

CHAPTER- ONE

INTRODUCTION

1.1 General Background

A social condition is an existing circumstance, situation or state affecting the life, welfare and relations of human beings in community (www.eionet.europa.eu, 2013). Social condition can also be understood as social position or status. There are different issues of global concern. Among them ignored condition of women in the society has occupied prime position in modern society.

The role and status of social members started from the very beginning of human society. In horticulture societies, the social position of women is high since they have much of the responsibility for producing food. In agrarian societies, however, men typically have a position of clear social dominance. It shows the declining social position of women over the course of socio-cultural revolution (Boulding, 1976).

In the context of Nepal, women constitute more than half of the total population and a major part of non-recognized labour force (CBS, 2003). Their involvement could be very important in the socio-economic development of the country but many women are limited in agriculture field and household chores. Men are in superior position and women are treated as their subordinates. Women always work hard for their house and families but they have no power in making decisions of their own and of their families. Until we have faith in myth and perform our functions according to orthodoxy sentiments, hardly women shall be privileged with said rights. The patriarchal nature of the Nepalese society is a strong factor perpetuating gender disparity in the society including education, religious beliefs, lack of relevance of education and inefficiency of educational system. These factors are directly or indirectly interrelated with existing social condition of women (Dahal, 2003).

With the changing period of time and society, role and condition of women has been changing in urban and rural societies. Especially after the restoration of democracy in 1990, women awareness, participation in different function outside home and decision making power has been rising gradually. Many women are increasing their involvement in different organizations, clubs, and different level of politics and other women's welfare groups.

Women who were lagging behind are gradually participating and exhibiting their full potentiality in the male dominated professions. The rising number of female workers is the

most obvious indication of the changing position of women. The most striking change in employment of women during recent years, however, has been the rapid expansion of the service, or tertiary sectors. This sector includes the service trade, teaching, medical science, law management, communication media, engineering, social science, clerical work, research, medicine and all other occupation not directly involved in the production of goods. Basically educated women from urban area of Nepal are engaged in different employment sectors than rural women (CBS, 2003).

In today's context the cost of living is very high, so the added source of income earned by women from jobs outside the house is very helpful. For many women, the opportunity to earn income provides financial independence but the question remains on their access over their earned income. Moreover, as the number of women in workforce is inclining so is their work. As women have to play dual role instead of them having equal rights, they are more pressurized to carry double work burden. Even at workplace they face different problems. However, the changing socio-economic condition of women is taking place.

Education and employment plays vital role in the changing situation of women. Kathmandu with the leading literacy rate and being economically important for hundreds of years is the best place to do research on the changing scenario of educated working women. Thus the research has been done to understand the social condition of educated working women of Kathmandu district.

1.2 Statement of the Problem

Previous researches show that women are getting education and are being employed but they are still not being able to excel from their household activities. Women not only have to do their household task they have additional burden of doing the official work load as well.

Nepali society follows traditional and religious beliefs which usually discourage women in decision making. Changing attitude of family members, education, social awareness and employment might have played an important in women's active participation and incorporation in workforce but in spite of women being incorporated in work field, women always face the problem of discrimination. In this context, the research intends to find the answers to the following questions:

- a. What factors are behind the possible increased workload of working women?
- b. What is the attitude of household members and society towards working women?

- c. Has working affected in the decision making role?
- d. Has higher level of education affected in getting a higher position job?
- e. Do working women have full access over their income?
- f. What kinds of discrimination/ issues are faced by women in workplace?

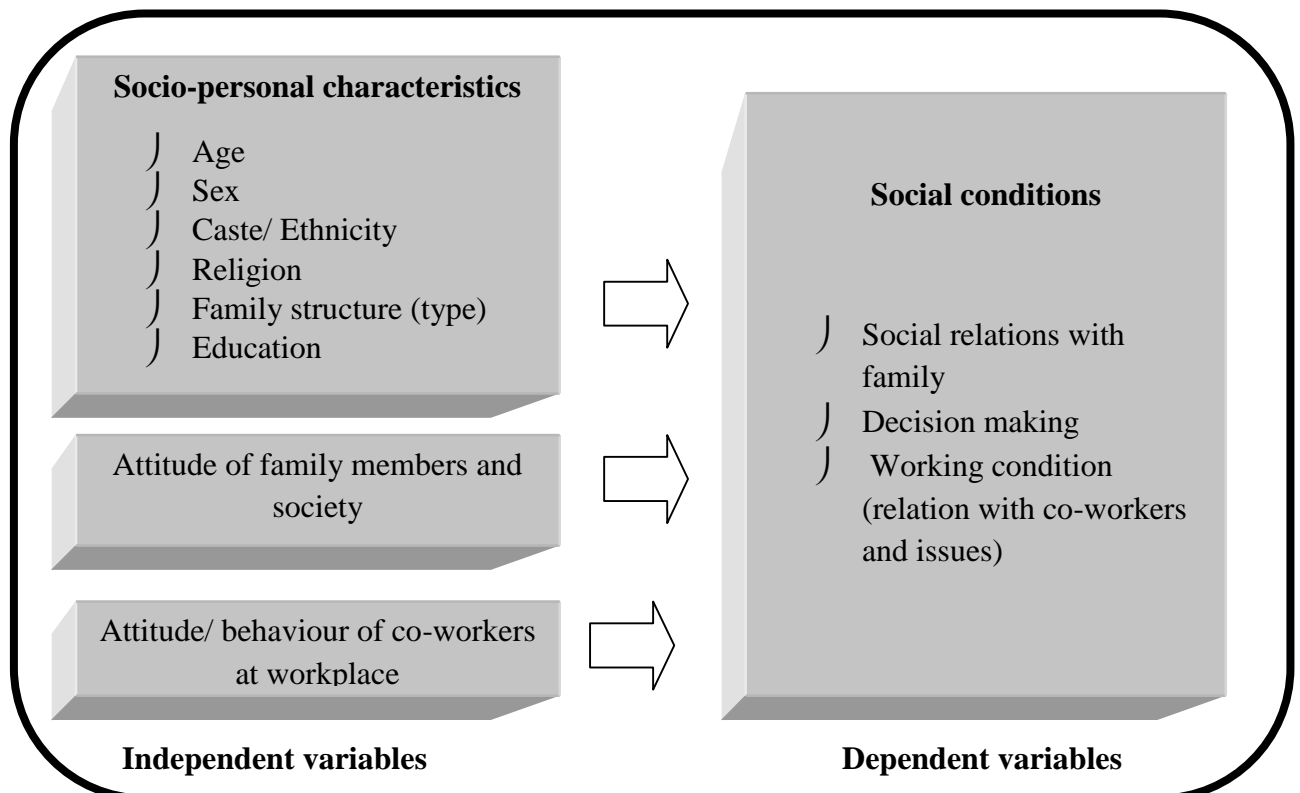
1.3 Objective of the study

The overall objective of the study is to assess the social condition of educated working women of Kathmandu district. To accomplish this general objective, the specific objectives of the study are set as follows:

1. To analyse the attitude of household members and society towards educated working women.
2. To find out the involvement of working women in household decision making.
3. To find out what kind of discrimination/ issues are faced by women in workplace.

1.4 Conceptual Framework

An attempt has been made to develop a conceptual framework for the study by identifying possible factors that determine the social condition of educated working women which is presented in the form of chart in Figure 1.1.



In the given framework social conditions of educated working women are dependent variables which are determined by the number of independent variables such as socio-personal characteristics like age, caste, religion, marital status, family structure and education, and the attitude of family members and co-workers. A social condition of an individual is vague subject matter and covers wide range of things. However, in this study social condition mostly covers the social relations both at home and work, decision making situation and working condition. In the working condition the study mostly focuses on job satisfaction and issues at workplace.

All these factors influence the social condition of working women. For example, attitude of the family members can be related with their behaviour towards working women. If the family members are unsupportive at home their relationship cannot be smooth and thus the situation of women may not be good at home. Similarly, attitude of family members also plays a lead role in the involvement of women in decision making at home. If family members are open or modern then working women might be involved more in decision making at home but if the family members are guided by patriarchal norms and values the case might be completely different. Women might not be involved in decision making. The involvement of women in decision making shows the empowerment of women and higher the women empowerment better is the situation of women in society. Likewise in the workplace, if the behaviour of co-workers is negative towards working women they might be facing different issues and problems and in such case their situation cannot be good at workplace.

1.5 Operational Definitions

In view of the conceptual framework of the study, a number of variables have been taken into consideration. Some of the selected variables such as age, sex, caste/ethnicity, marital status are self explanatory. They do not need any operational definition. Other variables are operationally defined and their operational measures are identified. The operational definitions and operational measures of selected variables are summarized in Table 1.1

Table 1.1 Operational Definition and Operational Measures of Selected variables

Variables	Operational Definition	Operational Measures
Socio-personal Characteristics	Education: higher level completed formally.	Level of education- S.L.C and above
Social Relationship	Attitude of family, co-workers and society in general.	Opinion of the respondent
	Exchange of help or support	Help or support received from family, co-workers and employers.
Decision making	Attitude of oneself and family members while making decisions.	Opinion of the respondent
	Exclusion in decision making	Traditional beliefs, bias attitude towards women, education, unemployment.
Working condition	Type of work or sector involved for remunerative or salary	Education, I/NGOs, tourism, banking, health, telecommunication and others.
	Working hours	No. of working hours at home and office.
	Income and access over income	<ul style="list-style-type: none">) Monthly earning, sufficient for livelihoods) Saving ways) Expenditure in household activities and others
	Discrimination / Issues at workplace that reflects in the behaviour of co-workers.	<ul style="list-style-type: none">) Reasons of dissatisfaction) Attitude / behaviour of co-workers (opinion of respondent)

1.6 Rationale of the Study

Social condition can be understood as the social standing, position, situation or a status of an individual or group and their relation with other in a society. Here, social condition refers to the social position or status of women. When viewed through a social class lens, privilege, power, and control are emphasized. Women occupy more than Nepal's half of total population yet they are taken as inferior to male counterparts. Their social standing is low as they are deprived from the most important thing education, the right to work, explore and expand due to various social norms, values and reasons. When women are deprived from these they are bound to live like a second class citizen. Without the active participation of women the growth of national economy and development is not possible. Thus this has created multi-faceted and deep rooted problem in Nepali society.

Aspiring students who want to know the condition of educated working women are always looking for most important thing, i.e., reliable and valid information about the actual scenario. The situation of women is not fixed and keeps on changing according to time. Hence more and more research needs to be done time and again in this field. This study is academic therefore attempts to study educated working women who are engaged in different occupations and find the actual social condition of those women.

1.7 Organisation of the dissertation

The dissertation is divided into seven chapters. The first chapter consists of general background, research problems, specific objectives, conceptual framework, operational definition and operational measures of selected variables, rationale and limitations of the dissertation. In chapter two different working women related books, journal, periodicals and dissertation are consulted and reviewed. Third chapter consists of research methodology that was used for the research. It includes rationale for the selection of the study site, research design, nature and sources of data, universe and sampling, techniques of data collection and limitations of the study. The fourth chapter covers socio-personal characteristics and the family relations of the sampled population. The fifth chapter deals about the decision making status of educated working women. Likewise, the sixth chapter is about the working condition and social relations at workplace. Since, the study is academic the last chapter presents summary and conclusions.

CHAPTER-TWO

REVIEW OF LITERATURE

2.1 Review of Study

Social condition of women is a remarkable issue of present world. Many social scientists, scholars and researchers have done different research studies about female issues and their status and have published number of books. This chapter provides reviews of the relevant literature related to objectives of this study, which were consulted.

Basically the empirical studies for literature review are presented under the following headings:

- Social status of educated working women
- Education and women
- Women and decision making
- Work and women

2.1.1 Social Status of Educated Working Women

We know that status is not fixed; its concept keeps on changing with time. Women occupy different positions in the social structure, as they pass through the life cycle their status also change.

Status has been defined in different ways. As cited by the population monograph- the United Nations has given the definition of women's status as "The conjunction of position a women occupies as a worker, student, wife, mother of the power, and prestige attached to these positions and of the rights and duties she is expected to exercise" (CBS, 1987).

The UN (1995) defines the status of women in context of their access to knowledge, economic resources and political power as well as their personal autonomy in the process of decision making. When Nepalese women's status is analysed in this light, the picture is generally bleak. In Nepal, the proportion of women involved autonomously in social and public activities is extremely less. Women are underprivileged, underrepresented and exploited in all spheres of society. Socio-cultural, political, economic and educational factors have forced them to live subjugation by men (www.laligurans.womenskill.org.np, 2012).

Women's status is formed around a series of cultural and economic factors such as resource use, ownership, control, ideological structures, education and information (Haddad 1999:96-97). However, the factors outlined by Haddad could be true if women's status could be defined for all women in general.

In Nepalese society, baby boy is welcomed by celebration and rejoices at the occasion. There is a saying that, "Let it be late, but be it a son". Nepalese women are daughters, wives and mothers, but are not recognized as individuals with their own identity, despite the fact that they are as humans as men, Society has relegated women to the lowest rank and to a submissive role, confined to the home and farm and their responsibilities there due to their maternal function. They are discouraged and prevented to take part in public life (Subedi, 1993).

Empirical data have proved that situation of Nepalese women is too severe to compare with men. Woman's situation is very poor in health, education, participation, income generation, self-confidence, decision-making, access to policymaking, and human rights (Kiran, 2008).

Although the number of women participation in public life has been increasing, it is only occurring in areas of traditional female employment and the lower levels of the occupational ladder. Economically, women are dependent upon men and the majority of women are unpaid workers in agrarian families. It further emphasizes that Nepalese women find themselves inextricably bounded by the webs of social bondage. All the drudgeries of domestic life are to be shouldered by the women. All these would pass on as normal because she does them without wail (UNESCO, 1990).

A large part of women's work is not considered as economic activity. As a result out of 53.6 percent of total labour force only 43.8 per cent of women as compared to 63.6 per cent of men are classified as economically active. Women's average work burden has increased slightly over the past 12 years from 10.8 hours per day in 1981 to 10.9 hours per day in 1995. Men's average work burden presently is 7.8 hours a day, 3.1 hours less than that of women. Women's participation in the informal sector has increased significantly in both urban and rural areas – for example vending, petty trade liquor making and vegetable selling are some of the more common employment ventures of women. In rural areas, the employment outside the household generally was limited to planting, weeding, and harvesting. In urban areas, they were employed in domestic and traditional jobs, as well as in the government sector and mostly in low-level positions (Kiran, 2008).

According to Uprety, 1988, women have always been given a secondary position to that of man in our traditional society. She is seen as a good housekeeper, a good daughter, good wife and good mother. This shows that women had very limited role to perform in the traditional society. However, in the urban areas, women have to perform dual role, i.e. to take care of the whole household activities and to work outside the house for extra income to support the family.

Although some 42 percent of the Nepalese women are literate, and 60 percent of them are said to be economically active (CBS, 2003), participation of women in politics is negligible. Women are excluded economically, socially and politically in Nepal. Those women who are in the frontline and may be working in high profile may be benefited, but they are very few and their voice is rarely heard (Kiran, 2008).

It is noted that women have been accepted as being 'agents for social change'. Without integration of women, in 'developmental programs' a country cannot move ahead. Due to this, women and their issues have already entered into development policies of nations of the world. In Nepal too, women have been prioritized during policy formulation process. This priority has placed upon has led such programs to work on improving women's lives. These basically focus on enhancing their roles and contribution in the society. Social, economical, educational, health and legal uplifting of women in this regard are considered essential. In simple words, the foundation of all developmental programs seems to have been formed around raising the status of women.

2.1.2 Education and Women

Education is one of the most important factors for the development of human personality as well as for the development of a nation. As women make half of the country's population (CBS, 2011), education of women is very important and it should receive top priority in the context of development of modern Nepal.

According to 2010 report, Nepal is among the most illiterate countries in the world with a disappointing 48.6% (CIA Fact book) of the overall population being literate. When this is broken down by gender for the purpose of showing the extreme disparity between male and female literacy, one cannot but be astonished that the 2010 literacy rate for men of 62.7% is nearly double the literacy rate for women of 34.9% (CIA Fact book). Literacy rates are thus a direct hindrance on women's mobility and empowerment within Nepalese society (pages.uoregon.edu, 2012)

The study undertaken, by Meena Acharya and Lynn Benett reflects that in Nepal people expresses less desire to educate girls than boys. This is manifested in two ways (i) fewer people are willing to send girls to school and (ii) even among those who send girls to schools there are very few who want as much education for the girls as boys (Acharya, 1982).

Ghimire emphasizes on the importance of female education. He had mentioned that a boy is to educate an individual, but to educate a girl is to educate the whole family and society. Education is therefore essential for women and girls to become self dependent, more productive, skilful creative and to recognize their right place in the society and to enter the mainstream of development of the nation (Ghimire, 1997).

Shrestha's study reveals that "Education not only facilitates employment for women" but also has positive relation. Education not only facilitates employment but it is a manifestation of and stimulation to the achievement of motivation (Shrestha, 1982).

A report on status of women states that the correlation between literacy and status of women is controversial (Acharya 1981). The report further explains that illiterate women who break domestic confines in search of employment have better control over their own lives than the literate women belonging to the higher socio-economic group (Ibid.), what can be derived from Acharya's statement is that education is nevertheless important for rising status of women, but positive implications on other sectors of lives of women is in itself complex.

A more positive attitude to education is noted in comparison to the past decade, particularly in relation to the value put on education for girls (Strii Shakti, 1993, 11p). Education valuation is a good sign but how far gender discrimination will be eliminated on this basis without amendments in various aspects of rights of women, can still be debated.

In the early 1990s, a direct correlation existed between the level of education and status. Educated women had access to relatively high-status positions in the government and private service sectors, and they had a much higher status than uneducated women. This general rule was more applicable at the societal level than at the household level. Within the family, an educated woman did not necessarily hold a higher status than her uneducated counterpart. Also within the family, a woman's status, especially a daughter-in-law's status, was more closely tied to her husband's authority and to her parental family's wealth and status than anything else (www.wikipedia.com, 2013).

2.1.3 Women and Decision making status

Sharma (2054), states that the women have little role in family's decision makings due to their illiteracy and non-involvement in direct income generating works.

Women's decision making is associated with the economic strata. Women with high economic strength have higher decision making power than women belonging to lower economic strata in house. The economic, demographic and social factors directly or indirectly affect on decision making process of women. The women's involvement in the market economy gives them greater power in term of household decision making in important matters. Women who are educated and involved in the outside jobs have greater power to make decisions in the house. On the other hand confinement of women to the domestic and subsistence sectors automatically implies a low status conferred to them in terms of decision making power (Acharya and Benett, 1982).

Women are more apt to say that their husbands make decisions alone than to consider that they are making decision jointly with their husbands or those they have made decision alone. Women simply nodding approved or accepting their husband's decisions without questioning does not mean that a decision was made jointly; simply because they express their opinion does not mean that they make a decision. The idea is that women express disagreement because they have increased sense of their own value and an increase in the level of their confidence in voicing their opinions (Strii Shakti, 1995).

Women's public life is culturally restricted to the degree that is casually related to the patriarchal social system which confines them to subordinated position. Religion ethnicity, culture, law, tradition, history and social attitudes place severe limits on women's participation in public life, and also control in their private life. These factors have both shape and culture worldview and governed in divided self image, subsequently affecting the understanding and practice of development. This fact is largely evidenced by the reality that a negligible number of Nepalese women are involved in professional, management and decision making position (Strii Shakti, 1995).

Summering the profile by various factors Strii Shakti on "Woman Development Democracy-1995", it is velar that women in Nepal contribute much time and actual input of income to the household but the more decision making is being taken by men.

Equality between women and men can only be achieved if both are equally in a position to participate in decision making processes at all levels. Reality is however, still very different (UNFPA, 1997).

Shrestha L. (1994), the decision making power of women may increase when there is an equality of participation at all levels of planning and policy making not as recipient, beneficiaries, labour and input contributors and consultants but as active change agent is the concern at this level. It doesn't mean the involvement of one or two women or the wives of the leaders, but the involvement of women and men in the same proportion in decision making as their proportion in community at large. According to her, the women of Nepal are dependent to men. It has made women so helpless, baseless and dependent that without men's mercy it becomes difficult to survive.

On the contrary, Saikia,(1986) reported that women are usually consulted in taking decision on important family matters viz, settlement of marriage, purchasing and selling of land, improvement and construction of house, etc, though the decision of the elderly male members are as accepted in most cases. This is particularly true in case of educated and enlightened section of women. In selection job for themselves or for other members of the family, women express their opinion, which gets due weight.

Pradhan and Shrestha (1990) found the decision making role within household system as an indicator of the status of women. They found that in communities which encourage women to participate in economic gainful employment women will have a higher status as compared to those whose activities are restricted. This is because of the cultural norms and low level of income.

Tiwary (1995) found that women's decision making roles determine by household economic status, independent entrepreneurs or religious celebrations, greater freedom of choice at marriage, provide economic support in the absence of sons in the family, self- employment of women working in the household productive sectors.

2.1.4 Work and Women

Joshi Anjali (1985) states that the household work without leisure done by women is not regarded on men, hence, if women are to be made economically self-reliant, gainful employment for women is essential to attain equality of rights participation in development activities required for the overall sectors of development of the country.

Myrdal and Klein (1970), opines that women's entry into employment is essential for becoming economically self-reliant. But it does not mean that every woman enters reliant. As human beings they are free to make the choice of their own. Women may take employment with various motives e.g. gross economic need, economic independence, use of knowledge and skill, mix into the external environment etc. But in a developing country like Nepal where majority of people are poor or below poverty line, the main motive for an employment will be the economic factor.

More and more Nepalese women are entering into our job market today either because of economic necessity or in search of new career. Jobs available to women can be divided in two main groups in Nepal; i.e., rural and urban. Most of the work deals with rural area's women because of the majority of rural areas in Nepal (Pradhan, 1979).

The UNESCO publication 1999, "Women as educators and Women's Education" express that religious, cultural and social ideologies directly affect women's empowerment. The perception of women determines the opening up of opportunities for them. In the most traditional societies, barriers of religious and cultural nature prevent women from achieving progress outside the family environment. In such cases, they enter into labours, government social or academic spheres, which become highly improbable.

In the case of women, income signifies more than simple monetary gain to working women. On the other hand, income users in, prestige, power, independence and initiative in women. Earning by women brings in financial stability to the family (Kumud Ranjan, 1993).

Again Shrestha's study shows that there is a view in our society that "homemaking is considered as the main career of women, and so she should be prepared to sacrifice her work career for the upliftment of home making career" (Shrestha, 1982).

Though the Government of Nepal has committed to reserve 33% of all positions in all bodies owned by the state for women, they occupy less than 1% of the high-level, decision-making positions (FWEAN, n.d.). At present, almost all job vacancies mention 'women are strongly encouraged to apply'. However, women applicants represent a very small number as meeting the qualifications required is often difficult. Discrimination in pay-scale between men and women, both in agricultural and non-agricultural sectors also prevail. On the other hand, recruiting unqualified individuals in the name of securing participation could compromise the work efficiency and effectiveness of the organization. This would make women's participation a liability rather than a necessity.

Women in the workforce earning wages or a salary are part of a modern phenomenon, one that developed at the same time as the growth of paid employment for men; yet women have been challenged by inequality in the workforce. Until modern times, legal and cultural practices, combined with the inertia of longstanding religious and educational conventions, restricted women's entry and participation in the workforce. Women's lack of access to higher education had effectively excluded them from the practice of well-paid and high status occupations. (www.wikipedia.com, 2012)

After the hurdles of stepping outside the home territory to work force, women have to face work discrimination in employment and occupation in many forms such as race, colour or sex, which results in the impairment of equality of opportunity and treatment. In other words, discrimination results in and reinforces inequalities leaving women weaker in position. Exploitation of female employees by co-workers, managers, and bosses, continues to exist in workplaces despite lesser reported complaints. This decrease could be due to the social stigmas imposing responsibility on women for all the faults, causing women to hesitate and doubt their rights. (<http://www.uniglobalunion.org> , 2013)

In Nepal, 48.4 percent of women are sexually harassed in the workplace, as reported by the International Labor Investigation. As the number of employed women is about 90,000 of the 700,000-strong workforce in Nepal, the problem of sexual abuse of women in the workplace has remained a discernible sign of sexual discrimination. Even though 24.3 percent of employed men and 39.4 percent of employed women say they're aware of this plaguing truth, the problem has worsened. Many sexual harassment victims can't even stand strong enough to confront the transgression, as they themselves are threatened with being fired or stigmatized. Moreover, Nepal's cultural frontiers, which contain unfair restrictions and the conservative mindset, play a chief role, keeping women from voicing their dismay on this issue. (<http://english.ohmynews.com>, 2013).

CHAPTER THREE

RESEARCH METHODOLOGY

This chapter presents an overall framework or plan of the activities that was undertaken during the course of research. It describes the general plan for collecting, analyzing and evaluating data after identifying what the researcher wants and what has to be dealt with in order to obtain the required information.

3.1 Rationale for the selection of the Study Area

Kathmandu district was selected as the site for the present study for the following reasons:

- I. The growing urbanization of Kathmandu and ever increasing expenses have led educated women to seek different kinds of job opportunities for livelihood. In this case women are involved in different sectors such as teaching, International/ Non government organisation (I/NGO), health, telecommunication, tourism, bank etc.
- II. Women of Kathmandu are more aware as education level of Kathmandu is higher than any other urban area. Thus, selecting Kathmandu as the study area was more appropriate to understand changing social conditions or status of educated working women.

3.2 Research Design

The present study was specially designed to describe the social condition or status of educated working women of Kathmandu district. So, this research followed a descriptive survey design. This study describes the socio-personal characteristics, decision making status and relations with their family members and co-workers. It also describes about the educated working women's reason for working, their personal background, educational background and their issues.

3.3 Nature and Sources of data

Both qualitative and quantitative data were collected.

Qualitative data: In qualitative study the perceptions of small sampled people for case study were interpreted. It focuses on attitude of family members and society, decision making status, relationship with co-workers and issues at workplace.

Quantitative data: For quantitative study information were collected with the help of semi structured questionnaire. It was self administered using interview schedule as well as delivery and collection method.

In the process of research, two main sources of data were used:

- I) **Primary data** which was collected through the semi- structured interview schedule. The interview schedule was used in the field study.
- II) **Secondary data** was collected from previous reports, abstracts, reference books, websites, newspaper cuttings related to the topic.

3.4 Universe and Sampling of the Study

As the exact population or universe of the educated working women of Kathmandu district was unknown, non-probability sampling design was adopted. Among the different types of non probability sampling availability sampling method was used.

Availability sampling: This method is also sometimes referred to as haphazard, accidental, or convenience sampling. Availability sampling is a method of choosing subjects who are available or easy to find. It adopted the accidental sampling procedure because the study site and researchers' knowledge was of convenience for the researcher.

A sample size of 100 individual was selected.

3.5 Data Collection Techniques

This study was mainly based on primary data. The techniques used for data collection were:

- I) **Semi-structured questionnaire:** Primary data were gathered directly from the respondent through a semi-structured questionnaire set which were pertaining to the objectives of the study. The schedule had three sections. The first section covered the socio-personal characteristics and social relation, the second one focused on the decision making status of educated working women and the final section consisted of the question related to working condition of women and social relations.
- II) **Interview schedule** was used in the field study. The interview schedule was in English. The interviews were conducted both in English and Nepali.

The investigator herself was involved in the data collection activity.

3.6 Data Processing, Analysis and Presentation

The purpose of analyzing the data is to change the unprocessed form to understandable presentation. The collected crude data was processed for finding out the results. The methods that were used for data processing were editing, coding, classification and tabulation.

For data analysis computer was used for literature search, data entry and managing data for word processing. Numerical data was analyzed using simple statistical techniques. The tables and figures were interpreted on the basis of Percent distribution. Similarly qualitative information was used to describe the informants' perception and narration and this was interpreted in an unbiased manner. Relevant data were presented in tables as appropriate.

3.7 Limitation of the study

The research was done by taking the sample of 100 educated working women from different work sector in Kathmandu district, within a short time frame and limited resources. Moreover, non probability sampling method was used. Therefore, generalization made in this study may not be applicable to other areas or wholly.

There are some specific limitations of the findings of the research study. They are:-

1. Although the scope of the study was educated working women of Kathmandu district yet the sample did not cover different parts of working sectors of Kathmandu district. The selected study area, that is, selection of different working sector such as education, International/ National government organizations, telecommunication, health, banking, tourism and others were of researchers' convenience. Hence, the findings of the study may not be generalized for Kathmandu district as a whole.
2. The study population was unknown. Hence, a non probability sampling design was adopted for the study. The non probability sampling along with accidental sampling could not ensure a representative sample. Besides, due to the time factor the researcher had to limit the size of sample to 100.
3. The variables taken for the study was operationally defined and their operational measures were identified in view of the general characteristics of the study area. These contextual operational definitions and indicator of measurement of the variables may not be equally applicable to other situations.

CHAPTER FOUR

SOCIO-PERSONAL CHARACTERISTICS AND SOCIAL RELATIONS

The purpose of this section of the thesis is to provide a descriptive summary of socio-personal characteristics and social relations of the educated working women with their family and society.

4.1 Age Structure

Age can be defined as the number of years someone has lived. An attempt had been made to know the age group of the respondent educated working women in different age group which has been presented in Table 4.1

Table 4.1 Distribution of the Respondents Age groups

Age groups	No. of respondents	Percent
18-23	20	20.0
24-29	49	49.0
30—35	25	25.0
36-41	4	4.0
42-47	0	0
48-53	2	2.0
54-58	0	0
Total	100	100.0

Source: Field Survey, 2013

Table 4.1 indicates that younger women dominate work force than the older ones as the majority of educated working women i.e., 49 respondents belong to the age group of 24 to 29 while only 2 respondents belong to 48 to 53.

Younger women are more inclined to join work force than the older ones. This is mostly due to the family support and acknowledgement of women as potential workforce in recent days. This acknowledgement and the support of the family have strengthened the women's situation by giving them opportunity to work and increase their economic independence.

4.2 Caste/ Ethnic Composition

Nepal exhibits diversity in Caste/ Ethnic composition. Caste/ Ethnicity are an identification of a person. In Nepali society caste/ ethnicity is one of the most important bases of stratification. Traditionally caste/ ethnicity determine access of people to different opportunities including those related to occupation.

Table 4.2 Distribution of Respondent by Caste and Ethnicity

Caste/ Ethnicity	No. of respondents	Percent
Newar	44	44.0
Chhetri	17	17.0
Brahmin	11	11.0
Gurung	8	8.0
Magar	8	8.0
Rai	5	5.0
Tamang	3	3.0
Limbu	2	2.0
Lama	1	1.0
Takuri	1	1.0
Total	100	100.0

Source: Field survey, 2013

The highest percent i.e., 44 percent of the educated working belong to the Newar ethnic group and on the other hand 17 percent and 11 percent belong to Chhetri and Brahmin caste.

Brahmin and Chhetri caste group are considered the advantage group whereas other ethnic group are considered disadvantage ones in recent Nepalese scenario. The representation of respondents from different caste group shows that other ethnic group especially Newar representation in work field is high in Kathmandu. This is due to the majority of population in Kathmandu district belonging to Newar community. In spite of caste and ethnicity women from different caste and ethnic group are joining workforce. Therefore in today's context, caste and ethnicity is not the hindrance for women to join work.

4.3 Religion

Religion of an individual is an identity of person's culture and tradition. The following table shows the ratio of religion representation of the respondents.

Table 4.3 Distribution of Respondents by Religion

Religion	No. of respondents	Percent
Hindu	91	91.0
Buddhist	8	8.0
Kirat	1	1.0
Total	100	100.0

Source: Field Survey 2013

A woman's position in society is also affected by religion. For example, in Hindu religion though women are given high place and regarded as mother and goddesses there are also values where husbands are considered god and superior than wives. In such a scenario, women condition cannot be as better as men unless such traditional norms and values are changed. The majority of the respondent belonged to the Hindu religion leading with 91 percent followed by Buddhist with 8 percent and Kirat by 1 percent.

In the Hindu religion, women are suppose to remain within the boundaries created by society which is considered as 'Laxman rekha' and are taught not to cross those boundaries. These boundaries in the past days were considered as staying in the house and doing household chores but the major representation of Hindu women in the workforce shows that the situation of Hindu women is changing and bygone are those days where women had to remain within four walls and serve husband and family.

4.4 Marital Status

Marriage is one of the important institutions of the society. Marriage represents a major transition from a life of relative liberty to one of control. It is the factor that changes the situation of women from being a daughter to a wife and a daughter in law. After marriage one has responsibility and obligation towards her/ his family. For instance, one of the respondents, Maya Shova Maharjan says, “*After marriage of course everything changes, how can we get freedom like before? We have to obey in-laws or else it’s not good*” (See pg- 59).

Table 4.4 Distribution of Respondent by Marital Status

Literacy Status	No. of respondents	Percent
Single	55	55.0
Married	43	43.0
Divorced	1	1.0
Separated	1	1.0
Total	100	100.0

Source: Field survey, 2013

Single women have more freedom regarding working outside home than the married ones which is clearly seen in the data as out of the total respondent 55 respondents reported to be single and the 43 respondents were reported married.

Before marriage parents support their daughter but after getting married women don’t get as much freedom from their in-laws because of the traditional concept. As it is taken for granted that women have to marry and one day go to husband’s house where they have to obey and do as their in-laws want so while in parent’s house they are given opportunity to enjoy little freedom. These days this liberty is also due to the rising awareness about social awareness and women rights.

4.5 Educational Status

Education is a process by which our minds develop through learning at school, college and university. Today education is an agent of social change and development. Educated people have more access to nonfarm occupation, particularly in the formal sectors than the uneducated ones.

In the study, an educated women is considered to have completed S.L.C or above level of study. The table 4.5 shows the literacy or Education status of educated working women.

Table 4.5 Distribution of Respondent by literacy Status

Literacy Status	No. of respondents	Percent
Bachelors	44	44.0
Masters	21	21.0
10+2 (Intermediate)	21	21.0
S.L.C	5	5.0
Post graduate diploma	5	5.0
Above Masters	4	4.0
Total	100	100.0

Source: Field survey, 2013

Considering bachelor, Post graduation, Masters and above masters as higher level of education, 74 respondents of total respondents have gained high education.

Out of the total respondent the higher ratio of working women with higher level of education shows that education is given importance in their family. As women are getting more education they are more inclined to joining work and changing the age old traditions of staying inside household territory.

4.6 Family Structure

Family is often regarded as a basic social institution within which a child is taught about the fundamental features of society and life. It is an effective institution in the process of socialization. The family structure reveals many things about the individual. So, family structures of the respondents were taken into consideration.

The family structure of the educated working women is shown below.

Table 4.6 Distribution of Respondents by their Family structure

Family structure	No. of respondents	Percent
Nuclear	73	73.0
Joint family	27	27.0
Total	100	100.0

Source: Field survey, 2013

Here, the huge difference (46 percent) of educated women participation in the workforce from different family type depicts that educated women belonging to the nuclear family are more inclined to join work force in comparison to the women from joint family.

Due to the small family size the source of income is low and in today's world additional income source is always a solace. Thus it is also the reason for the ratio of educated women belonging to the Nuclear family being higher.

4.7 Profession/ Occupation

Occupation determines both the range of economic and non economic activities in the households. The ever increasing trend of being independent or the need for better livelihoods or the utilization of education or be it the reason of prestige, women are determined to come outside the home and join workforce. With the education they get, they are involved in different sectors of work. Though the occupation sector is broad to be included all. The respondents found to be engaged in the occupation that is shown in Table 4.7

Table 4.7 Distribution of Respondents by occupation

Occupation	No. of respondents	Percent
Telecommunication	27	27.0
Tourism (Airlines+ travel agency+ Hotel)	21	21.0
Government organisation (GO)	14	14.0
I/NGOs (community services)	11	11.0

Teaching/ Education	8	8.0
Publication	5	5.0
IT	5	5.0
Health sector	4	4.0
Banking sector	1	1.0
Event management company	1	1.0
Beautician	1	1.0
Trading goods	1	1.0
Engineering (Architect)	1	1.0
Total	100	100.0

Source: Field survey, 2013

As the majority of population in Kathmandu is Newar, same is seen in the representation in workplace. Newar women were leading in various sectors like education, health, telecommunication, publication and government where as Gurung women were mostly involved in NGO/INGO. Likewise, Brahmin, Chhetri and Magar women were mostly found to be engaged in education, IT, tourism and government organisation. Nevertheless women of different caste and ethnicity are involved in different sectors. Moreover, we can say that women are not confined to work that were once considered ‘women work’ such as secretaries, typist, and assistant and so on. The involvement of women in different work sector shows that women are being more flexible and are accepted in different sectors which were once considered men’s territory such as IT and engineering.

4.8 Reasons for choosing the occupation

Every individual have their own ideas, preferences and reasons when it comes to choosing an occupation or a profession. The reason for choosing the occupation by the sampled educated working women is presented below in table 4.8.

Table 4.8 Distribution of Respondents by the reasons of choosing the occupation

Reason to choose profession	No. of respondents	Percent
Drive/ motivation	32	32.0
Salary	30	30.0
Prestige	13	13.0
Family's wish	11	11.0
Prestige+ salary	7	7.0
Use of education	2	2.0
Prestige+ family's wish	2	2.0
Drive+ Salary	1	1.0
Drive+ Prestige+ Salary	1	1.0
Time pass	1	1.0
Total	100	100.0

Source: Field survey, 2013

The majority of the respondents i.e. 32 percent chose to work because of their drive to work where as 30 percent responded that they chose to work due to salary. Similarly 13 percent and 11 percent worked because of Prestige associated due to it and family's wish respectively. While 2 percent of respondent worked because they wanted to use their education, 1 percent of respondent worked to pass the time. Some of the respondents had multiple reasons to work like drive and salary, drive, prestige and salary, prestige and salary and prestige and family's wish.

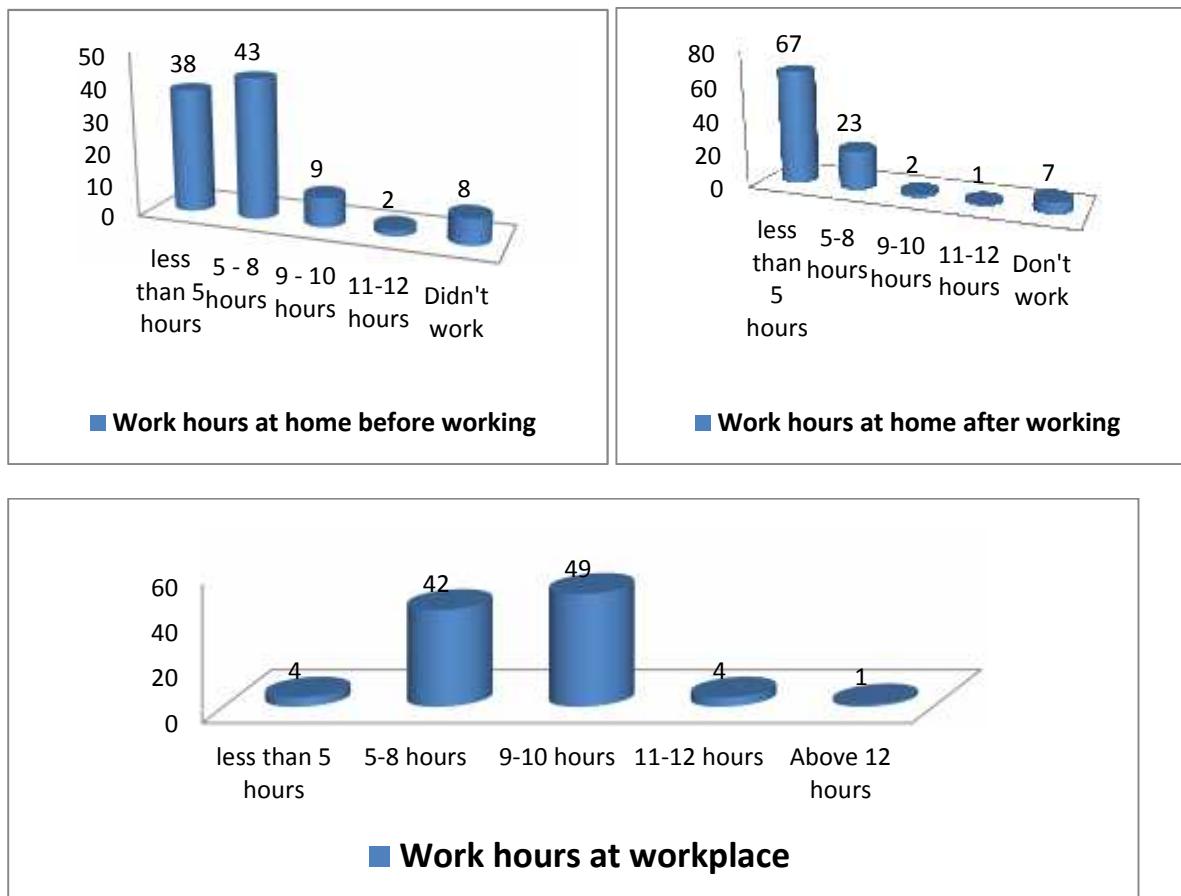
Everyone have their own reasons for working but the growing trend of working is also due to the need and demand of time.

4.9 Working hours

The working hour of women is the crucial factor that determines the condition of women in society. Women are believed to be working much longer hours than men. This study tried to find the situation of working hours of working women by finding out their working hours before and after they started working.

The working hours of the educated working women before and after joining workforce or any occupation is presented below in the chart 4.1

Chart 4.1 Distribution of Respondents by work hours at home and work



Source: Field survey, 2013

From these charts we can clearly say that though the working hours have decreased at household level, working in the work field has raised the workload of women subtly. When it comes to work, women situation in being independent economically and working outside is not as glorious rather it is increasing the burden of women work. The rise in workload is mostly due to the traditional norms and values according to which women's major responsibility is doing household task.

4.10 Help of spouse

It is said that behind every successful man there is a hand of woman and vice versa. In this time period where women have to work both at home and work, women especially married can take help of their spouse.

The following table 4.10 shows the ratio of spouse who support their wives in work.

Table 4.10.1 Distribution of Respondents by spouse support in work

Support from spouse	In office work (No.)	Percent	In HH work (No.)	Percent
Yes	15	34.88	27	62.79
No	28	65.12	16	37.21
Total	43	100.00	43	100.00

Source: Field survey, 2013

The difference in the ratio of spouse helping at home and work is due to the chance, desire and need to help. At work only those spouses are able to help who work in the same organization or are involved in similar kind of work where as helping in household chores is mostly due to desire and need to help.

Table 4.10.2 Distribution of Respondents by help frequency from spouse in HH chores

Frequency	No. of respondents	Percent
Daily	13	30.24
Often	11	25.58
Sometimes	11	25.58
Rarely	4	9.3
Never	4	9.3
Total	43	100.00

Source: Field survey, 2013

Out of the total respondents, though 4 percent of respondents claimed their spouse rarely help them and 4 percent informed their spouse never involve themselves in household chores, the majority of spouses of educated working women were found to be involved in household chores daily.

From the above two tables, we can say that men are also approaching in territory which was once considered feminine and in the patriarchal society where men are not supposed to do household chores are helping their wives. This indicates the changing scenario of the society. It also indicates that women’s situation is becoming stronger and women are taken as partner and not just those who have to serve the husband and family members.

4.11 Help and support from other family members

Every members of the family have their own roles to play. These roles however have been changing according to need and time. For the family to remain strong every member of the family needs to help each other. According to Bina Khatri, one of the respondents, *“I have to go to office and other members of the family especially my mother in law helps me in doing household work. She is supportive. What to do there is no option I can’t do everything”* (See pg-60).

Table 4.11 Distribution of Respondents help in HH chores by family members

Help from family members in HH chores	No. of respondents	Percent
Yes	95	95.0
No	5	5.0
Total	100	100.0

Source: Field survey, 2013

The table reveals that majority of respondents are getting help from the family members in household chores.

Due to the work outside home, women are unable to do all the household chores by themselves and those family members who have no objection towards working outside home are more supportive and helpful in the household activities. Women had to spend longer hours doing household chores before working outside home but after they started working

professionally their working hours at household level has decreased because of the family support they are getting in doing household chores.

4.12 Reasons for increased workload

There is no doubt that workload of educated working women has not decrease instead it's either shifted from home to work or increased due to dual role as the employee and household member.

Table 4.12 Distribution of Respondents by reasons for increased workload

Reasons	No. of respondents	Percent
Traditional values/ way of life	60	60.0
Joining office (office work/ Employment)	16	16.0
Bias attitude towards women	11	11.0
No workload	7	7.0
All are busy (Busy family members)	2	2.0
Unsupportive family members	1	1.0
Live alone (family live abroad)	1	1.0
Work+ Studies	1	1.0
Small family	1	1.0
Total	100	100.0

Source: Field survey 2013

The highest percent believed the core reason for increased workload was the traditional values or ways of life. Others (16 percent) had the opinion that increase in workload was due to employment and yet others (11 percent) said that it was due to the bias attitude towards women. While the least percent of respondents (1 percent each) gave various reasons such as unsupportive family members, small family, work and studies and having to live alone as all the members were abroad, 2 percent said all family members being busy was the main reason for increased workload.

On the contrary 7 percent of respondent said there was no increased workload as either they had to work as before and there was no change in working hours or they didn't feel increase in workload.

Traditional society demands for women to do household chores and when women have to work outside the house it creates a difficult situation for them. They can't isolate from the age old traditions and thus have to bear more workload.

4.13 Attitude of family towards working outside home

As more and more women are coming outside home into the work field, it becomes necessary to know if the changing attitude of family members is behind the courage and determination of those women who are stepping outside home territory. Maya Shova Maharjan says, *“As for me my in-laws support my working so I don't have to argue when it comes to my work.”* (See pg- 59).

On the other hand, Shova Dhakal says, *“In my home nobody says anything to my working in words. They help me in household chores too but they let me know that they want me to stay home. They comment things like how can a child grow well? Mother is the one who has to take care of the child but it's like this these days and so on but they never say directly and never really object to my working”.*

Table 4.13 Distribution of Respondents by family's attitude to their working

Attitude	No. of respondents	Percent
Support	91	91.0
Neutral	6	6.0
Support but would rather want not to work	3	3.0
Total	100	100.0

Source: Field survey, 2013

While 91 percent of the respondents' family support their working outside home, 3 percent respondent reported that though family members support their working they would rather want respondent not to work. On the other hand 6 percent of respondents' family tend to remain neutral regarding their working outside home.

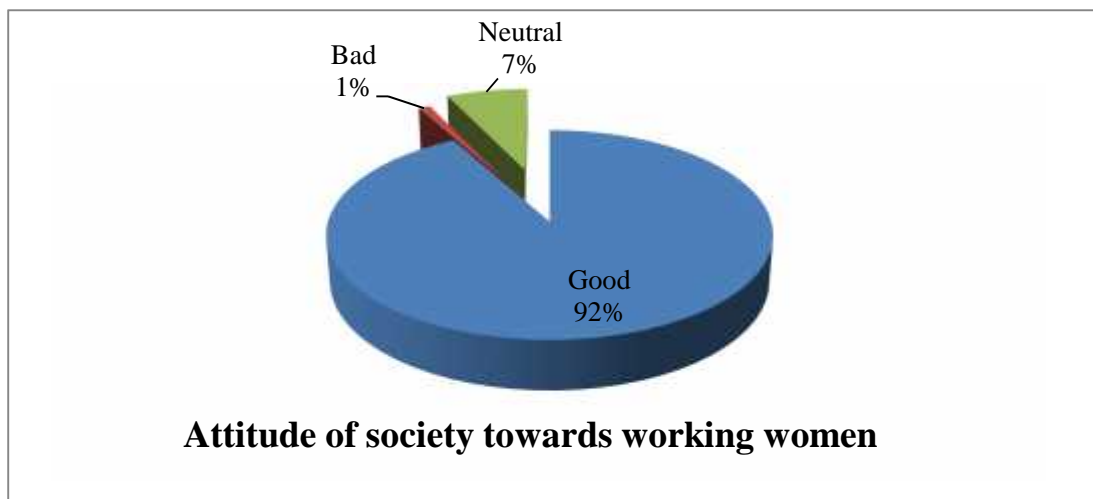
Many women like Maya and Shova get similar type of attitude from the household members. Nevertheless majority household members tend to support working women.

4.14 Attitude of Other members of society

Society is web of social relations and every society has its own norms and values. Anyone who breaks those is not considered good. As Nepal is a Patriarchal society where women are considered inferior to men, it is crucial to analyze how women's are viewed by other members of society.

The result according to the study is clearly shown in a pie chart.

Chart 4.2 Distribution of Respondents by attitude of society towards their working



Source: Field survey, 2013

We can depict from the chart that educated working women are accepted and considered good with 92 percent having positive attitude while 7 percent remain neutral and the least percent i.e., 1 percent have bad attitude towards educated working women.

According to one of the respondents, Sapana Gurung, “*When my relatives know that I work they say it's good. In today's time one has to work. Nobody says badly about working. I haven't seen anyone saying bad things when it comes to working but that depends upon people*” (See pg- 65).

4.15 Discrimination between sex in the family

Discrimination refers to treating someone differently than the other. Women have been discriminated in many societies and hence they are kept behind from developing freely. Nepal is no exception. There are different types of discrimination faced by educated working

women of Kathmandu. Here an attempt has been made to find out, among many, in what field are these women mainly discriminated by the family.

The result is displayed in the given table 4.15

Table 4.15 Distribution of Respondents according to discrimination by the family

Field of discrimination	No. of respondents	Percent
Household work	44	44.0
No discrimination	17	17.0
Education	15	15.0
Decision making	14	14.0
Use of family property	8	8.0
Property+ Decision making	2	2.0
Total	100	100.0

Source: Field survey, 2013

According to the table, 44 percent feel discriminated in household work. In reverse, 17 percent do not feel any kind of discrimination in the family. While 15 percent, 14 percent and 8 percent feel discriminated in education, decision making and use of family property respectively, 2 percent respondent feel discriminated in both use of property and decision making.

There is no doubt that discrimination exists in Nepalese society but this is decreasing slowly. Many women don't feel discrimination at all. Social awareness, education and employment are some of the reasons for decreasing discrimination between female and male.

4.16 Education and status in society.

Education is the fundamental rights of every human being. It is one of the most powerful tools that can help to change the situation of human being by taking away the ignorance and enlightening them with knowledge and skill. Education can help to change the status or the

position of an individual in a society which can also be understood by the comment of Maya Shova Maharjan, one of the respondents of research, *“Education is important these days. Of course there is difference between educated and non educated women. Those who are not educated don’t get job and can’t say anything and are obliged to obey everything”* (See pg-59).

The following table shows whether educated working women think that they occupy higher status in society than non educated women.

Table 4.16 Distribution of Respondents who think educated working women occupy higher status in society than non working women.

Attitude of society	No. of respondents	Percent
Yes	86	86.0
No	14	14.0
Total	100	100.0

Source: Field survey, 2013

Those women who are educated and working are more confident because more and more educated women are getting jobs and are being independent. Without education the possibility of getting a job in formal sector is not easy so women are encouraged to get higher education. This is also the reason why out of the total respondent, majority (86 percent) of educated working women think that educated working women occupy higher status in society than non working women however 14 percent of women did not think so.

CHAPTER FIVE

DECISION MAKING STATUS

Decision making status is related with the position and ability to participate in decision making process, have clear ideas and is able to express the opinion and take decision when needed. Decision making usually does not come natural to women especially in the society where they have always been considered inferior and socialized in that way. But women are breaking the age old barriers and have started to make decisions in different levels be it home, national or international level.

5.1 Participation in decision making at household activities

In a society like Nepal where the majority of women are confined to household level it is necessary to find out their involvement in decision making at household level.

Table 5.1 Distribution of Respondents by participation in decision making in HH level

Participation in decision making at HH level	No. of respondents	Percent
Yes	85	85.0
No	15	15.0
Total	100	100.0

Source: Field survey, 2013

These days working women are participating in decision making at household level. Their decisions are being more valued. Mina Dahal, one of the respondents claims, *“I’m asked about my opinion about the things like when we are going to buy furniture for the house. At that time I decide what kinds of furniture to buy and even when buying and selling property and other important matters, I’m also involved”* (See pg- 60).

According to the table, educated working women’s participation in household decision making is mark able with 85 percent than those not participating with 15 percent.

5.2 Involvement in decision making and its validity

Women have been participating in various decision making process but the question still remains if they participate actively or are they involved only for the sake of involvement.

In this study, table 5.2.1 gives the view on the type of decisions the respondents are involved in and table 5.2.2 shows whether women's decisions are valued and implemented or not.

Table 5.2.1 Distribution of Respondents in the type of decision making

Type of decision making	No. of respondents	Percent
Related with children	23	23.0
Most of the decisions	21	21.0
Property selling/ buying	18	18.0
Don't participate	15	15.0
Marriage	7	7.0
Charity	6	6.0
Every household decision	4	4.0
Property+ marriage	2	2.0
Minor HH decision	2	2.0
Property+ children	1	1.0
Property+ Charity	1	1.0
Total	100	100.0

Source: Field survey, 2013

The semi-structured questionnaire had five options of decision making (related with children, property buying and selling, marriage, charity and others which were to be specified) and the respondents had the option to click one and more than one option.

The given table indicates that while some participate in a particular type of decision making others are involved in more than one. Out of the total respondents who participate in decision

making, 23 respondents are involved in decision making of their children where as 21 respondents are involved in most of the family decisions. Similarly, 4 respondents are involved in all the household decisions.

Marriage, charity and minor household decisions like buying furniture, groceries are some of the decisions educated women are involved in.

Table 5.2.2 Distribution of Respondents by valuation & implementation of decisions

Decisions valued& implemented	Total no. of respondents	Percent
Yes	78	78.0
They just ask but do without agreement	17	17.0
No	4	4.0
Depends upon situation	1	1.0
Total	100	100.0

Source: Field survey, 2013

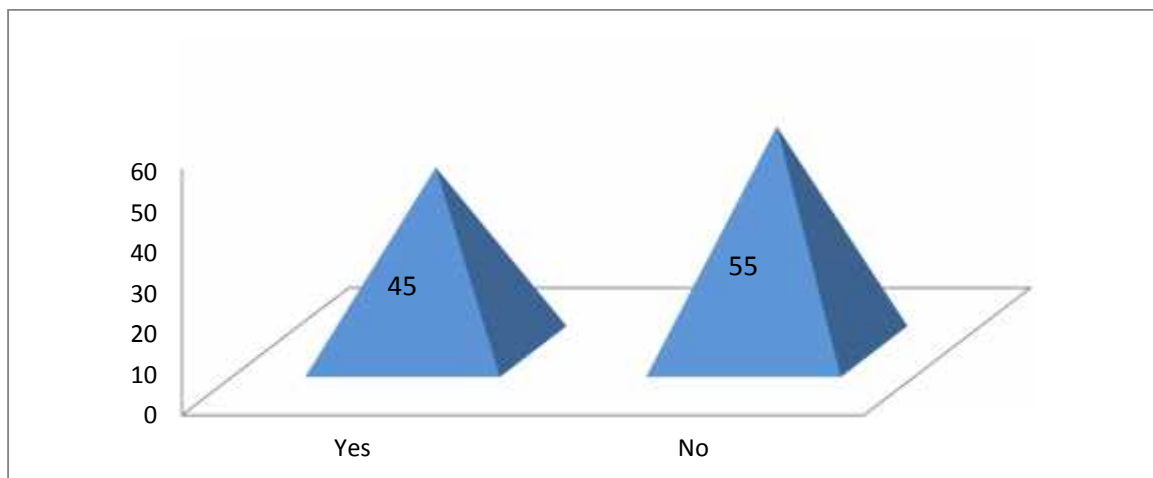
While 78 respondents who participate in decision making claimed that their decision were valued and implemented, 4 respondents said their decisions had no meaning whereas 17 respondents reported that even though they participate their opinion does not matter. Only one percent said their decisions were valued and implemented according to the situation.

From the two tables 5.1 and 5.2.2 we can say that while some don't consider themselves being included in decision making because they were involved depending on situation and some because they were only asked but their decisions weren't valued.

5.3 Opinion on employment being included in decision making

In the traditional and patriarchal society, women participating in decision making are not common. However this scenario is changing. There are various factors like social and economic and others that have been contributing in changing the situation of women.

Chart 5.1 Distribution of respondents on employment being reason for inclusion in decision making



Source: Field survey, 2013

With the women going in the work field, it is believed that being employed and earning is one among the many reasons for being included in decision making at household level. Sapana Gurung, one of the respondents says, *“Definitely yes because when I wasn’t working everyone thought I was a kid and nobody really asked my opinion but now things are different especially when it comes to the money I’ve contributed. I think it’s because of working”* (See pg- 65).

However, 55 percent of women responded that working and earning was not the reason for them being included in decision making where as 45 percent said working and earning was the reason for their inclusion in decision making at household level.

5.4 Women’s rising status in society

There is no doubt that women’s status is rising in society. It is much better than what it was in last 100 years. The study tried to find the factors for the rising status of educated working women of Kathmandu district.

Table 5.4 Distribution of Respondents by the factors for women’s rising status

Factors for women’s rising status	No. of respondents	Percent
Education	49	49.0
Education+ Employment	14	14.0
Employment	11	11.0

Education+ social awareness+ Employment+ Economic Prosperity	7	7.0
Education+ social awareness	6	6.0
Social awareness	5	5.0
Education+ Economic prosperity	2	2.0
Education+ Employment+ Economic Prosperity	2	2.0
Economic prosperity	1	1.0
Education+ Employment+ social awareness	1	1.0
Education+ social awareness+ economic prosperity	1	1.0
social awareness+ employment	1	1.0
Total	100	100.0

Source: Field survey, 2013

The majority (49 percent) believed education to be the main factor for women's rising status. 14 percent believed to be education and employment followed by 11 percent, 7 percent, 6 percent and 5 percent who believed it was employment, all the reasons (education, social awareness, employment and economic prosperity), education and social awareness and only social awareness respectively. Likewise, 1 percent believed it to be due to economic prosperity and rest of the believed either it was combination of two or more factors.

According to one of the respondents, Sapana Gurung, *“I think education is the most important factor for rising status of women but employment also gives opportunities and independence. If one has money than one doesn't have to depend on other for financial support. That brings huge confidence. Confidence is very important to be able to take decisions. Economic prosperity also helps and I also think social awareness is also the reason as these days, everywhere we hear about women rights and things like that so I think all these factors help to strengthen the situation of women”* (See pg- 65).

5.5 Equal status

One of the ways of being a capable decision maker depends on being clear and precise on what one wants, needs and expect. The study tried to analyze whether educated working women considered themselves equal as any male or they are influenced by old Nepali traditions and values where male are considered superior.

The study shows that while 83 percent of educated working women think and expect to have equal status as their husband, the remaining 17 percent however expect husband to occupy higher status than their wives.

Those who think women should have equal status like that of their husband emphasize on the current time period and ability of women. For instance, one of the respondents, Maya Shova Maharjan says, *“In this time period everyone should have equal status. What men can do, women can also do. Why should a husband have higher status? I don’t agree with it at all”* (See pg- 59).

On the other hand, those who think husband should occupy higher status than wives believe in age old tradition. Sita Thapa Singh, one of the respondents says, *“It’s social norm. I think husband should occupy higher status than the wife. It’s natural”* (See pg- 62).

The conflicting idea among different respondents clearly shows that even educated and working women of Kathmandu are influenced by both modernization and traditional beliefs and system.

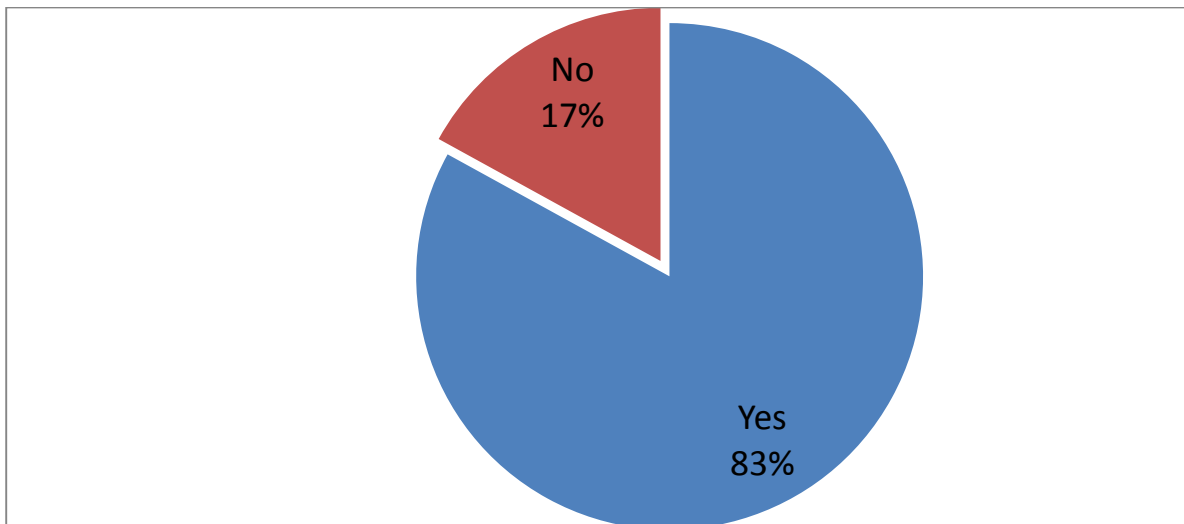
CHAPTER SIX

WORKING CONDITION OF WOMEN AND SOCIAL RELATIONS

6.1 Level of education and employment

It is commonly believed that level of education also helps to determine the good and the type of job one prefers. As the saying goes higher the level of education the better are the chances of getting a good job or being employed, an attempt was made to find out if higher education helped in getting higher position job.

Chart 6.1 Distribution of Respondents who think high level of education leads to high level of job



Source: Field survey, 2013

More than three quarter i.e. 83 percent of respondents believed that high level of education lands high position job whereas 7 percent respondents did not think so.

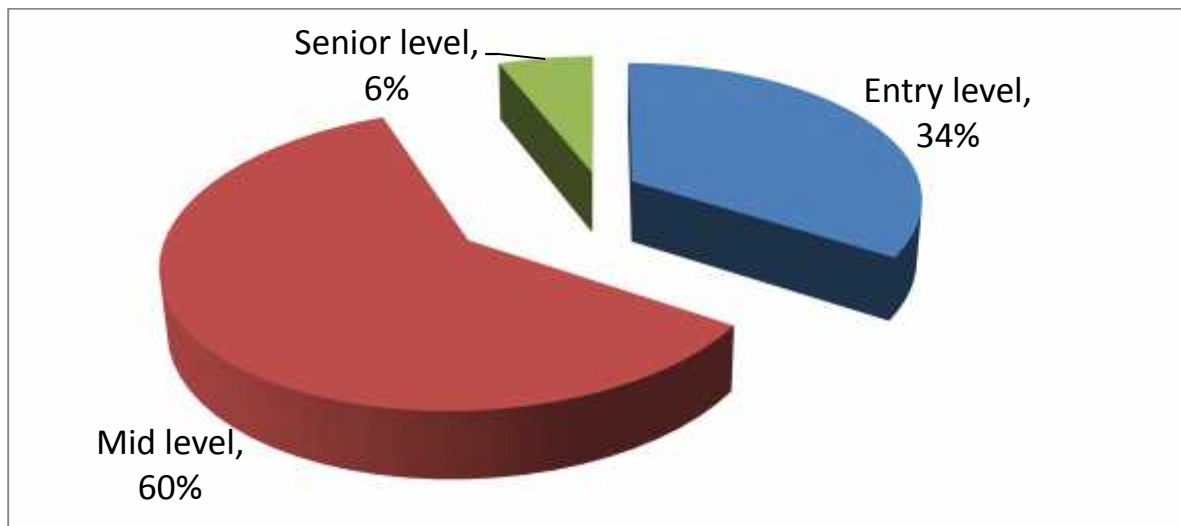
Level of education and job is related. If one doesn't meet the education level of criteria even if capable might not even be selected for the job interview or even considered for the job. When getting promotion, level of education is also considered. It can further be analysed related with position of women at workplace which is explained in 6.2

6.2 Position of women at workplace

Workplace is the place where one sells one's skills, talents and utilize education for remunerative or salary. When someone works for some organization or company they are

given a position. Educated working women also occupy various positions in the workplace from receptionist to officer to senior administration and so on. As the position/ designation name vary, in the study, those positions are divided into three categories i.e., entry level, mid level and senior level. The following pie chart shows the representation of position or level of educated working women in the workplace.

Chart 6.2 Distribution of Respondents by position at workplace



Source: Field survey, 2013

Most of the educated working women who were respondents occupied the position of mid level with 60 percent. Similarly respondent who were in position of entry level covered 34 percent of the total percent and only 6 percent of women were involved in senior level job.

On the other hand considering Senior level and mid level as high position job, out of total respondents 6 percent occupy senior level job and 60 percent mid level job totalling of 66 percent. This shows that the level of education of women is increasing but the ratio of educated women and their job doesn't have the equal proportion as there is the difference of 8 percent between them.

Thus we can conclude that even though the common believe is that higher level of education lands higher position job at workplace in the actual scenario it is not the case.

6.3 Income and livelihoods

Income refers to the money received by a person as wages or salary or profit earned. Income or the salaries from the provided services help to raise the social and economic condition of a person.

Table 6.3.1 Distribution of Respondents by income

Monthly income	No. of respondents	Percent
Below10,000	30	30.0
10,001-20,000	51	51.0
20,001-30,000	8	8.0
30,001-40,000	2	2.0
40,001-50,000	3	3.0
Above 50,000	6	6.0
Total	100	100.0

Source: Field survey, 2013

The table shows the variation in the income ranging from below Rs.10,000 to above Rs. 50,000. The variation in income is due to the level of position and organisation they are working. Those who earn below Rs.10,000 are mostly involved in entry level position in different organisation while those earning above Rs.50,000 are involved in senior level positions.

Table 6.3.2 Distribution of Respondents by sufficient income for livelihoods

Sufficient income for livelihoods	No. of respondents	Percent
Yes	83	83.0
No	17	17.0
Total	100	100.0

Source: Field survey, 2013

While 83 percent claim that the income they earn is sufficient for their livelihoods 17 percent say the opposite.

When income range and income sufficiency for livelihood is compared, those who have the lowest income range i.e., below Rs.10,000 is 30 percent but those claiming that their income is insufficient for livelihood is only 17 percent.

Some educated working women especially who were single and having lowest income tend to find it sufficient for them yet some respondent who fall in highest income range find their income insufficient despite having low family members. From this we can say that the

concept of sufficient income depends upon the life style of a person and the financial responsibility they have to bear. Nima Thapa, one of the respondents, says “*I think it depends upon an individual. For me it’s sufficient because I don’t have to support at home. I spend it on myself but if I had to then it might not be sufficient. Still some people manage whole household with the amount of salary I get so I think it’s depends upon individual*”.

6.4 Utilization of earned money

Money is needed for various things which can be brought in monetary value such as food, clothes etc. Many working women contribute to the household economy through the money they earn from their work.

Here, an attempt is made to find out where the money of educated women is used or utilized. Listed below in the table 6.4 are general ways of spending money by educated working women of Kathmandu district.

Table 6.4 Distribution of Respondents by their utility of income

Use of earned money	No. of respondents	Percent
Deposit in bank	20	20.0
Spend it on groceries	12	12.0
Spend it on yourself only	9	9.0
Give to family head	8	8.0
Deposit in bank+groceries	7	7.0
Deposit in bank+give to family head+groceries	7	7.0
Deposit in bank+children+groceries	5	5.0
Deposit in bank+ groceries + spend on yourself	5	5.0
Deposit in bank+ spend on yourself	4	4.0
Spend it on your children fee/ necessities	3	3.0
Deposit in bank+family head+ spend on yourself	2	2.0
Deposit in bank+ spend on yourself+ groceries+ give to family head	2	2.0
Groceries+ yourself	2	2.0
Groceries+ children	2	2.0
save at home+ yourself	2	2.0
Give to family head+ groceries	2	2.0

Give to family head+ spend on yourself+ save at home	2	2.0
Deposit in bank + give to family head	1	1.0
Save it at home	1	1.0
Deposit in bank+ children fee+ groceries+ give to family head	1	1.0
Deposit in bank+groceries+Pay loan	1	1.0
Deposit in bank+ Pay loan+ spend on yourself+ charities	1	1.0
Invest	1	1.0
Total	100	100.0

Source: Field survey, 2013

Most of the money earned is either deposited in bank (20 percent) or spent on buying groceries for home (12 percent). 9 percent spend on themselves only and 8 percent give to family head where as one percent save at home and another same percent invest. 3 percent use the income for fulfilling the needs of children.

While some have specific ways of utilizing and spending income others use the income for various purposes for example some deposit in bank, give to family head and buy groceries (7 percent); and the same percent deposit in bank and buy groceries. Likewise, 5 percent deposit in bank, pay for children fee/ necessities and buy groceries. This way every individual have their own way of using their hard earned money.

We can say that the educated working women of Kathmandu do have access over their income. The study showed that none of the women gave their earned income to their spouse still they support family for things that is needed in everyday life like buying groceries and spending on children's necessities. This can also be marked as the rising status of educated working women where women have liberty to use their money as per their need.

6.5 Gender Wage gap

Women have time and again been discriminated in different forms. In the work place they are being discriminated in terms of payment of service delivery. The discrimination done on wage in accordance to gender can be considered as gender wage gap. Gender wage gap or unequal payment system is a global phenomenon which has also become an issue for working women. The study attempted only to find out if the issue of gender wage gap exists in

Nepalese society and if it does then what is the prevailing ratio. Here, gender wage gap refers to the income difference between female and their male counterparts for the same position or designation at work.

Table 6.5.1 Distribution of Respondents according to wage distribution between genders

Equal monthly income	No of respondents	Percent
Yes	76	76.0
No	24	24.0
Total	100	100.0

Source: Field survey, 2013

76 respondents of the total number of respondents claimed to have getting equal amount of salary as their male counterparts for the same position job whereas 24 respondents claimed opposite. Gender wage gap was found in different sectors such as NGO/ INGO, telecommunication, publication and education.

Furthermore, the study tried to find the ratio in the wage or income difference among genders. Listed below in table 6.2.2 is the difference in monthly income of working women and their male counterparts.

Table 6.5.2 Distribution of Respondents by wage gap

Difference in monthly income (Rs)	No. of respondents	Percent
Below Rs.1500	11	45.84
1501-3000	8	33.33
3001-4500	3	12.5
Above 4500	2	8.33
Total	24	100.00

Source: Field survey, 2013

The wage difference for the same position varies from below Rs.1500 to Rs.4500 above. 45.84 percent reflects the gender wage gap lie below Rs.1500 for the same position on the other hand 8.33 percent shows the difference above Rs.4500. Likewise, 33.33 percent are bearing the wage gap from Rs1501 to Rs3000 and 12.5 percent reflects the wage gap between Rs.3001-Rs4500.

It is clear that gender wage gap exists in Kathmandu district. From this we can say that there is discrimination between genders at the work field. This might be due to various reasons which need to be researched upon in detail.

6.6 Attitude of male counterparts in workplace

Work field is a place where one comes out of their comfort zone and interacts with different types of people. While working and interacting one can meet people from helpful to dominating to abusing and so on. According to Meena Dahal, one of the respondents, “*Some male co-workers try to impress me. They keep on telling about their achievements and act nicely but they don’t behave in the same way with every other female member. Everyone is helpful and cooperative with me though*” (See pg- 60).

It is crucial to look at the social relations that women have in their workplace with their colleagues. The behaviour and attitude of the co-workers can also help to outline the problems of working women.

Table 6.6 Distribution of Respondents by attitude of male counterparts

Behaviour/ Attitude of male co-workers	No. of respondents	Percent
Helpful/ cooperative	79	79.0
Dominating	8	8.0
Criticizing	5	5.0
Interfering	3	3.0
Try to impress you	3	3.0
Take your credit	1	1.0
Criticizing+ Dominating	1	1.0
Total	100	100.0

Source: Field survey, 2013

While most of the male co-workers were found to be helpful and cooperative, some were found to be dominating, criticizing, interfering and taking credit of females. Likewise it was also found that some male co-worker tend to try impressing female co-workers.

6.7 Attitude of female co-workers at the work place

Not only male are working in the work field, female also meet female and tend to develop social relations. The better the social relation the pleasant becomes the environment.

Table 6.7 Distribution of respondents according to attitude of female co-workers

Behaviour/ Attitude of female co-workers	No. of respondents	Percent
Helpful/ cooperative	83	83.0
Uncooperative	5	5.0
Criticizing	4	4.0
Dominating	4	4.0
Back biting	2	2.0
Interfering	1	1.0
Take your credit	1	1.0
Total	100	100.0

Data Source: Field survey 2013

Many women face different kinds of problems from the same sex. Women can also be discriminated by women and have negative relations as well. For example, one of the respondents, Reena Upreti says, *“All the male members are supportive but here it is the female members who are really criticizing and dominating. I’m fed up with them. I don’t like to work here”*.

The data reveals that most of the female co-workers (83 percent) were found to be helpful or cooperative nevertheless uncooperative (5 percent), criticizing (4 percent) and dominating (4 percent) were also found among the female co-workers. Likewise some of the female co-workers tend to do back biting (2 percent) while others were found to be interfering (1 percent) and yet 1 percent of female co-workers were those taking credit of others co-workers.

6.7 Job satisfaction and Issues at workplace

Job satisfaction gives an individual to work without stress or less stress. It creates the room for development and keeps an individual to do work properly. However not everyone get their dream job. Moreover some might land up in jobs that are distressing. Some might find a job they want but there might be issues with other things when working.

Chart 6.3 Distribution of Respondents by job satisfaction



Source: Field survey 2013

From the above chart it can be clearly understood that there is 24 percent difference between those satisfied and unsatisfied with the job.

Job satisfaction and the issues are related as it can reveal the issues of educated working women. For instance, Mina Dahal, one of the respondents says, *“I’m not satisfied because the workload is too high. Even after work hour I get business calls. I like my work but it’s too tiring and demanding and in addition to that the way I’m working, I think the salary is too low for my inputs. I’m looking for other opportunities. If I get better one I’ll leave this job”* (See pg- 60).

Table 6.8 Distribution of Respondents by issues at workplace

Reasons for dissatisfaction	No. of respondents	Percent
Low salary according to work	13	34.21
Not according to my qualification	5	13.15
Work overload/ pressure	4	10.52
Bias behaviour of employer	2	5.27
Low salary+ workload	2	5.27
Not interested+ low salary+ no extra incentives	2	5.27
Uncooperative co-workers	2	5.27
Harassment (Mental/ Physical)	1	2.63
Not my interested profession	1	2.63
No extra incentives	1	2.63

No flexible time/ Difficult time schedule	1	2.63
Low salary+ overqualified for the Job position	1	2.63
Uncooperative co-workers+ bias behaviour of employer	1	2.63
Overqualified + bias behaviour of employer	1	2.63
Workload+ discrimination on sex	1	2.63
	38	100.00

Source: Field Survey, 2013

It can be understood from the table that majority (34.21 percent) of respondents were dissatisfied due to the low salary according to the work they were doing. While 13.15 percent of respondents were unsatisfied because they were overqualified for the job, 10.52 percent had the problem with the overload work pressure at workplace.

Among the respondents, 33 percent of them wanted to change job whereas 67 percent were not reluctant to change their job. It was mentioned that the main reason for wanting to change job was dissatisfaction and some noted that if they get better opportunity they would leave the current job.

From the table some of the issues that educated working women are facing in the workplace can be traced out like workload, uncooperative co-workers and low salary etc. One of the respondents, Reena Upreti says, “*Workload is so high and female members are uncooperative if I get better opportunity I would like to change my job*”. Similarly, Seetal Dewan says, “*If I get good opportunity elsewhere with good pay I would like to change my job*” (See pg- 64).

CHAPTER SEVEN

SUMMARY AND CONCLUSIONS

7.1 Summary

The condition of educated working women shows the state in which they are in. To understand women issues and problems it is necessary to look upon their social position and their livelihoods. Hence, in attempt to know the social condition of educated working women a descriptive study was carried out in Kathmandu district. Few were of the researcher's knowledge.

The main objective of the study was to trace out the attitude of family members of educated working women, the involvement of educated working women in household decision making and their issues at workplace. So the attempt was made to find out accordingly.

The respondents were educated working women involved in different occupation in Kathmandu district. Younger women were found to be more inclined to join work force than the older ones. The majority of educated working women belonged to the age group of 24 to 29 while only 2 percent of them belonged to 48 to 53. Similarly, 25 percent, 20 percent and 4 percent of working women belonged to 30 to 35, 18 to 23 and 36 to 41 age groups respectively. Likewise, Newar ethnic group were leading in the workforce with 44 percent followed by Chhetri and Brahmin with 17 percent and 11 percent respectively.

Hindu women were found to be joining workforce in high ratio. Out of the total respondent 91 percent comprised of Hindu religion followed by Buddhist with 8 percent and Kirat by 1 percent. Similarly most of the respondents reported to be single (55 percent) and the second highest percent (43 percent) were reported married. Likewise, equal percent (1 percent each) reported were divorced and separated.

Of the total respondents, considering bachelor, Post graduation, Masters and above masters as higher level of education, 74 percent have gained high education. The huge difference (46 percent) of educated women participation in the workforce from different family type depicts that educated women belonging to the nuclear family are more inclined to join work force in comparison to the women from joint family.

Women are approaching in different work sectors. The highest ratios (27 percent and 21 percent) of respondents were engaged in Telecommunication and Tourism respectively

followed by Government organisation (14 percent) and I/ NGOs (11 percent). Likewise, similar percent (1 percent each) of respondents were engaged in architecture, beautician, banking, goods trading and event management occupation. Similarly similar ratios (5 percent each) were also involved in publication and Information Technology. And the remaining 8 percent and 4 percent of educated working women were found to be engaged in education and health sector.

The majority of the respondents i.e. 32 percent chose to work because of their drive to work whereas 30 percent responded that they chose to work due to salary. Similarly 13 percent and 11 percent worked because of Prestige associated due to it and family's wish respectively. While 2 percent of respondent worked because they wanted to use their education, 1 percent of respondent worked to pass the time.

The working hours of educated working women at home have significantly dropped after starting to work. However, women having joined the workforce have raised the workload of women. The working hour ranges from less than 5 hours to above 12 hours. 49 percent of women are working from 9-10 hours and 42 percent are working from 5-8 hours per day and the rest are working above 12 hours. The majority (95 percent) of the respondents get help from the other members of the family while rest (5 percent) don't get any help in the household chores despite working outside home. 62.79 percent of spouse helped in household work where as 37.21 percent didn't participate in household activities. The highest percent believed the core reason for increased workload was the traditional values and ways of life. Others (16 percent) had the opinion that increase in workload was due to employment and yet others (11 percent) said that it was due to the bias attitude towards women. While the least percent of respondents (1 percent each) gave various reasons for their increased workload such as unsupportive family members, small family, work and studies, having to live alone and all the family members being busy. On the contrary 7 percent of respondent said there was no increased workload.

While 91 percent of the respondents' family support their working outside home, 3 percent respondent reported that though family members support their working they would rather want respondent not to work. On the other hand 6 percent of respondents' family tend to remain neutral regarding their working outside home. Similarly working women were found to be accepted and considered good with 92 percent having positive attitude while 7 percent remain neutral and the least percent i.e., 1 percent have bad attitude towards educated working women.

In the family, 44 percent respondent felt discriminated in household work where as 17 percent did not feel any kind of discrimination. While 15 percent, 14 percent and 8 percent felt discriminated in education, decision making and use of family property respectively, 2 percent respondent feel discriminated in both use of property and decision making.

Majority (86 percent) of women thought that educated working women occupy higher status in society than non working women however 14 percent of women did not think so.

Educated working women's participation in household decision making is mark able with 85 percent than those not participating with 15 percent. Out of the total respondents who participate in decision making, the majority (27.06 percent) are involved in decision making of their children where as 24.7 percent are involved in most of the family decisions. Similarly, 4.7 percent are involved in all the household decisions. Rest are involved in decisions related with marriage, charity and minor household decisions like buying furniture, groceries.

Out of total respondents, 78 percent claimed that their decisions were valued and implemented but 4 percent said that decisions were neither valued nor implemented. Likewise 1 percent said it depends upon situation while 17 percent said they are asked but the decisions are made without their agreement.

In today's context the cost of living is very high and the opportunity to earn provides financial independence which also helps in decision making situation at home. However, 55 percent of women responded that working and earning was not the reason for them being included in decision making where as 45 percent said working and earning was the reason for their inclusion in decision making at household level.

The majority (49 percent) believed education to be the main factor for women's rising status. 14 percent believed to be education and employment followed by 11 percent, 7 percent, 6 percent and 5 percent who believed it was employment, all the reasons (education, social awareness, employment and economic prosperity), education and social awareness and only social awareness respectively. Likewise, 1 percent believed it to be due to economic prosperity and rest of the believed either it was combination of two or more factors.

According to the study, while 83 percent of educated working women expect to have equal status as their husband, the remaining 17 percent however expect husband to occupy higher status than their wives. This clearly shows that even educated and working women of Kathmandu are influenced by both modernization and traditional beliefs and system.

We can say that the educated working women of Kathmandu do have access over their income. The study showed that none of the women gave their earned income to their spouse but support family for things that is needed in everyday life like groceries. This can also be marked as the rising status of educated working women where women have liberty to use their income as per their need.

Discrimination between genders at the work field was found as 24 percent of total respondent claimed they were not getting same amount of salary as their male co-workers for the same position job. Gender wage gap was found in different sectors like NGO/ INGO, telecommunication, education and publication. Furthermore, the wage difference for the same position varies from below Rs.1500 to Rs.4500 above. Out of the total respondents suffering from wage gap, 45.83 percent reflect that the gender wage gap lie below Rs.1500 for the same position on the other hand 8.33 percent shows the difference above Rs.4500. Likewise, 33.33 percent are bearing the wage gap from Rs1501 to Rs3000 and 12.5 percent reflects the wage gap between Rs.3001-Rs4500.

The behaviour and attitude of the co-workers can also help to outline the problems of working women. A huge ratio i.e. 79 percent reported to have helpful and cooperative male co-workers. Similarly, 8 percent reported male co-workers to be dominating and 5 percent reported to have criticizing male co-workers. While both interfering co-workers and those trying to impress female co-worker were reported to cover 3 percent each of the total percent, 2 percent is covered by both male co-worker who try to take credit and those who criticize and dominate.

Women can also be discriminated by women and have negative relations. The data reveals that most of the female co-workers (83 percent) were found to be helpful or cooperative nevertheless uncooperative (5 percent), criticizing (4 percent) and dominating (4 percent) were also found among the female co-workers. Likewise some of the female co-workers tend to do back biting (2 percent) while others were found to be interfering (1 percent) and yet 1 percent of female co-workers were those taking credit of others co-workers.

Job satisfaction can reveal the issues of educated working women at workplace. Thus job satisfaction has been taken as a parameter for issues at workplace. There was 24 percent difference between those satisfied and unsatisfied with the job. The majority (34.21 percent) of respondents were dissatisfied due to the low salary according to the work they were doing. While 13.15 percent of respondents were unsatisfied because they were overqualified for the

job, 10.52 percent had the problem with the overload work pressure at workplace. And others were dissatisfied for the various reasons like harassment, work overload/ pressure, uncooperative workers and bias behaviour of employer and so on.

Among the respondents, 33 percent of them wanted to change job whereas 67 percent had no desire to change their job. It was mentioned that the main reason for wanting to change job was dissatisfaction and some noted that if they get better opportunity they would leave the current job.

To sum up, the study shows that though the workload of the educated working women have decreased in the household level the overall workload has increased subtly. While females have started to go outside the home territory males are also stepping outside their comfort zone and helping their wives in the household chores. As women are getting education, their working and earning have helped to raise the decision making status of women. However, education and employment alone cannot be said the reason for the rising status of women. Social awareness and economic prosperity also have played vital role along with changing time. While 21 percent of educated working women seem to be involved in most of the decisions made at house hold level, 4 percent claimed not to have participated in any decision at household level and rest were found to be involved in different kinds of household decisions. This shows the rising status of women in decision making at household level which again indicates the improving condition of women in decision making.

7.2 Conclusions

As women are working outside the house, the majority of the respondents getting good response from the household members and other members of society show that the attitude towards educated working women is good regarding their working. This is mostly due to the education, social awareness, employment of women.

Despite working women are handling work outside their household territory, not all women get support from their household members and spouse in terms of household work. Thus, the workload of women has risen after starting to work outside home. The traditional norms, values of patriarchal society, unsupportive family members, and bias behaviour towards women are also some of the reasons for rising workload of educated working women. Nevertheless male members (spouse in particular) are being less hesitant to help in household chores which is challenging the patriarchal norms and values. On the other side it represents that women's situation is being stronger as they are being viewed like partners and not like somebody who has to obey their husband do household chores by themselves.

Working and earning is one of the means of being economically independent. From the study it can be concluded that although working is not only the reason for women being included in decision making, it is one of the strong reason as 45 percent of women were in the opinion that working and earning is the reason for educated working women being included in decision making at household level.

Education is considered as the main factor in getting a good job. The majority of educated working women believed that high level of education lands oneself with high position job. But not everyone agreed to it. Considering bachelor, Post graduation, Masters and above masters as higher level of education, 74 percent of total respondent have gained high education. On the other hand considering Senior level and mid level as high position job, out of total respondents 66 percent occupy high level job. This shows that the level of education of women is increasing but the ratio of educated women and their job doesn't have the equal proportion as there is the difference of 8 percent between them so it cannot be said that high level of education helps in getting high position job.

The study noted that even though women are being exposed to work and are playing a vital role in development, not all working women expect to have an equal status of that of their husband. As the study revealed that 17 percent of women still expect their husband to have higher status than themselves, it is clear that the patriarchal traditional norms and values of

society are deep rooted and women are still guided by those patriarchal values and system. For the situation of women to be strong and equal it is first needed to be able to understand one's position and rights as a human being.

The study showed that the educated working women of Kathmandu do have access over their income. Though 8 percent gave their salary to the family head rest of the women don't give their full salary to the family head or other relatives instead they seem to either use it for the groceries, children's fee/ necessities, deposit in bank or spend it on themselves. The study showed that none of the women gave their earned income to their spouse still they support family for things that is needed in everyday life like groceries. This can also be marked as the rising status of educated working women as their access to income is not rigid.

Women face various kind of behaviours and attitude in the workplace however the majority of male and female co-workers were found to be helpful. The attempt was made to find out if gender wage gap exists in the workplace and the result was positive. This shows the prevailing discrimination due to gender. Likewise harassment and domination, bias behaviour of employer were also some of the serious issues that women seem to be facing in the workplace which needs to be dealt with seriously.

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ANNEX-I

CASE STUDY- I MAYA SHOVA MAHARJAN

Maya Shova Maharjan is a Hindu woman of 28 years old who lives in Kirtipur. She is married and lives in a nuclear family. She has completed her Masters Degree and currently is associated with the organization related with Publication. She works there as a Program Administrator.

Maya was born and raised in a Newar Community in Kirtipur. Her family is very religious. Ever since she was young she was taught to follow the norms and traditions of Newar community. She was given an equal opportunity to study. She studied in the same private school like that of her brothers. According to her, *“Education is important these days. Of course there is difference between educated and non educated women. Those who are not educated don’t get job and can’t say anything and are obliged to obey everything. Things are not like that with educated working women. Nobody can dominate them easily.”*

While at her parents’ house she never felt obliged to do household chores every day. However, she used to work and do household chores but her brothers didn’t. She went out with her friends and even though she hesitated sometimes stayed out late. She claims that she enjoyed her single life a lot.

After her marriage, Maya still works both at home and office. But the lifestyle has changed. As there are only three members in her family, one being mother-in-law and other being husband, she is reluctant to do her household chores. At first she was hesitant about her working outside home and was afraid that her in-laws would oppose but she was determined not to give up her job. However, they didn’t oppose and she finds herself lucky in this matter. She says, *“After marriage of course everything changes, how we can get freedom like before? We have to obey in-laws or else it’s not good but these days who is going to just sit around and obey everything. As for me, my in-laws support my working so I don’t have to argue when it comes to my work. Nobody says anything to my working. I just work”*. She opines *“In this time period everyone should have equal status. What men can do, women can also do.”*

When it comes to decision, making before and after marriage, there is no change in status. She participates only in minor household decisions like what to do at house and on buying other household necessities. While in her parents’ home she spent all the income for herself, after marriage she is more careful and spends her money in buying groceries and saving it. She does not have to give her income to her husband or mother-in-law.

At workplace her colleagues are helpful and cooperative thus she feels content with her job despite having low salary. She is determined to build her career and thinks that one has to be economically independent.

(* Pseudo name has been used due to the ethical norms)

CASE STUDY- II

MINA DAHAL

Mina Dahal was born 23 year ago in Kathmandu. She lives in Baneshwor and is single. Her family is a nuclear family consisting of father, mother, brother and herself. She is studying her final year of bachelor's degree. Ever since her high school (10+2) she has been working. Currently she works in public relation department in a travel agency.

She is highly motivated working woman full of confidence and determination. This confidence and determination comes from the full support of her family. She regards her father as a great source of inspiration and motivation and gives high credit to him for her achievements. According to her, her father always encourage her to look forward and never underestimate herself as a woman. She was sent to same school as her brother. Her career and her college were chosen by herself. Like her brother, except in some special occasions, she hardly involves herself in household chores. She is free to go out as she likes and there are no objections on the way she spends her time and the money she earns.

Whenever there is time to take some important decisions at home all her family members are involved. They discuss it and give their opinion and mostly mutual decision is taken. She says, *"I'm asked about my opinion about the things like when we are going to buy furniture for the house. At that time I decide what kinds of furniture to buy and even when buying and selling property and other important matters, I'm also involved."*

She is an ambitious person and regards education to be the most important thing for the rising status of women. Thus she is determined to obtain higher studies. Along with education her career is extremely important to her. She is hard working person. She gets along with her co-workers and laughing says, *"Some male co-workers try to impress me. They keep on telling about their achievements and act nicely but they don't behave in the same way with every other female member. Everyone is helpful and cooperative with me though."*

Despite having a pleasant working environment she is not satisfied with her current job. *"I'm not satisfied because the workload is too high. Even after work hour I get business calls. I like my work but it's too tiring and demanding and in addition to that the way I'm working, I think the salary is too low for my inputs. I'm looking for other opportunities. If I get better one I'll leave this job."*

Mina does not hesitate to speak her mind and she believes that men and women are equal and should be treated equally. She also claims that she is not going to change her attitude even after marriage. She is determined to marry only with the person who would accept her as she is.

(* Pseudo name has been used due to the ethical norms)

CASE STUDY-III

BINA KHATRI

Bina Khatri is a representative assistant in a telecommunication office. She lives in Bijuli bazaar. She is Hindu and is a religious person. She is 32 years old, married and lives in a nuclear family consisting of four members.

Bina started working after the completion of her bachelors degree. After her marriage she follows the traditional norms and values but yet at the same time she cannot be totally guided by it. She believes women should not be limited to household activities. She thinks there should be some changes in lifestyle as time demands but one should always follow traditions and culture. For Bina it is not the traditional norms and values or bias attitude or any other reasons for the rising workload of women rather it is employment. She believes that as women have to work outside home their workload have increased. She argues before doing jobs women had to do household chores only so workload wasn't much. She claims that even though she tries to do all the household chores by herself, due to her job she is unable to do so. According to her, *"I have to go to office and other members of the family especially my mother in law helps me in doing household work. She is supportive. What to do? There is no option I can't do everything"*.

Bina thinks that education and career is important. She believes these to be the factors that have helped to raise status of women in society. However, she doesn't think that higher level of education helps in getting higher position job because those having master degree, bachelor degree and even those with intermediate degree are doing the same position job in her office.

At home, she involves herself in most of the family decisions and at office she finds most of the male members to be cooperative. Moreover she claims that female co-workers are supportive but do backbiting. She hesitates to give her salary directly to the head of the family (father-in-law) so she gives her salary to her mother in-law and again that salary is given to the head of the family. She is content with her life and she wants to continue her lifestyle as it is unless she is forced to change it.

(* Pseudo name has been used due to the ethical norms)

CASE STUDY-IV

SITA THAPA SINGH

Sita Thapa Singh was born and raised in Waling. When she got married, she started living with her husband in Pokhara. She is 34 years old who has completed her bachelor degree. She joined as a marketing supervisor in one of the leading airlines of Nepal when she was in Pokhara. When her husband migrated to Kathmandu she posted her job to Kathmandu and came along with her husband. Currently she is living in Chabil in a joint family consisting of seven members.

Sita has to work almost 10 to 12 hours a day. According to her, the workload for her has increased as before being employed she used to work at home for less than 5 hours. Though her family members don't have any objections regarding her doing job she doesn't get much support in her household chores from her family members except from her husband who tends to help quite often. According to her, even though she lives in a joint family, her in-laws cook food separately. They do not touch the food she cooks neither is she allowed to do so. This is due to her family members being very traditional, spiritual and religious who follow 'Om Shanti Om' religious norms and values.

Sita always feels discrimination in decision making among the male and female members in her family. Though she participates in decision making on household activities, her decisions are confined to decisions related to her children but those decisions are valued and implemented. She thinks that women's status in society is rising and this is due to the social awareness but at the same time she says, *"It's a social norm. I think husband should occupy higher status than the wife. It's natural."*

While her female co-workers are cooperative, she claims that some of the male members try to impress her. Despite the high workload and difficult time schedule at her workplace she earns Rs. 10,000-Rs 20,000 per month which is not sufficient for her livelihoods. Thus, she is unsatisfied with her job and wants to change it.

(* Pseudo name has been used due to the ethical norms)

CASE STUDY-V

SMRITI MAHARJAN

Smriti Maharjan is a Newar woman of 30 years. She has completed Post graduation diploma level of education and works as a Dental Hygienist. She is married and lives in a joint family in Kirtipur.

Smriti's family is very traditional. Smriti has to do all her household chores every day before and after office hours. Before being employed she had to work about 5 to 8 hours per day at home now she has additional burden of office work. Despite working in health clinic her work burden at home has not decreased. Even though her family members help her in household chores her husband rarely helps. She thinks the main reason for her increased work load is the traditional norms and values and also unsupportive family members. According to her, "being a daughter-in-law I've to do all household chores. It's traditional way. We have been taught like that. We can't say anything. I feel awkward and uncomfortable to oppose anything".

In spite of her work load Smriti has a strong drive for her work and her family members have no objection to her working. She feels discriminated when taking decisions at home. Though she is involved in decision making it is mostly related with her children and those decisions are valued and implemented. Other than that she is hardly involved in other important decisions at home. Smriti gives high priority to education and thinks that it is education that is the main cause for women's rising status in society. She expects both husband and wife to share equal status in society.

Smriti believes that higher level of education helps to get higher position job. At work both her male and female co-workers are helpful and cooperative. She is fully satisfied with her job. The money she earns is sufficient for her livelihoods and she has full access to her income. She mostly deposits her money in bank and spends her money on her children and to buy groceries.

(* Pseudo name has been used due to the ethical norms)

CASE STUDY- VI

SEETAL DEWAN

Seetal Dewan is 49 years old who lives in Anamnagar in a nuclear family. She is a divorcee. She has completed her bachelor level of education and works in one of the leading airlines of Nepal in the position of Procurement Officer.

Seetal has full support from her family regarding her work. However she has to do all her household chores by herself as her mother is very old and her daughter is studying abroad. Being a single mom who has to support her daughter completely by herself, she bears a financial burden thus the main motive for her to work is the salary she gets. Moreover, to strengthen her economic condition, along with her job, she started a business in partnership investing all her money in it but the business failed terribly creating financial crisis for her. Thus she has no option but to work.

Seetal herself is the family head who takes all the responsibility of the house. She takes all the major decisions of her life and consults it with her mother and daughter as well. She believes education to be the main reason for the rising status of women in society and she also thinks that education helps in getting higher position job so she wants her daughter to complete her higher studies from United States of America (USA). She strongly believes that men and women should have equal status and there should not be discrimination among them.

Her income ranges from Rs.20,000 to Rs. 30,000. As she is the only one earning and supporting in the family the income is not sufficient for the livelihoods. She is a hard working woman but according to her she does not get the same amount of salary as her male co-workers for the same position job. There is the monthly income difference of Rs.1500 to Rs.3000. Moreover she finds male co-workers to be criticizing towards her. She is not satisfied with her present job because of the low salary. She says, "If I get good opportunity elsewhere with good pay I would like to change my job".

Furthermore she misses her daughter and because of her low income she is not being able to support her daughter regarding her study fees. This saddens her thus she wants to migrate to USA so that she can be of help to her daughter and hence is exploring the option of migration. She says, "*If I could go to USA I could support my daughter in paying her fees. Life wouldn't be such difficult.*"

(* Pseudo name has been used due to the ethical norms)

CASE STUDY-VII

SAPANA GURUNG

Sapana Gurung is originally from Hetauda but she lives in Kathmandu with her husband. She is 29 years old, married and lives in a nuclear family. She has completed her Bachelor degree and is doing her Master degree. Currently she is involved in an INGO in the position of Finance Assistant.

Being raised by a single mom, she was always taught to be independent. Before and after marriage she got the full support from her family regarding her work. She did not find negative attitude towards her working neither from relatives nor from the society. She says, *“When my relatives know that I work they say it’s good. In today’s time one has to work. Nobody says badly about my working. I haven’t seen anyone saying bad things when it comes to working but that depends upon people”*.

She claims to participate in most of the decisions taken at home but the scenario wasn’t always like that. According to her, *“When I wasn’t working everyone thought I was a kid and nobody really asked my opinion but now things are different especially when it comes to the money I’ve contributed. I think it’s because of working.”*

Sapana strongly believes that women should be empowered. She opines, *“I think education is the most important factor for rising status of women but employment also gives opportunities and independence. If one has money than one doesn’t have to depend on other for financial support. That brings huge confidence. Confidence is very important to be able to take decisions. Economic prosperity also helps and I also think social awareness is also the reason as these days, everywhere we hear about women rights and things like that so I think all these factors help to strengthen the situation of women”*.

For Sapana, her education and career is very important. She is determined to work until she gets old and is able to work. At office she works hard and tries to maintain a positive relation with everyone. She finds everyone be it male or female to be cooperative and helpful. She likes her job a lot but is concerned about it because it is a contract base job and she wants to be engaged in a permanent one so that she does not have to worry about finding another job. Apart from that she likes everything about the job and enjoys her life very well.

(* Pseudo name has been used due to the ethical norms)

ANNEX-II
QUESTIONNAIRE

(Dear respondent I'm writing a thesis on 'Social condition of educated working women of Kathmandu district' so I'm requesting you to provide me the correct information. Please be ensured that all the information hereby provided shall be confidential and shall not be used for any other purposes other than for data analysis of the thesis so please feel free to fill in the correct information without hesitation.)

Name of the Respondent.....

1. Social Characteristics and Family relations

1.1 Age.....

1.2 Caste/ Ethnicity.....

1.3 Religion.....

1.4 Marital Status

Status	Please tick () the correct	Status	Please tick () the correct
Single		Separated	
Married		Divorced	
Widow		Other (specify)	

1.5 Literacy Status

Level of Education	Please tick () the correct	Level of Education	Please tick () the correct
S.L.C		Post graduate diploma	
10+2 (high school)		Masters	
Bachelors		Above Masters	

1.6 What type of family do you have?

a. Nuclear family.....

b. Joint family.....

1.7 What is the profession you are involved in?

Sector	Please tick() the correct	Sector	Please tick () the correct
Teaching		Telecommunication	
Government organisation (GO)		Media	
International/ Non government organisation(NGO)		Banking sector	
Health sector		Others (Please Specify)	

1.8 Why did you choose this profession?

Reason	Please tick() the correct	Reason	Please tick() the correct
Prestige		Drive/ motivation	
Family's wish		Salary	

Others (Please specify).....

1.9 What is your working schedule before working outside home?

At home (work hours)	Please tick the correct ()	At home (Work hours)	Please tick the correct ()
Less than 5 hours		13- 14 hours	
5-8 hours		Above 14	
9- 10 hours		Didn't work or do household chores	
11- 12 hours			

1.10 What is your working schedule after you started working outside home?

At home (in Hours)	Please tick () the correct	At workplace (in Hours)	Please tick () the correct
Less than 5 hours		Less than 5 hours	
5- 8 hours		5- 8 hours	
8.1- 10 hours		8.1- 10 hours	
10.1- 12 hours		10.1- 12 hours	
Above 12 hours		Above 12 hours	

1.11 Does your spouse help you in your work?

In Office Work	Please tick the correct ()	In HH chores	Please tick the correct ()
Yes		Yes	
No		No	

1.12 How often does your spouse help you?

Helps	Please tick the correct ()	Helps	Please tick the correct ()
Daily		Rarely	
Often		Never	
Sometimes			

1.13 Do other members of the family help you in your household chores?

- a. Yes.....
- b. No.....

1.14 Does your family support your working outside your home?

- a. Support.....
- b. Object.....
- c. Support but would rather want me not to work.....
- d. Neutral.....

1.15 What do other relative or society think or say about your working?

- a. Good.....
- b. Bad.....
- c. Neutral.....

1.16 What type of discrimination you feel between male and female in your family?

- a. Education.....
- b. Household work.....
- c. Use of family property.....
- d. Decision-making.....
- e. Others (Please Specify).....

1.17 Do you think that working and earning is the reason or you being including in the decision making at home?

- a. Yes.....
- b. No.....

1.18 Do you think educated working women occupy higher status in society than other non working women?

- a. Yes.....
- b. No.....

2. Decision making status

2.1 Do you participate in the decision making on household activities?

- a. Yes.....
- b. No.....

2.2 What kind of decisions are you involved in?

Type	Please tick ()	Type	Please tick ()
Related with children		Marriage	
Property selling/ buying		Charity	

Others (Please specify).....

2.3 Are your decisions valued and implemented?

- a. Yes.....
- b. No.....
- c. Just ask but they do without agreement.....

2.4 Do you think that working and earning is the reason for you being including in the decision making at home?

- a. Yes.....
- b. No.....

2.5 What is the cause of woman's rising status in society?

- a. Education.....
- b. Employment.....
- c. Social awareness.....
- d. Economic prosperity.....
- e. Others (Please Specify).....

2.6 Do you expect a woman should occupy equal status as her husband?

- a. Equal to husband.....
- b. A husband should be in higher position.....

3. Work Place and Social relations

3.1 Do you think higher level of education helps to get higher position job?

- a. Yes.....
- b. No.....

3.2 What is your position/designation at workplace?

3.3 How much do you get paid? Or what is your monthly income?

Monthly Income (Rs)	Please Tick () the correct	Monthly Income (Rs)	Please Tick () the correct
Below 10,000		30,001-40,000	
10,000-20,000		40,001-50,000	
20,001-30,000		Above 50,000	

3.4 Is the income sufficient for your livelihoods?

- a. Yes.....
- b. No.....

3.5 What do you do with the money you earn?

What do you do	Please tick the correct ()	What do you do	Please tick the correct ()
Save it in bank account		Spend to on yourself only	
Save it at home		Spend it on your children fee/ necessities	
Give to family head		Spend it on groceries or household necessities	
Give to spouse		Pay loan	
Give to relatives		Give to charities	

Others (Please Specify).....

3.6 Do you get the same amount of salary as your male counterparts for the same position you work?

- a. Yes.....
- b. No.....

3.7 What is the behaviour or attitude towards you from your male co-workers?

Behaviour	Please tick ()	Behaviour	Please tick ()
Helpful		Dominating	
Interfering		Take your credit	
Criticizing		Try to impress	

Others (Please Specify).....

3.8 What is the behaviour or attitude towards you from your female co-workers?

Behaviour	Please tick ()	Behaviour	Please tick ()
Helpful		Dominating	
Interfering		Take your credit	
Criticizing		Try to impress	

Others (Please Specify).....

3.9 Are you satisfied with your present job?

a. Yes.....

b. No.....

3.10 If No, why?

Reason	Please tick ()	Reason	Please tick ()
Not according to my qualification		Low salary according to work	
Not my interested profession		No extra incentives	
Bias behaviour of employer		Uncooperative co-workers	
Discrimination due to sex		Work overload/pressure	
Harassment (Mental/sexual etc)		No flexible time/Difficult time schedule	
Work not according to TOR or outside TOR		Under qualified	

Others (Please Specify).....

3.11 Would you like to change your job? Why?

.....

I would like to sincerely 'Thank you' for your valuable time, cooperation and information.