

## CHAPTER- 1: INTRODUCTION

### 1.1 Background of the study

A Non-governmental organization (NGO) is any non-profit earning, voluntary citizens' group which is organized on a local, national or international level. These are task-oriented and driven by people with a common interest. NGOs perform a variety of service and humanitarian functions. NGOs are professionally-staffed organizations aiming at contributing to the reduction of human suffering and to the development of poor countries (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 role and functions for NGOs, such as counseling and support service, awareness raising and advocacy, legal aid and microfinance. These services help the people to achieve their ability, skill and knowledge, and take control over their own lives and finally become empowered. Non-government organizations provide three major services such as service delivery in sector of relief, welfare and basic skills, the other is educational provision and the third is public policy advocacy. Baccaro (2001) shows how particular NGOs can promote the organization and empowerment of the poor, particularly poor women, through a combination of micro-credit, awareness-raising, training for group members, and other social services. Empowerment is the ability of individuals to gain control socially, politically, economically and psychologically through (1) access to information, knowledge and skills; (2) decision making; and (3) individual self-efficacy, community participation, and perceived control (Rappaport 1987; Zimmerman and Rappaport 1988).

As development sectors, NGOs have become the main service providers in countries where the government is unable to fulfill its traditional role. NGOs help to sustain community development through capacity building. NGOs are often created in order to expand the capacities of people. Furthermore, NGOs are praised for promoting community self-reliance and empowerment through supporting community-based groups and relying on participatory processes.

One of the roles is also that NGOs balance the social, economic and environmental factors in promoting sustainable development. Another important role of NGO is decentralization of the central government which helps the local communities to acquire more power in order to make their own decisions. But, sometimes the local communities lack specialists to do professional work and resources that are important for the particular projects. In this situation, NGO assists local staff with drafting sustainable development plans that are functional under the umbrella of a central government policy. Empowerment consist of four dimensions each equally important but none 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 and the 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 program 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). Empowerment is a process of change that focuses on expanding the range of choices that people can make. As such, it cannot be understood as a single dimensional formula for change, either as process or outcome. It must instead be understood in particular contexts taking into account the specific needs of the people intended to be empowered.

The word women empowerment essentially means that the women have the power or capacity to regulate their day- to- day lives in the social, political and economic terms -a power which

enables them to move from the periphery to the centre stage. Empowerment is an active and multidimensional process, which enables women to realize their identity and power in all aspects of life. Empowerment of women has emerged as an important issue in recent times. Empowerment of women facilitates for sustainable rural and urban development by uplifting the economic, social and political status of women in developing countries. Empowering the women in these aspects is necessary to convert the idle society into self-sustainable society. Women empowerment can be achieved through provision of adequate education facilities, political support, and effective legislation system and employment generation for women. NGO'S and the self-help groups (SHG) play a very pivotal role in women empowerment by providing basic education, vocational training, training for self-employment, legal aid, protection for women and self-awareness program. Thus they are mainly concerned with the upliftment of the women in the society. Since the late 1980s and early 1990s, nongovernmental organizations (NGOs) have moved the traditional focus of women's health and education to addressing the underlying causes of deprivation through the promotion of economic and social empowerment (Narayan, 2002; Sadik, 1988).

The socio-economic aspect of a society is a subject to change for which there are various factors responsible, like culture, technology, population, environment etc. In addition, modernization, industrialization, urbanization and various development activities are also supportive to the socio economic change of the society. Likewise, the non government organizations play an important role in changing the socio-economic aspect of society.

In recent years the role and the situation of NGOs in Nepal represents a mixed picture. NGO history in Nepal is relatively short. During the Panchayat era, the autocratic regime had very tight control on social services through the NGOs and CBOs. It was so much control that only a few people were able to establish NGOs in Nepal at all. Until 1960 when Panchayat regime began there were only ten NGOs in Nepal. In seventeen years (1960 to 1977) the number reached thirty-seven. Those were mostly based on Kathmandu. After democracy was established, NGOs mushroomed in the country. Until 1985 there were only few NGOs in Eastern Nepal. Since the 1990 the number of NGOs and Civil Societies (CBOs) and their activities has been significantly increased in Nepal. There are varieties of NGOs in terms of their size, scope, point

of reference and organizational competencies. In this situation, Nepali NGOs have a positive role for human empowerment, training, and democratization of the country. There are more than 35,000 registered NGOs and many unregistered NGOs working on the environment sector, forestry sector, wildlife sector and national development (poverty, human right, HIV/AIDS, health, etc.)(Medani, 2014). NGOs can contribute community-based economic enterprises and provide necessary technical moral assistance to the respective governments as well as to the international agencies. NGOs can solve the specific problems of the local areas and are often quicker than the government bureaucracy. In communications, NGOs are fast and efficient. They translate the people's concern and provide the service to the local communities with the involvement of locals. They promote community participation in project activities, provide financial intermediary role, act as a supplier of technical knowledge to local beneficiaries, serve as advisor to local communities on how to take advantage of project-financed goods or services, work as implementer of complementary activities and support and a beneficiary of an NGO funding mechanism established by the project.

## **1.2 Statement of problems**

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 inter-combined parts of the society.

The non-government sector of our country has been working in various sectors of development. There are still many more areas where development is necessary. Government bodies cannot always reach each and every areas of the country and it is also not possible for the government to cover all aspects of society. The existence of non-government organizations help to reach such untouched areas. NGOs have helped Nepalese society to grow in a lot of ways. Non-government organizations and local bodies actively work for uplifting the socio-cultural and economic facet of our society. Non-government organizations have been working in sectors where women empowerment, women employment, women education, social issues like human trafficking, dowry eradication, poverty reduction, life skills, gender based violence, gender untouchability, child nutrition and education, and domestic violence are few of them which has got better

attention in past few years. Yet there are many other issues prevalent in Nepalese society which needs attention and mitigation.

Among the female population of Nepal, 53.8 % of female are literate (Nepal Population Report 2016) and it is not possible for all of them to indulge into a job for earning. In poor rural families parents are willing to bear their son's education expenses and not of their daughters. Academic qualification plays a vital role in employment opportunities, but that being said we cannot ignore the fact that vocational training and livelihood trainings is a life savior to most of the women from rural 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 become able to support their families and share family expenses. It is necessary to study, assess and understand how such opportunities are helping women in uplifting their living standards.

### **1.3 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 examine the role of non-government organization in upgrading the socio-economic status of Nepalese women.
2. To understand the strategies used by non-government organization (Mahaguthi) to work in women empowerment.

### **1.4. Limitations of study**

This study will be conducted in one non government organization in Lalitpur district within a limited period of time and area. The members who are directly benefited by the NGO will only

be taken as the respondents, so study population will be limited. The study site will be taken using non probability convenience sampling method for designated topic. The study will be carried out for college recognition only and cannot be generalized on the national level.

## **CHAPTER-2: LITERATURE REVIEW**

### **2.1 Theoretical review**

Women's empowerment is one of the concerns of international community. This concern is manifested in the formulation of MDG (Millennium Development Goals). The third of these goals is related to women empowerment i.e. to promote gender equality and empower women (Khan S, 2013).

#### **Socialist Feminism**

Socialist feminism is a branch of feminism that focuses upon both the public and private spheres of a woman's life and argues that liberation can only be achieved by working to end both the economic and cultural sources of women's oppression. Socialist feminism is a two pronged theory that broadens Marxist feminism's argument for the role of capitalism in the oppression of women and radical feminism's theory of the role of gender and the patriarchy. Socialist feminists reject radical feminism's main claim that patriarchy is the only or primary source of oppression of women. Rather, socialist feminists assert that women are unable to be free due to their financial dependence on males in society. Women are subjects to the male rulers in capitalism due to an uneven balance in wealth. They see economic dependence as the driving force of women's subjugation to men. Further, socialist feminists see women's liberation as a necessary part of larger quest for social, economic and political justice. The phrase "socialist feminism" was increasingly used during the 1970s to describe a mixed theoretical and practical approach to achieving women's equality. Socialist feminist theory analyzed the connection between the oppression of women and other oppression in society, such as racism and economic injustice (Linda Napikoski, 2016).

#### **Liberal Feminism**

Liberal Feminism is considered the most moderate branch of feminism and is based on the simple proposition that all people are created equal and should not be deprived from equality of

opportunity because of gender. Liberal feminism is a particular approach to achieving equality between men and women that emphasizes the power of an individual person to alter discriminatory practices against women. Liberal feminism aims for individuals to use their own abilities and the democratic process to help women and men become more equal in the eyes of the law, in society and in the workplace. According to Alison Jagger, liberal feminism focuses on issues such as equality in the workplace, in education and in politics. Liberal feminism is an individualistic form of feminist theory, which focuses on women's ability to maintain their

Equality through their own actions and choices. Liberal feminists argue that society holds the false belief that women are, by nature, less intellectually and physically capable than men; thus it tends to discriminate against women in the academy, the forum, and the marketplace. Liberal Feminists believe that "female subordination is rooted in a set of customary and legal constraints that blocks women's entrance to and success in the so-called public world". Liberal Feminism's primary goal is gender equality in the public sphere -- equal access to education, equal pay, ending job sex segregation, better working conditions -- won primarily through legal changes.

According to Georger Ritzer, contemporary Liberal Feminism's explanation of gender inequality turns on the interplay of four factors, the social construction of gender, the gendered division of labor, the doctrine and practice of public and private spheres, and patriarchal ideology. Liberal Feminists demands the human rights of women everywhere. Similarly they argue for equal educational and control to sexism challenges. Basically they are in favor of equality. They are against job discrimination and payment discrimination.

## **2.2 Review of related Literature**

Women, although constitute half of humanity, are socially, economically and politically marginalized. The nature of empowerment can be diverse, depending upon the parameters that define the lack of power within the institutional framework in operation. For the past several decades, national governments, non-governmental organizations and international agencies have been aware and concerned about the status of women. Efforts have been made by these bodies to improve women's literacy, nutritional and health levels and enhance their income 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. Thus self-confidence and self-esteem plays an important role in this change. The concept of participation in NGO's program is related to involvement in programs that are organized by NGOs to improve the community situation.

### **2.2.1 Women and Women's Status in Nepal**

The status of Nepalese women, rural women in particular lags far behind that of men. The strong bias in favor of sons in the country means that daughters are discriminated against from birth and do not have equal opportunities to achieve development. The situation for women is characterized by low levels of access to education, healthcare, and economic, social, and political opportunities. Despite increasing efforts from the government, non-governmental organizations, and international development agencies to empower women in Nepal, there has been little improvement in the socio-economic status of women in grassroots level. Labor and physical exploitation of young girls is widespread. In addition, gender-based violence is often reported in domestic as well as public arenas and is largely attributed to derogatory attitudes towards women, which is reinforced by low socioeconomic status. According to the Gender Development Index (GDI), socioeconomic conditions for Nepalese women are worse than for other South

Asian women. Moreover, women remain far behind men in Nepal according to the Gender Empowerment Measure (GEM). Indeed, women's participation in politics is only one-fifth that of men, and the same pattern prevails in professional occupations and administrative jobs. Although a substantial proportion of women, around 40 percent, are economically active, many are unpaid family workers involved in subsistence agriculture (Mahat, 2003). To raise the status of women in Nepal and push forward the country's economic development, government and development organizations have focused their efforts on empowering women. The concept of empowerment rests on awareness-raising, capacity building, and organizing people in order to overcome unequal relationships, in addition to increasing women's decision-making power at the

household, community, and national levels. The concept of empowerment as used by many development agencies refers mainly to entrepreneurial self-reliance.

Even in 21<sup>st</sup> century, majority of the daily work performed by females is hardly measured in terms of economy with unequal opportunity even in the total household income. Nepal remains 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. The numbers 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 Programmes, 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 Programmes 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).

### **2.2.2 Non-Government Organization and Women Empowerment**

UNDP states that NGOs are one of the major catalysts in social mobilization and transformation of Nepali society. Both structural and functional characters of these organizations are quite diverse. Many of them are involved in awareness, social mobilization, local infrastructure building, and basic service programs like 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' groups or occupational interests. Human right groups are engaged in protecting the civil rights of the people. NGOs working in the areas of women empowerment, community forestry and women education in particular have performed well. NGOs working on awareness building, protecting human rights, and raising voices for political, economic, social and cultural rights have performed equally well. In a general view, the NGO movement has helped the poor and disadvantaged people to form self-help groups, feel empowered in the long run and bring a level of sustainable improvements

in their livelihood. This has created an opportunity to articulate their voices and choices through their organization and mainstream their priorities.

Today NGOs are one of the major catalytic forces in the social mobilization and transformation of Nepali society. Both structural and functional characters of these organizations are quite diverse (Khanal, 2006). He states that there are large numbers of NGOs funded by foreign agencies working across the world. The activities largely focused by these organizations in the developing countries are mostly related to the socio-economic issues of women. Also in Nepal, there is a huge number of NGOs in somewhat or other working for the empowerment of women. These organizations 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 rural poor that cover both men and women in the community. To enlist some of the programs funded by ADB in Nepal, skills for empowerment, rural micro-finance, gender equality and empowerment of women and prevention of women and girls trafficking and rehabilitation are some. Similarly, various development agencies are working as well as 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 program etc.

### **2.2.3 Worldwide scenario**

More than 1 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 these 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).

International organizations like the World Bank and United Nations have focused on women's issues especially the empowerment of poor women in rural areas. Almost all poor women in Asia

are economically active in agriculture, trade, small-scale manufacturing and craft production but women's low socio-economic status and limited access to information, skills and resources mean that these income generating opportunities are not fully utilized. ADB mentions that NGOs can play a contemporary role by undertaking projects that would be technically or administratively difficult for governments 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).

#### **2.2.4 South Asian scenario**

Several recent studies indicate an alarming increase in the level of poverty in developing countries, particularly in South Asia over the last decade (Dhakal TN, 2002).. Since, the 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). International organizations like the World Bank and the United Nations have also focused on women's issues, especially the empowerment of poor women in rural areas. Since the late 1980s and early 1990s, nongovernmental organizations (NGOs) have moved beyond the traditional focus of women's health and education to addressing the underlying causes of deprivation through the promotion of economic and social welfare.

A nation can be improved 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 in many other developing countries women play a very important role in the upliftment of the nation in all the aspects like social, political, economical and legal. Empowerment means control over material assets, intellectual resources & ideology which involves ability to get what one wants & to influence others on our concerns. Women empowerment includes the lives of women at multiple levels, family, community, market, & the state. The question surrounding women's 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, NGO and SHG. Among these, NGO and SHG dominate and fruitful success of the women empowerment needs

to occur along multiple dimensions including: economic, socio-cultural, familial/interpersonal, legal, political, and psychological. Since these dimensions cover a broad range of factors, women may be empowered within one of these sub-domains. Human development report since 1999 demonstrated 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 working for women empowerment in Pakistan are trying their level best. A lot of criticism rose against these NGOs that on basis of western concept, these NGOs are liberating Pakistani women to distract them from their social values and norms. 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 social society. That's why it is important to facilitate the women development initiatives at all services offered by NGOs. The proper organization and planning for women welfare programs is the need of today (Anum H, 2012).

### **2.2.5 Nepalese Scenario**

One of the major issues in southern countries like Nepal is fighting poverty and how to improve the livelihood condition of the poor people and bring them into the mainstream of developmental process has been a great challenge. Living conditions of the people particularly in the rural areas, have not been improved due to the poverty problem, which has been stood as one of the major challenges before the country. The role of NGOs has been recognized as important to solve the multifarious problems and particularly to help improve the livelihood of the rural people. For achieving 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 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 40,000 NGOs working in Nepal (Dunham, 2009), most of which in some way and others have organized Programmes 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).

### **2.2.6 Women empowerment**

Voluntary organization is not a new phenomenon in our country. Voluntary effort has always been an important part of our culture and social tradition. The need for organizing people into accredited associations and their involvement and participation in rural development have now been fully recognized. In recent years, they have increased in considerable number, acquired greater importance and significance and put up many new experiments in the field of rural development. Voluntary organization can play a crucial role in rural development by supplementing government efforts as they are close to the minds and hearts of the rural people. They have their roots in the people and can respond to the needs and aspirations of the community very effectively. They can experiment new approaches to rural development. (Ahsan Ullah, 2003). Literatures suggest that NGO interventions positively contribute to women empowerment. Women empowerment is essentially 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; decision making; and individual self-efficacy, community participation, and perceived control.

Empowerment approaches to finding effective ways to support women and enable them to mobilize for change comes from within them, not from outside. Collective empowerment involves individuals working together to achieve a greater impact than they could have achieved alone. In fact, the collective empowerment is very 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 program and community awareness. The concept of working together refers to individuals who are interested to work with the other people in different context, to share their

skill and knowledge. The concept of participation in NGO's program is related to involvement in program that is organized by NGOs to improve the community situation. Meanwhile, community awareness refers to awareness of women about their role and situation in household, community and society. NGOs are private, voluntary, nonprofit organizations independent of any government and funded through individual and corporate donations, levies imposed on members, grants from international agencies and governments.

### **2.2.7 Non-Government Organization (NGO)**

A Non-governmental organization (NGO) is any non-profit, voluntary citizens' group which is organized on a local, national or international level. Task-oriented and driven by people with a common interest, NGOs perform a variety of service and humanitarian functions, bring citizen concerns to Governments, advocate and monitor policies and encourage political participation through provision of information. Some are organized around specific issues, such as human rights, environment or health. They provide analysis and expertise, serve as early warning mechanisms and help monitor and implement international agreements. Their relationship 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). Promoting employment is of particular interest to some NGOs working with poor woman. Nonprofit organization, term is usually applied only to organizations that pursue wider social aims that have political aspects, but are not openly political organizations such as political parties.

Women Empowerment has been the central agenda for both government and NGO's. Voluntary action promoted by voluntary agencies engaged in development play a significant role at the grass roots level in the regions of Nepal. The various roles of NGOs include educating the rural women ensuring their participation in empowerment by mobilizing the optimum resources, providing effective and efficient training to rural women to and by promoting rural leadership and promoting the technology in rural areas for supplementation of government efforts. The non-government organizations also play a momentous role in planning and implementation of models and experiments and in its monitoring, evaluation and impact assessment.

A famous philosopher Tulsi Meher Shrestha started the NGO movement in 1923 with inspiration from Mahatma Gandhi. He started Charkha Movement as one of the first local NGOs (Chand, 1999). Further, he founded Mahaguthi which was a pioneer NGO for the independent, non-profit social service sector in Nepal. Since its inception Mahaguthi has been working in Nepal in various social development projects for the empowerment of the poor, helpless, neglected, and destitute. He also founded Tulsi Mehar Mahila Ashram in 1979. He was one of the first voices for Nepalese women and during the course of his life; he implemented many programs for the empowerment of women in Nepalese society (Chand, 1998).

### **2.2.8 Government's Attempt for Women Empowerment**

NPC/UNDP has mentioned that poverty alleviation program through women empowerment is given priority by Nepal government. Poverty reduction is an important goal of Nepal government. Despite the continuous efforts through large number of programs and projects to alleviate poverty, poverty has not been reduced significantly in the country. Poverty is more widespread and deeper among women, indigenous group and Dalits living in backward areas, particularly in mid and far west hill and mountain districts.

At the National level, the government policies have moved with the international thinking, initiating programs for women with a welfare approach, particularly in education and health, emphasizing their mothering roles during the sixties and seventies and adopting a WID approach with emphasis on their developmental role during the eighties. The government had emphasized women's involvement in all programs and projects, recognized legal impediment to their economic empowerment and enunciated special programs for meeting their needs already in the Sixth Five Year Plan (1981-1985). The Seventh and the Eighth Five Year Plans expanded on these themes. Required legal reforms were also to be implemented to facilitate women's participation in development. The Eighth Plan also mentioned about increasing women's representation at decision making levels in the government, non-government and semi-government sectors and developing a monitoring system for recording gender discrimination at work. A suitable organizational structure for coordination and monitoring of activities relating to women was also envisaged. Specifically, the Ninth Plan (1997-2002) adopted mainstreaming,

eliminating gender inequality and empowerment as its major policies on women and thus moved towards a gender approach to women's promotion (Dr. Acharya M, FES-Nepal).

Government of Nepal has done numerous establishments of sectors working for women like number of 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, and Industry etc

### **2.2.9. Women's Rights Protection Concept**

In Nepal, there are deep rooted of patriarchist concept, traditions, culture, beliefs which generate gender based violence and inequality against women. Sexual rights, reproductive health rights, autonomy and self-determination over own body of women are prohibited as result of patriarchist system. Women are far from decision making process and they are busy in care work at home which are barely recognized. Women's representation is mere tokenism and the extent of policy gain is undermined by weak implementation. The constitution of Nepal clearly envisions Nepal as an inclusive state and guarantees the right to equality for all its citizens. On an average day, women in Nepal spend just an hour less than men on income-generating work, while spending three times more than men on unpaid work. Thereby, According to the UN, an estimated 70 per cent of the world's poor are women.

Inequality and exclusion itself harmful to National economy growth and governance. Exclusion of women and other risk groups from economic activities and development harms to full potential of development of society that ultimately affects National security, development and economic growth. Therefore, women's mainstreaming in to all level, sectors, process of development and decision making will bring positive changes in whole society and nation.

UN's all 17 SDGs Central principle is "leave no one behind" and seek to realize the human rights of all, to achieve gender equality and the empowerment of all women and girls and to reach the

furthest behind first<sup>1</sup>. So far, Nepal has ratified CEDAW which aims to eradicate all forms of discrimination against women. In restructured federal system of Nepal, discrimination against women and girls has become reduced by law while culture is still patriarch so that women are still discriminated at family and society. The article 38 of Constitution on Rights of Women establishes for women the right to equal lineage; right to safe motherhood and reproductive health; right to participate in all bodies of the State; right to property and family affairs; and positive discrimination in education, health, employment and social security. It also makes any act of violence against women punishable by law.”

### **Existing Law for Rights of women:**

Based on the CEDAW and demand of various campaigns of women and civil society, Nepal has proclaimed various rights of women in Constitution of Nepal and in other Acts and Regulations. As per the Nepal's declaration of Rights of Women, we could categorize as following:

1. Rights to Equality and social security: Nepal's Constitution, in Article 18, declares rights of equality between all citizens of Nepal, but Article 18 (3) has made a provision of special rights to women that State can declare special provision for protection, empowerment and development of women. Thus, Article 18 (4) and (5) has declared that there will be no discrimination based on gender in wages and social security for same work. No offsprings will be discriminated to rights to ancestral property on the ground of gender. In Social Security Act, 2019, Section 3 and 7 declares that above 60 years old single women will receive social security allowance while women living under poverty line and unable to work can receive social security allowance even if she is under 60 years old.

In Civil Code of Nepal, section 17 and 18 also declares that every citizens are equal before law and no citizens will be deprived of equal protection of law. So far, there will be no discrimination in Wages and social protection based on gender. Special provision are made for protection, empowerment and development of socially and culturally backward cast, ethnicity, women, dalit .....discrimination will be called no discrimination. Section 187 of

Civil Code of Nepal has prohibited parents to discriminate between son and daughter in education, games, entertainment, works, caregiving etc.

Thus, Nepal has declared substantive equality and no discrimination among the citizens of Nepal. Nepalese law has followed the positive discrimination approach for the protection, empowerment and development of women, dalit, backward community, ethnicities etc.

2. Rights to Citizenship, Inheritance and Lineage: Constitution of Nepal has declared Decent Citizenship, Birth Citizenship, Neutralized citizenship and Honorary Citizenship. Article 11 (5) of Nepal's Constitution declares that a child born by a Nepali Citizen Women married foreigner and resided in Nepal permanently can get neutralized citizenship. If the child's father is not traced and born by Nepali Citizen Woman can get decent citizenship. A foreign women marry Nepali citizen man, she can get Neutralized Citizenship of Nepal if she wishes. So far, article 12 has provisioned to provide citizenship in the name of mother or father. Thus, Citizenship Act 2063 has declared provision to obtain citizenship of Nepal by birth in section 4 and section 5 has declared to obtain neutralized citizenship.

Civil Code of Nepal, section 81 has declared provision to married woman can use surname of her mother/father or her husband or both side's surname. Article 38 of Constitution of Nepal has declared that women have equal rights on lineage without discrimination on the ground of gender. In this way, Nepali women have also been provided rights to provide citizenship to her child in the name of mother. It is based on the inheritance/lineage rights of women for generation.

3. Rights to Employment and Property: Article 18 (5) of Constitution of Nepal has declared provision against discrimination to rights to ancestral property on the ground of gender. It means both male, female and third gender can equally inherit the property of their parents. Article 38 (5) declares positive discrimination for women's rights to special opportunity for employment. Article 38 (6) declares that spouse's equal rights to property and family affairs. Thus, Section 91 of Civil Code of Nepal has prohibited husband and family to control women to get or select job, employment or work as per women's qualification and skill. Section 99 of Civil Code provisioned for partition of property between husband and wife

while divorce. Section 205, 214 and 239 has declared that daughter, widow daughter in law has equal property rights to the ancestral property while partition of property (Ansabanda). They are also declared property rights holder of ancestral property.

In this way, women are also provided especial opportunity to obtain job, employment or work and have equal rights to ancestral property.

4. Rights against violence/abuse: Article 38 (3) of Constitution has declared the provision against violence against women. It claims, "No woman shall be subjected to physical, mental, sexual, Psychological or other form of violence or exploitation on grounds of religion, social, cultural tradition, practice or on any other grounds. Such act shall be punishable by law, and the victim shall have the right to obtain compensation in accordance with law." In Article 51 (J) (2), Constitution has proclaimed, " to make self-dependent the women who are vulnerable, subjected to social and family exclusion and victims of violence self-reliant by making their rehabilitation, protection and empowerment".

Section 95 of Civil Code of Nepal has provided rights to women to have divorce if husband rapes. Sexual Harassment at Workplace Prevention Act, 2071 also protected women from sexual harassment at workplace. Section 4 has provisioned to prohibit the sexual harassment to staffs or service receivers at workplace by abusing of power, position or rights. The Act also protects complainants of sexual harassment.

Domestic Violence (Offence and Punishment) Act, 2066 has prohibited the domestic violence. Section 2 defines domestic violence as Sexual, physical, economic torture and to ask or force women for dowry or neglect women when dowry not brought by women. Section 3 prohibited domestic violence and section 4 has made provision of complain that anybody can complain in Police office, National Women Commission and or Local level.

There are various law regarding protection of women from violence and exploitation such as Rape, Prostitution, Kamlahari (bonded women worker), human trafficking and transportation etc. In this way Nepal is conscious to protect women from violence.

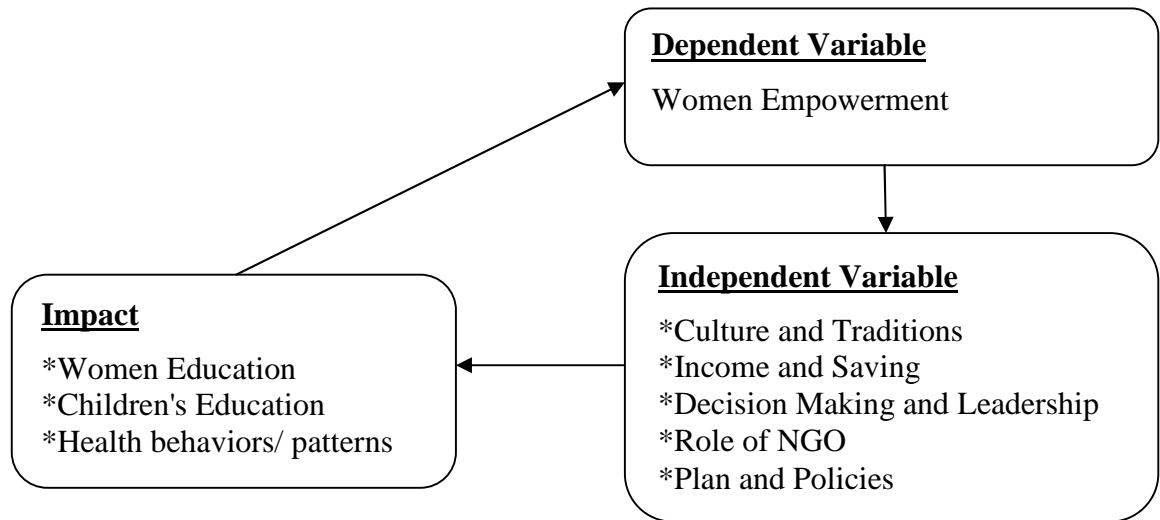
5. Proportional Representation in all sectors of State: Article 252 of Constitution has provisioned to formulate 5 membership including Chairperson National Women Commission. It specially works for women empowerment and rights. It can formulate women rights and interests related policy and programs and submit to GoN for implementation. Nepal has provisioned the proportional representation of women in to various sector of State. Federal Parliament (House of representatives and National Assembly), Province level State Assembly, Local Level Executives all are stated to be formed inclusively where women have rights of 33% representation. Article 84 (2) established principle to proportional representative based on population for house of representative. It suggest political parties to give candidacy for election of House of Representatives based on proportional representation. So far, other sector of State is also mandated to be inclusive by Gender and Social. Article 285 (2) stated " Positions in the Federal civil service as well as all Federal government services shall be filled through competitive examinations, on the basis of open and proportional inclusive principle." Thus, Constitution of Nepal has declared positive discrimination to bring women in to mainstream in to state and development.

### **2.3. 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 non-government organization is a unit of society which works for development and sustainability of various aspects of society. Each and every member related to the organization is a direct or indirect beneficiary and an influencing source in the society. The positive change in the member's lifestyle takes any society towards development. The change in socio-economic status of women working or related to an NGO is the positive impact of contributions of any non-government organization.

The conceptual framework of this study is shown below:

## Conceptual Framework



## **CHAPTER-3: RESEARCH METHODOLOGY**

### **3.1 Research Designs**

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 process by which the NGOs play a role in employment opportunities to women, the research is exploratory. The research has collected both qualitative as well as quantitative data.

The descriptive research or studies are the investigation of study population. The defined population can be the whole population in a geographic area, or more often a representative sample taken from it. The defined population can also be a specifically selected group such as age and sex groups, occupational groups, school children or small communities as well as wider groupings- in fact, wherever a group of people can be fairly accurately counted. Descriptive research is a study designed to depict the participants in an accurate way. Descriptive studies are primarily concerned with finding out "what is?". More simply put, descriptive research is all about describing people who take part in the study. Descriptive studies are used to describe various aspects of the phenomenon. In its popular format, descriptive research is used to describe characteristics and/or behavior of sample population. There are three ways a researcher can go about doing a descriptive research project, and they are: Observational study, Case study and Survey.

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. Exploratory study is conducted in more formal approaches through in-depth interviews and focus groups. Exploratory studies generate qualitative information. It is conducted in order to determine the nature of the problem.

### **3.2 Universe and sampling**

There are approximately 6,000 non-government organizations in Nepal which are recognized by the government of Nepal. It is estimated that more than 15,000 non-government organizations

working in various sectors in Nepal (Visit Nepal Network, 2012). Among them, an NGO from Lalitpur district was chosen which is working for women empowerment. Mahaguthi has been working since past 33 years for economic empowerment of women. It was established in the year 1984 A.D. Women from this NGO will be taken as sample of study.

Out of 67 women working in the organization, 42 were taken as study sample using convenience sampling under non probability sampling technique for data collection. Therefore sample size for study is 42 respondents who have been working in the organization for more than 5 years longer period of time.

### **3.3 Nature and Source of Data**

To fulfill the objective of this study, both qualitative and quantitative data was collected through primary and secondary sources of data. Primary data was collected through field visit using techniques like interview, observation and key informant interview. Secondary data was obtained from libraries, CBS, journal and newspapers. The internet search was also done extensively to acquire secondary data and necessary information.

### **3.4 Data Collection Techniques**

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

#### **3.4.1 Interview**

Interview is a process of two way communication between the researcher and the respondents. The researcher or the interviewer will ask required questions to the respondents within the predefined guidelines. It is the best technique to gather unbiased information. It is useful to obtain detailed information about personal feelings, perceptions and opinions. It allows more detailed questions to be asked. It usually achieves a high response rate. Interview guidelines and

semi-structured research questionnaire was used as tools to gather the necessary information. There were set of open ended questions. The open ended questions provided respondents with the chance to give their own verdict and detailed answers regarding the questions.

### **3.4.2 Observation**

Observation technique was used to check the validity and reliability of NGOs to know the working conditions of the organization. It is defined as a method of viewing and recording the participants. Field observation is a study where a researcher observes the subject in its natural environment. Observation method helped to know the working procedure of the organization.

### **3.4.3 Key informant Interview**

A key informant is a person who is specifically knowledgeable in the society and culture and is willing to share that knowledge with the researchers. This tool was used for the executive members of NGO to gather real information of NGO and its functions. To collect primary data, un- structured interview schedule was used to carry out the interview.

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

The data collected in this study was analyzed descriptively. Frequency tables and figures are used to illustrate both qualitative and quantitative information.

## CHAPTER-4: DATA 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 in Lalitpur and the total number of respondents was 42. The collected data were entered in SPSS 21.0 version. The analysis and interpretation of data were done with help of frequency tables and cross 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 is also concerned with a wide range of economic, social, and cultural characteristics. Demographics is interested in any population characteristic that might be useful in understanding what people think, what they are willing to buy, and how many fit this profile. Demographics include 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**

<b>Age of respondents(in years)</b>	<b>Number</b>	<b>Percentage</b>
25-34	17	40.4
35-44	18	42.9
45-54	7	16.7
<b>Total</b>	<b>42</b>	<b>100.00</b>

Source: Field visit 2019

The minimum age of the women working at this organization was 25years and the maximum age of women was 54years. The age of maximum respondent (42.9 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 of respondents**

<b>Type of family</b>	<b>Number</b>	<b>Percentage</b>
Nuclear	17	40.5
Joint	25	59.5
Total	42	100.00

Source: Field visit 2019

The demographic table for family structure shows that 59.5 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**

<b>Religion of respondents</b>	<b>Number</b>	<b>Percentage</b>
Hindu	38	90.5
Buddhist	4	9.5
Total	42	100.00

Source: Field visit 2019

The above table shows that more than 90 percent of the respondents followed Hindu religion whereas only 9.5 percent of the respondents followed Buddhism as their religion.

**Table No. 4: Distribution of Education level of respondents**

<b>Education level</b>	<b>Number</b>	<b>Percentage</b>
Illiterate	2	4.8
Literate	3	7.1
Primary education	6	14.3
Lower secondary	3	7.1
Secondary education	15	35.7
High school	10	23.8
Graduate	3	7.1
Total	42	100.00

Source: Field visit 2019

While analyzing the education/qualification status of the respondents from the above table, only 4.8 percent of the respondents were illiterate and 35.7 percent of respondents have studied till secondary education level. There was the same percentage (7.1 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**

<b>Marital status of respondents</b>	<b>Number</b>	<b>Percentage</b>
Single	3	7.1
Married	38	90.5
Divorced/Separated/Widowed	1	2.4
Total	42	100.00

Source: Field visit 2019

The above table for distribution of marital status of respondents shows that out of total respondents 90.5 percent were married, 7.1 percent were single and only 2.4 percent was divorced.

### 4.3 Socio-economic Characteristics

Socioeconomic characteristics are an economic and sociological combined total measure of a person's work experience and of an individual's or family's economic and social position in relation to others, based on income, education, and occupation. When analyzing the socio-economic characteristics family's socio-economic status, the household income, earners' education, and occupation are examined. However, socio-economic status is more commonly used to depict an economic difference in society as a whole. Socioeconomic status is typically broken into three levels (high, middle, and low) to describe the three places a family or an individual may fall into. When placing a family or individual into one of these categories, any or all of the three variables (income, education, and occupation) can be assessed. Socio-economic status (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 show the income of respondents and their husband's occupation.

**Table No. 6: Distribution of Monthly income of respondents**

<b>Monthly income range of Respondents (in NRs.)</b>	<b>Number</b>	<b>Percentage</b>
Below 10,000	29	69.0
10,000-15,000	7	16.7
16,000-20,000	6	14.3
<b>Total</b>	<b>42</b>	<b>100.00</b>

Source: Field visit 2019

Majority (69 percent) of the respondents from this organization earned below Rs.10,000/- per month and relative number of respondents (16.7% and 14.3%) 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.

**Table No. 7: Distribution of occupation of respondents' husband**

<b>Occupation Husband</b>	<b>Number of respondents</b>	<b>Percentage</b>
Business	22	57.9
Service	6	15.8
Driving	6	15.8
Technician	3	7.9
Unemployed	1	2.6
Total	42	100.00

\*This table implies to married respondents only.

Source: Field visit 2019

More than half of the beneficiaries' husbands had their own business as occupation. Service and driving was the occupation of 15.8 percent of respondent's husbands while 7.9 percent respondent's husbands were technicians. Only 2.6 percent of respondent's husbands were unemployed. Majority of the respondent's husband were educated and had their own business. They understood the importance of working which may also have increased the rate of family support received by the respondents to work outside their home.

#### **4.4 Use of income for Household purpose**

The table below shows how many respondents use their income for household purpose.

**Table No. 8: Distribution of Use of income for Household purpose**

<b>Variables</b>	<b>Number</b>	<b>Percentage</b>
Yes	40	95.2
No	2	4.8
Total	42	100.00

Source: Field visit 2019

Out of total respondents 95.2 percent used their income in household purposes.

#### **4.5 Decision maker in the respondents' family**

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

Families in our society usually have the senior most members or the male members as decision makers. Below in the table is shown the list of probable decision makers in the family of respondents and the percentage according to the decision makers.

**Table No. 9: Distribution of Decision Maker in the respondents' family**

<b>Decision maker in the family</b>	<b>Number</b>	<b>Percentage</b>
In-laws	12	28.6
Husband and self	4	9.5
Husband	21	50.0
Parents	3	7.1
Self	2	4.8
Total	42	100.00

Source: Field visit 2019

The data from table clearly shows that the family decisions in half of the respondents' houses were mostly taken by their husband and secondly by their in-laws (28.6%). Only 9.5% of respondents took a mutual decision with husband for family matters. Very few (4.8%) of the respondents took their family decisions on their own and 7.1 percent respondent's parents took family decision.

#### **4.6 Duration of work at Mahaguthi**

It explains the number of years spent in the organization by the respondents.

**Table No. 10: Distribution of number of years at work**

<b>Number of years in range</b>	<b>Number</b>	<b>Percentage</b>
5-9	13	31.0
10-14	18	42.9
15-19	7	16.7
20-24	4	9.5
Total	42	100.00

Source: Field visit 2019

The results showed that 42.9 percent of respondents have been working in this organization for past 10 -14 years and 9.5 percent of the respondents have been working there for more than 20 years. Second highest percentage (31%) of women working in the organization is for 5-9 years.

#### **4.7 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. 11: Distribution of reason of joining the organization**

<b>Reason for working</b>	<b>Number</b>	<b>Percentage</b>
Family encouragement	3	7.1
NGO/Social mobilizer encouraged	4	9.5
Self motivated	28	66.7
Neighbor/friends motivated	7	16.7
Total	42	100.00

Source: Field visit 2019

Amongst all the respondents in the research study, highest percent (66.7%) of women were self motivated to start working in an organization and 16.7 percent were motivated by their neighbors and friends. Less but relative percent of respondents were encouraged by their families (7.1 %) and by similar other NGOs or social mobilizer (9.5%) in their community.

#### **4.8. 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.

**Table No. 12: Distribution of type of work of respondents**

<b>Types of work</b>	<b>Number</b>	<b>Percentage</b>
Stitching	22	52.4
Cutting	7	16.7
Ironing	3	7.1
Finishing	10	23.8
Total	42	100.00

Source: Field visit 2019

The Table No. 12 shows that more than half of the respondents worked in the stitching section of the organization, 23.8 percent took care of product finishing, 16.7 percent were assigned the task of cutting fabric and only 7.1 percent of respondents handled the ironing part of the ready products.

#### **4.9 Additional capacity building training and material support from organization**

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

**Table No. 13: Distribution of additional training received and material support**

<b>Types of additional training</b>	<b>Number</b>	<b>Percentage</b>
Tailoring	11	26.2
Knitting/Weaving	9	21.4
Soap making	1	2.4
Earthquake safety precaution	4	9.5
None	17	40.5
<b>Total</b>	<b>42</b>	<b>100.00</b>

Source: Field visit 2019

The analysis of data from the study showed that 26.2 percent of the respondents have received tailoring training from the organization and 21.4 percent of respondents have received knitting/weaving training. The earthquake safety precaution training was received by 9.5 percent respondents and only 2.4 percent of respondents had received soap making training.

#### **4.10. Material support received from the organization**

The respondents have also received material support from the organization which helps 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. 14: Distribution of receiving material support**

<b>Material Support</b>	<b>Number</b>	<b>Percentage</b>
Yes	16	38.1
No	26	61.9
Total	42	100.00

Source: Field visit 2019

Besides capacity building training, 38.1 percent respondents have even received material support from the organization which has helped them to work at home as well and to upgrade their skill. They would take the available tailoring materials home and work during their leisure time at home themselves. This has helped them become more productive as well as develop some extra skills.

#### **4.11. 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. 15: Distribution of occupation before joining organization**

<b>Occupation before joining Mahaguthi</b>	<b>Number</b>	<b>Percentage</b>
Tailoring	16	38.1
Knitting/Weaving	7	16.7
Handicrafts	1	2.4
Designing/embroidery	1	2.4
Household chores	15	35.7
Teaching	2	4.8
Total	42	100.00

Source: Field visit 2019

It is shown in the table that even before joining this organization 38.1 percent of the total respondents were already working as a tailor. However the second highest percentage of the respondents (35.7%) was indulged in only household chores and could not go out for employment. A very small percentage of respondents were working in teaching sector (4.8%) while same percent (2.4%) of respondents were working in handicrafts and designing/embroidery sector.

#### **4.12 Indulgence in other trainings before current job**

It shows the kinds of training and the number of respondents indulged in it before joining the organization. There are five types of training and the respondents are categorized based on these trainings.

**Table No. 16: Distribution of kinds of training received before current job**

<b>Kinds of training</b>	<b>Number</b>	<b>Percentage</b>
Tailoring	14	33.3
Knitting/weaving	3	7.1
Painting	3	7.1
Soap making	1	2.4
Teaching	2	4.8
None	19	45.2
Total	42	100.00

Source: Field visit 2019

Before joining this organization 33.3 percent of respondents had indulged in tailoring training. The same percent (7.1%) of respondents had indulged themselves in knitting/weaving and painting training as well as 4.8 percent had received teaching training. Also, 2.4 percent of the total respondents had received soap making training.

#### **4.13 Reason behind leaving their previous training**

After receiving the above mentioned trainings the respondents have left their training due to various reasons and this section describes the reasons behind leaving the training. This section

describes the reasons behind leaving the previous training and number of respondents holding one of those reasons.

**Table No. 17: Distribution of reasons to leave their previous training**

<b>Reasons to leave</b>	<b>Number</b>	<b>Percentage</b>
Completion	8	34.8
Financial problem	4	17.4
Marriage	1	4.3
Household problem	1	4.3
Loss of interest	6	26.1
Unproductive	3	13.0
<b>Total</b>	<b>42</b>	<b>100.00</b>

\*This table implies only to those who have received training previously

Source: Field visit 2019

Out of the total respondents who had indulged themselves in any other training before working in this organization, 34.8 percent women had completed the training. As all of them had not finished the training 26.1 percent of the ones who had indulged in any other training left due to loss of interest and 17.4 percent had to leave due to financial problem. Marriage and household problem was reason for 4.3 percent of the women to leave their previous training whereas only 13 percent left the training because they thought that it was unproductive.

#### **4.14 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. 18: Distribution of Family support for working**

<b>Family support for work</b>	<b>Number</b>	<b>Percentage</b>
Yes	42	100
No	0	0
<b>Total</b>	<b>42</b>	<b>100.00</b>

Source: Field visit 2019

When asked about family support regarding their work, all the respondents said that their family is supportive about their work.

#### **4.15 Use of Monthly income on Household purpose**

A household here refers to one or more people who live in the same dwelling and also share meals or living accommodation, and may consist of a single family or some other grouping of people making a joint family. The table below illustrates how many respondents use their monthly income in household activities.

**Table No. 19: Distribution of Use of monthly Income in Household purpose**

<b>Use of monthly income in HH purpose</b>	<b>Number</b>	<b>Percentage</b>
Yes	40	95.2
No	2	4.8
Total	42	100.00

Source: Field visit 2019

Almost all the respondents used their monthly income in household purposes. It means they are contributing in the financial share of the expenses of their family and they are able to take responsibilities of household expenses. They are not just a part of household daily chores.

#### **4.16 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. 20: Distribution of ability to save and purpose of savings**

<b>Variables</b>	<b>Frequency (N=42)</b>	<b>Percentage (100%)</b>
Able to save monthly income		
Yes	35	83.3
No	7	16.7
Purpose of savings		
	Frequency(n=35)	
Personal usage	7	20.0
Household purpose (only)	6	17.1
Children's need	18	51.4
Household and children	4	11.4

Source: Field visit 2019

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 (51.4 % of respondents) would use their money for fulfilling their children's need and 17.1 percent used for Household purpose only. This showed that working women need not depend completely upon their family or male counterpart for the children's need and household expenses. They can help their family financially after getting employment. Amongst the women who could save money from their monthly income, 20 percent could fulfill their personal need on their own and 11.4 percent of them used their savings for household purpose as well as for their children's need.

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 need. They are capable enough to take share on the financial responsibilities.

#### **4.17 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. 21: Distribution of decision maker about the use of savings**

<b>Who decides when to use savings</b>	<b>Number</b>	<b>Percentage</b>
Myself	17	48.6
Husband and I	17	48.6
Father/mother/brother/sister	1	2.8
Total	42	100.00

\*This table implies only to those who are able to make savings.

Source: Field visit 2019

From the above table it is clearly seen that nearly half of the respondents (48.6%) take decision themselves on when to use their savings and other half of the respondents take a mutual decision with their husband and 2.8 percent respondents' parents take decision on when the savings will be used.

#### **4.18 Involvement in socio-cultural activities**

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

**Table No. 22: Distribution of involvement in socio-cultural activities**

<b>Socio-cultural activities</b>	<b>Number</b>	<b>Percentage</b>
Women's group	22	52.4

Source: Field visit 2019

Out of total respondents working in the organization more than half (52.4%) of them are involved in women's group. These are independent groups formed by the local women of communities and are irrespective of the job status, family background or the educational status.

#### 4.19 Encouragement for involving in socio-cultural activities

**Table No. 23: Distribution of source of Encouragement**

Source of encouragement	Number	Percentage
Self-motivated	14	63.6
Husband	1	4.5
Family/relatives	4	18.2
Friends/Neighbor	3	13.6
Total	22	100.00

\*This table implies only to those who are involved in women's group (Table No.22).

Source: Field visit 2019

As illustrated in the above table, amongst those who are involved in women's group, 63.6 percent were self motivated and only 4.5 percent were encouraged by their husband. The family/relatives are the source of encouragement for 18.2 percent of respondents and 13.6 percent of respondents is encouraged by their friends/ neighbors.

#### 4.20 Ability to make family decisions after employment

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

**Table No. 24: Distribution of ability to make family decision after employment**

Variables	Number	Percentage
Yes	32	76.2
No	10	23.8
Total	42	100.00

Source: Field visit 2019

After getting their job and started working, 76.2 percent respondents said they are now able to make family decisions. They can contribute their ideas and have their say. However 23.8 percent of respondents still do not feel confident enough to make family decision after employment.

#### **4.21 Impact of employment in development of different components**

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

**Table No. 25: Distribution of components of impact of employment**

<b>Variables</b>	<b>Frequency</b>	<b>Percentage (%)</b>
Economic status	32	76.2
Social Prestige	18	42.9
Personal Development	28	66.7
Decision making ability	20	47.6
Livelihood support	18	42.9

\*This is a multiple answer question (Source: Field visit 2019)

After getting the employment it has helped in upliftment of economic status of 76.2 percent of respondents and upgrading the personal development of 66.7 percent of the women working in this organization. This employment opportunity has also helped in the decision making capacity of 47.6 percent of respondents. The 42.9% of respondents have received livelihood support and same percent of respondents feel that employment has given them social prestige as a working woman.

From the data provided in the table we can clearly understand that economic capacity and decision making ability are very much dependent on the employment opportunities of women.

Working women are more capable of their own development and are financially strong which make them more independent as an individual.

#### **4.22 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. 26: Distribution of activities performed on daily basis**

<b>Variables</b>	<b>Before</b>	<b>After</b>
	<b>Percentage (%)</b>	<b>Percentage (%)</b>
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
Shopping (for HH)	9.0	76.2
Maintenance of house	59.5	64.3

Source: Field visit 2019

From the data shown in the table, 88.1 percent of respondents used to cook for their family on a daily basis before 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 and also, 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 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 more 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.

#### 4.23 Decision making in various components ‘before’ and ‘after’ employment

During the study respondents were asked about the level of their decision making capacity before and after employment. The study focused on five components for decision making and categorized the degree to which they could decide on their own. The table below shows the percentage of decision making before and after employment of respondents.

**Table No. 27: Distribution of decision making components**

Variables	Before		After	
	Percentage	Percentage	Percentage	Percentage
	(100%)	(100%)	(100%)	(100%)
	Not at all	Most of the time	Not at all	Most of the time
Buying personal materials	40.5	21.4	2.4	59.5
Visiting new places	59.5	11.9	9.5	19
Going to the market	33.3	19.0	4.8	33.3
Meeting relatives/ friends	42.9	16.7	7.1	28.6
Arranging recreational activities	71.4	7.1	38.1	21.4

Source: Field visit 2019

As mentioned in Table No.27, 40.5 percent of respondents before their employment could not decide at all about buying personal materials for them while only 2.4 percent could not decide even after employment and nearly 60 percent of respondents could decide most of the time to buy their personal materials, after getting employed. About visiting new places, 11.9 percent of respondents could decide most of the time before employment while 19 percent could decide after employment. After getting employed 33.3 percent of respondents could decide most of the time to go to the market and buy necessary materials for household purpose while same percentage of women could not at all decide and contribute in buying things from market. According to the respondents they needed money for transportation and gifts (*'koseli'*) while going to meet relatives /friends. They had to be dependent on their husband or family members before they started working. Due to this reason only 16.7 percent of women in this study could decide when to meet their relatives/friends. After their employment 28.6 percent of the women could decide then they will meet their relatives/friends. However the decision making in this component is not very high because the respondents now did not have much time to go out due to their work. Only 7.1 percent of the women in study could decide on their own about when they will go for recreational activities but after employment 21.4 percent of women could decide most of the time when they need and will go for recreation. This study shows that women's independence has a direct relation with the decision making capacity.

#### **4.24 Awareness received after employment**

Working environment also provides much social information. This heading provides information about the issues on which the respondents have received awareness after coming to this organization or their job. There are five major components and each respondent may have learnt about more than one component.

**Table No. 28: Distribution of Components of Awareness**

<b>Components of Awareness</b>	<b>Number</b>	<b>Percentage</b>
Girls education	26	61.9
Child marriage	14	33.3
Women empowerment	39	92.9
Decision making	24	57.1
Need of income and savings	32	76.2

\*This is a multiple answer question (Source: Field visit 2019)

When asked what kind of social components they have received awareness about, 92.9 percent of respondents had received awareness about women empowerment and 76.2 percent had received awareness about the need of income and savings after working in this organization. These are the two major social issues that respondents learnt after they started working. Working outside their home and earning money have made them understand the meaning of women empowerment and need of saving, especially for women. A similar percent of respondents have received awareness about girls' education and decision making being 61.9 percent and 57.1 percent respectively.

Though being a prevalent social issue in our country only 33.3 percent of respondents are aware about child marriage.

#### **4.25 Analysis from Key Informant Interview**

A key informant interview was carried out to get in-depth information about the working modality of the organization. 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. Anita Thapa, the manager of production team at Mahaguthi organization was interviewed to gain detailed information about the working patterns and the challenges faced during the operations of production. She resides at Baneshwor, Kathmandu and has been working at Mahaguthi since last 20 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 a working woman. As all the areas of work have their own challenges, the production management is no exception. During her 20 years long working period in Mahaguthi, 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.Thapa 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. Sameer Chhetri was interviewed for further information. Mr.Chhetri is a resident of Koteswor and he has spent a decade 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.Chhetri. 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 out-sourcing 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.

After working in this field for a long period of time he is able to witness the visible impacts on the lives of women after employment which includes their independence, self sustainability, dignity and economic support to their houses. He describes the pride feeling of women shared by them when they are able to work in a routine time of 10 to 5 in an organizational setting. There is a lot of learning for all the members working in an organization which is not just limited to the women working in that organization. Mr. Chhetri's learning from his activities is the product updates and business model and he has also learnt that women empowerment brings women independence. There is need of such employment activities to empower as much women as possible. To empower women, only organizing meetings and trainings is not enough rather there is a need of social as well as financial empowerment. 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 time table 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.

#### **4.26 Analysis from Observation**

During the study process observation of the study site and the working areas was done. This increased the reliability of the data collected from respondents. There were many employees working in their respective departments as mentioned in the interview. There was a division of working sections so that each of them can perform well in their own working spaces like cutting, stitching, ironing and finishing. Each of them would co-ordinate amongst each other which created a smooth working environment. The production manager and her sub-ordinate (Ms. Chandrika) had a working space close to the working area of respondents. This increased the mobility of manager to monitor the activities. All the production activities were carried out under supervision of the manager and her sub-ordinate from cutting followed by stitching to finishing which ended at packaging. The tasks were divided and disseminated to the employees by the sub-ordinate and she was the person in-charge, directly responsible for the first phase of supervision. Every employee had to go to the in-charge for any queries and after the work has been finished. Once all the process is completed and the product is ready, the production manager goes for the inspection and quality check.

## CHAPTER-5: SUMMARY, CONCLUSION AND RECOMMENDATION

### 5.1. Summary:

Non-government organizations provide three major services such as service delivery in sector of relief, welfare and basic skills, the other is educational provision and the third is public policy advocacy. NGOs are praised for promoting community self-reliance and empowerment through supporting community-based groups and relying on participatory processes. Empowerment of women has emerged as an important issue in recent times. Empowerment of women facilitates for sustainable rural and urban development by uplifting the economic, social and political status of women in developing countries. Empowering the women in these aspects is necessary to convert the idle society into self-sustainable society.

A descriptive and exploratory research was carried out in one of the non-government organizations in Lalitpur district, using convenience sampling under non-probability 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 67 from which 42 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 since 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 women's income however small adds to the total family income and meet small family expenses. Most of the women buy materials, particularly education materials and food stuffs for their children, buy their personal items like cloths etc., and save little by little from their income. Almost all of the respondents used their total income in fulfilling household needs and nearly

half of the respondents decided on their own about when to use their savings. All of the respondents had 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 NGOs' IG (Income Generating) Program, but got skill training from commercial institutions to same purpose – income earning and capacity building. More than half of the respondent's husband was indulged in business and they supported their wife in working. They were self motivated to work and this employment has helped them in their economic status, personal development, social prestige, livelihood and decision making capacity.

After the employment many respondents were able to make a mutual family decision. They have been able to contribute in 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 well 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.

Empowerment of women, particularly women's active role in decision making in their personal areas and family aspect, is a concern for long around the globe. The governments of Nepal have also attached priority since long in women empowerment through basic literacy, health services, skill training etc. The women have their traditional family role, but there is also a rising level of awareness and understanding that women can participate in some income earning activities, not stopping their household activities, rather sharing the same with other women in the family and

doing some commercial works in extra or idle time. Women's decision making capacity also depends on the family background, i.e., family size, education and occupation of the family members, particularly of the family heads. The VDCs or local bodies in collaboration with NGOs and the NGOs independently carry out various types of program to empower women in education, health and income. One typical program of the NGOs is Income Generating (IG) Program for women, which generally contains few components like literacy training, skill development training, livelihood support, savings mobilization and small loan distribution. The explicit objectives of the NGOs'IG Program are to increase women's income, and build their capacity in decision areas in personal and family matters.

In our patriarchal Nepalese society it is not common that women have the trend for doing business or work and earning income but it is evidently seen that the income generating programs of NGOs respond directly to the demands of women for their capacity building. The income generating and skill development programs of NGOs help to keep pace with the growing trend and add to the women's efforts of earning and capacity building.

## **5.2. Conclusion:**

A non-governmental organization (NGO) is any non-profit earning, voluntary citizens' group which is organized on a local, national or international level. NGOs help to sustain community development through capacity building. The word women empowerment essentially means that the women have the power or capacity to regulate their day- to- day lives in the social, political and economic terms. The general objective of this study is to describe the nature of non-government organization and its roles in the empowerment of women. Theories used in this study are Social Feminism and Liberal Feminism. Research design for this study is descriptive and exploratory. NGO from Lalitpur district was chosen which is working for women empowerment. The sample size of study was 42 taken using convenience sampling under non probability sampling technique for data collection. To fulfill the objective of this study, both qualitative and quantitative data was collected through primary and secondary sources of data. Data collection techniques used is Interview, Observation and Key informant interview. This research has found out that the employment opportunity has brought positive changes in the lives

of the women working in this non-government organization. The employment has empowered respondents economically, socially, helped in personal development and supported their livelihood. Women empowerment has increased the rate of decision making capacity also. Employment has provided the respondents with awareness about essence of women empowerment, financial independence and importance of girls' education.

### **5.3. Recommendation**

Based on the finding of this study the following recommendation has been made. If works are conducted as per the suggestion mentioned below, the recommendation made here could be achieved.

- i. In the study area, there are also women who have studied only below lower secondary level. Therefore it is desirable to start an education class for its members so that they are able to read and check their accounts.
- ii. Inputs from non-government organization for socio-economic development have been found effective for women empowerment. So concerned stakeholders including government have to provide attention for the establishment of such programs and its effective regulation.
- iii. Further, necessary capacity development activities like account keeping trainings, group management training etc should be provided to employees as per need, from their establishment to operation level.
- iv. Women should be provided equal opportunity in each and every sector of development activities.

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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?

**SECTION 2**  
**Occupational Information**

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. f yes, why did you discontinue?
18. Is your family supportive about your work?
19. 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/-

20. Do you use your income in household purpose?

- i. Yes
- ii. No

21. Are you able to save money from your monthly income?

- i. Yes
- ii. No

22. Who decides when the savings will be used and for what purpose?

- i. I decide on my own
- ii. My husband and I jointly decide
- iii. Father/mother/brother/sister
- iv. In-laws

Purpose:

23. 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

24. If yes, who encouraged you for community participation?

- i. Self motivated
- ii. Husband
- iii. Family/relatives
- iv. Friends/Neighbor
- v. Others

25. How has this employment helped you in your development?

- i. Economic status
- ii. Social prestige
- iii. Personal development
- 
-

- iv. Decision making ability
- v. Livelihood support

26. Did you perform these household chores daily before employment?

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		

27. 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		

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

i. Yes

ii. No

29. 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

**30.** Has socio-cultural and economic components have you got awareness about, after employment?

- i. Girls education
- ii. Child marriage
- iii. women employment
- iv. Decision making
- v. Need of income and savings

## **Appendix-2**

### **Organizational Information**

#### **Questionnaire for Key Informant Interview**

1. Name:
2. Address:
3. Gender:
4. Year of employment:
5. Designation:
6. Objectives:
7. Activities:
8. esources:
9. Strategies used for women employment:
10. Visible impact on women after employment:
11. Challenges during the process of empowering women:

12. Learning from the work activities:
13. Why do you think there is need of such employment activities in our community?
  
14. How did you mitigate the problems that have come your way during your working period?
  
15. Any recommendation?

