

**Women employment in electric vehicle (Safa Tempo) at
Kathmandu valley, Nepal**

A Thesis

Submitted to Faculty of Humanities and Social Sciences

Central Department of Rural Development

**University Campus, Kirtipur, Kathmandu in partial fulfillment of the
requirements for the Degree of the Master of Arts in
Rural Development**

Submitted by

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DECLARATION

I hereby declare that the thesis entitled **Women employment in electric vehicle (Safa Tempo) at Kathmandu valley, Nepal** submitted to the Central Department of Rural Development, Tribhuvan University, is entirely my original work prepared under the guidance and supervision of my supervisor. I have made due acknowledgements to all ideas and information borrowed from different sources in the course of preparing this thesis. The results of this thesis have not been presented or submitted anywhere else for the award of any degree or for any other purposes.

.....

Binita Gotame

Date: 2018-03-12

RECOMMENDATION LETTER

The thesis entitled **Women employment in electric vehicle (Safa Tempo) at Kathmandu valley, Nepal** has been prepared by **Binita Gotame** under my supervision. I hereby recommend this thesis for the examination by the thesis committee as a partial fulfillment of the requirements for the Degree of Master of Arts in Rural Development.

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APPROVAL LETTER

The thesis entitled **Women employment in electric vehicle (Safa Tempo) at Kathmandu valley, Nepal** submitted by **Binita Gotame** to the Central Department of Rural Development, Faculty of Humanities and Social Science, Tribhuvan University, in partial fulfillment of requirements for the Degree of Arts in Rural Development has been found satisfactory in scope and quality. Therefore, we accept this thesis as a part of the degree.

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Date: 2018-04-12

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Abstract

The present study was conducted in Kathmandu Valley with the focus of involvement of female drivers in electric vehicles (Safa Tempos). Female participation in tempo driving started when Bikram tempo was banned by the government since Bhadra 32, 2056 in the valley. Due to the shortage of small and convenient vehicle, Safa Tempos were brought as their alternatives. The number of female drivers who are currently working in electric driving profession is around 300. In this context, this study was carried out to assess the socio-economic condition of female drivers in electric vehicles, to identify their challenges, and to explore the interrelationships of the female drivers with co-workers and the passengers.

In this study, a survey of 80 women in electric driving profession was carried out. Basically, the study is based on primary data collection through semi structured interview and observation. Maximum percentage of the women was Brahmin-Chhetri which was 48 percent. A remarkable percentage of Newar (14 %) and Tamang (15 %) women are found involved in this profession, and the rest were other caste/ethnic group. 51 percent of the women were between the age group of 26-35, which is the mean age for work. Adolescents from 16-25 have also found involved in this profession in good volume i.e. 25 percent which is more than the age group above 35. Majority of women involved in this profession are married i.e. 54 percent of them; 36 percent of them were unmarried living with their parents. 4 percent of the lady drivers were found illiterate and 26 percent were literate but some of them were not enrolled in school. 55 percent have passed primary level and dropping the study is due to financial, poor economic condition. The monthly salary was fixed between RS 14000-20000 for drivers (both male and female).

The findings of this research revealed that generally the women did not have to face any such impediments or obstacles as being female in particular or on the ground of their gender. They received good behavior from passenger, society as well as others who are in the same profession. Family support towards them regarding their professional career is also remarkable. Most of them were satisfied with the earning they drew from this profession. So, majority of women are willing to remain in this profession. Some of them want to go for foreign employment. They should be encouraged by bringing many encouraging programs like free training, special loan programs without interest, and interaction programs for the interested and confident ladies.

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ABBREVIATIONS

BPFA	Beijing Declaration and Platform for Action
CBS	Central Bureau of Statistics
CLEAN	Clean Locomotive Entrepreneur's Association of Nepal
DOTM	Department of Transport Management
EVAN	Electric Vehicles Association of Nepal
EVMAN	Electric Vehicle Manufactures Association of Nepal
EV	Electric Vehicle
Fig.	Figure
GON	Government of Nepal
INGO	International Non-Governmental Organization
KMC	Katmandu Metropolitan City
KVTP	Kathmandu Valley Traffic police
LS	Livelihood strategy
NEVCA	Nepal Electric vehicle charging association
NGO	Non –Governmental Organization
TU	Tribhuvan University
UN	United Nations

CHAPTER ONE

Introduction

1.1 Background

According to the Electric Vehicle Association of Nepal (EVAN), the development of Electric Vehicles (EVs) in Nepal began in 1993 with the special design of an EV that would be suitable for the road conditions in the Kathmandu Valley. By 1995, eight EVs called “Safa Tempos” had been manufactured and submitted to a 6-month road test on one of the major routes in Kathmandu. The vehicles were proven to be economically viable and were then handed over to a private company for commercial operation as public transport. Nepal’s Safa Tempos currently provide service on 18 public transportation routes.

To promote clean technology in the country, more than 1000 electric vehicles (Safa Tempos, Electric Cars) are currently used in public/private transportation, a commendable effort to reduce its dependency on fossil fuels. According to the Clean Locomotive Entrepreneurs Association of Nepal (CLEAN), around 700 Safa Tempos are running in the major routes of Kathmandu Valley. Safa Tempos are best driven for short distances and at relatively slow speeds, all of which suits the natural topography of Kathmandu valley. These green machines hold a lot of potential for the country’s economy and can tap Nepal’s massive hydropower potential to create a regional energy grid that contributes significantly in reducing GHG emission in the region.

Women make up over half of Nepal's population (CBS, 2014) but remain in the shadows because of discrimination. Men dominate education, employment and other sectors, while women are limited to the kitchen and cowshed. However, they also tolerate such harsh behavior towards them. Different changes occur according to the fluctuations of time. In general women have less access to income, wealth and modern avenues of employment. This is partially due to their limited access to education and information and partially due to traditional view of general public about women activities. Although the participation of women is gradually increased in the process of development, there are several social, cultural and economic attitudinal practices which are directly or indirectly hindering the full participation of women in the development. The embryo of knowledge has also grown in women. In such circumstances, they know that they can also do things by

themselves to show their capacity and talent. They also know that the knowledge they have gained can be utilized and are able to receive the benefits from it. As a result, women have come forward in different sectors and are revealing their own identity.

The Beijing Declaration and Platform for Action (BPfA) has been the world's most powerful framework for international and national gender equality policies and practices. As a defining framework for change, the Platform for Action makes comprehensive commitments under 12 critical areas of concern and outlines strategic objectives and actions to be taken by the international community, national governments and civil society for the full implementation of the human rights of women and girls as an inalienable, integral and indivisible part of universal human rights and fundamental freedoms. The critical areas of concern are: (A) women and poverty, (B) education and training of women, (C) women and health, (D) violence against women, (E) women and armed conflict, (F) women and the economy, (G) women in power and decision-making, (H) institutional mechanisms for the advancement of women, (I) human rights of women, (J) women and the media, (K) women and the environment and (L) the girl child (BPfA, 1995). The progress to all critical areas of concern is hampered by the low levels of participation and leadership of women in decision-making, at all levels – household, local, regional and national governments, the management of environmental resources, national planning and development structures, national parliaments and global governance.

Women's involvement in tempo driving started when Bikram tempo was banned by the government since Bhadra 32, 2056 in the valley. Due to the shortage of small and convenient vehicle, Safa tempos were brought as their alternatives. And as the numbers of drivers were lacking at that time, a DANIDA sponsored program placed an advertisement in the newspaper for interested women candidates for driving EV's. The minimum criteria for the candidates were such as unemployed, Nepalese citizen of disadvantaged group, at least primary education completed, aged between 18 to 40 years and probably from remote area. Those who met these criteria were called for a short written exam and the selected candidates were called for the interview which mainly focused on the personal health and economic conditions of the candidates. The final candidates were trained through different driving institutions. In this way, women professionally entered into this sector in a large scale.

1.2 Significance of the Study

This study will make an attempt to analyze the present day situation for women in driving profession. The outcome of the study will figure out some practical solutions for the overall betterment of women in driving profession. This study will also provide unbiased information on women electric vehicles drivers, which might be helpful for those who are interested to conduct research in this field in future. It will be useful for the government, policy makers, planners, social workers and development activists to know about their socio-economic conditions. This study is also helpful for promoting women participation in driving profession and also increases employment for women.

1.3 Statement of the Problem

Women make substantial contribution to uphold Nepal's economy. The status of woman study completed in early 1980s established that women and girl together contribute more than 53 percent of the house hold income in rural area. Several studies in subsequent years reconfirmed that woman's labor contributions to Nepalese agricultural is substantial, and at least equal to that of man. Yet only 48.1 % of rural women as compared to 69.8 percent of men are reported economically active in 1991 census.

In the present context, there have been some changes in the attitudes of women and the society, they are now moving towards a bolder attitude and gradually entering into challenging professions like pilot, driving, journalism, engineering and medical field etc. Furthermore, women are also seen actively participating in sports activities and the achievement and fame brought in by them in the marshal art events is the honour for our country.

Electric vehicle driving is also one of such professions which involve certain degree of physical power. Nowadays women are frequently seen driving electric vehicles in the different routes in Kathmandu. Married, unmarried, educated and uneducated and the women belonging to different cast and different regions are there in the profession.

In this context, this study focuses on the following questions:

-) What is the social, cultural and economic background of women in driving profession and where do they stand in the present day society?
-) What are the attitudinal changes regarding women and their role in driving profession?
-) How far women are being able to exploit the resources and being able to recognize their own personality?

1.4 Objectives of the Study

The research objectives of this study are:

-) To assess the socio-economic conditions of women drives in electric vehicles
-) To identify the challenges in driving profession
-) To explore the interrelationship of the women with co-workers and the passengers

1.5 Limitations of the Study

Because of the limited time available, logistic support, information available and time constrains, the research has certain limitations. This study will be based on women tempo drivers in Kathmandu valley. So the generalization of this study may or may not be applicable to other parts of the nation. The study must be concern to find out the socio economic condition of the women tempo drivers and challenges of this profession.

1.6 Organizations of the Study

This whole report will be organized into five chapters. The first chapter will be introductory parts, which includes general background, statement of the problem, objective of the study, Significance of the study, limitations of the study and organization of the study. The second Chapter will be focused on review of literature related to safa tempo driving profession including theoretical review, empirical review and conceptual review. The third chapter will be research methodology of the study. The fourth chapter will explain the data analysis and interpretation taken from the study area. The five Chapters will include summary of the major findings, conclusion based on this research and some recommendations. Finally, references and appendices will be adjoined.

CHAPTER TWO

Literature Review

This chapter deals with the literatures reviewed during the study. This study is based on available informative sources such as books, journals, reports, news, articles, preview research work, publications.

According to Department of Transport Management, the history of EV (Electric vehicles) in Kathmandu valley, Nepal is 37 years old. In those days the vehicles were in limited numbers. Vehicles like Volkswagen beetle, Volkswagen camper, Bajaj tempo, and other were in used in that time. But now the automobile market in Nepal is increasing quickly. There are lots of vehicles in the streets of Kathmandu valley. This increased number of diesel and petrol vehicles has major problems including congested road, traffic jam, road accident, air pollution and so on. These kinds of problems can be reduced by uses of zero emission vehicles. In the contest of Kathmandu valley, EVs are the most suitable means of transportation. As they are pollution free and speed limited.

In 1975, Chinese government introduced 13 km route between Tripureshowr to Suryabinayak by trolley bus system which was latter closed in 2001. In 1996, a team of Nepalese professionals started the former electric vehicles company in Kathmandu. This was the beginning of the EVs services in Nepal. Manufacturing of SAFA tempos increased when the GON (Government of Nepal) declared to stop the operation of diesel-operated 3-wheelers from Kathmandu because they caused a lots of air pollution. In effect, a huge number of diesel powered 3 wheelers transformed into the EVs (SAFA tempo).

Electric transportation demonstration program in 1996 was conducted by Global Resources Institute in Kathmandu, Nepal with the support of US-AEP/NASDA and USAID/Nepal. Global Resources Institute designed and operated a public transportation fleet of eight 10 passenger three-wheel vehicles operating as mini-buses during a six month period, carrying over 200,000 passengers and traveling more than 175,000 km. Electric vehicles play a vital role in boosting the national economy of a country by making use of locally produced hydropower and minimizing air pollution as well as mitigating greenhouse gas emissions. It also contributes to an environmentally sustainable

transport system and creates economic benefits for the country. More than 95 percent of our electricity comes from hydropower, which is undoubtedly a clean source of energy. Nepal has a soaring potential of hydro-electricity generation capacity that has remained untapped for many years.

According to EVAN, women in Kathmandu started driving the Safa Tempos from 2000 as a profession and until now there have been many women who have learned the driving. A Central Bureau of Statistics labor survey in 2008 showed that 66 % of women are now employed full time, and the number of women who own their own houses has increased over the past 10 years. The study also showed that men's involvement in household chores has increased 9 % in the past decade. According to Meghraj Gautam, a central member of the Drivers Labor Union, many husbands are helping with household work when the women are on the road driving tempos, which has allowed women to enter the field and continue this work.

Women in driving profession are not very easy on this male dominated society. Sunmitra Dangal was the first woman to enter this profession. According to the CLEAN, there are more than 350 women drivers (Safa Tempos) in Kathmandu Valley. Laxmi Sharma, the first woman tempo driver, started driving as an amateur and became popular in 1984. She fulfilled her desire by driving a tempo, but didn't consider it a profession. Thus, Nepali women tempo drivers have had to wait for over a decade before becoming professional drivers. Sumitra Dangal started to drive a tempo to eradicate the negative thinking that "women should depend on men." She was born in Jhapa and studied Intermediate in Law in Dharan Multiple Campus, passing in the highest position among women. She also obtained a Bachelor of Law. She worked as an employee for one and half years after training as a tempo driver. The women active in this profession are Bimala Thapa, Shnati Tamang, Milan Shrestha and others. They say that this is a better income-generating profession in comparison with other types of driving. Nowadays, many tempos are driven by women. Not only tempos, but also the cars of different international organizations and NGOs are also driven by women. Now driving has become a profession that creates opportunity for economically disadvantaged women. This has helped a lot to reduce the growing unemployment in the country.

The passengers also prefer to get in a tempo driven by a woman and are also satisfied with their driving. The article entitled " Mahilale Chalayeko Tempo Surakshit" (women

drive tempo safely) published in the “Nepal” magazine in the month of Magh 2062 reveals that women drive Safa Tempos more safely and confidently than men do. According to the data presented in the article, the number of both major and minor accidents that occurred from the year 2059 onwards is 515. The number of people killed in those accidents is 40 whereas the rests managed to survive. The article further reveals that majority of road accidents were caused by men drivers. According to the information provided by the valley police Office, so far only 1 road accidents have been reported for which women drivers are responsible. This proves that men drivers are mainly responsible for the road accidents as compared to women drivers. The passengers have realized that tempos driven by women have fewer accidents when compared to men because women are sincere in their work and duties. Such professions are helpful to families whose financial status is weak and which have few economic resources. It is also beneficial for families where the husband's income isn't enough to care for their children. Those women don't have to depend on their husbands and are able to stand on their own feet. It suggests to other women that they can also do something by themselves without depending on others to fulfill their basic needs.

There is a huge income-gap between men and women both in terms of opportunities for employment/income generation and in the proportion of earned income; resulting in women to remain in poverty status. Female comprise 31% of all paid workers as against 69% male (CBS, 2001). The ratio of estimated female to male earned income is 0.51 and the estimated earned income (PPP US\$) is 949 for female as against 1,868 for male (UNDP, 2005). Women remain poor due to the lack of access to and control over productive resources. During Census 2001, only 17% of the households reported that female in their families have ownership on the house, land and the livestock. The forthcoming 14th three-year development plan to remain in effect from 2073-74 to 75-76 BS has set a target of attaining 7 % economic growth rate (NPC, 2073).

The Beijing Declaration and Platform for Action (BPfA) adopted at the Beijing conference established gender mainstreaming as a key strategy for addressing gender inequalities. UN technical bodies are responsible for implementing the BPfA, and within the UN system gender mainstreaming is defined as: “a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmers in all political,

economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

Problem of Nepalese women is not the problem of so-called skill development and literacy. Even the skilled and literate people, who are deprived of right and are jobless, have been forced to live a life of disgrace and disrespect in India and in various parts of the world. Therefore, the question of skill development and literacy is only a reactionary ploy, replete with pretension and absurdity. The problem of this day is the problem of emancipation from the reactionary state power based upon Hindu patriarchy. It is necessary to understand deeply that all the antics that are used to divert attention of the people from the war of emancipation at this juncture are anti-people, absurd and conspiratorial. Parable linked with the issue of emancipation of the whole society.

CHAPTER THREE

Methodology

This chapter discusses the methodology adopted for the study. A survey of 80 women in electric driving profession was carried out in this study. The study is based basically on primary data collected through semi structured interview, and the research method is adopted from various social science research methodologies (Krishnaswami, 2000; Sharma, 2002). This chapter elaborates on the sampling procedure, techniques of data collection and types of data collection.

3.1 Study Area

This study was conducted in Kathmandu Valley because the women who are involved in electric vehicle driving profession are mainly found in Kathmandu.

3.2 Research Design

The present research design is both descriptive and analytical. Both methods are frequently used in social science research (Joshi, 2002). The purpose of this study is to know the socio-economic status of the women in the profession of electric vehicle driving and explore the opportunities and challenges in this profession.

3.3 Sources and Nature of Data

The primary data was collected by the researcher personally, conducting field survey whereas secondary data was derived from various published and unpublished books, reports, articles and so on. Similarly, both the quantitative and qualitative data will be collected and used.

3.4 Sampling Procedure

At present, the total figure of the women in this profession is 300 persons approximately according to Eclectic Vehicle Association of Nepal.

To meet the objectives of the study, accidental sampling techniques was adopted. A total of 80 women were selected for the study.

3.5 Techniques of Data Collection

This research was conducted by adopting various methods for data collection.

3.5.1 Semi-Structured Interview

Semi-structured interview was conducted with the lady of electric vehicle drivers. Family background, education, income, working condition, opportunities and challenges are the main issues which were covered during the interview.

3.5.2 Observation

The working conditions, physical appearance of the lady drivers, behavior of the staffs in charging stations, and co-workers etc helped in making judgment on the information provided by the respondents.

CHAPTER FOUR

Data Analysis and Discussion

This chapter analyzes and discusses the data and presents the findings of the study on the basis of the collected data and the direction indicated by the study.

4.1 Socio-Economic Profile of the Respondents

The respondents having involved in Electric Vehicle Driving Profession (EVDP) in Kathmandu valley are from different socio-economic background. According to Electric Vehicle Association Nepal (EVAN), so far, 300 women are involved in this profession as a key occupation for their livelihood. Generally, women are seen to be limited within the territory of domesticity without having any access to income, wealth and employment. However, the involvement of women in electric vehicle driving profession indicates their ability to achieve social and economical space in the society thereby being self-employed.

4.1.1 Caste\ Ethnic Composition of the Respondents

Caste and ethnicity plays a vital role in shaping out characteristics of any individual thus affecting the career he/she chooses. The caste system was formulated in order to maintain division of work in society. This system specifies a particular kind of work to be performed by a particular caste group.

In the present time these societal are not as strict as it used to be in the past but it still has some effects in the present society. If we take an example of caste/ethnic groups Brahmin, Newar, Chhetri and Gurang/Magar, the tradition and culture varies in vast measures which certainly affect anyone in selecting the career for oneself. The details of the caste/ethnic composition of the respondents are given in figure no. 1.

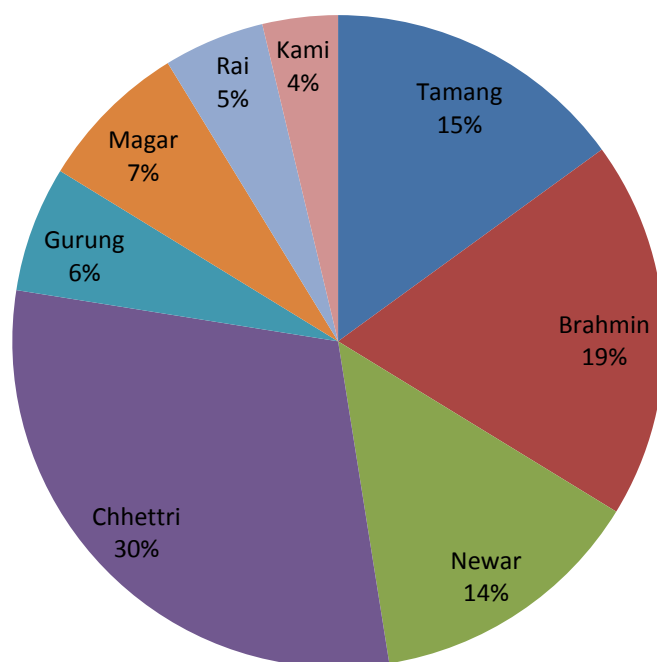


Fig.1- Caste/ Ethnic Composition of the Respondents

(Source: Field Survey, 2017)

Figure no. 1 shows that 30 percent of the respondents are Chhetri. Maximum number of women is Chhettri, which is followed by no. of Brahmin. The proportion of 30 percent of Chhetri and nearly 19 percent of Brahmin show that Brahmin-chhetri women are very active in this profession. The majority of the population in Kathmandu Valley is Newar who are the indigenous people of Kathmandu valley, but nearly 14 percent of women are active in this profession. However, in most of the sectors the involvement of Newar people is found in greater number in Kathmandu Valley.

But the finding is that the number of Brahmin-Chhetri women involved in this profession is going to increase every year. Despite their socially prearranged profession Brahmins are changing regarding women and their works. Next are Tamang, Gurung, Magar, Rai and Kami which occupies 15, 6, 7, 5 and 4 percent, respectively. Furthermore, Dalit community has also started to enter this profession in recent years.

4.1.2 Age Structure of the Respondents

Age factor is also one of the major determinants for the kind of profession one chooses. Moreover, when it comes for women to get into any profession it is different than that for men. Generally, girls are not seen coming out of the household boundary in the early age. Boys are thought to be grown up after the age of 15/16 whereas girls are still perceived immature to get out for work till 20 years of age. The finding regarding the age composition is presented in figure no. 2.

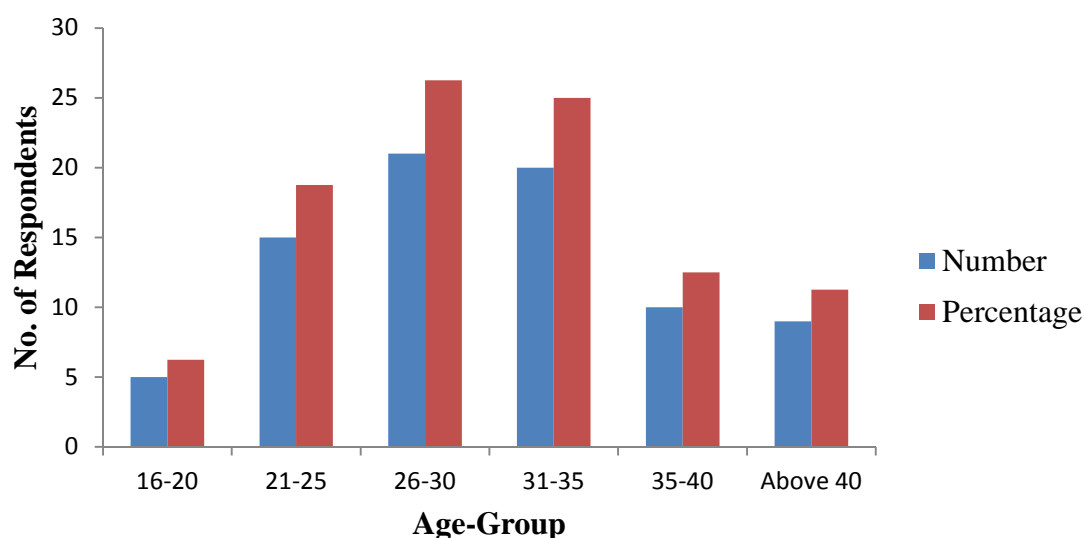


Fig.2- Age Structure of the Respondents
(Source: Field Survey, 2017)

Figure no. 2 shows that 32 percent of the respondents are 26 to 30 years of age. Similarly, 28 percent of the respondents are 21 to 25 years of age. This shows a good amount of younger women's involvement in this profession. 12 percent and 8 percent of the respondents are between 31-35 and 35-40 years of age respectively.

4.1.3 Marital Status of the Respondents

Women are bound to live under the guardianship of their fathers, brothers, husbands or the male members in the family. Any woman's decision for choosing her profession or career is directly affected by her guardian's will or attitude. Many women leave or change their job/profession after marriage and many get into job after marriage. The marital status of the respondents is mentioned in figure no. 3.

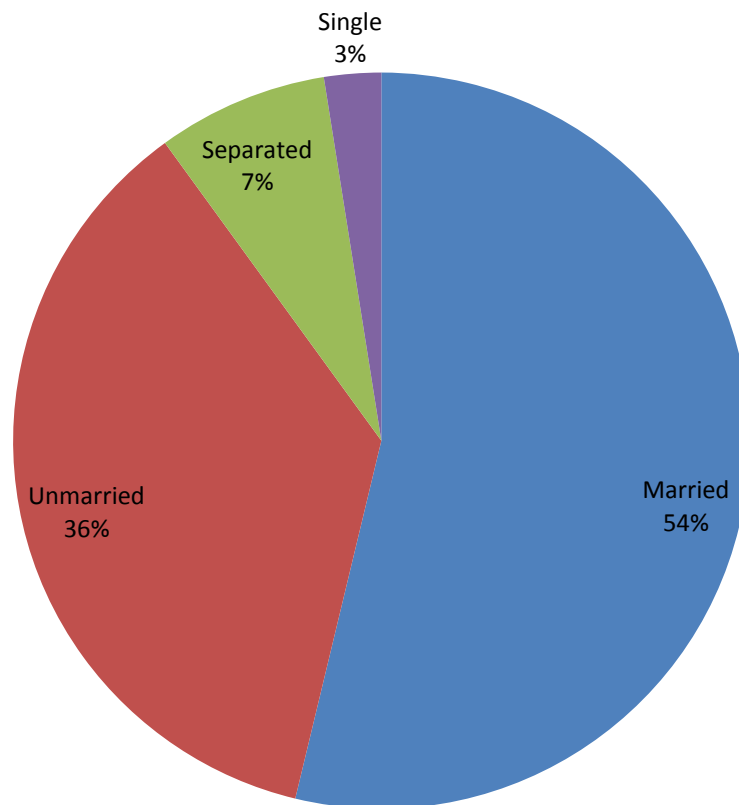


Fig.3- Marital Status of the Respondents

(Source: Field Survey, 2017)

Figure no. 3 presents the marital status wise distribution of the respondents. The maximum number of people i.e. 54 percent is married, 36 percent are unmarried, and 7 percent and 2 percent are separated, and single respectively. This above figure shows that this profession is taken by the women of various marital statuses. The percentage of participation of the separated and single is least while married and unmarried women's participation is found more in this profession i.e. 54 and 36 percent. This implies that the parents or husband's families are not being barred on the way to their profession.

4.1.4 Family Size Distribution of the Respondents

If there are many members in the family it needs more people's effect to support them. In such case everyone in the family tries to bring in income as per their capacity. So, it is presumed that the bigger family size puts more responsibility on any individual. Table no. 4 shows the family size of the respondents.

Table 1- Family Size of the Respondents

S.N.	Family Size	Number	Percentage
1.	1-3	33	41.25
2.	4-6	41	51.25
3.	7-9	4	5
4.	10-12	2	2.5
	Total	80	100

(Source: Field Survey, 2017)

As shown in table no. 1 the family size wise, 51 percent of the respondents are from medium sized family i.e. 4-6, 41 percent are from very small sized family ie.1-3, 5 percent are from big family. Only 2 percent are from very big family. The findings prove that the bigger family size is not the factor that pushes one towards her\his profession.

4.1.5 Family Support of the Respondents

Attitude of the family directly effects the profession and career of anyone. So far the women are concerned family support is a prime concern. In fact, most of the women can not dare to go against their family. The amount of support received by the respondents by their family regarding their profession is as given in table no. 2.

Table 2- Family Support of the Respondents

S.N.	Family Support	Number	Percentage
1.	Very Supportive	56	70
2.	Dislike this profession	11	13.75
3.	Not happy but don't oppose very strongly	8	10
4.	Indifferent	5	6.25
	Total	80	100

(Source: Field Survey, 2017)

As it is seen in table no. 2 that 70 percent of the respondent's families are very supportive regarding the job they have chosen and they are happy about it. 14 percent of the respondent's families are not happy with the profession they have chosen and do not want them to continue in it due to the constant and continuous stress caused by the profession. 10 percent of the respondents' families are though not happy but don't oppose that strongly against their decision to adopt this profession. 6 percent families are indifferent and they don't care whatever they do. This suggests a remarkable degree of positive attitude to the families of respondents towards their profession, and also that the people are being receptive toward new profession.

4.1.6 Inter-Relationship of the Respondents with the Owner of the Vehicle

Good relationship between the employer and employee can be attributed as a factor that held's the people to remain in it and also inspire other people to get into it. The classification of the type of relationship is given in table no. 3

Table 3- Inter-Relationship of the Respondents with the owner of vehicles

S.N.	Inter-Relationship	Number	Percentage
1.	Good	44	55
2.	Okay	23	28.75
3.	Bad	0	0
4.	Indifferent	13	16.25
	Total	80	100

(Source: Field Survey, 2017)

Here the situation of the respondents has been categorized as good, okay, bad and indifferent to analyze the inter-relationship of the respondents with owner of vehicles. If the relationship is very cordial like that a sociological presumption, it is described as good. If the concern is only limited to the vehicle owner-employee relationship and has no problem between each other it is categorized as okay and if it is not cordial or found some bitterness in the relationship it is categorized as bad. If it is either good or bad and has no concern with each other it is categorized as indifferent.

As shown in table no. 3, the inter-relationship of the respondents with the owner of vehicle is good of 55 percent of the respondents, and 29 percent okay of the respondents. Remaining 16 percent of them are not directly in touch with employer as the transaction and dealing is basically done through charging station. Some of them are found to be unknown regarding the name of the actual owner of the vehicle. None of the respondents who are in touch with the employer has reported to have bad relationship with them which can be taken as a good aspect.

4.1.7 Behavior of the Passenger towards Lady Drivers

Behavior of general people/passenger in the society towards women in this profession could be motivating factor if positive and de-motivating if negative.

Especially women in our society are perceived as submissive and docile, who can hardly dare to go against the traditional values in the society. The behavior of passenger towards lady drivers as experienced by them is given in table no. 4.

Table 4- Behavior of the Passenger towards Lady Drivers

S.N.	Behavior of Passenger	Number	Percentage
1.	Good	57	71.25
2.	Okay	16	20
3.	Bad	0	0
4.	Indifferent	7	8.75
	Total	80	100

(Source: Field Survey, 2017)

Here, the behavior of the passenger towards respondents has been categorized as good, okay, bad and indifferent. If the behavior is respectful it is described as good. If there is disrespectful behavior by passenger and have no problem from their side it is categorized as okay and if the behavior is disrespectful toward respondents it is categorized as bad. If it is neither good nor bad and has no concern with each other it is categorized as indifferent.

Table no. 4 shows the behavior of the passenger towards lady drivers as experienced by the respondents themselves. 71 percent of the respondents have experienced good behavior from the passengers while 20 percent said to have experienced okay kind of behavior from the passenger. 9 percent said that some passenger behaves in an indifferent way. Nobody has claimed to have experienced bad behavior from the passenger.

Passenger could be from any sphere of society regardless of their age, sex, caste, religion and profession. So, the behavior of the passenger could be generalized as the behavior of the society as a whole. In this regard, the findings suggest a positive attitude of the society towards female drivers.

4.1.8 Relationship of the Respondents with Male Companion

Majority of the people in the driving profession are male. However, nearly 45 percent drivers of the Electric vehicle are female. The mass population of male co-workers and their behavior certainly affects the working atmosphere for women in this profession

directly or indirectly. The relationship of the female drivers with male companion is given in the table no. 5.

Table 5- Relationship of Respondents with male Companion

S.N.	Relationship with male Companion	Number	Percentage
1.	Good	59	73.75
2.	Okay	13	16.25
3.	Bad	0	0
4.	Indifferent	8	10
	Total	80	100

(Source: Field Survey, 2017)

Here, the situation of the respondents has been categorized as good, okay, bad and indifferent to analyze the relationship. If the relationship is very cordial like that in the own family it is described as good. If there has no problem between male and female drivers but it is limited to the professional relationship only, it is categorized as okay and if it is not cordial or found some bitterness in the relationship it is categorized as bad. If it is neither good nor bad and has no concern with each other it is categorized as indifferent.

As table no. 5 shows 74 percent of the respondents reported to have good relationship with their male companions. 16 percent said there is average relation with their male companions. And the next 10 percent respondents said indifferent relations. They were treated like others. The findings indicate that the relationship of the respondents with the male companions in this profession is good.

4.1.9 Inter-Relationship among Lady Drivers Themselves

Relationship among lady drivers themselves is one of the important factors to look to have a meaningful insight of the state of women in this profession. How a woman treats another woman in this profession or how a new-comer will be welcomed by the fellow companion is important factor to know the understanding about this profession. This will also be significant in knowing the views/opinions of women about other fellow women. The type of inter-relationship is as classified in table no. 6.

Table 6- Inter-relationship among Lady Drivers Themselves

S.N.	Inter-Relationship	Number	Percentage
1.	Good	49	61.25
2.	Okay	15	18.75
3.	Bad	10	12.5
4.	Indifferent	6	7.5
	Total	80	100

(Source: Field Survey, 2017)

Here, the inter-relationship among the respondents has been categorized as good, okay, bad and indifferent to analyze the relationship. If the interrelationship is very cordial like that among own sisters it is categorized as a good. if there is only professional concern among them and have no problem between each other it is categorized as okay and if it is not cordial or found some bitterness in the relationship it is categorized as bad. If it is neither good nor bad and has no concern with each other it is categorized as okay and if it is not cordial or found some bitterness in the inter-relationship it is categorized as bad. If it is neither good nor bad and has no concern with each other it is categorized as indifferent.

Table no. 6 shows the inter-relationship among lady drivers in this profession. 19 percent of the respondents reported to have average relationship whereas 61 percent have good relationship among lady drivers. 12 percent of the respondents have bad relationship among themselves. 8 percent do not have any concern with other lady drivers.

4.1.10 Overall Satisfaction with this Profession of the Respondents

Job satisfaction is a prime thing in any kind of profession for anyone to continue with it. By satisfaction, here intends to mean overall satisfaction regarding money, working atmosphere, working hours and anything related to it. In order to know the overall job satisfaction level of the respondents the dissertant has used numerical tools. Table no. 7 presents the findings as mentioned below.

Table 7- Overall Satisfaction with this Profession of the Respondents

S.N.	Overall Satisfaction Level	Number	Percentage
1.	Below 50 percent	5	6.25
2.	50 percent	11	13.75
3.	60 percent	20	25
4.	70 percent	15	18.75
5.	80 percent	18	22.5
6.	90 percent	11	13.75
7.	100 percent	0	0
	Total	80	100

(Source: Field Survey, 2017)

The overall job satisfaction of the respondents as shown in table no.7. The satisfaction level below 50 percent is only of the 6 percent of the respondents. The satisfaction level is 60 percent of the 25 percent of the respondents, 70 percent of the 19 percent of the respondents, 80 percent of the 23 percent respondents and 90 percent of the 14 percent of the respondents.

4.1.11 Harassment/Misbehavior by Male Co-workers to the Lady Drivers

The measure of harassment/misbehavior if done by anyone these lady drivers must be brought out and analyzed in a specific manner in order to give exact picture of this profession. The finding regarding such behavior is presented in table no. 8

Table 8-Harassment/Misbehavior by male co-workers to the Lady Drivers

S.N.	Harassment/Misbehavior by Male Co-worker	Number	Percentage
1.	None	74	92.5
2.	Sexual Harassment	6	7.5
	Total	80	100

(Source: Field Survey, 2017)

As table no. 8 shows 93 percent of the respondents have not experienced any kind of harassment/misbehavior from the male co-workers. Only 7 percent have experienced sexual harassment by them. They were verbally assaulted by male drivers, which can be treated as an exceptional case that could occur anywhere in this profession.

4.1.12 Harassment/Misbehavior by Employer to the Respondents

As found during this study that there is no direct contact between employer and the lady drivers for the possibility of misbehavior is also least. But it is relevant to know about the experience of those who are in touch with them. The finding regarding such behavior is presented in table no. 9.

Table 9- Harassment/Misbehavior by Male Employers to the respondents

S.N.	Harassment/Misbehavior by Male Co-worker	Number	Percentage
1.	None	77	96.25
2.	Scolding	3	3.75
3.	Beating	0	0
4.	Sexual Harassment	0	0
	Total	80	100

(Source: Field Survey, 2017)

Table no. 9 shows that 96 percent of the respondents have not experienced any kind of harassment/misbehavior from the employer. Only 4 percent experienced minor scolding

from the employer. This shows that the ill-treatment by the employer for the ladies in this profession but not high in figure.

4.2 Economic Aspect

In general, women have less access to income, wealth and modern avenues of employment. This is partially due to their limited access to education and information and partially due to the traditional view of general public about women's activities. Besides this, the everyday tasks of family life in rural areas throughout the country involve women in labor intensive farm work and time-consuming domestic chores to provide fuel, water and food for their children and other household members. Very little time is left for activities with potentially higher economic returns, or to contribute the direct economic development of the country.

Women specific activities like water and fuel collection, kitchen gardening, child care and small manufacturing inside is not included in formal economy though they contribute a big share in the household income. The share of such activities is not being computed in terms of its value.

4.2.1 Monthly Salary of the Respondents

Monthly income/wages is an important aspect to look into for any individual to get into any profession and for any outsider to analyze the especially of any profession. The monthly salary scale of the respondents is given in figure no.4.



Fig.4- Monthly Salary/Income of the Respondents (in Rs.)
(Source: Field Survey, 2017)

The monthly salary wise distribution is shown in figure no.4. Most of respondents' salary is fixed between Rs. 140000.00-180000.00. As shown in the above table 24 percent of the respondent's salary range per month is Rs. 12000.00-14000.00. Respondents who are given Rs. 12000.00-14000.00 are given some percentage from the total earning. 65 percent of respondents' salary range above 15000.00. Therefore, comparatively the salary level can be considered good. Those women who had their own vehicle mentioned that their net income ranges above Rs. 20000.000 per month.

4.2.2 Earning Family Head in the Respondent's Family

All the lady drivers live in the family and in a patriarchal society like ours; women generally live under a male member in the family, who is perceived as a family head. This family could have father husband, brother, mother or any other senior member. This family head possess significant power in senior member in the family. So, it would be relevant to understand the decision making in the family. So, it would be relevant to understand economic support he could provide to the family of the lady drivers. The earning family head in the respondent's family is as given in table no. 10.

Table 10- Earning Family Head in the Respondent's Family

S.N.	Earning Family Head	Number	Percentage
1.	Yes	54	67.5
2.	No	26	32.5
	Total	80	100

(Source: Field Survey, 2018)

As table no. 10 shows 68 percent of the respondents have earning family head whereas 32 percent of the respondent's family heads are not earning. It shows that the more of the respondent's have earning family head, who must have some impact on the respondent's decision making. If one has a non-earning person as a family head then he/she should be more liable to take financial responsibility. But the above finding suggests that most of the respondents have taken up this profession while having a family-head who could provide financial support to the family. This implies that the reason for adopting this profession is not the acute financial problem in the family though not well-off financially.

4.2.3 Income by other Member in the Family of the Respondents

Individual with the economically sound background especially girls do not enter in such profession, which requires much time and some degree of physical labor to. It is the economic factor that compels or pushes a lady to inter the profession like driving, which is not a profession for women. People who require economic support more or a strong economic source joins a challenging profession like this. People who has earning family members or they have sufficient income by other members in the family they don't try too hard to get income. More details are given in the table no. 11.

Table 11- Income by Other Member in the Family of the Respondents

S.N.	Other Earning Member in the Family	Number	Percentage
1.	None	17	21.25
2.	One person	31	38.75
3.	Two person	19	23.75
4.	Three person	10	12.5
5.	Above Four	3	3.75
	Total	80	100

(Source: Field Survey, 2017)

Table no. 11 shows that only 16 percent of the respondents have three persons and four persons each as the earning family members at home. 24 percent of the respondents have 2 persons other to support their family. 21 percent of them have no one in the family to earn and support the family financially except for the respondent herself. 39 percent of the respondents have 1 person to earn a living beside respondents. The figure presented above is excluding the respondents as earning member. Only less than 22 percent of the respondents in this profession are the only person to earn bread for their family.

4.2.4 Expenditure of the Respondent's Salary Per Month

The expenditure of the respondent is basically studied in order to know the expenditure pattern or which of the purposes what proportion of money is being spent. This also gives us the idea the reason for them to work. The expenditure pattern of the respondents is as given in the table no. 12.

Table 12- Expenditure of the Respondent's Salary Per Month

S.N.	For Family (in Percent)	Number	For Herself	Number	Percentage
1.	Less than 10	2	More than 90	2	2.5
2.	10 to 20	3	80 to 90	3	3.75
3.	20 to 30	3	70 to 80	3	3.75
4.	30 to 40	5	60 to 70	5	6.25
5.	40 to 50	8	50 to 60	8	10
6.	50 to 60	12	40 to 50	12	15
7.	60 to 70	14	30 to 40	14	17.5
8.	70 to 80	20	20 to 30	20	25
9.	80 to 90	10	10 to 20	10	12
10.	More than 90	3	Less than 10	3	3.75
	Total	80		80	100

(Source: - Field Survey, 2017)

Table no. 12 shows the mode of expenditure of the respondents which is basically for either family or the respondents themselves. 15 percent of the respondents spend 90 percent and more of their earnings for the family. 25 percent of the respondents spend 70-80 percent of their earning for the family. 3 percent of the respondents spend more than 90percent for themselves, 4 percent 80-90 and 70-80 each for themselves. This shows that the majority of the respondents' earning is for supporting the family economically.

4.2.5 Punctuality in Giving Salary to the Respondents

In many places the wages are not given to the workers on time or as assured before. Workers are seen exploited by employer in such manner frequently. People work for whole month or for particular period of time thinking that if they will get paid for at the end, but if they are not given the due salary/wages on the due time it will be a disaster for

them. So, if there is the certainty about the salary/wages will be given on time as promised before it will affect the credibility of the worker in a positive way. The punctuality in giving salary to assure the worker can give a positive result. The punctuality in giving salary to the respondents is as mentioned in the table no. 13.

Table 13- Punctuality in Giving Salary to the Respondents

S.N.	Punctuality in Giving Salary	Number	Percentage
1.	Always on due time	62	77.5
2.	Sometime delayed	18	22.5
	Total	80	100

(Source: Field Survey, 2017)

Table no. 13 shows how timely the salary is given to the respondents. Salary is given on the monthly basis and as shown above though it is sometimes delayed mostly given on due time. 78 percent of the respondents reported that the salary is given on due time, 22 percent reported it is sometimes delayed. However, some respondents reported that they had received the salary in due time at the initial time of joining this job.

4.2.6 Respondents' Satisfaction with the Present Salary

Compared to the wages/salary given in other profession, the income drawn by this profession is unsatisfactory. As the finding shown in the fig. no. 4, the average salary range in this profession is Rs. 17000/- per month, which is a sufficient amount any women can draw with the type of educational qualification as required in this profession. The respondents' level of satisfaction with the present salary is shown in

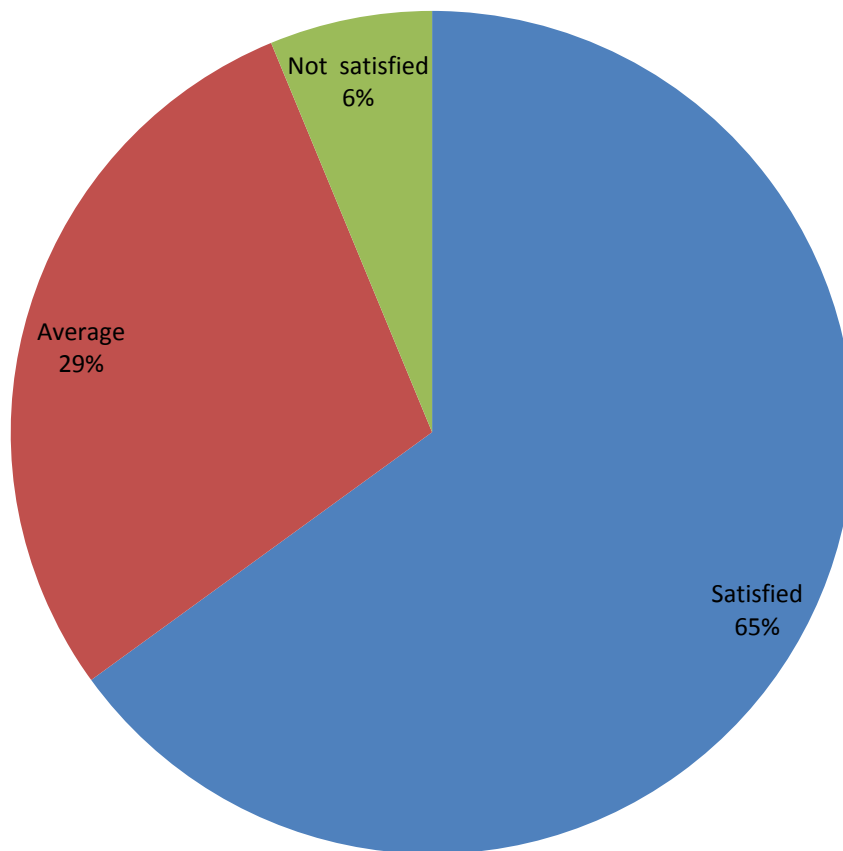


Fig.5- Respondents' Satisfaction with the Present Salary
(Source: Field Survey, 2017)

As the figure no. 5 shows the most of the respondents are satisfied with their salary level. 65 percent of the respondents are satisfied with the salary amount drawn by them. 29 percent said it is neither high nor dissatisfactory. Only 6 percent are not satisfied with their salary range.

4.2.7 Family Influence on the Decision Making of the Respondents

The decision making power is still limited to a hand-full of education women of advance urban society. In a patriarchal social like ours women are heavily influenced by the family and society in decision making of women.

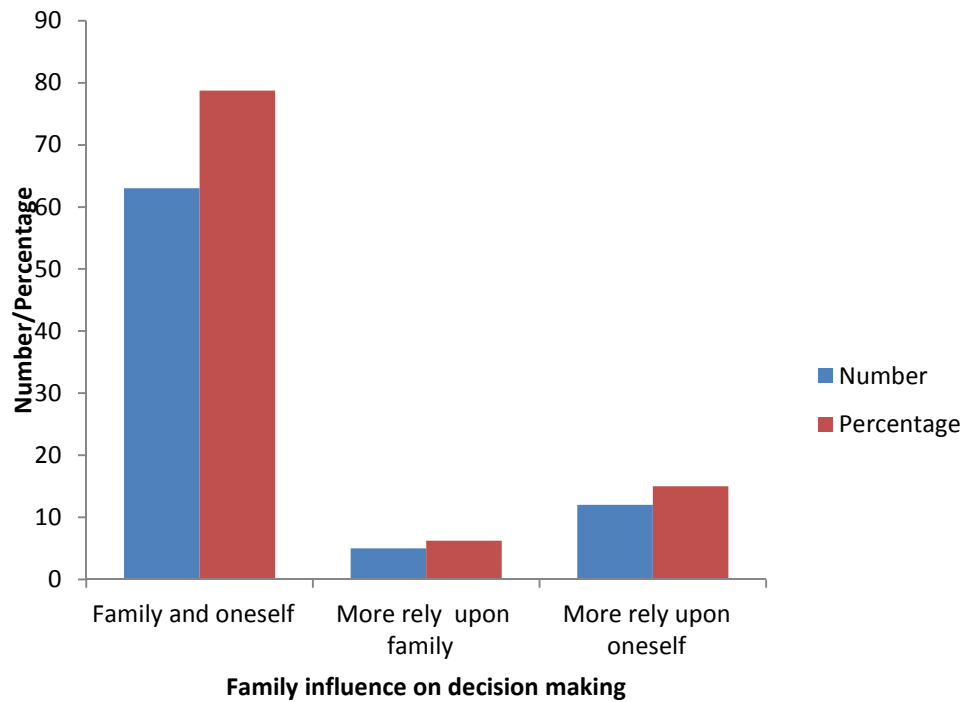


Fig.6- Family Influence on the Decision Making of the Respondents
(Source: Field Survey, 2017)

As Figure no.6 shows that the family influence on decision making of the respondents is only 6 percent and the decision making depends upon oneself is 15 percent. But the majority of the respondents made decision along with the family. This implies that the family influence is quite prominent in decision making of the respondents as only 15 percent could make decision by themselves.

4.3 Educational Aspect

On the basis of periodic national plan polices, Nepal has made a considerable effort to expand primary school education. But substantial male-female disparities exist. Although there is no legal barrier to equal access to education, boys are given preference over girls in formal education continued to be low compared to that of males.

4.3.1 Education Level of the Respondents

Literacy is perhaps the most important single means for attaining social and economic development. In common interpretation those who can read and write are considered literate. The education level of the respondents is as given in figure 7.

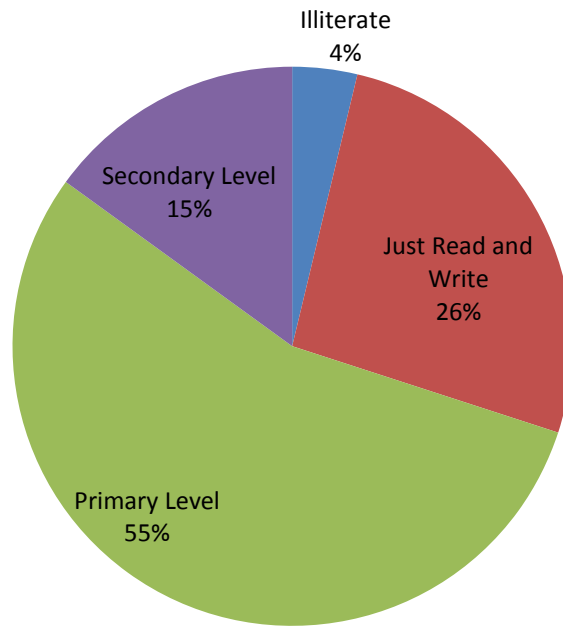


Fig.7- Education Level of the Respondents
(Source: Field Survey, 2017)

In the fig.7, the education level of the respondents has been shown in which 4 percent are illiterate. 26 percent of the respondents are literate; most of them were enrolled in school, but were unable to complete primary level. 55 percent of respondents have completed primary level and 15 percent of the respondents have completed secondary level. Thus, in general the education level of the respondents can be considered above satisfactory level.

4.3.2 Reason for Discontinuing Study

There could be several reasons for people to drop their study. In the poor country like ours financial problem is seen as the main hindrance on the way of education more details is as given in table no. 14.

Table 14- Reason for Discontinuing Study

S.N.	Reason for Discontinue Study	Number	Percentage
1.	Never Enrolled in School	7	8.75
2.	Financial Problem	30	37.5
3.	Had to work at home or elsewhere	22	27.5
4.	Failed several times	8	10
5.	No self interest	9	11.25
6.	Due to unavailability of schools in the area	4	5
	Total	80	100

(Source: Field Survey, 2017)

The main reason behind dropping out from the school is poor economic condition. This has been the reason for most of the 37 percent respondents who could not give the continuity for their study. 28 percent of the lady drivers left the school due to work load at home. As there are not sufficient number of schools in many of the villages in Nepal for higher education 4 percent of the them had to stop their studies after primary level due to unavailability of school in that particular area. 9 percent were found to have dropped out form school due to lack of self interest, 8 percent of them had left studies because they could not do well or failed several times; these were mostly those who could not complete secondary level. Only 15 percent have completed secondary level successfully.

4.4 Training

One can not enter this profession without learning driving skills in formal or informal way; it is going to risk the life of the driver as well as others in the case of vehicle accident. Therefore to avoid such risks nobody is advised to drive vehicle on road. As per the new regulation the drivers must have acquired training form the authorized training school to get the driving license.

4.4.1 Training (formal/informal) Acquired by the Respondents

As there are several training schools for learning driving skill. Many of the respondents have learned driving from training school, which is regarded as formal training. And several of them learned driving from friends informally as well, which is regarded as informal training. This is shown in the table no. 15.

Table 15- Training (formal/informal) Acquired by the Respondents

S.N.	Training	Number	Percentage
1.	Formal	68	85
2.	Informal	12	15
	Total	80	100

(Source: Field Survey, 2017)

As the table no. 15 shows that 85 percent of the respondents have gone through formal training from driving school. 15 percent respondents have learned from their friends & relatives.

4.4.2 Training Duration of the Respondents

The duration of training period depends varies from person to person depending upon the capabilities of the respondents. Not all the people are equally receptive to learn anything under similar circumstances. The details are given in figure 8.

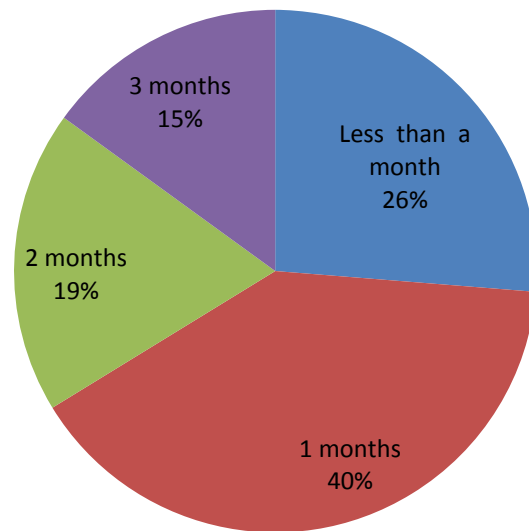


Fig.8- Training (formal/informal) Acquired by the Respondents
(Source: Field Survey, 2017)

As the figure 8 shows generally 1 month time is taken by most of the respondent to learn driving Electric Vehicle. 66 percent have completed their training within 1 month. 19 percent and 15 percent of respondents took 2 months and 3 months time respectively, to complete the training. Therefore it can be concluded that the training duration in general is 1-2 months.

4.4.3 Training Cost/Expenses Borne by the Respondents

During the study it is found that the training schools charges Rs. 10000/- to 20 000/- The training cost charged by the driving schools is assumed as little high for the respondents, which is shown in the figure 9.

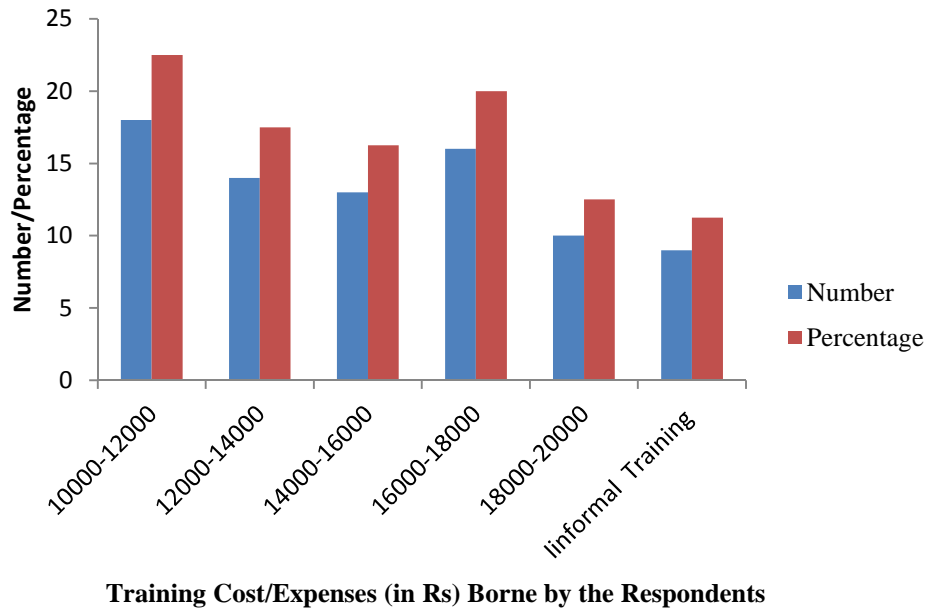


Fig.9- Training Cost/Expenses Borne by the Respondents

Source: Field Survey, 2017

The average training cost spent by the ladies to get driving training is 11000/- of 23 percent of them. 17 percent have spent around 13000/- for training, 16 percent have spent around 15000, and 20 percent of them have spent around 17000. 12 percent have spent around 20000, but 11 percent acquired training without any training fees from relatives/friends.

4.4.4 Willingness to Continue in This Profession

If people view the job as the promising one of if they see good future in it people will be willing to continue with it. Otherwise they will look for other alternatives. The willingness of the respondents to continue in this profession is as given in the table no. 16.

Table 16-Willingness of the Respondents to continue in this Profession

S.N.	Previous Job	Number	Percentage
1.	Yes	44	55
2.	Not sure	16	20
3.	Foreign employment	12	15
3.	Family business	8	10
	Total	80	100

(Source: Field Survey, 2017)

As the table no. 16 shows 55 percent of the respondents were willing to continue with this profession, only 25 percent were unwilling to continue it in future. 20 percent of them were not sure about the future step. This implies that the future prospect is viewed as a reliable one by most of the respondents.

4.5 Prose and Cons of Tempo Driving Profession for Women

As observed by the researcher during the study, there are no such problems for the drivers as being female in particular. Impediments/obstacles faced by women in this profession are the common problem of all the people in this profession regardless of their gender.

For the moment, inadequacy of proper training facility for the drivers and irregularity in charging training fees by various driving schools have been observed as the problem confronted by many of the respondents. And working throughout a week has been seen as a bit problematic for women in this profession.

There are rare cases of road accidents by the vehicles driven by women, this fact is true not only for electric vehicles but for all the vehicles like cars, motorcycles, scooter etc. Comparatively violation of traffic rules is also seen very less by women drivers than men. We all agree the fact that women are polite and gentler and they are less aggressive than men. So, they are more restricted in following the rules.

Traffic officers also agree that except few cases like stopping the vehicle in no parking zone there is hardly any case of road accident by women electric vehicle driver.

Why they have chosen electric vehicle but not taxi, minibus, bus microbus etc? One of the reasons for them for choosing electric vehicle is that these vehicles move in certain fixed routes and they are not bound to go to the places other than this route as in the taxi where the driver is supposed to go to any place a passenger asks to reach, which is not a safe thing for women.

Secondly, driving this vehicle is safer for women because vehicles carry several passengers, even if someone tries to misbehave with the lady driver others will be there for their help.

Electric vehicle is of reach arrival and its operation is also not so complicated technically. These are ungeared vehicles; there is function of brake and accelerator only, no function of gear. This makes the operation and control of the vehicle easier for women.

Electric vehicle driving is though safer; the provision of a seat for passenger with driver does create some problem for them. Sometimes the passenger who takes seat with the driver tries to misbehave with them by sitting closing to them or talking nonsense with them. These kinds of misbehavior are done mostly by adults or elderly people than youngsters and also by the drunken persons.

In general, the main obstacles confronted by the people in this profession as a whole, observed during this study by the researcher are the tough competition given by the microbus, and also the present condition of Nepal where the Chakka Jam (vehicle strike) and Nepal Bandh (all Nepal strike) has become a frequent phenomena.

The arrival of microbus in valley gave tough competition to electric vehicle. Microbus is comparatively comfortable and sophisticated than electric vehicle, which easily attracted passengers towards it. When government decided to provide 45 percent discount to the students at public transportation, but discount is not allowed in electric vehicles; students prefer to travel through other public transportations.

CHAPTER FIVE

Summary and Conclusion

5.1 Summary

Nepal recognizes the importance of women's role in economic development. Even though women are considered vital and productive workers, their access to productive resources have remained limited. So far, the formal economy is concerned women are far behind men. Women's actual labor force participation continues to be under reported because much of the work women do in the subsistence farming and household works are not classified as being economic.

This study has main objective of probing into the pros and cons of this profession for the women. Its specific objectives were to asses the socio-economic condition of the women in this profession, to find out the motivating factor for the women to adopt this profession, to know the feasibility and the scope of this profession for women. And also to explore the attitude and perception of the society as well as the people involved in this profession.

The number of ladies in electric driving profession is around 300 till date. The data presented in this study has been collected by the researcher herself by conducting interviews with structured questionnaire during the period of December 2017 and the collected data has been analyzed using simple statistical tools.

Among 80 lady drives maximum percentage of the women were Brahmin-Chhetri which was 48 percent. A remarkable percentage of Newar (14 %) and Tamang (15 %) women are found involved in this profession, and the rest were other caste/ethnic group. 51 percent of the women were between the age group of 26-35, which is the mean age for work. Adolescents from 16-25 have also found involved in this profession in good volume i.e. 25 percent which is more than the age group above 35. Majority of women involved in this profession are married i.e. 54 percent of them; 36 percent of them were unmarried living with their parents. The percentage of separated and single is least, 7 and 2 percent respectively. This reveals that this profession is not adopted only by those who leads individual life or those who are not answerable to the family but more than 80 percent women in this profession have families either parental or husband's.

The family support to the lady drivers was also very encouraging; 70 percent respondents' families were very supportive and encouraging 10 percent's do not like that much but they are not strictly against their profession. Only 14 percent families dislike this profession and wanted them to quit. And the rest 6 percent's families were not concerted about whatever they do. It is found that some drivers were not in touch with the actual owner of the vehicle. The vehicle is kept in charging stations and all the transactions and business was done through the staffs in charging station. 55 percent of the women replied that they have good relationship with the owner. The behavior of the passenger/general people was also found good towards lady drivers. None of the lady drivers reported to have experienced bad behavior from them. 71 percent of them have found receiving good behavior from them. Similar kind of response came regarding the co-relation with the male companion. As far as the relationship among lady driver is concerned 13 percent of the respondents were found to have bad relationship with the other lady drivers, 61 percent had good relationship with each other. The harassment/misbehavior by the employer of any kind was not experienced by 96 percent of the respondents. Similarly, 92 percent of the lady drivers have not experienced any kind of harassment/m misbehavior from their male companion.

The monthly salary was generally fixed between RS 14000- 20000 per month for drivers (both male and female). But if they were unable to get the trip as it is supposed to do depending on the condition of the battery the deficit amount is deducted in the driver's salary, and if they could manage to do more trip than what they were supposed to then the extra money goes to their pocket. Salary was given in the due time. It is found during the study that 65 percent for the respondents were satisfied with the salary level. Only 6 percent were dissatisfied with the salary level and 29 percent had the average satisfaction level.

4 percent of the lady drivers were found illiterate and 26 percent were literate but some of them were not enrolled in school. 55 percent have passed primary level and dropping the study is due to financial, poor economic condition. Only 12 percent have completed secondary level successfully. Formal training from driving school has been acquired by 85 percent of the lady drivers whereas 15 percent of them learned driving from friends, family and relatives. However plenty of them who paid the fees to the training schools were not trained properly and had to learn from friends afterwards. The training fees

spent by the ladies to get driving training are between Rs 10000- 20000 depending on the time frame. Majority of women wanted to continue in this profession. 55 percent showed their willingness to remain in this provision. 20 percent were uncertain about giving continuity to this profession while 12 percent want to go foreign employment, and 8 percent want to join their own family business.

Thus, on the light of the findings from this study conclusion derived was encouraging for women as well as for the society. So far, few recommendations have been suggested for the further growth of women on this profession.

5.2 Conclusion

Involvement of several caste and ethnic groups has been found in this profession. The findings of this research revealed that generally the women did not have to face any such impediments or obstacles as being female in particular or on the ground of their gender.

No gender discrimination is found regarding their salary/wages by employer. They received good behavior from passenger, society as well as others who are in the same profession. Family support towards them regarding their professional career is also remarkable. Most of them have entered this profession with the consent of their family, least no of women lead individual life found in this profession.

The income by this profession is better compared to other profession which seemed to be the prime pull factor for these ladies to get into it. Most of them were satisfied with the earning they drew from this profession. Generally the earning of lady drivers was to supply the economic condition of the family.

Education background of lady drivers was not found so good. Most of them have dropped school after primary level of education. Training schools even after charging high fees did not give proper training to them. The feeling of being cheated by training schools found common among most of the ladies. Majority of women are willing to remain in this profession. Some of them want to go for foreign employment.

In the context of situation of electric vehicle (Safa Tempo) business as a whole, the impediments/obstacles faced by women in this profession is the common problem of the all the people in this profession regardless of their gender.

Market share divided by the arrival of other means of transport e.g. Microbus, minibus and strikes have been the main problem faced by people in this profession.

5.3. Recommendations

It has only become a decade that women have entered in this field professionally. It was difficult in the initial stage than today because such work was not considered to be good and suitable for women as women must stay out of the home throughout the day in this job. They also have to deal with all kinds of people. As the society has become quite open and there is a freedom for any individual to select a job as he/she wishes. Many women are openly attracted towards this occupation. It is also due to the change of opinion and outlook of the people.

Today, women have taken this profession openly without any hesitation and without thinking what other people say. They are only concerned about their job and continuously working hard to earn their livelihood. They bypass the bad comments and are always ready to give reply. They work vary hard, in fact, more hard then their male counterparts do. They are quite happy and satisfied with what they earn or have, but still, to make their profession more easier and to solve the various problems faced by them the following recommendations can be fruitful for them:-

-) Opinion and outlook of people should be changed positively towards the ladies.
-) Provision for their job permanency should be made and basic facilities should be provided to them and their children, job security and a physical security is required.
-) They should be encouraged by bringing many encouraging programs like free training, special loan programs without interest, and interaction programs for the interested and confident ladies.
-) Special awards or rewards should be allotted for the ladies who really show their courage and bravery in various situations for their encouragement. The media like different TV channels, magazines and newspaper should approach them to disclose their actual sufferings and achievements so that they would get good moral support besides taking their interviews just for the sake of news.

-) Government should provide loan to change the battery sets for female drivers who have their own electric vehicle.

-) Finally Government must make certain legal provision for these ladies and their voice has to be considered in the constitution of the country.

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ANNEX

Questionnaire Form

1. Personal Details

Name:

Age:

Permanent Address (District, Municipality, ward no.):

Present Address (District, Municipality, ward no.):

Caste/Ethnicity:

Marital Status: unmarried /Married/Separated

2. Family Background

Number of Persons of Family: _____

Father: _____ (earning/not earning)

Husband: _____ (earning/not earning)

If earning Father Occupation: _____

Husband's Occupation: _____

If earning, what percentage of it is spent for the family:

- a. Almost 100 percent
- b. Around half of it.

- c. Less than 50 percent
- d. Doesn't give it to the family.

Number of earning members in the family: _____

Is it spent for the family? If yes how much?

- a. Almost 100 percent
- b. Around half of it.
- c. Less than 50 percent
- d. Doesn't give it to the family.

Number of people in the family:

Below 18 yrs	<input type="text"/>
18 to 60 yrs	<input type="text"/>
60 yrs. and above	<input type="text"/>

3. Educational Level

Have you ever been to School? Yes/No

If went to school up to which grade: _____

If went to college up to which standard: _____

Reasons for dropping school:

- a. Financial problem
- b. Family matters (Gender/Child marriage/Family support)

- c. Due to work load
- d. Others (specific) _____

If other member in the family are literate;

	<u>Relation</u>	<u>Education</u>
a.	_____	_____
b.	_____	_____
c.	_____	_____
d.	_____	_____

4. Training

Did you have any training?

- a. Formal
- b. Informal

If formal, where (name of the training institute) _____

Training duration: _____

Training: _____

5. Working Condition

For how long you have been in this profession? _____

Working Status (Part time/Full time) _____

Working hours: _____

Did you work before? Yes/No.

If yes, where and when?

	<u>Place</u>	<u>Date</u>
a.	_____	_____
b.	_____	_____
c.	_____	_____

If No, Reason for leaving there:

a. _____

b. _____

c. _____

Relation with the present employer

- a. Treats you very well.
- b. Treats you well.
- c. Treats you bad.
- d. Indifferent.

Relation with the male co-workers.

- a. Treats you very well.
- b. Treats you well.

- c. Treats you bad.
- d. Indifferent.

Co-relation among lady drivers themselves.

- a. Very good.
- b. Good.
- c. Average
- d. Bad

Have you ever been misbehaved by your employer? If yes, in what manner?
(Specify)

- a. Scolds _____
- b. Threatens to fire from work. _____
- b. Beating. _____
- c. Sexual harassment. _____
- d. Other. _____

How often does he/she do this?

- a. Almost always.
- b. Once or twice a month.
- c. Once or twice in six months.
- d. Once in a while.

Have you ever been misbehaved/ harassed by male co-worker? If yes, in what manner?

(Specify)

- a. Beating_____
- b. Sexual harassment _____
- c. Other kind of harassment_____

How often do you experience this?

- a. Almost always.
- b. Once or twice a month.
- c. Once or twice in six months.
- d. Once in a while.

How general people do treats you while you are on duty?

- a. In a respectful way.
- b. They feel odd seeing a lady as a driver.
- c. Badly.
- d. Indifferently.

6. Earnings

Wage payment pattern

- a. Daily

- b. Weekly
- c. Fortnightly
- d. Monthly
- e. By-monthly

Pay scale: _____

Is the salary given in the due time?

- a. Always Given on time.
- b. Sometime Delayed.
- c. Never given on time.

Are you happy with the present earning? Yes/No.

If no what do you think would be the reasonable salary for you? _____

Have you spoken with your employer about your dissatisfaction with the present salary? Yes/No.

If yes, what is his/her reaction?

What percentage of your salary is spent for the following?

(Specify, in what way)

A. For the family (Food/Clothes/Education/Health/Others):

B. For yourself: _____

7. Your family's support & their attitude towards you

- a. Very supportive & appreciate what you are doing.
- b. They don't like your profession and ask you to quite.
- c. They don't care about whatever you are doing.
- d. They are not happy but can not do anything about it.

8. Your planning for future

Are you happy with present work? Yes/ No.

If no, would you like to leave this profession? Yes/ No.

If yes, what do you want to do next?
