

NGO AND WOMEN EMPOWERMENT

(A case study of 'Collector Business Group', in Thamel, Kathamandu)

A Thesis

Submitted to:

Faculty of Humanities and Social Sciences, Department of Sociology

In partial fulfillment of the requirement of

Master's Degree of Arts in Sociology

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DECLARATION

I hereby declare that the thesis entitled Challenges and Potentiality of NGO AND WOMEN EPOWERMENT (A case study of ‘Collector Business Group’, in Thamel, Kathamandu) submitted to the Central Department of Sociology, Tribhuvan University, entirely my original work prepared under the guidance and supervision of my supervisor. I have made due acknowledgments to all ideas and information borrowed from sources in course of preparing this thesis. The results this thesis have not been presented or submitted anywhere else for award of any degree or for any other purposes. I assure that no part of the content of this thesis has been published in any form before and I shall be solely responsible if any evidence is found against my thesis.

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Dikmaya Thapa Magar

Date: July, 2022

RECOMMENDATION

This is to certify that Miss DIKMAYA THAPA MAGAR has prepared this dissertation entitled **NGO AND WOMEN EPOWERMENT** (A case study of 'Collector Business Group', in Thamel, Kathamandu) under my guidance and supervision. The researcher has fulfilled the criteria prescribed by the Central Department of Sociology. I hereby forward this thesis to the evaluation committee for final evaluation and approval.

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APPROVAL LETTER

The thesis entitled **NGO AND WOMEN EMPOWERMENT** (A case study of ‘Collector Business Group’, in Thamel, Kathmandu) submitted by Miss DIKMAYA THAPA MAGAR in partial fulfillment of the requirements for the Master Degree (M.A.) in Sociology has been evaluated and approved.

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ACKNOWLEDGEMENT

I am pleased to take this opportunity to express my gratitude towards supervisor Prof. Mr. Bisnu Prasad Basel for his consistent encouragement and his praiseworthy contribution for the completion of this thesis. His broad horizon of knowledge, clear view about the subject and supporting personality are always encouraging to go through my work without any difficulties. I would also like to extend my gratitude to assoc. Prof. Mr. Balram Acharya for his advice and counseling.

I am thankful to the Head of Department of Sociology. Assoc. Prof. Dr. Youba Raj Luintel and the lecturers of Central Department of Sociology for providing me great opportunity and support to prepare masters degree thesis entitled “**NGO AND WOMEN EMPOWERMENT** (A case study of ‘Collector Business Group’, in Thamel, Kathamandu)” has been prepared for the partial fulfillment of the requirements for the degree of masters of sociology.

My final acknowledgement goes to Mrs. Arpana Bajracharya, the Manager of production team at Collector Business Group for her support and help through out the study. My thesis wouldn't have been completed without support and help of this organization.

Lastly, I would like to take this opportunity to record my gratitude to my parents, and give thanks to my friends. It may not have been possible for me to reach this kind of academic life without their help and support.

Dikmaya Thapa Magar

Date: July, 2022

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LIST OF ACRONYMS

| | |
|-------|-------------------------------------|
| ADB | Asian Development Bank |
| AIDS | Acquired Immuno Deficiency Syndrome |
| CBO | Community Based Organization |
| CIA | Central intelligence Agency |
| GDI | Gender Development Index |
| GEM | Gender Empowerment Measure |
| GoN | Government of Nepal |
| HDI | Human Development Index |
| HIV | Human Immuno Deficiency Virus |
| NESAC | Nepal Human Development Report |
| NGO | Non-Government Organization |
| NLSS | Nepal Living Standard Survey |
| NPC | National Planning Commission |
| SHG | Self Help Group |
| SES | Socio-economic Status |
| UNDP | United Nations Development Program |

CHAPTER–ONE

INTRODUCTION

1.1 Background of the study

A non-governmental organization (NGO) is any non profitable or voluntary citizens' group which is organized on an international, national and local level. Furthermore, NGO's were initially coined in Article 71 in the chapter of the United Nations in 1945. While NGO's don't have any fixed or formal definition, they are generally defined as voluntary organization independent of governmental influence (although they may receive governmental aid). NGOs generally refer to non-governmental organization. There is no universally accepted definition of an NGO, typically it is a volunteer or institution with a social mission, which works independently from the government. The INGO's is the international non-government organization on the contrary, NGO's, refers to non-profit institutions (including religious organization) which may develop finance or implement activities in the domain of ICT in education as either their primary or secondary mission. These are task-oriented and driven by people with a common interest. NGOs perform a variety of service and humanitarian functions. "The NGOs are professionally staffed organization and aiming at reducing suffering and contribute in the development of poor nations. (Streeten 1997)". "They do this in various ways, e.g by funding projects, engaging in service provision and capacity building, contributing to awareness, and promoting the self-organization of various groups (Baccaro 2001)". "Meanwhile, Desai (2005) has mentioned that NGOs have an important role to play in supporting women, men and households, and expected that they can meet the welfare". She accounted some tasks for NGOs, such as counseling and support service, awareness raising and advocacy, legal aid and microfinance. These services provide benefit people to achieve their ability, skill and knowledge, and take control over their own lives and finally become empowered. Three major services provided by Non-government organizations are the service delivery in the sector of relief, welfare and basic skills, the other is educational provision and the third is public policy advocacy.

Women empowerment is the process by which women gain power and control over their own lives and acquire the ability to make strategical choices. Women's empowerment (or female empowerment) is the process of empowering women.

It may be defined in several ways, including accepting women's viewpoints or making an effort to seek them, raising the status of women through education awareness, literacy, and training. Empowerment consists of four dimensions each equally important but non-sufficient by itself to enable women to act on their own behalf. "These are the cognitive or critical understanding of one's reality, the psychological or feeling of self-esteem, the political or awareness of power inequalities, ability to organize and mobilize and the economic or the capacity to generate independent income (Datta and Kornberg 2002)". Employment opportunities have the potential to foster all four dimensions but require the employment programs to be designed explicitly to achieve each of those ends. "Empowerment is a psychological process in which individuals think positively about their ability to make change and gain mastery over issues at individual and social levels. This includes the notion of self- efficacy, i.e., perceptions of competence, personal control and positive self-image (Zimmerman, 2000). "

"There is no straightforward definition of women empowerment, because the concept of power cannot be streamlined internationally as it differs from societal context (Snijders, 2009)". "Defining women empowerment process covers many influencing factors, meaning that any definition almost always captures part of the complete process. When defining women empowerment, one of the similarities in the literature is the concept of women's decision making power as an indicator of women empowerment (Snijders, 2009)". The empowerment is a process of change which focuses on expanding the range of choices that people can make. As such, it is not understood as a single dimensional formula for change, either as process or outcome. Empowerment must be understood in particular contexts taking into account the specific needs of the people intended to be empowered.

In recent times, the role and the situation of NGOs in Nepal represents a mixed picture. The history of NGO is relatively short in Nepal. During the Panchayat period, the autocratic government had very tight control on social services through the NGOs and CBOs. It was restricted to establish NGOs in the country. As a result, only a few people were able to establish NGOs and involve in them. In seventeen years period (1960 to 1977) the number of NGOs reached thirty seven. Mostly those were based in Kathmandu. After establishment of democracy, NGOs mushroomed in the country.

Till 1985 there were only few NGOs in Eastern Nepal. Since, 1990 the number of NGOs and Civil Societies (CBOs) have their activities has been significantly increased in the country. There are various NGOs in terms of their size, scope, point of reference and organizational competencies. In this situation, NGOs in Nepal have a positive role for human empowerment, training, and democratization of the country. “In Nepal there are more than 35,000 registered NGOs and many unregistered NGOs working in the environment sector, forestry sector, wildlife sector and national development (poverty, human right, HIV/AIDS, health, etc.) (Medani, 2014)”. The contribution of NGOs can be community-based economic enterprises and provide necessary technical and moral assistance to the respective government as well as to the international agencies. NGOs can also be able to solve the specific problems of the local areas quicker than the government bureaucracy. The collector business Group is a community-based organization working in the sectors like tailoring, handicrafts, designing and embroidery etc, with the sole purpose of empowering women.

Women empowerment is the process of empowering the women enabling them to take their own decisions for their personal as well as social development. In other words, women empowerment is the process of encouraging women to be self-reliant, independent, have positive self-esteem, generate confidence to face any difficult situations and active participation in various socio-political endeavors. The women were treated very badly by their family and society in the ancient times. The women were deprived of education and were only restricted to doing household works. They were not aware of their rights and responsibilities. In the context of Nepal, women occupy more than fifty percent population. Therefore, women empowerment is very necessary in order to make the country prosperous and well developed. There are various ways of women empowerment the women. The government and individuals both must come together and make meaningful efforts for their upliftment. Women education helps them to become literate and capable. In the same way, women must be provided with equal opportunities and facilities in every field irrespective of gender. Women empowerment in the true sense can be achieved only when there is an attitudinal change in the society avoiding traditional social ties, treating them with proper respect and dignity.

1.2 Statement of problems

The socio-cultural and economic components are closely related to each other. The development activities of the country and the socio-economic change of society depend upon the interconnected parts of the society.

In poor rural family, parents are concerned about providing education to their sons rather than their daughters. Academic qualification plays a vital role in employment and job opportunities, but women are deprived of getting education, vocational training and other income generating activities in urban as well as sub urban communities of Nepal. Different non-government organizations are providing vocational and livelihood trainings to women especially from marginalized and rural communities of our country. We can see that the employment opportunities have changed the socio-cultural and economic standards of women where they are able to support their families and share family expenses. It is necessary to study, access and understand how such opportunities are helping women in uplifting their living standards.

The NGOs of our country have been working in various sectors of development. There are still many more areas where there is crying need of development. Government authorities have not been able to reach each and every areas of the country. It does not seem possible for the government to have proportional development of every nook and corner of the country due to geographical difficulties, lack of skilled men power and budget. The existence of non-government organizations have helped the areas which are lagging behind in development. NGOs have been helping Nepalese society to grow in different ways. Non-government organizations and local bodies are working hand in hand for uplifting the socio-cultural and economic facet of our society.

NGOs have been working in different sectors like human trafficking, untouchability, child labor, gender discrimination, poverty reduction, eradication of dowry system, domestic violence and so on. In recent days, we can see some improvements in the above mentioned issues due to unavoidable roles played by NGOs.

Yet there are many other issues prevalent in Nepalese society which needs more attention and mitigation. Therefore, to minimize and prevent these problems from further spread the concerned authorities should come with researchable works.

1.3 Research question

A research question is a statement that identifies the phenomenon to be studied. A research question is the fundamental core of a research project, study, or review of literature. It focuses the study, determines the methodology, and guides all stages of inquiry, analysis, and reporting. It should directly reflect the research objectives.

1. What is the role of non-government organizations in improving socio-economic status of Nepalese women?
2. How NGOs can empower women?
3. What are the changes found before and after involving the NGO?

1.4 Objective of the study

The general objective of this study is to describe the nature of non-government organization and its roles in the empowerment of women in Nepalese society.

The specific objectives of the study are as follows:

1. To identify the role of NGOs in improving the socio-economic status of Nepalese women in Kathmandu Thamel.
2. To examine the strategies used by NGOs (Collector's Business Group) in Women Empowerment.
3. To identify the condition of women prior and post involving in the non-government organization.

1.5 Limitations of study

This research has following limitations.

1.5.1 This research has been carried out to Faculty of Humanities and social sciences, Department of Sociology in partial fulfillment of the requirement of Masters Degree of Arts and Sociology.

1.5.2 This study has been conducted in one non-government organization within a limited period of time and area.

1.5.3 The members who are directly benefited by the NGO have been taken as the respondents, so study population is limited.

1.5.4 This research study was carried out for three month time.

CHAPTER-TWO

LITERATURE REVIEW

2.0 Review of related Literature

2.1 Women Empowerment

The voluntary organization has been a customary in our country. Some of the fruitful efforts made by the voluntary organizations have played a significant role to improve some social and cultural phenomena which have been deeply rooted in our society since the early time. Similarly, the voluntary organizations have contributed much for the involvement, active participation, organization and association of people for the development of rural areas. In recent years, a number of organizations which have been working in the rural areas increased considerably. As they are working sincerely for the upliftment of life style of rural people, their significance is greatly exaggerated. The rural people have some hopes, aspirations and trust with the voluntary organizations because of their frequent support and help to them.

“They can experiment new approaches to rural development. (Ahsan Ullah, 2003). Literatures suggest that NGO interventions positively contribute to women empowerment”.

The women’s empowerment is necessarily a bottom-up process rather than something that can be formulated as a top-down strategy. According to” Zimmerman and Rappaport (1988), empowerment is the ability of individuals to gain control socially, politically, economically, and psychologically through access to information, knowledge, and skills; and individual self-efficacy, community participation, perceived control”.

Approaches to women empowerment can be some of the effective ways to help and support women and enable them to mobilize and bring meaningful changes in them. Collective empowerment involves individuals working together to achieve a greater success than they could have achieved alone. In fact, the collective empowerment is closely related to the personal level since without empowerment at a personal level it is very hard for an individual to be active collectively. Community empowerment includes some elements such as working together, participation in NGO’s programs and community awareness programs and campaigns.

The concept of working together refers to individuals who are interested to work with other people in different contexts, to share their skills and knowledge. The concept of participation in NGOs is related to involving in programs which are organized by NGOs to improve the community situation. Meanwhile, community awareness related to the awareness of women about their roles and prolonged situations in households, community and society. NGOs are private, voluntary, charitable institutions independent to any government aid through individual and corporate donations, levies imposed on members, grants from international organization and governments.

Although, women constitute half of humanity, they are economically, socially, culturally and politically marginalized. The nature of empowerment is diverse, depends upon the parameters which define the lack of power within the institutional framework in operation. For several decades, national governments, NGOs and international agencies have been aware and concerned about the status of women. Necessary efforts have been made by these organizations to improve women nutritional, health levels, literacy and enhance their earning capacity.

As “Mayoux (1998) suggests, empowerment is a process of internal change, or power within, augmentation of capabilities, or power to, and collective mobilization of women, and when possible men, or power with, to the purpose of questioning and changing the subordination connected with gender, or power over”. Therefore, self-esteem and confidence works an important role in this change. The idea of participation in NGOs’ programs is related to involvement in programs that are organized by NGOs to improve the situation of community. “Longwe (1995) has developed the women’s Empowerment Framework. The gender analysis framework has helped the planners to understand the women empowerment and equality”. The basic premises of women’s development is viewed in five levels of equality; welfare, access, conscientization, participation and control. Women empowerment is a process where they reach in welfare activity such as food, material need, income and medical care etc. They also have access to resources, land, labours benefits etc. These activities can raise their education, consciousness, strength, and capacity. Furthermore, women empowerment has helped women to be able to participate and control where women capacitate themselves for equal right on production and equal participation in policy making and decision making process.

2.2 Women's Status in Nepal

The level of Nepalese women, particularly rural women are lagging far behind that of men. There is strong biasness and impartiality in favor of sons that means daughters are prejudiced against from birth and deprived of equal opportunities to achieve development. The women are set apart by low levels of access to healthcare, education, socio- economic situation, and opportunity to politics. In spite of fruitful efforts from the government, volunteers, and international development organizations to empower Nepalese women, found little improvement in the social and economic status of women in local level. There is a widespread exploitation of young girls and women for getting equal wages of their physical labor. The gender-based violence is frequent in domestic as well as public areas and is largely accredited to derogatory attitudes against women, which is reinforced by low socioeconomic level.

According to the Gender Development Index (GDI), social and economic situation of Nepalese women are worse than women of South Asia. Moreover, women are far behind men in Nepal as far as Gender Empowerment Measure (GEM) is concerned, indeed, participation of women in politics is only one-fifth that of men and the same model prevails in professional, occupations and governmental jobs. "Although a considerable proportion of women around 40 percent, are economically active, many are unpaid family workers involved in subsistence agriculture (Mahat, 2003)". To raise the women's situation in Nepal and enhance the country's economic development, government and development agencies have focused their efforts on empowering women. The ideas of empowerment based on awareness-raising, building capacity, and organize people in order to overcome unequal relationship, thereby increasing decision-making power in women at the household, community, and national levels. The women empowerment concept is used by many development agencies refers mainly to entrepreneurial self-reliance.

"Women performed majority of the daily works even in 21st century, is hardly measured in terms of economy with unequal opportunity even in the total household income. Nepal ranks one of the poorest countries in the world with a poverty incidence of 38% (ADB 2009) and Nepalese women are considered as poor of the poorest".

A number of NGOs are innovating and implementing women's income generation and development programs. But, in spite of involvement of various NGOs in women empowerment through income generation and skill development programs, the status of women is still not satisfactory in Nepal as various official as well as unofficial reports claim and the outcomes against the stated objectives of the NGOs' women empowerment programs are often questioned. According to the 2011 NDHS, only 10 percent of women own land, either alone or jointly, compared with 25 percent of men. Among all civil service employees of Nepal in 2011, only 13 percent were women, which in itself are an improvement from only 8 percent in 2005 (Ministry of General Administration, 2011, cited in Nepal Population Report, GoN 2016).

2.3 Non-Government Organization and Women Empowerment

According to UNDP that NGOs are one of the catalysts in social mobilization and transformation of Nepali society. The structural and functional characters of these agencies are quite different from others. "Many of them are involved in awareness, social mobilization, local infrastructure building, and basic service programs such as education, health and drinking water provision to the local people (Khanal, 2006)". There are also a large number of national, district and local stakeholder-based NGOs working for protecting either their members group or occupational interests. Human right groups protect the civil rights of the people. NGOs working in the areas of community forestry and women education in particular have performed satisfactorily. Similarly, the NGOs working on awareness building, human rights, and raising voice of voiceless, political, economic, social and cultural rights have performed well. In general, the NGOs have supported the poor and disadvantaged people to form self-help groups, and bring a level of sustainable improvements in their livelihood. They have also facilitated an opportunity to articulate their voices and choices through their organizations.

"Today NGOs are one of the catalytic forces in the social mobilization and transformation of our society. Both structural and functional characteristics of these organizations are quite diverse (Khanal, 2006)". According to him, there are a large number of NGOs funded by foreign agencies working across the world.

The activities focused by these organizations in the developing countries are mostly related to the socio-economic status of women.

There are a large number of NGOs in somewhat or other working for the empowerment of women. They are financially as well as technically supported by various bilateral and multi-lateral development agencies to implement wide array of programs related to poor and illiterate women as well as to the poor rural both men and women in the community. ADB funded in Nepal enlist skills for empowerment, rural microfinance, gender equality and empowerment of women and prevention of women and girls trafficking and rehabilitation are some. Similarly, different development organizations are supporting local NGOs in the sector of community forestry, establishment of handicrafts business through skill training, education, reducing violence against women programs, poverty - alleviation, small livestock rearing programs and so on.

2.4 Worldwide Scenario of Women Empowerment

“More than one billion people in the world today are living in unacceptable conditions of poverty, mostly in developing and least developed countries. The great majority of those poor are women in no part of the regions, women are equal to men in legal and economic rights. There are widespread gender gaps in access to and control of resources, in power, voice, economic opportunities. Women bear the largest and direct costs of inequalities. The gender disparities in economic power sharing are important contributing factor to the poverty of women (Beijing Platform for action, 1995, cited by D Roshani, 2010)”.

In the same way, international organizations like the World Bank and United Nations have focused on women’s issues mainly the empowerment of poor women in rural areas. All the poor women in Asia are economically active in agriculture, trade, small-scale industry and craft production but women's low socio-economic status and limited access to information, skills and resources are not fully utilized.

“ADB report that NGOs can play a contemporary role by undertaking projects that would be technically or administratively difficult for government to implement, projects that government may have difficulty in financing due to competing demands on public resources or projects that cut across a number of government departments (ADB, 2006)”.

2.5 South Asian Scenario of Women Empowerment

“Several recent studies an alarming increase in the level of poverty in developing countries, particularly in South Asia over the last decade (Dhakal TN, 2002)”. “Since 1980’s the Government of India has shown increasing concern for women's issues through a variety of legislation promoting the education and political participation of women. (Narayan, 2002)”. The World Bank and the United Nations have focused on women’s issues, especially the empowerment of poor women in rural areas. Since the late 1980s and early 1990s, NGOs have moved beyond the traditional focus of women’s health and education to address the underlying causes of deprivation through the promotion of economic and social welfare.

A nation can be prosperous only when the quality of life of the citizens of a nation can be effectively improved by raising the standards of living of the people on the street and in backward areas. In India and many other developing countries women play a vital role socially, politically, economically and legally in the upliftment of the country. Empowerment states control over material assets, intellectual resources and ideology involves ability to get what individual wants and to influence others on our concerns. Women empowerment covers the lives of women at multiple levels, family, community, market, and the state. The question surrounds women empowerment, the condition and position of women have now become critical to the human rights-based approaches to development. Women empowerment can be achieved through political power, education, employment and other opportunities and facilities. NGOs and SHGs dominate and lead women toward success. Women empowerment needs to occur along with multiple dimensions including economic, socio-cultural, familial/interpersonal, legal, political, and psychological. Since these dimensions cover a broader range of factors, women may be empowered within one of these sub-domains.

Human development report since 1999 have marked that practically no country in the world treats its women as well as men according to the measures of life expectancy wealth and education.

The NGOs which are working for women empowerment in Pakistan are trying their best to achieve their goal. Numerous criticisms have been heard against NGOs on the basis of western point of view, these NGOs are liberating Pakistani women to distract them from their social norms and values.

“In Pakistan, some NGOs are working deliberately for the development and rest of them are not in good shape due to lack of projects and financial support. NGOs can support women to create social change in the society. That’s why it is important to facilitate the women development initiatives at all services offered by NGOs. The proper organizations and planning for women welfare programs are the need of today (Anum H, 2012)”.

2.6 Non-Government Organization (NGO) and Women Empowerment Scenario in Nepal

A non-governmental organization (NGO) is a nonprofit, voluntary citizens' group which is organized locally, nationally and internally as for need, interest and purpose. Task-oriented and driven by people with a common interest, NGOs work on different service and humanitarian functions, bring citizen concerns to Governments, advocate and monitor policies and encourage political participation through provision of information. Some NGOs are working for specific issues, such as human rights, environment or health. “They provide analysts and expertise, serve as early warning mechanisms and help monitor and implement international agreements. The relationship between NGOs with offices and agencies of the United Nations system differs depending on their goals, their venue and the mandate of a particular institution (Ahamad T, 2015)”. To promote employment is one of the particular interests of some NGOs’ working with poor women. The term nonprofit organization is usually applied only to organizations that pursue wider social aims that have political aspects but are not openly involved in political organizations such as political parties.

One of the major issues in south Asian countries like Nepal is to eliminate poverty and improve the livelihood condition of the poor people, particularly the condition of women and bring them into the mainstream of developmental process has been a great challenge. Living conditions of the rural people have not been improved due to the poverty problem which was known as one of the major challenges before the country. The responsibilities of NGOs have been recognized as important to solve the multifacets problems and particularly to help and improve the livelihood of the rural people. To achieve the substantial and sustained poverty reduction, there is a need in the inclusion of civil society, non-governmental organizations and local democracy to enable the good governance system.

“NGOs are considered development partners in Nepal. Nepal’s poverty problem is more pervasive than most of the South Asian countries (Dhakal TN, 2002)”.

Unofficial reports suggest that there is more than forty thousand (40,000) NGOs working in Nepal (Dunham, 2009), most of which in some way and others have organized programs and activities related to women. According to Social Welfare Council (SWC) the apex body of government, responsible for registration and regulation of various I/NGOs, the total number of NGOs working in the sector of Women Service is 1998 (7.85%) as of 2008 (cited in Dangol R, 2010)”.

“A famous philosopher, Tulsi Meher Shrestha has started the NGO movement in 1923 with inspiration from Mahatma Gandhi”. “ He started Charkha Movement as one of the first local NGOs (Chand, 1999)”. He raised the first voices for Nepalese women and during the course of his life; and he implemented many programs for the empowerment of women in Nepalese society.

Women empowerment has been one of the central agenda for both government and NGOs. The voluntary service promoted by some voluntary agencies involved in development works play a crucial role at the grass roots level in different regions of Nepal. The various roles of NGOs such as educating the rural women ensuring their participation in empowerment, mobilizing the optimum resources, providing effective and efficient trainings to rural women, promoting rural leadership and promoting the technology in rural areas for supplementation of government efforts. The nongovernment organizations also play a momentous role in planning and implementation of models and their experiments, monitoring, evaluation and impact assessment.

2.7 Government's Attempts for Women Empowerment

NPC/UNDP has mentioned that poverty alleviation program through women empowerment is given top priority by Nepal government. Similarly, Nepal government has focused poverty reduction as its one of the important goals. In spite of the consistent efforts through large number of programs and projects to poverty alleviation, poverty has not been reduced significantly in the country. Poverty is widespread and deeper among women, indigenous group and Dalits, particularly who are living in backward areas, in mid western and far western hilly regions of Nepal.

The government of Nepal had initiated programs, policies and projects for women with a welfare approach, particularly in education and healthcare, emphasizing their mothering roles during the sixties and seventies and adopting a WID approach with emphasis on their development role during the eighties. “The government had emphasized women's participation in all programs and projects, recognition of legal impediment to their economic empowerment and enunciated special programs to meet their needs already in the Sixth Five Year Plan (1981-1985)”. The expansion of Seventh and the Eighth Five Year Plans were on these themes. In the same way, the requirement of legal reforms was also to be implemented to facilitate women's participation in development. The Eighth Plan also mentioned about increase in women's representation at decision making levels in the government, non-government also in semi-government sectors and develops a monitoring system for recording gender discrimination in different work places. “An acceptable organizational structure for coordination and monitoring of activities relating to women was also envisaged. Specifically, the Ninth Plan (1997-2002) embraced mainstreaming, eliminating gender inequality and empowerment as its main policies on women and thus moved towards a gender approach to women's promotion (Dr.Acharya M, FES-Nepal)”.

The government of Nepal has done numerous establishments of sectors working or women like different institutions, including a Ministry of Women Children and Social Welfare (MWCSW) in 1995, a division in National Planning Commission (NPC), and Ministries of Agriculture and Education, Institution of gender-focal points in many of the ministries, including Health, MLD, Finance, Labor, Industry, etc.

This research has found some structural changes in Nepalese women, mainly those who live in urban and rural areas and involved themselves in Collector Business Group in Thamel, Kathmandu. This voluntary organization has generated employment and provided them with trainings. It has also carried out some programs for women development and empowerment. This has been able to help and improve the social and economic situation of women in Nepal. The work experiences and trainings have helped women to develop their capacity building, decision making, raise their income sources and enabled them to support their livelihood and family as

well. As a result, women have become able to participate in social activities independently.

2.7.1 Plan and policy review

The government of Nepal has passed many effective laws realizing and considering the rights of women in response to international commitments. However, realization and implementation of these laws remain poor. In addition, the legal mechanisms have not been able to address the rights of transgender people and lesbian women.

2.7.2 The Constitution of Nepal (2072 B.S.)

The Constitution of Nepal (2072) has recognized various fundamental rights of women.

Fundamental Rights and Duties:

Article 16. Right to live with dignity: (1) Every person shall have the right to live with dignity.

Article 17. Right to Freedom: (f) freedom to engage in any occupation or be engaged in employment, establish and operate industry, trade and business in any part of the country.

Article 18. Right to equality: (1) All citizens shall be equal before law. No person shall be denied from equal protection of law. (2) There shall be no discrimination in the application of general laws on the grounds of origin, religion, race, caste, tribe, sex, physical conditions, disability, health condition, matrimonial status, pregnancy, economic condition, language or geographical region, or ideology or any other such grounds.

Article 33. Right to employment: (1) Every citizen shall have the right to employment.

(2) Every citizen shall have the right to select employment.

Article 38. Women's right: (1) All the woman shall have equal right to lineage without any gender discriminations.

(4) Women shall have the right to access and participation in all state structures also bodies on the basis of the principle of proportional inclusion.

(5) Women shall have opportunity in the spheres of education, health, employment and social security.

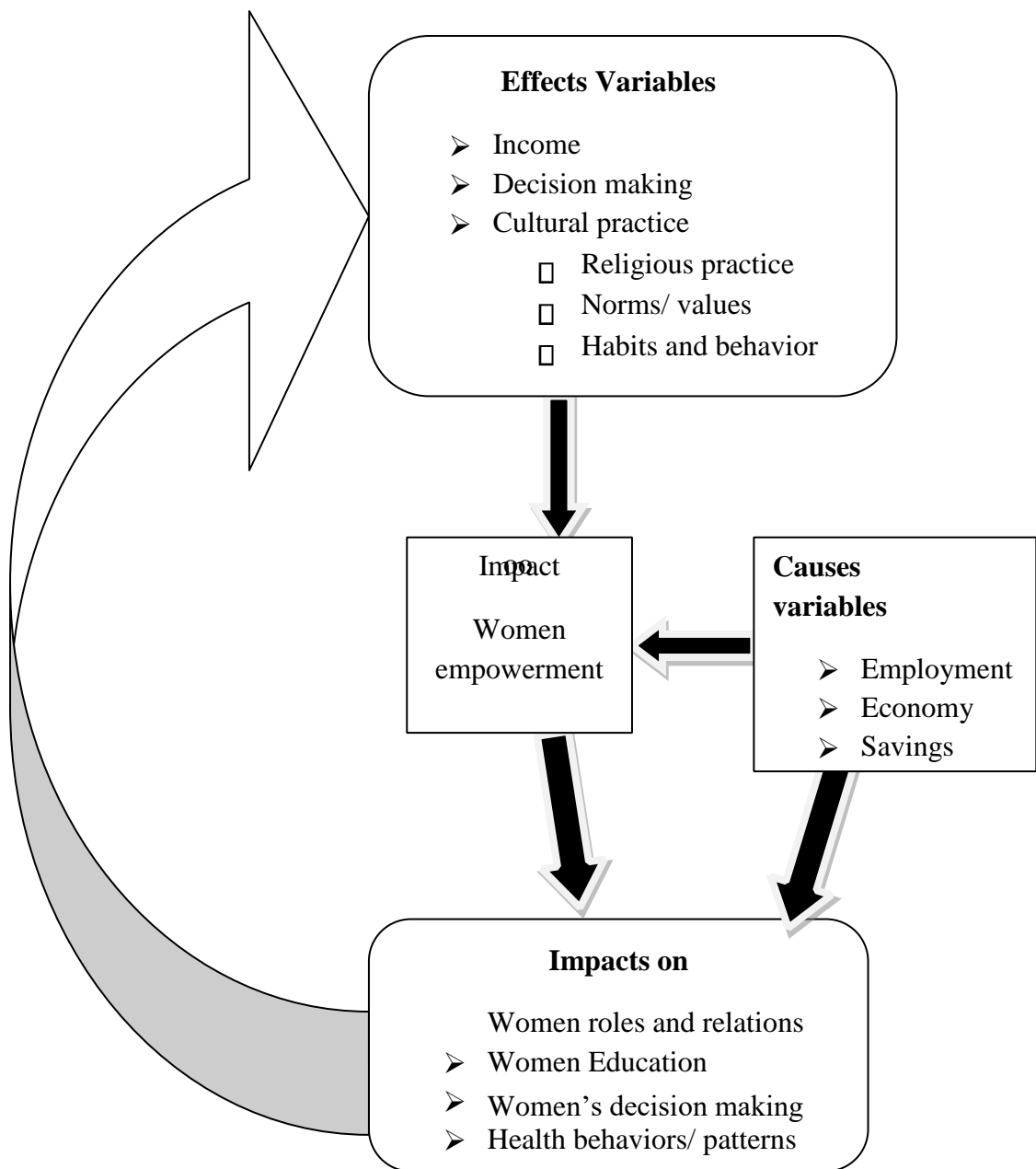
(6) Both the partner shall have equal rights in property and family affairs.

2.7.3 Special Resolution 2006 and amendments to the Civil Service Act

The Parliament of Nepal passed a special resolution in 2006 which ensured 33% women's participation in all state structures. In Aug.2007 second amendment was done to the Civil Service Act, 1993 (2049 BS) and changes in the Civil Service Regulation, 1994 (2050 BS), also included special inclusive measures in the recruitment process. This resolution have reserved 45% of seats for women, indigenous and ethnic communities, Madhesi's, Dalits, disables and marginalized groups.

2.7.4 Conceptual framework

All the units of society are interrelated and inter-combined to each other and each of these units affects overall aspect of any society. This interrelatedness helps to maintain a dynamic relationship within the society. The change in socio-economic status of women working or related to an NGO is the positive impact of contributions of any non-government organizations.



This Conceptual framework of this study is shown below:

The NGOs provide employment and trainings to the women of urban and rural which can enhance the social and economical status of women. However, there are some effects and causes variables that can play a vital role in gender structural changes and women empowerment. These variables are related to income source, decision making, cultural and religious practices, norms and values which impact on women empowerment.

There are causes variables such as employment, economy and savings impact the women empowerment. The causes variables not only impact the women empowerment but also impact on the roles and responsibilities of the women, women education, decision making, health behaviors and patterns.

CHAPTER-THREE

RESEARCH METHODOLOGY

3.1 Research Designs

The NGOs socio- economically empowers the women. Basically, the research design for this study is descriptive and exploratory. The research has described the socio-economic dimensions of the role of non-government organizations in women empowerment. Since it has explored the processes by which the NGOs play a role providing employment opportunities to the women. So, the research is exploratory and it has collected qualitative data.

Exploratory research, as the name states, intends to explore the research questions. It is the investigation into a problem or situation which provides insights to the researcher with qualitative information.

It is conducted in order to determine the nature of the problem. The selection of the study area is Thamel Kathamdu, a business hub in the capital.

3.2 Universe and Sampling

The NGO purposively for women empowerment existing in Thamel Kathmandu, is my universe population. However, there are also a few NGOs available working for women empowerment in Thamel area. Amongst them I have selected the NGO purposively (Collector's Business Group) for universe and sampling which has been working in the area for five years concerning socio-economic empowerment of women.

Purposively out of 52 women working in the organization, only 36 women were taken as study sample using convenience sampling. Therefore, sample size for study is 36 women respondents who have been working in the organization for five years.

3.3 Nature and Source of Data

To fulfil the objectives of this study, both qualitative and quantitative data were collected through primary and secondary sources of data.

Primary data were collected through field visit using interview techniques and key informant interview.

Secondary data were obtained from libraries, CBS, journal and newspaper articles. The internet search was also done extensively to acquire secondary data and necessary information.

3.4 Data Collection Techniques

In order to obtain necessary data for the study, methods like interview, observation and key informant interview were used with the help of different tools of data collection.

3.4.1 Interview Checklist

The necessary information includes respondents' experiences which they have gone through in Nepalese society. There were set of open ended questions. The open ended questions provided to respondents with the chance to give their own verdict and detailed answers regarding the questions.

3.4.2 A Semi-structured house hold survey questionnaires have purposed and interviewed 36 women house holds.

3.4.3 To conduct focus group discussion, observation and key informants' interview was prepared accordingly.

3.4.4 Key Informant Interview

For more detail and in-depth information the interview was taken with the managing director of the organization (NGO). This information helped to check the reliability of information provided by the respondents.

3.5 Data Presentation and Analysis

Collected quantitative data are entered in excel sheet and analyzed frequency and percentage are presented in the table. The quantitative and narrative data are gathered and are described in analysis part. The data collected in this study were analyzed descriptively and tables are made to illustrate quantitative information.

3.5.1 Ethical Consideration

In this research the interviews are taken with verbal consent with participants. The information and data collected during interview is restricted to this research only. The privacy of the participants is maintained.

CHAPTER-FOUR

4.0 ANALYSIS AND INTERPRETATION

This chapter deals with the analysis and interpretation of the data obtained from the semi-structured questionnaire which were filled up by interviewing respondents of this study. The data were collected from the female workers in a non-government organization and the total number of respondents was 20. The analysis and interpretation of data were done with the help of tabulations.

4.1 Demographic Characteristics

Demographic characteristics are population characteristics such as age, sex etc that are used in demography to develop a demographic profile. Demographics is an applied art and science. It studies the characteristics of human populations. Demographics includes population characteristics like age, sex or gender, race, marital status, parenthood status, types of family, nationality etc.

The tables in the demographic section of this study measure the age distribution, marital status and types of family of the respondents.

Table no.1: Distribution of Age of respondents

| Age of respondents(in years) | Respondents | Percentage (100%) |
|------------------------------|-------------|-------------------|
| 25-34 | 16 | 44.5 |
| 35-44 | 15 | 41.7 |
| 45-54 | 5 | 13.8 |
| Total | 36 | 100 |

Source: Field visit 2077

The minimum age of the women working at this organization was 25years and the maximum age of the women was 54 years. The age of the maximum respondents (41.7 percent) ranged between 35-44 years. The mean age of the women working in the organization was 37.43 years.

Table no.2: Distribution of Family structure

Respondents Percentage (100%)

| Type of family | Respondents | Respondents Percentage (100%) |
|----------------|-------------|-------------------------------|
| Nuclear | 16 | 44.5 |
| Joint | 20 | 55.5 |
| Total | 36 | 100 |

Source: Field visit 2077

The demographic table for family structure shows that 55.5 percent of total respondents lived in a joint family.

4.2 Socio-cultural Characteristics

Socio cultural factors consist of customs, lifestyles and values that characterize a society or group. Cultural aspects include concepts of education, language, law and politics, religion, social organizations, technology and material culture, values and attitudes. These factors can affect quality of life, business and health. Social scientists have long studied socio-cultural factors and how those factors affect every part of society, including literacy, health care and employment.

The tables given below measure the socio-cultural characteristics like religion and education level of the respondents.

Table no.3: Distribution of Religion of respondents

| Religion of respondents | Respondents | Percentage (100%) |
|-------------------------|-------------|-------------------|
| Hindu | 30 | 83.4 |
| Buddhist | 6 | 16.6 |
| Total | 36 | 100 |

Source: Field visit 2077

The above table shows that more than 90 percent of the respondents followed Hindu religion whereas only 16.6 percent of the respondents followed Buddhism as their religion.

Table no.4: Distribution of Education level of respondents

| Education level | Respondents | Percentage (100%) |
|------------------------|--------------------|--------------------------|
| Illiterate | 5 | 13.8 |
| Literate | 7 | 19.5 |
| Primary education | 3 | 8.4 |
| Lower secondary | 3 | 8.4 |
| Secondary education | 5 | 13.9 |
| High school | 10 | 27.8 |
| Graduate | 3 | 8.4 |
| Total | 36 | 100 |

Source: Field visit 2077

While analyzing the educational status of the respondents from the above table, only 13.8 percent of the respondents were illiterate, and 13.9 percent of respondents have studied till secondary level. There was the same percentage (8.4 percent) of respondents who were literate, who have studied till lower secondary level and those who had graduated.

Table no.5: Distribution of Marital Status of respondents

| Marital status of respondents | Respondent | Percentage (100%) |
|--------------------------------------|-------------------|--------------------------|
| Single | 4 | 11.1 |
| Married | 30 | 83.3 |
| Divorced/Separated/Widowed | 2 | 5.6 |
| Total | 36 | 100 |

Source: Field visit 2077

The above table for distribution of marital status of respondents shows that out of total respondents 83.3 percent were married, 11.1 percent were single and only 5.6 percent were divorced.

4.3 Socio-economic Characteristics

The sociological and economical characteristics are based on income, education, and occupation. When analyze the socioeconomic characteristics family's socio-economic status, the household income, earners' education, and occupation are examined.

However, socio-economic status is more commonly used to portray an economic difference in society as a whole. The socioeconomic status is typically separated into three levels (high, middle, and low) to describe an individual or a family. The placing of family or individual into one of these categories, any or all of the three variables (income, education, and occupation) can be assessed. The socio-economic position (otherwise known as SES) refers to an individual's level of income, wealth, education, and prestige.

The socio-economic characteristics of the respondents in the tables below shows the income of respondents and their husband's occupation.

Table no.6: Distribution of Monthly income of respondents

| Monthly income range | Respondents | Percentage (100%) |
|----------------------|-------------|-------------------|
| Below 10,000 | 15 | 41.6 |
| 10,000-15,000 | 13 | 36.2 |
| 16,000-20,000 | 8 | 22.2 |
| Total | 36 | 100 |

Source: Field visit 2077

Majority (41.6 percent) of the respondents from this organization earned below Rs.10,000/- per month and relative number of respondents (36.2 % and 22.2 %) earned between the range of Rs.10,000 - 15,000/- and Rs. 16,000-20,000/- respectively. According to the employees in the study area, their salary was also dependent on the work efficiency during the whole month. They earned more money when they could make more products hence contributing to their income. Their salary was not always constant.

4.4 The decision maker in the family

The process by which families make choices is a decision making which determine judgments, and come to conclusions that guide behaviors. The procedure is called family decision-making implies that it requires more than one member's input and agreement.

Usually, the families in Nepalese society have the senior most members or the male members as decision makers. The table below shows the list of probable decision

makers in the family of respondents and the percentage according to the decision makers.

Table no.7: Distribution of Decision Maker in the respondents family

| Decision maker in family | Respondents | Percentage (100%) |
|---------------------------------|--------------------|--------------------------|
| In-laws | 10 | 27.7 |
| Husband and self | 5 | 13.8 |
| Husband | 15 | 41.7 |
| Parents | 3 | 8.4 |
| Self | 3 | 8.4 |
| Total | 36 | 100 |

Source: Field visit 2077

The data from the table clearly shows that the family's decisions in half of the respondents 'houses were mostly taken by their husband and secondly by their in-laws (27.7 %). Only 13.8 % of respondents took a mutual decision their with husbands for family matters. Very few (8.4 %) of the respondents took their family's decisions on their own and 8.4 percent respondents' parents took family decision.

4.5 Reason for joining this organization

This explains the reasons for the respondents to join the organization for employment. There are four different components measured as the reasons behind joining the employment and the percentage of respondents are divided according to the reasons they choose.

Table no.8: Distribution of reason of joining the organization

| Reason for working | Respondents | Percentage (100%) |
|--------------------------------|--------------------|--------------------------|
| Family encouragement | 5 | 13.9 |
| NGO/Social mobilize encouraged | 7 | 19.5 |
| Self-motivated | 14 | 38.9 |
| Neighbor/friends motivated | 10 | 27.7 |
| Total | 36 | 100 |

Source: Field visit 2077

Amongst all the respondents in the research study, highest percent (38.9 %) of women were self-motivated to start working in an organization and 27.7 percent were motivated by their neighbors and friends. Less but relative percent of respondents were encouraged by their families (13.9 %) and by similar other NGOs or social mobilizers (19.5 %) in their community.

Table no. 9: Types of employment of the respondents

It describes the types of employment received by the respondents in the organization. The working area is divided into four categories where each of them performs their job.

| Types of work | Respondents | Percentage (100%) |
|----------------------|--------------------|--------------------------|
| Stitching | 20 | 55.5 |
| Cutting | 8 | 22.3 |
| Ironing | 3 | 8.4 |
| Finishing | 5 | 13.8 |
| Total | 36 | 100 |

Source: Field visit 2077

The table no.9 shows that more than half of the respondents worked in the stitching section of the organization, 13.8 percent took care of product finishing, 22.3 percent were assigned the task of cutting fabric and only 8.4 percent of respondents handled the ironing part of the ready products.

4.6 Additional capacity building training and material support from organization

Besides the job opportunity they have received from the organization, they were also asked about the additional capacity building trainings they have received. There are four kinds of trainings and they are categorized on the basis of respondents who have received.

Table no.10: Distribution of additional training received and material support

| Types of additional training | Respondents | Percentage (100%) |
|-------------------------------------|--------------------|--------------------------|
| Tailoring | 20 | 55.5 |
| Knitting/Weaving | 6 | 16.6 |
| Soap making | 5 | 13.7 |
| Earthquake safety precaution | 2 | 5.6 |
| None | 3 | 8.4 |
| Total | 36 | 100 |

Source: Field visit 2077

The analysis of data from the study showed that 55.5 percent of the respondents have received tailoring training from the organization and 16.6 percent of respondents have received knitting/weaving training. The earthquake safety precaution training was received by 5.6 percent respondents and only 13.7 percent of respondents had received soap making training.

4.7 Material support received from the organization

The respondents have also received material support from the organization which helps to increase their productivity at work. The table below shows the number of respondents who have and have not received material support from the organization.

Table no.11: Distribution of receiving material support

| Material Support | Respondents | Percentage (100%) |
|-------------------------|--------------------|--------------------------|
| Yes | 15 | 41.6 |
| No | 21 | 58.4 |
| Total | 36 | 100 |

Source: Field visit 2077

Besides capacity building training, 41.6 percent respondents have even received material support from the organization which has helped them to work at home as well and to upgrade their skills. They would take the available tailoring materials home and work during their leisure time at home by themselves. This has helped them become more productive as well as develop some extra skills.

4.8 Occupation before working in this organization

This shows the working status of respondents before they joined their current job. All the working categories are divided according to the number of respondents who were indulged in the work before.

Table no.12: Distribution of occupation before joining organization

| Occupation before joining | Respondents | Percentage (100%) |
|----------------------------------|--------------------|--------------------------|
| Tailoring | 15 | 41.6 |
| Knitting/Weaving | 6 | 16.6 |
| Handicrafts | 3 | 8.4 |
| Designing/embroidery | 3 | 8.4 |
| Household chores | 6 | 16.6 |
| Teaching | 3 | 8.4 |
| Total | 36 | 100 |

Source: Field visit 2077

It is shown in the table that even before joining this organization 41.6 percent of the total respondents were already working as a tailor. However, the second highest percentage of the respondents (16.6 %) was indulged in only household chores and could not go out for employment. A very small percentage of respondents were working in teaching sector (8.4 %) while same percent (8.4 %) of respondents were working in handicrafts and designing/embroidery sectors.

4.9 Family support for working outside home

Family support here means the reinforcement received by the respondents from their family members to work in an organizational setting outside their home.

Table no.13: Distribution of Family support for working

| Family support for work | Respondents | Percentage (100%) |
|--------------------------------|--------------------|--------------------------|
| Yes | 36 | 100 |
| No | 0 | 0 |
| Total | 36 | 100 |

Source: Field visit 2077

4.10 Savings and Purpose of saving monthly income

This section describes the ability of respondents to make savings from their monthly income and the reason for which they save. The reason of saving is implied to only those respondents who can actually save money from their monthly income.

Table no.14: Distribution of ability to save and purpose of savings

| Able to save monthly income | Respondents | Percentage (100%) |
|------------------------------------|--------------------|--------------------------|
| Yes | 30 | 83.3 |
| No | 6 | 16.7 |
| Total | 36 | 100 |
| Purpose of savings | Respondents | Percentage (100%) |
| Personal usage | 4 | 11.2 |
| Household purpose (only) | 7 | 19.5 |
| Children's need | 10 | 27.7 |
| Household and children | 15 | 41.6 |
| Total | 30 | 100 |

Source: Field visit 2077

Out of total respondents working in the organization, majority (83.3%) of women was able to save some money from their monthly income.

From the savings most of them (27.7 % of respondents) would use their money for fulfilling their children's needs and 19.5 percent used for Household purpose only. This showed that the women who were working in the organization did not have to depend completely upon their family or male counterparts for the children's need and household expenses. They can help their family financially after getting employment. Amongst them, 11.2 percent women could save money from their monthly income,

could fulfil their personal needs on their own and 41.6 percent of them used their savings for household purpose as well as for their children’s needs.

This table shows that though in small percent, women who are employed do not need to rely on others for fulfilling their and their family’s needs. They are capable enough to take share on the financial responsibilities.

4.11 Decision maker about when the savings will be used

Decision maker here refers to the person who settles on when the saving of the respondents will be used. This section shows the division of decision makers and the corresponding percentages.

Table no. 15: Distribution of decision maker about the use of savings

| Who decides to use savings | Respondents | Percentage (100%) |
|-----------------------------------|--------------------|--------------------------|
| Myself | 15 | 41.7 |
| Husband and I | 15 | 41.7 |
| Father/mother/brother/sister | 6 | 16.6 |
| Total | 36 | 100 |

Source: Field visit 2077

From the above table it is clearly seen that nearly half of the respondents (41.7 %) take decision themselves about when to use their savings and other half of the respondents take a mutual decision with their husbands and 16.6 percent respondents’ parents take decision about when the savings will be used.

4.12 Involvement in socio-cultural activities

Besides their day-to-day job, respondents were also involved in other socio-cultural activities.

4.12.1 Encouragement for involving in socio-cultural activities

Table no.16: Distribution of source of Encouragement

| Variables | Frequency (n=22) | Percentage (100%) |
|-------------------------|-------------------------|--------------------------|
| Source of encouragement | | |
| Self-motivated | 20 | 55.5 |
| Husband | 3 | 8.4 |
| Family/relatives | 10 | 27.2 |
| Friends/Neighbor | 3 | 8.9 |
| Total | 36 | 100 |

*This table implies only to those who are involved in women's group

Source: Field visit 2077

As illustrated in the above table, amongst those who are involved in women's group, 55.5 percent were self-motivated and only 8.4 percent were encouraged by their husbands. The relatives of the family are the source of encouragement for 27.7 percent of respondents and 8.4 percent of respondents are encouraged by their friends/ neighbors.

4.13 Ability to make family decisions after employment

Making decision is a term used to describe the process by which families make choices, determine judgments, and come to conclusions that guide behaviors.

Table no.17: Distribution of ability to make family decision after employment

| Ability to make family decisions | Respondents | Percentage (100%) |
|---|--------------------|--------------------------|
| Yes | 26 | 72.2 |
| No | 10 | 27.8 |
| Total | 36 | 100 |

Source: Field visit 2077

After getting their job, 72.2 percent respondents said they are now able to make family decisions. They can share their ideas and have their say. However, 27.8 percent of respondents still do not feel confident enough to make family decisions after employment either.

4.14 Impact of employment in development of different components

The employment opportunity of respondents has a greater impact on the development of components mentioned below. This section demonstrates the factors in which the employment of respondents has direct effects. The employment of one respondent may have impact on more than one component mentioned in the table below.

4.15 Performance of activities before and after employment on a daily basis

This section shows how frequent the respondents perform these activities on a daily basis. The activities performed before and after employment remain same but the rate to perform them on daily basis changes which is the impact of employment opportunity.

Table no.18: Distribution of activities performed on daily basis

| | Before | After |
|-------------------------------------|-----------------------|-----------------------|
| Variables | Percentage (%) | Percentage (%) |
| Cooking | 88.1 | 83.3 |
| Cleaning/washing | 90.5 | 78.6 |
| Get help in taking care of children | 42.9 | 69 |
| Helping children's education | 45.2 | 35.7 |
| Total | 100% | 100% |

Source: Field visit 2077

From the data shown in the table, 88.1 percent of respondents used to cook for their family on a daily basis before getting employment while the percentage decreased to 83.3 after they got employment. This is because they have got support from their family to work as they can contribute in household expenses as well. They do not get much time to cook twice a day. Cleaning/washing was a daily chore for 90.5 percent of respondents before employment while it dropped to 78.6 percent after they received employment. Only 42.9 percent of the married women got help from their family in taking care of children before employment while the percentage of women getting help increased to 69 after they started working. It is a result of being able to support family financially, they say.

45.2 percent women could help in their children's education before employment and only 35.7 percent could help after employment. It is because after they started working, they did not have enough time to look after their children's education and since majority of the respondents had studied till secondary level only they could not

guide their children's education while they grew up. Being a woman, it is undeniable to purchase household goods and 69 percent of respondents went shopping for their household purposes before working and 76.2 percent after working. This is because, after employment a greater number of women could spend money on household expenses, and they had the ability to commit to household expenses. Also, in the maintenance of house the percentage of women contribution has increased from 59.5 percent to 64.3 percent after employment.

4.16 Analysis from Key Informant Interview

There were two key-informants in the interview who have in-depth knowledge in the areas of research being conducted. The key-informants were the production manager of the production section and the marketing executive of the local sales of the organization. There was a set of interview guidelines based on which the interview was carried out.

Ms. Arpana Bajracharaya, the manager of production team at this organization was interviewed to gain detailed information about the working patterns and the challenges faced during the operations of production. She resides at Chhetrapati, Kathmandu and has been working at this NGO since last five years. Her working objectives are to manage the entire production unit by ensuring that the production is carried out properly and to maintain the quality of products. There is a proper documentation of the activities carried out in the production unit. As per her experience, after the employment opportunities women working in this organization have received livelihood support for their families and they have become more confident as an individual. Their economic status has improved, and they have also gained social prestige as working women. As all the areas of work have their own challenges, the production management is no exception. During her five years long working period, she has faced challenges during the process of empowering women. She sees the inability of women to make decision as a challenge during empowerment and she has also seen women in her organization lacked confidence while they initially came to work there. Gradually with the continuous effort and encouragement she feels that these women have become strong enough to work confidently for their livelihood and become independent who even contribute to the family.

When asked about the need of such kind of employment activities in our communities, Ms. Bajracharya answered that employment opportunities are necessary to develop women empowerment to make them self -dependent and also to uplift the economic status of those women. While any sorts of problem occur in the organization, she and her senior members consult and come up with ideas to mitigate it.

Later another key informant Mr. Uttar Kumar Shrestha was interviewed for further information. Mr.Shrestha is a resident of Samakhushi and he has spent five years working in this organization. He is a Local Sales and Marketing Executive, and his working objective is to boost up the sales of products made by women working in this organization. His major activity as a Marketing Executive at this organization is to develop a strong public relation with people from various similar sectors and with the people visiting the organization. The organization also has its outlets in the capital to promote the skills and products made by women, where his activities also include product-procurement and shop tracking, new product development and enhancement and above all carrying out shop's activities fluently. The resources for the organization are the women group as well as the product development and for the upliftment of those skills' social media and person-to-person contacts are very necessary, illustrated Mr. Shrestha. For the smooth operation of activities in the organization he develops strategies to follow during this work. Those strategies include the Fair-Trade norms which says that majority of employees should be women be it in-house or outsourcing the work. Other strategies include quality improvement, market access, and abroad market study for access, liking and modification in fellow designers' product trend. Also maintaining financial stability in addition to design and technical support are very crucial.

However, the process of empowering women is challenging for both the organization and the women themselves. For the women it is hard to manage their personal and professional life under timetable of 10 am to 5pm and some of them stay on a long period of leave due to pregnancy. Women also tend to miss their attendance during festivals because women must be at their houses during these times of the year. Analyzing from the organizational perspective, women seem to be very regular and attentive during their training period but later when their job starts, they seem to get laid back and not as efficient as they can actually become.

To mitigate such problems, it is necessary to help them develop their self-esteem by providing them training opportunities outside the organization and encourage in producing goods for domestic and international market. There should be predefined working hours and rules. There is need of financial empowerment not just social.

CHAPTER-FIVE

SUMMARY AND CONCLUSION

5.1 Summary

Non-government organizations provide three major services to the people such as service delivery in the sector of relief, welfare and basic skills, the second one is educational provision and the third one is public policy advocacy. NGOs are praised for mobilizing and promoting community and empowering women through supporting community-based groups and relying on participatory processes. The Women empowerment has been a cross - cutting issue in recent times. The women's empowerment facilitates for the sustainable rural and urban development by uplifting the economic, social and political status of women in developing countries like ours. The women empowerment in a true sense can be an effective tool to convert our traditional, male dominating and ideal society into self-sustainable society.

A descriptive and exploratory research was carried out in one of the non-government organizations in Kathmandu district, using convenience sampling method. Both qualitative and quantitative information were collected through primary and secondary source of data using different techniques of data collection. The dependent variables in this study are income, decision making and cultural practices of respondents which are affected by the independent variables like employment, economic status and saving. The universe population for the study was 52 from which 36 respondents were taken as sample. The results from the study showed that the mean of age of respondents was 37.43 years and majority of them had studied till secondary level. Almost all of them were married, lived in a joint family and followed Hindu religion. Most of the respondents have been working in this organization for 10-14 years. While working in the organization, almost all of them earned below Rs.10, 000/- and more than 80 percent of the respondents could save some money from their monthly income which they used in household and personal purposes and in fulfilling children's needs. The small amount of income earned by the women working in the organization has been instrumental to fulfil some of their family needs and expenses. Generally, the women are interested to go for shopping and buy stuffs like stationary, clothes and food stuffs etc. for children, family and for themselves. Almost all of the respondents used their total income in fulfilling household needs

and nearly half of the respondents were able to decide independently about to use their income as per their wish and make provision for savings.

All of the respondents had got full support from their family members to work outside their home and some of them had even received tailoring training before joining this organization. These women did not participate in any organizations such as NGOs for Income Generating (IG) Programs before but got some skills or trainings from commercial institutions to meet their purposes for income generating and capacity building. More than half of the respondents' husbands were indulged in business and they supported their wives fully working in the organizations. They were self-motivated to work and this employment has helped them in their economic status, personal development, social prestige, livelihood and decision-making and capacity building procedures.

After the employment many respondents were able to make a mutual family decision. They have been able to contribute to sharing the financial burden of their family as they have become economically independent. The employment has provided them livelihood support and social prestige. After the employment, the rate of performing daily chores like cooking, cleaning and helping in children's education has decreased. Respondents did not need to cook and clean daily as they did not have enough time as they started receiving help from other family members. Respondents received help from their in-laws in taking care of children and they involved in shopping for household and maintenance work more than before. The decision-making capacity of respondents in various components has changed after getting employment. There is a higher percentage of respondents saying they can make decisions most of the time about buying personal materials, visiting new places, going to the market, meeting relatives/friends and arranging recreational activities. The percentage of women saying they cannot decide at all has decreased after the employment. Respondents have even received awareness about different social issues after employment and majority of them take women empowerment and need of income and savings as the most learnt issues. According to Longwe, development of women can be observed in five levels of equality, welfare, access, conscientisation, participation and control. The empowerment is a process where women have reach in welfare activity such as material need, food, income and medical care etc. they can also have access to resource, land, labour benefit. The empowerment raised consciousness in women

thereby women strengthened themselves, received education especially adult education and were able to build their capacity. The women empowerment helps women enable to participation and control where women capacitate themselves for equal right on production, participation and decision making process.

5.2 Conclusions

Women empowerment has been a burning issue throughout the world. It has helped women to uplift their condition socially, economically, politically, culturally and so on. It has also enabled women to play active roles in different places like home, offices, policy making level and social activities and celebrations. The government of Nepal has prioritized women empowerment through basic literacy, health services, skill trainings etc. In the past, women were said to be physically alive but socially, culturally and religiously dead. In other words, they were confined within four walls of their homes i.e. cooking, washing, cleaning, looking after their children etc. In recent times, organizations like NGOs have played crucial roles to sift women from traditional roles to modern ones like to participate in development activities, income generating activities, decision making, capacity building, policy making, participate in social and religious activities through awareness.

The decision-making capacities of women depend on their family backgrounds, such as family size, education and occupation of the family members, particularly of the family heads. The local authorities in collaboration with NGOs or the NGOs independently carry out various types of programs for women empowerment in the sectors of education, health and income generation etc. Some of the typical programs of the NGOs are income generating (IG) programs for women empowerment. This generally contains few components, like literacy trainings, skill development trainings, livelihood support trainings, savings and small loan distributions. The main objectives of the NGOs and IG programs are to increase women's income and build their capacity in decision making and policy making levels regarding personal and family matters.

In our patriarchal Nepalese society, the women usually do not have the trends of involving in economic activities like business or trade and commerce to raise their income level. But evidently, NGOs have worked sincerely and seriously to uplift

their poor condition through capacity building, skill based trainings related to income generating activities that can help them to live independently.

The collector business group and self-help group (SHG) of NGO has played an appreciable role for women empowerment by providing them with opportunities and facilities in different sectors and acquire access, abilities and freedom to control over own lives. Furthermore, the business group has been able to help women from different perspectives like enabling them for employment, education, awareness, literacy, and vocational trainings.

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Appendix-1

Interview for participant women

SECTION I

Personal Information

1. Name of the participants :

2. Age:

3. Address:

4. Religion:

5. Marital Status:

i) Single ()

ii) Married ()

iii) Divorced/Separated/Widowed ()

6. Education level

i) Illiterate ()

ii) Literate ()

iii) Primary education ()

iv) Lower secondary ()

v. Secondary education ()

vi. High school ()

vii. Graduate ()

7. Family structure

i.Nuclear ()

ii. Joint ()

8. How many members are there in your family? Details of family members

| S.N. | Name | Relationship with you | Age | No. | Gender | Education | Occupation |
|------|------|-----------------------|-----|-----|--------|-----------|------------|
| | | | | | | | |
| | | | | | | | |

9. Who is the decision maker in your family?

10. When did you join Mahaguthi?

11. What kind of training/ employment do you receive from this organization?

12. Did you receive any additional capacity building training from this organization?

- i. Yes. () ii. No ()

13. Did you receive any material support from the organization? If yes, mention

14. Why did you join this organization/ program?

i. Family encouragement ii. NGO or social mobilize encouraged

iii. Self motivated

iv. Neighbor/ friends motivated

15. What was your occupation before this training?

16. Have you indulged in any other kind of training before

17. How much money do you earn per month working here? (In NRs.)

i. Below 10,000/- ()

ii. 10,000-15,000/- ()

iii. 16,000-20,000/- ()

iv. Above 20,000/- ()

18. Do you use your income in household purpose?

- i. Yes () ii. No ()

- 19.** Are you able to save money from your monthly income?
- i. Yes ()
- ii. ii.No ()
- 20.** Who decides when the savings will be used?
- i. I decide on my own ()
- ii. My husband and I jointly decide ()
- iii. iii.Father/mother/brother/sister iv.In-laws ()
- 21.** What kind of socio-cultural activities are you involved in?
- i.Women's' group ii.Political parties ()
- iii. Health campaigns ()
- iv. Education campaigns ()
- v. Co-operative ()
- vi. Others ()
- 22.** If yes, who encouraged you for community participation?
- i. Self-motivated ()
- ii. Husband iii. Family/relatives ()
- iii. Friends/Neighbor ()
- iv. Others ()
- 23.** Do you perform these household chores daily after getting employed?

| S.N. | Activities | Yes | No |
|------|---------------------------------|-----|----|
| 1. | Cooking | | |
| 2. | Cleaning/washing | | |
| 3. | Taking care of children | | |
| 4. | Helping in children's education | | |
| 5. | Shopping | | |
| 6. | Maintenance of house | | |

24. Do you feel after getting employed you are able to make family decisions?

- i. Yes () ii. No ()

25. In the following cases, how much do you think you can decide on your own?

Before employment program

| S.N. | Components | How much can you decide on your own | | | | Influencing figure |
|------|-----------------------------------|-------------------------------------|----|----|----|--------------------|
| | | 0* | 1* | 2* | 3* | |
| 1. | Buying personal materials | | | | | |
| 2. | Visiting new places | | | | | |
| 3. | Going to the market | | | | | |
| 4. | Meeting relatives/friends | | | | | |
| 5. | Arranging recreational activities | | | | | |
| 6. | If others, mention | | | | | |

After employment program

| S.N. | Components | How much can you decide on your own | | | | Influencing figure |
|------|-----------------------------------|-------------------------------------|----|----|----|--------------------|
| | | 0* | 1* | 2* | 3* | |
| 1. | Buying personal materials | | | | | |
| 2. | Visiting new places | | | | | |
| 3. | Going to the market | | | | | |
| 4. | Meeting relatives/friends | | | | | |
| 5. | Arranging recreational activities | | | | | |
| 6. | If others, mention | | | | | |

0-Not at all

1-Rarely

2-Sometimes

3-Most of the time

Appendix-2

Questionnaire for Key Informant Interview

1. Challenges during the process of empowering women:
2. Learning from the work activities:
3. Why do you think there is need of such employment activities in our community
4. How did you mitigate the problems that have come your way during your working period?