

**PROBLEM AND PROSPECTS OF FEMALE EMPLOYMENT IN  
TOURISM (A Case Study of Hotel and Restaurant in Myagdi  
District)**

**A Thesis**

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## **RECOMMENDATION LETTER**

This thesis entitled "Problem and Prospects of Female Employment in Tourism: A Case Study of Hotel and Restaurant in Myagdi District" has been prepared by Mr. Karna Bahadur Khatri under my supervision. I hereby recommend this thesis for examination by the thesis committee as a partial fulfillment of the requirement for the Degree of Master of Arts in Economics.

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## LIST OF ACRONYMS

ABC	:	Annapurna Base Camp
BBC	:	British Broadcasting Corporation
CNN	:	Cable News Network
DDC	:	District Development Committee
DDP	:	District Development Plan
DTDMP	:	District Tourism Development Master Plan
GHT	:	Great Himalayan Trek
HAN	:	Hotel Association of Nepal
ILO	:	International Labor Organization
MCCI	:	Myagdi Chamber of Commerce and Industry
NATHM	:	Nepal Academy of Tourism and Hotel Management
NRB	:	Nepal Rastra Bank
NTS	:	Nepal Tourism Statistics
NTV	:	Nepal Television
TGDB	:	Tara Gaoun Development Board
VDC	:	Village Development Committee
WB	:	World Bank
WHO	:	World Health Organization
WTO	:	World Tourism Organization

# CHAPTER ONE

## INTRODUCTION

### 1.1 Background

Tourism is a multi activity of these days. Tourism is one of the most important economic, social, cultural and political phenomenons of 21<sup>st</sup> century. Tourism means the physical movement of human being from one place/country to another. Tourist means that people who leave his/her permanent residential place at least 24 hours and not to involve in income generating activities.

The popular word "tourism" has been derived from the French word "tourisme". Its meaning is traveller or sightseeing ([www.wordhippo.com](http://www.wordhippo.com)). Further Webster's New Dictionary defines tourism such as "Travelling is recreation" and this means other thing comprise activities of the human being. So, tourist is one who makes a 'tour' or sight-seeing traveller. Remember that, Australian economist Herman Von Schullard who defined tourism for the first time in 1910 as "The sum total of operation mainly of economic nature which directly relate to entry, stay and movement of foreigner inside and outside a certain country, city or region.

Nepal displays unique variety of climate condition, ranging from tropical climate in the south, moist subtropical in the mid hills and tundra type of climate, freezing cold in the north. This wide variation in climatic condition is mainly is mainly attributable to sharp contrast in its geographical regions - the souther plan less than 100 meters above the sea level to the world's highest peak in the north with diversion in topographical distribution contrast and climatic conditions have made Nepal an enchanting destination.

The country offers a wide variety of unique scenic, religious and cultural attraction to many foreign visitors. Known as the land of mount Everest, the highest peak in the world and also the land of Gautam Buddha, the light of Asia. Nepal holds a unique place in the world in terms of its scenic beauty and rich cultural heritage. The magnificent landscape and the range of snowcapped mountains have continued to attract a large number of trekker and mountaineers from all the corners of the world. Exquisite architecture and artistic embellishment of Nepalese pagodas and stupas

have been providing unparalleled pleasure to growing numbers of foreign visitors over the year, the country also offers pilgrimage to Lumbini, the sacred birth place of Lord Buddha, Pashupatinath temple, one of the most holy shrines of Hindus (NRB, Survey, 1989: 1,2).

Tourism is considered to be one of the sources of employment. It is highly associated with labour intensive industry offering employment both to the semi skilled and the unskilled. Being a service industry, it creates employment opportunities for the local people. It is a major source of income and employment for individuals in many places deficient in the natural resources, which cannot readily contribute to the economic prosperity of the area except through the medium of tourism. This aspect of provision of employment becomes more important in a developing country where the level of unemployment and under employment tends to be high. Besides providing employment to a large number of people, tourism can be the instrument of religious policy aimed at achieving an equitable balance between major industrial areas and the rest of the country. Tourism enables to be transferred in a past to another (Bhatia, 2012).

According to the World Travel and Tourism Council, for Nepal, the total contribution was 9.4 percent in GDP in 2012 including its wider economic impact and is forecast to rise by 7.4 percent in 2013 and to rise by 4.5 percent per annum in 2023. In 2012, the total contribution of travel and tourism to employment directly supported 553,500 jobs (3.6 percent of total employment), this expected to rise by 7.0 percent in 2013 and rise by 3.4 percent per annum to 829,000 jobs (4.2 percent of total employment) in 2023. Similarly in 2012, investment in travel and tourism was 4 percent of total investment. It should rise by 8.2 percent in 2013 and rise by 4.4 percent per annum over next 10 years in 2023 ([www.wttc.org](http://www.wttc.org)).

Regarding tourism of Myagdi district, it is highly potential for income generation opportunity of local people. The natural beauty, panoramic scenes, snow capped peaks, rich biodiversity, cultural heritage and scope of adventurous activities are attracting tourists every year in the district. People of Myagdi district also can be benefited from tourism, producing high value crops, fruits, herbs, handicrafts and livestock products. Dhaulagiri, Annapurna, Nilgiri, Pyutha, Gurja and Churen Himal lies in the district, that is the major attraction for tourists. Other many many tourists

destination to Dhaulagiri base camp, Dhaulagiri circuit trek, Annapurna I base camp, Dhaulagiri - Annapurna community trekking routes, the deepest gorge of world Andha Galchhi of Dana VDC, religious Galeshordham and Kaligandaki river, hot spring of Bhurung, Singa and Dagnam (Darmija), Rupse water falls (rupse Chhahara) Rohodendron forest of Ghorepani as well as other places, rafting in Kaligandaki and indigenous culture of Chhantyal, Magar and Thakali etc. have contributing to attract thousands of tourist in Myagdi (TGDB, 2013).

There are two major tourism destinations district headquarter - Beni and Ghorepani of Ghara VDC. Beni Bazar is Gate way of Muktinath, junction of all trekking routes such as, Gurrilla trek, round Dhaulagiri etc. Similarly Ghorepani is one of the best place for trekker and viewer which belongs to round Annapurna.

Because of these potentiality, tourism in Beni Bazar and Ghorepani play a vital role to create employment opportunities directly as well as indirectly. The involvement of female and youth in tourism plays major role to develop the Beni Bazar and Ghorepani.

## **1.2 Statement of Problem**

Tourism is one of the most important industries in Nepal. Unfortunately, key facilities like transportation, communication, accommodation, recreation and other facilities are not properly developed in all region in Nepal. If properly managed, tourism will probably help to reduce poverty, somehow in Nepal.

By the end of three year in term plan 2067/68 to 2069/70, 23.8 percent of Nepalese people are living below the poverty line. However, the country's rich natural beauties, cultural heritage, mountains, river lakes, jungle present a host of tourism activities and a wealth of economic opportunities to the Nepalese people by accessing the tourist market. Tourism in Nepal has been one of the top three foreign exchange earning sources in the country.

Tourism has made a major contribution in improving Nepal's economy by increasing employment opportunities and supporting overall development efforts. In this scenario women's involvement in this sector has significant role. In Nepal, tourism can be a key to success and sustainability of the socio-economic

empowerment of women. Women's participation in this field may play significant role toward the women's empowerment. Tourism is the fastest growing industry and being one of the hottest economic activities. Female participation in this sector should be kept in mind and should promote female participation in this industry.

Women are taken only as housewife in almost all developing country like Nepal. They are much more likely to be excluded from the active labor force because if they are working within household atmosphere. They didn't consider themselves to be receiving any income. Tourism is an important sector to generate revenue and employment for sustainable development. Both men and women are involved in the industry in Nepal. But the ratio of male and female are different. There is job hierarchy in hotels and restaurant for female.

In our local as well as nationwide context, youth manpower are going aboard for employment day by day. Youth are main driving force of development of economy. Those youth who are involving in tourism industry are also not well trained. This causes that youth are not getting chance to work in proper section of tourism industry.

This study is concerned to attempt finding out the status of female and youth employee in hotels and restaurant in Myagdi district. The main research question of the study are:

1. What is the problem and prospect of female and youth employee in hotels and restaurant in Myagdi district ?
2. What are the status and working motive of both female and male employees in hotel and restaurant of Myagdi district ?
3. What are reasons behind the low female employment in the study area ?

### **1.3 Objective of the Study**

The general objectives of the study is to examine and analyze female and youth employment in tourism. The specific objective are:

- a. To analyze the problem and prospects of female and youth employment in the study area.

- b. To examine status and working motive of both male and female employees in the study area.
- c. To identify the reasons behind the low female employment in the study area.

#### **1.4 Importance of the Study**

Tourism industry is a backbone of the economic growth in Nepal. It has great potentiality to generate revenue and employment. If women's participation in this industry is promoted, there is access of gender equality.

The main aim of the study is to analyze problem and prospects female and youth employment in hotel and restaurant of Myagdi district. This study also aims to suggest measures to encourage women and youth n tourism business.

This study will help to find out the status of youth and female in hotel and restaurant in Myagdi district. Thus, the important of the study is to analyze the status of youth and female employment in tourism industry and possibilities of increasing the women as well as youth employment in hotel and restaurant and to increase number of tourist by attracting and facilitating them with the service of youth and female.

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

This study has following limitations :

1. This study is limited on the tourism employment in the hotels and restaurant in Beni Bazar and Ghorepani of Myagdi district.
2. This study undertakes the only hotel and restaurant registered in small and cottage industries development committee and Myagdi chamber of commerce and industry and also listed hotel and restaurant by hotel and restaurant association, Ghorepani.
3. Due to time and financial constraint, this study is focused on female and youth employment.

## **1.6 Organization of the Study**

This study is organized into six chapters, which are listed below:

Chapter One : Introduction

Chapter Two : Literature Review

Chapter Three : Methodology

Chapter Four : Tourism Overview

Chapter Five : Presentation and Analysis of Data

Chapter Six : Conclusion and Recommendation



## **CHAPTER TWO**

### **LITERATURE REVIEW**

Literature review is the major part of research work as it provides the researcher a new concept, idea and method for developing the concepts, methodology and techniques of report presentation systematically. The literature review has been made classifying in two given parts.

2.1 Theoretical Review

2.2 Empirical Review

#### **2.1 Theoretical Review**

Tourism is defined as the processes, activities and outcomes arising from the relationship and interaction among tourist, tourism supplier, host government, host communities and surrounding environments that are involved in the attracting and hosting of visitors. This definition says that tourism is not only to spend leisure time by engaging in various games, singing, dancing, singing, taking rides, sightseeing, touring, reading or simply enjoying the environment rather the tourism also includes those people who participate in a convention, a business conference or some other kind of business and professional activity as well as those who are taking study tour under an expert guidance or doing some kind of scientific research or study (Goeldner and Ritchie, 2007).

Tourism is a service industry and can be relatively employment intensive for the developing like Nepal. The tourism industry not only generates employment once in operation job but also creates during the construction of tourist facilities, when considering individual cases one must overlook the extent to which tourism can also create secondary employment in other industries. The extent of this employment effect depends upon:

- ) The size and nature of tourist facilities.
- ) The structural depth of the tourism sector.
- ) The types of tourism such as individual group etc.
- ) Whether tourism is seasonal or all year round.

The total impact of tourism on employment generation in the economy is related to the income created in the first and subsequent round of spending of tourists rupee on consumer goods, industries sector would be on the basis of ratio of aggregate state income to income generated from tourism. Since the total impact of tourism on employment is largely shaped by the income and employment generated at various stages of subsequent to the initial spending state and in various sector of the economic i.e. agriculture and industry, the principle based on the overall income employment ratio for the state seems reasonable. The various forms of employment created by tourism can be classified according to type, as purposed by the WTO (1984) as follows:

- J Direct Employment : The person who work in tourism enterprise (hotels, restaurant, tourist shop, travel and tour agencies etc.)
- J Indirect Employment : Jobs generated in the supplying sector (agriculture, fisheries and manufacturing)
- J Induced Employment : Additional people supported by the spending income made by the direct and indirect employees.
- J Construction Employment : Job generation in the construction of tourist facilities and infrastructure (Dhital, 2009, p. 27 and 29).

Tourism is a valuable source of employment and is a highly labor intensive service industry. It provides job for both unskilled and highly specialized man power. Tourism creates both direct and indirect employment. The promotion of tourism in developing country can be a great encouragement to economic development and specific to employment generation because the basic infrastructure such road, airports etc. and also construction of hotels and other accommodation units creates job for skilled and unskilled manpower. Tourism also generates brother hood among the world people by understanding people face to face (Bhatia, 2012).

A carrier in tourism offers many exciting and challenging employment opportunity. Tourism is the largest industry in the world today. In the United State and through out the rest of world, the travel industry is expected to be a growth industry. The labor intensive has a need for motivated people of all ages and

background. Those people who prepare themselves maintain high energy, have a talent for working with people and have a dedication to high quality service will find themselves climbing the ladder of success (Goeldner and Ritchie, 2007, p. 87).

For male dominating society woman may be stereotyped as human resources manager or public relation executive rather than manufacturing. Manager in the organization assume that women will drop out of the work force to have a family negating investment that an organization has made in them. For women, companies should:

- i. Identify the carrier of woman.
- ii. After them the same kind of responsibilities as men.
- iii. Accept them as full member of team and listen to them.
- iv. Acknowledge that they will necessarily under go more stress than male colleagues (Dhital, 2009, p. 18-19).

Upadhyay and Gandon (2008) in their research paper entitled "Women in Nepalese Tourism" have analyzed the status, significance and suggestion for women involvement in Nepalese tourism. In Nepal almost half sky is affiliated with the poverty and deprivation and where the economy is of dual nature in any economy activity. Out of the poor wouldn't carry any meaning poverty reduction measures have to be essentially integrated with the tourism development tourism would help to boost other sector as well as diversity our economy. We are so much in need of woman can be empowered by directly involving them in tourism sectors only after becoming empowered they can confidently and actively pursue women activism. Thus in order to create equitable and growing economy, the government of Nepal must work and think seriously to bring them in to the mainstream of the economy. Friendly and encouraging policies must be implemented to increase the participation of women in various sub sector of tourism from adventure to hospitality. Tourism is an extent form of domestic hospitality which has been perform by women. But it was undetermined and unnoticed. Woman's role must be taken in to consideration seriously. Women role in agriculture is equally dominating to be high lighted properly. Agriculture and tourism are interrelated. What tourist consume in Nepal is produced by majority women. Tourism is such a sector in Nepal, which can empower to a large extent (Baral, 2010).

Majapuria (2007) in his book 'Nepalese women' in a chapter 'women and tourism' has concluded that women can play a significant role in tourism. Especially in hotel and restaurant, many women work as a receptionist. Tourists believe more in women than in men as it is the general feeling among them that women are soft spoken and don't cheat, women are conscious and aware of their responsibility. But the majority of women in tourism say that the main hurdles are lack of funds and education as well as training and social awareness.

Pandey (2011) in his article "Capacity Building and Human Resource Development Initiative: Community Based Tourism Development in Nepal" has summarized the major problem about pondering over the developed manual and training followed so far for community based tourism in Nepal.

- i. Lack of proper identification of training needs.
- ii. Most of the packages and materials are old and lack of timely revision.
- iii. Lack of trained human resources, practical approaches and laboratories.
- iv. Most of them are urban tourism focused.
- v. Monitoring problem.
- vi. Lack of resource persons to deal with community based tourism training and manual in Nepal.
- vii. No institution is giving priority to develop training manual.

He has recommended that training must be tailor made and per the need of local tourism entrepreneur. Participants' feedback from each training program should be the main basis for further polishing the training package and manual. There should be a continuity of identification, development and implementation of training programs in rural parts where the community based tourism initiatives have taken momentum for such endeavors, effective coordination must be imparted for local community to identify training needs and relevant activities.

## **2.2 Empirical Review**

NRB (1989) has made a study of "Income and Employment Generation from Tourism" with three fold objectives namely.

- ) To study and estimate the level and pattern of tourism expenditure in Nepal.

- ) To estimate the value added and import contents and thereby net earning from tourism in Nepal.
- ) To estimate income and employment generation in tourism sector of Nepal.

This study is based on desk research and field research and adopted survey and interview with pre-tested questionnaire method.

The study had been found in relation to employment was : 11,176 person were found directly employed in tourism sector. Out of these 61.7 percent were in basic level manpower, 29.2 percent middle level and 9.1 percent top level manpower. In additional factor was that out of total employment 10.8 percent were female. The sector wise direct employment was found as hotels (52.9%), airlines (24.5%), travel agencies (13.8%), trekking agencies (8.8%).

The study concluded that tourism industry was found generating sizeable number of employment. Although the investment to employment ratio in tourism and related industries shows that a relatively large volume of investment is required to generate employment for one person, compare with that in the related industries. Most of the employee are unskilled.

The study recommended that strategy should devise to produce basic and middle level manpower in the country and for top level manpower, a program should design to send middle level manpower abroad for acquisition of higher level skill at least for fulfillment of short term requirement. The university should be encouraged to introduce tourism related courses.

Shrestha (1998), has made a study in his Ph.D. thesis on the topic "Tourism marketing in Nepal" has focused that the market condition of tourism in Nepal and its potentiality. His study also highlighted the tourism market of Nepal a contribution of tourism in the Nepalese economy.

His recommendation/suggestion are:

- ) Greater allocation of development and promotional budget is needed to gear up promotion of tourism market.

- ) Effort must be operationalize it in time and initiative the tourism development marketing activities on a professional line.
- ) Nepal must prepare an annual tourism promotional and marketing plan and apply properly.
- ) The most important tourism product like temples, idols, cultural/religious site should be maintained and preserved properly for the sustainable growth of tourism industry.

This study concluded that tourism as one of the target potential industry in the country Nepal but not able to manage the tourism market on a sound and profession basis. So Nepal must over come its proplem on a systematic and time bound basic and develop on professional basis.

Upadhayay (2003), in this Ph.D. thesis entitled "Tourism as a leading sector in economic development" has focused that tourism sector's significance in the economic development. It has been found that through the promotion of tourism sector Nepalese economy can be moved faster on the path of globalization which implies that tourism sector has potentiality to link the backward Nepalese economy with the forward economics of the world. Some of the major suggestion of this study are:

- ) Various dimension of tourism and need to be highlighted time to time keeping in the mind that various advantages enjoyed by this Himalayan kingdom to international tourist with encourage domestic tourist as well.
- ) For rapid and sustainable expansion of tourism sector quantity and quality of tourism, infrastructure needs to be constantly monitered.
- ) Prepare religions map of Nepal to try and tap Nepal's potentiality as a religious destination.
- ) Nepal requires international airport at Lumbini. Lumbini has been one of the holiest place on the earth for the world's Buddhist population.

- J Collective investment in air link and infrastructure like Asian highway, cable car, magnetic train and institution importing training and education in the tourism is the need of the hours.
- J Government must define develop strategy to promote village tourism to enhance employment and to reduce widespread poverty and regional inequality.
- J Trekking is an important segment of tourism industry in Nepal and is of the major foreign exchange earning so, it should open and develop new trekking routes which can contribute to employment of rural economy.
- J Legal framework must be made to facilitate the growth of tourism sector economy.

On the whole, it can be concluded that the tourism sector is leading sector in economic development as it has great potentiality to induce the other sector of economy.

Dhital (2009) has made a study in his Ph.D. thesis on the topic "Tourism in Nepal : Problem and prospects of female employment". His study attempts to draw the contribution of tourism sector in employment generation and status, problem and prospect of female employment in tourism sector. He has adopted field survey and simple random sampling as methodology.

He has found that most of the tourist prefer the female service than male in shopping sector by 74.0 percent followed travel and tour by 71.8 percent more than 60 percent in hotel and restaurant. Out of total, 42.9 percent employer viewed that quality education and training are the inevitable factors to measures the problem of low female employment in tourism. It shows that education and training are the major factor to generate female employment in various sector of tourism.

He also concluded that male domination, sexual harassment, sex discrimination, insecurity and unsafe, social family helplessness are major problem in female employment. There is lack of quality education and job oriented training for the female, low salary and facilities, traditional social values, caste, religious system

and lack of foreign language practices are also the problem to generate more job opportunities for them. Then the recommendations of the study specific to female employment are:

- ) Cottage and small scale industries related to tourism should be increased and promoted to generate additional job opportunities for female.
- ) National policy should be formulated in the favor of female employment in tourism.
- ) Female should be well-trained, well educated and empowered to make them more capable.
- ) Various type of training institution should be established and they should pay more attention to make the female skilled and efficient in tourism sector by providing various types of training according to need of them.

Baral (2010), in her M.A. thesis of "Tourism and employment from gender perspective" has concluded that Nepalese society is traditional and male dominated. It takes more time to build positive attitude toward the female employment in tourism. If the women were educated, trained and efficient, they would be capable as men. Social freedom, security family support, economic independency, gender equity and attractive wages and better education are the basis requirement to generate more employment opportunities in tourism.

She found in her study, there are 12 percent female who facing gender discrimination but no male having gender discrimination in hotel and restaurant at Pokhara valley 37.8 percent employees working in hotel and restaurant are under SLC. In case of female and male 49.33 and 35.2 percent are under SLC respectively.

Shrestha (2011), in his M.A. thesis of "Employment pattern of Tourism" has concluded that women have important role in our society like men. 50 percent role of women in our society or in the world. If we use the potential power of Nepalese women in tourism field obviously we could get huge contribution of women in Nepalese economic growth like men. Therefore, positive family support, strong government policy for the Nepalese women creating female employment opportunity in tourism.



Prasai (2011) in her article "Promoting women's involvement in Nepali tourism" has focused that slogan of Nepal tourism year 2011. 'Together for tourism' lags behind in encompassing half of Nepalese women population. CNN, BBC and other global media endorsement would be helpful but Nepal tourism year 2011 is about 'being together' and that includes Nepali women. While the sex ratio of international traveler to Nepal is half and half, the reality is Nepal's tourism industry employees less than 14 percent women based on independent Nepali and foreign research sources. In 2011 there are 227 certified women tour guides and 97 certified women trekking guides in Nepal, sources to Nepal Academy of tourism and hotel management, NATHM, a government body. The job perception of women participation in Nepalese tourism is changing slowly and no longer considered male centric.

Gurung (2012), in her thesis of "An Analysis of female and youth employment in Tourism" has analyzed the status of female youth employment in tourism industry in Lekhnath municipality and also examined the perception of the satisfaction level of employee. She used primary as well as secondary data to collect the information and adopted methodology: observation, and interview questionnaire.

Her study found that the age group of 20-30 year cover 39.40 percent under tourism sector where male employee covers 21.21 percent and female employee covers 18.18 percent she concluded that the causes of low female employment in the tourism sector is the custom follows by male discrimination, low salary, more over due to low education level, lack of job oriented training and social and cultural behavior of local people are not getting better opportunity under tourism sector.

She has recommend that majority of worker are untrained, getting low salary and opportunity of employment of local government should made effort to establish such institution which produce trained manpower and will help to develop tourism.

Palike and Mulmi (2012), in their research article of "Women involvement in Tourism" have examined women's involvement in tourism industry in Pokhara as entrepreneur/employee. They used interview method through structure questionnaire. Their study found that :

) Women worker age of 20 to 29 is covered maximum than other age group.

- ) 50.80 percent married women are engaged an employee.
- ) More women are employee as a waiter or sweeper.
- ) 85.7 percent women employee work 12 hours to earn just below the five thousand only.
- ) 36.74 percent women employee from the travel and trekking agencies.

The recommendation of study are:

- ) Government of Nepal should formulate the plan and policies relating to involvement women in tourism sector as entrepreneur or employees.
- ) Government should to specify the time and minimum level of salary strictly to support the women.
- ) Government, hotel association, travel and trekking agencies and restaurant association need to support women entrepreneurship and employee.

They had concluded that tourism industry in Pokhara is increasing day by day but involvement of women as an entrepreneur or employee seem to be low.

Khadka (2013), in his M.A. thesis of "Tourism and its economic impact in Annapurna Region" has examined the number of tourist arrival in Ghara VDC of Myagdi district and income - expenditure pattern. He uses primary and secondary data, adopts the methodology as interview through structure question. He had concluded that political instability, lack of proper communication, lack of infrastructure, begging activities of local people are problem the irritate the tourist though which development of tourism is hindered. People who are involved in tourism business are much more aware in health, education and nutitions food and they have become economically independent. He recommend that there should be establishment of different tourism related information centre in village area and should be maintain political stability in the country through out village to village.

Sitaula (2013), in his master thesis of "Tourism and Employment pattern of five stars hotel in Nepal" has analyzed the trend of tourist inflow in Nepal and examined the foreign exchange earning from tourism in Nepal and the employment pattern in five stat hotel in Nepal. He has used both primary and secondary data and adopted methodology : interview. He found that the number of tourist visiting in

Nepal, their growth trend and length of stay had been increased. Tourist arrival grew by 22.1 percent in 2011 as compared to 2010 reaching 736,215 and average duration of their stay which was 12.67 days in 2010 has increased 13.12 days in 2011. His study also found that there is very low female employment in comparison to male. There 83 percent male and only 7 percent female are employed on travel agency, trekking, rafting, airline and accommodating/catering.

He has concluded that it is further need to explore other numerous factor that contribute to the development of tourism and to create equitable and growing economy. The government of Nepal must work and think seriously to bring five star hotel into main stream of economy and also recommended that it should establish tourism development bank in the respective five development region Nepal for upliftment of tourism development.

Hence, tourism industry is the service industry which is labor intensive in nature. Tourism is source of employment. Female worker has less access in tourism employment and most of the employees are youth but they are unskilled. So, for acceleration of youth and female employment in tourism there should be wake up individually, locally, nationally as well as globally.

## **CHAPTER THREE**

### **RESEARCH METHODOLOGY**

#### **3.1 Research Design**

A research design is an overall plan for the activities to be undertaken during the course of a research study. It is an organized and integrated system that guides the researcher in formulating, implementing and controlling, the study. The study uses both the descriptive and explorative type of research design.

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

The study is based on primary as well as secondary data to meet the required objectives of the study. Data and information are both quantitative and qualitative in nature.

##### **3.2.1 Primary Data**

Primary data are collected through the field survey method through the questionnaire both open and closed ended questionnaire. Open ended was asked to front linear of tourism related business and the some intellectual personalities of the district. Questionnaire was filled by manager/owner of hotel and restaurant from the sample frame and at most two employee of hotel and restaurant selected randomly from each hotel and restaurant and it was stopped when 30 employees filled up the questionnaire. In summary, respondents are classified into three categories:

- i. Manager/owner of hotel and restaurant.
- ii. Employees of hotel and restaurant.
- iii. Local entrepreneur/expert/district intellectual personalities.

##### **3.2.2 Secondary Data**

Secondary data was collected from various published and unpublished material by related organization such as :

- ) Ministry of Tourism and Civil Aviation,
- ) Nepal Tourism Board,

- ) Central Bureau of Statistics,
- ) National Planning Commission,
- ) Nepal Rastra Bank,
- ) Ministry of Finance,
- ) Hotel Association of Nepal,
- ) Hotel and Restaurant Association of Myagdi and Ghorepani Myagdi,
- ) Tara Gaun Development Board and
- ) Local, regional and national level organization related and concerned about tourism.
- ) Ph.D. dissertation, M.A. Thesis, Books, research bulletins, booklet, articles, planning, on tourism and media sources like newspaper, radio, TV, online; google, wikipedia, Encyclopedia, website etc. was also be consulted.

### **3.3 Sampling Procedure**

Myagdi district was selected for the study purpose. Benibazar of Arthunge VDC and Ghorepani of Ghara VDC was selected purposively because these are major tourist destination of Myagdi district. Beni Bazar consists 71 hotel and restaurant according to the record of small and cottage industry development committee and Ghorepani consists of 22 hotel and restaurant according to the record of Ghorepani hotel and restaurant association. Out of these different hotel and restaurant 20 percent were selected randomly for survey with the help of lottery method. Sample hotel has been classified according to the accommodation of capacities of hotels and serving capacities of restaurant.

Hotel with more than 50 bed room fall under the class of large scale and 1 to 50 bedrooms capacities hotel as small sale.

**Table 3.1**  
**Distribution of Hotel and Restaurant by Capacities in Benibazar and Ghorepani**  
**of Myagdi District**

Place	Service	Type	Number	Number of sample hotel and restaurant
Beni Bazar	Hotel and Restaurant	Small	44	8.8 β 9
		Large	-	-
	Restaurant		27	5.4 β 6
Ghorepani	Hotel and Restaurant	Small	21	4.2 β 4
		Large	-	-
	Restaurant		1	0.2 β 1
Total			93	20

Source: Field Survey, 2013.

As for the ages of employees it was categorized into three group below 16 year, 16-40 year and above 40 year. Youth aged are different according to time and places. Such as 15-24 by United Nation General Assembly, WB, ILO, 15-29 by Common Wealth Youth Program, 15-34 by WHO, 14-35 by National Youth Policy in Nepal (2006) and 16-40 by National Youth Policy in Nepal (2010). This was based on youth aged by National Youth Policy in Nepal (2010) because this study was undertaken in Nepalese context specific to Myagdi district (Benibazar and Ghorepani).

### **3.4 Tools and Technique of Data Collection**

All necessary data and information has been collected from different technique such as questionnaire: open and closed ended as well as observation. Field survey question was asked to manager/owner and employee of hotel and restaurant as well as local entrepreneur/expert/ district intellectual personalities.

### **3.5 Method of Presentation and Analysis of Data**

The study has been used different form of tables graph, pie-chart, bar diagram according to nature of data for presentation of data. Statistical tools like percentage tabulation, coding etc. adopted to analyze the data. Hence analysis of data was descriptive in nature.

**CHAPTER FOUR**  
**TOURISM OVERVIEW ON NATIONAL AND LOCAL LEVEL**

**4.1 Tourism in Nepal**

**4.1.1 Tourist Arrivals**

Nepal opened its door to international tourists only towards the end of the 1950s. After the down of democracy. In 1955, the first batch of 20 tourist was invited to Nepal at the initiation of Boris Lisanevitch (Upadhyay, Pradhan, Grandon, 2011).

**Table 4.1**  
**Tourist Arrival and Average Length of Stay 1990-2012)**

Year	Total number	Annual growth rate (%)	Average length of stay (day)
1990	254885	6.2	12.00
1991	292995	15.0	9.25
1992	334353	14.1	10.14
1993	293567	-12.2	11.94
1994	326531	11.2	10.00
1995	363395	11.3	11.27
1996	393613	8.3	13.50
1997	421857	7.2	10.49
1998	463684	9.9	10.76
1999	491504	6.0	12.28
2000	463646	-5.7	11.88
2001	361237	-22.1	11.93
2002	275468	-23.7	7.92
2003	338132	22.7	9.60
2004	385297	13.9	13.51
2005	375398	-2.6	9.09
2006	383926	2.3	10.20
2007	526705	37.2	11.96
2008	500277	-5.0	11.78
2009	509956	1.9	11.32
2010	602867	18.2	12.67
2011	73645	22.1	13.12
2012*	803092	9.08	12.87

Source: NTS, 2011 and \* Economic Survey, 2012/13.

The table shows that, the total tourist arrival in 1990 was 254,885. The highest number of tourist arrival is in the in 2012 with 803,092. The table shows that the tourist arrival decreased continuously for 3 year since 2000. The reason behind these are ongoing Maoist conflict, effect of Royal Massacre the economic slackness. From 2009, the number of tourist arrival increased continuously till current year 2012. In 2012 the number tourist arrival is highest in history of tourism in Nepal.

About the annual growth rate and average length of stay. The highest annual growth rate is 37.2 in 2007. The number of tourist visiting Nepal during the period January 2012 to January 2013 has increased by 9.08 percent. The average length of stay during the review period (2012/13) has been 12.87 days against the figure of 13.12 days during the succeeding review period (2011/12).

#### 4.1.2 Tourist Arrival by the Purpose of Visit

There are different purpose of visit by tourist. The trend of tourist arrival by purpose of visit is presented in the given table below.

**Table 4.2**  
**Tourist Arrival by Purpose of Visit (2006-2011)**

Year	2006	2007	2008	2009	2010	2011
Purpose of visit						
Holiday pleasure	145802 (27.7)	217815 (41.4)	148180 (29.6)	40992 (8.0)	63082 (10.5)	30210 (4.1)
Trekking & mountaineer	66931 (12.7)	101320 (19.2)	104822 (21.0)	132929 (26.1)	70218 (11.6)	86260 (11.7)
Business	21066 (4.0)	24487 (4.7)	23139 (4.6)	22758 (4.5)	21377 (3.5)	17859 (2.4)
Pilgrimage	59298 (11.3)	52594 (10.0)	45091 (9.0)	51542 (10.1)	101335 (16.8)	63783 (8.7)
Official	18063 (3.4)	21670 (4.1)	43044 (8.6)	24518 (4.8)	26374 (4.4)	24054 (3.3)
Convention/conference	-	8019 (1.5)	6938 (1.4)	9985 (2.0)	9627 (1.6)	10836 (1.5)
Rafting	-	65 (0.0)	243 (0.6)	285 (0.1)	730 (0.1)	2181 (0.3)
Other	72766 (13.8)	78579 (19.9)	99391 (19.9)	186849 (36.6)	252473 (41.9)	430641 (58.5)
Not specified	-	23156 (4.2)	29529 (5.9)	40098 (7.9)	57651 (9.6)	70391 (9.6)
Total	383926 (100.0)	526705 (100.0)	500277 (100.0)	509956 (100.0)	602867 (100.0)	736215 (100.0)

Source: NTS, 2011

Note : Figure in parenthesis represent percentage of total.



The above table present, the trend of tourist arrival in Nepal by different purpose such as holiday. Pleasure trekking and mountaineering, business, pilgrimage, efficient and so on 2006-2011 A.D.

The table present that 27.7 percent tourist came to Nepal for holiday purpose in 2006 out of total tourist arrival. It is increased to 41.4 percent in 2007. Then after this trend is decreasing to 29.6 percent, 8.0 percent in 2008 and 2009 respectively. In 2011, it is just 4.1 percent.

The trend of rafting purpose is slowly increased from 2007 to 2011 by 0.0, 0.0, 0.1, 0.1, 0.03 in 2007 to 2011 respectively.

According to the economic survey 2012/13, the total number of tourist arrival in Nepal is 8,03,092. Out of these total tourist arrival, the arrival of tourist for tour/visit, trekking and mountaineering, pilgrimage, holiday pleasure, business, official, convention and conference, rafting and other are 43.3 percent, 13.57 percent, 12.76 percent, 4.09 percent, 3.15 percent, 3.85 percent, 1.71 percent, 0.22 percent and 14.99 percent respectively.

#### 4.1.3 Foreign Exchange Earning from Tourism

The trend of foreign exchange earning from tourism is presented in the table below.

**Table 4.3**  
**Foreign Exchange Earning from Tourism (2006/07 - 2011/12)**

Year	Total foreign exchange earning from tourism (Rs. in million)	As % of total value of merchandise exports	As % of total value of exports of good and non factor services	As % of total foreign exchange earning	As % of GDP
2006/07	10125.0	16.5	10.8	3.7	1.4
2007/08	18653.0	30.1	17.9	5.5	2.3
2008/09	27960.0	40.0	22.9	6.5	2.8
2009/10	28139.0	44.5	24.6	8.1	2.4
2010/11	24611.0	35.8	20.2	5.0	1.8
2011/12*	30403.8	-	-	-	1.8

Source: NTS, 2011.

\* Economic Survey 2012/13.

The given table represents the highest total foreign exchange earning is Rs. 30,403.8 million in 2011/12. Similarly the lowest total foreign exchange earning was Rs. 10,125.0 million in 2006/07. The total foreign exchange earning in 2007/08, 2008/09, 2009/10 and 2010/11 was 18,653.0, 27,960.0, 28,139.0 and 24,611.0 million respectively.

The GDP contribution through tourism sector are 1.4, 2.3, 2.8, 2.4, 1.8 and 1.8 percent in 2006/07, 2007/08, 2008/09, 2009/10, 2010/11 and 2011/12 respectively.

#### **4.1.4 Employment in Tourism**

The trend of direct employment generation through tourism is tabulated below.

**Table 4.4**  
**The Trend of Direct Employment (2008-2012).**

Year	Direct employment (in thousand)	Increased %
2008	83	-
2009	88	6.02
2010	90	2.5
2011	110	22.22
2012	160	45.45

Source: Economic Survey.

The above table shows that direct employment generation through tourism is increasing trend during the period from 2008 to 2012. The number of direct employment in tourism is increased by 45.45 percent in 2012. In 2010, the increased percentage is low, 2.5 percent. According to economic survey 2012/13 B.S. the direct employment in tourism is 1 lakh 60 thousand in 2012 A.D. whereas it was 1 lakh 10 thousand in 2011 A.D. According to tourism professional, 10 lakh Nepalese people has got employment directly and indirectly through tourism (Kantipur, 30, Ashar).

#### **4.1.5 Nepalese Women in Tourism**

The 1950s characterized the beginning of Nepal's tourism. Nepalese tourism saw the participation of international women before Nepalese women.

Namdu Sherpa has been in tourism business for over 50 year, probability the oldest female tourism professional in Nepal. She used to carry loads for expedition as a porter in the 1950s. She quickly moved up the ladder and started working as hotel manager in La Villa Sherpa, the first hotel in Lakla. She confides "I still remember, I used to get paid Rs. 3 per day. During those days the route started from Jayanagar via Katari through Okhaldunga and then to Salleri, coming to think of it now, I think it was worth the drudgey."

Subhadra Gurung also stands as one of the first few women to appear on the Nepalese tourism scene. She had joint in 'Third Eye Tours and Travel in 1966. Guring worked as PA to the director and was later promoted to the post of tour operator.

The opening up to the hotel Annapurna in 1966 was a major event in Nepalese tourism. One of the major stake holder and owner of the hotel was Helen Shah. She is one of the first Nepali women to start such a big project at an executive level. She played an instrument part in the opening of both Third Eye Tours and later Yeti travel.

Some of the others name of Nepalese women in tourism are as : Ang Dali Sherpa-one of the oldest woman trekking entrepreneur, Yankil Sherpa-first woman tourism Minister, Ambica Sherpa-president of Dwrika's Hotel and the Dwarika's Himalayan Shagrila Village Resort, Sharada Prasai-first woman to pass the tour guide training course, Monni Shah, Shate Chanda, Renchin Yonjan, Celina Subba - Senior. General manager of Himalayan Travel and Tour Pvt. Ltd., Bishnu Rana, Madhu Lama, Lhakputi Sherpa, Nimi Sherpa, Krishna Tramkar, Bachu Shah Shakya, Gayatree Kansaskar, Puspa Shrestha, Pratima Pandey, Meena Khanal', Bandi Nima Sherpa Bhawani Rana, Chhaya Sharma, Nandeni Lahe Sherpa, Lakpa Sherpa, Lucky Chhetri, Suman S. Bhatrarai and son (Upadhyay, Pradhan and Grandon, 2011).

Bimala is also one of the oldest hotel owner in Myagdi. She got involved in the operation of 'Thak logde' in 1970s with her husband in Lete Mustang. She asked her parent and sister to operate the hotel in Beni Kalipul named 'First, Best and Last lodge. She walked to Beni Zazar in 1983 with her husband and started the business name "Gauchan Guest House" in the place of 'First, Best and Last Lodge.' She remembered - "In the time of operation of Gauchan Guest House, the bed charge is only Rs. 2 and price of per plate rice set is Rs. 2-3." She had prized by "Women of

Achievement Award - 2006" by American Biographical institute. These days she is founder of 'Hotel Yeti' in Beni Bazar. She is also the women central member of Hotel Association of Nepal (Field Survey, 2013).

It is concluded that starting phases of tourism in Nepal, most of the women from Shepa community worked as helper for tourists, onwards they become manager/owner of tourism related business. Later other communities women such as Shrestha, Shah, Chhetri etc. also involved in tourism sectors. Now, it is time of empowering the women to involve in this business so that their economic, social status push up and became as men.

## **4.2 Tourism in Myagdi District**

### **4.2.1 Tourism Attraction in Myagdi**

Myagdi district is one of tourist destination belong to Dhaulagiri zone of western development region. It is near to the tourism city Pokhara. Only 3 hour travel by motor is enough to reach Myagdi, Beni, the district headquarter from Pokhara. Some of parts of district : Sikha, Ghara and Narchyang are belong to ACAP area. The world famous tourist destination Gharepani also lies in the Myagdi district. The short description of tourism attraction in the district are mentioned below.

#### **4.2.1(a) Adventure Tourism**

Adventure Tourism are classified as:

##### **i. Mountain Expedition**

In Myagdi district, there are more than a dozen of Himalayan peak with Dhaulagiri I (8167 m), world 7<sup>th</sup> and Nepal's 6<sup>th</sup> highest peak and Dhaulagiri I - VI, Churen Himal, Putha Himal, Mukut Himal, Gurja Himal, Mana Path Himal, Nigiri etc.

##### **ii. White Water Rafting**

In Kali Gandaki river, Myagdi river there is possibility of rafting.

**iii. Rock Climbing**

There is huge mountain in Myagdi which can be attraction for Rock climbing.

**iv. Cannoning**

The Rupse water falls is attraction for cannoning.

**v. Honey Hunting**

There different hills in Chimkhola Kuine Mangale VDC etc. Honey Hunter.

**vi. Trekking**

The next tourism attraction of Myagdi district is trekking. About the trekking trail in Myagdi district is tabulated as:

**Table 4.5**  
**Trekking Trial of Myagdi District**

Trekking trail	Length (km)
Existing	
1. GHT	12
2. GHT and Gurilla Trek	35
3. Dhaulagiri Circuit Trek	50
4. Annapurna - Dhaulagiri community trekking trail	30
New	
1. Trekking peak development	
2. Dhaulagiri Ice fall trek (I)	22
3. Dhaulagiri Ice fall trek (II)	22
4. Narchyang - Nilgiri - ABC trek	25
5. Jagannath - Todke - Malika trek	30
6. Beni - Dratang - Rima - Sole - Taman - Arman	30
7. Pilgrimage tour (Kalika Bhagawati-Galeshor-Muktinath)	60
8. Anrnapurna Panaroma Trek	28
9. Beni - Lovelydada - Jyamrakat - Ruma	28
10. Gurja Khanichuren Phedi - Dolpa	-

Source: District Tourism Development Master Plant, Myagdi, 2013.

#### **4.2.1(b) Village Tourism with Sight Seeing**

##### **i) Ghorepani**

Ghorepani is one of the major tourist destination of Myagdi district which also lies on the way Annapurna circuit trek. It is situated at 2874 m altitude. It is beautiful village of Magar community. It lies in Ghara VDC of Myagdi district. Visitors can reach there in a day from Pokhara and Beni. There are hotels, lodges and restaurant facilities for tourists. Some other attraction of that village are :

##### **Poon Hill**

Poon Hill is a famous view point for tourists. It is situated at the height of 3210 m. It takes just 2/3 hours to reach there from Ghorepani. From there all part of Dhaulagiri and Annapurna Himalays range, Phewa lake of Pokhara, almost all part of Myagdi, Parbat, Baglung can be viewed. Visitor can also watch sunrise from there.

##### **Forests**

In Ghorepani there is large area covered by jungle of Rhododendron. It is considered as the largest jungle of Rhododendron in the world with more than 16 species. It is suitable for jungle Safari trek and eco-trek.

##### **Magar Community**

Main dweller of Ghorepani are Magari village of that community are the attraction for tourists. Nagi, Ramche, Sikha, Paudar, Khibang are attractive village in this region. Life style and local culture, forest and festivals and ritual may impress visitor. Khayar Baraha Tal, Pyari Baraha Tal, Bhurung Tatopani, Khopra Lekh are the native place of Ghorepani.

##### **ii) Dhorpatan**

126 square km part of Dhorpatan Hunting Reservation area lies in Myagdi district, out of total are 1,325 sq. km. other part lies in Baglung and Rukum district. People of Tibetan origin are living around the Dhorpatan. Flora is typical of middle hill with good strads of forests interspersed with agricultural and pasture land. The northern section of the walk is rich in wild life including musk deer, grey wolf, red

panda and many more common spices. Dhorpatan is 75 km. far west from Beni Bazar, the district headquarter of Myagdi. It takes 3 days to reach there from Beni by foot.

**iii) Gurjakhani**

Gurjar village is located for west from Beni. It is a small valley lies in the lap of Gurja Himal. It is the village of Chhantyal community. This is surrounded by the dense forest. It takes two days to reach there from Beni.

**iv. Todke - Gajane**

Todke and Gijane are the middle mountain ridges near Beni Bazar. They are view points of Dhaulagiri and Annapurna mountain range and glaciers. Gajane is close to Beni Bazar. It takes 3/4 hours to reach from Beni which lies in Pulachaura VDC. Todka is farther from Beni. It takes 5/6 hours to reach there which lies Kunhun VDC.

**4.2.1 (c) Eco-Tourism**

Myagdi district is very suitable for ecotourism. It has mostly geographical variation with bio-diversity. There are available various species of vegetation, mammals, birds, and flora-fauna. The world famous Guranshe Ban is remained in Ghorepani of Ghara VDC. It is home place of animal and birds like Kasturi and Danfe. It is believed that Yeti (Ban Manchhe) is there in Dhaulagiri. Hence, it has great prospects of eco-tourism point of view.

**4.2.1 (d) Cultural Tourism**

In the Myagdi district, there are different caste and indigenous groups like Brahmin, Chhetri, Damai, Kami etc. of Khash Arjan community and Magar Chhantyal, Magar, Gurun, Thakali of Mongolian origin community. They have their own unique culture and custom. Therefore those create cultural tourism.

**4.2.1 (e) Religious Tourism**

In Myagdi district, there are Galeshor dham - place of God Jad Bharat (an incarnation of God Bishnu and king Raghugana, Pulahshram - Ashram of Rishi Pulastya who assumed be the grandfather of Lankesh king Ravan, and also birth place

of Ravan, Beni Bazar - a Shivalaya monument of 16<sup>th</sup> century established in 1754 B.S. by king of Prabat; Malebam, Jaganath - established by Parbate king, Dimba Bam Malla in 1550 B.S., Malikashthan, Takamkot, Sikha Deurali, Rikhar, Chimkhola Mandali, Khayar Baraha etc. hence it has huge prospects of religious tourism.

#### **4.2.1 (f) Historical Tourism**

Myagdi is historically important place in the country. There are Beni Bazar - winter capital of Parbate state until the end of the Parbate state Benikot is the main sign of the state, Dolthana - capital of Parbat state up to last time of state, sumar headquarter nearby it place of Parbate king in Dathekot, Takam - the first capital of Parbate king DimbaBam Malla and whole period of Thapa, Chhetri ruler who rule for 300 year. Thus, Myagdi has a potentiality of historical tourism too.

#### **4.2.1 (g) Natural Health : Hot Spring Tourism**

There are hot spring pond spot in Singa VDC, Bhurung Tatapani VDC, Dagnam VDC, Mudi VDC, Gurja VDC, Ghara VDC, etc. Thousands of people come to take bath from far distance in a year in Singa and Bhurung Tatapani for relaxing and treatment of varies dieases like gastorich, skin etc. In other Tatopani it is used locally for the treatment of different diseases. Hence, the Tatopani is also a attraction of tourism.

#### **4.2.1 (h) Home Stay**

Myagdi is district of village. Some of village like Todke, Hidi, Takam, Mudi, Gurja, Ramche, Nagi, Thamdada, Devisthan, Khibang, Chimkhola, Darmija, Bhagaunti etc. are potential village for home stay tourism.

#### **4.2.1 (i) Other Tourism**

Myagdi is also potential for the sport tourism for Paragliding, Bunjee Jamping Bull and cock fighting etc. Some of the village like Nagi, Rakhu, Sikha, Takam, Dharapani are suit for Agro-tourism.



#### 4.2.2 Tourist Inflows in Myagdi District

According to the record of DDC Myagdi Arrival of tourists in different year in 1992, 2000 and 2004 were 18240, 30264 and 42347 respectively (Podel, 2005 and DDP, Myagdi, 2013/14).

For the analysis of trend of tourist arrival in the district required reliable and authentic time series data is needed. However, tourist arrival number and not recorded properly. Only last 3 year data is obtained from district police office Myagdi.

**Table 4.6**  
**Tourist Arrival in Myagdi District (2010/11 - 2012/13)**

Year	Number of tourist	Increasing in %
2010/11	33,633	-
2011/12	38,965	15.85
2012/13	41,169	5.65

Source: District Police Office, Myagdi.

The table shows that the arrival of tourist is increasing in the last three year continuously. In 2010/11 the total number of tourist arrival in Myagdi district was 33,633 follows by 38,965 and 41,169 in 2011/12 and 2012/13 respectively. The percentage of increased are 15.85 percent and 5.65 percent in 2011/12 and 2012/13 respectively.

#### 4.2.3 Tourist Arrival by Months

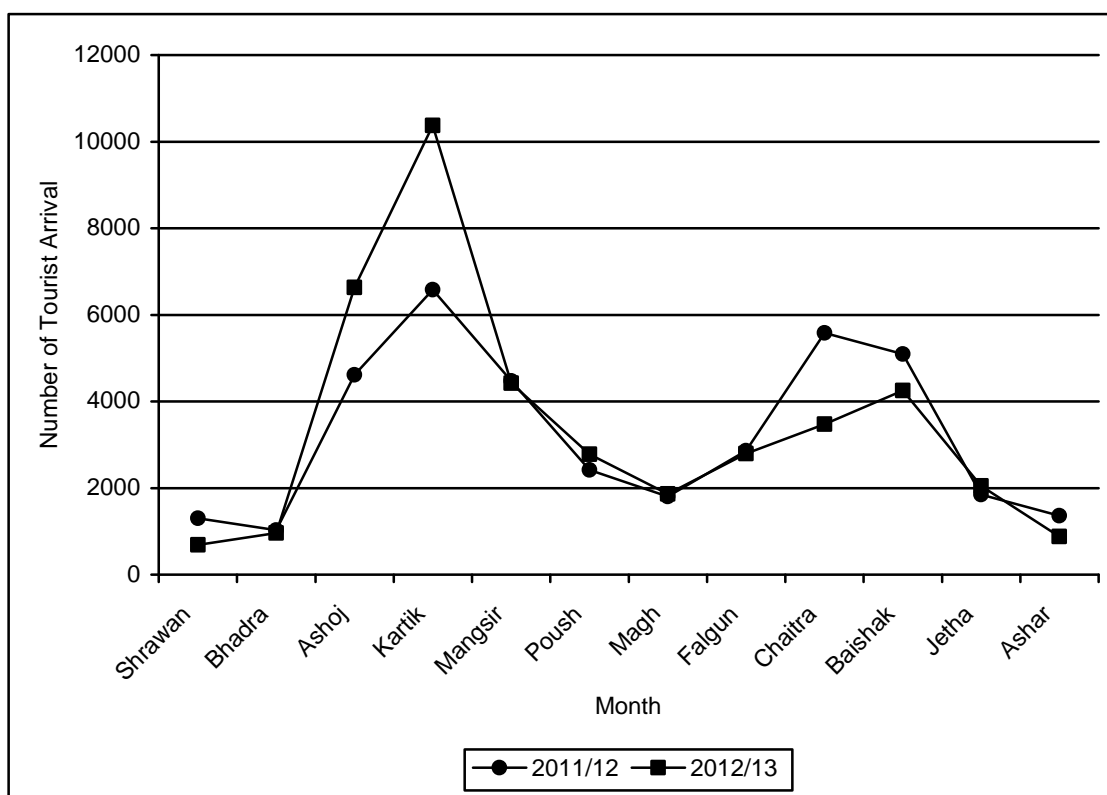
The tourist arrival in different months is presented in table below.

**Table 4.7**  
**Tourist Arrival by Months (2011/12 - 2012/13)**

Months	Year		% change
	2011/12	2012/13	
Shrawan	1301	688	-47.12
Bhadra	1027	962	-6.33
Ashoj	4613	6634	43.81
Kartik	6581	10370	57.57
Mangsir	4471	4423	-1.07
Poush	2421	2778	14.75
Magh	1802	1861	3.27
Falgun	2865	2798	-2.33
Chaitra	5580	3472	-37.78
Baishak	5095	4255	-16.49
Jetha	1852	2051	10.68
Ashar	1357	877	-35.37
Total	38965	41169	5.66

The above table presents that overall, the total number tourist is increased in 2012/13 by 5.66 percent. The table also shows that in Kartik the number tourist arrival is increased by 57.57 percent in Kartik of 2012/13, the total number of tourists arrival is 10,370 whereas it was 6581 in 2011/12. It was also found that the tourist season is of the month Ashoj and Kartik and Rainy season is not for tourists in this district. The table shows the total number of tourist is decreased by 47.12 percent which is highest in Shrawan of 2012/13, the number tourist arrival is 688 and it was 1301 in 2011/12.

**Figurer 4.1**  
**Tourist Arrival by Months (2011/12 - 2012/13)**



#### 4.2.4 Employment Generation by Tourism in Magadi

Employment generation by tourism in Mygadi is tabulated below.

**Table 4.8**  
**Employment in Tourism**

Year	Employment				Total	Change %
	Direct	Change %	Indirect	Change %		
1992	116	-	87	-	203	-
2000	220	89.66	241	117.01	461	127.09
2004	770	250.00	1241	414.94	2011	336.22

Source: Poudel, 2006 and DDP, 2013/14.

The table shows that in period 1992 to 2000 in 8 year the total employment generated by tourism was increased by 127.09 percent where as direct employment was increased by 89.66 and indirect employment was increased by 117.01 percent.

Likewise, in Period 2000 to 2004 in 4 year, the total employment was increased by 336.22 percent whereas direct employment was increased by 250 percent and indirect employment by 414.9 percent. Though latest study has not been taken, this table shows that employment generation in tourism was increased.

#### 4.2.5 Hotel and Restaurant in Myagdi

The number of hotel and restaurant in Myagdi district are presented in table below.

**Table 4.9**  
**Number of Hotel and Restaurant in Myagdi**

Year	Tourist Hotel	General Hotel	Total
1992	29	N.A.	29
2000	55	N.A.	55
2004	55	275	330
2005	78	N.A.	78
2012	N.A.	N.A.	378*

N.A. - Not available.

Source : Poudel (2006), DDC, MCCI, Small and Cottage Industry Development Committee, Myagdi, Tourism Profile of Myagdi DDP; Myagdi, 2013/14.

\* Tourist standard and general hotel both are included.

This table shows that both tourist hotel and restaurant are increasing up to 2012 there are 78 tourist hotel and 378 hotel and restaurant.

## CHAPTER FIVE

### PRESENTATION AND ANALYSIS OF DATA

After collecting the data and information, the data is tabulated and analyzed with the help of various tables, pie-charts, simple bar diagram, multiple bar-diagram and so on. Further, analysis of data is descriptive in nature.

This chapter has been categorized into three sections.

- 5.1 Analysis of Data by Hotel and Restaurant Owner/Manager
- 5.2 Analysis of Data by Employees
- 5.3 Opinion Survey Analysis

#### 5.1 Analysis of Data by Hotel and Restaurant Owner/Manager

##### 5.1.1 Hotel and Restaurant Owner/Manager of Study Area by Caste and Sex Age

Our society is like as garden. My study area is also mixed society. The owner description by the caste and sex is tabled below.

**Table 5.1**  
**Owner /Manager by Caste and Sex**

Caste	Male		Female		Total	
	No.	Percent	No.	Percent	No.	Percent
Magar	23	24.73	18	19.35	41	44.08
Thakali	12	12.90	5	5.38	17	18.28
Brahmin/Chhetri	10	10.75	10	10.75	20	21.50
Dalit	-	-	1	1.04	1	1.04
Newar	3	3.23	4	4.38	7	7.61
Other*	6	6.45	1	1.04	7	7.49
Total	54	58.06	39	41.94	93	100.00

\* Indicates Thakuri, Chhatyal

The above table present that 44.08 percent of manager/owner are Magar which is highest representative among the other caste then follows by Brahmin and Chhetri with 21.5 share. Moreover 18.28 percent, 7.61 percent, 7.49 percent and 1.04 percent rexeprsts by Thakali, Newar, other and Dalit respectively. This study shows that the manager/owner are Magar, nearly 50 percent because population of the study area is covered by there caste. it is found that only one Dalit entrepreneur out of 93. It is very poor condition. The table also shows that the second majority of hoter owner/manager is by Brahmin and Chhetri. Simply it said that involvement of these caste in hotel and restaurant business is low but the study area specific to Beni Bazar these caste representative is high. All manager and owner are from Magar caste in Ghorepani. The table also shows that there are 58.06 percent manager and owner are male against 41.94 percent female.

### 5.1.2 Nature of Job of Employee by Sex

Hotel and Restaurants are service oriented industry and hotels and restaurants offer different nature of job. The given tables shows employee by sex.

**Table 5.2**  
**Natural Job Hotel and Restaurant Employees**

Nature of Job	Male		Female		Total	
	No.	Percent	No.	Percent	No.	Percent
Management	21	21.88	6	6.25	27	28.13
Housekeeping	-	-	15	15.63	15	15.63
Cooking/catering	24	25.00	9	9.38	33	34.38
Food/beverage	-	-	1	10.04	1	1.04
Laundry/cleaners	1	10.04	8	8.33	9	9.37
Other*	91	11.45	0	0	11	11.45
Total	57	59.37	39	40.63	96	100.00

\* Indicates Waiter, Gardener, Security etc.

Source : Field Survey, 2013

This table shows that 34.38 percent of employee worked in cooking department then follows by 28.13 percent, 15.63 percent, 11.45 percent, 9.37 percent and 1.04 percent by management, housekeeping, other, cleaner and food respectively. There seems low employee in management because owner self managed their

business. Generally female employees worked in house keeping, 15.63 percent whereas male were in cooking/catering, 25 percent.

### 5.1.3 Employees by Age

The employees by age is shown by the given table.

**Table 5.3**  
**Distribution of Employees by Age**

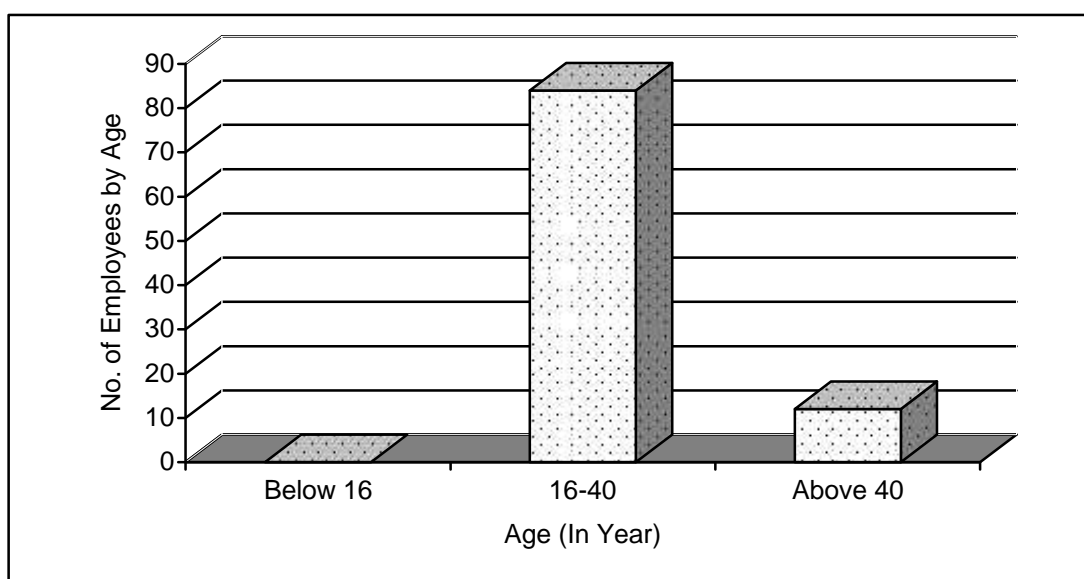
Age	No.	Percent
Below 16	N.A.	N.A.
16 - 40	84	87.5
Above 40	12	12.5
Total	96	100.00

Source : Field Survey, 2013.

The above table shows that percentage of age group below 16 year is nill. 87.5 percent is of 16-40 year age group. Similarly 12.5 percent is of above 40 years age group.

This study show that most of the employees are youth as majority of employees belong to age group 16-40 years.

**Figure 5.1**  
**Distribution of Employees by Age**



#### 5.1.4 Employee by Education

The given table shows the employee education qualification.

**Table 5.4**  
**Distribution of Employee by Education**

Education	Male		Female		Total	
	No.	Percent	No.	Percent	No.	Percent
Under SLC	35	36.46	31	32.29	66	68.75
SLC	19	19.79	5	5.21	24	25.00
+2	3	3.13	2	2.08	5	5.21
Bachelor	N.A.	N.A.	1	1.04	1	1.04
Total	57	59.38	39	40.62	96	100.00

Source : Field Survey, 2013

The above table present, the percentage of employees under SLC is 68.75 percent, whereas 36.46 percent is male and 32.29 percent is female. Similarly the percentage of employees who are SLC pass is 25 percent where male is 19.79 percent and female is 5.21 percent, the percentage of +2 pass is 5.21 percent with 3.13 percent male and 2.08 percent female. It is stage that only one employee out 96 is qualified by bachelor degree who is female. About the equation qualification, the study shows that under SLC are more involved in tourism as employee. And the study also shows that percentage of male under SLC is higher than percentage of female. The percentage of above SLC is not high difference between male and female employees.

#### 5.1.5 Employee by the Nature of Employment

The employee by the nature of employment is table below.



**Table 5.5**

**Distribution of Employee by Nature of Employment**

Nature of employee	Male		Female		Total	
	No.	Percent	No.	Percent	No.	Percent
Permanent	57	57.58	39	39.39	96	96.97
Temporary	0	0	0	0	0	0
Infract	0	0	0	0	0	0
Seasonal	1	1.01	2	2.02	3	3.03
Daily, basis	0	0	0	0	0	0
Total	58	58.59	41	41.41	99	100.00

Source : Field Survey, 2013

The above table shows that the majority of employee is permanent with 96.97 percent whereas 57.58 percent is male and 39.39 percent is female. And only 0.03 percent of employee is seasonal.

This study concluded that most of the male employee are permanent. Permanent mean if employee work is satisfied by the owner they should not leave their job.

### **5.1.6 Manager/Owner Perception on Employees**

Manager/owner were asked about the satisfaction level of female and youth employment in hotel and restaurant, and it was found that 95 percent of manager were satisfied with the performance/work force of both female and youth employees and 5 percent of manager/owner felt better performance from both female and youth.

According to the information given by the manager/owner, all employees with female and youth employees were selected by the same process as personal contact. There was no other process such as advertisement, recommendation of owner and political recommendation and so on.

Most of the manager replies that female employee are sincere, polite, few are talkative and manager. Male employee are also friendly. Manager also says that youth employee are more active and punctual than other age group. The study also shows that

majority of tourist prefer the service of youth. In case of sex, 16 manager out of 20 replays that tourist like the female service the reason behind this is female are sincere, friendly and punctual and youth are active, punctual.

### 5.1.7 Status of Tourism Business

Manager were asked about the present condition of hotel and restaurant business, 80 percent of them replied that their business in normal condition, no profit, no loss and 20 percent of them says business is profitable. It means that there is no loss in hotel and restaurant business in the given study area.

According to the manager information in the study area all hotel and restaurant are general. Meaning there is no star and non star hotel in given study area.

In the study area, 60 percent hotel and restaurant are operationed rented building and 40 percent are operations on their own building. Owner replays in the question about the rent that 58.33 percent says moderate and 33.33 percent says expensive and 8.33 percent says cheap. About the rent, equally 33.33 percent of manager says rent amount as below Rs. 10,000, 10,000 - 20,000 and above 20,000.

## 5.2 Analysis of Data by Employees

The manager provide the general information about the employees. The detail and total information was collected by the response of employees themselves. The data that given by employees were explained as follows.

### 5.2.1 Employees and their Native Places

Employees according to their address (permanent) classified below.

**Table 5.6**

**Distribution of Employee by their Nature Place**

Address of the respondent	Male		Female		Total	
	No.	Percent	No.	Percent	No.	Percent
Myagdi	4	13.33	12	40.00	16	53.33
Out of Myagdi	8	26.67	6	20.00	14	46.67
Total	12	40.00	18	60.00	30	100.00

Source : Field Survey, 2013

The above table presents that the percent of respondent from Myagdi district is 53.33 percent and out of Myagdi is 46.67 percent. From Myagdi district 40 percent are female and 13.33 male. Similarly from out of Myagdi district 26.67 percent are male and 20 percent are female. It seems that more local female are involved in tourism business than male. There is no vast gap between male and female employee from out of Myagdi district. Some of the employees are far from Myagdi district such as, Nuwakot, Morang, Okhaldunga etc.

### 5.2.2 Employees and Marital Status

The marital status of respondent are tabled below.

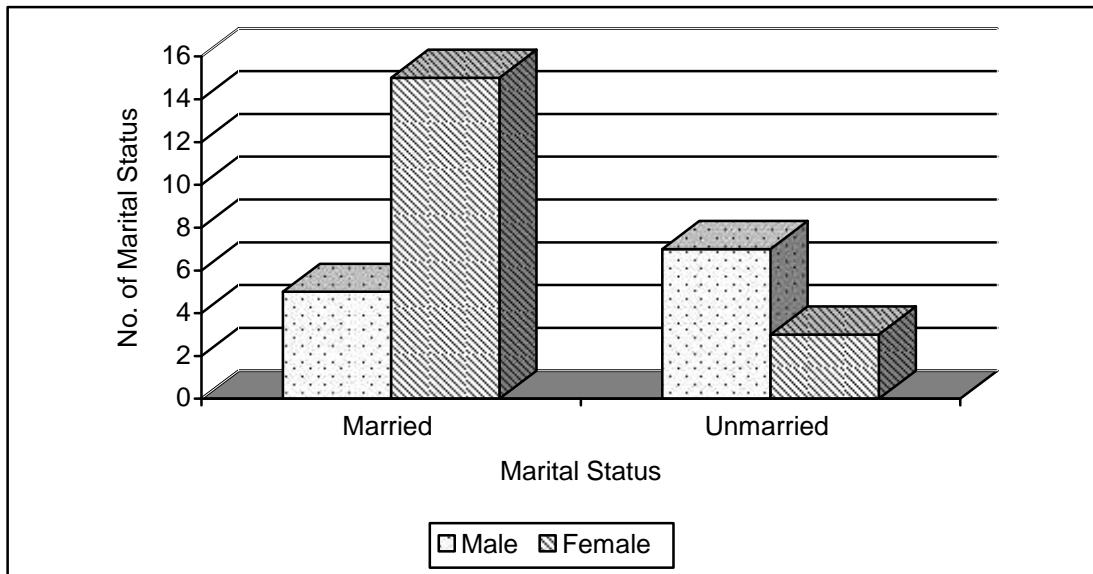
**Table 5.7**  
**Distribution of Employee by Marital Status**

Marital status	Male		Female		Total	
	No.	Percent	No.	Percent	No.	Percent
Married	5	16.67	15	50.00	20	66.67
Unmarried	7	23.33	3	10.00	10	33.33
Total	12	40.00	18	60.00	30	100.00

Source : Field Survey, 2013.

The above table visualize that 66.67 percent of employees are married with 50 percent female and 16.67 percent male. Similarly 33.33 percent of employee are unmarried with 10 percent female and 23.33 percent male. This results says that there is opposite relation of marriage and involvement of employee in hotel and restaurant. The table shows that more married women are employee and more unmarried male are employee in hotel and restaurant.

**Figure 5.2**  
**Distribution of Employees by Marital Status**



### 5.2.3 Employees and Family Structure

Description of family structure of respondent is table below.

**Table 5.8**  
**Distribution of Employee by Family Structure**

Family	Male		Female		Total	
	No.	Percent	No.	Percent	No.	Percent
Nuclear	4	20.00	14	70.00	18	90.00
Joint	1	5.00	1	5.00	2	10.00
Total	5	25.00	15	75.00	20	100.00

Source : Field Survey, 2013.

The above table shows 90 percent of married employee has nuclear family with 70 percent female and 20 percent male. Similarly 10 percent of married employee has joint family with equal share of male and female. This table shows that most of the employee are aware about family size.

### 5.2.4 Employee and Caste

The distribution of respondent by caste is table below

**Table 5.9**  
**Distribution of Employee by Caste**

Cast	Male		Female		Total	
	No.	Percent	No.	Percent	No.	Percent
Janajati J)	9	30.00	11	36.67	20	66.67
Brahman/Chhetri*	3	10.00	3	10.00	6	20.00
Dalit <sup>1</sup>	N.A.	N.A.	4	13.33	4	13.33
Total	12	40.00	18	60.00	30	100.00

Source : Field Survey, 2013.

J) : Magar, Thakuri, Chhantyal, Thukali, Newar

\* : Poudel, Khetri, Giri etc.

1 : B.K., Kisan etc.

The table show that 66.67 percent of respondent are Janajati with 36.67 percent female and 30 percent male follows by 20 percent of respondent are Brahmin/Chhetri with 10 percent equal share of male and female. Then 13.33 percent of respondent are Dalit with female employee. No male Dalit are as employees.

### 5.2.5 Employees and Monthly Salary

About the salary scale of respondent tabulated below.

**Table 5.10**  
**Distribution of Employee by Monthly Salary**

Salary in Rs. '000	Male		Female		Total	
	No.	Percent	No.	Percent	No.	Percent
Below 3	N.A.	N.A.	1	5.88	1	5.88
3-6	4	23.53	6	35.29	10	58.82
6-9	2	11.76	1	5.88	3	17.64
9-12	2	11.76	N.A.	-	2	11.76
Above 12	1	5.88	N.A.	-	1	5.88
Total	9	52.93	8	47.05	17	100.00

Source : Field Survey, 2013.

Note : Number of respondent whose is family member is not include.

The above table shows that 58.82 percent of respondent are getting 3-6 thousand scale with 23.53 percent male and 35.29 percent female, 17.64 percent of respondent are getting 6-9 thousand scale with 5.88 percent female and 11.76 percent male, 11.76 percent of respondent are getting 9-12 thousand scale. 5.88 percent of respondent are getting below 3 thousand and above 12 thousand. The table shows that there no male employee who is getting below 3 thousand salary and no female employee who is getting above 8 thousands. It is found that there is gender bias in salary.

Through available data in study, most of employees are satisfied in with present salary, 82.25 percent of respondent are satisfied with present salary 17.64 percent of them are not satisfied. Some of the respondent get extra facilities such as Dashain bones, Tiffin allowance. Some of them lodging and fooding facility with salary.

### 5.2.6 Employees and Nature of Job

The distribution of respondent by nature of job by age with sex.

**Table 5.11**  
**Distribution of Employee by Nature of Job Age with Sex**

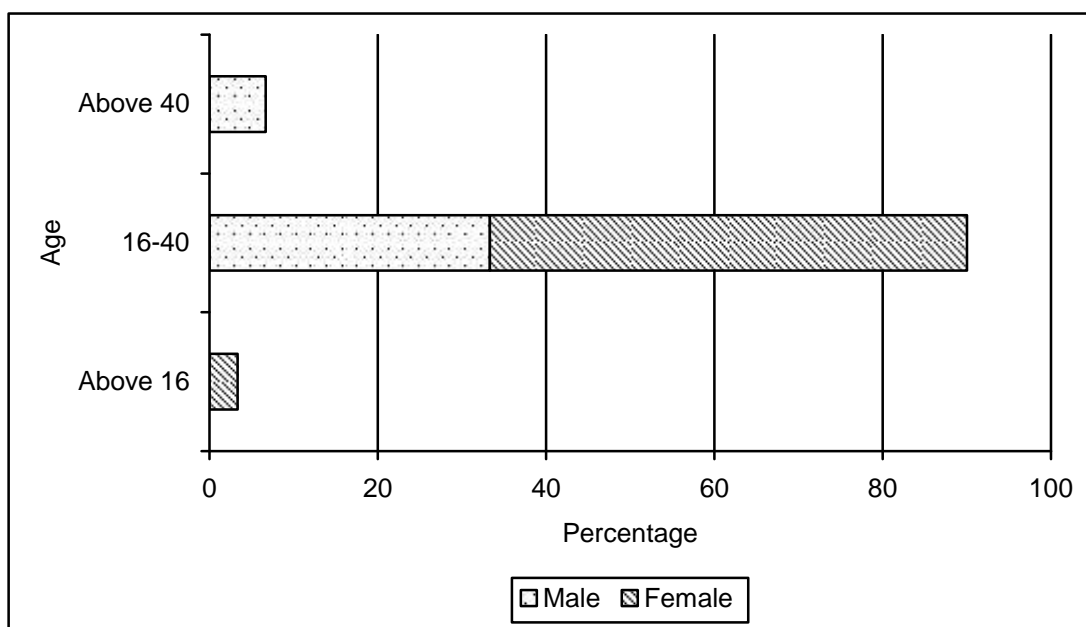
Age	Male		Female		Total	
	No.	Percent	No.	Percent	No.	Percent
Below 16	N.A.	N.A.	1	3.33	1	3.33
16-40	10	33.33	17	56.67	27	90.00
Above 40	2	6.67	N.A.	N.A.	2	6.67
Total	12	40.00	18	60.00	30	100.00

Source : Field Survey, 2013.

All 30 employee's job is permanent in nature. The above table shows that 90 percent of employees are from aged group 16-40 with 56.67 percent are female and 33.33 percent are male. 6.67 percent of employees are from aged group above 40 years. Only male 3.33 percent of employees are from age group below 16, and female. This table shows that majority of employees are female and youth percentage of

employee below 16 and above 40 are very low. All respondent job is permanent in nature.

**Figure 5.3**  
**Distribution of Employees by Nature of Job Age with Sex**



### 5.2.7 Employees and Training

The distribution of respondent by skill is tabulated below

**Table 5.12**  
**Distribution of Employee by Training**

Skill	Male		Female		Total	
	No.	Percent	No.	Percent	No.	Percent
Trained	2	6.67	1	3.33	3	10.00
Untrained	10	33.33	17	56.67	27	90.00
Total	12	40.00	18	60.00	30	100.00

Source : Field Survey, 2013.

The above table shows that 90 percent of respondent are untrained where 56.67 percent are female and 33.33 percent are male. 10 percent of respondent are trained where 3.33 percent are female and 6.67 percent are male. This tables shows

that most of the employees are untrained. The employee who are trained also having short period training of just 30-45 days of cooking.

### 5.2.8 Employees and Department of Working

The distribution of respondent by their working development is tabulated below.

**Table 5.13**  
**Distribution of Employee by Department of Working**

Department	Male		Female		Total	
	No.	Percent	No.	Percent	No.	Percent
Housekeeping	1	33.33	12	40.00	13	43.33
Management	3	10.00	-	-	3	10.00
Kitchen	7	23.33	6	20.00	13	43.33
Service	1	3.33	-	-	1	3.33
Total	12	40.00	18	60.00	30	100.00

Source : Field Survey, 2013.

The table shows 43.33 percent of respondent are working in housekeeping and kitchen depart with 40 are female and 3.33 percent male and 20 percent female and 23.33 percent male respectively. 10 percent of respondent are working in management depart, only male 3.3 percent of respondent are in service depart only male. The table shows majority of respondent in housekeeping and kitchen depart. Other depart seem low employed the reason behind these case is one employee works in multiple depart and management depart is of owner self.

### 5.2.9 Reason of Choosing the Current Occupation ?

The respondent view to choose hotel and restaurant industry as the occupation are tabulated below.



**Table 5.14****Reason of Choosing the Current Occupation by Employee**

Reason	Male		Female		Total	
	No.	Percent	No.	Percent	No.	Percent
Economic	8	26.67	16	53.33	24	80.00
As Highly interested field	3	10.00	1	3.33	4	13.33
As a last option	-	-	-	-	-	-
Waiting for alternative job	1	3.33	1	3.33	2	6.66
Total	12	40.00	18	60.00	30	100.00

Source : Field Survey, 2013.

The table shows that the percentage of respondent who had given the reason : economic is 80 percent where 53.33 percent are female and 26.67 are male. The percentage of respondent who had given the reason: highly interested field is 13.33 percent where 3.33 percent are female and 10 percent are male. The percentage of respondent who had given reason as waiting job is 6.66 percent where 3.33 percent are both male and female. This table shows that majority of respondent choose the present job because of economic.

**5.2.10 Perception of Employees on Employment in Tourism****5.2.10.a Causes of Low Female Employment in Hotel and Restaurant**

Perception of respondent in terms of cause of low female employment in hotel and restaurant is tabulated below.

**Table 5.15****Cause of Low Female Employment in Hotel and Restaurant**

Causes of low female employment	Number	Percentage
Education	9	14.29
Training	19	30.16
Experience	15	23.80
Salary facilities	20	31.75
Total	63	100.00

Note: The percentage are calculated on basis of total number of responses of employees rather than the total sample due to the multiple responses.

Source : Field Survey, 2013.

The table shows the percentage of responses of low female employment in hotel restaurant is 31.75 percent of salary facilities and follows by 30.16 percent, 23.80 percent and 14.29 percent says training, experience and education respectively.

#### **5.2.10.b Facing Problem by Employees in their Present Job**

Perception on facing problem by respondent in their present job is shown in the given table.

**Table 5.16**  
**Facing Problem by Employee in their Present Job**

Facing problem by employees	Number	Percentage
Education	21	35.59
Training	23	38.98
Experience	9	15.25
Security and peace	3	5.08
Can't say	3	5.08
Total	59	100.00

Note: The percentage are calculated on basis of total number of responses of employees rather than the total sample due to the multiple responses.

Source : Field Survey, 2013.

The above table shows that the percentage of responses as training is of problem in the present job is 38.98 percent. Similarly follows that 35.59 percent, 15.25 percent, 5.08 percent and 5.08 percent is share of responses education, experience, security and peace and can't say respectively.

#### **5.2.10.c Nature of Discrimination Experience by Employees**

The employee were asked about feeling of discrimination no body says that there is discrimination in general by owner and customer. Most of the female employee says that there is discrimination in terms of salary working hours in comparison to male. 13 out of 30 respondent are family member so they says no discrimination. Female also faces nearness, discrimination, facial apparence discrimination. One respondent is Dalit who is faced caste discrimination also.

In the case of married respondent, most of them are family member so, they don't get any problem to continue the job after getting married. But they feel some problem such as time management, health, child care etc.

### **5.2.11 Response of Employee about their Job**

The employee were asked about future expectation about the present job. 73.33 percent of respondent says normal and 26.67 percent says better future no one says hopeless.

According to the respondent information, male employee haven't faced any problem but 16.67 percent of female get touching problem and 50 percent of female get teasing problem.

About the satisfaction in the present job, 93.33 of respondent are fully satisfied and rest of 6.67 are partially satisfied.

No employee works less than 8 hour in a day. 20 percent of respondents works 8 hour in a day and 80 percent of respondents works more that 8 hour in a day.

Thought the data given by the response on the questions of necessary of extra facility for female employee 90 percent of respondent say 'Yes' and 10 percent of respondent say 'No'.

### **5.3 Opinion Survey Analysis**

The local entrepreneur, district intellectual personalities and expert were asked about the propect and problem in tourism of Myagdi district and suggestion to encourage the youth and female employment in tourism. The summary view of key informants are listed below.

1. There are multi Dimensional prospects such as:

) Adventure tourism

- |                  |                  |
|------------------|------------------|
| - Mountaineering | - Bunjee jumping |
| - Trekking       | - Cannoning      |
| - Rock climbing  | - Honey hunting  |

) Cultural tourism

- ) Village/home stay tourism
  - ) Sight seeing
  - ) Domestic tourism
  - ) Eco-tourism
  - ) Medico tourism
  - ) Religious tourism
  - ) Hot spring tourism
2. Problems in the development of tourism in Myagdi:
- ) Lack of tourism related infrastructural development such trekking routes, hotel, restaurant.
  - ) Lack of local level institution for training.
  - ) Lack of hospitality education.
  - ) Lack of vision, mission and plan about tourism development.
  - ) Unsystematic construction of road in village area in relation to trekking routes.
  - ) Lack of searching new tourism destination and publicity of existing tourism sport.
3. Measure to promote tourism in Myagdi
- ) Develop the tourism related infrastructure.
  - ) Conduct and manage the skill base training for producing human resource in tourism sector.
  - ) Conduct tourists festival for the publicity of tourism destination.
  - ) Manage the local level tourism promotional institution.
  - ) Construct the environment friendly road in village.
  - ) Conserve the local culture and custom.
  - ) Prepare the detail tourist map of Myagdi district as well as map specific to tourism destination.
4. Suggestion to Encourage the female and youth employment in tourism:
- ) Awareness to youth and female about tourism business as source of income.
  - ) Sensilze the people about tourism.

- ) Organize the hospitality base training in local area.
- ) Organize the field visit for youth and female with people who involved in tourism sector to observe the method of developing tourism in some tourist prone district or route.
- ) Social awareness and women empowerment.
- ) Import the professional education about the tourism.

## CHAPTER SIX

### CONCLUSION AND RECOMMENDATIONS

#### 6.1 Conclusion

Myagdi district is one of the famous tourist destination of western development region. It is also known as Gate way of Muktinath. It has more than a dozen of trekking route with more adventurous trail Gurilla terk. Myagdi district has two major tourists area: Beni Bazar and Ghorepani Beni Bazar is junction of almost all trekking route and historical as well as religious place. Ghorepani is for trekker, sight scene viewer, - one of the famous tourist destination of the world, Myagdi district has multidimensional tourists product. Myagdi district can be sub-hub region after Pokhara in relation to tourism.

Hence, Myagdi district has great potentiality the tourism but it is not recognized as a main source of employment due to the lack of proper tourism related promotional actions such as planning, budgeting, publicity, policy and son.

The study has made the following conclusion on the basis of above data analysis which are listed below.

- ) Myagdi is Gate way of Muktinath. Beni Bazar is district headquarter with religions and historical importance. It was winter capital of Parpat state. Ghorepani is one of the tourist destination of the world which lies on the way of Annapurna circuit trek with Punhill, Rhodo dendron jungle, Magar community.
- ) In Myagdi district, number of tourist arrival is increasing in the period of last three years. The number of tourist arrival in 067/698, 068/69 and 069/70 are 33633, 38965 and 41169 respectively.
- ) Employees in tourism of the district were 203, 461 and 2011 in 1992, 2000 and 2004 respectively. Employment generation in tourism is increasing in low speed.

- ) In Myagdi district the present number of hotel and restaurant are 378. In Beni Bazar, there are 71 hotel and restaurant and in Ghorepani, there are 22 hotel and restaurant.
- ) Out of total employees, 59.57 percent are male and 46.63 are female, in the study are majority of male are working in management (21.88%) and cooking (25%) depart and female are in housekeeping (15.03%).
- ) Out of total employee as respondent the age group 16-40 years covers 90 percent where are 33.33 are male and 56.67 are female. This study presents the youth and female are getting more employment opportunities in tourism sector specific to hotel and restaurant.
- ) Out of total employee, 68.75 percent are under SLC, 1.04 percent are of Bachelor degree. This shows that employee has poor education.
- ) Out of total employee as respondent, 66.7 percent are married where 50 percent female and 16.67 percent male, 33.33 percent are unmarried where 10 percent female and 23.33 percent male. This data shows that married women are involved in hotel and restaurant than unmarried women.
- ) Out of total employee as respondent 90 percent are untrained and 10 percent are trained of cooking just at most 45 days. This indicates that there is lack of proper training organization and trained manpower which accelerate more employment opportunities under tourism industry.
- ) The study also concludes that the hotel and restaurant owner are managers self. Out of total sample hotel, one hotel has second person as a manager. In employee side, also out of 30 employee as respondent 43.33 percent are family member.
- ) The salary scale in the hotel and restaurant in the study is not so good as 58.82 percent get 3-6 thousand scale though they feel satisfied in their job 93.33 percent of respondent are satisfied in their present job, the cause behind these are employees are uneducated, untrained.

- ) The study also concludes the causes of low female employment in tourism is low salary and follows training, experience, education. Thus, if it is provided salary according to work load, manage the training for female will be encouraged.
- ) Most of the female employee gets gender discrimination in terms of salary payment, working hour and faces the nearness discrimination, facial appearance.
- ) Few employees get extra facilities such as Dashain bonus, tiffin allowance, lodging and fooding facility. Female are feeling gender bias in salary payment. Out of total employee as respondent 90 percent says that female employee should get extra facility than male.
- ) On basis of opinion survey, measure to promote tourism in Myadgi district are as follows:
  - o Development the tourism related infrastructure such as trekking routes, tourism information center, training institutions,
  - o Conduct and mange the skill base training for producing human resource in tourism sector,
  - o Conduct tourists festival,
  - o Conserve the local culture and custom,
  - o Prepare the tourism map of Myagdi district as well as specific tourist spot such as Beni Bazar and its surrounding, Ghorepani and its surrounding.

Measure to encourage the female and youth employment in tourism.

- ) Awareness to youth and female about tourism business as source of income and employment.
- ) Sensilize the local population about tourism.
- ) Organize the basic training of hospitality education in local area focusing to female and youth.
- ) Social awareness and women empowerment for self employment.



- ) Organize the field visit for female and youth to observe the method of developing tourism in some tourist prone area.

## **6.2 Recommendations**

This study is basically concentrated on the youth and female employment in tourism. But overall relevant recommendation also include that also play the role to generate more employment opportunities specific to female and youths. The recommendations are as given as under.

- ) The priority should be given to develop the infrastructure relation to tourism such as trekking route, tourist information center to promote the existing tourism activities.
- ) Organize the field survey to find out new tourism destination in and around the study area/Mayagdi.
- ) Training package should be developed and conducted for human resource production at local level. The training package should be under the following heading as cook, housekeeping, waiter/waiters, small hotel and home stay management, local guides and tour operator.
- ) Mass awareness program should be organized about environment, benefit sharing, social responsibility hospitality habit and behavior, price mechanism, utilization and mobilization of local products and maximum opportunity of employment to local population focusing to youth and female from different community representation.
- ) Local government such as DDC, VDC should manage some skill development for local youth with subsidy scholarship, priority should give focus to female as well as propoor dalit youth in hotel business.
- ) Awareness should create to local people specially to women, disadvantage group.

- ) Encourage to establish hotel and restaurant in potential tourism sport providing loan with low interest rate by bank, finance coordinating with DDC, VDC or tourism related organization.
- ) Establish the information center for 'employment in tourism' at local level.
- ) National policy should be formulated in favor of youth focusing to female in tourism.
- ) Female should be well trained, well educated and empowered to make them more capable as men.
- ) For youth and female, Nepal government and concerned authorities should - identify the career of youth and female, offer them the same responsibility as men and as other aged group, acknowledge will necessarily under more stress than male and other age group.
- ) For specific to female; social awareness, family support gender equality, women empowerment, family support gender equality, women empowerment, safety and security, quality education, job oriented training should be managed. In other word, in tourism there should create female friendly environment as manager, owner, and employees.
- ) Government of Nepal should manage favorable legal provision and appropriate policies to generate more employment opportunities for youth and female in the tourism sector.
- ) Government should help to local people to establish cottage and small scale industries focusing to hotel and restaurant because hotel and restaurant basic industry for tourism development which will help to increase youth and female entrepreneurship and also generate employment directly and indirectly in tourism sector.

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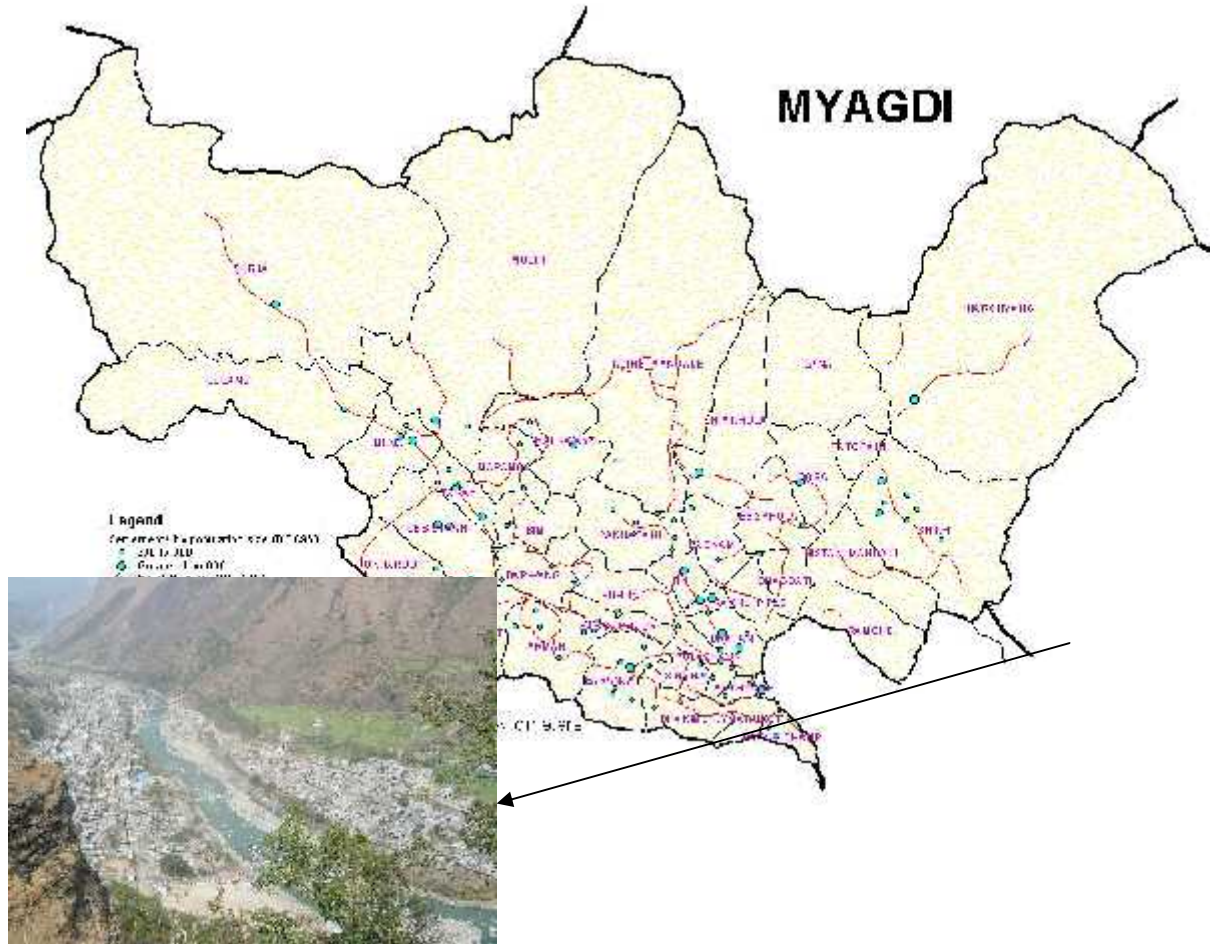
## Annex 1

### Local Entrepreneur/Expert/District Intellectual Personalities: A Short Introduction

S.N.	Name	Organization	Status	Remark
1.	Dr. Ham Bdr. Baruwar	Central Department of Education, T.U., Kirtipur	Professor	Intellectual person (Ghara-9, Myagdi)
2.	Dr. Lokendra Sherchan	Central Department of Education, T.U., Kirtipur	Professor, Head of Health Physical and Population Education Dept.	Intelectural Person (Takam Myagdi)
3.	Dr. Prem Sharm	Central Department of Rural Development	Associate Professor	Expert (Team leader of formulation of DTDMP of Myagdi)
4.	Mahabir Pun	Annapurma Dhaulagiri Community Lodge Committee	Chairman	Local entrepreneur (wireless internet propouder)
5.	Ghana Shyam Dhakal	Tara Gaon Development Board	Senior Section Officer (Planning)	Team coordinator of formulation of DTDMP of Myagdi
6.	Padam Bdr. Bhandari	DDC, Myagdi	Program Officer (Information)	Focal person of fumulation of DTDMP of Myagdi
7.	Bimal Bauhan	Hotel Yeti	Founder/Manager	Central member (Women) of HAN
8.	Amar Baniya	Dhaulagiri Tourism Development Council	Chairman	NTV Photo Journalism
9.	Vim Bdr. Garbuja	Hungri Aai Hotel	Owner/Manager	Ghorepani Hotel Association (Secretary)

## Annex 2

### Map of Myagdi District with Study Area



**Beni Bazar**

### Annex 3

## PROBLEM AND PROSPECT OF FEMALE EMPLOYMENT IN TOURISM: A CASE STUDY OF HOTEL AND RESTAURANT IN MYAGDI DISTRICT

### Questionnaire for the Manager/Owner of Hotel/Restaurant

#### An Appeal

You are kindly requested to fill of this questionnaire and help me form the work. Information collected will be kept secretly and used for the research purpose only

Date :

Place :

Signature of the respondent :

Name of the respondent :

SN	Questions	Answer
1	Name of the Hotel/Restaurant owner <i>Education qualification</i> Age Gender	..... ..... ..... 1. male 2. female
2	Name of the Hotel/Restaurant owner <i>Education qualification.....</i> Age Gender	..... ..... ..... a)male b)female
3	Birth place of the Hotel/Restaurant owner	a. Myagdi district ( ) b. Out of Myagdi district ( )
4	When was your hotel/restaurant established	.....
5	Status of your hotel/restaurant(Please tick one	a. Star ( ) b. Non-star ( )



	of the option)	c. General ( )
6	Is the present hotel/restaurant your own building or	a. Rented ( ) b. Own ( )
7	If it is rented how much do you pay per month	Rs.....
8	What do you think about the rent?	a. Expensive ( ) b. Cheap ( ) c. Moderate ( )
9	How is your business at present?	a. Profitable ( ) b. Normal ( ) c. Loss ( )
10	How many staff are involved in your hotel/restaurant?	a. Total ( ) b. No. of male ( ) c. No. of female ( )
11	How many staff are local and how many are non-local?	a. No. of local staff ( ) b. No. of non-local staff ( )
12	How many staff are trained?	a. No. of trained staff ( ) b. No. of non trained staff ( )
13	Please, state the no. of employee by the nature of the job indicated below	a. Management i) Male.... ii)Female... iii) age.... b. Housekeeping i) Male .ii) Female... iii) age.... c. Cooking /catering i) Male ... ii) Female.....iii) age d. Food /beverage i) Male.....ii)Female... iii) age. e. Reception i) Male...ii)Female.....iii) age f. Account i) Male....ii)Female.....iii) age g. Laundry/cleaners i) Male.....ii)Female... iii) age h. Gardeners

		<p>i) Male ..... ii)Female...iii) age.</p> <p>i. Security</p> <p>i) Male.....ii)Female...iii) age</p> <p>j. Others</p> <p>i) Male.....ii)Female...iii) age</p>
14	Please , state the no.of staff involved in your hotel/restaurant with the following education qualification	<p>a. Under SLC</p> <p>i) Male ..... ii) Female.....</p> <p>b. SLC</p> <p>i) Male ..... ii) Female.....</p> <p>c. Intermediate/+2</p> <p>i) Male ..... ii) Female.....</p> <p>d. Bachelor</p> <p>i) Male ..... ii) Female.....</p> <p>e. Master degree</p> <p>i) Male ..... ii) Female.....</p> <p>f. Ph.D.</p> <p>i) Male ..... ii) Female.....</p>
15	Please, state the no.of staff with the following nature of job	<p>a. Permanent</p> <p>i) Male ..... ii) Female.....</p> <p>b. Temporary</p> <p>i) Male ..... ii) Female.....</p> <p>c. Contract</p> <p>i) Male ..... ii) Female.....</p> <p>d. Seasonal</p> <p>i) Male ..... ii) Female.....</p> <p>e. Daily basis</p> <p>i) Male ..... ii) Female.....</p>
16	How do you fulfill the vacant post ?	<p>a. Advertisement ( )</p> <p>b. Personal contact ( )</p> <p>c. Recommendation of owner ( )</p> <p>d. Political recommendation ( )</p>
17	How do you appoint male, female and youth employees ?	<p>a. Through the same process ( )</p> <p>b. Through the different process ( )</p>

		If different please specify.....
18	How do you evaluate the performance of female employees over male employees?	a. Punctual ( ) b. Sincere ( ) c. Talkative ( ) d. Malinger ( )
18	How do you evaluate the performance of female employees over male employees?	a. Punctual ( ) b. Sincere ( ) c. Talkative ( ) d. Malinger ( )
19	Whose service does the tourist prefer?	a. i) Male ( ) ii) Female ( ) b. i) Youth ( ) ii) Non-youth ( )
20	What is the reason tourist like the service of male/female or youth/non -youth ?	.....
21	What is your opinion with regard to female and youth employment in hotel or restaurant?	a. Satisfactory ( ) b. Better ( ) c. Best ( )
22	What may be the draw-back of female/youth employment in tourism sector?	a. Lack of education b. Male dominancy c. Lack of training d. Lack of freedom e. Low salary and facilities f. Religion and culture
23	What measures do you suggest to encourage female and youth in Nepalese Tourism?	..... ..... .....
24	Please identify the problems of development of tourism in this area?	a. Pollution of city b. Few travel agencies and tourist information center c. Infrastructural in adequacies d. No conservation tourist spots e. Insufficient advertisement f. If others specify .....

25	What are your general opinion regarding the promotion of tourism in Myagdi? Please state in brief.	:- ..... ..... ..... .....
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**PROBLEM AND PROSPECT OF FEMALE EMPLOYMENT IN TOURISM:  
A CASE STUDY OF HOTEL AND RESTAURANT  
IN MYAGDI DISTRICT**

**Questionnaire for the Employees of Hotel/Restaurant**

**An Appeal**

You are kindly requested to fill of this questionnaire and help me form the work. Information collected will be kept secretly and used for the research purpose only.

Date:

Place:

Signature of the respondent:

Name of the respondent:

SN	Question	Answer
1	Name:	.....
2	Age:	.....
3	Gender	a) male      b) female
4	Address (permanent):-	.....
5	Marital status:	.....
6	Family structure:-	a) Nuclear ( ) b. Joint ( )
7	Educational Qualification:-	a) Illiterate ( ) b. Literate ( ) c. Under SLC ( ) d. SLC ( ) e. Intermediate/+2 ( ) f. Graduate ( ) g. Master ( ) h. Above master ( )
8	No. of years you have been working:	.....

9	Nature of job:-	a. Permanent ( ) b. Temporary ( ) c. Contract ( ) d. daily basis ( )
10	How many hours in a day do you work?	.....
11	Salary per month:	.....
12	Are you satisfied with the present salary?	a)Yes ( ) b. No ( ) If no, your expectation according to your work load .....
13	Are you trained staff?	a) Yes ( ) b. No ( ) If yes, mention the type training and its period .....
14	Are you getting extra facilities as indicated?	a) Dashain bonus and other allowances ( ) b. Health and insurance allowances ( ) c. Tiffin allowance ( ) d. if any others (please specify) .....
15	Which department in hotel/restaurant are you working?	a) Housekeeping ( ) b. Management ( ) c. Kitchen ( ) d. Front desk ( ) e. Service ( ) f. Other (please specify)
16	Which department is most suitable as being female/youth?	a)Housekeeping ( ) b. Management ( ) c. Kitchen ( ) d. Front desk ( ) e. Service ( ) f. Other (please specify) .....

17	Why did you choose this occupation?	a)economic b)as highly interested field c)as a last option d)as a waiting job e) if other please specify.....
18	Are all employees treated equally in your hotel/restaurant?	a) Yes ( ) b. No ( )
19	If no, what type of discrimination do you face?	a) Gender discrimination ( ) b. Cast discrimination ( ) c. Facial appearance discrimination ( ) d. Nearness discrimination ( ) e. No discrimination ( ) f. if any others (please specify) .....
20	How do you comment the behavior of your manager/owner?	a) Encouraging ( ) b. Imposing ( ) c. Negligence ( )
21	What future do you expect in this job?	a) Better ( ) b)Normal ( ) c. Hopeless ( )
22	Were you married before joining this service?	a)Yes ( ) b. No ( )
23	Did you experience any problem to continue your job after getting married?	a) Yes ( ) b. No ( ) If yes specify the problem .....
24	Are there any special facilities particularly provided to the family staff?	a)Yes ( ) b. No ( ) if yes, what extra facilities do the family staffs get? a)More holidays ( ) b. Maternity leave ( ) c. Child care center ( )

		d. more sick leave ( ) e. Feeding time ( ) f. Pension ( ) Any other, please specify .....
25	Do you think that extra facilities are necessary for female?	a. Yes ( ) b. No ( )
26	What types of problems you have faced so far?	a. Touching ( ) b. Teasing ( ) c. Use of vulgar words ( ) d. Sexually abused ( ) e. any others, please specify .....
27	Are you satisfied with your job?	a) Yes ( ) b. No ( ) c. Partially ( )
28	What types of problems have you faced in your present job?	a) Education ( ) b. Training ( ) c. Experience ( ) d. Salary facilities ( ) e. Security and peace ( ) f. Do not know/can't say ( ) g. if any others (please specify) .....
29	What is your opinion regarding the low female employment in hotel and restaurant?	a. Lack of quality education ( ) b. Lack of training ( ) c. Lack of security ( ) d. Lack of social awareness ( ) e. If other (please specify) .....
30	What measures do you suggest that our government to encourage female and youth in tourism sectors?	..... ..... .....



**PROBLEM AND PROSPECT OF FEMALE EMPLOYMENT IN TOURISM:  
A CASE STUDY OF HOTEL AND RESTAURANT  
IN MYAGDI DISTRICT**

**Questionnaire for the Local Entrepreneur/Expert/District Intellectual Person**

Date:

Place:

Signature of the respondent:

Name of the respondent:

S.N	Question	Answer
1	Name	.....
2	organization	.....
3	Status	.....
4	Gender	a) male      b)female
5	What are the prospects of tourism in mygdai?	..... ..... .....
6	What are the problems in development of tourism in Myagdi?	..... ..... .....
7	What are the measures do you suggest to promote the tourism in Myagdi?	..... ..... ..... .....
8	What are the measures do you suggest to encourage the female and youth employment in tourism?	..... ..... ..... ..... .....