

# CHAPTER I

## INTRODUCTION

### 1.1 Background of the Study

Women employment is an essential element for women empowerment that enhances capability of women to exercise control over their one's own life and family livelihoods. It is generating understand to mean the ability of women to make choices to improve their will beings that of their families and communities. Empowered women thus can take active roles for in family, community and social levels. During the Vedic period, women and men were equal as far as education and religion concerned. It is said that all males' power comes from the feminine. The Brahma, Vishnu, Shiva all are powerless without their female counterparts (Prabhu, 2004). In Hindu culture, the mother is the very embodiment of love, of sacrifice or selfless service to her children and of forbearance. She is considered the first teacher of every child and is regarded as the highest guru (Prabhu, 2004).

However, Hindu religious system also developed and practiced patriarchal and hierarchical case based society on the foundations of rigid social, cultural and economic structures. Patriarchal cultural attitudes and practices have been also excluding women from a variety of functions. This has resulted in gender stereotypes where women's role as unpaid productive and reproductive labor is assigned negligible power to control over economic resources. Therefore, the active and meaningful participation of women in all spheres of daily lives is the felt need of today as well as the rights and opportunities to raise their voice to increase their level of empowerment.

Hindu rituals also institutionalized the criticism of women, and systematically undermine their self-worth. Manusmriti prescribed women's main duties in obeying and serving their fathers, brothers and others male members of the family e=when they are young. And after they are married off, they should serve their husbands fathers- in –law, mothers- in –law and others seniors male and family member s of the family. But when they grow older they should follow the advice of their sons. Thus, women are made subservient to male members of the family throughout their life (Jain, 1994). These situations helped people internalize that women are not equal to men under the law, and they are economically and socially dependent on male. Gender

discrimination is a major contributor to prevail poor status of women empowerment especially in rural communities throughout Nepal. Nepal, like the rest of South Asia, is steeped in a culture of bias against women and girls causing great inequality between men and women in areas such as literacy, health and political participation. According to Human Rights Watch, women make up most of Nepal's ultra-poor: more than 90 percent of women live below the poverty line. They score lower than all groups in Nepal on most social indicators, suffering an average lifespan of only 42 years and 7 percent literacy rate. Literacy is basic element for the formation of the progressive and cultural society, literacy is acknowledged as benefiting the individuals and the society is associated with members of positive outcomes for health, nutrition and overall wellbeing of both men and women (NDHS, 2011).

Similarly, health is another crucial indicator from which we can generalize the status of women. Due to the poor literacy condition, in indicators of the qualitative development such as gender equality and equity, freedom of expression, meaningful participation in social, cultural and political spheres and decision making process are not in improved condition in Nepal. The unfair and unjust status of this half of the population has forced people to live a life of endless misery. On the same way, due to the lack of sufficient infrastructures and skilled human resources the health status of Nepalese women is not satisfactory. Because of the women's subservient position female group in Nepal is behind compared to their male counterparts. The story of women in Nepal in general depicts a continued way of exploitation and gender based discrimination where the status of women empowerment is vulnerable. Most of the women in Nepal are struggling in household chores and they have traditionally been barred from access to education, jobs, housing, the judicial system, political representation and even public places of worship. But the fact of is that when women take active roles in the household and community decision making, their families will be better equipped to confront the challenges of poverty, improve family health and well- being and increase house hold income.

It is because women's empowerment is the crucial aspects of the development process of society because until and unless the women are empowered the society cannot go ahead in a progressive way. There will be neither peace nor brotherhood. Therefore, the empowerment process should be given top priority. A person or a society alone ca not achieve such a miracle goal. According to the " State of the world population, 2003 report" it is said that women have not become empower to participate in the social and economic development in a full-fledged

manner as they are excluded from, the development process. The deep rotted gender/stereotyping in the specialization pattern and the role models has consistently stimulating women from coming out of their traditional cocoons. Empowerment means transforming existing power relations in favors of women, disadvantages group who faced serve limitations is exercising power and making voluntary choices. Empowerment concerns the transformative use of power, in which a dominant agent also exercises his power in such a way that the sub-ordinate agent learns certain skills that undercut the power differential between him/her and the dominant agent. In this sense, the notion of empowerment is inescapably bound up with the condition of disempowerment and refers to the process by which these who have been denied the ability to make choices acquire such ability (UNDP, 2004).

The term empowerment refers to arrange of activities from individual self-assertion to collective resistance, protest and mobilization that challenge basic power relations, for individuals and groups where class, caste, ethnicity and gender determine their access to resource and power relationship. Empowerment therefore, is a process aimed at change the nature and direction of systemic forces which marginalize women and other disadvantaged sections in a given context.

Empower is a process of awakening and regenerating dormant potentials that are inherent in people/human. It is not arming them with weapons rather than recognizing and respecting men and women as equal dignified human beings. Empowerment call for liberating them from the orthodox, superstitious and conservative constraints imposed on legislation for protection of equal legal rights, and abolition of gender inequalities are the tools of empowerment (UNDP, 2004). UNDP defines as, "Empowerment is about full participation people in the decisions and processes that shape their lives. It is viewed in the context of policies and programs designed to strengthen people's capacity to respond to their needs and priorities and civil society organizations are viewed as mediators or catalytic agents for people's empowerment and focus on strengthening these mediating structures."

In other words, empowerment indicates the sufficient provision of power to those who are powerless disadvantaged, marginalized to take control of their lives. It is also a state to be able to provide them and take care of their food, clothing and lodging. In this regard, Hashemi and Schuler, 1993 have mentioned eight different kinds of indicators such as; mobility from household chores, economic security, ability to make small purchase, ability to make larger

purchase by her own earned money, involvement in major decisions in household activities, relatives freedom from family domination, political and legal awareness and participation in public protest and political campaigning. But in Nepalese context, the term women's empowerment has been viewed through the three basic components of empowerment. These are social empowerment, economic empowerment and political empowerment (Bhatteari, 2009). As it is a part of gender construction in the social cultural system. Gender can be defined as the commonly shared expectations and norms within the society about appropriate male and female behaviors, characteristics and roles. It can be considering as a social and cultural construct that differentiates females from males and therefore defines the ways in which females and males interact with each other. These roles and expectations are learned and they can change over time as well as vary within and between cultures.

Gupta (2002), offers further clarification that "Gender is a culture-specific construct there are significant difference in what women and men can or cannot do in one culture as compared to another. But what is fairly consistent across cultures is that there is always a distinct difference between women's and men's roles, access to productive resources, and decision-making authority. Typically, men are seen as being responsible for the productive activities outside the home. Sexuality is distinct from gender yet intimately linked to it. It is the social construction of biological drive. An individual's sexuality is defined by whom one has sex with, in what ways, why, under what circumstances, and with what outcomes. It is more than sexual behaviors: it is a multidimensional and dynamic concept.

The ministry of women children and social welfare has a strong woman development programme focused on encouraging the agency thousands of women in rural Nepal. It represents a focused, nationwide anti-poverty intervention. It has been also being noted for its unique approach to social mobilization, institutional building. A report 'Efforts at Promotion of Women in Nepal' by Achrya 2001, explains that a large number of INGOs and NGOs are active in Nepal as development agency. Particularly INGOs have concentrated on mainstreaming since the Beijing Conference in 1995. Until the Beijing Conference (1995), most INGOs did not have awell worked out gender strategy. Their programs were primarily directed to fulfilling women's basic needs in such services. But to what extent they are contributing in the community development will be central issue to find out in this paper.

Women's programs implemented NGOs are diverse in nature but focused on group organization, awareness raising and savings-credit activities. Their other activities include advocacy against trafficking activity/credit, community development, environment, etc. (Interactions, nd). Nepal has been categorized by the World Bank as one of the poorest countries in the world. It was ranked 145 in the 2014 Human Development Index, out of 187 countries. As in many other cultures, Nepal remains a patriarchal society. Women's access to education, economic and political resources is severely limited. The Global Gender Gap report 2013, compiled by the World Economic Forum, ranks Nepal 121 amongst 136 countries.

The issues faced by Nepalese women, and their social and economic situations, differ greatly depending on geographical region, caste class, religion, ethnicity and where they live. There are many women who are economically active in Nepal, but they do not have access to economic resources. A large proportion of women approximately 76 percent than me about 50 percent are engaged in agricultural work, household based activities and maintenance work. The only factor which restraining women to participate in the country's economic growth is lack of formal employment. Gender norms mean that women continue to carry out an unequal level of unpaid care takes which in turn constrains their choice, including type and location, of paid work. According to the report 'women's economic empowerment in Nepal' published by Interaction eldis, in Nepal, patriarchal attitudes are also reflected at the level of the state and the legal system. Women are behind in every aspect in their family and in a community: they lack access to and control over productive resources such as land, forest, credit, technology and enterprises. The right to property is fragile and temporary, despite the guarantee of the fundamental 'rights to equal' in the country's constitution, regardless of race, caste, and sex. Legally, a daughter is not entitled to familiar property and women is entitled to her husband's property not as an independent co-partner, but because she is his wife. The denial of property rights by the state represents a stark standard.

Thereby, status of women empowerment in Nepal is slightly increasing due to leading role of policy provision, state mechanism and due to the transformative role of local organizations. As a result, by involving in different employment activities, women are also providing economic and livelihood support to the household's members and contributing local and national economy. However, the nature of employment is different. The study also tried to explain reflections of those women involving in volunteer works such as mother group, saving and credit groups as

well as salary based works such as working in locally run organizations. At the same time the study gives more focused on motivational and demotivational factors for women employment in Harusaha Village, Bedehe Municipality of Dhanusha District.

### **1.2 Statement of the Problems**

Women empowerment and gender equality is one of the most important issues in Nepal. Dhanusha is one of those districts, where the agenda of women empowerment and gender equality must be promoted. Because, gender and women related violence are frequently happening there, there are various causes of domestic violence against women in Nepal; unemployment, extra marital relation of husband, suspicious attitude, gambling, dowry, preference of son in the family, drinking habits of husband, supremacy of feeling of men, inter-caste marriage, sexual dissatisfaction and widowhood are fundamental causes (Khatri & Panday, 2013). These activities are regarded as demotivational factors for women employment that is more essential for women empowerment process.

On the other hand, women working on volunteer and salary basis are not satisfied with their working life struggle. Many NGOs are working in the field of women empowerment and gender equality. But there is not clear evidence that the women are actually being empowered and meeting the target of gender equality by the programs promoted by NGOs in Bedehe municipality, through programs such as social mobilization, income generation, saving and credit, family planning and health services, and education are incidental to the basic objective of fulfilling women's basic need that play motivational role for women employment.

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

General objective of this research is to access the socio-economic empowerment process of the Bedehe municipality on the local community of Dhanusha district.

The specific objectives of the research are:

- ) To examine the social and economic status of employed women.
- ) To assess motivational factors for women employment.
- ) To analyze demotivational factors for women employment.

### **1.4 Rational of the Study**

There are some relations behind the selection of this study area. Women empowerment of and gender equality is very important issue worldwide and it is even more important issue in the context of Nepal, especially in the terrain region of Nepal. Because there are many women who

need support to be empowered themselves socially and economically. This is the part of community development.

Nepal first rational of this study is that women empowerment is not cure out yet as main agenda by Nepal government. It is believed that the role of women is necessary for the self-fulfillment of the country. The second reason is that through Nepal government has endorsed policies for women empowerment and gender equality, it can be seen that the condition of women has not been broadly changed. Thus, to know the role of NGOs in women empowerment and gender equality in Bedehe municipality.

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

As an academic task, the present study had been undertaken limiting itself within the walls of budgetary, temporal and spatial boundaries. The present study was confined to Bedehe municipality, Dhanusha and the conclusion that come from the study cannot be taken as the total data of the country and cannot be generalized. Only the females working in NGOs were studied. So here professional women were chosen only NGO working women so that, the study cannot be taken as the complete record of other professional women.

## **CHAPTER II**

### **LITERATURE REVIEW**

For any kind of research study, literature review has played a vital role to complete research work so secondary data are collected from literature review and secondary sources are the main pre-requisite. Following the same tradition, relevant literature has been theoretically reviewed which is presented as follows:

#### **2.1 Gender Perspective**

The term gender refers to the economic, social, political and cultural attributes and opportunities associated with being male and female. Gender, focuses on equal participation and equal benefits to men and women in development activities. Gender perspective advocates on equity between men and women. Gender perspective adverbs on equity between men and women. The scholars and theorists have described the concept of gender in various ways:

According to the Dictionary of Anthropology (1999)- Gender has been used to refer to the social, cultural and psychological patterning of differences between male and female which is a cultural classification allows for the separation the biological and cultural aspects of differences between males and females (Oxford, 1999). Gender refers to the socio-cultural definition of men and women, the way societies distinguish men and women and assign them social roles (Bhasin, 2000). Gender is not synonymous with women, nor is it a zero-sum game implying loss for men; rather it refers to both women and men, and to their status, relative to each other. Gender equality refers to that stage of human social development at which "the rights, responsibilities and opportunities of individuals will not be determined by the fact of being born male or female, in other words, a stage when both men and women realize their full potential (WEF, 2005).

#### **2.2 Feminist Theories**

Here professional women indicate those women who are involved in money making activities or earning for sustained. This study is confined to I/NGO working women of Bedehe Municipality. This study also limited its study to those I/NGO which are only working for women because its main aim is to study about women employee. Feminism is a perspective that encourages the willing to understand and explain social realities from the vantage point of women. Hitherto the social realities have largely been understood from the perspective of a few economically, politically and culturally powerful people of their times, mostly men. It was only



after the feminist movement that gained strength in the 1950s and received momentum in 19630s, that voices of women became louder and began to receive attention worldwide. The feminist theory, which developed in the 1970s, is the academic component of the feminist movement (Mishra, 2005).

Feminism is not one unitary concept; it is, instead, adverse and multi-faceted grouping of ideas and, indeed, actions (Freedman, 2002). It constitutes an awareness of the discrimination, exploitation and oppression of the discrimination, exploitation and oppression at women by the society. It also constitutes collective action by women and some like-minded men to transform the context of discrimination, exploitation and oppression. A realization of patriarchal control-over women's lever generates a desire among women to be free from such control. Moreover, feminism is an awareness of patriarchal control, exploration and oppression at both the material and ideological levels of women's labor, fertility and sexuality within the structure of family, the place of work and in society (Mishra, 2005).

There has been a similar omission, dissertation and devolution of women's realities in the academia. This has led feminists in the academia to document, describe and explain women's reality and to utilize such analyzes to promote gender equity in society (Mishra, 2005). This resulted in crystallization of diverse perspectives as the liberal, Marxist, Socialist and radical theories of feminism). Marxist feminism states that private property, which gives rise to economic inequality, political confusion and unhealthy social relations between men and women, is the root of women's oppression in the current social context. So that capitalism become that man cases of discrimination.

Radical feminism is philosophy emphasizing the patriarchal roots of inequality between men and women or more specifically social domination of women by men. Radical feminism views patriarchy as dividing rights privileges and power primarily by gender and as a result oppressing women and privileging men. So that radical feminism wants to abolish men by adopting homosexual relationship. Liberal feminism is characterized by an individual emphasis on equality. According to this philosophy society itself don't need major overhaul but rather laws need to be changed. Liberal feminism asserts the equality. Men and women through political reform. Socialist feminist thinks that patriarchal society and social norms and values are the main causes of female domination (Balaram Acharya, 2005).

## **2.3 Gender Development Approaches**

### **2.3.1 Women in Development (WID)**

Since the 1970s different approaches evolved to address the problems of women in the development processes. General development theory and practice does not make distinctions between males and females. Feminist Movement and the UN decade for women (1975-85) played a crucial role in highlighting and publicizing the role of women in economic and social development (PU, 2004). The concept of "Women in Development" was developed in early 1970s, after the publication of E. Boserup's "Women's Role in Economic Development."

The WID perspective was based on the theory of modernization which assumes that industrialization and technological advancement will improve the standard of living in developing countries. It was assumed that benefits of such modernization would trickle down through the market mechanism to all segments of the society including women. The rationale of WID is similar to neoclassical theories of economic growth during the 60s and 70s. Women's particular problems related to social inequalities and their subordinate position was rarely considered. Women were viewed as a disadvantaged group like any other group such as the poor minority. Much attention was given by American policy makers to the concept and was adopted as an approach to integrate women in development and advocated in the third world countries. However, by the late 1970s and early 1980s the WID approach seriously called into question because the assumptions of the trickle-down theory did not work for women (Sharma, 1995).

### **2.3.2 Women and Development (WAD)**

During the second half of the 1970s the concept of 'Women and Development' was put forth by New-Marxist feminist also designated as socialist. Feminist to explain the sources of women's discrimination as the modernization theory was found inadequate to explain the phenomenon. In contrast to the WID schools, Marxist Feminist specifically criticizes the capitalist development model and argues that the elimination of capitalism is a necessary but not a sufficient condition for the overthrow of patriarchy. It however, does not consider the social relation of gender within classes, race and ethnicity divisions. The main point of departure from the WID approach is that WAD draws its theoretical base on the dependency theory that integration of women will only serve to sustain the existing international structures of inequality. The idea is grounded in classes and class relations of production and reproduction. It identifies the social construction of production and reproduction as the basis of women's subordination.

The main concern of this approach was to examine why women have been systematically assigned interior or secondary roles. In doing, so, they question the sexual division of labor between women and men and their socially assigned roles. However, WAD approach does not adequately analyze the social relations of gender within the class structure. It mainly analyzes how the class structures and capitalist mode of production negatively impacts on women. Therefore, it mainly focuses on women's reproductive roles. Although WAD perspective offers a more critical view of women's position than does WID, the policies and interventions strategies are not very different from WID (Sharma, 1995).

### **2.3.3 Gender and Development (GAD)**

The GAD approach emerged in the 1980s to explain and analyze the persistent inequalities between sexes despite the development efforts in increasing education, economic participation and access to resource of women. GAD approach takes a holistic perspective and looks at the "totality of social organization, economic and political life in order to understand the shaping of particular aspects of society" (Young, 1987: 2). Therefore, this approach focused on both men and women and analysis the social construction of gender and the assignment of specific roles, responsibilities and expectations of women versus men. The GAD approach in fact questions the basic assumptions and beliefs of the existing social, economic and political structures and power relations between women and men. The major thrust of GAD approach is that the subordination of women is rooted in the social and structural inequalities and the ideological value system emanating from patriarchal structures of the society.

Feminist from the third world countries indicate that the very conceptual base of the development process is inimical to poor women and the newest challenge is transformation of structures of subordination through empowerment of individual women. Empowerment was viewed more from the stand point of enhancement of women's capabilities of acquiring skills, leadership qualities, democratic processes, dialogue, participation in policy and decision making, and techniques of conflict resolution. Therefore, this approach stresses the fundamental shifts in our ideological value system in the way we perceive about men and women. It believes that it is not adequate only to make policy and programs adjustments for integration of women in the development process. It requires restructuring of policies and programs that address the structure inequalities between men and women as well as restructuring of our social and economic, political and legal institutions that discriminates against women. The GAD approach to gender

equality are founded on common principles, social and gender equality, rights to development of people, social justice and disillusionment with the model of development based on the "trickle down" mechanism (PU, 2004).

## **2.4 What is on NGO?**

NGOs, those organizations outside the realm of government and distinct from the business community are often referred to as the third sector (NGO and Civil Society and C. Huddock). The use of the term "non-governmental organization" was adopted by the United Nations when it agreed to provide a mechanism for citizen-based organizations to participate in the economic and social council (ECOSOC) such organizations are private and non-profit; they represent people acting of their own validation and describe themselves as self-governing in their formal documents. As a residual category the term covers a wide range of groups that are not commonly thought of today as non-governmental organizations: trade union federation business councils, international unions and scholars and professional associations.

### **2.4.1 NGOs and United Nation's System**

International organizations may file for consultative status with the UN, a designation which allows them access to meetings of the various committees and commissions of ECOSOC as well as its own debates. Members of NGOs may participate informally in these groups roaming the chambers and halls to talk to delegates; they may also, by request, be given the floor in formal debate. Further, NGOs automatically receive all documents from these discussions and may request that their own documents be distributed. So valuable was this interaction between UN staff and governmental delegates on the one hand and the NGOs on the other that the UN Department of Public Information and later other agencies in the UN system identified their own lists of NGOs and granted them similar privileges.

As development issues began to dominate the UN, new types of NGOs, concerned with economic development issues such as agriculture, community development, population, environment, energy technological transfer, or habitat, sought consultative status. Most international NGOs (INGOs) have affiliation or chapters at the national level in several countries. The objective of the INGOs is to monitor activities within the United Nations. System of concern to their membership and to persuade the general assembly to pass resolutions stating goals for national as well as international action, while such resolutions lack the force of law,

they do provide the national NGOs with a powerful tool, which can be used to alter policies in their respective countries (Irene Tinker-internet, Nov. 2006).

## **2.5 Women Empowerment**

Development is a central issue facing many countries in the third world today in today's 'globalize economy' there are greater disparities emerging between the developed and developing countries, from individual opportunities such as education and employment, health condition and life expectancy, and the marked difference in the standard of living. Within developing countries women are suffering greater than man. As international agencies, non-government organization (NGOs) and government organizations (GOs) attempt to address gender disparities in their development agendas, there is a need to move beyond mere rhetoric of 'equality' and 'empowerment' and incorporate measures that allow women and girls to actively and equally participate in decision making and other processes that affect and shape their own lives. In Nepal as in many other developing countries, women's subordination is a fact and discrimination from the local, national and international level continues to hamper their status in society. As such, unless women are empowered, development goals will never be attained (Curtis, 2003).

The past three decades have witnessed a steadily increasing awareness at the need to empower women through measures to increase social, economic and political equity, and broader access to fundamental human rights improvement in nutrition basic health and education. Along with awareness of the subordinate status of women has come the concept of gender as an overarching socio-cultural variables, seen in relation to other factors, such as race, class, age and ethnicity (WEF, 2005).

## **2.6 Women's Involvement and Development**

Although it has man possibility Nepal is also listed in the list of developing country where poverty is a part of life for many people. The UNDP estimates poverty at 37.7% get cautions that these figures "fail to convey the depth and severity of poverty throughout the country" where large segments of prorate "hardcore poor" we got these several title because of ignoring women in developing activities. In all sectors like policy making, leadership benefit showing, development activities each and every place we by cute the women thinking that they are unable. It has been found that the term gender refers to the rules, norms, customs and practices by which biological differences between males and females are translated into socially constructed differences between men and women, boys and girls. This results in two gender

being valued differently and in their having unequal opportunities and life chances. A gender perspective means recognizing that women stand at the crossroad between production and reproduction, between economic activities and care of human beings, and therefore between economic growth and human development.

Gender inequality can be contracted only if the women are provided with education and other income generating trainings and skills to earn their livelihood. Engineering Development suggests some positive actions that a state can take to reduce the gender discrimination that causes harm to society as a whole. It can "tax" and subsidies, pursue and regulate, prohibit and punish or provide services. It can directly prohibit prejudicial behaviors such as when it requires enterprises to hire workers on the basis of skills rather than on the basis of sex and sanction times violations (Kabeer, 2000).

The French revolution in 1789 made women aware of their rights as an equally important human beings (women) and questioned "what about women" then the different scholars have made contribution in development of new concept of feminism. The feminism raised it's against the general norms of society in mid-60's in the western world which was meant for the upliftment of the women and their voice for the rights and inclusion of women in public area. This was effective after the world organizations introduced an international developmental approach to include women in the developmental fields. This made the national and international organizations aware about the empowerment and encourage them to do something without which the real development was out of reach.

Various literatures in this study found different hands of approaches been used by the national and international organizations for the women's right and equality. One of the most effective tools being applied in this developmental or, is empowerment of women through which they became independent socially and professionally. Therefore, this study has focused on the real condition of women in terms of economic well-being personal and professional status and the relation to level of socio-economic empowerment in terms of age, caste, family education and position etc. Thus, this study has made an attempt to find out the status of working women in different organization in Bedehe municipality, Dhanusha .

## **2.7 Women's Empowerment: Issues and the Conceptions**

It is widely accepted that empowerment is a quality of human beings and a multidimensional phenomenon. It helps the individual persons or groups to participate and to get benefit from political or development process in households, communities and countries. Many researchers and bodies have reported that empowerment is directly associated with many developmental outcomes. We go to this discussion in details in section 2.4. Understanding this nexus many developing countries like Nepal, Chile, etc. have emphasized on empowerment with innovative measures in their Human Development Reports. However, there is not any universally accepted measure of empowerment. Nobody would deny that it is difficult to quantify the level of empowerment. Different studies conducted in different regions have attempted to explain and quantify empowerment in different ways. As the nature of empowerment is absolutely influenced by regional culture, different studies have considered different dimensions and indicators for measuring it. This section has reviewed some important studies relating to the conceptual framework of women's empowerment.

The United Nations states that enhancing empowerment means an increase in people's ability to bring about change (Human Development Report, 2010). In order to analyze the components of women's empowerment UNICEF (1993) has proposed a framework. These are listed below as cited in Verma (2009). Welfare: It addresses only the basic needs of women. Women are passive beneficiaries of the various programmes launched for improvement of their 'conditions'. Access: It involves equality of access to resources and opportunities. Women start recognizing barriers to the accessibility of resources for themselves. Conscientization: Women are made aware and conscious of gender inequalities as well as structural and institutional discrimination inherent in the system. Participation: By organizing themselves and working collectively, women get empowered to gain increased participation and representation in decision making alongside men equally. Control: The ultimate level of equality and empowerment, where women are able to take decision over the various aspects of their lives and play an active role in the development process. Their contributions are fully recognized and rewarded.

These are actually the stem of the capability approach of development proposed by Professor Amartya Sen. Thus the expansion of real freedom that the citizens enjoy to pursue the objectives they have. Obviously, it is a qualitative approach for development.

In different studies women's empowerment has been defined in different manners. Keller and Mbwewe (1991, cited in Rowlands, 1995) state that women's empowerment is a process which enables the women to organize themselves to increase their selfreliance, to assert their independent right to make choices and to have control over resources which will assist in challenging and eliminating their own subordination. The study of Rowlands (1995) has explored the meaning of empowerment, in the context of its root-concept: power. According to her empowerment is more than simply opening up of the access to decision making; it includes the processes that lead people to perceive themselves as able and entitled to occupy that decision making space, and so overlaps with the other categories of 'power to' and 'power from within'. She has opined that empowerment has three dimensions such as Personal, Close relationships and Collective.

The concept of empowerment has been used in different contexts, but it has been most usefully applied in development context. An empowerment approach centered on economic activity must pay attention to more than the activity itself. Common view is that power comes automatically through economic strength. But, she has argued that it may do, but often it does not, depending on specific relations determined by gender, culture, class or caste. She has also illustrated that empowerment is a process which cannot be imposed by outsiders. Although she agrees with the view that appropriate external support and intervention can expedite and encourage empowerment. In the context of development Rowlands (1995) has pointed out the importance of individual as well as collective empowerment. As empowerment is a process where each individual has to do at her or his own pace, we should take necessary steps for raising level of. Confidence and self-esteem among poor and marginalized people in such a way that will enhance their ability to take charge of their own needs. Further, individual empowerment is one element in achieving empowerment at the collective levels. But concentration on individuals alone is not enough. She has thought that changes are needed in the collective abilities of individuals to take charge of their own needs – as households, communities, organizations, institutions and societies.

Dreze and Sen (1995) have described women empowerment as ability to define selfinterest and choice, and consider woman as not only able but also entitled to make choices. In order to improve the level of women's empowerment they have proposed to reduce gender biasness in mortality rate and nasality rates, in access to education and professional training, in



employment, in the ownership of property and in household work and decision making. Analyzing the data from India they have illustrated that female literacy reduces child mortality rate while both female labour force participation as well as female literacy reduced female child mortality rate. They have interpreted these results as evidence of the fact that women's access to education and employment had enhanced their ability to exercise agency, i.e., the process of empowerment.

Kishor (1997) has conceptualized empowerment in terms of 'control' by which women would be able to access information, take decision and act in their own interest or for their dependents. She has considered three categories of composite indicators to measure women's empowerment. These are 'direct evidence of empowerment', 'source of empowerment' and 'the settings for empowerment'. She has grouped the indicators of behavioural and attitudinal factors into ten dimensions. We have listed these indicators including the variables.

### **Direct Evidence of Empowerment**

- a) Devaluation of Women: reports of domestic violence; dowry paid at marriage.
- b) Women's Emancipation: belief in daughters' education; freedom of movement.
- c) Reported Sharing of Roles and Decision Making: egalitarian gender role; egalitarian decision-making.
- d) Equality in Marriage: fewer grounds reported for justified divorce by husband; equality of grounds reported for justified divorce by husband or wife.
- e) Financial Autonomy: currently controls her earnings; her earnings as share household income.

### **Sources of Empowerment**

- a) Participation in the Modern Sector: index of assets owned; female education.
- b) Lifetime Exposure to Employment: worked before marriage; controlled earnings before marriage

Setting Indicators.

- a) Family Structure Amenable to Empowerment: does not now or previously live with in-laws
- b) Marital Advantage: small age difference between spouses; chose husband.
- c) Traditional Marriage: large educational difference with husband; did not choose husband

Mayoux (2000) has clarified basic views regarding the inter-linkage between microfinance and women's empowerment. This paper is based basically on secondary source materials.

Following Kabeer (1999) the study has outlined the process of women's empowerment considering the analysis of power relation. The power relations are as follows.

Power within: enabling women to articulate their own aspirations and strategies for change.

Power to: enabling women to develop the necessary skills and access the necessary resources to achieve their aspirations.

Power with: enabling women to examine and articulate their collective interests, to organize to achieve them and to link with other women's and men's organizations for change.

Power over: changing the underlying inequalities in power and resources, which constrain women's aspirations and their ability to achieve them.

These power relations function in socio-economic and political spheres of life at different levels like individual, household, community, market and institutional. Reviewing the existing views regarding the impact of microfinance on women's empowerment the study has concluded that cost effective ways integrating microfinance with other empowerment interventions and complementary services are still lacking. In order to maximize the contribution of microfinance to women's empowerment Mayoux (2001) has proposed a strategy, namely, 'Gender Mainstreaming for Empowerment' for donors or Governmental agencies. The core element of this strategy is that gender policy should integrate productive and reproductive work, welfare concerns and measures to address power inequalities in strategies for both women and men. Particularly, equality in access to all microfinance services and an adequate and non-discriminatory regulatory framework is required for empowering women through microfinance.

According to Kabeer (2001) empowerment refers to the expansion in people's ability to make strategic life choices in a context where this ability was previously denied to them. She has analyzed the concept of women empowerment based on three dimensions namely, Resources, Agency and Achievements. Resources occupied by the individual can be materials, social or human which have been treated as conditions of empowerment. The second dimension of empowerment relates to Agency which acts as the process of empowerment. According to her agency encompasses a wider range of purposive actions, including bargaining, negotiation, deception, manipulation, resistance and cognitive processes of reflection and analysis. Resources and agency together which Kabeer (2001) refers to as outcome of empowerment, constitutes the potential that people have for livings the life they want.

The ability to choose has been considered as the central theme of the concept of power. Power may have a negative sense like threat but empowerment changes the negative senses to a positive one. Empowerment can reflect change at different levels. At the immediate level empowerment is recognized by individual resources, agency and achievement. It occurs at the intermediate level, in the rules and relationship which prevail in the personal and socio-political spheres of life. It can also occur in the 'Deeper' level which changes the distribution of resources and power in the society and reproduces it over time. She has critically assessed the measures of women's empowerment used in different studies. Usually, indicators of the resource dimension are measured by the access to some specific assets or services. She has rightly pointed out that many studies fail to consider the differential prior possibility of having access to a particular resource. One should be alert in this line when resource-based measure of empowerment will come on hand. In order to measure the agency dimension, she proposes some decision making power of person towards the betterment of the lives. According to her, in India typical measures of agency dimension include the decision to purchase of food, purchase of major household goods, purchase of small item of jewelry, course of action if child falls ill, disciplining the children, children's education. To measure the achievement dimension of women's empowerment, Kabeer (2001) has agreed with the measures considered in the study of Dreze and Sen (1995), Kishor (1997) and Becker (1997).

But she has pointed out that one needs to segregate between gender-differentiated achievements which signal differences in values and preferences and those which draw attention to inequalities in the ability to make choices. However, she has argued that there is no unique linear model by which one can identify the causes for women's disempowerment and alter to create the desired effect. Besides, she has explained that many of the resources, form of agency and achievements of women's empowerment are integral to the broader development goals.

With this end in view, she did not specify causal relationship between resources, agency and achievements. However, for modelling empowerment we need at least a theoretical causal consequence among these components, which identifies the directional relationship. This study has insisted us to study the women's empowerment in two ways. On the one way we study the resource and agency dimensions of empowerment by which we shall construct the empowerment index. On the other hand, to realize the achievement dimension which assesses the impact of empowerment index on some selected indicators of family welfare.

Viswanathan (2001) has critically assessed the implication of the components of Human Development Index and Gender Development Index in Indian context with special reference to the state of Karnataka. She has explained that most of the indicators of these measures underestimated the women's work and its value in the context of India. This study has highlighted a set of alternative indicators (asset ownership, access to credit and environmental degradation) for gender development in India. Application of the Gender Empowerment Measure (GEM) in India has also been criticized. GEM proposed by UNDP in Human Development Report 1995 considers the indicators such as earned income share in professional and managerial jobs and share in parliamentary seats. Viswanathan (2001) agrees that income confers power, but in many cases in India income earning women enjoy less control over their earnings. Besides, poor women in India are compelled to earn; it is not a matter of their choice. So a higher workforce participation rate may imply less instead of more empowerment for women. She has argued that a large share for women in professional and managerial jobs is hardly reflect the autonomy and self-reliance of women in India where acute gender biased differentials in wages and nature of work are the norm of employment. To explain this argument, she has cited the example of Karnataka, where female workforce for the state has been growing at a faster rate than the male workforce. But disaggregated data between urban and rural areas indicates that male workforce has shifted from low income and less skilled jobs in villages to better paying skilled jobs in cities.

Greater participation of women in the workforce seems to be due to vacancies of the shifted male workforce to the cities. As a result, women are remaining subordinate in terms of the nature of work and wages. This study also suggests that for assessing the political participation share of women in local body level is a better norm than that in parliamentary seats in India. She has pointed out that the pervasive presence of domestic violence is common in India. Income and apparent status hardly manage to reduce it. So in order to understand the level of women's empowerment in developing countries like India we need to take into account the magnitude of domestic violence against women.

Based on the data of unnatural death of women she has explored that the magnitude of domestic violence in Karnataka is a serious social problem. She has noticed that despite the existence of administrative and judicial system, National Human Rights Commission, the National and State Women's Commission, a large part of the Indian women is suffering from the

problem of domestic violence. They observed that ‘conspiracy of silence’ that operates in all societies is one of the reasons of domestic violence and the sufferers treat it as an acceptable adjunct to harmony within the homes. Another reason is, however, the non-availability of the data to disclose the enormity and prevalence of such violence. Often women in India do not report the problem of violence to police based on the belief that an outsider should not interfere in marital issue. However, this study did not explore the nature of relation between empowerment and violence in India.

Based on the existing theoretical studies regarding the women’s empowerment, Molhotra, et al. (2002) have come to the conclusion that women’s empowerment is a complex development concept but not broader than the concept of social inclusion. “Process” and “agency” are two essential elements of women’s empowerment. Women’s empowerment encompasses a progression, where women act as agent, from one state to another. For example, it may be an improvement from gender inequality to gender equality for a specific set of families. The study has reported that major number of reviewed studies fails to capture the process element of empowerment. According to this study, empowerment of women may vary from her home to other broad area. So it has suggested to measure empowerment separately at household level, community level and at broader arenas.

Molhotra, et al. (2002) has proposed six dimensions for each level. These are Economic Dimensions, Socio-Cultural Dimensions, Familial/ Interpersonal Dimensions, Political dimensions, Legal Dimensions and Psychological Dimensions. Different indicators for measuring empowerment have been considered for different dimensions of each level. Molhotra, et al. (2002) have reviewed two types empirical studies, namely, studies considering empowerment as outcome of interest and studies considering impact of empowerment on other developmental variables. Reviewing a large number of studies, they have concluded that factors such as education, employment, positive marriage condition and microcredit are influential for women’s empowerment. On the other hand, a handful of studies show that empowerment has some favorable impact on contraceptive use, spending on nutrition, child wellbeing and reduced fertility rates. For measuring women’s empowerment Molhotra, et al. (2002), have some suggestions for the future researchers.

First, we should consider context-specific measures, which reduce the dependence on proxy measures. Second, in order to capture the process element of empowerment we should

collect data across time dimensions. Third, at a minimum, quasi-experimental evaluation designs and collection of baseline and end line data must be considered in implementing programs aimed at empowering women. Fourth, more interdisciplinary interaction is necessary to develop indicators and approaches that capture the key elements of women's empowerment.

## **2.8 Literature Gaps**

The literature review in this chapter has covered the wide range of vantage points for investigating women's empowerment like, autonomy (Dyson & Moore 1983; Kabeer, 2001; Jeejebhoy & Sathar 2001), agency and status (Jain et al. 2003, Kumar, 2011), women's land rights (Quisumbing et al., 1999), process of gaining control over self and resources (Verma, 2009, Samanta, 2009), domestic economic power (Handy, et al. 2004), bargaining power (Beegle et al., 1998; Quisumbing & de la Briere 2000), power (Agarwal, 1997; Beegle et al., 1998), patriarchy (Malhotra et al., 1997), gender equality (World Bank, 2001 & 2012). Often there is not any clear demarcation in the meanings of these terms for women's empowerment. A few studies have attempted to develop the index for women's empowerment. Many studies examined the impact of different socioeconomic-demographic factors on women's empowerment. A wing of studies has tried to examine the impact of empowerment on several dimensions of family and child welfare. In this dissertation applying a sophisticated econometric tool we develop the index for women's empowerment at the individual level as well as community level. Then we examine the impact of empowerment on three important aspects of family and child welfare and explore the important determinants of women's empowerment in Bankura district. This type of thorough study on women's empowerment is still uncommon in existing literature. In the coming chapter we come to the details of models, methodology and data source of our study.

## **CHAPTER III**

### **RESEARCH METHODOLOGY**

This chapter describes methods used in this study. This chapter deals with methodology employed for the study where criteria for selection of the study area and respondents sampling procedure data collection and methods of data analysis are discussed.

#### **3.1 Research Design**

The present study was mainly related to the empowerment approaches practiced by the different NGOs. Hence, the research was both exploratory and descriptive ones. The exploratory research design is useful to explore the different aspects of the problems. Under study and descriptive design is implied to encompass the description of empowerment scenario status acquired in the organization. Caste/ethnic group income level. Control over resources, participation in decision making level etc. were studied as different variables. However, no specific hypothesis was formulated.

#### **3.2 The Study Area**

According to the district NGO profile prepared by NGO Federation, Dhanusha upto Mangsir 2074, the total I/NGOs working in 120 district are 110 in various sectors, out of which 29 NGOs are working for women. Hence, the present study has basically focused on female employees working in different NGOs within the Bedehe municipality, Dhanusha. It is the city inhabited with the people of different socio-economic status and multiple ethnic identifies, which will contribute in understanding of the cross cultural phenomena. Besides, we found all kind of facilities, which are the important factors for research.

The present study is having been found to be more relevant and accessible for the researcher in order to meet the research objectives. The main criteria of selecting Bedehe municipality, Dhanusha as study area was contact with the different organizations and find out every information easily because it is the home town of the researcher

### **3.3 Sampling and Population**

In Dhanusha district 120 NGOs were working. Among them 29 NGOs were found in Bedehe municipality. (NGO Federation Bedehe Municipality, Dhanusha, 2005). For the sampling process 29 women employees (one of each woman employees of 29 NGOs) from all NGOs of the study area were taken as a sample size. The respondents were selected by simple random sampling methods. Furthermore 14 head of the NGOs were considered for the respondents to identify the women role in Policy level of NGOs. The total sample size of the study was 43 collected (29 women employees+ 14 NGOs Head) to meet the objective of this study.

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

In this study primary and secondary data has been collected. Primary data were collected through sample population based on questionnaire sheets, interviews and focus group discussions guide lines. Samples were selected by simple random sampling methods. Secondary data were collected from published and unpublished books, articles, journals and NGOs profiles.

### **3.5 Data Collection Techniques and Tools**

The present research was mainly based on primary data. The primary data were collected using different methods of data collection tools viz. interview schedule. Observation, institutional analysis and key informant interview. Two sets of interview were designed containing both open and closed ended questions. Apart from these two sets of questionnaire, a separate checklist was prepared to get information of the institutional analysis especially, the structure of executive board, management team and non-officer level. Beside primary data, secondary data were collected from NGO federation Dhanusha and from library sources etc.

Primary data was collected through two techniques. The first was the household survey with structured questionnaire for collecting data on changes in life-habits and impact on the entrepreneurship. The other was the key-informants' interview (KII).

### **3.6 Validation of the Tools**

The developed household survey questionnaire and key-informants' interview (KII) guidelines had been checked for the validity prior to conducting of the research. The findings were shown to the experts in the department for its validity during the research.



### **3.7 Ethical Considerations**

The research has been conducted only after receiving informed consent from the respondents while the KII was conducted after receiving written consent from the participants. The participants and respondents did not receive any monetary gains but the knowledge would indirectly benefit all. During the course of conducting the research careful attention was taken not to disturb the social cohesion and state of the municipality.

### **3.8 Data Analysis and Interpretations**

The collected data were entered, coded, edited and processed in computerized system using statistical software SPSS 20 (Statistical pocket for social science). The data were analyzed using both qualitative and quantitative statistical methods. For qualitative data, it was managed manually and descriptive analyzed. For quantitative data simple statistical tools like frequency, mean etc. was used. An attempt was made to interpret the qualitative data and the sincere effort was made to maintain the objectivity and avoid data error by comparing them with other data collected from different sources.

The collected data has been categorized and analyzed in simple descriptive manner and presented in tables, charts and diagrams in this report.

## CHAPTER IV

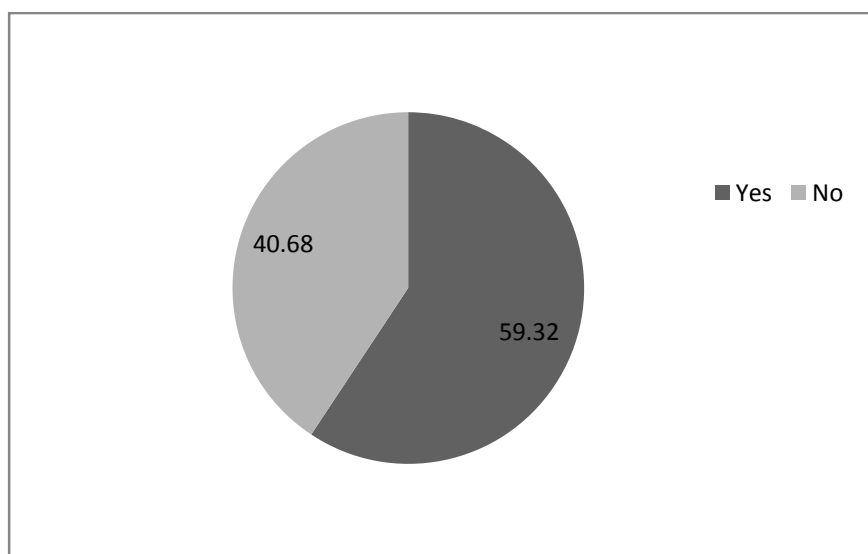
### DATA ANALYSIS AND INTERPRETATION

This chapter dealt with the affecting factors for women employment. More precisely, this discussions part tried to present field data related to social and economic status of employed women as well as motivational and demotivational factors for women employment. The set of information in these sections might overlap or same times contradict with one another. However, it is believed that the readers will acknowledge the limitation of the methods and respect the importance of the issues that have been raised.

#### 4.1 Access to Organizational Resources

The figure 4.11 shows that nearly 60% had access to their organizational resources like vehicles, office equipment etc. Most of those who don't have access were working at the lower post in their organizations like cleaner, clerk, receptionist, look, librarian, motivator, school mobilizes etc.

*Figure No. 4.1. Access to Organizational Resources*



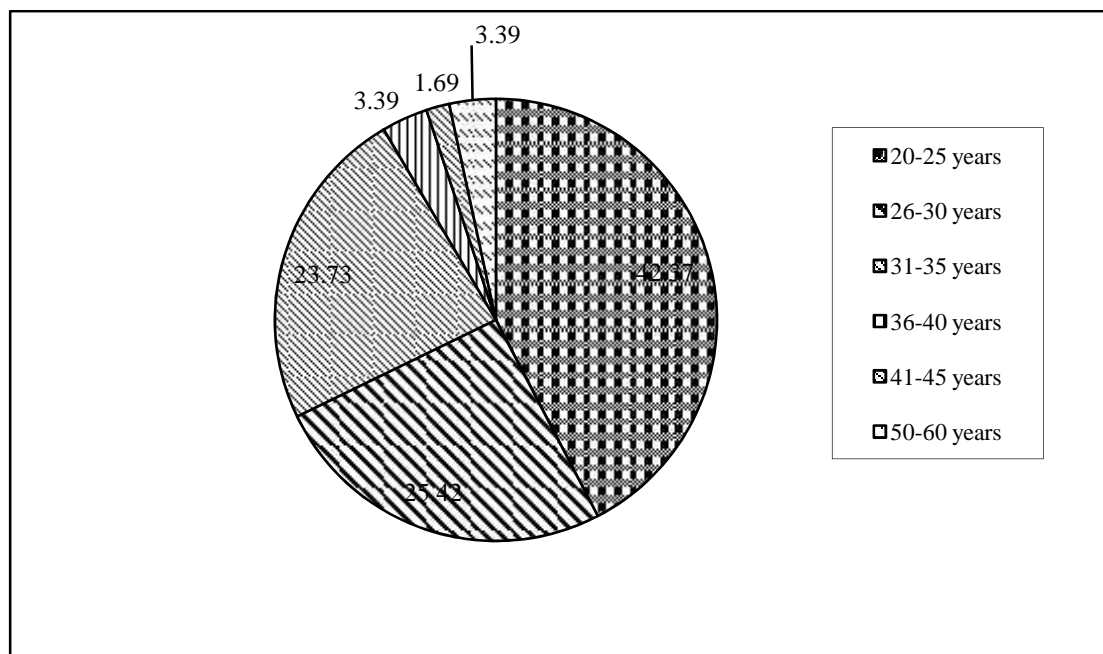
**Field Survey, 2017**

#### 4.2 Age of Respondents

Age plays an important role for personal and career development. Hence, the study has tried to find out the age of females working in NGOs.

The figure 4.3 below shows that more than 90% of the selected employees were below the age of 35. Only 3.39% went above 50 years but below 60. This means that young and unmarried were attracted towards the salaried jobs and organizations also would prefer to recruit young energetic staffs especially those who are unmarried.

**Figure No. 4.2. Age Category of Employees**

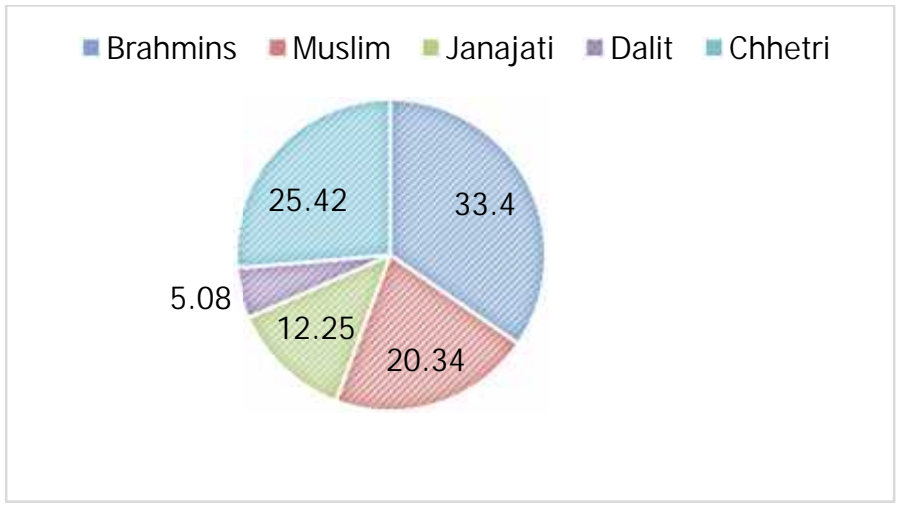


**Field Survey, 2017**

#### **4.3 Castes / Ethnicity**

The figure 4.4 below shows that nearly 60% of the selected respondents belongs to Brahmin/ Chhetri. caste and lowest the Dalits (5.08%). Brahmins were the forerunner with 33.90% followed by Chhetri with 25.42%. It has been seen that Brahmins dominate total population in Bedehe municipality, Dhanusha but their involvement in NGO-employment is only 15.25%.

**Figure No. 4.3. Castes of Employees**

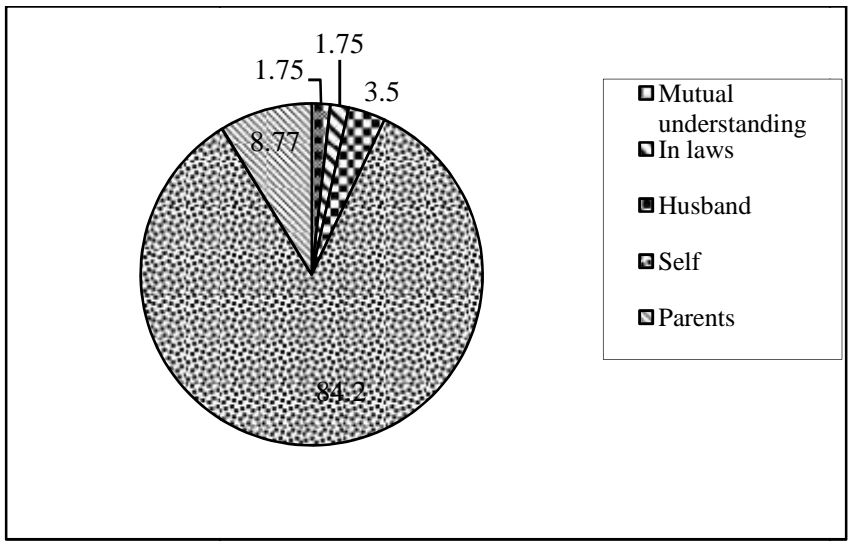


**Field Survey, 2017**

**4.4 Hold on Income**

The figure 5.1 shows that nearly 85% of the employees had control over their income. Those whose income was controlled by their parents were mostly singles. Some of the employees' (10%) income was controlled by them in law and husband.

**Figure No. 4.4. Control Over Income**

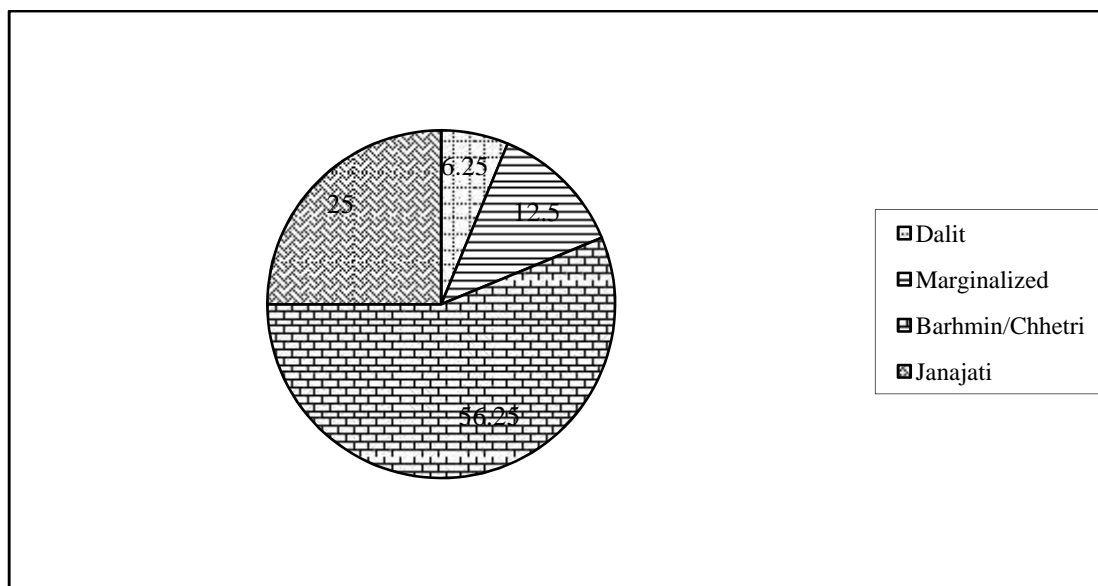


**Field Survey, 2017**

#### 4.5 Socio-Economic Condition:

Plays a major role and was the second most hindering factor as 25% felt that their social / cultural setup has retrained them to their skill development. Majority of Brahmin / Chhetri (56%) felt that their professional / skill development was hindered due to their socio-cultural setup.

**Figure 4.5. Economic Condition**

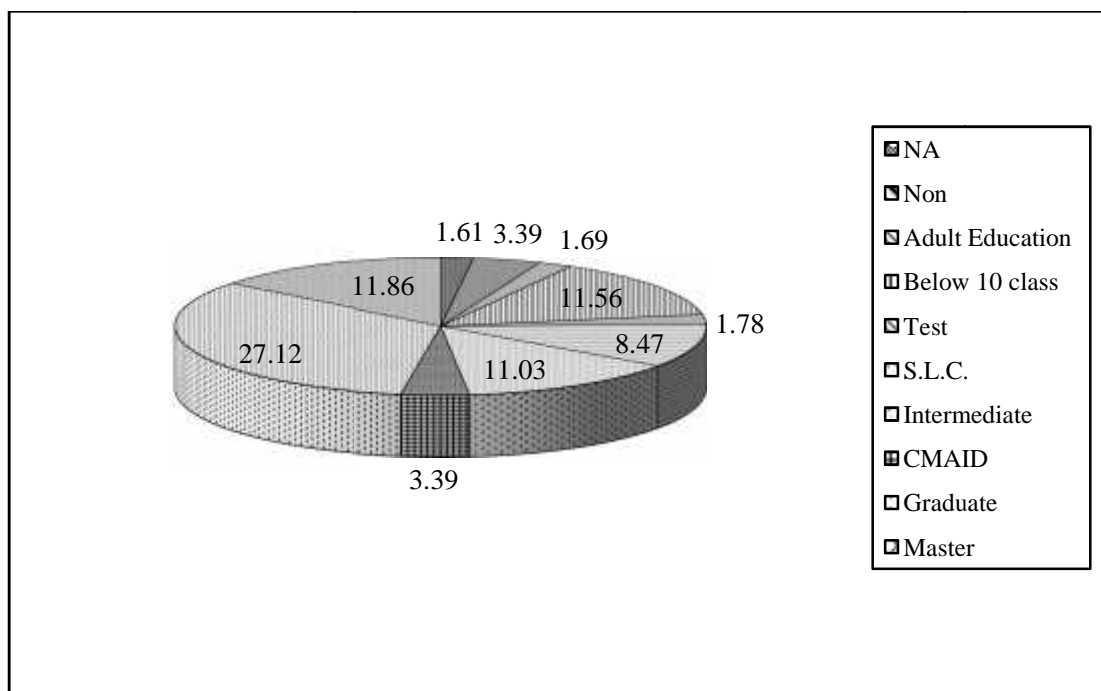


**Field Survey, 2017**

#### 4.6 Education Level of Respondents

Education plays a vital role in empowerment of an individual. Thus, the present study has tried to find out the education level of female employees. According to the figure 4.2, most of the employees interviewed had taken their education up to graduate level (27.12%) followed by intermediate level (22.03%). Only 11.86% had holding master degree.

**Figure No. 4.6. Education Level of Employees**



#### **Field Survey, 2017**

The data shows that those who had passed their SLC and completed at least intermediate level are more were arts and commerce rather than from technical subject.

#### **4.7 Female Seeking Employment**

As per table 4.1 most of female seeking employments were campus students of intermediate level. However, all kinds of women were searching the job as the living condition in Bedehe Municipality, Dhanusha had become expensive and the life was competitive.

The summary of responses is given in the table below

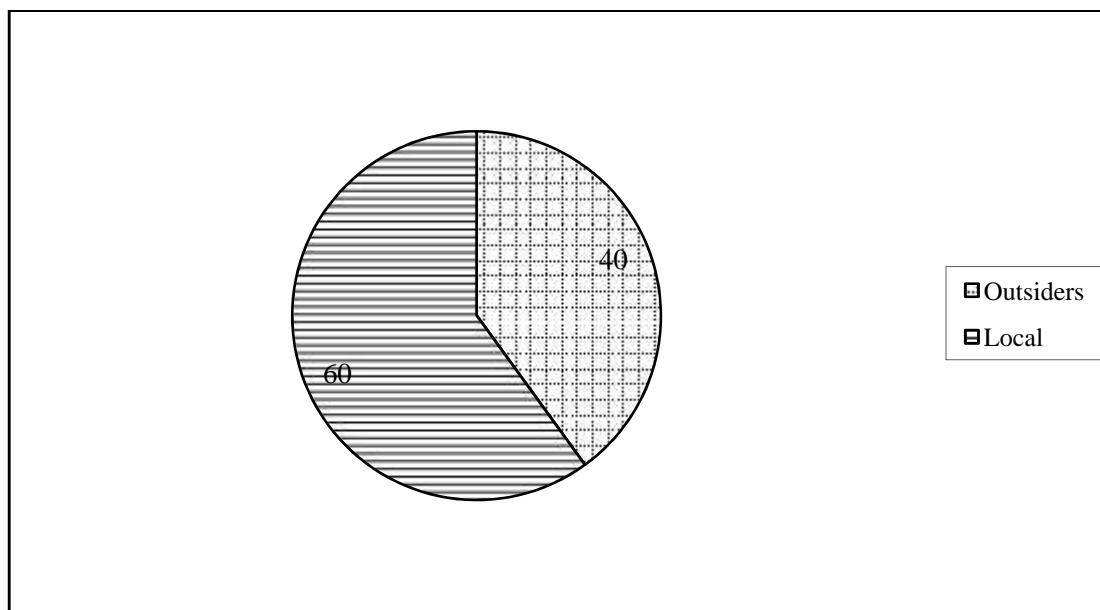
**Table 4.1. Female Seeking Employment**

<b>Response</b>	<b>Frequency</b>	<b>Percentage</b>
Campus student	9	26.47
SLC	4	11.76
Poor / Single	4	11.76
Literate to graduate having with skill	3	8.82
Women who are on difficult condition	3	8.82
Graduate	2	5.83
Illiterate	2	5.88
It depends on the nature of vacant post	2	5.88
Technical	1	2.94
Domestic violence affected women	1	2.94
Married and dedicated	1	2.94
Since we are new org. we don't get visitor for employment	1	2.94
Disable women	1	2.94
<b>Total</b>	<b>34</b>	

**Field Survey, 2017**

(Note: One individual respondent gave more than one rank)

**Figure No. 4.7. Locality of Staff**



**Field Survey, 2017**

On an average, females were holding non-official positions in majority of organization. The male ranked higher than females in almost all the organizations.

**4.8 Income Contribution to Family Matrix (in Number of Employees)**

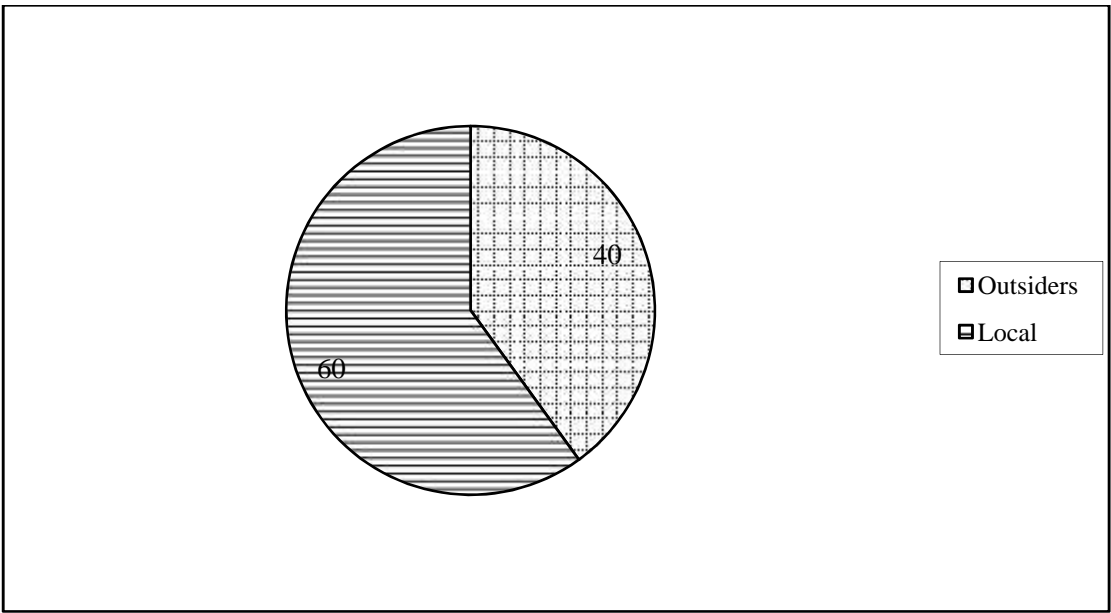
**Table No. 4.2. Income Contribution to Family Expenditure**

Particular	Self	Husband	Parents	In-laws	Mutual understanding	na	Total
Contributes in one family	32	2	3	1	1	1	40
Doesn't contribute income to family	2		1				3
	34	2	4	1	1	1	43

**Field Survey, 2017**



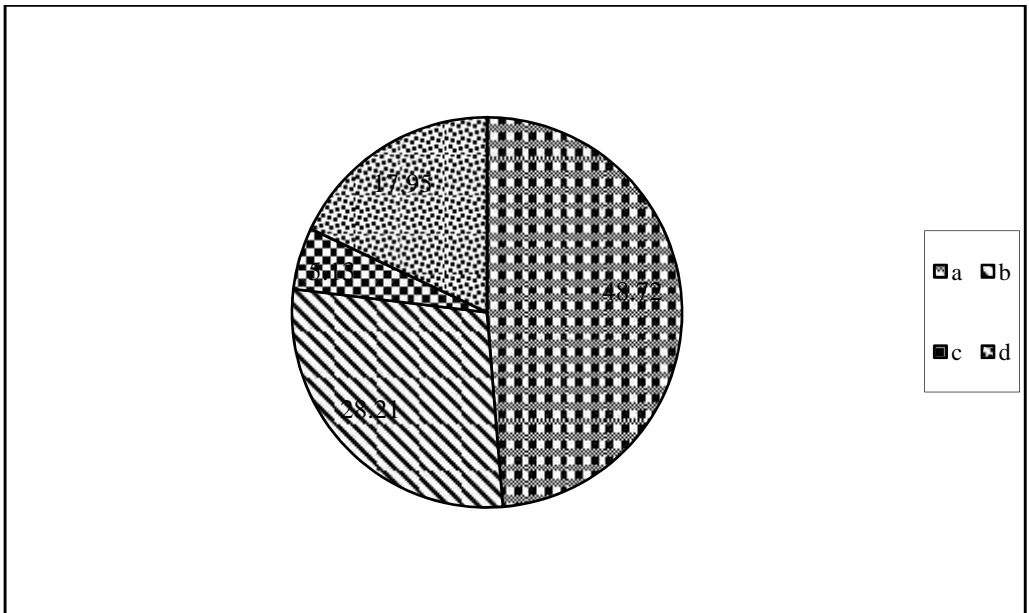
**Figure No. 4.8. Locality of Staff**



**Field Survey, 2017**

On an average, females were holding non-official positions in majority of organization. The male ranked higher than females in almost all the organizations.

**Figure No. 4.9. Income Contribution to Family Expenditure**

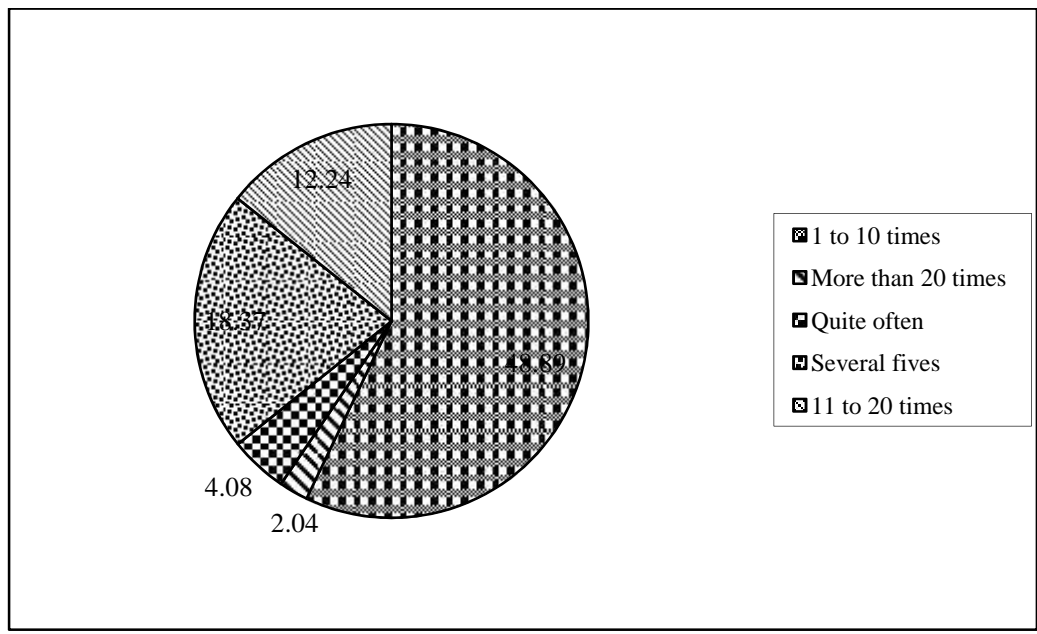


**Field Survey, 2017**

### 4.9 Training Exposure

The figure 4.13 shows that more than 80% of the employees got their training exposure. Most of them received almost 50% of training from 1 to 10 times very few got training more than 20 times. Few of them received training but they were not able to give details of their trainings.

**Figure No. 4.10. Training Opportunities**

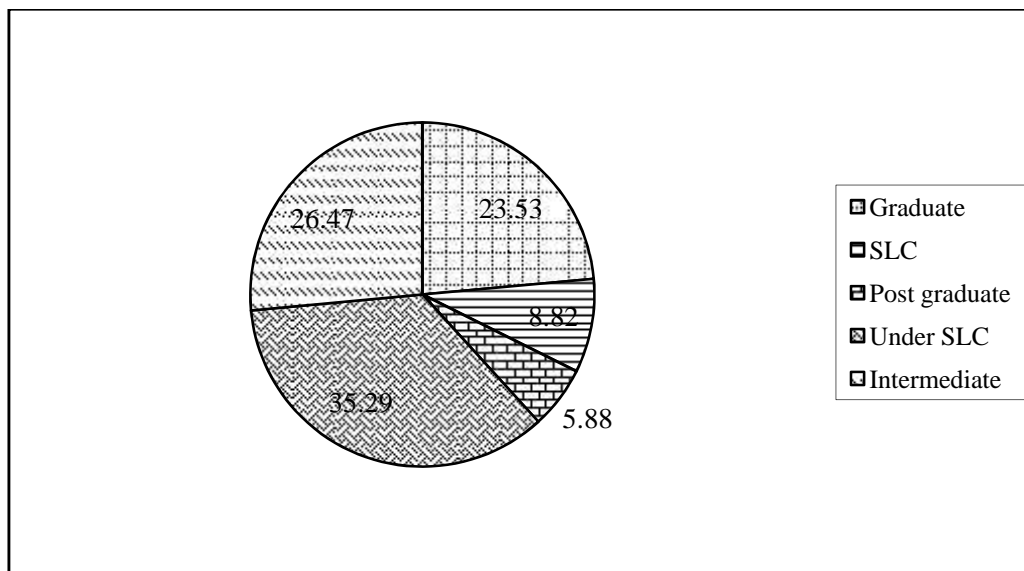


### Field Survey, 2017

#### 4.10 Education Level

Was the most striking factor among them. Nearly 60% of the respondents close this factor as main hindrance to their professional skilled development. Majority of them have not even passed SLC and were working at the lower posts.

**Figure No. 4.11. Education as Hindering Factor**

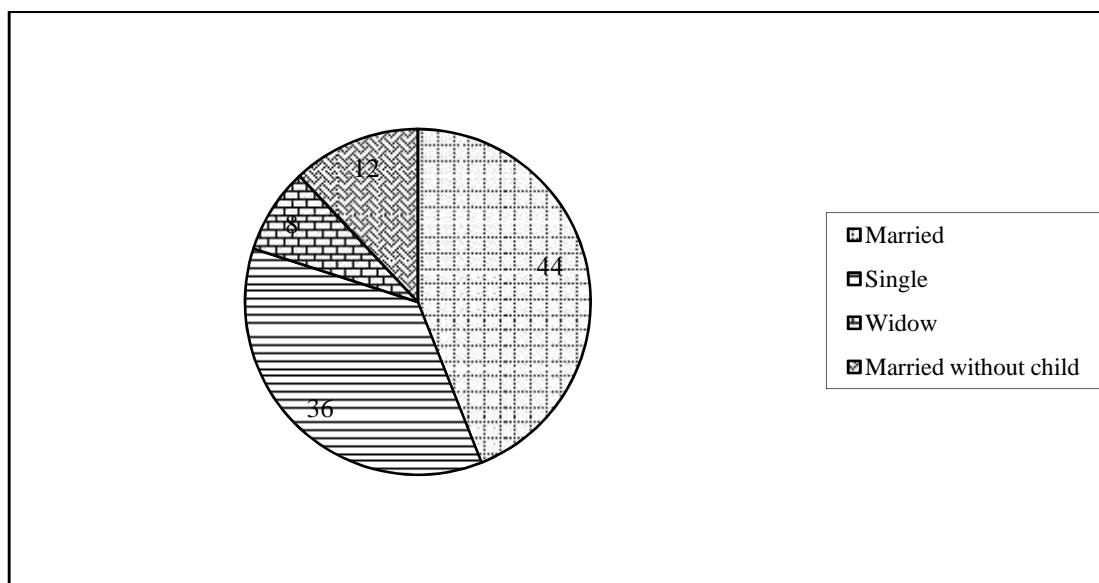


**Field Survey, 2017**

#### **4.11 Family Condition / Obligation:**

Was the second most hindering factor as 40% felt that their attachment to families has restricted them to their skill development. The majority of them were married (44%).

**Figure No. 4.12. Family as Hindering Factor**

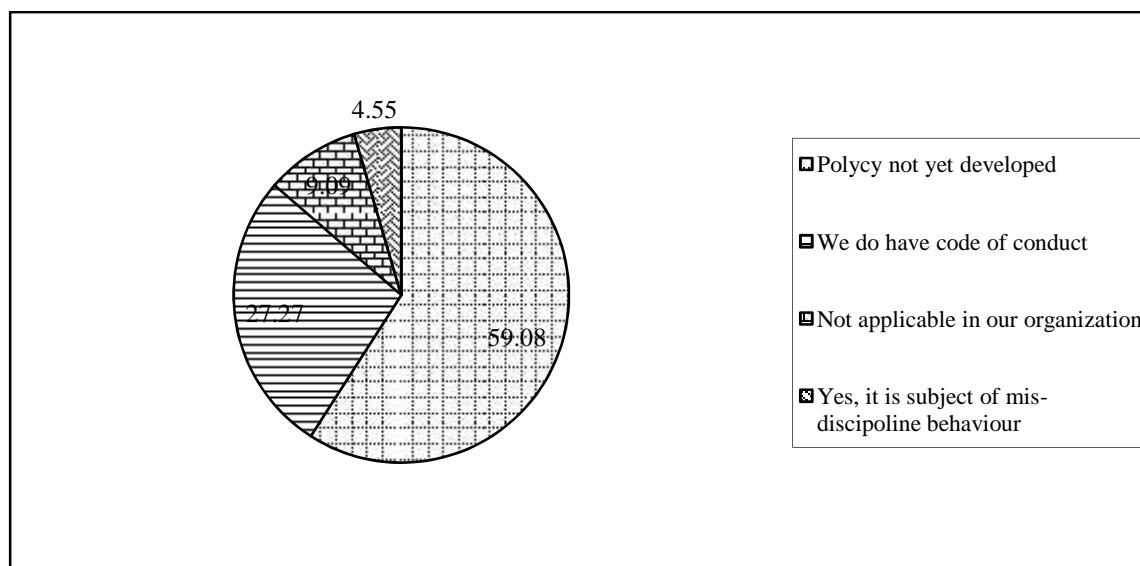


**Field Survey, 2017**

#### 4.12 Policy for Sexual Harassment

Figure 4.13 shows that nearly 60% of the organization had no policy for sexual harassment whereas only 35% had them in place.

**Figure 4.13. Policy for Sexual Harassment**

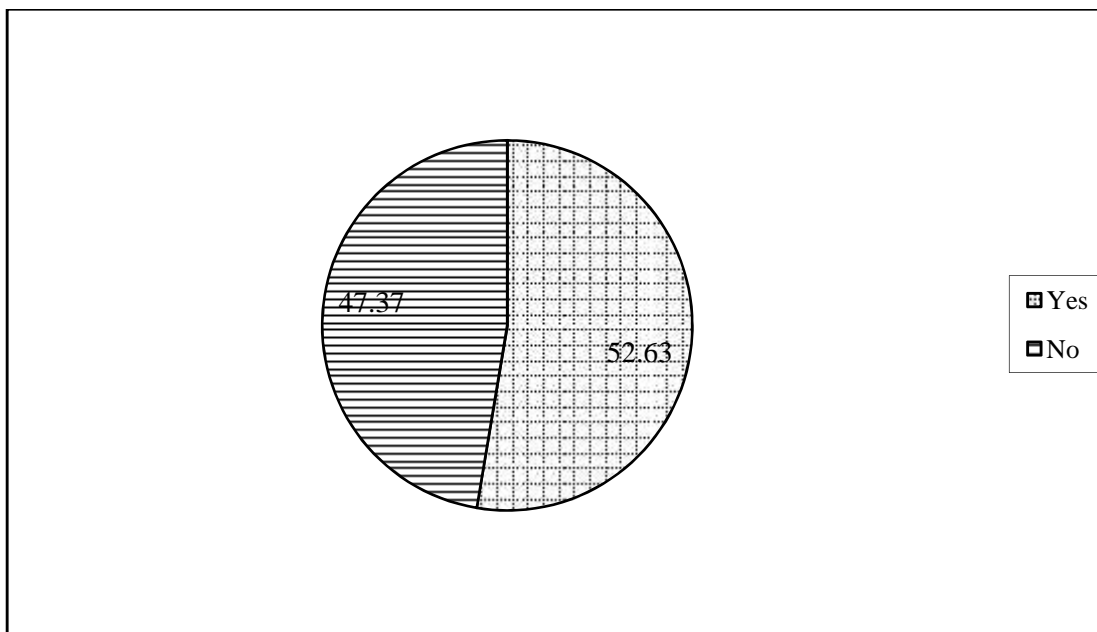


**Field Survey, 2017**

#### 4.13 Policy for Gender Balance

Half of the organizations surveyed had policy for gender balance such as certain percentage (50%) position was allocated for female staffs at the field level, 50% staff at least in all program. 40% target group as female etc. Others were employment policy manual and staff development plan. Maternity leave equal opportunity, participation and benefit for females, representation of equal member of female in executive board and groups CBOs. Some organization were going to launch women micro credit. Some has not yet developed the po9licy in black and white but they were practicing the gender balance and always giving priority to females.

**Figure 4.14. Policy for Gender Balance**

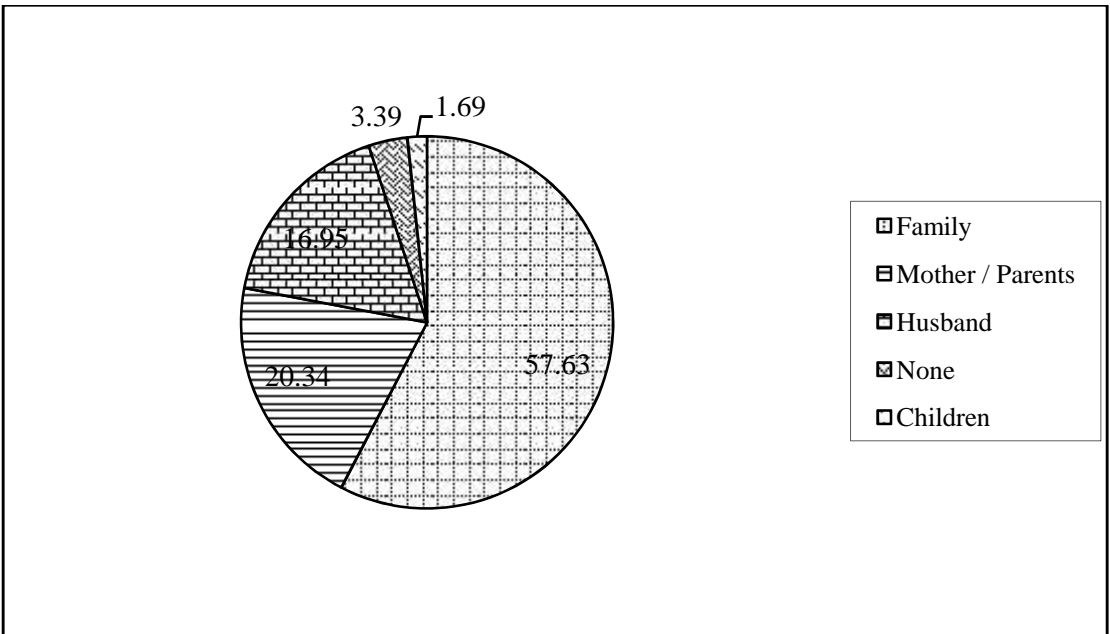


**Field Survey, 2017**

#### **4.14 Family Support for Professional Career**

In the male dominated society like ours. It is very difficult to convince the family members (especially those married) of the female employees to start the jobs. Even after joining the job it is harder to get family support during the job tenure for them. According to the figure 4.15 more than 95% were getting their family support for their professional career. Most of them were getting support from their whole family (57%) whereas very few 3% were not getting that much support. Most of the married women were getting their husband support in such cases. Those who were getting support from their mother / parents were almost all single. Few were getting support even from their children.

**Figure No. 4.15. Family Support for Career Development**

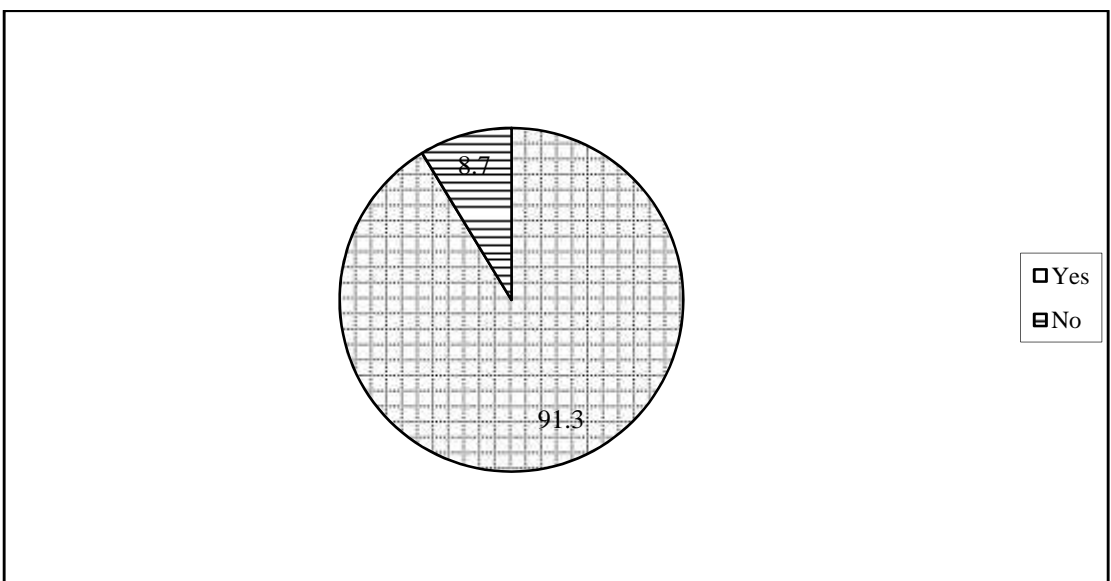


**Field Survey, 2017**

**4.15 Involvement of Female Employees in Policy Making Process of the Organization**

Figure 4.16 shows that less than 10% of the organization heads claimed that female employees were involved in policy making process.

**Figure 4.16. Female Participation in Policy Making**



**Field Survey, 2017**

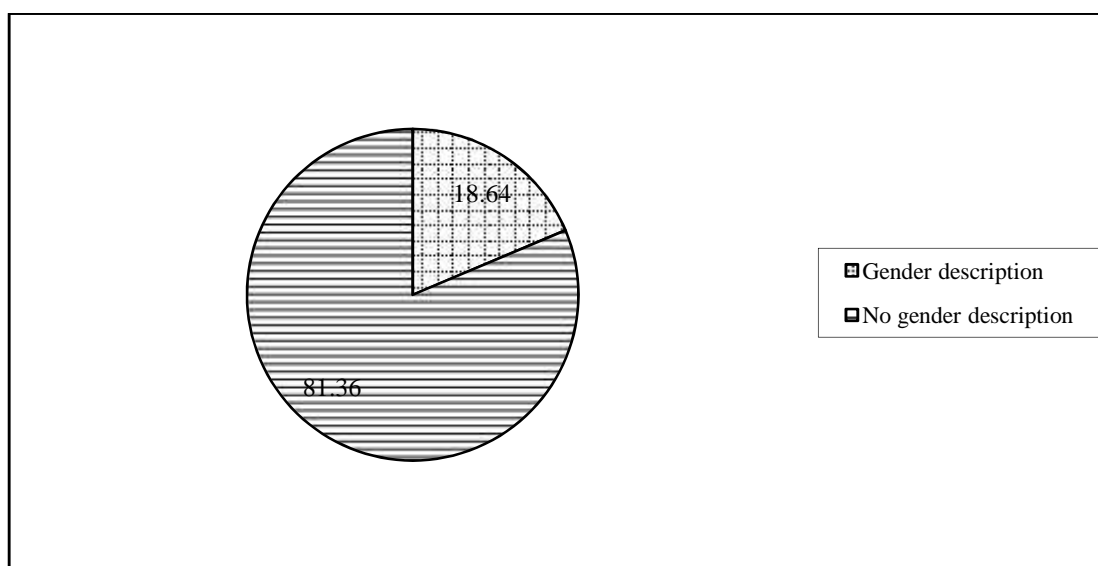
The major reasons for involving in the policy making process were:

- ) It is a participatory approach and to make female employment to feel ownership of the organization but they don't initiate to take responsibility.
- ) Empowering the women.
- ) Issues sent to board from staff meeting then board prepare policy accordingly.
- ) To reflect gender balance in policy.

#### 4.16 Gender Discrimination in the Organization

According to figure 4.17 more than 80% felt that there was no discrimination being women in their organizations. But those who felt there was discrimination in their organization (18%) belong to all kinds of marital status viz. single, married, married without child, divorced and widowed.

**Figure No. 4.17. Gender Discrimination in the Organization**

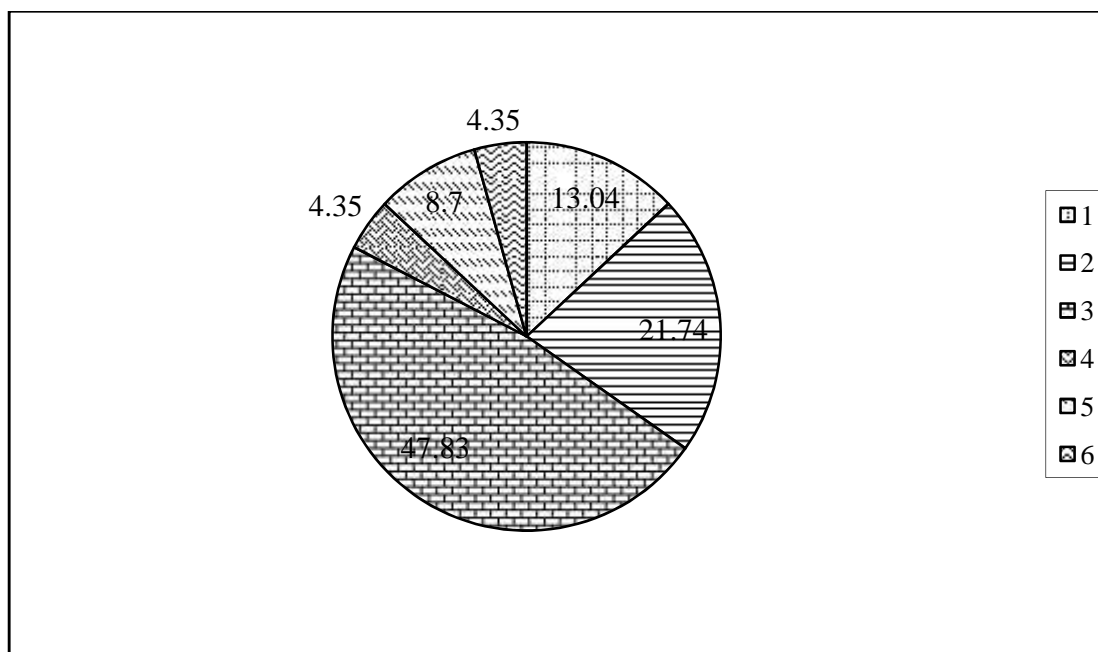


**Field Survey, 2017**

#### 4.17 Staff (Gender) Composition in the Organization

Figure 4.15 shows that nearly half of organizations have female staffs ranging above 25% but below 50%. On an average there were 61% at females in the organization.

**Figure 4.18. Staff Composition**



#### **Field Survey, 2017**

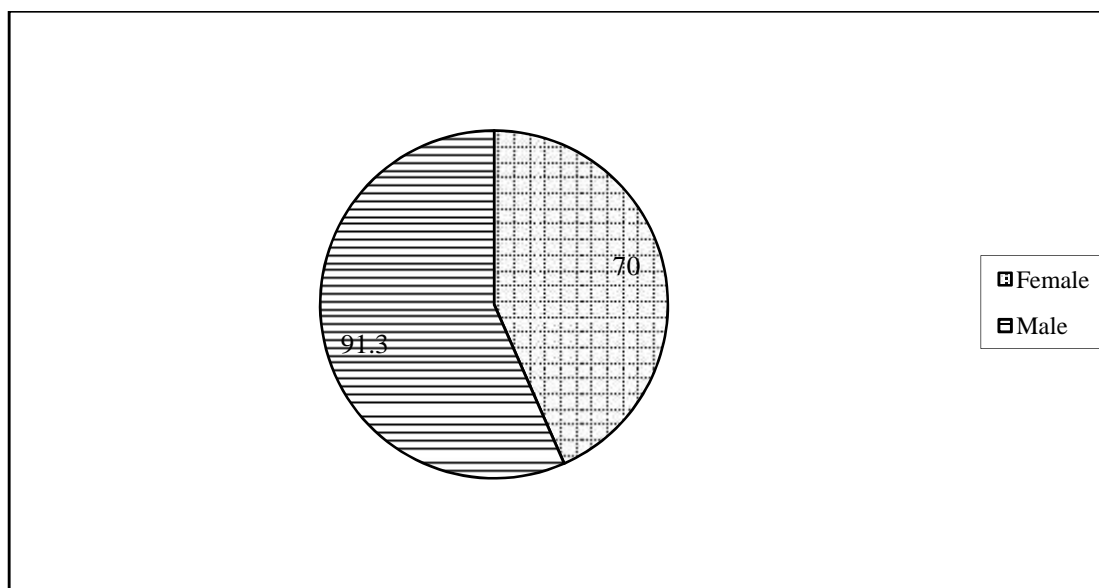
Figure 4.18 below shows that nearly 60% of the total staffs were locals' and rests were outsiders.

#### **4.18 Organizational Head**

According to figure 4.19 more than 90% at the organizational heads were males. Where there were female heads, the organization's name was named after female empowerment where there was provision that female should be the head of the organization. Only 70% of the head of organizations could be contracted for interview. In remaining organization, the questionnaires were responded by their representatives.



**Figure 4.19. Gender of Head of the Organization**



**Field Survey, 2017**

**Table 4.3. Matrix for Different Levels of Staff, Male Vs Female**

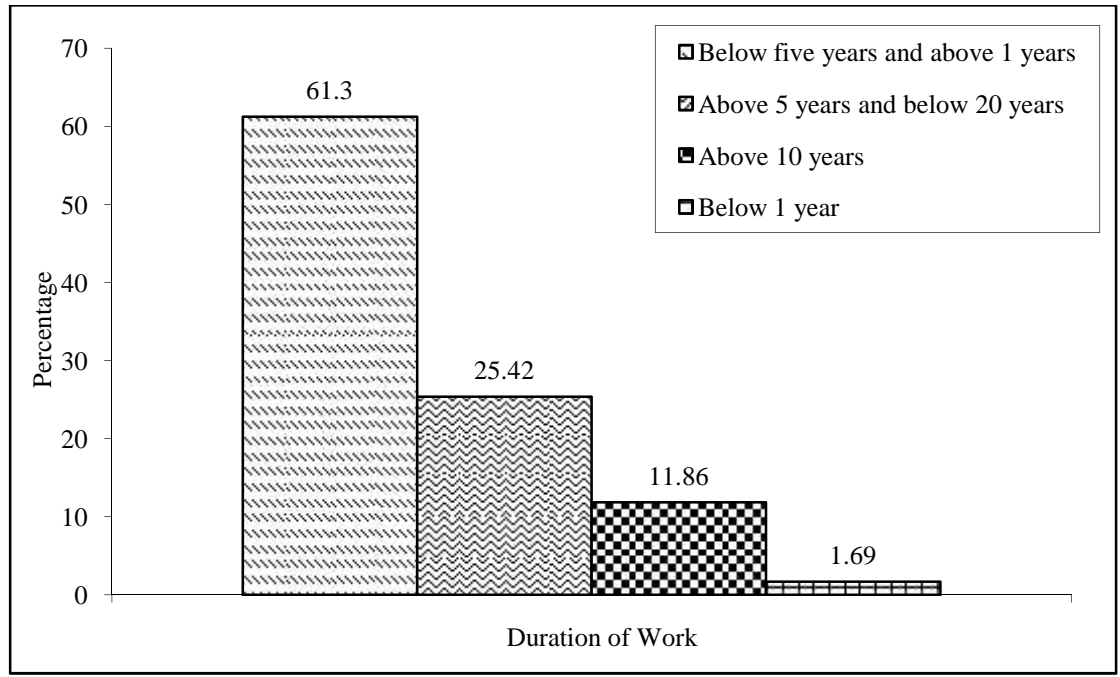
Particulars	Male	Female	Total
Officer	11.90	4.01	15.91
Non officer	19.40	46.83	66.24
Lower	7.3	10.48	17.85
Total	38.68	61.32	

**Field Survey, 2017**

#### **4.19 Duration of Employment**

The figure 4.20 below shows that out of respondents 14 (32.56%) did not mention their exact starting date of their services in their respective organizations. Those who just gave year (not months and days) have been considered to have pointed their organizations from Baisakh of the year.

**Figure No 4.20. Duration of Employment**



**Field Survey, 2017**

More than 60 percent of respondents were employed for more than one year and below five years followed by 5-10 years' category (25.42%). Those who were employed above 10 years were 11.86% whereas those employed below one year was only 1.69%.

**4.20 Specific Programs for Female Employees**

Three were no specific programs for female employees in most of the organizations but some of them certainly offered following:

**Table 4.4. Specific Programs for Female Employees**

Specific program for female	Frequency	Percentage
Nothing	14	50
Exposure visit	1	3.57
Skill development training	2	7.14
Provision of sanitary pad in org.	1	3.57
Handicraft training	1	3.57
Education for Dalit girls	1	3.57
Formation of mother group	1	3.57
Vocational training	2	7.14
Literacy program	1	3.57
Income generation program	2	7.14
Leadership training	1	3.57
Gender concern group	1	3.57
<b>Total</b>	<b>28</b>	<b>100</b>

**Field Survey, 2017**

Note: One individual respondent gave more than one response.

**4.21 Composition of Board Members**

According to table 4.5 on an average board member consisted of 9.36 members (6.5 male and 2.86 female). Most of the board members were non-salary payable. The median mode, mean lowest and highest values are given in the following matrix table.

**Table 4.5. Composition of Board Members**

Particular	Total	Male	Female
Lowest	6	3	1
Highest	12	9	11
Percentage	100	69.42	30.58

**Field Survey, 2017**

In most of the organizations there were as nearly as 30% female an executive member. In some organizations there were as high as 11 female as executive members. In some organizations there were very few female representatives in their board.

#### **4.22 Organizational Capacity Building**

The capacity of female staffs was being updated in every organization in one way or other. The training related to the job nature of the employees and according to their qualification. Nearly 70% of the employees got their capacity enhanced through various training and exposure.

Nature of training and capacity building exposure varied according to the working nature of the organizations from capacity building training, facilitation, child right, computer training, counseling training. Cutting / sewing, driving training effective presentation / leadership, handicraft, report writing / proposal skill, teacher training, training on HIV, sexual disease and conflict management.

#### **4.23 Salary and Benefit Discrimination**

No single organization has reported about salary and benefit discrimination between male/ female employees for the same position.

#### **4.24 Measures Developed and Implemented by the Organization to Capacity Building and Empowerment of Female Employers**

Most of the organizations studied have developed their own measures to encourage female for their capacity building and empowerment as follows:

- ) Income-generating programs
- ) Need-based training: Leadership, conflict management. Women and child right computer cutting and sewing first aid, housekeeping.
- ) No discrimination on benefit distribution based on sex.
- ) Performance review.
- ) Gender sensitive in each and every aspect of decision-making.

#### **4.25 Access to Organizational Resources**

Almost all the organizations offered access to organizational resources for their employees, such as office equipment computer, printer, photocopies, scanner, vehicles etc. However, employees may access to the resources depending upon their position and knowledge / skill. The binding factor for making those resources accessible was organizational policy.

#### **4.26 Positions Specific to Females**

Different positions were available to female staff depending upon the nature of the organization. In general, specific positions available to the females were board member caretaker, chairperson, community health volunteer, cook, coordination, counselor, district

facilitator, executive member, facilitator, handicrafts, health worker, housemother, in charge of family and children, joint secretary, junior, nurse, office assistant, officer, program coordinator etc.

#### **4.27 Role of Female Employees in Decision-making Process of the Organization**

Nearly 60% of the respondents had their role in decision making process in their organizations. Those whose education level was below SLC; they hold lower position in the organization hence had no involvement in decision-making process. Whereas even those who were graduate / post-graduate. The office management controls all the decision-making processes and in some cases due to complicated hierarchical composition within the organization. No employees had reported that they were abstained from decision-making process being women.

#### **4.28 Role of Female Employees in Policy-Making Process of the Organization**

Very few women employees (18.64%) had role in policy-making process of their respective organizations. Those whose education was above intermediate level up to masters level and holding offices level post in their organizations like accountant, program. Coordinator, teacher, training officer etc. Most of those who did not have their role in policy making process board member. Some of them were working as lower level staff due to low education level so they did not have role in policy-making process.

## CHAPTER V

### SUMMARY, CONCLUSION AND SUGGESTIONS

#### 5.1 Summary of Findings

From this study almost all of the employees had total control over their income with cases of the control from their parents and in-laws. Less than 50% respondents revealed about their family income including the respondents' salary. They also shared responsibilities (Workload) with the family members. In addition to their salary, the women staffs were getting other incentives like maternity leaves, maternity expenses, festival allowances, lodging, food, medical expenses free education for children. The degree of the support however was different at different organizations. Nearly 60% had access to their organizational resources like vehicles office equipment etc. Most of those who don't have access were working at the lower post in their organizations like cleaner, clerk, receptionist, cook, librarian, motivator, social mobilizer etc. The capacity at the female staff was being updated in every organization in one way or other. The training was provided according to the job nature of the employee and to their qualification. Nearly 70% of the employees got their capacity built through various trainings and exposures. Nature of trainings and capacity building exposure varied according to the working nature of the organizations.

More than 50% of the training / exposure visit recipients are Brahmin / Chhetri followed by Janajati, Marginalized and Dalits. Regarding the promotion, nearly half of the staffs were promoted after some years of service depending upon their work experience and qualification. Those who didn't get promotion were due to their lesser experience and education. half of the organizations don't have provision of promotion in their prospects. The capacity of the female staff was being updated in every organization in one way or other. The training was provided according to the job nature of the employee and to their qualification. Nearly 70% of the employees got their capacity built through various trainings and exposures. Nature of trainings and capacity building exposure varied according to the working nature of the organizations.

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In male dominated society like ours. It is very difficult to convince the family members (especially those married of the female employees to start the jobs. Even after joining the job it is very difficult to get family support during the job tenure for them. More than 95% were getting their family support for their professional career. Negligible evidence was there that had been discrimination being women in their organizations so is the case for sexual harassment. No complaints have been reported about the misbehavior to their seniors or office management. Nearly half of the organizations had their good organizational structure with general assembly. Executive Board Advisory Board, Management Committees, Steering Committees. The designation of the position varied with different organism but their job nature was the same. The board members were not salaried in all the organizations. On an average, nearly  $\frac{3}{4}$  of the board members were male.

Day to day operation in most of the organizations was handled by management team where  $\frac{2}{3}$  was dominated by males. The management team was mostly composed of paid staff within the organization. Similarly, in the organizations nearly  $\frac{2}{3}$  were females out of which 60% were locals on average, females were holding non officer's positions in majority of organization. The male ranked higher than females in almost all the organizations. Almost all of the organizational heads were males. Where there were female, heads the organizations name were named after female empowerment where there was restriction that female should be the head of the organization. Like the caste composition of staffs in the organization, majority of the heads of organization were Brahmins (40%) followed by Chhetri (22%). Among women heads of the organizations, 50% of them were Chhetr and prests were Brahman.

Different organizations had different hiring preferences for hiring their staffs regardless to the gender. The highest priority had been given to education (nearly 60%) followed by experience 43%. Most of women seeking employment were campus students of intermediate level. All kinds of women were searching the job, as the living condition in Bedehe Municipality, Dhanusha has become expensive and the life is competitive.

The employees were working in all kinds of organization with different expertise. The expertise of individuals was varied with the type of organization in which they were working. Of the total perception received from the organizational heads (or their representatives) nearly, 60% felt that female employees can be more capable if they are given opportunities. Some felt that males were getting more opportunities and were more dominating to female employees. Nearly 60% of the organizations had no policy for sexual harassment whereas only 35% had them in place. Regarding the salary structure of the organization, there has been no discrimination in the salary payment due to sex different. Most of the organizations studied had developed their own measures to encourage female for their capacity building and empowerment.

Almost all the organization offered access to organizational resources for their employees, such as office equipment computer / printer, photocopies, scanner, vehicles etc. However, employees may access to the resources depending upon their position and knowledge / skill. The binding factor for making those resources accessible was organizational policy. Half of the organizations surveyed had policy for gender balance such as certain percentage is allocated for female staffs in organizations.

The organization had employment policy and staff development plan, paternity leave, equal opportunity, participation and benefit for females, representation of equal member of female in executive board and groups, CBOs. Some organizations were about to launch women micro credit. Some has not yet developed the policy in black and white but they were practicing gender balance and always giving priority to females.

More than 50% had their role in decision-making process in their organizations. Those whose education level was below SLC and holds lower position their organization were less listened to in decision-making process. Whereas even those who were graduate / post graduate the office management controls all the decision-making processes and in some cases due to complicated hierarchical composition within the organization. No employees had reported that they were abstained from decision-making process being women.

...



Empowerment is one of the effective approaches to uplift the condition of women. The GOs, NGOs and INGOs are focusing on programs which help women being empowered by giving them employment opportunities.

The main objective of this thesis was to look how the NGOs of Bedehe Municipality, Dhanusha are helping in the empowerment of female's employees. The outcomes of the thesis are quite encouraging as the situation of female staff has improved as compared to a decade ago. However, males were in permanent job and holding higher positions in most of the organizations where as females were in temporary job and holding non offices positions. Talking about board members only 30% females were in executive board. So was the case with management team (40% females).

The present study shows that only few of the lady staffs were holding the master's degree and very few had technical backgrounds. The offices seemed to have given priority to experienced people and local while recruiting team of the outsiders most of them were from neighboring districts of Bedehe Municipality, Dhanusha. In each and every office there was dominance of Brahmins and Chhetris (more than 60%) as a normal situation in the country. Half of the organization heads were Chhetries and rest were Brahmins. More than half of the staffs were Brahmins and Chhetris, Dalits were in very negligible amount. Nearly one third of the interviewees got promoted during their job tenure. Those who did not promote were due to lack of education and in some cases.

## **5.2 Conclusions and Suggestions**

This study infers women's employment in the NGOs increases their empowerment in each and every sphere of the society. This is helping women being professionally and economically independent and surfing opportunities for further studies and career enhancement. They have control over the resources. Their participation in trainings and social activities are also increasing. Hence, the employment opportunities itself providing by the NGOs is one of the effective ways to empower educated women in the society.

However, the findings of the present study show that the female staffs are few in the number in organizations as compared to their male counterparts. This number is even losses in executive board and in management team. Both male and female staff get same priority for getting chance for their capacity building however, male being dominated in nature captures the opportunities in most cases. In almost all organizations there are facilities especially for female

employees. Due to lack of education background the females are working in the lower positions. The NGOs have definitely been helping women being empowered socially, economically due to the socio-cultural setup in the Nepalese society which will need more time to get improve in the long run.

Based on the findings the following suggestions are given in order to empower women socially, professionally and economically through generating women employment.

- ) Charity should start from the home, families of working women should encourage them to hold higher education before they start working as the competition for getting a job has become more competitive now a day.
- ) The NGOs should have clear cut staff recruitment policies and facilities to females. The CDOs (Chief District Office) should play vital role as NGOs are registered at the respective district CDOs. The staff recruitment policy should clearly indicate the promotional policy, national and international exposure, maternity leave, paternity leave, incentive package, capacity building program like training, role of ladies staffs in decision making etc.
- ) A clear cut, quota system should be defined in organizational staff policy in order to accommodate female staff and focus should be given to include all from different caste and sectors.
- ) At least a month paternity leave should be granted to male staff so that they can take care of their wife and baby.
- ) There should be provision of hard punishment of sexual harassment.
- ) As most of the head of the organizations are male. The organizations should give priority to chaos females as head if they have the same qualifications and experience to their counterpart male colleagues.
- ) There should some sort of retrenchment policy in the organization to attract their employees for longer term especially to female employees.
- ) The constitution and articles should clearly indicate the total number of females to be in the executive board so that there is a commendable presence of women in the board.

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## ANNEX I

### QUESTIONNAIRES

1. Demographic Information
  - (i) Name of interviewer .....
  - (ii) Age .....
  - (iii) Sex .....
  - (iv) Place .....
  - (v) Ward No.....
  - (vi) Marital status
    - (a) Married
    - (b) Unmarried
    - (c) Single
  
2. Education
  - (i)
    - (a) S.L.C. passed
    - (b) Intermediate
    - (c) Bachelor
    - (d) Master
  - (ii) Have you taken any supportive training
    - (a) Yes
    - (b) No
  
3. Division of work
  - (i)
    - (a) Leading and decision making
    - (b) Implementation role
    - (c) Supportive role
    - (d) Policy making

4. What make you take up a profession.
  - (a) Economic necessity
  - (b) Self satisfaction
  - (c) Utilization what you learnt.
  - (d) Inner drive to serve
  - (e) For all round development
  - (f) For survival
  
5. Because of being professional women do you face with any obstacles (Problem arise in work place).
  - (i) Male counterpart's domination in office
  - (ii) Senior officer's exploitation
  - (iii) Mental or physical harassment
  - (iv) Nothing
  
6. What reason do you think is behind which gives women more opportunity for promotion?
  - (a) Awareness
  - (b) Education
  - (c) Husband support
  - (d) Family support
  
7. Do you think women must get equal opportunity as men professionals to initiate development works?
  - (a) Yes
  - (b) No
  
8. In street write what development means to you.
  
9. How much do you think are professional women contributing to them.

- (a) Very much
  - (b) Not much
  - (c) They manage household expenditure
10. Whose role do you think is more important in the development of your society?
- (a) Men
  - (b) Women
  - (c) Equal
11. Are you contributing equal as much as your counterpart in the development of your society.
- (a) Yes
  - (b) Even more
  - (c) Less
12. Do you think that women should take up a profession?
- (a) Yes
  - (b) No
  - (c) Depends upon various factors
13. Who criticized your decisions on official matters?
- (a) Immediate senior
  - (b) Own rank
  - (c) Junior
  - (d) None of these
  - (e) All these
14. Are you involved in decision making in official matters?
- (a) Yes
  - (b) No
  - (c) Partly
15. Do you feel that involving in developing organization is more fruitful rather than other field?
- (a) Yes
  - (b) No