

# CHAPTER I

## INTRODUCTION

### 1.1 Background

The United Nations has defined the status of women in the 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 analyzed in this light, the picture is generally poor (NDHR, 2013). Before 1990, Nepal has rigid patriarchal society however after the 1990's and 2007's JANAANDOLAN some improvement can be seen. In virtually every aspect of life, women were generally subordinate to men. Relatively women's status in respect of decision making perspective, however, varied on the basis of ethnic group, class, and region and from one to another and status of women in Tibeto-Nepalese communities relatively seems better than that of other ethnic groups. Yet women's lives remained centred on their traditional roles--taking care of most household chores, fetching water and animal fodder, and doing farm work. Their identity in society is mostly contingent on their husbands' and parents' social and economic positions. (Acharya, Meena, 2007).

They have limited access to markets, productive services, education, health care, and local level community based agencies and Government. Women usually work harder and longer than men. The economic contribution of women is substantial, but largely un-noticed because their traditional role is taken for granted. When they get employed, their wages normally is less than those to men. In most rural areas, their 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, mostly in low-level positions (Regmi, Sunil, Monette, M and Thapa Pralhad, 2005)

Although the constitution offers women equal educational opportunities, many social, economic, and cultural factors contributed to lower enrolment and higher dropout rates for girls. Illiteracy imposed the greatest hindrance to enhancing equal

opportunity and status for women. They were caught in a vicious circle imposed by the patriarchy society. Their lower status hindered their education, and the lack of education, in turn, constricted their status and position. Although the female literacy rate has improved noticeably over the years, the level in the early 1990s fell far short of the male level. The level of educational attainment among female children of wealthy and educated families was much higher than that among female children of poor families (NDHR, 2013).

In Nepal, as in many societies, education was heavily class-biased. Females are discriminated in various fields even though recently country's laws are activated. Women have low socio-economic status as well as low decision making power. Women have to bear three responsibilities as households, reproductive and productive economic activities. However, their household roles are not considered as productive works (Nepal, Durga, 2012).

According to Beijing Platform for Action, 1994, without the active participation of women and the incorporation of women's perspectives in all levels of decision-making, the goals of equality, development and peace cannot be achieved. Nepal's constitution (1990 and 2007) has guaranteed that there will be no discrimination against any citizen in the application of general laws as well as in respect of political and civil rights, on the ground of religion, race, sex and caste. Hence, men and women are given equal rights under the constitution to vote, participate in government or inter-public service. In addition to that women right i.e. against any type of discrimination, reproductive right, against violence, equal right to property etc. is articulated in new interim constitution in separate point. It is felt that, it is not only sufficient to have legal provision on this matter but also implemented as per the thought behind it in practically (Beijing Platform for Action, 1994).

According to Nepal Human Development Report (NHDR) 2009, Gender Development Index (GDI) and Gender Empowerment Measure (GEM) are found to be 0.499 and 0.496 respectively. The GEM is increased remarkably after the provision of at least 33 percent women representation in constitutional assembly and other government machineries. However, most of the women are involved in informal, subsistence-oriented, domestic (home-based), and (unpaid) non-wage earning work.

The total weekly male and female involvement in economic and non-economic activities is found to be 98.8 and 103.9 hours respectively (NHDR, 2009)

The majority of women in Nepal live in rural area where the choice of livelihood is limited to agricultural work on the farms which are owned in most cases either by farmers, husbands, landlords or brothers. Most of females are economically dependent. They have to ask to their male partners to spend their own income also. Women are heavily engaged in domestic chores along with the socio-economic activities. They have major role in household management and they have to do more than 50 percent of household work but they have low decision making power. Even in 21st century they are not enjoying by participating in social activities (NPC, 2011).

Women are not considered to participate in decision making process in most of the socio-economic, religions and other activities. There are very few households which are headed by female. According to the preliminary finding census of 2068 B.S, the total female population is 13693378 (51.44%). According to CBS (2001), only 23 percent households are headed by women. Similarly representation ration of women in first Constitutional Assembly is only 32.8 percent. This comprises both direct and proportionate elections systems. This data only have given 14<sup>th</sup> rank globally who send this many women leaders in parliament. (NHDR, 2009). It is essential for the development that male and female should enjoy equal opportunities for decision making either in household or in community level. Unless women are mainstreamed in development, decision making process, prosperity of the nations would not be sharpened. Women in Nepal are not suffering from the lack of resources but they have not access and power to control these resources.

## **1.2 Statement of Problem**

Gender issues, including women's rights are very significant because women comprise a little access, control and participation in resources as it has covered about 51 percent of the total population. All Nepalese women suffer from domination, exploitation, suppression, oppression, subordination and discrimination by their men counterpart. The world is in 21st century and at the same time it is shrinking into a small village. People are participating in the process of development globally. There is no national as well as international boundary in terms of development. But Nepal is

a country where darkness is prevailing under the light. Women's participation in various level of decision making is an essential prerequisite for the establishment of equality, development and peace. Women in Nepal contribute 50 percent of the household income and work 10-13 hours as against 7.51 hours for men (Acharya, Meena & Bennett Lynn, 1981).

Nepal is being poor and poorer because of many factors. Nepal's most population is based on agriculture so that directly or indirectly many people are involved in farming but still there are no observable changes in human life. In global development index, Nepal has poor status in most of the indicators. The socio economic status of man and women is different, overall health, education indicators are poor as well. A distinct gap in urban and rural life style is existed. Untouchability, injustice, gender based discrimination and violence are existing as socio cultural stigmas in the society.

Nepal is in crisis of democratic values and processes at all level. Charismatic leadership, rule of law, good governance and social injustice are pertinent issues to be progressively realized by the citizen. In these 20 years of democracy, civil society organizations are also playing a complimentary role to the Government of Nepal for its development. As the whole nation is facing governance and leadership crisis, civil society movement has also been facing the same problem. Democratic practices, participation of all citizens in CBOs management, influence of all citizens including women in the decision making processes are lacking phenomenon in CBOs. These CBOs are strong enough in terms of having different policies and procedures for women's inclusion in their organizational structure but seems lack in the proper implementation of these instruments. It is also agreed that proper implementation of existing policies and programs can address the 50 percent of the problems.

The Beijing conference on women on 1994 has emphasized different aspects related to the problems of women and passed platform of actions addressing twelve different critical area of concern as poverty, education and training, health, decision making power, armed conflict, the girls child, economy, environment violence, human rights, media and advancement of women but they are still facing the problems of deprivation. The advancement of women and the achievement of equality between women and men is a matter of human rights. Moreover, it is a condition for social

justice and should not be seen as isolated women's issue. It is the only way to build a sustainable, just and developed society.

Likewise, it is essential to involve women in all the aspects of socio-economic as well as development activities for social justice and dignify and safer livelihood. It will help to make significant improvement in households, in society and in nation.

Many development agencies and GoN have been working for the mainstreaming women in the development process with decision making participation but less able to achieve the expected result. So this study aims to identify the democratic processes of CBOs in terms of participation of men and women in decision making level, their contribution in minimizing the social injustice, developing leaders in the community and addressing gender based discriminations & violence through their organizational set up. Specifically, this study aims to identify and analyze the women's socio-economic status in the society and their presence in CBOs as decision makers.

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

The general objectives of the study is to explore the decision making power of women in community based organizations in study area. The specific objectives are:

- ) To assess and analyze the socio economic condition of women in the study area and its impact in decision making process.
- ) To assess and analyze the women's participation in community based organizations' level & its decision making process.

### **1.4 Significance of the Study**

- ) Nepal is in transition to build peaceful and harmonious country, whereas the research study will contribute for.
- ) Country is in social transformation process so the selected topic is burning issue relating with inclusive development society.
- ) As different studies and institutions in national as well as international level have been rising, this issue significantly and this research definitely will contribute to uplifting equality in the society.

- ) Women roles in households, Community Based Organizations, in society and in nation are significant in terms of social justice. Policy and programs needs to be directed to mainstream the issues of women which will be helpful to empower them socially and economically.
- ) This study has attempted to reflect the women's status in terms of decision making power inside and to the community based organizations. Furthermore this study will have the importance to find out the actual condition of women in study area in terms of socio-economic status and its implication on their decision making roles.
- ) The proposed study will be reference for identification of gaps and leveraging the resources.
- ) The proposed study will support in sensitizing to the stakeholders in the issues and will help in enhancing and empowering the capacity of women for the equality.
- ) This study will be very useful for those individuals and institutions, who are interested to know the women's decision making power in community based organizations. It will also be useful even for planners, policy makers, NGOs/INGOs and other organizations to formulate and implement appropriate policies, plans and programs focusing the issue of women mainly in decision making sector. It may be helpful for the research students and the personnel interested in gender studies. It will be helpful for the empowerment and development of women.

## **1.5 Limitation of the study**

The issue of women's participation in decision making process in community based organizations level is very significant issue and it has multiple dimensions. Thus, it may not be sufficient in once event. This study covers only the few clusters where women empowerment initiatives are carried out by women led groups called "Civic Awareness Centre" of Baitadi District. Hence, generalizations of findings may be applied or may not be applied for other places. The study is focus to assess the participation of women on decisions making process having sample size of 10 out of 20 clusters within limited time framework.

This study is merely limited to the mentioned topic, study area, data, and methodology

- ) Name of Topic: "Decision making roles of women in community based organizations"
- ) Study site: Sittad VDC, Kataujpaani VDC, Srikot VDC, Bijayapur VDC and Mathairaj VDC of Baitadi district of Nepal.
- ) Nature and sources of data: Qualitative and Quantitative data in nature will be taken and taken from primary as well as secondary sources.
- ) Tools and Technique of survey: Structured Quality Questionnaire, focus group discussion, Observation, Key Informant Interviews of CAC and WRF and community level organizations like CFUG, COs, Cooperatives etc. will be the basic units.

## **1.6 Organization of the study**

This study is divided into into seven chapters. The first chapter deals with introduction part. The second chapter includes the literature review. The third chapter deals with research methodology. The fourth chapter is generated for the introduction of study area. Similarly fifth and sixth chapters deal with analysis of variables and findings to show the actual situation of women's participation in decision making process in CBOs as mentioned in objectives one and two. The last chapter has covered summary of the study, findings and recommendations.

# CHAPTER II

## LITERATURE REVIEW

### 2.1 Introduction

This chapter covers the rationale of literature review for this study. Different studies conducted in women's decision making roles in CBOs are referred as the literature for this study. Similarly, some other likeminded studies are also taken as the reference for this study. This literature review ranged from international to national researchers and articles published in different journals also have been taken as references. Such review of the different literature has supported in shaping the study more systematically and adding values to it. Generally, this chapter deals with the theoretical and shifting paradigms in women's roles in CBOs and definition of participation as well.

### 2.2 Theoretical Review

#### 2.2.1 Community Based Organizations

According to Wikipedia, Community organizations (sometimes known as community-based organizations) are civil society non-profits that operate within a single local community. They are essentially a subset of the wider group of nonprofits. Like other nonprofits they are often run on a voluntary basis and are self funded. Within community organizations there are many variations in terms of size and organizational structure. Some are formally incorporated, with a written constitution and a board of directors (also known as a committee), while others are much smaller and are more informal.

The recent evolution of community organizations, especially in developing countries, has strengthened the view that these "bottom-up" organizations are more effective addressing local needs than larger charitable organizations.

Similarly, Wikipedia has defined NGOs as A **non-governmental organization** or *non-governmental organization* in English (**NGO**) is an organization that is neither a



part of a government nor a conventional for-profit business. Usually set up by ordinary citizens, NGOs may be funded by governments, foundations, businesses, or private persons. Some avoid formal funding altogether and are run primarily by volunteers. NGOs are highly diverse groups of organizations engaged in a wide range of activities, and take different forms in different parts of the world. Some may have charitable status, while others may be registered for tax exemption based on recognition of social purposes. Others may be fronts for political, religious or other interest groups. NGOs are difficult to define, and the term 'NGO' is not used consistently. As a result, there are many different classifications in use. The most common focus is on 'orientation' and 'level of operation'. An NGO's orientation refers to the type of activities it takes on. These activities might include human rights, environmental, or development work. An NGO's level of operation indicates the scale at which an organization works, such as local, regional, national or international.

One of the earliest mentions of the term "NGO" was in 1945, when the United Nations (UN) was created. The UN, which is an inter-governmental organization, made it possible for certain approved specialized international non-state agencies—*i.e.*, non-governmental organizations—to be awarded observer status at its assemblies and some of its meetings. Later the term became used more widely. Today, according to the UN, any kind of private organization that is independent from government control can be termed an "NGO", provided it is not-for-profit, non-criminal and not simply an opposition political party.

The following definition of a CBO was created during the 2002 and 2003 planning meetings and adopted by NCBON members at the NCBON Organizational Meeting at the APHA Annual Meeting in Washington DC in 2004.

Community-Based Organization is one that is driven by community residents in all aspects of its existence. By that we mean:

- ) The majority of the governing body and staff consists of local residents,
- ) The main operating offices are in the community,
- ) Priority issue areas are identified and defined by residents,
- ) Solutions to address priority issues are developed with residents, and

- ) Program design, implementation, and evaluation components have residents intimately involved, in leadership positions

### **2.2.2 Gender Theory**

Gender refers to the socially constructed differences and relations between men and women that vary by situation and context. Gender analysis requires going beyond to the statements about "women" and "men" to understand how historical, demographic, institutional, cultural, socio-economic and ecological factors affect relations between men and Women of different group, which partly determine form of natural resource management. Gender analysis focuses on the interaction of gender with other socially important variables, such as age, marital status, economic roles, ethnicity, and migratory status (Marianne Schmink, 1999). The term "gender" should be used to refer to the social and cultural constructions of masculinities and femininities, not to the state of being male or female in its entirety (Garrett, 1992)

Gender study closely examines the roles that the biological states of being male or female (anatomical, physiological, and genetical explanations of male and female body parts, structure and nature of functions of body organs, genetic carriers etc) have an social constructs of gender. Specifically, in what way gender roles are defined by biology and how they are defined by cultural trends (Butler, 1999). Gender theories imply the social and cultural construction of sex, which investigated in strict opposition to any kind of naturalization. This indicates that categories of men and women are social constructions, which formed out of norms, expectations, and laden common sense of what it means to be a man or women in a particular space or time. (Flick, 1998). While the gender approach offers the possibility to analyze the social construction of sex and the resulting similarities and differences due to such socially constructed practices, its main strength is that it seeks to uncover the power differential between them and the inequalities that the system of gender generates. Gender studies do not necessarily claim for the equal weight of both sexes (as feminism does), but examine the unequal distribution of power. There are some theories to judge the female participation in development programs which are Women and Development (WAD), Women in Development (WID) and Gender and Development (GAD).

### **2.2.3 WAD, WID and GAD Theory**

An official website of a group of sociologists called C2collins has defined the theory as per. Over the years development programs have been criticized for ignoring gender roles and the impact it has on women in the global south. However we see a shift to integrate women into development programs in hopes of eradicating poverty and low social economical status. The six main theoretical approaches are: “(1) the welfare approach; (2) women in development (WID); (3) women and development (WAD); (4) gender and development (GAD); (5) the effectiveness approach (EA); and (6) mainstream gender equality (MGE). Martinez tries to understand the various outcomes and effectiveness of all 6 development theories.

In the same webpage as above, the term “Women, Gender and Development” could be seen a discipline much likes ever other area of knowledge. However, what sets it apart from various disciplines is that, its major contributors are individuals that raise issues and concerns, concerning women, gender and development. These are academics, feminist activists and development practitioner.

In 1972 Ann Oakley, was able to distinguish the difference between sex and gender. Gender refers to one’s sexuality based on masculinity and femininity and sex refers to the biological features of one physiology. With the rise and popularity of the term gender, came with its misuse of its actual meaning. For example, as most development agencies and NGO’s supported its terminology, however they used it as a reference point when talking about mainly women issues. Today the term gender has become more popularized, that it is usually linked to a wide range of sectors like politics, economics, environment and health (C2 Collins, 2013).

Social assistance or the “welfare approach” originated back 1950s to the 1970s during the era of decolonization and political transition in most African and Asian countries. The welfare approach was a response to most of the newly independent countries outcomes of inequalities among the local elites and the common man in each nation.

Women in development (WID) approach, was originated as a result of three major feminist moments/waves concerning feminine conditions. The first two were due to

the feminist waves. The first wave also known as women's suffrage movement, originated in the North America back in the late 19<sup>th</sup> century, when women fought for the equal right to vote and participate in politics. The second-wave of feminism sought to deal with the remaining social and cultural inequalities women were faced with in everyday affair i.e. sexual violence, reproductive rights, and sexual discrimination and glass ceilings. The second wave was very controversial however the women's movement was very influential that the UN organized the first global conference on women back in 1975 at Mexico. The conference sought to address nations role on fighting gender inequalities and support women's right. The third was influenced by Ester Boserup (1970) publication on "Women's Role in Economic Development". "The book sent a shock wave through northern development agencies and humanitarian organization" (pg 93). She states and gave empirical results of how increasingly specialized division of labor associated with development undermines or neglects the value of women's work and status especially in the developing world. As it explains why women were being deprived an equal share among men in social benefits and economic gains. Boserup book had an influence on making women more visible in development approach and as a specific category when addressing women in development. In 1973, the US congress implemented a bill, which required the USAID to include women in development programs. The WID approach helped to ensure the integration of women into the workforce and increase their level of productivity in order to improve their lives. However some have criticized this approach as being very western. Since it is a perception of the global south from global north perspective, as it fails to acknowledge the collective and cultural concerns of women in the developing world. It approach has been tagged as being rather cumbersome on women, as it fails to understand the dynamics of the private sphere but focus solely on the public sphere (C2 Collins, 2013).

The women and development (WAD) approach originated back in 1975 in Mexico city, as it sort to discuss women's issues from a neo-Marxist and dependency theory perspective. Its focus was to "explain the relationship between women and the process of capitalist development in terms of material conditions that contribute to their exploitation" (pg 95). WAD is often misinterpreted as WID, however what sets it apart is that, WAD focuses specifically on the relation between patriarchy and capitalism. The WAD perspective states that women have always participated and

contributed towards economic development, regardless of the public or private spheres (C2 Collins, 2013).

The gender and development approach was originated in the 1980s by socialist feminism. It serves as a transition point in the way in which feminist have understood development. It served as a comprehensive overview of the social, economic and political realities of development. Its origin relates back to the Development Alternatives with Women for a New Era (DAWN) network, when it was first initiated in India. The DAWN program was then officially recognized in 1986 during the 3<sup>rd</sup> UN conference on women in Nairobi. The conference brought about activist, researcher and development practitioners globally. As the conference discussed about the achievements made from the previous decade's evaluation of promoting equality among the sexes, and a full scope of the obstacles limiting women's advancements, especially in the developing world. The forum discussed about the effectiveness of the continuous debt crisis and structural adjustment program implemented by the IMF and the World Bank, and how such concept of neo-liberalism tend to marginalize and discriminate women more in the developing countries. The diversity of this approach was open to the experiences and need of women in the developing world. Its two main goals were to prove that the unequal relationship between the sexes hinders development and female participation. The second, it sorts to change the structure of power into a long-term goal whereby all decision-making and benefits of development are distributed on equal basis of gender neutrality. The GAD approach is not just focused on the biological inequalities among sexes: men and women, however on how social roles, reproductive roles and economic roles are linked to Gender inequalities of: masculinity and femininity (C2 Collins, 2013).

The Effectiveness Approach (EA) originated in the 1980s. Its ideas are linked to the concept surrounding WID, which was the inequalities women faced and how societies fail to acknowledge the impact of women in economic development. However EA sort to not just include women into development projects but also reinforce their level of productivity and effectiveness in the labor market. So this required the development of infrastructure and equipment that aided to increase women's earnings and productivity (especially women in the rural areas).

Mainstreaming Gender Equality (MGE) approach also commonly referred to, as gender mainstreaming is the most recent development approach aimed on women. Gender mainstreaming ensures that all gender issues are address and integrated in all levels of society, politics, and programs. It originated in 1995 at the 4<sup>th</sup> UN conference on women in Beijing, China. At the forum, 189 state representatives agreed that the inclusion of both women and men in every development project was the only way to succeed and progress in a nation economic growth and development. The WID approach had been drop by various aid agencies like CIDA, due to its negative interpretation from supporters as being too feminist and brought about hostility from men towards such programs. So basically organization like CIDA now has to include men and women in their annual development report concerning the allocation of fund's spent towards education, health care, and employment of both sexes (C2 Collins, 2013).

#### **2.2.4 Feminist Theory**

Feminist rests on they notion of biological sex (of masculinities and femininities). Feminist theories denote a range of theories with the basic principles of "Feminism", this asserts equal rights and demands legal protection for women. Feminist theory manifested in various forms (e.g. Marxist liberal, radical and social feminism) and disciplines (history, environment)

Central to studying women's role and relations with the community based organizations, emerged in the mid 1970s (during the time of WID approach) and was the first attempt to theorize these interactions (Luitel and Timsina, 2008).

#### **2.2.5 Theory of Participation**

For the purposes of this note a useful definition of public or community participation is that adopted by Stoker (1997) for 'political participation' (following Parry et al, 1992): members of the public "taking part in any of the processes of formulation, passage and implementation of public policies". This is a wide-ranging definition, which extends the emphasis of public participation beyond the development of policy, to decision-making and implementation. Perhaps the seminal theoretical work on the subject of community participation was by Arnstein (1969). The particular importance

of Arnstein's work stems from the explicit recognition that there are different levels of participation, from manipulation or therapy Participation: A theoretical context 2 of citizens, through to consultation, and to what we might now view as genuine participation, i.e. the levels of partnership and citizen control. The limitations of Arnstein's framework are obvious. Each of the steps represents a very broad category, within which there are likely to be a wide range of experiences. For example, at the level of 'informing' there could be significant differences in the type and quality of the information being conveyed. Realistically therefore, levels of participation are likely to reflex a more complex continuum than a simple series of steps. The use of a ladder also implies that more control is always better than less control. However, increased control may not always be desired by the community and increased control without the necessary support may result in failure.

Arnstein, (1969), has suggested an eight steps participation ladder. This ladder suggests the ways people get participated in any organizations in its process. The steps are

- ) Manipulation
- ) Theory
- ) Informing
- ) Consultation
- ) Placation
- ) Partnership
- ) Delegate power
- ) Citizen control

It is sure that "development without popular participation can be best be an incomplete affair" (King Birendra as quoted in Stiller and Yadav 1978). Sundaram (2002) claims that the participation of beneficiaries can be understood in terms of participation in decision making, implementation of development program, monitoring and evaluation of the program and sharing of benefits of development. There exists a great importance of peoples participation in any kind of project because it enriches the planning process by checking the reliability of data, ensuring commitment of the people to targeted projects, rationalizing proposals by the agencies

concerned; reducing unreasonable pressures through informal channels and finally the basing the proposals on the judgement of the people affected by the program. Local always used to be in a better position to know about their needs and priorities and this can avoid duplication and minimize the delay and ensuring shared accountability. As the result of participation, the people will be in a better position to assess their own rights and responsibilities.

### **2.2.6 Understanding "Women"**

People make society and people consist of men and women. Men and Women are both active actors of the society though they have their own identity provided by the biological and social process. Biologically, both men and women are distinguished through their physical appearance and their work and life style becomes their identity as social identity.

According to Stephaine Garrett (1987, Gender), "one clear difference between the sexes is that women bear children while men cannot. Males and females also differ in terms of chromosomes, hormones, brain size and secondary sexual characteristics. The biological difference between male and female are that maleness is equated with greater size, weight, and strength. At birth, the average male baby is heavier and longer than the average female baby".

Social perspective is different in contrary to biological perspective; gender is culturally defined role expectation and behaviour of men and women. The ground of gender is sex itself. Every society has assigned certain activities to be performed by men and women for their livelihood. According to Beneria Lourdes (2003, Gender, Development and Globalization), "Gender may be defined as network of beliefs, personality traits, attitudes, values, behaviours and activities differentiating men and women through a process of social construction that has a number of distinctive number of features. It is historical; it takes place within different macro and micro spheres, such as the state, the labour market, schools, the media, the law, family/household and interpersonal relations; it involves the ranking of traits and activities so the associated men are normally given greater values".



According to Bhadra (2002), Studies or researches on women are basically fall under two categories mainly WID and GAD.

**Women in Development (WID) Research:** The feminist academic discourse and practice and the feminist research method initiated during late 1960s and 1970s are the basis of WID research. Status of women studies during the "UN Decade of Women (1975-1985)" stated considerable progress to be made in re addressing gender inequalities and developing countries. Understanding of the importance of gender in development policy and practice as stark disparities persist between men and women's relative status, access to resources and control of assets and decision making powers- undermining sustainable and equitable development. Emerging gender inquiries have features like questioning the myth of the household head (Mythical man) as the key respondent of the research questioning the myth of the "Unitary cooperative model of household" and the "Altruistic Dictator" Importance of same sex enumeration especially in the area of reproductive health of Women and Violence against women on the contrary (Bhadra, 2002).

**Gender and Development (GAD) Research:** The paradigm shift from "WID" to "GAD" led to shift in research focus in the ways that; individual/gender (with reference of inter sectionalist) group as unit of analysis rather than household or organizations as unit of analysis. Women are discriminated due to gender universality, but not all women affected in the same manner. Difference arise from structures like race, class and caste/ethnicity, locale of residence, geo-political positioning, age and religion (Bhadra, 2002).

## **2.3 Review of Previous Studies**

### **2.3.1 Global Context**

It is considered that both male and female are equal by legal and human right but they are separated by different social values, norms and attitudes. Thus, males become more powerful than female in our society (International convention on civil and political rights, article 25).

Women in many developing countries marry when they very young. Almost 50 percent of Africa women, 40 percent of Asian and 30 percent of Latin American women are married by the age of 18 year or below (HDR, 2013, UNDP).

Early marriage robs girls of her childhood time necessary to develop physically emotionally and psychologically in fact early marriage inflicts great emotional stress as the young women is removed from her parents home to that of her husband and in laws. She has to start to develop an intimate emotional and physical relationship with her husband's family member as she has in her parent. She is obliged to have intercourse although physically she might not be fully developed (UN, 2007).

Implementation of UN Security Council Resolution 1325 which is deal with women empowerment is extremely weak in Nepal mainly because of the following reasons:

- ) Lack of awareness about the content of the UN Security Council Resolution 1325 at the political and decision making level
- ) Lack of realization or internalization and of importance of women in peace process by the politicians.
- ) Patriarchy, feudal, exclusionary socio-cultural system that gives direct benefits to political elites, who are strongly dominating all the decision making structures.
- ) Competition, non-collaboration, revelry or party political affiliation among the elite women that limit them to fight common cause (Upreti, UN Resolution 1325).

Didi Bahini/UNIFEM (2007) prepared a document on Equal Participation of women in politics. The prepared document prepared purposively for working documents in grass root level. The document focuses on orientation of practical knowledge on role of women in process of state operating, women in politics, democracy, Social Inclusion, constitutional assembly, federal system, leadership skill and conflict management. Document also emphasize that women's participation for state operating not only support the strengthen the democracy, it is not sufficient only establishing the democracy in political system, but also it is crucial to full acceptance and operating of gender equality inclusion in every aspect to flourish the democracy. As it is the process of mainstreaming all the cast, class, gender, language, groups and communities providing services, resource and control over them along with dignity ensure the proper inclusion. Document once focuses on encouragement the increment

of meaningful and qualitative participation of women. Document subject matter would contribute to increase the interest of women in political arena (Didi Bahini/UNIFEM, 2007).

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 therefore continues to support change towards equal sharing of power and leadership between women and men, within the family, in the community, at the national and international level (Beijing, 1994).

### **2.3.2 National Context**

Many research works and studies have been carried out in the field of women's participation and decision making roles in different aspects. Similarly some studies have been carried out the women's participation in CBOs as well. But in-fact the studies about women's decision making roles in community based organizations are fewer than that of others. Such studies, however, have pointed out the importance of women's participation in decision making in different level of institutions.

The majority of women in Nepal live in rural area. Rural women play multiple and challenging roles in the context of physical hardship. In the domestic sphere, they are household managers, mothers and wives, in community, they maintain social and cultural services, predominantly on a voluntary basis and in economy, if they are not formally engaged as employees or entrepreneurs and if they are not active in family businesses and farms, the livelihood of any household will be in trouble. Although they bear crucial role in livelihood of any household, they have low access and control over income, resources, wealth and employment, which are the main causes of their low economic status. It directly and indirectly affects their decision making power (Nepal: A Country Study, 1991).

Disparities in education, limitations of the rights of women to own and inherent property until the recent past, low access to labour market, employment and productive assets, gender based violence and lack of fair representation in decision making process are six reasons for lagging women and girls behind men (NHDR 2009, p.19).

Nepalese new interim Constitution (2007) has guaranteed that there will be no any discrimination against any citizen as per the application of general law on the ground of religion, race, sex, cast, origin, Language and ideological beliefs.

Similarly, the constitution also has made provision to give special right to women in different additional section, which are as follows:

- ) There is no any discrimination due to being women.
- ) Every woman has right to their health and reproductive health.
- ) There is no any physical, mental or other type of violence against women and such type of violence are punishable as per law.
- ) There is equal right to men and women on property by inheritance (Interim constitution of Nepal 2063, Section 13.2, 20).

The socio-economic status of women farmers is low because of inherent social hierarchy and economic deprivation. The study reveals that although women's agricultural labor force is high but there has not been any significant change in the status of women farmers due to limited access of women on decision making process. Women are still deprived and discriminated in terms economic ground. The Dalits are mainly suffering from this deprivation and discrimination. So, women farmers need a special concern for their livelihood and empowerment. There is an immense need of women empowerment programs and cash earning packages to break this vicious circle of economic deprivation (Himalayan Journal of Sociology & Anthropology, 2008).

Women have different roles such as mother, wife, daughter and sister which she performs at different stages of her life. The women being a wife have the only duty of bringing up children and she is forced to do everything. These all duties are a carry-over of the semi-feudal society, where in the women are considered as property (PPC/CAC Operation Guideline, 2008).

Early marriage is another serious problem that some girls must face the marriage at the age of 10 to 14. After that, they must start producing children is very common among most of the society in Nepal. The reason behind it is that the social value we

have very much curious about the girl's virginity. Early marriage for many girls in Nepal is key factor for the high rates of maternal and infant mortality (Bhatta, 2013).

Nepali women are daughter, wives and mother but are not recognized as individuals with their own identity. Society has neglected women to the lowest rank. Confined to the home and form their responsibilities are due to their maternal function without any decision power. They are discouraged and prevented to take part in public life (Subedi, 1993).

Acharya (2007) states that conventional social custom is one of the major reason obstructing women from participation fully in economic development, which results low decision making power in women's hand. Higher the participation of women for economic development, higher will be the decision making power of women. She concludes that in addition to the activities being performed under national and international aspire activities involving women in development process, status of women in Nepal can be improved by giving attention of such things as making specific studies about the economic, social and cultural activities of women in Nepalese societies. We can empower the women to make decisions not only for them but also for family, community and country by providing equal opportunities to education to boys and girls, eliminating inequalities in inheritance right, family rights, and legal rights and such rights should be ensured with the involvement of women (Acharya, 2007).

According to Shrestha (1994) decision making power of women may increase with an equality of participation at all levels of planning and policy making not as recipient beneficiaries, labor an input contribution and consultants but as active change agent at the concerned level. It does not mean the involvement of one or two women or the wives of the leaders, but the involvement of women and man in the sample proportion in decision making as their proportion in the communities at large. She further added that the women of Nepal are so dependent to men if the partners of members deny giving shelter to them; it is a question of basic survivals. This system has made women to helpless, houseless and dependent that without men they will not survive, so, in this in human systemic the right of survival is laid on the heart of men (Shrestha, 1994).

The reinstate parliament, after successful JANANDOLAN II, passed the declaration by which ensured at least 33 percent participation of women in every sector of government machineries including different committee. Interim constitution 2007 institutionalized this provision strongly (Parliament declaration, 2063 and Interim Constitution, 2063).

Women in Nepal are generally subordinate to men in virtually every aspect of life. Nepal is rigidly patriarchal society. The economic contribution of women is substantial but largely unnoticed because traditional role was taken for granted. Women in Nepal hold the triple work responsibilities of reproduction, household cores and employment. Women occupy more than half of the total population of Nepal but socio economic status of women is comparatively low to their men counterpart. Women work longer hours than men but have lower opportunities to get full employment and exposure in the community level organization (Gurung, 2013)

Increasing women participation and involvement in different sectors of decision making in Nepal is just becoming a luring agenda to everyone, especially government of Nepal including those who are involving in the process of women empowerment and ensuring women's rights.

I just wonder in what extent our feminist or women rights activists agree on this statement of the Ministry of Foreign Affairs (MoFA) Deputy Chief of Mission of Nepal at the United Nations in New York Sewa Lamsal Adhikari? I'm bit skeptical in this matter because he said "increase women proportion of their involvement at all levels of decision-making." I don't think so because that 33 percent involvement of women is not practice at all levels of decision-making and Mr Dinesh Tripathi, a Supreme Court Advocate and Constitutional and Human Rights Expert in Nepal also asserted that women participation as per proportion basis has not practice as claimed by the government of Nepal and women participation at the decision-making level is just for the show off and an agenda of the government of Nepal.

“Following the political change of 2006, concrete steps have been taken to empower women and increase the proportion of their involvement at all levels of decision-making,” said Adhikari while addressing the Third Committee of the sixty-seventh

session of the UN General Assembly on Agenda item 28 Advancement of Women on Wednesday.

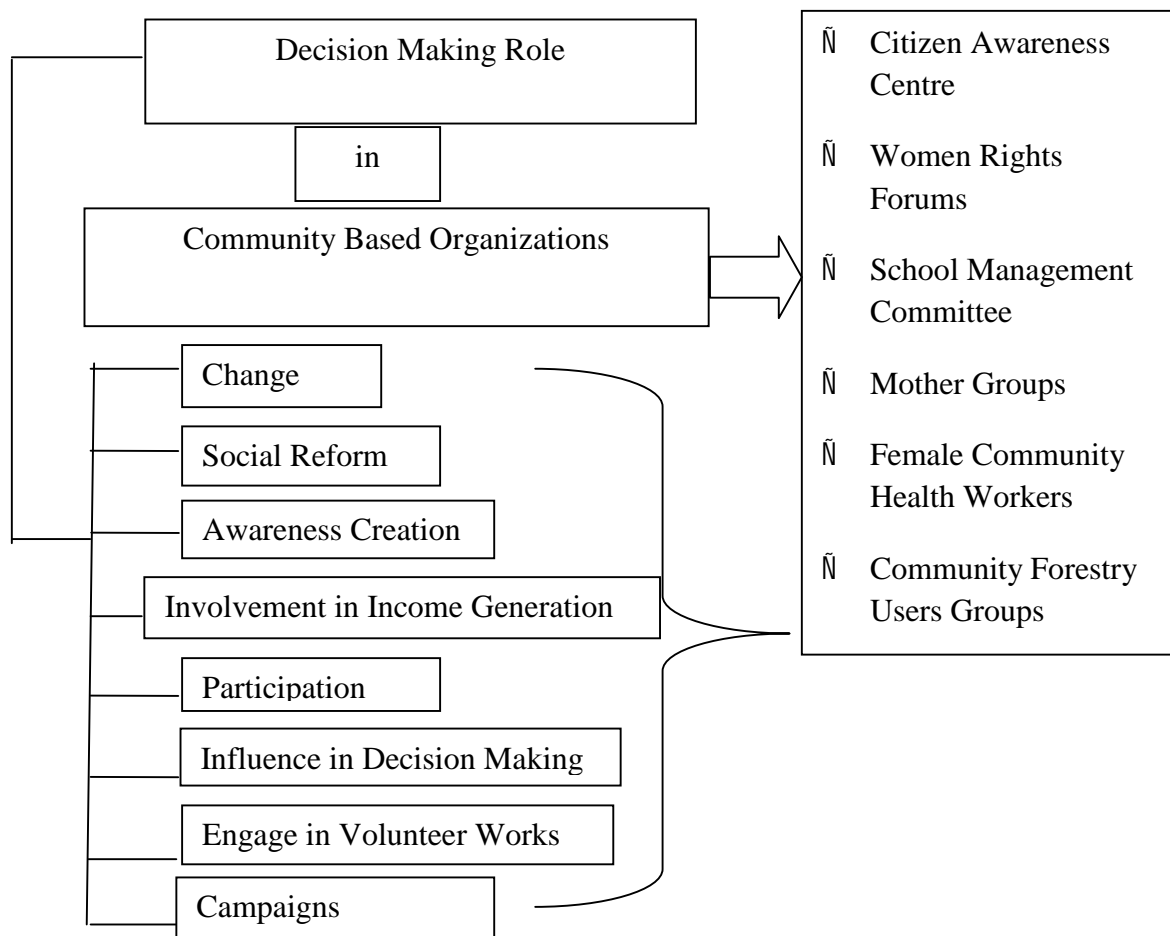
“Several important policies and strategies have been put in place and legislations enacted with a view to empowering women, advancing gender equality and prohibiting violence and discrimination against women.

Saying that the Interim Constitution of Nepal 2007 has for the first time in the history envisaged equal rights to women without discrimination, Adhikari informed that the directive principles and policies of the State as enshrined in the Constitution have explicitly underscored women’s participation on the basis of proportionate inclusion which provides for special measures for education, health care and employment for women and the girl child. Gender equality and social inclusion policy, 2010 is being implemented to ensure gender mainstreaming and elimination of discrimination in all aspects of life (Tripathi, 2012).

Participation of ultra poor is very low or nil as Majhi (fishermen) in Bhaleghat FUG for example, because they couldn't join their hands and mouths in the evening if they do not do fishing during the day. The FUGs have no targeted programs for such users to get their inclusiveness. Further, there is no clear-cut criteria set for participant selection in training etc and that is still under the discretion of few committee members especially chairperson and secretary. The level of women's participation is low in Brahmin homogenous society where socio-cultural norms and values are strongly practiced in such consanguineous communities. The decisions in the meetings have been found taken in consensus of the attendants. In a question asked how popularly the decisions were made in the meetings, the respondents of both women FUGs said that they have been made their decisions in consensus. In Besisalghari, about seventy percent members voted for consensus and the rest did not know about the fact. But in Bandre, 6 out of 8 members indicated that decisions are made in consensus though someone give silent acceptance in surface whatever they felt inside and 2 claimed that the decisions are taken in majority (Laamichhane, 2004).

## 2.4 Conceptual Framework of the Study

The conceptual framework has been developed to investigate phenomenon which are key role players in terms of decision making in CBOs. It is a type of intermediate theory that attempts to connect to all aspects of inquiry. The conceptual framework explains the decision making roles of women in community based organizations and decision making role is taken as independent variable. The decision making roles has been impacted by different attributes as advocate for change, social reform, awareness creation, involvement in income generation, and in campaigns etc.



The basic concept of this study is to assess and analyze the decision making roles of women's in different CBOs of the study area. As above mentioned in the framework, citizen awareness centre, women rights forums, school management committee, mother groups, female community health workers, and community forestry users groups are considered as CBOs in this study. Similarly, the study aims to explore the roles of women in change making, social reform, awareness creation, involvement in income generation, participation, influence in decision making, engage in volunteer works and organizing and participating in campaigns etc.



## **CHAPTER III**

### **RESEARCH METHODOLOGY**

#### **3.1 Rationale of the Selection of the Study Area**

As discussed earlier, the overall status of women is very poor in Nepal especially in terms of decision making capacity. If we consider the issues within Nepal, the mid and far west is more critical than that other part of Nepal. Furthermore, within the mid and far west region, the status is more and more critical in hilly area including Karnali zone. The condition and status of poor and Dalit women is worst in this area.

To address the above mentioned socio economic problems, CARE Nepal has been facilitating women lead groups called ' Civic Awareness Centre" (CAC) and Village women right forum (VWRF) in partnership with other governmental and non-governmental agencies. Within the women empowerment framework, one of the major components is the decision making capacity of women. So it is justifiable that whether they participate in decision making process in community level organizations or not. If yes, then how they decide or make influence to decide.

The purposed area is most remote from the district headquarter having diversified caste and class of people. This area is dominated by Brahmin/Chhetri and there are is a heterogeneous community by castes, ethnicity and class. So, being far from, there have never been conducted such study to identify the real situation of women in regarding to their participation in decision making. So the proposed area is virgin set of geography for this researcher. Thus, it is proposed and selected to have this study

Similarly, various organizations including government agencies are involved for empowerment of women through group approach in Nepal with heavy resources. They share the progress with significant output data fantastically in local, district and national level. So, the other reason that inspired me to explore if the changes really have been seen in the women capacities in term of decision making capabilities within community level organizations.

### **3.2 Research Design**

The main objective of the present research to assess the socio-economic condition of women and its impact in decision making process of community based organizations. So, an exploratory as well as a descriptive research design has been employed. The analysis of this research has been presented descriptively with the help of this design. Socio-economic conditions, participation in decision making process, impact of differ socio-economic conditions in decision have been intensively described and analyzed. Through focus group discussion, interviews with key informants and observation, some untold stories and information were explored in this design.

### **3.3 Universe and Sampling**

Sampling is made in two levels. In first level, 10 CACs are selected purposively from total 20 CACs in 5 VDC so that Dalit, and non Dalit communities can be included in this study. In second level, from each selected 10 CACs considering 20-25 participants in each CACs (20 in average), 50 percent of total 200 respondents are selected randomly for this study. So this study is carried out in 100 respondents from the selected area. In this study, only women member of the CACs and other related CBOs were selected as respondent.

### **3.4 Nature and Source of Data**

The natures of data are both quantitative and qualitative. The study primarily is based upon primary as well as secondary source of data. The primary data was obtained from the field survey with structured questionnaires based on purposive and random sampling in two layers. The secondary data was taken from various publications like DDC profile, VDC profiles, WRF database, census data, and survey reports, report of the different governmental or non governmental institutions or agencies and other concerned line agencies in the district in this issue. Reliable Internet sites were also used for secondary level data.

### **3.4.1 Primary Data Collection Tools**

The data was collected with the help of questionnaire schedule. The questionnaire schedule comprises of all relevant questions related to the decision making process in Community based organizations and other socio-economic activities. Mainly, those questions were focused on Community level management and socio-economic status of the respondent. Most of statistical data and required information were collected through the primary sources. These data's are based on questionnaire schedule, interview, observation, key informant interviews, focus group discussions etc.

#### **3.4.1.1 House-hold Surveys/questionnaire Schedule**

This questionnaire is used to collect data's like age, sex, educational status, marital status, type of family, type of house, membership in CBOs, patterns of attending CBOs meetings, patterns of attending VDC councils, frequency of participating in meetings, men's engagement if women's' issues, priority given to women in local resources etc. Member of any CBO from household was asked for the required information.

#### **3.4.1.2 Focus Group Discussion**

FGD is carried out in order to meet the objective of this study and also to triangulate the results obtained from other methods. For this study, separate discussions were held with each individual groups ranged from executive committee, Advisory committee, and members committee of different wellbeing ranking categories. In total 5 FGDs is conducted comprising 1 in each VDC. This FGD is carried out primarily to identify the changes taking place in the women's' participation in decision making in the initial stage of the CBOs and at present as well.

#### **3.4.1.3 Interview with Key Informants**

At the initial stage, researcher was actively involved in identifying key informants. Several types of key informants such as executive committee members of CACs, CAC facilitator, Village WRF members and active women outside of CAC and some other women lead CBOs members were selected for interviews in order to clarify the issues of women participation for decision making.

#### **3.4.1.4 Participatory Observation**

Quality of dialogue, movement of women and role of women in community organizations meeting was observed. This type of observation was useful to find out the influences during decision, between men and women. The respect and behavior shown to each other was recorded as well.

#### **3.4.2 Secondary Data Collection Tools**

To strengthen the study and additional verification of data collected by primary sources, some secondary sources were taken as reference. VDC Profile, Reports prepared by CARE Nepal and other organizations on the same subject, DDC Profile, Reports of Women and Children Development offices was used as secondary data.

### **3.5 Data Analysis Methods**

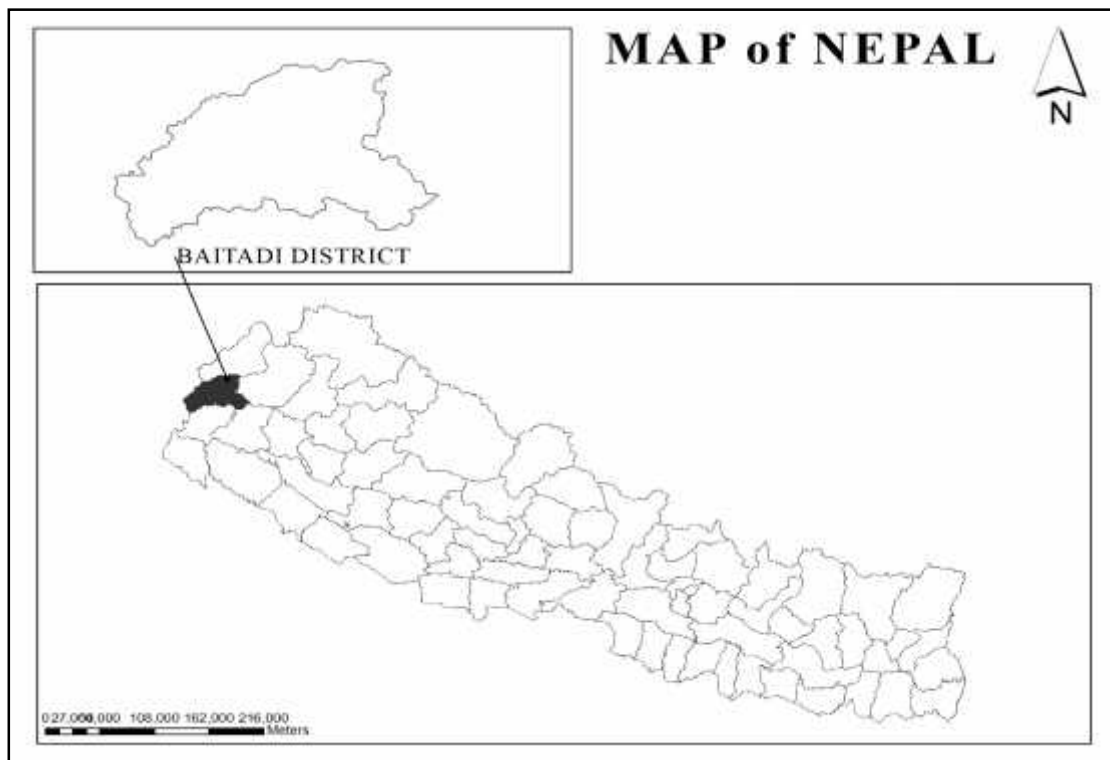
The data generated from the field and other sources have been descriptively analyzed. This study is based on the qualitative and quantitative data generated through different instruments, such as, questionnaire, interviews with key informants, focus group discussion and observations. Thereafter generated data has been comprehensively scrutinized for its relevancy. Simple statistical tools such as number and percentage have been applied for the analysis of the gathered information. Raw data has been edited first, in contrast with the secondary data. By comparison, data errors have been eliminated. At least the data have been coded and classified into descriptive and numerical characters and managed by computing both qualitative and quantitative data to derive those to meaningful conclusion. Then, their interpretation has been furnished in the textual form. Similarly, Microsoft, Excel program have been used intensively to develop graphs and charts to show the findings of this study.

## CHAPTER IV

### PHYSICAL SETTING AND SOCIAL SITUATION

#### 4.1 Introduction of Study Area

This chapter deals with the profile of study area, especially about the study area (5 VDCs) of Baitadi district. Baitadi district is situated in Far west development region of Nepal. It's a bordering district with India (Uttarakhand state). The district is basically domicile of Brahman, Chhetri, Thakuri and Dalits. Its culture is mostly Indian/Kumauni influenced.



Map 4.1: Location of the Study Area

(Source: [http://en.wikipedia.org/wiki/File:Baitadi\\_district\\_location.png](http://en.wikipedia.org/wiki/File:Baitadi_district_location.png))

It is accredited that socio economic, geographical, cultural aspects determine impacts on empowerment of women and their active participation in decision making process, so the physical, socio economic and cultural setting is dealt in this chapter.

According to the population census of Nepal (2011), the total population of Baitadi district is 2,50,898 in 45191 Households among which there are 1,17,407 are male and 1,33, 491 are female. The male population is 46.79 percent and female's population is 53.20 percent. Although the population of female is higher than that of male, but their participation in decision making process in CBOs is lower than that of male. However, participation of women in community based organizations is gradually increasing in recent years.

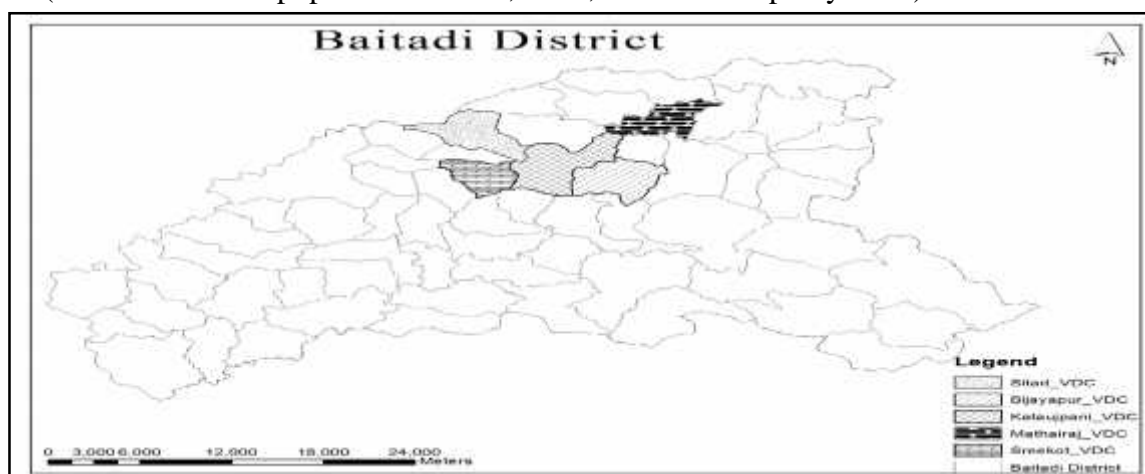
## 4.2 Location of the Study Area (5 VDCs)

The study area district; Baitadi (Sittad, Kataujpaani, Mathairaj, Bijayapur and Srikot VDC) is considered as the remote and under developed districts of Nepal. These proposed VDCs are coverage area of CARE Nepal's Community support program as these VDCs lies in the North-West from district headquarter. The total population of these proposed VDCs is given below.

Table no 4.1: Population of Selected VDCs Including Male and Female

SN	Name of VDC	# of Households	Total Population	Male	Female
1	Bijayapur	643	4035	1896	2139
2	Kataujpani	821	4296	2021	2275
3	MathaiRaaj	537	3004	1461	1543
4	Srikot	641	3479	1567	1912
5	Sittad	749	4655	2154	2501

(Source: National population census, 2011, VDC/municipality 2011).



This chapter covers the socio-economic as well as demographic aspects of respondents of the study area. Out of the total 200 households, 100 households were taken as sample and structured questionnaires were asked to the women respondents. In the structured questionnaire information related to Age, sex composition, ethnic composition, marital status, family structure, types of HHs, land distribution, participation in community organizations and respect or priority from the communities to women are included in order to fulfill the desire of the study.

### **4.3 Demography and Socio Economic Features of Study Population**

This section provides the information on basic characteristics of the sampled population which could be more useful and important to analyze the data and go through some influence to get the answer of set objectives. Variety of Socio economic factors are determinant of participation of women in set of activities in community level. These all factors determine and influence their lives which is also a part of not only participation but also of overall development of the respective communities. The socio economic condition of any individual is also important determinant of the educational status and well being of their children, well fulfilling their household needs. For this reason, some important characteristics of the study of selected population is dealt specially in this section.

#### **4.3.1 Age Composition of Respondents**

The age is most important factor in demography and it makes difference in working hours, types of works, decision making roles, social relation/reputation and responsibilities. Age determines the social status of people. Age has great influence in terms of decision making and talking part in social activities.

The age groups divided as 20-30, 30-40 and above 50 years of age. The following table shows the age composition by sex of respondents of study area.

Table 4.2: Distribution of Respondents by Age

<b>Age group</b>	<b>Percent of Respondents</b>
20-30	37
30-40	29
40-50	20
50 above	14
<b>Total</b>	<b>100</b>

Source: Field Survey 2013.

Above table shows the age distribution of respondents by age group in the study area. Out of total 100 respondents, the majority is from the age groups from 20-30 i.e. 37 percent. The lowest proportions of the respondents are of 50 years age above. In our society age factor plays dominant role in holding resources and decision making roles in community based organizations.

#### 4.3.2 Caste/Ethnicity Composition

However, Nepal is a multi-ethnic country where there are different caste/ethnic groups, my study area have only limited diversification in cast only and no ethnic groups are there as entire mountainous region of far west region . Mostly, all the cast have same language, culture and tradition. Nepal is full of cultural diversity. Caste is also main factor in society and it plays important role in terms of participating in social activities. The following table reveals ethnic composition of the respondents in the study area.

Table 4.3: Distribution of Respondents by Caste/Ethnicity

<b>Cast Group</b>	<b>Percent of the Respondents</b>
Dalit	37
Non Dalit (Brahmin14+Chhetri42+Thakuri7)	63
<b>Total</b>	<b>100</b>

Source: Field Survey 2013.

Above table shows the cast distribution of respondents. Among the total respondents households non Dalit (Brahmin, Thakuri and chheteri) is the highest. Non Dalit



contains 63 percent, and 37 percent is from Dalit community, however the Dalit population of the district is 10 percent approximately and 40 percent in the CACs structure.

### 4.3.3 Marital Status

The participation in decision making process and community institutions also depends on the marital status of women. A man's life is not considered complete without a wife and mostly woman is married in about 16 years of age in study area. Marriage is one of the universal social institutions and it defines the social roles, responsibilities, kinships etc. Women's roles are increased after marriage so it directly affects their engagement in social activities.

Table 4.4: Distribution of Respondents by Marital Status

<b>Marital Status</b>	<b>Percent of the Respondents</b>
Married	94
Unmarried	6
<b>Total</b>	<b>100</b>

Source: Field Survey 2013.

Above table shows the marital status of respondents. Out of the total 100 respondents, 94 percent respondents are married, and rest 6 is unmarried.

### 4.3.4 Family Structure

Family is basic unit of the society and it is an institution which plays important role in building society. Family structure also plays dominant role in decision making process. Mainly, there are two categories of family structure nuclear and joint family. Nuclear family refers that family which consist husband, wife and unmarried children while joint family contains husband, wife, their parents, unmarried and married children as well as other relatives like parents brothers and their family too who share the kitchen for meal and reside under the same roof.

Table 4.5: Distribution of Respondents by Family Types

<b>Family Structure</b>	<b>Percent of the Respondents</b>
Nuclear Family	64
Joint family	35
Big family	1
<b>Total</b>	<b>100</b>

Source: Field Survey 2013.

Above table shows the family structure of respondents. Out of 100 respondents 64 percent have nuclear families and 34 have joint families where 1 is big family.

In most of the cases it was recorded that the women from the nuclear family and women headed household have higher frequency to participate in community based organizations than joint and big families. In some rare cases, due to work load sharing practices, also observed the high movement and active involvement of women in CBOs.

#### **4.3.5 Types of House**

Basically fooding, clothing and housing are the fundamental needs of human being though education health and security are also considered. Housing has great contribution in maintaining the quality of life of people. It emphasizes the standard of living. In this study, mainly three types of housing are considered as cemented (Pakki), semi cemented (Ardha-Pakki) and Clay Built (Kachhi.)

Table 4.6: Distribution of Respondents by House Types

<b>Type</b>	<b>Percent of the Respondents</b>
Cemented, (Pakki)	3
Semi Cemented (Ardha Pakki)	93
Clay Built (Kachhi)	4
<b>Total</b>	<b>100</b>

Source: Field survey 2013.

Above table shows, out of the 100 household 93 percent are ardha Pakki, 3 percent are pakki and 4 percent are kachhi. Due to social structure and concept of community

people, representation of women from Pakki Houses is more influencing than that of other. It is analyzed that they are invited in the community functions while other have to demand for their participation.

#### 4.3.6 Educational Status of Respondents

According to the national census of 2011, Nepal literacy rate is 65.9 percent. Out of that, 75.1 Man and 57.4 percent women are literate in Nepal. Literacy plays an important role in making people civilized and increase their involvement in social/ community activities. Due to lack of knowledge and awareness, many women are prohibitive in engaging themselves in outside activities, that why most of the CBOs are not complying the rule of "Local self governance law" of 33 percent must representation women. In this respect, educational status of women in the study area was analyzed, which is shown by the following table.

Table 4.7: Distribution of Respondents by Educational Status

Level	Percent of Respondents
Illiterate	38
Primary or literate	49
SLC or above	23
<b>Total</b>	<b>100</b>

Source: Field Survey 2013.

Above table shows out of the total 100 households/women, about 49 percent of the household/women are primary education holders. Nearly 23 percent HHs have passed SLC or likely education where as 38 percent are found illiterate.

Those households/ women's passed SLC are found more influential in community level decisions. It is analyzed that they are more invited by school management committees, Community forestry users committees and other organizations. Similarly, less respect is paid to illiterate women's in the community. It is observed during focus group discussion that literate women's are more responsive rather than illiterate women participants. According to empowerment philosophy, taking part in discussion is the first level and it grows up slowly and slowly.

### 4.3.7 Occupation and Source of Income

Occupation and Source of income represents the economic status of people. Occupation is considered as main source of income. Those households having agriculture occupation have fewer chances to represent in the community organizations as they are mostly limited into the reproductive roles.

Table 4.8: Distribution of Respondents by Occupation and Source of Income

<b>Occupation</b>	<b>Percent of the respondents</b>
Farming and livestock	86
Job (Nepal and India)	12
Business/Small entrepreneurship	2
Any other	0
<b>Total</b>	<b>100</b>

Source: Field Survey 2013.

Out of 100 HHs, agriculture and livestock farming has occupied the first position as the source of income. 86 percent households are dependent upon agriculture and livestock farming for their income. Similarly, 12 percent Hhs are depended in their seasonal job/labour work either in Nepal and India (mason, labor in India, sewing) etc. The third position is occupied by Business/Small entrepreneurship which covers 2 percent. However, they are simultaneously dependent on agriculture and other work for income, No one household has sufficient food grains for whole year. So, they manage the income for their daily life by other wages related work.

It is analyzed that HHs having insufficient food grains and engaged in labour work, don't participate mostly in community actions because they replied that they don't get any support from such meetings. They also replied that they would have participated if some compensation allowances are provided instead of their labour work. That's the cause analyzed as lack of participation in monthly and other regular meetings in the community organizations. Regarding representation in CACs meeting, there is provision of small compensation cost, so women's participation is increased in comparison to other CBOs.

### 4.3.8 Source of Communication

Communication has played vital roles in creating awareness and accessing other resources. In Nepal, about 60 percent people have access to mobile service and almost all (74) districts are having community radios, FM stations. These means have supported a lot in disseminating the important messages to the community people. Therefore, to know the access of selected HHs in these different means, which is as follows.

Table 4.9: Distribution of Respondents with Different Source of Communications

Source	Percentage of the Respondents
Radio/FM	82
Tape-recorder	
Television	
Telephone/mobile	67
Radio and mobile both	57

Source: Field Survey, 2013.

Those respondents having radio and mobile both were found more active during the group discussion. When some question was asked, they used to be the respondents first rather than who have less access to mobile and FM services. Local resource person of some CACs replied that most of the participants made decisions themselves in some critical issues by asking to their relatives and friends by mobile. So it is analyzed that having access to communication services increases the participation of women in decision making level in community level organizations.

### 4.3.9 Land Holding

The survey result shows that in most of households, there is holding of man. In agrarian countries Nepal, land is the potential resource of income and is closely associated with the dignity as well. In rural areas, people's social reputation is based on the land resource. So that to get social reputation and important positions in community organizations, one must have holding over land as well. The analysis of land holding is mentioned in the below table.

Table 4.10: Distribution of Respondents by Land holding

<b>Land Holder</b>	<b>Percentage of the Respondents</b>
Man	87
Women	11
Both	2
<b>Total</b>	<b>100</b>

Source: Field Survey, 2013.

The above table shows that 87 percent land is in Man's hold where as 11 percent is only in women's hold. It is found that some people have started joint holding on the land due to some land rights movements in the area.

In this analysis, various types of practices are found. In some cases, women having held on land are respected in the community and they have active participation in community based organizations. During decision making process, their issues are tried to address importantly as they are resourceful in the community. At the same time, due to having more role of women in engagement in agrarian works, they are bounded into it and are not accessible to take part in such works. It is found that holding on land doesn't make differentiate in the roles. It is observed that mostly women are involved in so they don't get sufficient time to involve seriously.

#### **4.3.10 Hear Names of Different Service Providers**

Technical and social know how on different aspect also has an important role to take part in the community organizations plays. Level of knowledge and talkativeness of women is taken positively in the community and basically those women are considered talented in our society.

Table 4.11: Distribution of Respondents by Hearing Names of Different duty Bearers

Service providers	Hear names	don't hear	Know roles (Observed)
VDC and SHPs	100 HHs	0	50% out of 100
Nepal police and Army	100 Hhs	0	50% out of 100
Local groups and CBOs	100 Hhs	0	10% out of 100

Source: Field Survey 2013.

This analysis shows that those women who know the names & general functions of Police, Army, VDC, SHP, Bank and Mothers groups, they are considered as active in the community and most community organizations try to involve them in the committees and in decision making level. In community level discussions and decisions also, their consensus is taken. It is also observed that only 10 percent of the women know the roles and responsibilities of local groups and CBOs so that they don't take part in those organizations. They have just knowledge that these groups are for saving and credit which is not much interesting for them as they expressed as the cause of not taking part actively.

#### 4.3.11 Invitations in Trainings to Hhs Members

Invitation in training and other such event is also a measure to identify the involvement of women or man in community organizations. So to identify who is invited for the training and who participates into? Below table shows that

Table 4.12: Distribution of Respondents by Invitations and Takes Part in Trainings

Who is invited	Percentage	Who takes part	Percentage
Man	57	Man	71
Women	43	Woman	29
<b>Total</b>	<b>100</b>	<b>Total</b>	<b>100</b>

Source: Field Survey, 2013.

As above table shows, In the community mostly about 57 percent invitations for trainings are made to man and about 43 percent are made to women where as man takes part in the name of women as well. Training is a best approach for the capacity strengthens of the people. It is also analyzed that those women who have participated in the trainings, are actively taking part in the decision making process as well. Similarly, taking part in training is a reputed task in the community so that community organizations are involving trained women in their committees and in decision making process.

#### 4.3.12 Medical Treatment

With the modernization, medical science has developed lots of methods and medicine for treatment. However, in underdeveloped countries like Nepal, people are even

depending upon the traditional method for treatment of diseases especially in rural remote areas, the access to those treatment facilities have increasing day by day with some gender discrimination i.e. people uses Dhami Jhankri for women generally. Below table shows the number of women respondent goes for treatment frequently to Dhami jhakri, domestic treatment and modern health facilities.

Table 4.13: Distribution of Respondent by Medical Treatment

Treatment	Dhami Jhakri		Domestic treatments		Modern health facilities like health post/ hospitals	
	Man	Women	Man	Women	Man	Women
Treatment measure	22	47	17	12	11	10
Percent	19	31	17	12	11	10

Source: Field Survey, 2013.

Above table shows that still people are going to Dhami and Jhakri for the treatments. In the above mentioned data's, gender discrimination is seen that mostly Women are going to Dhami Jhakri for the treatment, In domestic treatment also there is more representation of Man and taking hospitals facilities also it is analyzed man dominant.

This scenario is linked with the movement of Women out from their households. They are mostly using domestic treatments and "dhami jhakri" which are available in near by their houses and this is restricting them to go out of the family boundaries. Thus this system has blocked women to participate in CBOs and its decision making process.

#### **4.3.13 Discuss with Man about Women Rights**

To reduce gender discrimination and establish of women empowerment at all level, serious engagement of man is also highly important. Resolving issues of women only women and resolving issues of man only by man has been failure approach as it was practiced in 1990s by development agencies. But now the concept of Gender has emerged where acting and planning together is the main thrust of the approach "Gender". Below table shows about the engagement of Man in women right issues.



Table 4.14: Distribution of Respondent by Man's Engagement in Women's Issues

<b>Engagement of Man</b>	<b>Percentage of the Respondents</b>
Completely	15
Partially	51
Never	34
<b>Total</b>	<b>100</b>

Source: Field Study 2013.

Above table shows that only 15 percent of Hhs get their man's engagement in their issues discussion and those women from mentioned house hold were found more confident and open during their CACs meeting. Many development agencies are mainstreaming Gender as cross cut issue in their program, which has created a positive message in the community, due to which, the engagement of man partially has grown up upto 51 percent which is encouraging. Its is observed and analyzed in the study area that most of women taking part actively, open vocal and effectively are from these households where there is partial engagement of man regarding their issues.

So, "Never" engagement of man in women's issues has created problems for women's to participate in social functions and in CBOs.

# **CHAPTER IV**

## **ANALYSIS OF WOMEN IN DECISION MAKING PROCESS IN CBOS**

Decision has great role to enhance the social status. It plays important role in terms of people's participation in different activities. In Nepalese society, man plays significant role in community level organizations decision and there is dominancy on women. A culture of making participation in the name of inclusion has started but which is not involvement in decision making in real sense.

This chapter deals with the women's status in terms of participation and decision making in different aspects in Community level organizations. In this Chapter, women's participation in CBOs, their know how about the functions of CBOs, Composition of CBOs executive committee in terms of women participation, Women's involvement in VDC level activities, and miscellaneous. Taking consensus during meetings, who determines the agendas of meetings?, giving priority to women in schools, etc are the subjects dealt under miscellaneous.

Unhealthy and discriminative power practice in the society has created discrimination between man and women and which has directly affected to the socio economic and political access of women. So the serious and real involvement of women in decision making of CBOs and regular participation enhances their social reputation and get respect and they can enjoy the rights of being an "Equal Citizen".

### **5.1 Women's Participation in CBOs**

It is considered that male and female are equal in family as well as in society and they have equal roles and responsibilities. But males have dominance in decision making process and other social activities. Males alone have greater contribution in social activities and in decision making process and in other general participation. The following table shows the participation of man and women from respective Hhs in community level CBOs.

Table 5.1: Distribution of Respondent by Man and Woman's  
Participation in Different CBOs.

Type/Name of CBO	Woman	Man	Total Percentage
CAC	87	13	100
Mothers Group	100	0	100
School management committee and CFUG	35	65	100
Other, FCHVs etc	83	17	100

Source: Field Survey 2013.

Above table shows that the participation of women in CACs , mothers group and FCHVs seems high where as there is poor participation in SMC and CFUGs. This study has clearly marked that the holding of man in resourceful CBOs is still strong. CFUGs and SMCs are taken as most resourceful and powerfull CBOs. There is significant power exercise made.

Another finding from this study is that, if the participation of women is made compulsory as it is made in CACs, is helpful in increasing the real participation.

## 5.2 Consensus Taken During Decision Making in Respective CBOs

Regarding the practice of taking consensus during decision making process in CBOs was asked. In participatory approach, taking consensus of all participating agencies/members is a vital step which specially empowers the poor members and develops participatory leadership as well. Below table shows the situation.

Table 5.2: Distribution of Respondent by Taking Consensus  
During Decision Making in CBOs.

Consensus taken during decision	Percentage of the Respondents
Man	8
Members	31
Literate / elite Women	49
All, Participatory	12
<b>Total</b>	<b>100</b>

Source: Field Survey 2013.

As the survey was conducted in CAC and related CBOs, all respondents were woman. 8 percent have said that man's consensus is taken while making decisions in CBO. 31 percent have said that its member's consensus taken and 49 percent have said that elite women/literate women are highly taken consensus while making decisions.

So the learning is simply literate and elite by other domains is also an instrument of women empowerment.

### 5.3 Practice of Inviting Women in CBOs Meeting

In the society, community roles are mostly performed by man and woman are not considered to perform such roles. But the dynamics is being changed gradually and woman also has initiated taking part in community roles and productive roles.

What is the practice of inviting woman in CBOs meeting was analyzed here?

Table 5.3: Distribution of Respondent by Inviting Women in CBOs Meeting.

<b>Practice / frequency</b>	<b>Percentage of the Respondents</b>
Necessarily Invited	39
Sometimes Invited	19
Not Invited	21
Don't Know	21
<b>Total</b>	<b>100</b>

Source: Field Survey 2013.

39 percent responded that there are necessary practices of inviting woman in CBOs meetings which is not good enough. About 20 percent replied that there is practice of inviting them sometimes only when it is either mandatory or necessary. About 42 percent replied either they don't know or not invited.

In this changed dynamics also, women are participated/invited in meetings more than before but again invited in the shake of participation. Either to fulfill legal provisions or to maintain inclusive participation, they are participated.

## 5.4 CBOs with Woman Chair Person

Decision making power in any organizations is mostly holding by the major executive roles and positions. Major positions in any community organizations plays vital role to empower and enhance the capacity. The more number of organizations having their chair person's women shows that the decision making roles of women in those community organizations is more efficient.

Table 5.4: Distribution of Respondent by Having CBOs Chaired by Woman.

No of CBOs	Percentage of the Respondents
One CBO	51
Two CBOs	23
Three CBOs	21
More than Three CBOs	5
<b>Total</b>	<b>100</b>

Source: Field Survey 2013.

This table shows that there are very few organizations in the respective area having women as their chair person. Numerically there are only three CBOs where there are women chair persons'. More than 50 percent respondents said that there is single CBO having women chair person.

The major finding is that in most resourceful CBOs like CFUGs, SMCs, WCFs, there are no likely woman chair person's. But mostly there are women in PTAs and CACs. According to Local Self Governance Act , there must be 33 percent women in any CBO/UCs with at least one in major positions but Out of hundred, only 51 percent CBOs are having women in their structure in major positions where it should be full 100.

## 5.5 Frequency of Women Participating in VDC Council

VDC council is a major event ever organized in VDC level. It is yearly organized by VDC to endorse all the development activities and is a major step of VDC planning process. In the council, basically people's voice and their issues are addressed by local government. In the transition management of government, it is basically facilitated by

non elected political party's mechanisms and is assumed publically that it is influenced. In such influencing event which is directly related to the decision of allocation of development activities is important itself to participate by women. The below table shows the frequency of women to participate in VDC council and number of respondents participates or not.

Table 5.5: Distribution of Respondent by Participating in VDC Council by Woman.

<b>Responses</b>	<b>Percentage of the Respondents</b>	<b>Frequency</b>	<b>Percentage of the Respondents</b>
Yes, participates	37	Regular	32
No, never participated	63	Irregular	68
<b>Total</b>	<b>100</b>	<b>Total</b>	<b>100</b>

Source: Field Survey 2013.

From the above findings, it is easily assumed that only 37 percent respondents participating in VDC council is self much but not excellent participation. As the VDC council is a big ceremony and an event, the big percent of women participating indicates the big holding of women in community level decision making. So in the selected area, mostly 40 percent women have their access in community level events. Further more, only 32 percent women participates in regular basis in VDC council. It means there is still no any strict follow up of the self governance act which impacting in the accessing women in community level .

## **5.6 Women Provided Opportunity for the Speech in VDC Council**

Similarly, as discussed in previous chapter, getting chance to speak in VDC council means a lot for a person and very much for a women. Below table shows how many women get chance to speak in VDC council.

Table 5.6: Distribution of Respondent by Getting Chance of Speech in VDC Council.

<b>No of Women</b>	<b>Percentage of the Respondents</b>
One	54
Two	31
Three	12
More than three	3
<b>Total</b>	<b>100</b>

Source: Field Survey 2013.

About 55 percent of the respondents said that only one women gets chance to speak in VDC council where as more than 20 man speaks in the council. This data shows that still women doesn't have influencing role in development allocation and related decisions. Only 5 percent of women have this access in the community level specially in big and important forums.

## **5.7 Priority Given to Women in Teacher Selection**

In Nepalese, teaching has become one of the most appropriate professions for women linking with their household roles. At one hand, it is more respective job and other hand they can fulfill some of the natural and reproductive roles in their household that's why it has become of more interest.

Teaching is a primary resource of job for many Nepalese educated youths. Therefore it is being the place to exercise the power games. It is observed in the community that during the selection process, the whole process if being influenced. In this sense", this study observed/ find out that less than half of the respondents said that women's are kept in priority during selection.

Table 5.7: Distribution of Respondent by Giving Priority to Women in Teacher Selection.

<b>Answers</b>	<b>Percentage of the Respondents</b>
Yes	42
No	44
Don't know	16
<b>Total</b>	<b>100</b>

Source: Field Survey 2013.

During The selection process, about 42 percent respondent said that in their nearby schools, women's are prioritized in the selection process and about 44 percent said that there is no any priority. Similarly 16 percent of respondents said that they are not known on it.

Equity and positive discrimination are some of the instrumentals for the empowerment of marginalized groups/people. This is what the meaning of giving priority to women in selection. The assumption of this positive discrimination is to establish the stage of equality by adding some extra values to marginalized.

As there are some initiatives found in the community to prioritize women in teacher selection, many respondents are engaged in ECD class teaching and in other private quotas and are found more active in social activities.

## 5.8 Status of Man and Women in Society

In patriarchy, social and economic status of man and women is considered different. Due to access and control over resources, men are considered of high status generally where as due to lack of access and control on resources women's status is in minority.

The below table shows the understanding of respondent's about the status of man and women in this selected society.

Table 5.8: Distribution of Respondent by Showing Status of Man and Women in Society.

Answers/ meters	Percentage of the Respondents
Equal	29
Unequal	71
<b>Total</b>	<b>100</b>

Source: Field Survey 2013.

In above table, 29 percent of the total respondent said that there is equal status of man and women where as 71 has replied it as unequal. This is an extreme finding to prove that status is different and is basically of understanding and practice. Two third of the total respondents are in favor of saying it unequal. This is also a primary cause of



ensuring meaningful participation of women in any decision making level. It is considered that their inputs are of less value so are not participated.

## 5.9 Making Decision to Participate in CBO Meetings

The whole study is focused on this and its associated agendas. It is very important dimension to understand to know the actual access of making any level/ type of decisions. Here in this part, respondents were asked to mark that who makes decisions to participate in CBOs meetings, the results is mentioned as:

Table 5.9: Distribution of Respondent by Making Decision to Participate in CBOs Meetings.

Answers/ Meters	Percentage of the Respondents
Man	47
Woman	39
Both	14
<b>Total</b>	<b>100</b>

Source: Field Survey 2013.

The above table shows that decisions to participate in CBOs meeting are made mostly by man as 47 percent of the respondent said so. Similarly 39 percent have said that Woman themselves made decisions to take part in the CBOs meetings. 14 percent has said that both man and women make decisions for that.

This result shows that still there is man dominancy to participate in the meetings no matter either man or woman has to participate. As the social economic dimension of the society is gradually changing itself, joint decision making practice also started in the family between man and woman.

## 5.10 Decision to Participate in Social Activities

Social activities are important part of human life. It generates knowledge and awareness for human beings. It is considered as a second school for learning as well. In the context of empowerment, taking part in social activities play an important role. Socialization has immense roles in adopting and acquiring new knowledge. The following table shows the situation of decision making regarding making decisions to take part in social activities.

Table 5.10: Distribution of Respondents by Decision to Participate in Social Activities

Answers/ Meters	Percentage of the Respondents
Man	41
Woman	41
Both	18
<b>Total</b>	<b>100</b>

Source: Field Survey, 2013.

The above table shows that there are equal roles/influences of man and women in making decisions for social activities. 41 percent have replied it as man's role and 41 percent have replied as women's where as 18 percent of the respondents have said it as both man and women's role.

According to Gender Roles, community roles are merely performed by man and women are generally engaged in reproductive role and they have more access. Here the study also has brought the finding in the same line. Decision to take part in CBOs is influenced by man but decisions to take part in social activities are equally influenced by man and women.

### 5.11 Reasons of Women's Backwardness

Respondents were asked to know their views towards why women are far behind in terms of independent decision making power. The four options were given separately to select one or more than one as they think.

Table 5.11: View Towards Women Backwardness (Multiple answers)

Main Reasons	Percentage of the Respondents
Lack of Education	95
Lack of Awareness	82
Poor economic Condition	34
Culture and Social Values	65

Source: Field Survey 2013.

As reported by the respondents, 95 percent respondents think that lack of education is main causes for backwardness of women. Where as 82 percent replied it due to lack of awareness. The stated third reason, which makes women backward, is culture and values by 65 percent. 34 percent respondents had replied poor economic condition as the reason of backwardness of women.

The Nepalese society, Cultural and social values play important roles to enhance the status of women in the society. Women's have less property rights and access to education and economic activity. They are considered as the supporter to their male counterparts and family. There are some cultural beliefs that husband is considered as god for wife and she has to respect him in every step of life. Certainly, it is ridiculous in modern society where both males and women's are equal; having equal rights and responsibilities, though male and women are considered equal. Women's have low access to education, employment and in other productive roles which affects them having minor status in the society. There is vast gender disparity in socio-economic status as well as decision making power.

## **5.12 Problems Faced by Women in Decision Making Process**

Women's are facing the problems of decision making due to the following reasons. 1) They are dependent socially and economically. This means that women are more dependent to their men counterparts both in economic and social phenomenon. The study has also shown that women are not very free to participate in social functions and are considered as wives and household workers. 2) They have no control over resources independently. There is very poor land and other property holding by women and they have less control on agrarian products as well. Mainly men go to market to sell or buy the stuffs. 3) Due to traditional norms, values and attitude, women are not getting opportunities to take part in CBOs. Getting permission from many senior people, identity of women in society, some religious beliefs also are hindrances for women. 4) Women's involvement in non economic activities made them dependent to others which have been an obstacle for them. 5) Due to some socialization and identity given to women as weak, they hesitate to decide freely and indecently, so are not motivated to participate.

# **CHAPTER VI**

## **ANALYSIS OF QUALITATIVE INFORMATION**

### **6.1 Interview of Key Informant's and Community Leaders**

During the data collection, Semi- structured interviews were conducted with some key informants, personnel for the qualitative information. They were representatives of ward citizen forum, school management committees, VDC secretaries and Village women rights forums of the respective study area.

Some semi structured questions were asked. In the beginning, a question "Are women involved in community based organizations and what are the criteria's?" was asked and the response was "yes" from many of the interviewed people. They said that due to some policy obligations and provisions, women are involved in all type of committees these days. "It is still not a voluntary process rather women are compelled to be the members and take part in the committees" Said VDC secretary of Vijayapur VDC.

"These days inclusion is being very popular agenda, so all NGOs and Government agencies are necessarily participating women in their meetings and also motivate women's to be in the committee" Said Dropati Joshi, Chairperson of village women rights forum, Vijayapur. She added "sometimes some women's are kept in executive committees with out taking their consents and they don't know of their presence in the committee, so in the name of participation, some fraud participation is also made".

During the interaction with Shobha Bohara, a female community health volunteer of Mathairaj VDC, She said " there is a pattern of holding big assembly and elections in school management committees and forestry groups so women are not given chance in such organizations but women are forced to be in the committee of parents teacher association and or any other groups which has some minor roles in the community".

What types of Women's are invited in CBOs meetings? Was the next question asked. Devendra Bista, a technician of Bijayapur VDC replied, "Generally women from

executive committee of any CBO are invited in meetings". He again added that it is not possible to invite other people in executive committees meetings but in some general gatherings, invitation is send to all but mostly men from the community takes part. The same question was asked to a women teacher named Dropati Awasthi of Rauleshwor Secondary school, Kataujpaani VDC. She said, "More literate like SLC passed are very few in numbers in the villages so they are necessarily invited in community meetings. Likewise, teachers, FCHVs are also invited in the meetings. We are compelled to be the members of executive members these days".

What types of people are most honored in the community? was asked to a local resource person of the community support program named Laxmi Luhar. She replied that literate people, teachers, people having job in Nepal, having very cemented houses, having sufficient land holding etc are most honored. She added, "People of higher caste like Brahmins and Thakuris are more honoured than that of Dalits".

"How actively women raise agendas?" was next question asked to a VDC representative of a political party of Sittad VDC. He replied, "Raising agendas by women is initiated but it is not still institutionalized. It is more dependent on few natural women leaders. If they are absent in meetings, others can not raise their voices". He added, "In VDC council, every year women are raising their voices to allocate the restricted budget on empowerment activities. In the same context, head master of Hadakot Secondary school, Mathairaj VDC, Baitadi replied that he has faced many women's raising their voices regarding the scholarship program, take part in SMCs elections, and even claiming for teachers position when announced.

Do you take consent of your man counterpart to attend social activities or functions? This question was asked to a CACs member named Basanti Bista of Shreekot VDC, Nuwakot. She said that three four years ago, she had to take consent from her men counterpart as it was first time. She added, "One or two times, my husband went to the meeting venue with me but these days I am free". The same question was asked to a men whose wife is a member of school management committee named Rajendra Joshi of Shreekot VDC, he said that due to our culture, women have at least to inform family member for where they are going. In this way he shared that his wife is also taking part in SMCs meeting frequently but his wife asks/informs him at least. Mr.

Joshi further shared that when his wife goes to district headquarters or out of the district, there is a practice to send a men colleague with his wife.

## **6.2 Participatory Observation**

The study area lies in the north east part of the district from its headquarter. It is a mixed community of brahmin, chhetri, thakuri and dalits. Primary information for this study was collected from women respondents engaged in Citizen Awareness Centre in different five VDCs. It is found that most of the respondents' occupation is agro based activities and small entrepreneurs. Secondly, their men counterparts are seasonal migrants to India for subsistence. Migrating to Terai area with improved income status is a key phenomenon in mid hills in Nepal. This study area is also suffering from this kind of problem of migration.

Researcher found that brahmin, chhetri women are holding important decisive positions in community based organizations in comparison to dalits. To show these institutions inclusive, dalits are intensively involved in CBOs but there is always a question behind it. It is also found that during VDC councils, one or two women are provided opportunities to speak where more than 20 men speak. This clearly shows that still all decision making processes are man dominated. It is also observed that women are unable to take part for full time in any meetings. The reason behind it was found that there is no one to support them in their regular reproductive types of household roles.

In most of the cases it was recorded that the women from the nuclear family and women headed household have higher frequency to participate in community based organizations than joint and big families. In some rare cases, due to work load sharing practices, also observed the high movement and active involvement of women in CBOs.

It is also observed and recorded that households having insufficient food grains and engaged in labour work to solve hand to mouth problem, don't participate mostly in community actions or in any committees because they replied that they don't get any support from such meetings. They also replied that they would have participated if some compensation allowances are provided instead of their labour work. That's the

cause analyzed as lack of participation in monthly and other regular meetings in the community organizations. Regarding representation in CACs meeting, there is provision of small compensation cost, so women's participation is increased in comparison to other CBOs.

Unhealthy and discriminative power practice in the society has created discrimination between man and women and which has directly affected to the socio economic and political access of women. So the serious and real involvement of women in decision making of CBOs and regular participation enhances their social reputation and get respect and they can enjoy the rights of being an "Equal Citizen".

It is found that there are no dalit FCVHs and no dalit women in any position in Health post or sub health posts in the study area. So having non dalit women in most important functions of community, they are found more deprived in terms of decision making.

### **6.3 Findings of Focused Group Discussions**

Purposively some FGDs were done during this study. To identify the different ideas through cross groups and to note down some common practices, this FGD was conducted. Purposively, FGD was conducted with Brahmin and Chhetris' mixed groups and Dalit dominated group. In general, Brahmn and Chhetri Cluters, women are more empowered and engaged in community level organizations in comparison to Dalit women's. Literacy rate and engagement in small entrepreneurship is also seen high in non Dalit community. There is no single female community health worker (FCHV) from Dalit community found. Similarly, VDCs and other service providers have also invited to non Dalit women groups in their activities in comparison to others. Another important dimension is that those groups or women's who are near by VDC headquarter or to any service centre, they have more chances to take part in social activities and decision making process of CBOs. In comparison to those, other who are far away from VDC headquarters, are even not known about these all things.

A discussion on criteria's of member's selection in CBOs was held. "All CBOs look for literate and leader type of women to be their member" recorded in one FGD from Kataujpaani VDC. The same group added that those people are given more priority

who is members of some major political parties. In the same context, it is found that some CBOs really seek non vocal type of women to be their member to save them from questioning and commenting. In one another FGD in Mathairaj VDC, it was recorded that CBOs are giving priorities to economically rich women's with the aim to get their contribution when necessary. So, it is found that most CBOs are prioritizing literate, rich, natural leaders, open vocals and sometimes non vocals also. So, the pros and cons of these criteria's and practices is of exclusion of other marginalized women in CBOs.

It is found that mostly women members are participating in regular meeting except to their own CBOs (like VDC and SMC). In some credit and saving motive organizations, they are partly involved. The evidence recorded from a FGD in Sittad VDC is, "there are one or two women participated in close session of VDC council where as more than 15 men participate". Purposively selected one women group shared that if there are any mass gatherings and rallies to be organized, more women are motivated/ invited to participate. They further shared that it could be because of no any major roles and functions to be taken in mass gatherings so women are invited to participate.

Regarding the challenges faced by women to participate in CBOs, different problems are recorded in different interactions. A group from Shreekot VDC shared, "Women are already loaded with household burdens so they don't like to take part in any meetings". The same problem was answered in other discussions as well. Not having a provision of any financial support by taking part in meetings has also been a flagging problem for poor people. In some of the discussions, some social and cultural barriers are also prominent factors for women. Social identity given to women as a household server and a mother, women are basically facing problems. Culturally also, Nepalese society has many layers of relationships and especially a women has multi dimensional cultural roles of sister in-law, daughter in-law. In theses all relations, a women is considered more accountable than of others. So these are some of the hindrances recorded during the discussion.

Focusing more on income generation types of activates are most prioritized way forward shared in most group discussions. Secondly, providing some financial benefits and facilitation to family members to compensate their roles during meeting



would motivate them to participate. Furthermore, all participants have enforced to generate favorable policies for women. They provided examples of some organizations having quota system for women's participation due to which women's are mandatorily participating. So, they emphasized to have such policies in each organizations and ensure of its proper application.

# **CHAPTER SEVEN**

## **SUMMARY, CONCLUSION AND RECOMMENDATION**

### **7.1 Summary**

The study on "Decision Making Roles of Women in Community Based Organizations" is intended to assess the socio economic condition of women in the study area and its impact in decision making process and also to assess the women's participation in community based organizations' level & its decision making processes from the CARE Nepal's working area of Baitadi District. Women as a important stakeholder of the society as majority population of the nation, their meaningful participation in decision making processes of community based organizations is non negotiable provision to unsure their rights. Therefore, to explore their status in decision making is crucial important from this study. To assess the decision making roles of women in community based organizations, Socio economic status, cultural and educational status, their participation and decision making process of CBOs has been chosen as variables of this study and analyzed on the findings. These variables encompassed of various dimensions of social structure (gender, caste, age group, ethnicity, and class), socio-cultural norms, education, income generation opportunities, employment opportunities and types and involvement in different community based organizations.

The research is exploratory and descriptive in nature. Societal characters, CBOs characters and practices have been included in the presented data's. Such data's are collected both in qualitative and quantitative form. Extensive surveys through a questionnaire sample have been conducted to collect primary quantitative and qualitative data's. Like wise, focused group discussion, key informants interviews and observation is made to collect primary qualitative data's. Reference materials, reports, websites, previous studies, national and international instruments on women and related study have been consulted for the secondary data collection.

This study analyzes the women's participation in CBOs level decision making process, particularly in 5 remote VDCs of Baitadi district. This study is based upon the primary data collected from the field survey. There are 20 CACs implemented in 5 VDCs covering 25 to 50 HHs in cluster. Each CAC comprises of 20 to 25 Participants. Thus at first, 10 CACs out of 20 CACs were selected purposefully so that Dalit, non Dalit and heterogeneous community's voice can be captured. Considering 20 participants in each CAC in average, 100 respondents are selected in total out of 200 participant member of CACs. This study is an attempt to analyze the socio-economic status of women and their roles and participation in decision making process of any CBOs exists.

Both Qualitative and quantitative data have been processed and analyzed using appropriate statistical tools and presented accordingly in tabular as well as diagrammatic forms. This study emphasises to explore the women's participation in decision making of Community based organizations so it doesn't comprehend the macro view of the subject matter. The study has incorporated a small preliminary part, seven main chapters, bibliography and few annexes.

The findings of the study have indicated that societal (socio-economic and cultural) variable is most important variables to promote women's roles in decision making processes of CBOs. Likewise, the policy provisions and practice of CBOs is also a important variable. Strong educational status and economic condition of women in society is decisive factor for making it happen. Subsistence type of economy and social condition of women hinders them to enable to participate in societal activities.

Setting policy provisions, providing more and more opportunities to women in income generation activities, enable women to vocational education, engagement of women in local political institutions and organization etc would really advance women's to play positive roles in decision making and motivate their men counterpart to ensure women's participation.

## **7.2 Findings**

All respondents are women. Among all the respondents, 37 percent Dalit and remaining 63 percent are from Brahman, Thakuri and Chetri. Majority of the

respondents (94%) are married and only 6 percent are unmarried respondents. In regards to family structure, 1 family has big structure and 35 percent family are of joint type and remaining 64 are nuclear family.

- ) Some minor discrimination found in using traditional and modern means of treatment for man and woman. Comparatively more women are getting treatment from DHAMI JHAKRI and other local treatment where as man are using health post facilities.
- ) Regarding the women rights issues, generally both man and women are involved in discussion.
- ) However, independently woman's have low decision making power and practice in comparison to their man counterpart though the role and power of women in decision making process is increasing day by day by participating in joint decision making practices with their man counterparts.
- ) In most of the cases it was recorded that the women from the nuclear family and women headed household have higher frequency to participate in community based organizations than joint and big families.
- ) Social structure and concept of community people, representation of women from Pakki Houses is more influencing than that of other. It is analyzed that they are invited in the community functions while other have to demand for their participation.
- ) It is observed during focus group discussion that literate women's are more responsive rather than illiterate women participants. According to empowerment philosophy, taking part in discussion is the first level and it grows up slowly and slowly.
- ) It is analyzed that, respondents having insufficient food grains and engaged in labour work, don't participate mostly in community actions because they replied that they don't get any support from such meetings.
- ) Those respondents having some means of communications like radio and mobile, both were found more active during the group discussion. When some question was asked, they used to be the respondents first rather than who have less access to mobile and FM services.

- ) This analysis shows that those women who know the names & general functions of Nepal Police, Army, VDC, SHP, Bank and Mothers groups, they are considered as active in the community and most community organizations try to involve them in the committees and in decision making level. In community level discussions and decisions also, their consensus is taken.
- ) It is also analyzed that those women who have participated in the trainings, are actively taking part in the decision making process as well. Similarly, taking part in training is a reputed task in the community so that community organizations are involving trained women in their committees and in decision making process.
- ) Those women, who get man's engagement in their issues and discussion, were found more confident and open during their CACs meeting.
- ) So, "Never" engagement of man in women's issues has created problems for women's to participate in social functions and in CBOs.
- ) Participation of women in CACs, mothers group and FCHVs seems high where as there is poor participation in SMC and CFUGs. This study has clearly marked that the holding of man in resourceful CBOs is still strong. CFUGs and SMCs are taken as most resourceful and powerful CBOs. There is significant power exercise made.
- ) Another finding from this study is that, if the participation of women is made compulsory as it is made in CACs, is helpful in increasing the real participation.
- ) It is analyzed that, only 37 percent respondents participating in VDC council which is good itself with the space for improvement. As the VDC council is a big ceremony and an event of planning and budgeting, the big percent of women participating indicates the big holding of women in community level decision making. So, in the selected area, only 32 percent women participate in regular basis in VDC council. It means there is still no any strict follow up of the Local Self Governance Act which impacting in the accessing women in community level.
- ) About 55 percent of the respondents said that only one woman gets chance to speak in VDC council where as more than 20 men speak in the council. This data shows that still women doesn't have influencing role in planning and allocation of budgets in local level.

### **7.3 Conclusion**

As this study is concentrated to analyze the decision making power of women in community level organizations, and their social engagement to some extent. Generally, it is found that they have less involvement in decision making in community based organization in comparison to their male counterparts. Still it is found that women have sub ordination roles in community and in house hold level as well. Women are found deprived to enjoy their rights and bounded to perform their responsibilities outside to their household.

In household level activities also, man has super power to perform resourceful decision in comparison to women. Men are found in dominating positions in community level organizations. At the same time, literate women, women engaged in small entrepreneurship, affiliated in local level politics are found stronger in terms of decision making in these organizations and have influencing presence in its structures. From this study, it is found that many community based organizations have provisions to ensure women's representativeness in their structures. Generally, it was found followed but still decisions are man dominants. This still shows that the whole power structure of the society is man dominant which needs to be changed.

Even if, it is found that many women still do not go to health posts and VDC to get health services without the permission of their man counterpart. To be a member of any community based organizations is also a matter of getting permission from the family head to a woman. Further more, women's have to share to their family heads regarding any decisions they took whereas man doesn't have to necessarily. Going to district headquarter or to any other places to attend some training/workshops is really big deal for woman to manage. Need multi-sectoral permission on such cases. Husband's permission only doesn't work so need to get approval from mother or father in-laws as well.

So, it is essential to enhance their capacity economically, educationally and socially to increase the participation in decision making process. Unless, women are brought into the mainstream of development process, the development of the nation is far away.

## 7.4 Recommendations

This study indicates the women's decision making roles in decision making process in CBOs. This study has been carried out to analyze the women situation in decision making in CBOs. Though women's decision making power has been increased in recent days but not found satisfactory. They are less able to decide anything independently as their men counterpart do. Lots of governmental and nongovernmental organizations are engaged to empower women's social and economic conditions but result is not gained as desired. So, the government, NGO/INGOs has to work more to empower and increase the potentialities of women. It is essential to implement the existing policies and programs properly and formulate new appropriate policies and programs to enhance the capability of women's.

Even though, it will affect the women's status in all aspects along with decision making power in Nepal, the constitutional provision for ensuring right to organize and right to take self decisions is becoming very much impressive in urban areas. Because, the majority of women population who lives in village are aware on this issues, but they have not practiced till as their right.

On the basis of the findings of the study, the following recommendations can be suggested to improve the women's decision making role in CBOs

- ) Ensuring/provisioning of women participations in the rules of CBOs is must.
- ) Involvement of women in income generating activities.
- ) Make sure of financial support (in compensation of their labour) during women's participation in any meetings of community based organizations.
- ) Invite women from household while inviting for community meetings.
- ) Involve more and more women in CBOs structure (at least 33%).
- ) Facilitate women to involve in micro and macro level political structure.
- ) Involvement and both man and women is necessary for making them both accountable to decision making processes and participation.
- ) Ensure participation of women in more resourceful CBOs.
- ) Effective and high mobilization of natural women leaders.

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**APPENDIX- A**  
**HOUSEHOLD SURVEY QUESTIONNAIRE**

**A. General**

Date of Interview .....

Address: District :.....VDC:.....

Ward no:..... Tole: .....

Name of respondent:.....Sex: Male \ Female

Occupation of respondent:.....

Caste\ Ethnicity:.....

Religion:.....

Academic qualification

Can read\ Primary

Don't know

SLC\ More than SLC

Marital status

Married

Unmarried

**B. Household Information:**

Name of household head:.....Male  Female

Types of family: Single  Joint  Big

Types of house Kacchi  Pakki  Semi pakki

**C. Educational Status**

Name	Age	Occupation	School	Gov. School	Boording	Remarks

**D. Socio-Economic Status**

1. What is your occupation to operate your household activities?  
 A. Farming  B. Small Business  C. Job  D. Others

2. Do these above occupation and income from those is sufficient for you to operate household activities for whole year?  
 A. Yes  B. No

3. If not, how do you solve your problem? Say briefly.  
 .....

4. What below materials\ instruments of communication do you have at home?

Radio	Tape recorder	TV	Telephone	Mobile			

5. In whose name, is your land?  
 A. Male  B. Female  C. Both

6. How do you feel yourself comparing with women of other caste?  
 A. Respected  B. Well off  C. Can talk to all   
 D. Weak  E. Disrespected

7. Which of below, do you know about service providing agency?  
 A. Court  B. District Administration  C. Police   
 D. Army  E. NGO  F. Health Post   
 G. School  H. Bank  I. Groups\ Committees\ Organizations

8. In your community, which of following work of development are completed\ built?  
 A. Drinking water  B. Irrigation  C. School   
 D. Health post  E. Electrification  F. Road  G. Others

9. Do you or your family get invitation to participate in any training from any organizations?

A. Yes  B. No

10. If yes, how many times a year?

.....

11. Who participates generally?

A. Male  B. Female

12. Where do you and your family member go in case of falling sick?

Male: A. Health post  B. Hospital  C. Witch-doctors   
D. Domestic treatment  E. Others

Female: A. Health post  B. Hospital  C. Witch-doctors   
D. Domestic treatment  E. Others

13. Which of the below mentioned things you know?

A. HIV/ AIDS  B. Family planning  C. Vaccination

14. Do you know about family planning?

A. Yes  B. No

15. Who uses family planning menses in your family?

A. Male  B. Female

16. Which means of family planning is used?

A. Temporary  B. Permanent

17. Is there a toilet in your home?

A. Yes  B. No

18. If yes, who use toilet?

A. Female only

B. Male only

C. Children only

D. All

E. Women and children

F. Not in use

19. What do you know about women rights?

A .....

B .....

C .....

D .....

20. Do you discuss with man of your home about women right?

A. Fully discuss

B. Partially discuss

C. No discuss

**E. Decision making Process**

1. What social organizations are there in your society? Tell name which you know?

A.....

B.....

C.....

D.....

2. In which organizations out of those above are you affiliated?

A.....

B.....

C.....

D.....

3. What are some major works done by those organizations where you are member?
- A.....
- B.....
- C.....
- D.....
4. Whose suggestions are taken more in those organizations when to take decisions?
- A.....
- B.....
- C.....
5. How is the practice to inviting women in organizations meeting?
- A. Compulsory  B. Sometimes  C. Not in practice
- D. Don't know
6. How many organizations are there in this village having women chairpersons?
- A. One  B. Two  C. Three  D. More than three
7. Have you participated in VDC council?
- A. Yes  B. No
8. If yes, regularly or sometimes only?
- A. Regularly  B. Sometimes
9. How many women get chance to speak in VDC council?
- A.....women
10. Are there any chairperson in school management committee or principal's of schools?
- A. Yes  B. No
11. Are women given priority in teacher selection in schools?
- A. Yes  B. No  C. Don't know

12. How many women participate in annual assembly\gathering of community forestry?  
A.....women
13. Whose advice is taken more in community work?  
A. Male's  B. Female's  C. Both
14. In how many organizations are you affiliated?  
A.....
15. What types are changes occurred in you after being a member in organizations?  
A.....  
B.....  
C.....
16. Who participated in community meetings and who decides whom to participate?  
Participate, A. Male  B. Female  C. Both   
Decide, A. Male  B. Female  C. Both
17. How is the comparative status of man and women in society?  
A. Equal  B. Unequal
18. What are the causes of women backwardness?  
A. Less of education   
B. Low level of awareness   
C. Low economic status   
D. Traditional values
19. How much are you happy with the work done in your society by organizations?  
A. Happy  B. Unhappy



**APPENDIX- B**  
**KEY INFORMANT INTERVIEW SCHEDULE**

1. Name:-
2. Age:-
3. Sex:-
4. Name of CBO/CO:-
5. Position held:-
6. How long have you been engaged on this organization?
7. What are basic functions of your CBO?
8. What are the requirements to be the member of any CBO in your community?
9. What types of people in your community are most honored?
10. How actively women raise agendas in the CBOs meeting?
11. Who is mostly consulted in your CBO or in your community during taking decisions in important issues?
12. Which organizations do you think most resourceful in your community?
13. What types of women's are mostly invited in CBOs meetings and or in any important social functions?

**APPENDIX- C**  
**FOCUS GROUP DISCUSSION CHECKLIST**

- 1) When was your CBO formed?
- 2) What are some major functions of this CBO?
- 3) What types of support is this CBO getting from government and non government agencies?
- 4) What are the criteria's of executive committee members selection in this CBO?
- 5) What types of provisions are made to ensure women's participation at different level in this CBO?
- 6) What types of issues are raised by women members in executive committee meetings?
- 7) Do men members participate seriously in discussion of women's issues?
- 8) What is the participation of women members in CBO at different stages?
  - a) Developing annual plans
  - b) Discussion of annual budget
  - c) Monthly regular meeting and annual assembly
  - d) Benefit sharing
  - e) Loan mobilization
  - f) Organizing and participating in campaigns/rallies etc.
- 9) How are women members influencing to their male counter part to make them participate in their agenda?
- 10) What are the challenges/ problems of women for not participating in CBOs meetings?
- 11) What could be the possible steps to increase women's role in decision making level and process? How can women's skill and knowledge be advanced?