

**WOMEN'S PARTICIPATION IN TOURISM INDUSTRY: A STUDY OF  
LEKHNATH MUNICIPALITY OF KASKI DISTRICT NEPAL**

**A Dissertation**

*Submitted to*

The Department of Sociology & Anthropology

The Faculty of Humanities and Social Sciences of Tribhuwan University

In the Partial Fulfillment of the Requirement for the

Master's Degree in Sociology

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## **ACKNOWLEDGEMENT**

It is my pleasure to get this opportunity to conduct the dissertation on '**Women's Participation in Tourism Industry: A Study of Lekhnath Municipality of Kaski District**'

Firstly I am very thankful to my dissertation supervisor **Dr. Prakash Upadhyay** for his guidance, support, suggestion and co-operation throughout the completion of this research. I am also grateful to all the lecturers for kind support during the research.

Special thanks to my guardian Mr. Narayan Hari Tiwari and Mrs. Thir Maya Tiwari for always supporting me and my work. I must not forget Mr. Sachitananda Koirala, my spouse, for his every time support. I would also like to thank Damodar Bhakta Thapa, Chairperson, Lekhnath Hotel and Restaurant Association in this list.

Sincere gratitude goes to all those who have contributed in one way or another to the successful completion of this work. Their assistance, advice, encouragement and moral support are appreciated. At last, but not the least I would like to acknowledge all the people who helped me directly or indirectly to accomplish the task as a student researcher.

Shakti Shree Tiwari

April, 2016

## **ABSTRACT**

This study explores the major influencing factors that are affecting women's skilled participation in the tourism sector hotels at Lekhnath, the second biggest city of Kaski district. The study also identifies the level and trend of women's participation in this sector along with the specific discriminations towards them, if any. Using a census survey, research design of total 37 women were interviewed. Both the primary and secondary data have been employed in this study but the primary data was the main source of information with the minimal backing of the secondary data. The scheduled questionnaire was used in the census survey in order to collect the primary information. Besides these, personal observation and Key Informant's Interview were conducted in order to triangulate the results. The SPSS version 16.0 was used to calculate percentage or proportion for all variables or indicators. To meet the study objectives, demographic and socio-economic factors such as age, marital status, education level, prior family involvement in the tourism industry, work environment, household headship and social barriers have been chosen for the research. The research findings revealed an increasing trend of women's participation in the tourism sector but with a very low pace and no any kinds of remarkable discrimination and exploitation towards women employee have been found. After carrying out different study based on semi-structures questionnaires and Key Informants Interview (KII), we can come to a conclusion that the status of women participation is likely to be similar in reference to the gender. The trend of women participation has been increased and the level has been the highest in this hour. In spite of this situation, the discrimination can be observed in the matter of positional status. Similarly, as per the findings of this research, it is observed that there is no significant difference in the status of male and female in the tourism sector of Lekhnath. Although, the male dominant social structure is prevalent here, the effect is less due to under developed tourism of Lekhnath. This is an opportunity for tourism sector of Lekhnath that now when the rapid development will start in near future, the gender and development principle is to be incorporated so that this will be one of the best example for tourism sector of the other place too.

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## **LIST OF ACRONYMS**

AD	After Domino
BME	Black and Minority Ethnic (Group)
CEDAW	Convention on Elimination of all forms of Discrimination Against Women
FAO	Food and Agriculture Organization
GEM	Gender Empowerment Measure
GNP	Gross National Profit
HCITB	Hotel and Catering Industry Training Board
HDI	Human Development Index
HEI	Human Empowerment Index
HPI	Human Poverty Index
ILO	International Labour Organization
KII	Key Informant Interview
LE	Life Expectancy
Mt.	Mount
NGO	Non-Governmental Organization
No.	Number
NRB	Nepal Rastra Bank
NTB	Nepal Tourism Board
PRSP	Poverty Reduction Strategy Paper
S.N.	Serial Number
UK	United Kingdom
UNED-UK	United Nations Environment and Development-United Kingdom (Committee)
WEFA	Wharton Economics Forecasting Associates
WID	Women in Development

# CHAPTER I

## INTRODUCTION

### 1.1 Background

In the world, Travel is as mankind and by nature human being is found of travelling. Human travel has started since nomadic times when they traveled and migrated for food and shelter due to natural compulsions. The true consciousness and the anxieties of human nature encouraged travelling for the new findings. Prior to the advent of the industrial revolution, travel was primarily related to the trade, the desire for military conquest of the performance of group rites. It was principally the traders, in the early historical period, who blazed the trail by establishing national trade. In the early historical period ,who blazed the trail by establishing national trade routes and communications which later extended throughout the region and finally to other continents .thus, it was trade that first motivated travel in the real sense(Tewari,1994). The advent of modern means of transport and communication had uplifted tourism by facilitating and encouraging travelling. This developed form of travelling in modern terminology is known as tourism.

Today tourism revolution is sweeping the globe, a revolution promising much and delivering a great deal. It has emerged as the most lucrative business of the world, having tremendous potentiality for earning foreign exchange, yielding tax revenue, promoting growth of ancillary industries, generating income and employment and in the development of industries, generating income and employment and in the development of industrially backward region through its various linkage effects (Singh, 1975).

Tourism has demonstrated it's potential for creating jobs and encouraging income generating activities to benefit local communities in destination areas since very beginning. The tourism industry provides various entry points for women's employment and opportunities for creating self-employment in small and medium sized income generating activities, thus creating paths towards the elimination of poverty of women and local communities in developing countries like Nepal. However, there are a number of conditions under which this potential can be used more effectively. This requires collaboration of all stakeholders- government and intergovernmental bodies, local government, industry, professional

associations, trade unions, local communities and their different member groups, NGOs, community based tourism initiatives, etc.

According to Medlik (1972) tourism as a source of employment is particularly important for areas with no alternative sources of employment, as is often the case in non-industrial areas deficient in natural resources other than scenic attractions and climate.

Being a multifaceted industry, tourism provides employments to a large number of people directly as well as indirectly. The people directly involved in the tourism sector are those who work in hotels, restaurants, bars, travel and trekking agencies, airlines and other services directly used by the tourist and indirect employment includes, like involvement in farming and food supply, construction, fishing and equipment industries, entertainment industries and so on. However, to assess women's direct participation in the tourism industry is the major concern of this study.

Since 1950 AD tourists were officially allowed to enter Nepal and development of tourism also started at an initial stage. However, the tourism industry took a quantum jump only after the establishment of air services in 1957 AD. The promotion of tourism in the real sense started since 1960 AD. At this stage some hotels such as Hotel Shanker (1964 AD), Hotel de la Annapurna (1965), Hotel Soaltee (1966) and other international standard hotels within Kathmandu valley and Pokhara immersed in the developing process of the hospitality industry in Nepal (Oli & Chhetri, 2002).

Pokhara also began to develop as a central hub for trekking in the Annapurna region. Tourism in its early stage took its roots in the Pokhara region when mule traders used to commute and pilgrims used to travel to Muktinath. In 1889, the world famous Japanese traveler Mr. Kawaguchi traveled from India via Pokhara to Marpha and then to Tibet. After that, few more expeditions came through and since then the locals started managing small lodges. To fulfill the need of increasing numbers of tourists, many hotels, restaurants, travel and trekking agencies, airlines etc. emerged in Pokhara especially in the Lakeside area, which avail the opportunity of employment to people including women of Pokhara (Malla, 2008).

Initially, Pokhara was explored as a transit point for mountaineers around 1950 and 1960. It was explored by a few thousand tourists in 1962. The first historic ascent of Mt. Annapurna I (8091 meter) on 3, June 1950 by a French national Maurice Herzog and a team of mountaineers was the historic pioneer step in exposing Pokhara as a mountainous tourist

destination in the world. The starting of the first commercial trekking tourism operation by British Colonel Jimmy Roberts in association with globally pioneer package tourism inventor, Thomas Cook (United Kingdom) in 1966 remained another.

In Nepalese contest, women's participation in tourism industries has been seen very low compared to their counterpart men's participation. However, there are very few studies carried out regarding women's participations in tourism and the regions behind their low participations. Hence, as an emerging issue related to women which needs to be investigated for many reasons, the researcher is being interested on it.

Nepal has high potential for tourism because it has diverse unique cultural heritage and spectacular natural attractions. Tourism is one of the largest rapidly growing industries for foreign earning and employment generation in Nepal. But our major concern here is women's direct participation and/or their accessibility to participate in tourism which is still seen very low. With regard to the above mentioned facts, women's participant in tourism has to be explored to know the exact situation of theirs.

Tourism industry is a labor intensive service industry, which provides a lot of employment to the people of different levels and sectors. Experience tells that one hotel bed means employment for one additional person. For example, a 1000 bed unit will provide employment for roughly 500 people in that hotel and other 500 positions in auxiliary enterprises i.e. laundries, shops, amusement areas, porters, taxi drivers, guides, bearers in hotels, souvenir manufactories and traders, people who produce and sell articles, those who are in the entertainment professions etc. (Nagi, 1990).

According to the conducted by the Wharton Economics Forecasting Associates (WEFA Group), on behalf of the American Express Travel Related Services Company, travel and tourism is the employs more than 101 million people around the globe (Bhatia, 1994).

It is accepted that opportunities generated by tourism industry is likely be higher in developing countries (Shrestha, 2000). As one of the developing countries, Nepal may also provide to be a major generator of employment provider, the role of tourism sector in Nepal is more significant. Tourism directly/indirectly employs an estimated 300000 jobs in Nepal in 2000/01 (NTB, 2000). However, the concerned group for this study women's direct participation in employment in the tourism industry in Pokhara is observed very low (21.55 percent in average) comparing to the men's employment.

This study has specially been focused on the women who are directly involved in tourism industry especially in hotels at the lakeside area, Pokhara. Hence, the employment situation of women is the vital concern here. It is often heard from the tourism employers that they want to provide employment opportunity to women too but in practice the result has not been encouraging. There are many factors concerned to this and it is important to examine the real situation of women's participation in this sector.

## **1.2 Statement of the Problem**

The problem towards which this study is directed is to identify the level and trend of women's participation in the tourism industry of Lekhnath. Vital issues are the factors affecting women's participation in this sector such as to what extent demographic and socio-economic factors such as: age, marital status, educational level, prior family involvement, work environment, household headship and social barriers are related to women's skilled participation in tourism industry.

Women's active participation in paid employment is very limited in Nepal. There is only one third of the paid labor force participation of female in Nepal and when they enter the labor market, their wages even for the same type of work continues to be lower than men's. Adjusting for differences in hours worked per day, women agricultural workers earn 20 percent less than men. (PRSP, 2003) Tourism sector is not being the exception in this regard.

The socio-economic status of women in Nepal involves more on domestic affairs rather than outside employment has high prevalence. The factors contributing to this status is because of their high level of commitments to the family. It is generally seen that men are escaped from the domestic obligations more easily than women.

In traditional Nepalese society, it is commonly seen that women have to play three major roles at the same time including reproductive, productive and community/political roles whereas men are limited in one or hardly two roles only. Out of three major roles of women in their day-to-day life two are related to domestic and/or family affairs and they have to give priority to these. They have to give more time to fulfill these domestic affairs even though they are involved in outside employment. It may be a major reason for them not to being

involved in outside jobs or quit from the job if employed. It may be one reason to lead women to low employment rate in tourism sector too.

Odd duty hours and shifts in the tourism industry are other reasons for creating such situations. In tourism industry especially in hospitality sector employees have to attend the night duties, which is very difficult to manage in many situations for a women employee. Even they have difficulty in attending early morning duties.

These all above mentioned factors can be considered as the influencing factors for a women employee to be less encouraged towards outside job. At the same time attitude and / or discriminative behavior of employer also plays significant role on discourage women in career advancement, which brings down their enthusiasm towards job resulting termination of the job.

Considering the above-mentioned problem statements the below mentioned specific research questions would be answered to accomplish the specified objectives of this research.

- a. What is the level of women's participation in tourism industry?
- b. What are the demographic and socio-economic characteristics of women participating in tourism industry?
- c. What is the role of (relationship of) demographic and socio-economic characteristics on women's participation in tourism industry?
- d. What is the positions level and trend of women's participation in tourism industry of Lekhnath, Kaski?

### **1.3 Objectives of the Study**

The general objective of the study is to investigate and assess women's participation in tourism industry of Lekhnath, Kaski. The objective has further been divided into the following specific objective to conduct the study with ease to ensure the precision in results. They are:

1. To identify the different characteristics (namely demographic and socio-economic) of women working in the tourism industry.



2. To assess the major factors influencing women's participation in tourism industry.
3. To identify the levels/stages/trends of women's participation in tourism industry.

### **1.4 Significance of Study**

A number of studies have linkage with the socio-cultural, economics and environmental aspects of tourism but none of such research work has focused towards the women's participation in tourism industry. Tourism is one of the largest employment generation service industries in the world as well as in Nepal too. There are many positions in the tourism industry sectors that are especially focused to employ women. However, in practice that has not been in reality, only a large portion of women are out of tourism employment due to many reasons.

In Nepal where women's population is about 51 percent of the total national populations, most of them are involved in outside paid employment including tourism industry, but no previous study has been found about actual data regarding women's participation in tourism industry, their status and factors that participation in this sector. In this regard this study will be substantially important endeavor of its kind and will be enormously beneficial for the tourism industry related professional association, tourism planners, further researchers, different tourism industry sectors such as; airlines, hotels, travel and tour operators, trekking agents, government, general readers and all other tourism stakeholders. From theoretical point of view this study will prepare the ground for in-depth rummage into the issue of women's participation in development sector.

### **1.5 Limitations of the Study**

The study of women's skilled participation in tourism is a multifaceted study by its nature. Hence, to cover each and every aspect of it may not be possible with the limited resources and area of study. The factors related to women's participation in tourism are many and varied. Tourism and its effects directly and indirectly linked with all the communities and individuals reside within any tourism region.

The study doesn't deal with the hotels that are not been the member of Hotel and Restaurant Association of Lekhnath. The role of extraneous variables on the selected study variables is also assumed negligible.

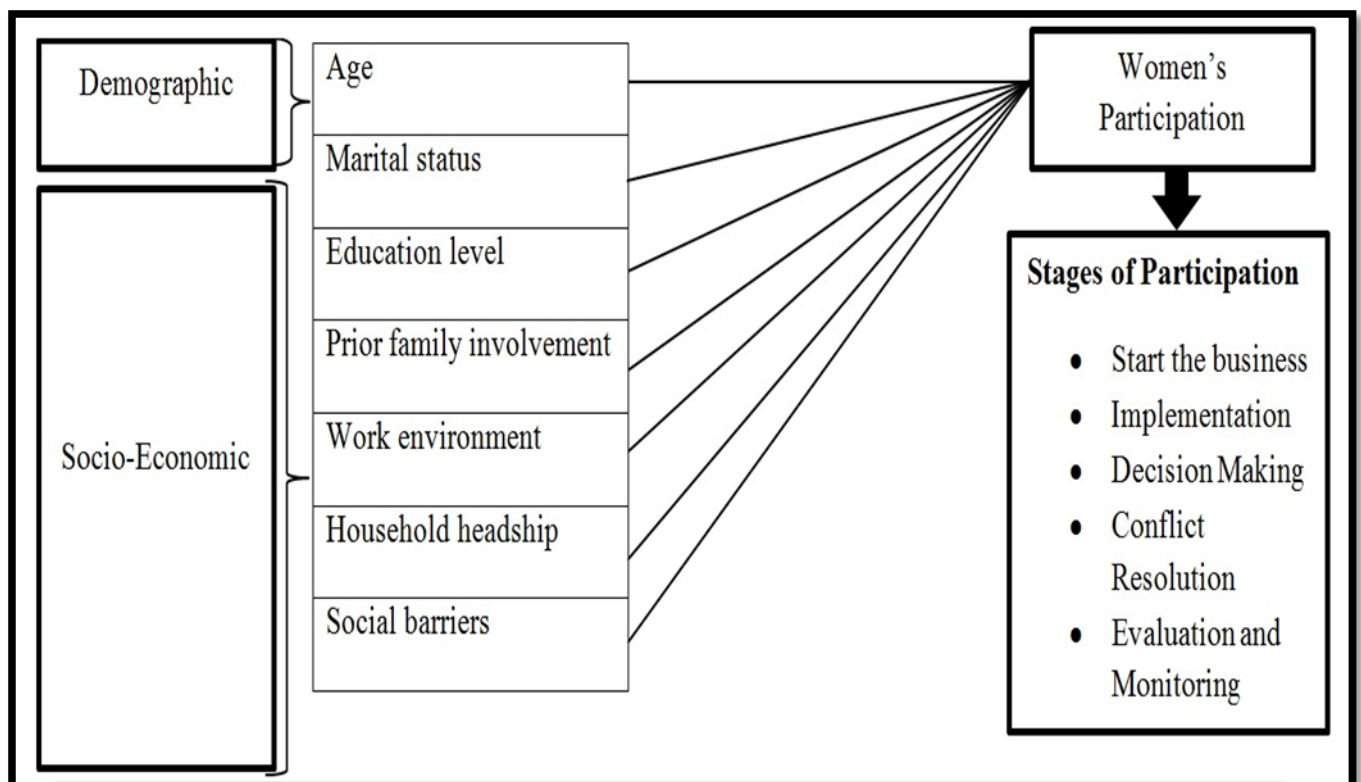
Because of its limited sample size and the above mentioned limitations, it is not fair to claim that the findings obtained in this study will be representative of the entire tourism industry and that they are applicable elsewhere.

### 1.6 Conceptual Framework of the Study

Various literatures suggest that education and participation in employment are inter-related. Education has an influence on women's participation in tourism too. The trend has also seen that if a family member is involved in a specific sector it encourages other members to the family towards it. Hence, family involvement is seemed to have a positive correlation with women's participation in tourism. On the other side age, marital status, work environment and household headship and women's participation in tourism are also be related.

On the basis of the above arguments, we conceptualize that there is more co-relation between women's participation and each of the following variables: age, martial status, educational level, family involvement, work environment, household headship and social barrier. The conceptual framework is depicted in figure as follows:

Figure 1.1: Schematic Diagram of the Conceptual Framework



## **1.7 Operational Definition of the Key Terms Used in Study**

### **Women's Skilled Participation**

Involvement of women in the tourism industry as Manager, Supervisor and Craft and all others has been categorized as unskilled participation.

### **Tourism Industry**

Incorporate companies or organization which supply, directly, goods, or service to tourists at their destination. In this study hotels are considered as the part of tourism industry sector.

### **Family Involvement**

Prior involvement of the family member/s as an employee and/or as an entrepreneur in the tourism industry

### **Work Environment**

Supportive and favorable work condition that satisfies the employee physically and mentally

### **Household Headship**

Family headship and land ownership by male or female

### **Social Barrier**

General social concept about women's involvement in the tourism industry that prevents women to participate in the tourism industry

## **Professional Association**

Local Based Associations related to hotel, restaurant, travel/tour and trekking. Such as: Hotel and Restaurant Association of Lekhnath, Nepal Tourism Board, Lekhnath Municipality, Lekhnath Chamber of Commerce and Industry etc.

## **1.8 Organization of Chapters**

The first part of this chapter is its introductory part that carries the background of the title. It further points the statement of problem, objectives of the study, significance of the study, its limitation and the conceptual framework. The second part of this chapter provides an overview of the literature on the participation of women in tourism industry of Lekhnath. It carries on the theoretical as well as conceptual reviews of the literature as well as the review of previous studies. The third chapter is based on the research methodology which involves the study area, nature and sources of data, methods of data collection and the methods of data analysis. The fourth and fifth chapters deals with the main part of the thesis, which reflects the participation, level, trends and problems of women in tourism industry of Lekhnath. In the last chapter, empirical findings are summarized and concluded.

## **CHAPTER II**

### **REVIEW OF LITERATURE**

The literature review has been divided into three parts viz. concept review, theoretical review and review of previous of previous literature.

#### **2.1 Concept Review**

The tourism industry encompasses all activities by individuals, companies or organizations which supply, directly or indirectly, goods or services to tourist at their destination (Jackson, 1995). The chosen study area Lekhnath is also a popular tourist destination in Kaski where many direct and indirect suppliers of goods and services to the incoming tourists are in existence with high probability of employment to both men and women.

There is a great deal of debate over exactly what firms and organizations make up the travel and tourism industry. Generally, we can say, “Those firms and organizations that specifically set out to satisfy the needs of travelers and tourists” (Harris and Howard, 1991).

According to the United Nations Environment and Development UK Committee (UNEDUK) project report on Women’s Employment and Participation in Tourism (UNED-UK, 1999), in the last few decades, the tourism industry has undergone a period of explosive growth, and as a labour intensive industry, there has consequently been a rapid rate of job creation and development. The report has examined the industry on a global level in terms of the numbers of women in employment over the past ten years. The general picture shows that the tourism industry is a particularly important sector for women (46% of the workforce are women) as their percentages of employment in most countries are higher than in the workforce in general (34-40% are women). The numbers of women and their percentages of the workforce in tourism vary greatly between countries from 2% up to over 80%. There were few obvious regional trends it would appear that in those countries where tourism is a mature industry. Women generally account for around 50% of the workforce (Hemmati, 2000). In Nepal too, women’s participation in tourism industry was assumed to increase. But due to many reasons it can’t go up.

Tourism is one of the fastest growing industries in the world. It has been playing a pivotal role in the economy of most of the developed and developing countries of the world. As a

result, most of the countries are attracted to this industry. Tourism has been identified as an important source of foreign exchange earnings, as an industry creating employment opportunities and generating economic growth of the country. Moreover, “proper cultivation of tourism is expected to contribute in foreign links of mutual understanding and appreciation for a better world of tomorrow” (Anand and Bajracharya, 1985)

In Nepal, also, tourism is proving to be a major generator of employment opportunities. As an employment provider, the role of tourism sector in Nepal is much more significant. According to a survey conducted by Nepal Rastra Bank (NRB, 1989), 8438 people were directly employed (7462 males and 976 females) in the tourism sector in the fiscal year 1986/87, including 70.10 percent. Among the total number of employees, 8309 were Nepalese and the rest 129 were foreigners. In the same way the indirect employment was 2852(2618 male and 234 female), in the year 1986/87 (Shrestha, 2000).

Tourism is a multifaceted industry that directly affects several sectors in the economy. It produces many jobs. Being labor intensive it employs large numbers of skilled and semi-skilled workers. Once again tourism has an indirect effect in the employment sector of the economy, particularly in the development stage. An important consideration in employment is the cost per job created. However, while this stage is labor intensive it is also capital intensive. Because many tourist attractions are natural feature such as waterfalls, lakes and mountains, or existing facilities such as art galleries and museums, the hidden cost of providing infrastructure and new accommodation and airport facilities can be overlooked in the calculation of cost per job created. As a result, tourism jobs may not be any more cost effective than those in other sectors of the economy but the industry’s ability to create employment still remains a major advantage to the community (Jackson, 1995).

The situation in the tourism industry resembles the one in the labor markets in general: There is significant horizontal and vertical gender segregation. Horizontally, women and men are placed in different occupations-women are being employed as waitresses, chambermaids, cleaners, travel agencies sales persons, flight attendants, etc., whereas men are being employed as barmen, gardeners, construction workers, drivers, pilots, etc. Vertically, the typical “gender pyramid is prevalent in the tourism sector-lower levels and occupations with few career development opportunities being dominated by women and key managerial positions being dominated by men (Hemmati, 2000) which is being a reality in Nepalese context too.

Jackson (1995) mentioned, about the skill needed to work in tourism industry, the scope of tourism opportunities means that people with enterprise and entrepreneurial skills see boundless chances of being involved. A few of those who are able to work at the things they enjoy while being in the tourism industry. Because this is a people oriented industry, it is essential for anyone who wishes to work in this area to have a pleasant personality and good communication skills, and to have a good deal of patience and tact when dealing with difficult or impatient customers. This is particularly important in service industry, because customer satisfaction is a major part of these industries.

But there are other demands made by these industries, beyond the employer's requirement for the job. Almost all of the travel, hospitality and leisure industries, by their very nature, operate when most people are not working-at evening, weekends and public holidays-and their peak periods when everyone else is playing (Jackson, 1995). It is seen difficult to women to manage such situations in Nepalese social structure.

Another economic factor in tourism employment is its seasonal nature, causing fluctuating employment levels and short-term employment as well as long-term jobs. These short-term seasonal jobs, although they have some associated problems, do provide additional employment for sections of the host population, in particular young people and women. Rural workers whose work is seasonal may also find additional supplementary work in the tourist industry. To maximize the economic benefits of tourism, government policy must be directed towards controlled encouragement of the industry from the level of foreign investment down to ensuring that the host community can also invest in its future even if the monetary value they can contribute is small (Jackson, 1995). In Nepal too, tourism its future even if the monetary value they can contribute is small. In Nepal too, tourism is being providing seasonal employment to most of the employees.

In London in 2003, women's share of total employment was 45 percent and women had lower employment rates than men. For females in London the employment rate was 62.5 percent compared to the male employment rate of 75.5 percent. The employment rate was lower still for women with dependent children, at 42 percent for women with children aged 0-4 years and 58 percent for those with children aged 5-10 years (Mckay and Theseira, 2004). This universal constraint with women to participate outside job has high prevalence in Nepal also.

Children affect the after- birth labor force participation of women in two ways. Directly, the time spent in child-care reduces the labor market while on maternity leave alters women's participation experience and indirectly affects subsequent participation behavior (Voicu and Buddelmeyer, 2003).

The Universal Declaration of Human Rights (1948) and the United Nations Convention on the Elimination of all forms of Discrimination Against Women (CEDAW, 1979), and respective national legislation are the legal and policy basis of addressing rights and women's rights issues in tourism (Keefe and Wheat, 1998). But no satisfactory number of their participation in tourism is seen yet.

Women can suffer specific discrimination within the tourism sector. They are consistently denied positions of leadership and responsibility within the industry, are concentrated in low skilled and low paid occupations, are being objectified as part of the tourism "package", and they can have their traditional roles perpetuated within an industry that feeds on uncomplicated images. Women will also be among those most adversely affected by negative environmental impacts tourism development-e.g. scarcity of freshwater. Tourism can violate women's rights, but it can also be used to challenge traditional roles and to empower women, in economic, social cultural and political terms. Women can find a voice and independence through getting involved in tourism activities-by becoming part of decision-making processes and carving out new roles in their families, homes and within local power structures (Hemmati, 2000). Such social structure is seen in most of the patriarchic society as ours and their involvement in tourism certainly can increase their level of confidence.

In many new destinations in developing countries, the local population faces disadvantages for gaining entry into the formal sector because of low levels of education. There is a significant demand for education and training in the communities in and around popular destinations. Training, especially training for self-employment, has been an important element for success. Most training activities are easy to replicate and could thus become an important part of an action strategy for the future. There is little evidence of training to enable or improve participation in tourism sector (Hemmati, 2000). Nepalese women's low participation in tourism sector may also due to lack of related education and training. Hence, there is positive correlation between women's participation in tourism and education and training.



Participation of women in the tourism industry has increased the past ten years, although this participation is much higher in the industrialized developed countries. The percentage of tourism jobs filled by women varies over 60 % in some countries as Bolivia, to under 10% in some Muslim countries (Gupta and Shah, 1999). Currently, women in the tourism industry occupy 5% in Nepal, which is very low comparing this with other countries.

According to the United Nations Convention on the Elimination of all forms Discrimination within the tourism sector. The analysis shows that women are consistently denied positions of leadership and responsibility within the industry, they are concentrated in low paid occupation and/or they can have their traditional roles perpetuated within an industry that feeds on uncomplicated imaged. Sometimes due to scarcity of fresh water, women in developing countries have to walk much further to get the water, because water is running out be uses for tourism. Tourism can violate women's rights, but can also be used to challenge traditional roles and to empower women, in economic, social, cultural and political terms (Sijtsma, 2001).

Daddi (2002:43) mentioned tourism's low skilled jobs were viewed as good opportunities for women and ethnic minorities. In Puerto Vallarta, Mexico, women's perception of themselves and their potential position as individual were affected by their interactions with women tourists who displayed characteristics of autonomy and self-reliance. The same dynamics that shaped development strategy in the country governmental, non-governmental and international development agencies consider tourism to be the best change Nepal has to utilize its resources for economic growth and to promote productive labour.

## **2.2 Theoretical Review**

Developers define the tourism industry as Nepal's comparative advantage in the global economy, meaning that tourism is an industry that like non other in the country, can compete in a global market economy. Since the 1970s, the Nepali government has emphasized mountain tourism in particular because the Himalayas, and the cultures one can encounter there, have been the greatest attraction for western tourists. Consequently, mountain tourism and all he changes it implies, has been at the center of development projects. Tourism undeniable increase foreign exchange and raises the country's gross domestic product and per capita income. However, the prominence of its economic implications must not eclipse its

socio-cultural implications. Mountain tourism in general, and trekking in particular, as development strategies for women in Nepal, reproduces the pros and cons of Women in Development (WID) projects. In order to understand what mountain tourism has meant for women, she mentioned the analysis of the economic and social changes brought about by tourism in the mountain region especially in the Annapurna region where women guides operate.

Since the 1970s, tourism became quite popular in the Annapurna region. Women of different ethnic groups and castes have increasingly involved in this new market. Their involvement goes from traditional cooking and cleaning chores to less conventional experience of managing teashops and guesthouses. Women have also taken up other enterprises such as carpet weaving, handicrafts, gardening, alcohol brewing and petty trade. Men's involvement in tourism consists mainly of guiding and pottering for trekking expeditions. Both the activities are marked by great mobility, while women's activities are spatially limited in the village. The majority of women's enterprises are extensions of women's traditional roles, such as cooking, cleaning and managing households (Malla, 2008). In general, trekking tourism has brought positive changes for women's active participation in the economic sector.

Since the mid 1980's, tourism has become as increasingly important global economic activity. Investors, planners and tourists themselves depend on women for the success of the tourist business (Enloe, 1989). Women are present in the tourist industry as attractions, travel agents, craft producers, flight attendants, and as tourists. Planners, investors, workers and the like include women as well. In this web of positions, women are brought into power relations with one another, across ethnicity, nationality, and class (Davis, 1999).

Yet tourism is more than just an industry where women are employed or employ. It is also the field for the enhancement of changing fads, ideologies and sensibilities (Kirshenblat-Gimblett, 1998). For example, world fairs, in the late 19<sup>th</sup> and early 20<sup>th</sup> centuries, promoted the idea of "progress" as an inescapable journey from the uncivilized to civilized ones. In this view, women's confinement to the domestic sphere was a sign of progress because women did not have physical labour outside the home anymore. Modern technology's promise to women was progress.

Just as western women's progress went through the domestic sphere, domestic activities became the new productive labour women in developing countries were encouraged pursue in

order to further their country's development towards a "progressive" and modern status. It is no surprise that the Nepali government and other NGOs have encouraged women to earn an income by using their "domestic" skills and "nurturing" qualities. Women's development projects in Nepal have seen women become lodge runners, continental cuisine cook, waitress and craft- producers. When western women become international travelers to developing countries, like Nepal, they express interest in supporting businesses run by local women (Daddi, 2002).

According to Jackson (1995), management jobs are now attracting graduates of the new hospitality and tourism related degree/diploma courses, and also graduates with other kinds of expertise relevant to the industry, such as accounting, marketing or fluency in foreign language. This means that a number of different career paths can be followed by a person keen to enter the travel or hospitality industries. Many sectors of the industry, and particularly the larger organizations that are the major employers, are actively seeking people with appropriate tertiary qualifications, or are encouraging their staffs to undertake part time study. Many large hotels, for example, prefer to recruit people with no previous experience, but with the right kind of personal qualities, and train them with a combination of 'hands-on' on the job experience and part time college study. Employment in the tourism industry has often been traditionally as positions by the travel sector (travel agency, tour operator, airlines, etc.) and the hospitality sector (hostels, motels, resorts, restaurants, clubs, etc.). The modern tourism industry is much more extensive and offers many opportunities for employment in tourism related areas. As the importance of tourism to the economy of the country grows, so government has increased its involvement at all levels (Jackson, 1995).

The service personnel must have knowledge of the local language and the working language of English, which is effectively applied to the hospitality industry. The staffs must have sufficient knowledge of equipment, service, meals and drinks, menus and other knowledge of the job is a definite advantage. Sound technical knowledge is essential and it assures the establishment of an efficient and motivated employee, minimizing problems faced in rough trial and error method. They must also have good manner, courtesy and cheerful attitude towards the people which help the management by becoming good sales person, humors and ability to smile at the right time pays dividends. Their appearance in formal and hygienic standard not only impress the customers positively but also reflects the good atmosphere and service to the eyes of people who are in a fit condition to be received. Honesty is always the

best polity. Without honesty and self-control, the quality of good manners and poise can't be found. So, it is very important to the employee in dealing with both the guests and management (Oli and Cheetri, 2002).

The difficulty is to unhinge the concept of skill from the mask of occupation. To do this an occupational classification has to be represented by a skill classification. The work of the UK Hotel and Catering Industry Training Board (HCITB) is helpful here. They used a skill classification of four tiers, which were managerial, supervisory, craft and operative.

Accepting that managing and supervising skilled activities, the difficulty comes in separating craft from operative. The HCITB use craft qualification to define craft. Thus, vocational qualification in cooking, silver service waiting, wine waiting and reception determined the craft category. Here, the distinction used is very similar, i.e. that craft represents skilled and operative semi-skilled and unskilled. The distinction between skilled and unskilled is that skill requires some form of formal training or education and cannot be solely learnt by on-the-job training (HCITB, 1984). Consequently, unskilled implies that work can be learnt solely on the job.

The second stage is to estimate the proportion of skilled to unskilled per unit. There are two questions here, First, are there occupations that vary in their classification of skilled or unskilled by the type of establishment? Second, does the proportion of skilled to unskilled vary?

In respect of the first question, is it possible to pick out which occupations might vary in skill status by type of establishment? Some reasonable assumptions are necessary here. If we assume that managers and supervisors are skilled, what of the others? The candidates for the category sometimes skilled are chefs and waiters. It would depend on the class of establishment. Receptions are more likely to be skilled, irrespective of the class of establishment. The rest could be allocated to the unskilled or semi-skilled category, which equates in our classification to operative. Accepting that there must be exceptions, the guiding principle for the skill model is that the occupations which can vary between operative and craft classifications are chefs and waiter/ess (HCITB, 1984).

The question which is yet unsolved is-do the proportion vary with size of unit? Again, some reasonable assumptions are necessary here. There is a prima facie case for saying that the skill proportion don't change with size. Surely as hotels get bigger they need more unskilled

maids, but larger hotels tend to have more function rooms and higher levels of service creating more chefs and every housewife knows more elaborate cooking means washing up! In this way, skill breeds unskilled work. It would not be taking too much license to say that the skill proportions are linear and like a nest of Russian matryoshka dolls, they are the same whatever the size.

This model assumes that the mobility pattern is in three streams; unskilled entrance at all levels, skill is accumulated by mobility up the pyramids and a movement of skilled labour from hotels and restaurants to institutional catering.

By far the most important of these influences are the encouragement of a surplus of supply by the unskilled nature of the work. This has significant for both managerial and market behavior. If the surplus keeps pay down, then it is always in the interests of managers to de-skill. If there is always a surplus, then supply will be elastic.

### **2.3 Review of Previous Literature**

The “Report of a Meeting on Training of Women Extension Workers (1979),” Madras, India, describes that the conventional method of defining “economically active populations” and “wage earner” preclude women’s work within the household or family responsibilities. Consequently, contributions of women are not counted in the GNP, and women’s work is usually not recognized as being economically productive. This is aggravated by the fact that rural women are primarily engaged in subsistence rather than commercially-oriented activities, and female labor is customarily classified as “unpaid family workers”. Yet, general observations show that Malaysian women in the rural sector work an average of 15 to 16 hours a day, with half the time spent in self-spent in self- employed agricultural activities. There is no denying that such activities would indeed supplement the average rural household’s income-earning capacity. Unfortunately, there is hardly a census or survey that has adequately documented the full extent of women’s economies participation in the rural sector (FAO, 1979). Hence, women’s economic contribution to the rural economy has been not only sadly neglected but also grossly underestimated.

Another recent activity involving women’s participation is in tourism-related activities. With the rapid growth in the tourism industry in the country and the availability of various

incentives and supports extended by the government, it was reported that a few enterprising fishing families, especially on the east coast, have started operating holiday lodgings, in the vicinity of their houses for foreign tourist. It is also reported that women who actually undertake the daily management of the guest, houses, performing routine household activities like cooking, washing, cleaning, tidying and general house-keeping, while their husbands are at sea fishing. As with fish farming/rearing, the women's involvement in running the guest house or holiday lodging doesn't require them to be away from their houses and household responsibilities. Although only very few fishing households are currently taking off such tourism-related income-generating activities, the number would certainly increase in the future given appropriate incentives and supporting facilities. In this connection, some agencies have initiated schemes specifically aimed at providing such business and employment opportunities in tourism-related industries to the fishing and other coastal communities (FAO, 1979). In view of this, therefore tourism related activities seem to be one of the most effective avenues for potential gainful employment of women in small-scale fisheries.

Besides their participation in relatively new fields like aquaculture and tourism, women in small-scale fishing communities for generations have been traditionally involved in the production of local handicrafts such as batik- making, songket weaving, brass and silver manufacturing and mat weaving. These cottage industries, which relied heavily on the conventional skills and craftsmanship of the women, are usually operated in the premises of their homes, thus enabling them to combine household duties with income-generating activities to supplementary income-earning activity undertaken by women in small-scale fishing communities, working either as seasonal farm workers or unpaid family labour in family based agricultural production-planting, weeding and harvesting (FAO, 1979). The FAO study (1982) revealed that 27.5% of the total fishermen's wives with secondary employment were engaged in farming, especially in tobacco growing and paddy planting. The study also showed that own businesses and retailing is another important supplementary income activity among the working women, providing employment to about 21.6% of the total.

The proportion of women's to men's working hours, available for 39 countries, is 89% which means that women work 89 hours when men work 100 hours. The proportion of women's to men's wages is 79% (Rani, 2013). At first glance, this looks like women are working less hours than men and at the same time receive even less pay. However, we cannot be sure if

this is due to women's typical occupations being paid less, women being significantly more in part time and/or temporary employment, and/or women being paid less for the same work (wage inequity). Due to lack of more detailed gender disaggregated information it is not possible to unpick the reasons for the observed disproportional relation of women's and men's working hours and wages. In addition, readers should keep in mind that the increase of women's involvement in the labour market has not been associated with substantial change in the amount of hours women are expected to spend on domestic duties; this is leading to much longer actual working hours women are expected to spend on domestic duties; this is leading to much longer actual working hours actual working hours for women, i.e. up to 70-90 hours per week (UNED-UK, 1999).

Regarding the disproportionate relation between women's and men's hours and their respective wages, there is a divide between the developed world, which employs females on an average weekly wage equivalent to 80% of a male's wage, and the less developed world, where average female wages fall by another 10% to 70% of male wages (Peter & Kilic, 2010). However, there are significant variations within these groups.

These data do not include information about the informal sector, leaving us with a skewed picture as the informal sector plays a very important role in terms of income generation through tourism, particularly for women.

In the broadly defined "service sector" (Anker, 1998), women and men are nearly equally involved in the workforce (34%-ILO data from 82 countries). Examining the occupations being particularly relevant in the tourism sector, one can see that more than 90% of people working in catering and lodging, as waitresses, bartenders, maids, babysitters, cleaners, housekeeping helpers, launderers, dry-cleaners, and the like, are women.

Vertical segregation of the labour market in the service and the administrative/managerial sectors reflects the situation in the labour markets in general. Women around the world have achieved higher levels of education than ever before and today represent more than 40% of the global workforce. Yet their share of management positions remains unacceptably low, with just a tiny proportion succeeding in breaking through the "glass ceiling". There are numerous inter-linked factors which help to maintain gender segregation of the labour identity- women are seen as being suitable for certain occupations and they seem themselves as suitable. In addition, traditional gender roles assign to women the main responsibilities for

raising children, caring for elderly, and doing household work. Thus, women are often forced to choose casual labour, part-time and seasonal employment (Malla, 2008).

Women are much more likely to be employed on a part time basis than men. Although this allows accommodating various responsibilities plus their work outside the home, it does have significant drawbacks: in many cases lower pay per working hour, fewer advancement opportunities, less formal training, less protection from unemployment, etc (Ivan, 2001).

Acknowledging that the problem of gender segregation of labour markets is a general one should not mean that it isn't addressed when discussing tourism. Bringing the necessary changes about requires efforts in all sectors. However, the tourism industry seems to be a particularly good "candidate" for engaging in efforts towards the advancement of women. Due to its size, its rapid growth and its extremely diverse and dynamic nature, the tourism industry has an enormous flexibility. This can enable the industry to develop key initiatives for the advancement of women so that other industries can benefit from initiatives and strategies in the tourism sector as models for their own development. The high percentage of women in the tourism workforce in many countries provides a necessary fundament for the further advancement of women (UNWTO & UN Women, 2010). The "critical mass" is already there.

A research report on Role of Women in Tourism Employment (2010) described that, women constitute at least 60% of staff members at the attractions and 48% at the hotels, restaurants and pubs. Although 23 % of Greenwich residents are from black and minority ethnic (BME) groups, the tourist attractions employ on average 10 % BME staff, while the hospitality and catering organizations employ on average 10 % BME staff, while the hospitality and catering organizations employ an average of 17 % BME staff. Only 5 of the 20 organizations employed disabled staff members (Peter & Kilic, 2010).

According to the report, none of the women employees reported any direct discrimination from their tourism sector employer based on their gender, ethnicity, age or disability. On the issue of gender discrimination, most women asserted that women dominate the tourism sector and therefore gender discrimination is not a problem. A number of employers commented that the reason for the under-representation of ethnic minorities and disabled staff members was related to the lack of applicants. While most employers were willing to hire disabled job applicants, some worried that mobility and accessibility would prove problematic in the workplace (Peter & Kilic, 2010). It was found that employers tend to assume that disability



equates with observable physical disabilities, and fail to understand the breadth of classified disabilities. As such, the posts that they were willing to fill with disabled applicants were often limited to those most easily accessible or adaptable to a physically disabled person.

While many of the women interviewed for the research, specifically sought employment in the tourism sector, others found themselves in tourism jobs by default rather than design. Nevertheless, taking into account their varying motivations and intentions, women cited a number of a common attraction of employment in the tourism sector in Greenwich are found as vocational orientation, people-oriented sector, flexibility, abundance of full time, part time, casual and seasonal employment fits well with outside commitments (children, study, etc.), fits with skill set and experience, varied and interesting work, pleasant working atmosphere, convenience of local area employment and the interest in local history (Peter & Kilic, 2010). Similar can be observed in the scenario of Nepalese tourism sector too.

The abundance of full time, part time, seasonal, temporary and casual work available in the tourism sector was cited as a key attraction by many women, but most commonly by mothers of young children, careers, semi-retired women and students. These and other women spoke of deciding to remain in tourism after doing a “quality of life assessment “ that often took into account into account the advantages of workplace flexibility and its positive impact on family life.

UNWTO & UN Women (2010) revealed that 85% of employers experienced some level of difficulty recruiting people with the required skills and qualifications for particular posts. The main reasons for recruitment difficulties identified by employers are low pay and/ or meager benefits, lack of promotional opportunities and low skills level.

Some employers preferred to hire women. A number of employers expressed the opinion that women were better employees because they “make for a better team”, and others felt that women were more suited to people-oriented work. One employer even stated a preference for hiring women ‘returners’(women who returned to work following a break to raise children) because, in her opinion, they have a lot to offer employers and having been out of work for so long they’re ready to prove themselves (Ivan, 2001).

On average, staff turnover was moderate to high at the hotels, bars and restaurants, and generally lower at the attractions participating in this study. Many factors affect retention

such as levels of pay and benefits, availability of workforce training opportunities, opportunities for promotion, employer flexibility etc. (Malla, 2008).

Even in organization where men dominate upper management and men were offered the same opportunities for promotion. Nevertheless, many women felt that women and men were offered the same opportunities for promotion. Nevertheless, many women felt that mothers were held back in their careers by their caring commitments.

The foregoing review of literature suggests that women's participation can best be examined using demographic and socio-economic factors such as age, marital status and educational level, prior family involvement in the occupation, work environment, household headship, social barriers about women's involvement in outside job and the like as the predictors. Hence, in this study, the demographic and socio-economic variables are used to identify the correlates of women's participation in tourism industry.

## CHAPTER III

### RESEARCH METHODOLOGY

This chapter deals with the research methodology applied by researcher to obtain the research facts. The chapter mainly deals with the rationale for the selection of study area, research design, universe and sampling, nature and source of data, tools and techniques of data collection, data presentation and analysis.

#### **3.1 The Study Site and Rationale of Site Selection**

This research is directed on the study of women participation in tourism sectors of Lekhnath and thus Lekhnath municipality of Kaski district was purposively selected for this purpose. For the convenience of study, it has been conducted within the members of Hotel and Restaurant Association of Lekhnath. Lekhnath municipality is the second center of Kaski district, which is also known as City of Seven Lakes with different tourism activity prevalent in this area. Even now none of the researches have been carried out to find out the level of women's participation in this area. Thus, this site has been selected to fulfill the objectives of this study.

#### **3.2 The Research Design**

This research is based on both descriptive as well as exploratory research designs. The research was descriptive in the sense that the research described the socio-economic, caste/ethnic composition, educational status of the women. Moreover, research was explorative in this sense that it has explored the level and trend of women participation in the tourism industry of Lekhnath. The collected data was also analyzed in descriptive way.

#### **3.3 Universe and Sampling**

The study is based on Lekhnath Municipality of Kaski district. 40 hotels were the member of Hotel and Restaurant Association of Lekhnath out of which only 37 were running at the time of data collection. These 37 hotels represent the universe of the research. Every hotels had women participation in any of the forms like: self-owned (entrepreneur women), managers, staffs, workers or any other forms. From these 37 hotels, 37 women one from each who are

involved in tourism sector in any of the forms as mentioned above had been taken as a respondents applying census method.

### **3.4 Nature & Sources of Data**

Both the primary and secondary data have been employed in this study but the primary data was the main sources of information with the minimal backing of the secondary data was being collected from the related professional associations (Tourism office Pokhara, Nepal Tourism Board, Pokhara Tourism Council, Lekhnath Chamber of Commerce and Industry, Labor office, Statistic office etc.). The scheduled questionnaire and KII was used in order to collect the primary information.

Both the quantitative as well as qualitative data were used in this study. The scheduled questionnaire was used to collect quantitative data whereas some parts of questionnaire as well as KII were fruitful in collecting qualitative data.

### **3.5 Data Collection Tools**

The study had been carried out with the help of various data collection instruments mainly using interview-schedule, observation and key informant survey. The researcher herself collected the primary data from the respondents by applying different tools.

#### **3.5.1 Household Survey**

The household survey was carried out in the month of February, 2016. Face-to-face interview was carried out through hotel visits for getting information. The questionnaire which included both closed and open ended questions, covered demographic and socioeconomic characteristics, social barriers, working environment. The questionnaire used during this process is included in appendix. They were also asked whether they were satisfied or not in their job. All interviews were conducted by researcher herself.

#### **3.5.2 Interview-Schedule**

One set of interview-schedule was prepared of collection of primary data. Each interview lasted 20 to 30 minutes. Different questions regarding to the family size, source of income, women involvement, women position, women participation level and trend were asked during the research. The questionnaire used during this process is included in appendix.

### **3.5.3 Observation**

Repeated visits were made for in-depth study of women involvement in tourism sector and location specific characteristics of the study site. The setting, management skill of the people etc. were also observed.

### **3.5.4 Key Informant Interview**

Key Informant Interview was carried on during the research with 5 key informants including tourism entrepreneurs and experts in order to receive the qualitative data. From this tool, the perception, beliefs, attitudes and experiences of these experts towards women participation in tourism sector of Lekhnath were gathered. The checklist and the list of key informants are included in appendix.

## **3.6 Data Processing and Analysis**

The data were checked for completeness and accuracy, and then coded for analysis. The SPSS version 12.0 and Microsoft Excel was used to calculate percentage or proportions for all variables or indicators. Significance test has been carried out to determine the association between women's participation with other variables using chi-square test. Each independent variable such as: demographic and socioeconomic have been cross tabulated with women's participation.

## CHAPTER IV

### PROFILE OF THE STUDY AREA

#### 4.1 Kaski District at a Glance

Kaski is one of the developed district of Nepal, lying just about 200 km west of capital city of Nepal, Kathmandu. The district is situated in between latitude 28° 06' to 28° 36' and longitude 83°40' to 84°12' east, covering an area of 2017 square kms. The adjoining district of Kaski includes Tanahun (East), Myagdi (West), Manang (North) and Syangja (South). The district has got population of 480257 (CBS, 2012) and the density of population stands at 239 persons per square kilometer. Most of the inhabitants are Hindus and Buddhists. Literacy rate in the district is 72 % where as 61.8 % female and 83.20% male are literate (NPC 2010).

Agriculture is the main means of livelihood of the people followed by business sector and other general level occupations. The facts and figures can be expressed furthermore by the table as expressed below:

**Table 4.1: Population of Kaski District on the Basis of Occupation.**

<b>Occupation</b>	<b>Female</b>	<b>Male</b>
High Level Employee	123	1107
Specialist	1787	4614
Office Assistant	513	2985
Business	6719	12317
Agriculture	40440	28383
Handicraft	5961	11200
Mechanical	1595	3748
General Level	6365	8496
Others	69	52
<b>Total</b>	<b>63572</b>	<b>72902</b>

(Source: District Profile 2068, Kaski)

As per the data we can observe that higher concentration of population is on agriculture and business sector. The women participation on the job market is found to be lower in compared to men. The measurable condition can be observed in some occupations

like high level employees and office assistant where female participation is found ten times and six times less as compared to their male counterparts. In other sector also there is higher participation of male in compared to female.

Similarly, we can term Pokhara as one of the developed city of Nepal in many means and features. This can be furthermore illustrated from Human Development Report of Nepal.

**Table 4.2: Development Status of Kaski District**

<b>S.N</b>	<b>Description</b>	<b>Index Value</b>
1.	Human Development Index(HDI)	0.593
2	Human Poverty Index(HPI)	24.9
3	Human Empowerment Index(HEI)	0.593
4	Gender Empowerment Measure(GEM)	0.975
5	Per Capital Income	313
6	Life Expectancy	70.76 yrs.
7	Literacy	72.1%

(Source: District Profile 2068, Kaski)

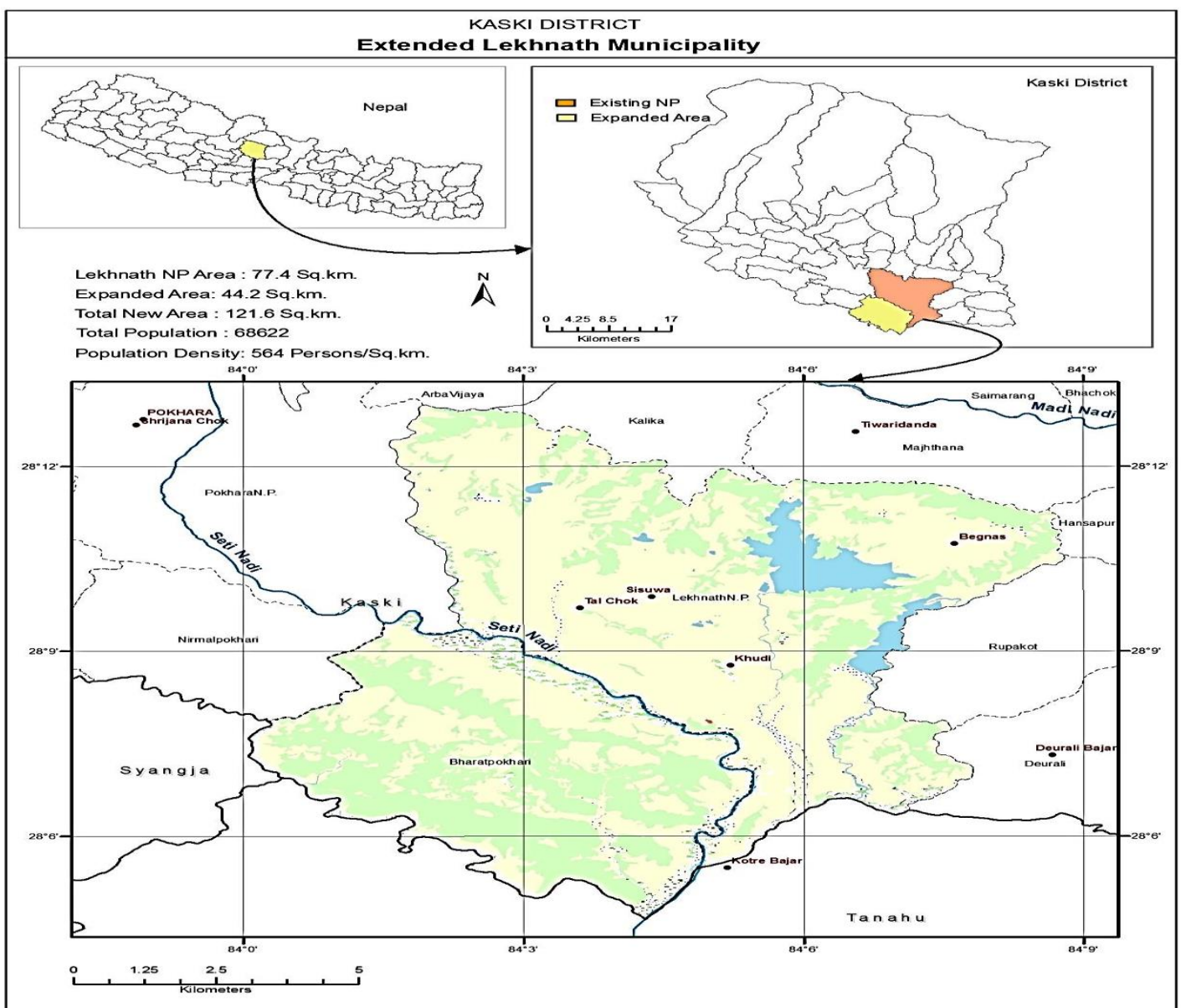
Although this data is a bit older one cited by District Profile, 2068, we can find more than average status of development indices of Kaski. Different indices like HDI, HPI, HEI, GEM, LE and literacy rate are found in good status although there are many rooms to be filled up.

## **4.2 Introduction of the Study Area**

Lekhnath is a municipality in Kaski District in the Gandaki Zone of northern-central Nepal. It is located in the south eastern part of the Pokhara Valley and about 180 km west of Kathmandu. It is connected to the Pokhara municipality through a bridge in Bijaypur river at west and Kotre river at east which joins the Prithvi highway (Wikipedia.com, 2016). Total population of the city is 58,816 as per the census carried out in 2011. Composition of the population is 86% Hindu, 8% Buddhist and 6% others (CBS, 2012). The town is very spread out and has no down-town or centre. The naming of municipality as ‘Lekhnath’ was done after the famous Nepali poet Lekhnath Paudyal (1885 - 1966), who was born at Arghaun Archale, present ward no 6 of Lekhnath Municipality (LCCI, 2016). The city is also entitled

as the garden city of seven lakes. The seven lakes are Begnas, Rupa, Khaste, Depang, Maldi, Neureni and Gunde. Except Begnas and Rupa most of the other lakes are little known to the outsiders. Lekhnath possesses many terrains and mountain view sites. It is also becoming a famous destination among trekkers as some of the comfortable and short trekking routes in Pokhara valley begin here. Rightly called eastern gateway to Pokhara, Lekhnath, is the place from where you can catch the view of the whole Annapurna range including Machhapuchhre (Fishtail), and Dhaulagiri. Gagangaunga, Shishuwa, Lekhnath chowk, Rajako Chautara, Satmane, Budhibazar, Dhungepatan are some big and notable places of Lekhnath.

**Map 4.1 Map of Lekhnath Municipality**



(Map Source: [www.lgcdp.gov.np](http://www.lgcdp.gov.np))



The tourism sector of Lekhnath is based within the territory of Begnas and Rupa lake. Hotels and home stay are the major sectors inter connected with tourism sector of Lekhnath. Thus, to carry on this study, all the 40 members of Hotel and Restaurant Association of Lekhnath were taken as sample. When the data collection was done, it was found that only 37 of them were running and remaining 3 were not running due to different reasons. It fact can be expressed as below.

**Table 4.3: Members of Hotel and Restaurant Association of Lekhnath**

S. N.	Condition of Members	Number	Percentage
1.	Running	37	92.5
2.	Under Construction	1	2.5
3.	Closed after Earthquake	1	2.5
4.	Closed due to embargo	1	2.5
	Total	40	100

(Source: Field Survey, 2016)

From the above table, we can observe that 1 of them was under construction and hadn't been started then where as next was destructed by earthquake and the other was suffering from adverse effect of economic blockade and thus was not running. Other hotels were delivering their service at that time in spite of these different disasters. This shows that the tourism sector of Lekhnath was not so deteriorated at the time of different disasters too.

### **4.3 Demographic Factors**

#### **4.3.1 Age Group of the respondents**

The women participated in the tourism sector of Lekhnath is found to be from higher age group ie. age group after 40 years. Only 1 of the respondents was below the age of 25 years and 5/5 respondents were of age group 25-30 and 30-35 years. 7 respondents were from the age group 35-40 years. One fourth of them were of age group 40-45 years whereas 27 percent respondents belonged to the age group of 45-50 years. The data can be further expressed on the following table.

**Table 4.4 Age group of the respondents**

<b>S. N.</b>	<b>Age Group (Years)</b>	<b>Number</b>	<b>Percentage</b>
1.	20-25	1	2.7
2.	25-30	5	13.5
3.	30-35	5	13.5
4.	35-40	7	18.92
5.	40-45	9	24.32
6.	45-50	10	27.06
	Total	37	100

(Source: *Field Survey, 2016*)

This shows that the women involve in tourism gradually after their age increases. Since only one respondent was drawn from one hotel, during the survey, the aged female took part as respondent. The younger one felt hesitation to answer the survey and thus, it may be the other reason for such result.

### **4.3.2 Marital Status of the respondents**

Marital status is also other determining factor of women participation in any of the community especially in the developing nations like Nepal. In this survey, most of the respondents were found married. Only 2 of the respondents noted themselves unmarried during the research. About 95 percentage of the respondent were married. The data can be further expressed on the following table.

**Table 4.5 Marital Status of the respondents**

<b>S. N.</b>	<b>Marital Status</b>	<b>Number</b>	<b>Percentage</b>
1.	Married	35	94.59
2.	Unmarried	2	5.41
	Total	37	100

(Field Survey, 2016)

This shows that the women involve in tourism mostly after being married. Since only one respondent was drawn from one hotel, during the survey, the aged female took part as

respondent. The younger one felt hesitation to answer the survey and thus, it may be the reason for such result.

## 4.4 Socio-Economic Factors

### 4.4.1 Educational Status of Women employees in Lekhnath

As a general observation it can be observed that there are many socio-economic factors that are preventing women to involve in outside employment. However in this study, only five of the many socio-economic factors as independent variables have been chosen for the research, which include: education level of the respondent, prior family involvement in the tourism industry, work environment, household headship and a common social concept about women’s involvement in tourism industry as a barrier.

During the survey, two questions were asked about the educational status of the respondents as well as female workers in every hotel. It is found that half of the respondents are of secondary educational level and same is the condition of the female workers but the number is more in the workers. Only 1 respondent is from primary educational level whereas one fifth of the female workers represent this level. The respondents from higher secondary level is double than that of female workers of the same level. Similarly, 3 respondents are of more than higher secondary level but none of the workers are from this educational status. The facts are furthermore presented in table below.

**Table 4.6 Employees' Educational Status**

S. N.	Educational level	Respondents		Female workers	
		Number	Percentage	Number	Percentage
1.	Primary	1	2.7	7	18.92
2.	Secondary	19	51.35	22	59.46
3.	Higher secondary	14	37.84	8	21.62
4.	Above +2 level	3	8.11	0	0
	Total	37	100	37	100

(Field Survey, 2016)

This shows that respondent females are of higher educational level than that of female workers. Since most of the respondents are spouses of the hotel owner, it can be supposed as normal trend. Also there is chance of misreporting of educational level by the respondents during the survey.

#### **4.4.2 Family Member's Prior Involvement in the Tourism Industry**

In Nepalese context, it is commonly seen that women's involvement in outside employment is highly influenced by family member's prior involvement in specific sector. The positive influence of family member prior involving in a specific sector and women's participation in the same sector is a common phenomenon in the tourism industry too. If a family member is previously involved in this sector, women's involvement have found positively influenced by this.

During the field survey, it is found that only 26 out of 37 respondents' family are not involved in tourism sector whereas 5 respondent's family members are in this sector now. However different sectors such as friend's help, family help, self-innovation and other's help seem vital in women's involvement in the tourism industry. The facts can be observed as per the following table.

**Table 4.7 Family Member's Prior Involvement in Tourism Sector**

<b>S. N.</b>	<b>Family Member's Prior Involvement</b>	<b>No. of Respondents</b>	<b>Percentage</b>
1.	Yes	5	16.13
2.	No	26	83.87
	Total	37	100

(Field Survey, 2016)

During the research, in this point, the husband is not termed as member of family, since most of the husbands of the respondents are also in the same sector. This fact also shows that the tourism sector is just developing and women are attracted in this sector although their family members were not in this sector.

Similarly, the next question was asked to find out the family cooperation for the female respondent on their involvement in tourism sector. It is found that only about three fourth of

the respondents' family are supporting them in tourism sector whereas remaining 10 respondents are lacking family support in their involvement in this sector now. It can be observed as per the following table.

**Table 4.8 Family Support in Involvement in Tourism Sector**

<b>S. N.</b>	<b>Family Support</b>	<b>No. of Respondents</b>	<b>Percentage</b>
1.	Yes	27	72.98
2.	No	10	27.02
	Total	37	100

(Field Survey, 2016)

This fact shows that the tourism sector of Lekhnath is favorable for female although there are even more progress to be done in the matter of women participation. The support of family has been great source of inspiration for them to be able to participate in this sector. The other reason behind that can be the fact that most of the women in Lekhnath are involved in their own family business and the family support can be achieved certainly.

#### **4.4.3 Household Headship**

Household head is the decision-maker for every decision to be made in the favor of a male or female house member. Nepalese society is dominated with the male household headship and most of the decisions are being made by the male. If a female wants to involve herself in an outside work, she needs to get the permission from the household head. Without his permission, she is not allowed to work outside even she has required qualification and keen interest too. So, household head's decision plays a vital role in women's participation in outside job.

The same condition is reflected in Lekhnath too where almost every home had male as head of family that reflects directly the patriarchal nature of Nepalese society in Lekhnath. The males are as head of family in the form of husband or father. One of the respondent answered that after the death of her husband, the head of her family is her son. Similarly, 2 females were found to be head of family. This data can be explained in the following table as given below:

**Table 4.9 Household Headship**

S. N.	Head of Family	No. of Respondents	Percentage
1.	Male	35	94.59
2.	Female	2	5.41
	Total	37	100

(Field Survey, 2016)

During the survey, it was observed that these two women household head were successful because one of the female's husband is in foreign country for job and the next one's husband is dead and thus she is heading her family. This shows that the system of household ship is even an issue of lacking in Lekhnath which reflects the real scenario of the rest part of Nepal.

After finding that the family structure of Lekhnath is mostly male dominant, the next question was asked regarding the influence of the head of family on women participation in tourism sector. Most of the respondents answered that there is more or less influence of head of family in this matter. The facts are more explained from the table below:

**Table 4.10 Influence of Head of Family**

S. N.	Influence of Head of Family	No. of Respondents	Percentage
1.	Yes	32	86.49
2.	No	5	13.51
	Total	37	100

(Field Survey, 2016)

As per the findings, 32 samples, out of total 37 reported that there is influence of household head in the decision making process of every households. All of the samples also furthermore reported the type of such influence was of positive type. While other 5 respondents replied that they are not influences by their family head in this matter.

#### **4.4.4 Social Barriers**

Being a social creature, human beings always need social support in every aspects of their life. Without social support, no one can be progressive. In another word, social support, like other basic needs for human beings' welfare and prosperity. It is generally seen that if society

doesn't support any activity that someone wants to perform, he/she may not be able to go ahead with that wanted activity anymore. In this context, in many aspects of life especially women are being victim of social restriction and barriers. They are not always been allowed to involve in outside employment and activities. There is always no direct social restriction for women but our social structure has provided more roles to women that have to be performed at home. Not only this, in many aspects, we can see the negative social concept about women's involvement in outside activities and job too. Such social concepts and barriers are preventing women to involve in outside employment. Literature review also indicates the same.

Tourism industry is not the exception in this regard. Women who want to involve in tourism sector are also not been able due to such social barriers. In this study also, only those women are found to be able to involve their self in tourism industry who didn't care about such social barriers. 81% of the respondents responded that the women's participation in the tourism industry is not encouraging. Remaining 19% responded that the scenario is encouraging after new socio-political transformation of society. The facts can be as demonstrated below:

**Table 4.11 Status of Women's Participation as per Respondent**

S. N.	Women's Participation	No. of Respondents	Percentage
1.	Discouraging	30	81.08
2.	Encouraging	7	18.92
	Total	37	100

(Field Survey, 2016)

For the respondents who answered that the status of women's participation is discouraging in tourism industry of Lekhnath, the next question was asked about the reasons behind that. Those reasons can be explained as social barriers of women's participation in tourism industry. About the specific social barriers, 46.67% responded that women's participation is low because of negative social thoughts about hotel job. Similarly 23.33% responded that the reason is lack of awareness, 20% responded that there is negative attitude of males towards female in this sector and half of this percentage of the responded that women don't have wish to work in tourism industry and they are in want of other easy jobs. Thus these all social barriers have been discouraging the women's participation in this sector. The facts can be further more as expressed below:

**Table 4.12 Status of Women's Participation as per Respondent**

<b>S. N.</b>	<b>Social Barriers</b>	<b>No. of Respondents</b>	<b>Percentage</b>
1.	Negative Social Thought about hotel job	14	46.67
2.	Lack of awareness	7	23.33
3.	Negative Attitude of Males	6	20
4.	Female's Want on other easy job	3	10
	Total	30	100

(Field Survey, 2016)

The above table clearly mentions that women have got less encouragement in this sector due to various social barriers. In Lekhnath most of the female are handling their own family business as their participation in tourism industry. The encouragement can be even less in the cases where the women are engaged as job holder in this sector. Thus, we can draw the conclusion that the work environment should be increased by reducing social barriers in order to achieve the higher participation of female.



## CHAPTER V

### WOMEN PARTICIPATION IN TOURISM INDUSTRY

This chapter is focused on the various aspects of women participation in tourism industry of Lekhnath. Basically, this chapter discusses furthermore on the trends as well as the problems faced by the women in tourism industry of Lekhnath. The trend has been elaborating different level and trends of women participation like number of women participation, trend as per changing time period, motivating factors for women to be involved in this sector, level of satisfaction etc. Similarly, under the problems of women's participation, the negative dimensions of women participations especially in the part of discrimination, exploitation etc. in the terms of position, working hours, wages, promotion, behaviors etc. has been explained.

#### 5.1 Trend of Women's Participation in the Tourism Industry

##### 5.1.1 Gender distribution of the staffs

It is a common concept that women are not able to work in other sectors beyond the household activities. Thus women are given less priority in the works outside the household. If they are engaged in these sectors also they are provided with lower level tasks. When the study was conducted, it is found that there were more female staffs in the tourism sector of Lekhnath. The data can be further expressed on the following table.

**Table 5.1: Gender of Staffs**

S. N.	Gender of Staff	Number	Percentage
1.	Male	53	38.69
2.	Female	84	61.31
	Total	137	100

(Field Survey, 2016)

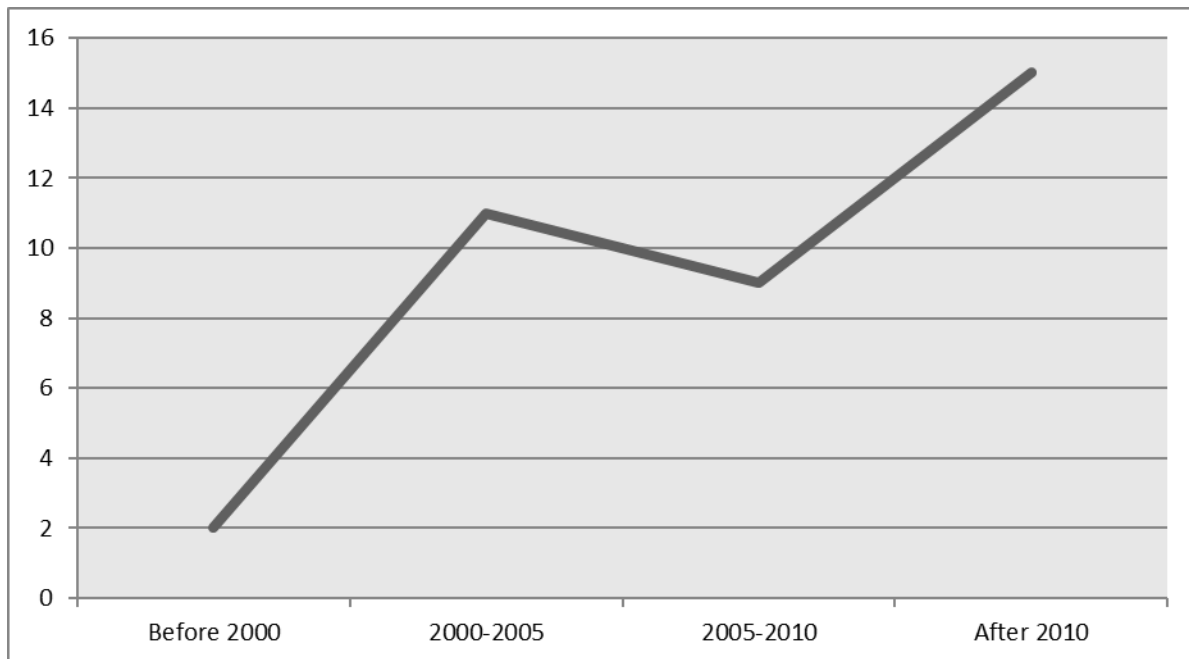
It is found that the share of female is found to be about two third (61.31%) and a slightly more than one third (38.69%) male staffs were involved in the tourism sector of Lekhnath. This shows that the women participation is attractive but in fact the reason behind it is that

most of the women are engaged in their own family business and other are the females working in the lower level works in the hotels.

### 5.1.2 Trend of Women’s Involvement in Tourism Industry

To identify the trend of women’s involvement in the tourism sector, a question was asked during the study about the time period of their involvement in this sector. After the data is collected, the following figure trend line has been adopted that shows that the women participation in the Lekhnath has been fluctuating on the passage of time. The data can be further expressed as per the following diagram.

**Figure 5.1 Trend of Women’s Involvement in Tourism Industry**



(Field Survey, 2016)

By analyzing the trend line we can clearly observe that the involvement was increased rapidly in the period 2000-2005, five times increment from 2 to 11. It was because Lekhnath was virgin market at that period and people started to invest in tourism sector on the very period. But the next half decade was forgettable period in the history of any sector in Lekhnath due to political disturbances and the same reflection has been observed in this sector too. The participation decreased from 11 to 9 in this period whereas again the involvement increased after 2005 and reached the highest level 15 now. It signifies that this period is the boom

period of women's participation in tourism sector of Lekhnath. This trend line was constructed as per the number of respondents who answered the time of their participation in tourism sector on Lekhnath.

### 5.1.3 Previous Occupation of Respondents

Service sector is new sector for Nepal as it is an agricultural country. In service sector also, tourism and hospitality sector is also one of the new sector among any of the service sector. Since prior generation was more dependent on agriculture, in Lekhnath also, the research shows that two third of the respondents were priory in agriculture as main prior occupation. The trend is followed by governmental and non-governmental service, foreign employment as well as other employments. It is explained in the table as below.

**Table 5.2 Previous Occupation of Respondents**

S. N.	Previous Occupation	No. of Respondents	Percentage
1.	Agriculture	25	67.57
2.	Services	2	5.41
3.	Foreign employment	1	2.7
4.	Others	9	24.32
	Total	37	100

(Field Survey, 2016)

Out of 37 respondents, it is found that most of them are in tourism sector leaving or discontinuing agriculture as their main profession. Similarly, two were from service sector as well as one returning back from foreign employment. There are other 9 people involved in this sector who had other occupation beyond these three. Some of them had their family profession as tourism sector.

### 5.1.4 Motivating Factor to Start-up in Tourism Sector

Motivation is the driving force by which we achieve our goals. Motivation is said to be intrinsic or extrinsic. The women who are involved in tourism industry are found to be motivated to enter in this field by various factors. In this study, all the respondents were

asked about their source of motivation towards tourism sector. Out of 37 respondents, it is found that two third of the respondents are motivated in tourism sector by the motivation factor from family and relatives. The fact is furthermore presented in the table as below.

**Table 5.3 Motivating Factor to start-up in Tourism Sector**

S. N.	Motivating Factor	No. of Respondents	Percentage
1.	Family & Relatives	23	62.16
2.	Economic Growth	13	35.14
3.	Others	1	2.7
	Total	37	100

(Field Survey, 2016)

As per the above table we can observe that one third people are motivated in this sector for economic growth. Only a single person is in tourism sector to make option other than agriculture and none of them are choosing this sector as glamour. This explains the primary production forces of Lekhnath which have motivated to people in this sector not seeing economic growth but due to family and relatives support or in search of option other than agriculture. During Key Informant's Interview also most of the respondents put forwarded their view that people are motivated in tourism sector after observing the success of family and friends and as per their advice to invest in this sector. Further-more other people are directed to this sector as this sector has been better option for economic growth.

### **5..1.5 Factor Effecting Involvement in Tourism Sector**

Human beings are social animal and thus they want to remain in the norms and values of society. People move forward by the help of others in the primary stage and gradually get success. These factors are termed as factors effecting in involvement in tourism sector for the respondents. Alike former chart, this also shows primary production factor of this tourism sector, that has more dependency on household decisions more than other market factors. The facts are furthermore presented in table below.

**Table 5.4 Factor effecting in Involvement in Tourism Sector**

<b>S. N.</b>	<b>Effecting Factor</b>	<b>No. of Respondents</b>	<b>Percentage</b>
1.	Friends' help	1	2.7
2.	Family & relatives Help	25	67.57
3.	Self-Motivation	10	27.03
4.	Other	1	2.7
	Total	37	100

(Field Survey, 2016)

It is found that two third of the respondents termed family and relative's help as major factor and one forth termed self-motivation as its major factor. Other single respondents were observed in the way of friend's help of any other factor as major effecting factors that is effecting the respondents' involvement in tourism sector.

### **5.1.6 Level of Satisfaction of the Respondents**

Satisfaction is the act of fulfilling a need, desire or the feeling gained from such fulfillment. It is a relative term that can be defined only by comparing the level of two individuals, groups, things, issues, services etc. More the satisfaction is achieved, more will be the level of production in the upcoming days. Thus in this study, a question was asked related with the satisfaction of women respondent in this field. All of them answered that they were satisfied in this sector. Thus furthermore next question was asked for them about the level of satisfaction. Then the level was expressed as below.

**Table 5.5 Level of Satisfaction of the Respondents**

<b>S. N.</b>	<b>Level of Satisfaction</b>	<b>No. of Respondents</b>	<b>Percentage</b>
1.	High	12	32.43
2.	Medium	23	62.16
3.	Low	2	5.41
4.	Very low	0	0
	Total	37	100

(Field Survey, 2016)

From the above table, we can find that one third of them answered that they were highly satisfied whereas 23 of them were medium satisfied and 2 were satisfied in low level. None of the respondents responded that the satisfaction level was very low, which can be termed as dissatisfaction. This result shows that the women satisfaction in this part is almost satisfactory.

## 5.2 Problems of Women’s Participation in the Tourism Industry

### 5.2.1 Positional Status of Women employees in Lekhnath.

There is common concept in Nepalese society that women are not able to work in higher position in an organization. So they have been offered lower positions in most of the industry sector. This study also found the similar result in term of positional distribution. It is found that in these 37 hotels, 84 women employees are working in different levels. Out of these 84 employees, slightly more than half of them, 43 workers are working as supervisor position and about one-third of them are working as supportive status. The fact is furthermore presented in the table below.

**Table 5.6 Female Employees' Positional Status**

S. N.	Positional Status	No. of employee	Percentage
1.	Manager	4	4.76
2.	Supervisor	43	51.19
3.	Supportive	36	42.86
4.	Others	1	1.19
	Total	84	100

(Field Survey, 2016)

As per the given table above, it can be observed that only 4 are involved in managerial position as well as 1 is working in other positions. This shows that the involvement of women is most often in primary and secondary position but they are nominally working in tertiary position. Out of 4 Female employees, it is found that most of them are working in this position since, it was their family business or their family was not headed by males. As per Key Informant Interview carried on during the study, the reason behind that was found to be low educational level and lack of confidence to work in the higher position in most of the

cases. So, they didn't really think that there is a positional discrimination in the tourism sector.

### 5.2.2 Contractual Status of Women employees in Lekhnath.

The contractual status also plays a greater role in involvement of any individual in any sectors. More permanency in the contract more will be the attractiveness in the level of participation. But in the case of tourism, since it is a sort of seasonal business, the tourism industrialists are focused in daily basis or seasonal workers. They want small number of permanent staffs for expenditure reduction. Other fact for tourism sector of Lekhnath as per participants of Key Informant Interview, is that it is very hard to differentiate permanent and timely contract employees in Lekhnath since the tourism industry is just developing gradually. We have termed owners as well as other staffs working more than 5 years in the hotel as permanent staffs. We found that male participation is found more in permanent status and female participation is found more in daily wages. The facts are furthermore presented in table below.

**Table 5.7 Employees' Contractual Status**

S. N.	Contractual Status	Male		Female	
		Number	Percentage	Number	Percentage
1.	Permanent	37	69.81	42	50
2.	Timely contract	13	24.53	10	11.9
3.	Daily wages	3	5.66	32	38.1
4.	Seasonal	0	0	0	0
	Total	53	100	84	100

(Field Survey, 2016)

As per the above table, most of male employees are permanent whereas the weightage of female employees are found more in daily wages and the number of timely contract male and female are alike similar. None of the seasonal male or female workers were noted at the time of research which may be the adverse effect of present economic condition after earthquake

and economic embargo in Nepal. It shows that women are preferred as daily wages staff whereas males are preferred as permanent workers.

### 5.2.3 Differentials in Working Hours.

In any of the sector, the working hours also can analyze the discrimination between male as well as female. To find the same differentials, three different questions were asked regarding the working hour of respectively: respondents, female staff and male staff. It is found that there is no significant difference in the working hours of these three. Furthermore, we can discuss from the following table.

**Table 5.8 Differentials in Working Hours**

S.N.	Working Hours	Respondent		Female Staff		Male Staff	
		No. of Respondents	Percentage	No. of Respondents	Percentage	No. of Respondents	Percentage
1.	Less than Six	0	0	0	0	0	0
2.	Less than Eight	28	75.67	32	86.49	34	91.89
3.	Less than Ten	7	18.92	5	13.51	3	8.11
4.	More than Ten	2	5.41	0	0	0	0
	Total	37	100	37	100	37	100

(Field Survey, 2016)

None of them work less than six hours per day whereas only 2 respondents noted that she is working more than ten hours daily. The concentration of working for all groups is in the group of above six hours and below eight hours. 34 male staffs answered that they are working in this group, whereas for female staffs and respondents, respectively 32 and 28 people are representing this group. Similarly, 7 respondents noted that they are working more than eight hours and less than ten hours. Likewise 5 of the female staffs and 3 male staffs belong to this group. Although, there is no difference in working hours, in KII, some respondents discovered the fact that the odd working hour can be an issue of difficulties for



women. Female has been misbehaved by guests and customers in odd hours and after the customers are drunk. This can be an issue for the other researchers in future.

### 5.2.4 Difference in Wage

Different wages for the same job level for men and women has been found in many sectors in Nepal. Considering this common phenomena, this study also attempted to identify if there is wage discrimination in tourism sector between men and women for the same job level. 26 out of 37 respondents noted that there is no wage difference between male and female in tourism sector of Lekhnath only because of gender. The wage difference is observed as per the working nature. It can be observed as per the following table.

**Table 5.9 Difference in Wage**

S. N.	Difference in Wage	No. of Respondents	Percentage
1.	Yes	11	29.73
2.	No	26	70.27
	Total	37	100

(Field Survey, 2016)

As per the above table it can be observed that 11 respondents noted that they have observed some wage differentials regarding gender. During Key Informant's Interview, tourism entrepreneurs also didn't accept that there is wage discrimination. They declared that they are ready to offer more for women if found with require qualification and experiences. One more question was asked for the second samples about the ratio of wages. They mostly noted that the female: male difference ratio was in between 8:11 and some other responded that it was in between 7:8. It shows that there is problem prevalent in the wage differentials in some extent, but it can be removed by some effort since the trend shows that it is not deep rooted. This study also didn't find any significance discrimination in increment as well. All the respondents who got the wages increment so far mentioned that there is no any discrimination in increment.

### 5.2.5 Differences in Promotion

Promotion is also the source of encouragement in the participation in any of the sectors. Like as in the tourism sectors too, promotion plays a great role for development of career of any individual. This study also tries to identify if there is any discrimination in promotion of employees comparing to their counterpart men or not. It was found that there is no such difference prevalent in this industry. It can be observed as per the following table.

**Table 5.10 Differences in Promotion**

<b>S. N.</b>	<b>Differences in Promotion</b>	<b>No. of Respondents</b>	<b>Percentage</b>
1.	Yes	1	2.7
2.	No	36	97.3
	Total	37	100

(Field Survey, 2016)

Only 1 out of 37 respondents answered that there is differences in promotion in her institution and all the respondents responded that promotion is carried on as per work not making differences in gender. As per KII also, there was no discrimination in promotion as per gender differences. The reason behind that is most of the women are in their own family business and thus the issue of promotion has been less discussed in this sector. It signifies the early developing level of tourism industry of Lekhnath. Although the promotion and discrimination can be observed in future after the industry will be well developed.

### 5.2.6 Discrimination in Wage Increment

Wage increment is also the source of encouragement in the participation in any of the sectors. Like as in the tourism sectors too, wage increment plays a great role for development of career of any individual. This study also tries to identify if there is any discrimination in wage increment of employees comparing to their counterpart men or not. It was found that there is no such difference prevalent in this industry. It can be observed as per the following table.

**Table 5.11 Discrimination in Wage Increment**

<b>S. N.</b>	<b>Discrimination in Wage Increment</b>	<b>No. of Respondents</b>	<b>Percentage</b>
1.	Yes	1	2.7
2.	No	36	97.3
	Total	37	100

(Field Survey, 2016)

Only 1 out of 37 respondents answered that there is differences in wage increment in her institution and all the respondents responded that wage increment is carried on as per work not making differences in gender. As per KII also, there was no discrimination in wage increment as per gender differences. The reason behind that is most of the women are in their own family business and thus the issue of wage increment has been less discussed in this sector. It signifies the early developing level of tourism industry of Lekhnath. Although the wage increment and discrimination can be observed in future after the industry will be well developed.

## CHAPTER VI

### **SUMMARY, CONCLUSION AND RECOMMENDATIONS**

This research aimed at studying women's participation in tourism industry and major influencing factors to the same. It was also the aim of the study to identify the level and trends of women's participation. As being a field based study, the specific discriminations towards women participated in the tourism industry have also been aimed to identify.

#### **6.1 Summary**

For the analysis, the major influencing factors that affect women's participation in the tourism industry have been categorized under two main factors such as: demographic and socioeconomic. These two factors have further been divided into seven independent variables that include: age, marital status, educational level, prior family involvement in the tourism sector, work environment, household headship, and social barriers. All the seven independent variables and their influence on the dependent variable women's participation have been analyzed. The census survey research design was employed to meet the study objectives among the members of Hotel and Restaurant Association of Lekhnath.

Both the primary and secondary data have been employed in this study but the primary data was the main source of information with the minimal backing of the secondary data. The scheduled questionnaire was used in the census survey in order to collect the primary information. The questionnaire which included both closed and open ended questions, covered demographic and socioeconomic characteristics.

The data were checked for completeness and accuracy, and then coded for analysis. The SPSS version 12.0 and Microsoft Excel was used to calculate percentage or proportions for all variables or indicators.

Out of total 40 members of Hotel and Restaurant Association of Lekhnath, only 37 have been found running at the time of research. Others were closed due to different reasons as being under construction, effected by earthquake and due to economic embargo of India during 2015-16.

Test respondents age was found vary from 21 years to 50 years. The highest number (30%) women were found under the age group 45-50, and the lowest numbers (2.5%) were found under the age each group 20-25. The analysis of age factor showed that higher the age, higher the women's participation in the tourism industry. In another words it showed tourism industry prefers older women as employees.

About the marital status of women, the study revealed that 95% women were married and only 5% were unmarried. The result showed that married women are more likely to participate in tourism sector of Lekhnath.

Besides above mentioned demographic factors age and marital status, four common socio economic factors such as: education level of the respondent, prior family involvement in the tourism industry, work environment and household headship was chose for the research.

## **6.2 Major Findings**

- More than half of the respondents are of secondary educational level and same is the condition of the female workers but the number is more in the workers. Only 1 respondent is from primary educational level whereas one fifth of the female workers represent this level.
- Two third of the respondents are in tourism sector leaving or discontinuing agriculture as their main profession. Similarly, two were from service sector as well as one returning back from foreign employment. There are other 9 people involved in this sector who had other occupation beyond these three.
- 94.6 % women had male dominant household headship. However, out of the all 37 respondents, 32 had found positive family support to participate in the tourism sector. The study showed that male household headship is not always unsupportive to female as we generally think.
- 95% managerial positions have been male dominant. However, all the women were found satisfied with their job positions. They perceived that most of them have low educational

level and lack of confidence to work in the higher positions. So, they did not think that there is a positional discrimination.

- In the tourism sector, 70% respondents did not accept that there is wage discrimination. Tourism entrepreneurs also did not accept that there is wage discrimination. They declared that they want offer more for women if found with required qualifications and experiences.
- The study attempted to identify if there is discrimination in promotion and wage increment of women employee comparing to their counterpart men or not. But it was found that in fact promotion and wage increment is not common process in Lekhnath. Only one respondent answered that there is such provision but further stated that it depends upon the work done by the worker more than gender biased. Early development stage of tourism industry here may be one reason of its.

### **6.3 Conclusions**

The study revealed an increasing trend of women's participation in the tourism sector with a very low pace. However, the encouraging tourist arrival at present shows the hope that the pace of women's participation may increase in the days to come. The hope also been supported by the tourism entrepreneurs because there is seen an increasing demand of employees in different sectors and tourism entrepreneurs also showed the interest to employ women. There is not seen any remarkable discrimination towards women employee in any aspects.

Women's participation in the tourism industry has found very low pace. In conclusion the study revealed that demographic factors have no significance influence on women's participation in the tourism sector. But socio-economic factors have found high influence on women's participation. In this regard education has seen a major influencing factor. The result showed that higher the education level more women's skilled participation. However, at the same time other socioeconomic factors have also influencing women's participation.

## 6.4 Recommendations

After the study has been completed within many limitations, the researcher wants to suggest the following points on the basis of the study for the governmental, non-governmental agencies and every stakeholders of the study area:

- The effort for increment of educational attainments and skill development of female workers should be made for increasing the effective participation of women in tourism sector.
- Life skill trainings and empowerment programs should be focused for these women so that they can increase their participation.
- Government and its local bodies should also encourage women to undertake specialized trainings, motivate them to participate actively.
- The women should also be self-motivated for their rights and to enlarge their participation through their efficiency since rights are to be grabbed by the effort of own not by the kindness of others.
- Further researches can also be carried on the different spheres of tourism sector of Lekhnah that can include demographic and socio-economic variables such as: family structure, family size, parity, and household economic status as independent variable to identify the more reliable results in this regard.

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## APPENDIX-I

### Questionnaire

Questionnaire prepared for the Research Work to be carried out on Lekhnath Municipality Area for Primary Data Collection Purpose for the topic selected

Women's Skilled Participation in Tourism Industry of Lekhnath

For the partial fulfillment of the requirement for the Master Degree

in Sociology, Prithivi Narayan Campus, Pokhara, Nepal

1. General Introduction:

- Name: .....
- Organization: .....
- Post: .....
- Marital Status: .....
- Age Group: .....

2. How many staffs are working in this establishment?

.....

3. How many of them are female?

.....

4. Who is holding the managerial position/s?

a) Male

b) Female

5. What is female employees' positional status?

a) Manager (Specify No. of Employees also .....)

b) Supervisor (Specify No. of Employees also .....)

c) Supportive (Specify No. of Employees also .....)

d) Others (Specify No. of Employees also .....)

6. What is employees' contractual status?

S.N.	Type	No. of Male	No. of Female
1.	Permanent		
2.	Timely Contract		
3.	Daily Wages		
4.	Seasonal		

7. Do you think that there is a growth in women's involvement in the tourism sector for the last few years?

- a) Yes
- b) No

If Yes, is the situation encouraging?

- a) Yes
- b) No

If No, What may be the reason?

.....  
.....

8. What is your educational level?

- a) Primary
- b) Secondary
- c) Higher Secondary
- d) Above +2 Level

9. What is the educational level of most of the female working here?

- a) Primary
- b) Secondary
- c) Higher Secondary
- d) Above +2 Level

10. For how long you are being involved in tourism sector?

- a) Below 5 years
- b) 5-10 years
- c) 10-15 years
- d) Above 15 years

11. What was your previous occupation?

- a) Agriculture
- b) Service
- c) Foreign Employment
- d) Others

12. What motivated you to join tourism sector?

- a) Glamour
- b) Family & Relatives
- c) Economic Growth
- d) Other

13. How did you involve yourself in this sector?

- a) Friend's Help
- b) Family & Relative's Help
- c) Self Motivation
- d) Other

14. Is this your family business?

- a) Yes
- b) No

(If Yes, Please go to Question No. 16)

15. Does any of your family members previously involved in this sector?

- a) Yes
- b) No

16. Does your family member encourage you to involve in tourism sector?

- a) Yes
- b) No

17. Are there any influencing factors that are negatively affecting your involvement in this sector?

- a) Yes
- b) No

(If Yes, Please go to Question No. 19)

18. What are they?

.....  
.....  
.....

19. Do you think your marital status is influencing your involvement in this sector?

- a) Yes
- b) No

(If Yes, Please go to Question No. 21)

20. How?

.....  
.....

21. Are you satisfied with your working environment?

- a) Yes
- b) No

(If No, Please go to Question No. 23)

22. What is the level of your Satisfaction

- a) High
- b) Medium
- c) Low
- d) Very Low

23. What is the major reason of your dissatisfaction?

.....  
.....  
.....

24. Being dissatisfied, why and/or how are you continuing your involvement in this sector?

.....  
.....

25. Who is the head of your family?

- a) Male
- b) Female

Who (Relation)? .....

26. Does the head of your family influence female involvement in this sector positively?

- a) Yes
- b) No

(If No, Please go to Question No. 28)

27. How do you mention such influences in your business?

- a) Positively
- b) Negatively

28. What may be other influencing factors of female's involvement in tourism sector of Lekhnath?

.....  
.....

29. How many hours do you work per day in your establishment?

- a) Six
- b) Eight
- c) Ten
- d) More than Ten

30. How many hours do other female employees work per day in your establishment?

- a) Six
- b) Eight
- c) Ten
- d) More than Ten

31. How many hours do other male employees work per day in your establishment?

- a) Six
- b) Eight
- c) Ten
- d) More than Ten

32. Is there any difference between the wages of male and female for the same level of job?

- a) Yes
- b) No

33. What is the level or ratio of such difference?

.....  
.....

34. Is there any provision of promotion of employee in your establishment?

- a) Yes
- b) No

(If No, Please go to Question No. 37)

35. How often if the promotion implemented?

- a) Once a year
- b) In every two year
- c) More than two years
- d) Casual provision

36. Who gets such promotion most often?



## APPENDIX-II

### Photo Gallery

