

**TOURISM IN NEPAL: PROBLEMS AND
PROSPECTS OF FEMALE EMPLOYMENT**

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of
DOCTOR OF PHILOSOPHY
in
ECONOMICS

BY
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2009

LETTER OF RECOMMENDATION

We certify that this dissertation entitled “**Tourism in Nepal; Problems and Prospects of Female Employment**” was prepared by Jiba Nath Dhital under our guidance. We hereby recommend this dissertation for final examination by the Research Committee of Faculty of Humanities and Social Sciences in fulfillment of the requirements for the Degree of Doctor of Philosophy in Economics.

Date: 30 June, 2008

(16 Ashad, 2065)

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Approval Letter

This dissertation entitled “Tourism in Nepal: Problems and Prospects of Female Employment” was submitted by Jiba Nath Dhital for final examination by the Research Committee of the Faculty of Humanities and Social Sciences, Tribhuvan University, in fulfillment of the requirements for the Degree of DOCTOR OF PHILOSOPHY in ECONOMICS. I hereby certify that the Research Committee of this Faculty has found this dissertation satisfactory in scope and quality and has therefore accepted it for the sought degree.

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Date: 30 Baishakh, 2066
(13 May, 2009)

Preface

Tourism is one of the major sectors of Nepalese economy. It also plays vital role in the process of regional development of an economically backward region. Nepal is poor economically but it is rich in its natural beauty, cultural heritages and historical monuments which are the great attraction for the visitors from all over the world. We proudly say, Mount Everest, the highest peak of the world and the Lumbini, the birth place of Lord Buddha, is more significant and unique fascination of tourism in Nepal. But very little scientific approach has been adopted to develop tourism industry which could contribute manifold ways to enrich Nepalese economy. In this regard, we have been unable to develop sufficient required infrastructure in the country till now but only a little efforts have been made in this sector.

It is already known that tourism may be the backbone of the Nepalese economy which assists to increase employment, income generation and improve the balance of payment. We have sufficient natural and man-made things for tourism but they have been used well owing to the inadequacy of proper infrastructure which is basically needed for the visitors. If we pay more attention to make proper infrastructure, tourism enhanced scope of various industries like hotels, motels, restaurants, lodges and other types of accommodations, food services, transport and communication services, entertainment and leisure activities, gift shops and agriculture activities more rural people may also be benefited by the tourism which provides income and employment opportunities to improve their quality of life.

Nepal Rastra Bank (1989) carried out an econometric study namely "Income and Employment Generation from Tourism in Nepal" which presented some findings about female employment in tourism. As far as employment generation is concerned, NRB announced that altogether 11176 persons were found directly employed in the tourism sector where 61.7 percent were basic level manpower, 29.2 percent middle level and the rest 9.1 percent were top level manpower and 10.8 percent of them were females. It shows that among the total employment in tourism about 90 percent were male whereas only 10 percent were female. According to the census 2001, 50.05 percent of population was covered by female in Nepal whereas very low percent of female employment in tourism has shown unique characteristics. Why female employment is low? What are

their problems and how can we measure? A board survey and research is needed to find out the potentialities, probabilities and prospects of female employment in tourism. In this regard, it was felt that an empirical study is needed to find out the causes and consequences of the drawbacks of the present condition of low female employment in tourism so that such findings would provide certain guidelines in the future. To conduct this piece of research, I had to face a number of problems. However, I overcame them and tried to present the problems and prospects of female employment in tourism in a scientific manner as far as possible.

In this regard, the main aim of this study is concerned with the problems and prospects of female employment in tourism. The main objective of this study is to show the contribution of tourism in Nepalese economy, to explore the existing situation of tourism, to analyze the female employment status, and to recommend measures and strategies to develop tourism industry.

For this, primary as well as secondary data have been used equally. The primary data has been derived from three different sets of questionnaires. The major respondents, 122 tourists, 35 employers and the 110 female employees were selected randomly from different sectors of tourism field such as trekking, travel, cargo, mountaineering, rafting, hotels/restaurant, shopping, nightclub/dancing clubs, massage centers and garment/carpet/pasmina industries handicraft sector etc. The employers were selected from various field of tourism like hotels, guest houses, lodges, cafés, restaurants, trekking, travel, mountaineering, cargo, rafting, cyber, airlines and various types of institutions related to tourism.

The dissertation is divided into ten chapters. The first chapter is concerned with introduction, followed by statement of the problem, significance of tourism, short account of Nepalese economy, objectives, and organization of the study. The second chapter incorporates the review of literature on tourism whereas the third chapter incorporates the research methodology of this study. Similarly, the fourth chapter gives the detailed account of tourism development in Nepal. The fifth chapter deals with contribution of tourism in national economy. The sixth chapter deals with the potentialities and availability of tourism products and infrastructures whereas the seventh chapter gives the exact account of existing planning and policies regarding with tourism. Similarly, eighth

chapter is concerned with employment generation from tourism and the ninth chapter is concentrated to female employment status in tourism with regard to view, perceptions and attitude of tourists, employers and the employed female. At last, the tenth chapter concludes with a brief summary followed by necessary recommendations.

The present study concludes that despite having adequate potentiality, and prospects for the development of tourism, Nepal has not been able to reap its required benefit due to many reasons and due to the various drawbacks and complications, female employment ratio has not been increased in tourism. In this regard, it is recommended to take into account the opinion of tourists, employers and female employees to generate employment opportunities and to increase female employment in tourism as the desired level.

Date:

Jiba Nath Dhital

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Abstract

Tourism is known as hospitable business. Nepal is one of the enchanting tourist destinations in the world with its natural beauty and cultural, religious, historical and archeological heritages. Despite the enormous potentiality for tourism, the country has however, not been able to reap adequate benefits in this sector. Tourism is an activity to generate a number of economic and social benefits which not only the augment of foreign exchange opportunities but also various types of employment through backward and forward linkages with other sectors of economy. As far as employment in tourism is concerned, Nepal Rastra Bank (1989) carried out an econometric study focusing on income and employment in tourism in Nepal which was found among the total number of employment, only 10.8 percent female employees were in tourism sector.

Various scholars and institutions have done activities on different aspects of Nepalese tourism but a comprehensive and the depth analysis of problems and prospects of female employment in tourism has not been studied yet. Most of the reports and studies have mainly concentrated on some particular problems and policy related issues only. Therefore, the present study is concentrated on the impact of tourism in female employment generation from different perspective.

For this series of questions may be raised such as what is the status of female employment? What are the major problems of tourism to generate female employment? How could tourism could be developed and established as one of the prosperous industries in Nepal increasing number of female employment in this sector? Why are the female employees as inevitable in tourism sector as male to make more effective business in the country? In this respect, the study is carried out using primary as well as secondary data. The primary data were collected through a sample of 122 tourists, 35 employers of various tourism sectors and 110 working female employees in tourism. Similarly, secondary data were collected from various publications of government and non-government organizations. Analysis has been made using descriptive, analytical and statistical approaches, statistical tools like charts, graphs, percentages, growth rates, index etc.

The main objective of the study is to search out the contribution of tourism in Nepalese economy especially, female employment in tourism recommending the

measures and strategies to develop tourism industry as an important sector. So, in this study, an attempt has been made to provide conceptual view on gender issue in workplace, theoretical foundation of tourism and literature review with reference to female employment in Nepal. A detail account of tourism development and its contribution in national economy has also been studied. Similarly, existing planning and policies as well as the potentialities of tourism products and infrastructures of the country have been also studied in depth. In short, the whole study has been concentrated on the problems and prospects of female employment in tourism.

The study presents that male dominancy, sexual harassment, gender discrimination, social and family helplessness are the major problems of the female employees in tourism sector. Similarly, quality education, job oriented trainings, high salary and more facilities are needed to attract them. It seems that traditional social values, caste and religious system and foreign language practices are also the problems to generate more job opportunities for them. In this context, some of the legal provisions are needed to be made in favor of female. Similarly, cottage and small scale industries related to tourism should be also increased to generate additional job in the country.

Women by nature are more hospitable, caring and supportive. That is perhaps why more institutions related to tourism all over the country are providing women more opportunities, skill and efficiency in various sectors of tourism. Similarly, there are many institutions for the growth in tourism such as hotels, travel and tours, trekking, mountaineering and so many adventures tourism and so on to generate more job opportunities in all over the country. Some of the legal provisions have been changed to support employment policies and programs. They have been also conducted to generate more job opportunities in this sector. In this regard, social awareness, family support, gender equality, women empowerment, safety and security, quality education and job oriented trainings are seemed inevitable factors. On the other hand, male dominancy gender discrimination and sexual harassment should be avoided for the bright prospect of female employment in tourism. The study has suggested that for women, Nepal government and concerned authorities should (i) create favorable environment in tourism (ii) offer them the same kind of responsibilities as men (iii) accept them as full members of the team and listen to them (iv) acknowledge that they will necessarily be on emphasis

than their male colleagues. Hence, it can be said that the prospects of female employment seems very bright in every sector of tourism in Nepal

Table of Contents

Titles	pages
Letter of Recommendation	(i)
Approval Letter	(iii)
Preface	(iv)
Acknowledgement	(vii)
Abstract	(ix)
Table of Contents	(xi)
List of Tables	(xv)
List of Figures	(xx)
List of Acronyms and Abbreviations	(xxi)
Chapter-One	
Introduction	1
1.1 General Introduction	1
1.2 An Account of Nepalese Economy	3
1.3 Significance of Tourism in Nepalese Scenario	7
1.4 Statement of the Problem	10
1.5 Justification of the Study	12
1.6 Objective of the Study	14
1.7 Limitation of the Study	14
1.8 Organization of the Study	15
Chapter-Two	
Literature Review	16
2.1 Concept of Tourism	16
2.2 Major Component of Tourism	19
2.3 Types of Tourists and Tourism	21
2.4 Tourism as an Industry	24
2.5 Tourism and Economy in Global Context	30
2.6 Tourism as a Source of Female Employment	35
2.7 Tourism as a Multi dimensional Phenomenon	40
2.8 Conclusion	61
Chapter-Three	
Research Methodology	63
3.1 Study Area	63
3.2 Nature and Sources of Data	63
3.2.1 Sources of Primary Data	63
3.2.2 Sources of Secondary Data`	64
3.3 Sample Size and Sampling Procedure	65
3.4 Research Tools and Data Collection Procedure	67
3.5 Method of Data Processing and Analysis	68
3.5.1 Statistical Tools used	68

3.5.2 Use of SPSS Statistical Software	69
3.5.3 Use of 't' Test	69
3.6 Variables of the Study	70

Chapter-Four

Tourism Development Scenario in Nepal	71
4.1 Ecological Divisions	72
4.2 Socio-Cultural Heritages	74
4.3 Scenario of Tourism in Nepal	75
4.4 Tourism Movement Profile in Nepal	78
4.4.1 Tourist Arrivals	79
4.4.2 Tourist Arrivals by Sex	81
4.4.3 Tourist Arrivals by Age Group	82
4.4.4 Purpose of Visitors	84
4.4.5 Purpose of Visit and Months	86
4.4.6 Purpose of Visit and Major Nationalities	87
4.4.7 Nationality of Visitors	88
4.4.8 Length of Stay by Nationalities	90
4.4.9 Tourist Arrivals and Length of Stay	91
4.4.10 Region wise Tourist Arrivals	93
4.4.11 Region wise Growth Rate of Tourist Arrivals	94

Chapter-Five

Contribution of Tourism	96
5. Introduction	96
5.1 Economic Contribution	97
5.1.1 Income from Tourism	97
5.1.2 Foreign Exchange Earning from Tourism	100
5.1.3 Tourist Receipt to GDP	102
5.1.4 Tourism Earnings and Merchandise Export	104
5.1.5 Contribution of Tourism Earning in Trade Balance	106
5.1.6 Contribution of Tourism Earning in total Forex Earning of Nepal	107
5.1.7 Tourism and Trade	109
5.1.8 Government Revenue from Tourism	110
5.1.8.1 Government Revenue from Mountaineering Expedition	110
5.1.8.2 Government Revenue from Hotel Tax	112
5.1.8.3 Government Revenue from Air Flight Tax	114
5.1.8.4 Government Revenue from National Parks	115
5.1.8.5 Revenue per Tourist from Protected Area	116
5.1.8.6 Revenue from Trekking and Visa Fees	117
5.1.8.7 Integrated Revenue from Immigration	118
5.1.8.8 Current Royalty from Trekking and Visa Fees	119
5.1.8.9 Earnings from Tourism and Related Sectors	120
5.1.8.10 Gross Earnings from Tourism Industry	121
5.2 Environmental Impact of Tourism	122
5.3 Impact of Tourism in the Society	124

5.4 Impact of Tourism on Regional Development	126
5.5 Tourism and International Understandings	126

Chapter-Six

Potentialities of Tourism in Nepal	128
6.1 Classification of Tourism Products	130
6.2 Natural Products or Attractions	131
6.3 Unnatural Products or Attractions	137
6.3.1 Historical Monuments	137
6.4 Socio-Cultural Potentialities	140
6.5 Other Tourism Potentialities	145
6.6 Tourism Supporting Infrastructures	147
6.7 Physical Infrastructures	147
6.7.1 Transportation System	148
6.7.1.1 Road Transport	148
6.7.2 Air Transport	153
6.7.3 Railways Transport	154
6.7.4 Water Transport	154
6.8 Communication System	154
6.9 Supply of Electricity	156
6.10 Drinking Water, Sanitation and Sewerage	157
6.11 Health Services	160
6.12 Service Infrastructure	161
6.13 Other Service Oriented Infrastructure	171
6.14 International Infrastructure	174
6.14.1 International Institutions	174
6.14.2 National Institutions	176

Chapter-Seven

An Outline of Tourism Planning and Policies of Nepal	185
7. Introduction	185
7.1 Policies undertaken in different Periodic Plans (1956-2007)	186
7.1.1 The First Plan (1956-61)	186
7.1.2 The Second Plan (1962-65)	187
7.1.3 The Third Plan (1965-70)	187
7.1.4 The Fourth Plan (1970-75)	188
7.1.5 The Fifth Plan (1975-80)	189
7.1.6 The Sixth Plan (1980-85)	190
7.1.7 The Seventh Plan (1985-90)	191
7.1.8 The Eighth Plan (1992-97)	192
7.1.9 The Ninth Plan (1998-2002)	195
7.1.9.1 The Review of the Ninth Plan	197
7.1.10 The Tenth Plan	199
7.2 Strategies of the Tenth Plan with regard to Tourism	200
7.2.1 Provision of Rules and Regulations for Tourism	200
7.2.1.1 Tourism Master Plan 1972	204

7.2.1.2 Tourism Act, 1978	205
7.2.1.3 Tourism Policy, 1995	206
7.2.1.4 National Civil Aviation Policy, 1993	207
7.3 Expenditure on Tourism in Various Plans	210

Chapter-Eight

An Account of Female Employment in Tourism at National Level	212
8. Introduction	212
8.1 Employment Generation from Tourism	213
8.2 Employment in Structure by Gender	214
8.3 Employment in Hotel by Gender	216
8.4 Employment in Tourism Related Sector	217
8.5 Employment Generation in Tourism Related Sectors	218
8.6 Employment Generation and Input-Output Analysis in Tourism	219
8.7 Input-Output Analysis in Employment Generation in Tourism Related Sector	220
8.8 Employment Generation by Nationality	221
8.9 Employment in Mountaineering Expedition	222
8.10 Projection of Employment, Unemployment and Underemployment	223

Chapter-Nine

Response of Female Employers and Tourists on Problems and Prospects of Female Employment in Nepal	226
9.1 Response of Tourists	226
9.1.1 Tourists' Suggestions Regarding Improvement of Facilities and Services Available in Nepal	244
9.1.2 Tourists View Regarding the Prospects of Female Employment in Tourism	253
9.2 Employers' Response	255
9.2.1 Selected Employers as the Respondents	255
9.2.2 Employers' Suggestions to improve Rules and Regulations in Tourism	277
9.2.3 Employers' View on the Prospects of Female Employment in Tourism	283
9.3 Response of Female Employees	283
9.3.1 Views of Female Employees on the Prospects of Female Employment in tourism	318
9.3.2 Prospects of Female Employment in Tourism	320

Chapter-Ten

Conclusion and Recommendations	325
10.1 Summary	325
10.2 Findings	332
10.3 Recommendation	334
10.3.1 Tourism Products	334
10.3.2 Tourism Infrastructures and Services	336

10.3.3 Promotion and Marketing	337
10.3.4 Female Employment in Tourism	339
10.3.5 Others	340
ANNEXURE	
Questionnaires	352
Bibliography	370

List of Tables

Table No and Titles	Page
3.1 Sample Size Selection	66
4.4.1 Tourist Arrivals (1962-2006)	79
4.4.2 Tourist Arrivals by Sex (1962-2006)	81
4.4.3 Tourist Arrivals by Age Group (1962-2006)	82
4.4.4 Tourist Arrivals by Purpose of Visit (1962-2006)	84
4.4.5 Tourist Arrivals by Purpose of Visit and Months (2006)	86
4.4.6 Tourist Arrivals by Purpose of Visit and Major Nationalities (2006)	88
4.4.7 Tourist Arrivals by Major Nationalities (1962-2006)	89
4.4.8 Actual Length of Stay by Major Nationalities (2006)	90
4.4.9 Number of Tourist Arrivals and Length of Stay (1990-2005)	91
4.4.10 Tourist Arrivals by Major Regions (1962-2006)	93
4.4.11 Average Annual Growth Rate of Tourists Arrivals by Major Regions	94
5.1 Gross Foreign Exchange Earning in Convertible Currencies (FY 1982/83-2005/06)	98
5.2 Gross Foreign Exchange Earning in Convertible Currencies (1980-2006/07)	99
5.3 Foreign Exchange Earnings from Tourism (1980/81-2006/07)	101
5.4 Share of Tourism Receipt to GDP (1980/81-2005/06)	103
5.5 Average Annual Growth Rate of GDP and Tourism Earnings	104
5.6 Tourism Earnings and Merchandise Export	105
5.7 Tourism Earnings and Trade Deficit	106
5.8 Tourism Earnings and Total Foreign Exchange	108
5.9 Share of Carpet, Garment, Pashmina and Handicrafts Export in Other Countries than India in Total Major Exports	109
5.10 Royalty from Mountaineering Expedition	111
5.11 Government Revenue from Hotel Tax	113
5.12 Revenue from Air Flight Tax	114
5.13 Revenue from National Parks	116
5.14 Status of Tourists Visiting in Protected Area	117
5.15 Revenue from Trekking and Visa Fees (1988-1997)	118
5.16 Integrated Revenue of Various Immigration Offices (2004)	119
5.17 Royalty from Trekking and Visa Fees (2004-2006)	119
5.18 Earning from Tourism and Related Sectors in Nepal (FY 1986/87)	120
5.19 Gross Earnings of Tourism Industry in Nepal	121
6.1 Peter's Inventory Tourist Products	130
6.2 Fourteen Highest Peaks in the World	131
6.3 National Parks, Wildlife Reserves and Conservation Areas of Nepal	135
6.4 World Heritage Sites Declared by UNESCO	138

6.5 Distribution of Population by Religion	142
6.6 Population Distribution by Caste/Ethnic Groups	143
6.7 People of Nepal by Their Mother Tongue	145
6.8 Extension of Road Facilities in Nepal (1990/91-2005/06)	149
6.9 Road Facilities of Nepal	150
6.10 Number of Vehicles of Nepal	150
6.11 Major Highways of Nepal	152
6.12 Road Disconnected District Headquarters	153
6.13 Extension of Telephone Service	156
6.14 Drinking Water Available Per Day by Development Region/Zone (1994/95-2003/04)	158
6.15 Status of Drinking Water Facility in Ninth Plan	160
6.16 Status of Health Services in Nepal (1994/95-2003/04)	161
6.17 Number of Hotels and Hotel Beds	163
6.18 Classification of Hotels by their Accommodation System	164
6.19 Number of Travel Agencies in Nepal	166
6.20 Number of Trekking Agencies in Nepal	167
6.21 Number of Rafting Agencies in Nepal	170
6.22 Number of Licensed Manpower Guides (1999-2006)	179
6.23 Manpower Production by NATHM (1972/73-2006)	180
6.24 Scenario of Mountaineers	183
7.1 Achievements of Ninth Plan	198
7.2 Quantitative Target of Tenth Plan (2002-2007)	199
7.3 Expenditure in Tourism in Various Plan Periods	210
8.1 Direct Employment Generation from Tourism	213
8.2 Employment Structure of Tourism Sector by Level of Management and Gender	215
8.3 Employment Structure of Hotel by Star Category and sex	216
8.4 Employment Structure of Tourism Related Sector by Gender	218
8.5 Share of Employment Generation in Tourism Related Sector	219
8.6 Input-Output Analysis in Employment Generation in Tourism	220
8.7 Input-Output Analysis in Employment Generation in Tourism Related Sector	221
8.8 Direct Employment Generation by Nationality	221
8.9 Employment Status in Mountaineering Expedition	222
8.10 Projection of Employment, Unemployment and Underemployment	224
9.1.1 Respondents by their Nationality	227
9.1.2 Respondents by their Age Group	227
9.1.3 Respondents by their Gender Basis	228
9.1.4 Respondents by their Occupation wise Distribution	229
9.1.5 Distribution of Tourists by their Academic Qualification	229
9.1.6 Marital Status of Respondents	230
9.1.7 Perception of Respondents Regarding Travel Companion	230
9.1.8 Decision Making of Respondents to Visit Nepal	231
9.1.9 Trip Arrangements of Tourists	232
9.1.10 Preferences of Tourists while Traveling to Nepal	233

9.1.11 Classification of Tourists with their Purpose to Visit Nepal	234
9.1.12 Types of Accommodation Selected by the Visitors	235
9.1.13 Perception of Tourists Regarding Aailed Facilities and Services	236
9.1.14 Length of Stay of Tourists	237
9.1.15 Perception of Tourists regarding Low Female Employment	238
9.1.16 Tourists' Perception Regarding the Types of Training for Female	239
9.1.17 Perception of Tourists regarding Choice of Services in Gender Basis	240
9.1.18 Tourists Opinion with Regard to Female Employment	241
9.1.19 Response Regarding to Re-visit Nepal	242
9.1.20 Response Regarding to Feelings on Short Duration of Visit	242
9.1.21 Response Regarding the Reasons for Making Short Visit in Nepal	243
9.1.22 Response Regarding Fulfillment of Tourists' Expectation	244
9.1.23 Tourists Perception Regarding Female Services in Tourism	246
9.1.24 Tourists Suggestions to Increase Female Employment	247
9.1.25 Tourists Opinion to Measure the Problems of Low Female Employment	248
9.1.26 Satisfaction of Tourists while Staying in Nepal	249
9.1.27 Purpose of Visit and Fulfillment of Expectation of Tourist	250
9.1.28 Preferences and Satisfaction of Tourists	251
9.1.29 Purpose to Visit and Tenure of Stay of Tourists	252
9.2.1 Selected Number of Employers as the Respondents	255
9.2.2 Number of Staffs in Selected Organizations	256
9.2.3 Age of Female Employees in Sample Organizations	257
9.2.4 Marital Status of Female Employees	257
9.2.5 Service Year of Female Employees in the Organization	258
9.2.6 Training Status of Female Employee in the Organization	258
9.2.7 Educational Status of Female Employees	259
9.2.8 Basic Salary of Female Employees in the Organization	260
9.2.9 Allowances and Other Facilities of Female Employees	260
9.2.10 Duty Time of Female Employees in the Organization	261
9.2.11 Response of Employers to Rules and Regulations Related to Tourism	262
9.2.12 Response of Expectations Fulfillment of Respondents	262
9.2.13 Employers' View on Requirement of Female Services in Tourism	263
9.2.14 Employers' Opinion with Regards to Female Employment	264
9.2.15 Response Regarding the Causes of Low Female Employment in Tourism	265
9.2.16 Employer's View on Focused Area to Train for Female	266
9.2.17 Employers' Opinion on Drawbacks of Female Employment	267
9.2.18 Response Regarding Indispensability of Female Employment	267
9.2.19 Employers' Perceive on the Present Growth of Female Employment	268
9.2.20 Importance of Female Employment in Tourism	269
9.2.21 Employers' Suggestions to Increase Female Employment	270
9.2.22 Appropriate Level of Job for Female Perceived by Employers	270

9.2.23 Employers' View on Female Prostitution in Tourism	271
9.2.24 Respondents' Opinion about Female Exploitation in Tourism	271
9.2.25 Comparative Work Performance of Male and Female	272
9.2.26 Discrimination of Salary and Facilities between Male and Female	273
9.2.27 Employer's View on Efficiency and Skill of Female to Compete with Male	273
9.2.28 Employer's View on Different Types of Job Preferred by Female	274
9.2.29 Employer's View to Provide Job to Female in Organization	275
9.2.30 Visit Nepal Year 1998 and Increase of Female Employment	276
9.2.31 Employer's Opinion on Adopted Policy to Mitigate the Current Problems Regarding Female Employment in Nepal	277
9.2.32 Employer's Opinion on Female Services in Tourism	279
9.2.33 Employer's Opinion on Different Impact of Female Presence in Business	280
9.2.34 Employer's View to Increase Female Employment in Tourism	281
9.2.35 Employer's View on Measuring the Problems of Low Female Employment	282
9.3.1 Selected Number of Female Employees as the Respondents	284
9.3.2 Transportation used by Female Employees in Sector wise Basis	285
9.3.3 Distance from Office to Residence by Means of Transport	286
9.3.4 Distance from Office to Residence of Female Employees by Time	286
9.3.5 Academic Qualification of Total Female Employees	287
9.3.6 Sector wise Literacy Status of Female Employees	288
9.3.7 Training Status of Female Employees	289
9.3.8 Religion of Female Employees	289
9.3.9 Classification of Female Employees by Caste	290
9.3.10 Age-wise Distribution of Female Employees	291
9.3.11 Sector-wise Age Distribution of Female Employees	291
9.3.12 Marital Status of Female Employees	292
9.3.13 Sector-wise Marital Status of Female Employees	293
9.3.14 Sector-wise Monthly Salary of Female Employees	294
9.3.15 Other Facilities for the Employees except their Salary	295
9.3.16 Engagement in Other Profession of Female Employees	295
9.3.17 Designation of Female Employees in Tourism Sector	296
9.3.18 Monthly Salary and Designation of Female Employees	296
9.3.19 Training and Monthly Salary of Female Employees	297
9.3.20 Academic Qualification and Monthly Salary of Female Employees	297
9.3.21 Impact of Training and Academic Qualification on Salary of F.Es	298
9.3.22 Differences between Received and Expected Salary of F. Es	299
9.3.23 Salary Variances through' Test	300
9.3.24 Salary Discrimination between Male and Female Employees	301
9.3.25 Academic Qualification and Salary Discrimination between Male and Female	301
9.3.26 Satisfaction of Female Employees in their Job	302
9.3.27 Satisfaction of Female Employees as their Academic Qualification	303

9.3.28 Satisfaction Regarding the Facilities and Services	303
9.3.29 Responses of Female Employees	304
9.3.30 Service Year of Female Employees in Tourism	304
9.3.31 Causes of Involvement of Female Employees	305
9.3.32 Desire to Job Continue in the Organization	305
9.3.33 Response of Working Time Period of Female Employees	306
9.3.34 F. Es Suggestions to Increase Female Employment in Tourism	307
9.3.35 View on Causes of Low Female Employment	308
9.3.36 Selection of Tourism Sector for Female Employment	309
9.3.37 Suggestions for Sector wise Selection of Tourism to Train the Females	310
9.3.38 Facing Problems by Females in Their Present Job	311
9.3.39 Females Suggestions to Measure the Problems	312
9.3.40 Female Employees Response on Behavioral Discrimination against Female	312
9.3.41 Female Employees Experiences on Problem Faced before Joining Present Job	313
9.3.42 Female Employees Suggestions to Increase Facilities and Services to Female	315
9.2.43 Female Employees Regarding Female Services in Tourism	316
9.3.44 Female Employees View to Increase Female Employment in Tourism	316
9.3.45 Female Employees Preferences on Different Types of Job in Tourism	317

List of Figures

Titles	page
2.1 Overview of the Travel and Tourism Industry	20
2.2 Classification of International Visitors	21
4.1 Tourist Arrivals by Gender 2006	83
4.2 Tourist Arrivals by Age Group 2006	83
5.1 Foreign Exchange Earnings from Tourism	107

LIST OF ACRONYMS AND ABBREVIATIONS

AEP	Airport Emergency Plan
AHON	Association of Helicopter Operators Nepal
AHW	Assistant Health Workers
AIM	Airworthiness Inspector Manual
AOCR	Air Operator Certificate Requirements
AOAN	Airline operation Association Nepal
ASEAN	Association of South East Asian Nations
BARN	Board of Airlines Representative in Nepal
BHM	Bachelor in Hotel Management
BTTM	Bachelor in Travel and Tourism
CAAN	Cargo Agents Association of Nepal
CAAN	Civil Aviation Authority of Nepal
CAMM	Civil Aviation Medical Manual
CBS	Central Bureau of Statistics
CCIAN	Central Carpet Industries Association of Nepal
CDMA	Code Division Multiple Access
CPN	Nepal Communist Party
DNPWC	Department of National Parks & Wildlife Conservation
DOCA	Department of Civil Aviation
DOI	Department of Industry
DOR	Department of Road
DOT	Department of Tourism
DOTM	Department of Transport Management
DWSS	Drinking Water and Sanitation & Sewerage
CEO	Chief Executive Officer
EIU	Economic Intelligence Unit
ERL	Environment Resource Limited
F.E.	Female Employee
FES	Female Employees
FNCCI	Federation of Nepalese Chamber of Commerce and Industries
FOIM	Flight Operation Inspector Manual
FOR	Flight Operations Requirements
FOREX	Foreign Exchange

FY	Fiscal Year
GDP	Gross Domestic Product
GWH	Gega Watt Hours
H.A.	Health Association
HAN	Hotel Association of Nepal
HMG/N	His Majesty's Government of Nepal
HMTTC	Hotel Management and Tourism Training Center
HQ	Head Quarter
HRA	Himalayan Rescue Association
IATA	International Air Transport Association
ICAO	International Civil Aviation Organization
ILO	International Labor Organization
INA	India National Airways
INGO	International Non-Governmental Organization
IUOTO	International Union of Official Travel Organization
KMTNC	King Mahendra Trust for Nature Conservation
KW	Kilo Watt
MOCTCA	Ministry of Culture, Tourism and Civil Aviation
MOFSC	Ministry of Forestry and Soil Conservation
MW	Mega Watt
NARA	Nepal Association of Rafting Agents
NATA	Nepal Association of Travel Agents
NATHM	Nepal Academy of Tourism and Hotel Management
NATO	Nepal Association of Tour Operators
NCAR	Nepal Civil Airworthiness Requirements
NGO	Non-Governmental Organization
NSHAN	Nepal Non-Star Hotel Association
NIDC	Nepal Industrial Development Corporation
NJJR	Nepal Janakpur Jayanagar Railways
NLSS	Nepal Living Standard Survey
NMA	Nepal Mountaineering Association
NPC	Nepal Planning Commission
NPTC	National Tourism Promotion Committee
NRB	Nepal Rastra Bank
NRs	Nepalese Rupees
NTA	National Travel Agency
NTB	Nepal Tourism Board
NTC	Nepal Tourism Council
NTDP	Nepal Tourism Development Program
NTS	Nepal Tourism Statistics
OECD	Organization of Economic Cooperation and Development

UNESCO	United Nations Educational Scientific & Cultural Organization
PATA	Pacific Asia Travel Association
REBAN	Restaurant and Bar Association of Nepal
RNAC	Royal Nepal Airlines Corporation
SAARC	South Asian Association of Regional Co-operation
SITC	Standard International Trade Classification
Sq.Kms	Square Kilometers
STOL	Short Take Off and Landing
T.U.	Tribhuvan University
TAAN	Trekking Agents Association of Nepal
TIA	Tribhuvan International Airport
TURGAN	Tourist Guide Association of Nepal
UFTA	Universal Federation of Travel Association
UK	United Kingdom
UNDP	United Nation Development Program
UNO	United Nations Organization
USD	United States Dollar
VDC	Village Development Committee
VNY '98'	Visit Nepal Year '98'
WB	World Bank
WEFA	Wharton Econometric Forecasting Association
WTO	World Tourism Organization
WTTC	World Travel and Tourism Council