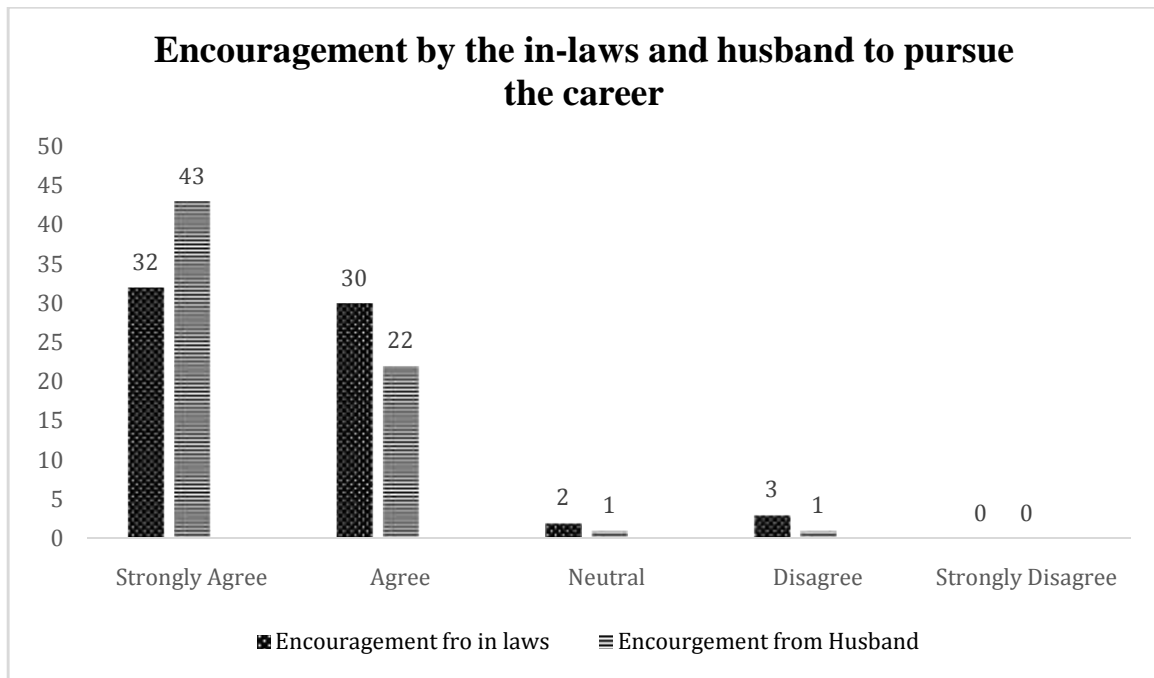
Among the total number of the respondents, 38 (56.7%) of them have strongly agreed to have been mentally and physically prepared for the marriage, 27 (40.3%) have agreed, 2 (3%) are neutral and none have disagreed or strongly disagreed.

#### 4.3.7 Perception on the encouragement by the in-laws and husband to pursue the career

The table below shows the perception of the respondents on the encouragement by the in-laws to pursue the career.

<b>Table 8: Perception on the encouragement by the in-laws and husband to pursue the career</b>		
	<b>encouragement by the in-laws</b>	<b>encouragement by the Husband</b>
Strongly agree	38	43
Agree	27	22
Neutral	2	1
Disagree	0	1
Strongly Disagree	0	0
Total	67	67

**Bar graph 10: Encouragement by the in-laws and husband to pursue the career**



Source: *Field Survey, 2020*

Out of the total respondent, 32 have strongly agree that their in-laws encourage them to pursue the career, 43 have agreed, 2 are neutral, 3 have disagreed and none have strongly disagreed.

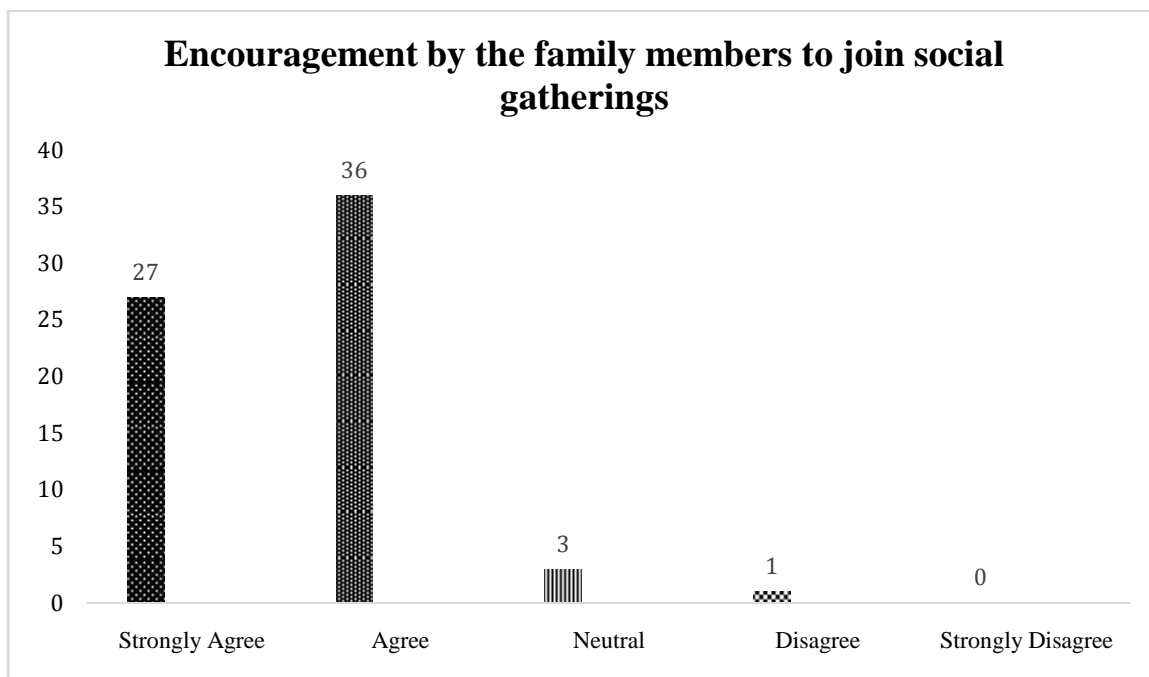
Out of the total respondent, 43 have strongly agree that their husband encourage them to pursue the career, 22 have agreed, 1 are neutral, 1 have disagreed and none have strongly disagreed.

#### 4.3.8 Perception on encouragement by the family members to join social gatherings

The table below shows the perception of the respondents on the encouragement by the Family members to join the social gatherings.

Strongly agree	27
Agree	36
Neutral	3
Disagree	1
Strongly Disagree	0
Total	67

**Bar graph 11: Encouragement by the family members to join social gatherings**



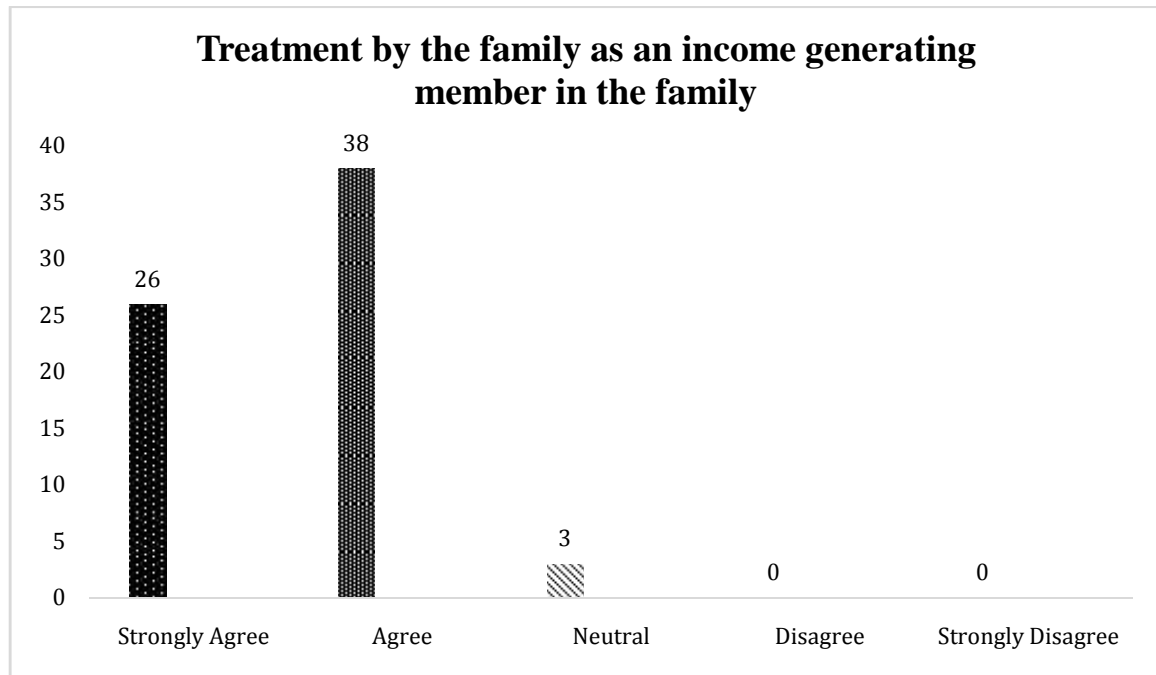
Source: *Field Survey, 2020*

Out of the total respondent, 27 have strongly agree that their family members encourage them to attend social gatherings, 36 have agreed, 3 are neutral, 1 have disagreed and none have strongly disagreed.

#### 4.3.9 Perception on the treatment by the family as an income generating member in the family

The table below shows the perception of the respondents on the on the treatment by the family as an income generating member in the family.

**Bar graph 12: Treatment by the family as an income generating member in the family**



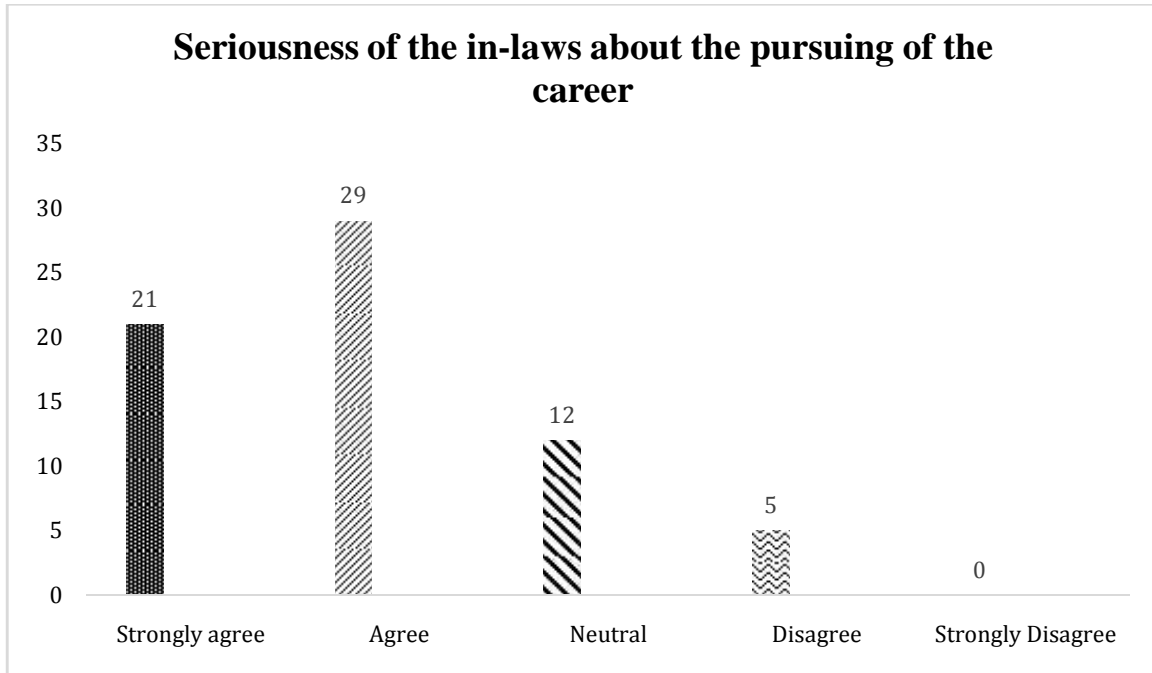
Source: *Field Survey, 2020*

Out of the total respondent, 26 have strongly agree that their family members encourage them to attend social gatherings, 38 have agreed, 3 are neutral, none have disagreed and strongly disagreed.

#### 4.3.10 Perception on the in-laws that they are serious about the pursuing of career

The table below shows the perception of the respondents on the on the in-laws that they are serious about the pursuing of career.

**Bar graph13: Seriousness of the in-laws about the pursuing of the career.**



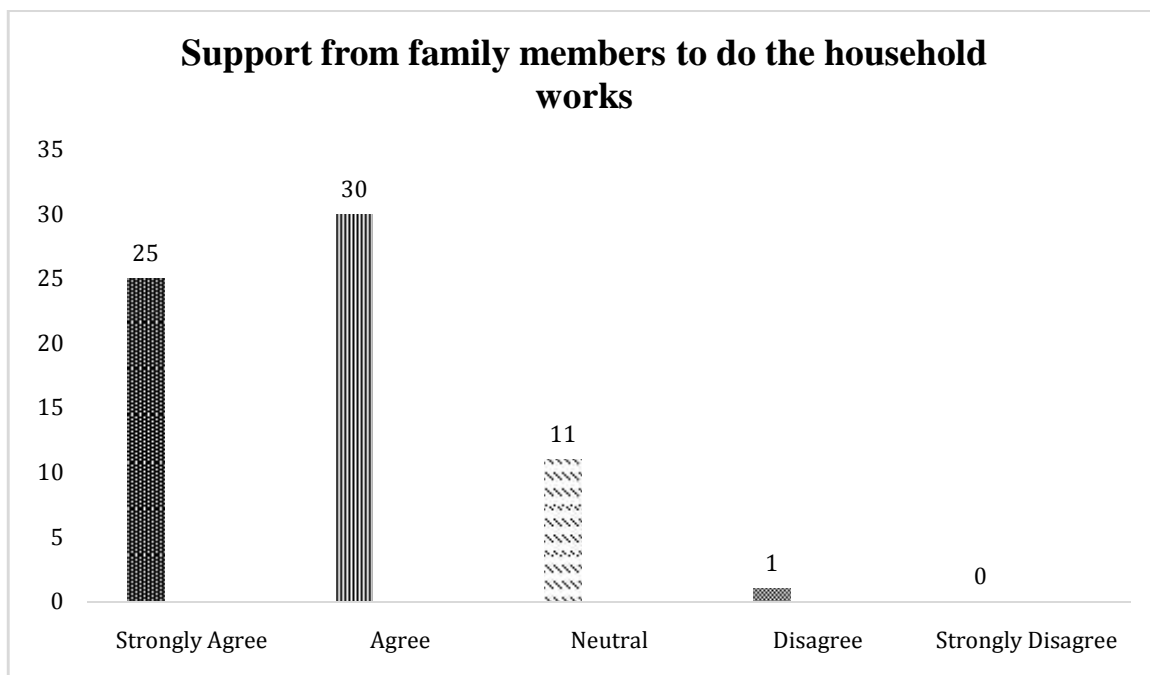
Source: *Field Survey, 2020*

Out of the total respondent, 21 have strongly agree that their in-laws are serious about the pursuing of the career, 29 have agreed, 12 are neutral, 5 have disagreed and none have strongly disagreed.

#### 4.3.11 Perception on the support from family members to do the household works

The table below shows the perception of the respondents on the support from family members to do the household works.

**Bar graph 14: Support from family members to do the household works**



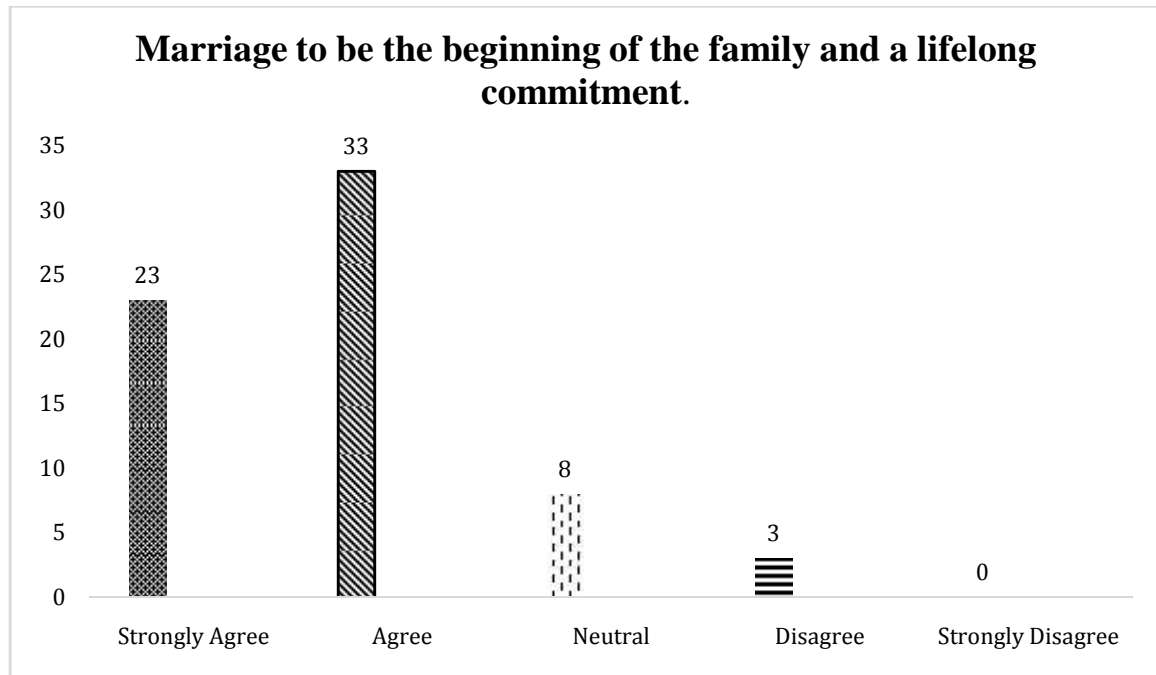
Source: *Field Survey, 2020*

Out of the total respondent, 25 have strongly agree that their in-laws are serious about the pursuing of the career, 30 have agreed, 11 are neutral, 1 have disagreed and none have strongly disagreed.

#### 4.3.12 Perception on Marriage to be the beginning of the family and a lifelong commitment.

The table below shows the perception of the respondents on marriage to be the beginning of the family and a lifelong commitment.

**Bar graph 15: Marriage to be the beginning of the family and a lifelong commitment.**



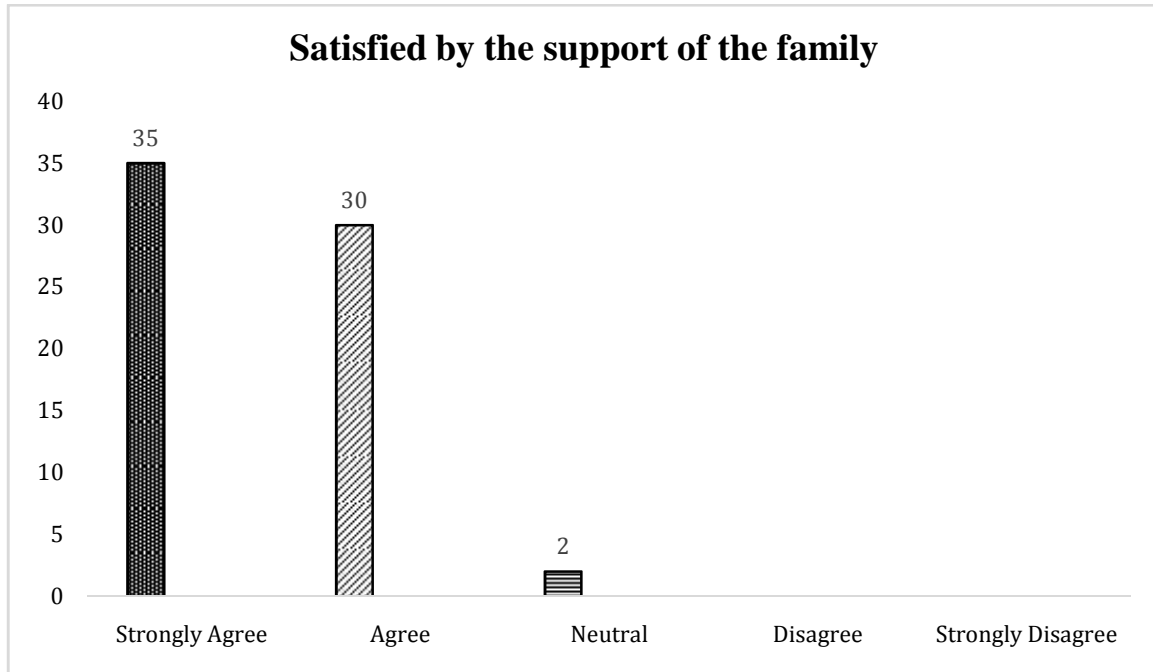
Source: *Field Survey, 2020*

Out of the total respondent, 23 have strongly agree that Marriage is the beginning of the family and a lifelong commitment., 33 have agreed, 8 are neutral, 3 have disagreed and none have strongly disagreed.

#### 4.3.13 Perception on Satisfaction by the support of the family

The table below shows the perception of the respondents on Satisfaction by the support of the family.

**Bar graph 16: Satisfied by the support of the family**



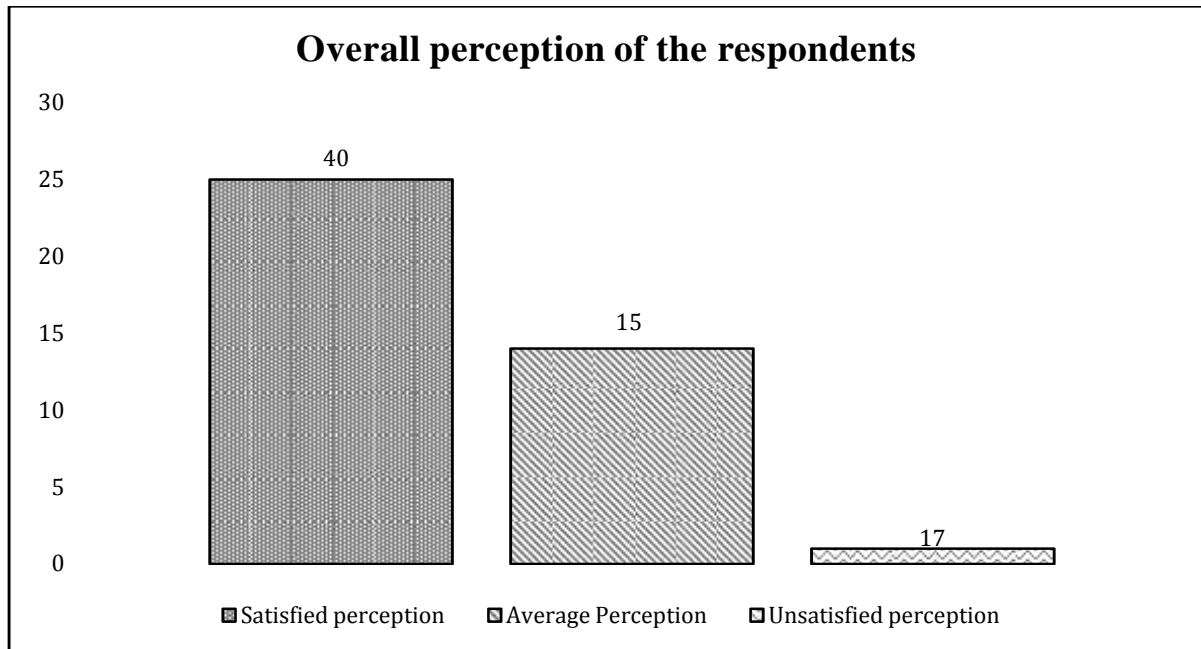
Source: *Field Survey, 2020*

Table 26 shows that out of the total respondent, 35 have strongly agreed that they are satisfied with the support from the family, 30 have agreed, 2 are neutral and none have disagreed and strongly disagreed.

#### 4.3.14 Overall perception of the respondents

The bar graph below shows the overall perception of the respondents.

**Bar graph 17: Overall perception of the respondents**



Source: *Field Survey, 2020*

The graph shows that the overall perception of the respondent. 40 respondents are satisfied. 15 of the respondents are average and only 17 respondents are unsatisfied. The study shows that more than half of the respondents are satisfied with their perception about the marriage and how it impacts their career.

## CHAPTER FIVE

### SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS

#### 5.1 Summary of Findings:

This research was conducted in Kirtipur Municipality, ward 9 of Kathmandu district for the partial fulfillment of Master degree in Rural development. This study focuses on the impact of marriage in career development among Newar women. This study attempts to dissect the positive and negative impacts of marriage in career development. The study was done to find the perception of the Newar married women that marriage affects over career choices and find out contributing factors that promote and hinder the career among the married women. This study has tried to give answers of some research questions relating to fulfill the objectives of the study by using primary and secondary tools and information. The major findings or the results obtained from the analysis are as follows:

- ) The total number of the males is 36476 and females is 29126 in Kirtipur Municipality. The number of females is comparatively less than that of males.
- ) The number of women working after marriage has increased.
- ) The number of the educated women is also increasing.
- ) According to the study, the higher number of respondents belong to joint family.
- ) Of the total working-age women, only 8.5 million are in the labour force who are either employed or are in search of employment, and only 2.6 million from the total women labour force are employed, according to the report. It shows that only 22.5 percent of working-age women are employed.
- ) The study shows that the level of education before the marriage and after the marriage is comparatively changing. Among all the respondents, higher number of respondents have continued to study after their marriage.
- ) Out of total respondents, 42 respondents have been continuing their education whereas 25 of the respondents have not continued their education at present.
- ) The percentage of the spouses of the respondents involved in is higher in teaching and cooperate area.
- ) Perception in decision making in family have changed with time. As a male dominant country, combined efforts to improve women's involvement in household decision making have increased drastically.

- ) Two or more than two number of family members are involved in earning by working. It shows that not only men but women have also been involved in working comparatively with past period of time.
- ) Out of 67 respondents, 60 of them are currently working. While others are either looking for job or not working at the moment.
- ) Most of the respondents prefer cooperate jobs rather than other jobs.
- ) Most of the respondents agree to completing their education at present.
- ) It is seen that most of the respondents have cooperative families.
- ) The higher number of respondents have agreed to have participated in vocational or skill trainings. Such participation is needed more to make women capable to earn and gain knowledge for themselves and the family.
- ) The perception of the respondent about the family members allowing them to pursue second career is higher. None of them have disagreed to this perception.
- ) Higher number of respondents responded that they were and still are physically and mentally prepared for the marriage. While looking back at time, early marriage was very high in practice. But now that culture have decreased. It is basically a great change in the life of women.
- ) The respondents have agreed that the in laws and husbands encourage them to pursue their career even after marriage. Working after marriage was very controversial for Nepalese family in past, but it has also changed with time. We can see many examples of women who have done tremendous progress even after marriage in their field of work.
- ) Most of them are allowed to go to the social gatherings. Basically, it makes it clears that there are no such restrictions for going out. The survey has also helped to know that the in-laws are quite serious about the career of the respondents.
- ) Most of the respondents have strongly agreed that they are satisfied with the support from the family.
- ) As the overall perception of the respondents, 40 respondents are satisfied. 15 of the respondents are average and only 17respondentsare unsatisfied. The study shows that more than half of the respondents are satisfied with their perception about the marriage and how it impacts their career.

- ) The contributing factors that promote and hinder the career among the married women are cooperation in the family, understanding between each other's needs, social pressure, obligations from their families.

## **5.2 Conclusion**

The study has shown the impacts that are faced by married women on their career development. There are many factors that affect their career life. It is very difficult for women to continue their career after the marriage. It may not be applicable to all but marriage brings a lot of duties and responsibilities which a woman cannot deny. However, at present women are not compromising and standing for their rights to work and have a good career. A woman with good career and work life is most likely to be happy and capable to fulfill her needs as well as her family's too. For doing good and progressing in life, one should be encouraged and motivated. So, family members and close ones play a vital role in shaping and ruining the life of an individual. Family responsibility is one of the main reasons that stops a woman to start a good career in life.

The study has found out many perceptions of the respondents which has helped to bring a certain result. The study has tried to bring out the factors that affects the women's' career choices. The study has only taken a limited area for the research. The results may not be applicable for other places.

## **5.3 Recommendations**

- ) Women need to stop choosing career or family.
- ) The research is limited to certain number of participants only. So, the result is only confined to those respondents.
- ) This study does not recommend to understand that all women do not have same perception towards the marriage and their career choices.
- ) The hindering factors that brings impact on their career life is difference to each of the respondents.
- ) The study is done in a particular area only. So, the results are applicable to the specific area only.
- ) More and more vocational trainings and skill trainings are needed to make all the women involve in financial activities.

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**ANNEX:**  
**QUESTIONNAIRE FOR THE RESPONDENTS**

**1. DEMOGRAPHIC INFORMATION:**

Date:

**SECTION ONE:**

1. Name of the respondent:

2. Address:

3. Ward no:

4. Age:

5. Marital Status:

6. Age group:

A. 18-25

B. 26-35

C. 36-49

7. How many family members are there in your family?

A. Nuclear Family

B. Joint Family

8. Did you continue your education after marriage? \_\_\_\_\_

9. What was your education level before marriage? \_\_\_\_\_

10. What is your education level after marriage? \_\_\_\_\_

11. What is your spouse's education level before marriage? \_\_\_\_\_

12. What is your spouse's education level after marriage? \_\_\_\_\_

13. What is your spouse's occupation? \_\_\_\_\_

14. How often do you get a chance to make decisions?

- A. Very often                      B. Occasionally                      C. Not at all

15. How many family members are involved in earning money?

- A. One                      B. Two                      C. More than two                      D. All family members

16. Are you working now?

- A. Jobless                      B. Working                      C. Looking for a job

17. What is your preferred profession?

- A. Teaching                      B. Corporate job                      C. Farming                      D. Others(specify)\_\_\_\_\_

**SECTION B:**

This section includes a set of questions. Please tick (✓) to the answer you prefer to:

Questions:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. Do you think that you have successfully completed your education?					
2. Do you think there is family cooperation in your family?					
3. Do you get a chance to participate in vocational /skill training?					
4. Do you think your family allow you to pursue a second career?					

Questions	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
5. Do you get any chance to take part in community gatherings?					
6. Were you mentally/physically prepared for your marriage?					
7. Do you think that your in-laws encourage you to pursue your career?					
8. Do you think that your husband encourages you to pursue your career?					
9. Do your family members encourage you to join social gatherings?					
10. Do you think your family consider you as an income generating member?					
11. My in-laws are serious about my career pursuing.					
12. I get support from family members to do the household works.					
13. Marriage is the beginning of the family and a lifelong commitment.					
14. I am happy with my family's support.					