

CHAPTER I

INTRODUCTION

1.1 Background of the Study

Women who are more than half of the Nepal's population are the key economic factors. Their participation in Income Generating Activities (Employment) is a crucial mechanism for ensuring the rural development of developing countries like Nepal. After re-establishment of democracy in Nepal women's entrepreneurship has gained popularity around the world with a growing number of females to starting and running their own businesses as well as flying foreign countries for employment.

The role of women in earning activities is key importance to the economic increment of their households. In most of the part of Nepal, however, women are not economically free, especially in rural areas. It is a very rare case that women walk against their male's decision because they are dependent on their female partner's income. Therefore, recognizing the challenges of women and supporting them is vital for the development or growth of women and the fulfillment of their economic potentials. The dynamic changes in the development process over the past two decades have neither reduced poverty as expected nor have they reduced women's vulnerability situation in Nepal. There are very few women in Nepal getting equal opportunities like their male counterparts for socio-economic development in Nepal.

Women employment is an essential element for women empowerment that enhances socio-economic status of women to exercise control over their one's own life and family. It is generating understand to mean the ability of women to make choices to improve their will beings that of their families and communities. Empowered women thus can take active roles for in family, community as well as social levels.

The employments of women in different occupation, other than housekeeping. Therefore organization rules social-cultural and environment were historically designed or men not for women traditionally; women were occupied with their gender roles such as cooking, cleaning, doing house works and baby caring in their families.

However, policy makers has realized the importance of women s participation in steps including making a legal framework to encourage women to participate in different job and as a consequences women are increasingly participating in different job outside the home. This study makes an attempt to find answer to motivating and de-motivating factors of women employment.

Women employment also related to women empowerment which is not directly observable, and it may be valued differently depending on the subjective views of individuals. The discriminatory political, economic and social rules and regulations that prevail in rural areas of Nepal have barred women from enjoying the fruits of their labor. The gender aspect in Nepal is characterized by women having a lower social status compared to men. As a result of the negative effect of culture and tradition, husbands do not permit women to go out and work; if not, they will be considered as turning aside from the norm.

Women in Nepal, as elsewhere, hold the triple work responsibility of reproduction, house holding and employment. However, reproduction is treating as work and house holding is not considered a productive job at least by the state organs. Women suffer from discrimination practices in opportunities for education, personal mobility, which is required, among other for skill development, and independent decision making is highly restricted. Such a practice has wide ramifications, including in entry into the job market, where they are directly discriminated as well as in most of the world, women in Nepal work for larger house than man. They have much lower opportunities to gainful employment and pass extremely limited property rights. As elsewhere again, women in Nepal precariously juggle themselves among the three principal works regimes; reproduction, house holding and income generation.

Women empowerment issue is a main discussion topic in today's world, as it aims to increase women's economic, social, and political power. Women empowerment refers to the process of providing women with the necessary resources and opportunities to exercise their rights, participate in decision-making processes, and have control over their lives. Empowering women has become a significant issue globally, with many organizations and governments recognizing the importance of gender equality in sustainable development. This literature review aims to provide an

overview of the concept of women empowerment, its importance, and the challenges that hinder its realization. (Reshi and Sudha 2022)

The concept of women empowerment has a long history, dating back to the early feminist movements in the 19th century. The first wave of feminism focused on women's political rights, such as the right to vote. The second wave of feminism in the 1960s and 1970s focused on women's social and economic rights, such as equal pay for equal work and access to education. The third wave of feminism in the 1990s focused on the diversity of women's experiences and the intersectionality of gender, race, and class. There have been numerous studies conducted on women empowerment over the past few decades. These studies have looked at various aspects of women empowerment, including political, social, economic, and cultural dimensions. (Reshi and Sudha 2022)

Women's political empowerment: Women in political empowerment refer to the women are given political power, they are more likely to prioritize policies that benefits other women, such as healthcare and education.

Women's economic empowerment: It refers that increasing women's participation in the workforce and providing them with equal access to economic opportunities can lead to significant economic growth.

Women's social empowerment: Social empowerment refers to the ability of women to participate fully in society, including in cultural and religious practices.

Women's cultural empowerment: Cultural empowerment refers to the ability of women to participate in cultural and artistic activities such as music, dance and visual arts.

Women engaged in earning different activities such as farming, teaching, small business and other small types of entrepreneurship. There are various types of internal as well as external factors which play important role to motivate the women to involve in self-employment as well as outside employment. There are some components that contribute to women to involve in earning activities.

- Education
- Financial requirement of family member

- Family and husband support
- Relationship with colleagues
- Performing result oriented work

1.1.1 Profile of the study area

Phungling Municipality (previously also Taplejung Municipality) is a municipality located in Taplejung District in the eastern part of Koshi province of Nepal. The municipality was formed merging the then two Village Development Committees of Phungling and Dokhu in May 2014. Phungling municipality consist of 11 wards. Phungling was a Village Development Committee along with other 49 VDCs in Taplejung District before 2014. On 8 May 2014, Government of Nepal announced 72 new municipalities. The government merged 283 VDCs to create 72 new municipalities. Dokhu VDC was merged with Phungling VDC to form new Taplejung Municipality. On 10 March 2017, Nepal restructured the old administrative system into 753 new local level body thus Hangdeva, Phurumbu and Phawakhola VDCs merged with the then Taplejung municipality and renamed it as Phungling Municipality. After merging more VDCs to the old Taplejung municipality the total area increased to 125.57 square kilometres (48.48 sq mi) and total population became 28449 and total household are 6898. Male and female population of phungling municipality is 13981 and 14468 respectively.

1.2 Statement of the Problem

Women empowerment excess as well as gender equality is one of the most important issues in Nepal. There is big gap between male and female in earning participation in Nepal. Taplejung is one of the biggest districts of Koshi Province, where the agenda of women empowerment and gender equality must be promoted. Due to the geographical difficulties most of the female are engaged in agricultural sector. This activity is regarded as demotivational factor for women employment that is more essential for women empowerment process. Very few women working on volunteer and salary basis and foreign employment are not satisfied with their working life struggle. Many NGOs and local based private organization are working in the field of women empowerment. But there is not clear evidence that the women are actually being empowered and able to increase their family living standard. The

women who are educated may get job opportunities in government teaching sectors and followed by cooperative organization and private sectors. As communication and transportation facility increases, family planning facility and easy excess to foreign employment enhancing the women empowerment in Taplejung district. Various programs promoted by Phungling municipality, demonstration effect of foreign employment, easy excess to government job and higher education facility in local are incidental to the basic objective of fulfilling women's access to employment.

The main problems of this study are as follow:

1. What are the demotivational factors for women's access to employment in Ward no. 11 of Phungling municipality?
2. What are the demotivational factors for women's access to employment in Ward no. 11 of Phungling Municipality?
3. How is the social economic status of employed women in Ward no. 11 of Phungling Municipality?

1.3 Objectives of the Study

General objective of this research is to study about the Women's access to employment of Phungling Municipality ward no. 11, Taplejung district. The specific objectives of this research are:

4. To analyze demotivational factors for women's access to employment in Ward no. 11 of Phungling municipality?
5. To analyze the motivational factors for women's access to employment in Ward no. 11 of Phungling municipality?
6. To examine the social and economic status of employed women in the study area in Ward no. 11 of Phungling municipality?

1.4 Rational of the Study

Women empowerment of and gender equality is very important issue worldwide and it is even more important issue in the context of Nepal, especially in the hilly less developed area of Nepal. Because there are many women who are educated, skillful but unable to get jobs. Educated women also spending at home like uneducated women. They need support to be empowered themselves socially and

economically. This is the part of socio-economic development of a country. Nepal first rational of this study is that women's access to employment is not cure out yet as main agenda by Nepal government. It is believed that the role of women is necessary for the self-fulfillment of the country. The second reason is that through Nepal government has endorsed policies for women empowerment and gender equality, it can be seen that the condition of women has not been broadly changed.

1.5 Limitation of the study

This study aims to find out the women's access to employment in the study area. It was also study, which attempted to explore the major factors of women employment. Moreover, this study aims to find out the socio-economic status of women empowerment and their ability. This study has some of its limitations; which are as follow:

- The limited and general socio-economic variable has been chosen.
- Since, this study has been based on a small sampling area; it may not show the macro view of socio-economic status.
- This study has been concentrate to analyze the participation of women in social activity.
- This study has been cover only women's of aged 18 years and above.
- This study has focused only on 11 wards of Phungling Municipality.

1.6 Organization of the Study

The entire has been organized into five chapters.

Chapter one consists of brief introduction of women employment of rural hilly area of Nepal, statement of problems, objectives of the study, rationale of the study, limitation of the study and organization of the study.

Chapter two consists of conceptual review of women excess to employment, review of various journals articles, books and thesis related to women employment and research gap.

Chapter three is research methodology which consists of research design, rational of the study area, population and sampling, nature and source of data, data collection techniques and tools for the entire research.

Chapter four is the data presentation and analysis of primary data by various tools that were taken from direct personal interview from the respondents of study area.

The last chapter is consists of summary of the entire research work, main conclusion of the research and recommendation for further study.

CHAPTER II

LITERATURE REVIEW

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

2.1 Conceptual Review

Empowerment can be viewed as means of creating a social environment in which one can make decisions and make choices either individually or collectively for social transformation. It strengthens the innate ability by way of acquiring knowledge, power and experience (Hashemi, Schuler & Riley, 1996).

Empowerment is the process of enabling or authorizing individual to think, take action and control work in an autonomous way. It is the process by which one can gain control over one's destiny and the circumstances of one's lives. Empowerment includes control over resources (physical, human, intellectual and financial) and over ideology (beliefs, values and attitudes) (Baltiwala, 1994).

Empowerment of women is essentially the process of upliftment of economic, social and political status of women, the traditionally underprivileged ones, in the society. It is the process of guarding them against all forms of violence. Women empowerment involves the building up of a society, a political environment, wherein women can breathe without the fear of oppression, exploitation, apprehension, discrimination and the general feeling of persecution which goes with being a woman in a traditionally male dominated structure.

Women's empowerment is very essential for the development of society. Empowerment means individuals acquiring the power to think and act freely, exercises choice and fulfil their potential as full and equal members of society. As per the United National Development Fund for women (UNIFEM), the term women's empowerment means:

- Acquiring knowledge and understanding of gender relations and the ways in which these relations may be changed.
- Developing a sense of self-worth, a belief in one's ability to secure desired changes and the right to control one's life.
- Gaining the ability to generate choices exercise bargaining power.
- Developing the ability to organize and influence the direction of social change, to create a more just social and economic order, nationally and internationally.

Thus, empowerment means a psychological sense of personal control or influence and a concern with actual social influence, political power and legal rights. It is a multilevel construct referring to individuals, organizations and community. It is an international, ongoing process centered in the local community, involving mutual respect, critical reflection, caring and group participation, through which people lacking an equal share of valued resources gain greater access to the control over these resources.

2.1.1 Gender Perspective

The term gender refers to the economic, social, political and cultural attributes and opportunities associated with being male and female. Gender, focuses on equal participation and equal benefits to men and women in development activities. Gender perspective advocates on equity between men and women. Gender perspective adverbs on equity between men and women. The scholars and theorists have described the concept of gender in various ways: According to the Dictionary of Anthropology (1999)-Gender has been used to refer to the social, cultural and psychological patterning of differences between male and female which is a cultural classification allows for the separation the biological and cultural aspects of differences between males and females (Oxford, 1999). Gender refers to the socio-cultural definition of men and women, the way societies distinguish men and women and assign them social roles (Bhasin, 2000). Gender is not synonymous with women, nor is it a zero-sum game implying loss for men; rather it refers to both women and men, and to their status, relative to each other. Gender equality refers to that stage of human social development at which "the rights, responsibilities and opportunities of individuals will not be determined by the fact of being born male or female, in other words, a stage when both men and women realize their full potential (WEF, 2005).

2.1.2 Women Empowerment

Development is a central issue facing many countries in the third world today in today's 'globalize economy' there are greater disparities emerging between the developed and developing countries, from individual opportunities such as education and employment, health condition and life expectancy and the marked difference in the standard of living. Within developing countries women are suffering greater than man. As international agencies, non-government organization (NGOs) and government organizations (GOs) attempt to address gender disparities in their development agendas, there is a need to move beyond mere rhetoric of 'equality' and 'empowerment' and incorporate measures that allow women and girls to actively and equally participate in decision making and other processes that affect and shape their own lives. In Nepal as in many other developing countries, women's subordination is a fact and discrimination from the local, national and international level continues to hamper their status in society. As such, unless women are empowered, development goals will never be attained (Curtis, 2003). The past three decades have witnessed a steadily increasing awareness at the need to empower women through measures to increase social, economic and political equity, and broader access to fundamental human rights improvement in nutrition basic health and education. Along with awareness of the subordinate status of women has come the concept of gender as an overarching socio-cultural variables, seen in relation to other factors, such as race, class, age and ethnicity (WEF, 2005)

2.1.3 Women's Involvement and Development

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

gender being valued differently and in their having unequal opportunities and life chances. A gender perspective means recognizing that women stand at the crossroad between production and reproduction, between economic activities and care of human beings, and therefore between economic growth and human development. Gender inequality can be contracted only if the women are provided with education and other income generating trainings and skills to earn their livelihood. Engineering Development suggests some positive actions that a state can take to reduce the gender discrimination that causes harm to society as a whole. It can "tax" and subsidies, pursue and regulate, prohibit and punish or provide services. It can directly prohibit prejudicial behaviors such as when it requires enterprises to hire workers on the basis of skills rather than on the basis of sex and sanction times violations (Kabeer, 2000). The French revolution in 1789 made women aware of their rights as an equally important human beings (women) and questioned " 'what about women' then the different scholars have made contribution in development of new concept of feminism. The feminism raised it's against the general norms of society in mid-60's in the western world which was meant for the upliftment of the women and their voice for the rights and inclusion of women in public area. This was effective after the world organizations introduced an international developmental approach to include women in the developmental fields. This made the national and international organizations aware about the empowerment and encourage them to do something without which the real development was out of reach. Various literatures in this study found different hands of approaches been used by the national and international organizations for the women's right and equality. One of the most effective tools being applied in this developmental or, is empowerment of women through which they became independent socially and professionally. Therefore, this study has focused on the real condition of women in terms of economic well-being personal and professional status and the relation to level of socio-economic empowerment in terms of age, caste, family education and position etc.

2.1.4 Policy Review

Nepal has ratified all the international conventions on the issues of gender equality, women's participation and women empowerment. Nepal government is trying to manage the fundamental changes in its traditional institutional structure, attitudes and practices called for by those international commitments (UNFPA, 2007:

35). The plan to uplift the status of women began with sixth five-year plan. The sixth five year plan attempted to increase empowerment for women through creating opportunities both formal and informal educations involving women in agricultural training, cottage 17 and other small industries as well as population control activities.

The eighth plan promises to include program designed to enhance women's participation in economic and social sectors such as agriculture, forestry, industry, education and health (Acharya, 1997). It also emphasized on increasing women representation at decision-making levels in the government, non-government, at semi-government sectors (UNFPA, 2007). A gender approach to development was reflected fully only in the ninth plan. The plan adopted mainstreaming, eliminating gender inequality and empowerment has its major strategies. In policy terms it promised to integrate gender in all sectors at the regional and national levels and to eliminate gender inequality. For the empowerment of women it included mandatory representation of women in formulating policies and programs at all levels and ensuring equal rights in ownership of land and the services others services. The tenth plan has integrated gender concerns in the program of some major sector traditionally accepted as important for women; including agriculture, education, health and local development, public administration and decision-making positions of government services.

2.1.5 Women's Empowerment: Issues and the Conceptions

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

Women are passive beneficiaries of the various programmes launched for improvement of their 'conditions'. Access: It involves equality of access to resources and opportunities. Women start recognizing barriers to the accessibility of resources for themselves. Conscientization: Women are made aware and conscious of gender inequalities as well as structural and institutional discrimination inherent in the system. Participation: By organizing themselves and working collectively, women get empowered to gain increased participation and representation in decision making alongside men equally. Control: The ultimate level of equality and empowerment, where women are able to take decision over the various aspects of their lives and play an active role in the development process. Their contributions are fully recognized and rewarded.

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

The concept of empowerment has been used in different contexts, but it has been most usefully applied in development context. An empowerment approach centered on economic activity must pay attention to more than the activity itself. Common view is that power comes automatically through economic strength. But, she has argued that it may do, but often it does not, depending on specific relations determined by gender, culture, class or caste. She has also illustrated that empowerment is a process which cannot be imposed by outsiders. Although she agrees with the view that appropriate external support and intervention can expedite and encourage empowerment. In the context of development Rowlands (1995) has pointed out the importance of individual as well as collective empowerment. As

empowerment is a process where each individual has to do at her or his own pace, we should take necessary steps for raising level of. Confidence and self-esteem among poor and marginalized people in such a way that will enhance their ability to take charge of their own needs. Further, individual empowerment is one element in achieving empowerment at the collective levels. But concentration on individuals alone is not enough. She has thought that changes are needed in the collective abilities of individuals to take charge of their own needs – as households, communities, organizations, institutions and societies.

Dreze and Sen (1995) have described women empowerment as ability to define selfinterest and choice, and consider woman as not only able but also entitled to make choices. In order to improve the level of women's empowerment they have proposed to reduce gender biasness in mortality rate and nasality rates, in access to education and professional training, in 17 employments, in the ownership of property and in household work and decision making. Analyzing the data from India they have illustrated that female literacy reduces child mortality rate while both female labour force participation as well as female literacy reduced female child mortality rate. They have interpreted these results as evidence of the fact that women's access to education and employment had enhanced their ability to exercise agency, i.e., the process of empowerment.

2.2 Review of Related Study

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

Roy and Niranjan's (2004) study provides useful insights about the relationship between indirect, direct and empowerment outcomes as well as the role of various socio-demographic indicator in women's empowerment, but it does not focus specifically on employment and only treats working as an indirect indicator of empowerment. Their work does not look closely at the relationship between employment and empowerment and fails to acknowledge the multi-faceted nature of what all employment encompasses and how this relates to empowerment. This research looks deeper into these complexities in an attempt to better understand the relationship between economic activity and women's empowerment in India. This paper looks at employment status as well as occupational category and a number of other employment characteristics to build a more complete picture of the connection between employment and empowerment.

Dhakal, (2007) has recently conducted a study on 'Educated women in government employment' (A case study of Pokhara sub-metropolis and Kaski District development committee offices) has found the in the majority of the cases, there is no discrimination in job opportunity because of gender. But there is not equal opportunity between male and female in their office works and other opportunities like training, participation in seminar, getting responsibility. She, study shows that there is some discrimination in job because of gender. They have to do low-grade job and overtime work in office. There is not equal responsibility and authority between male and female in office. But, in the modern context, family members are co-operative and positive in the case of job holder female.

Rezapour & Ansari (2014). Women and men are an essential resource of all nations and societies. Women have been playing a key role, not only in the improvement of family well-being. However the role and social status of women in the past were limited by tradition, law, religion, etc. Therefore, women have less opportunity to play their role in the society in comparison to men. The role of women and men in the relationship pattern of decision - making and division of labor in the family, are determined based on the gender status of men and women. The gender role is one of the important factors of interrelationship between husband and wife in the family. The decision-making in family is one of the ways of the female empowerment. Participation in decision-making process in household matters considers that a female is accounted for in the family. In all societies, the issue of

women's participation and how they participate economically, socially and culturally is considered to be important. Family decision-making has changed over the last several decades. Changing roles of women, increasing women's education, and increasing participation of women in the labor force are important keys for family decision-making changes.

2.3 Research Gap

The literature review in this chapter has covered the main range of women's empowerment towards employment. But there is not any clear meaning of the terms women's excess to employment. Previous studies examined the impact of different socio-economic as well as demographic factors on women's empowerment but not focused on the title of women's excess to employment. The researcher tries to analyze the women's excess to employment in the rural hilly area of Nepal. Which may fulfill the lack of previous research about women's excess to employment.

CHAPTER III

RESEARCH METHODOLOGY

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

3.1 Research Design

The present study is mainly related to the women's access to employment in the hilly area of Nepal. Hence, the research design has been both exploratory and descriptive ones. The exploratory research design is useful to explore the different aspects of the problems. Under study and descriptive design is implied to encompass the description of empowerment scenario status acquired in the organization. Caste/ethnic group income level. Control over resources, participation in decision making level etc. have been studied as different variables.

3.2 Rational of the study area

Phungling is the main municipality of Taplejung district. The headquarter of Taplejung district also lies in this municipality so that Phungling is comparatively highly developed municipality which is consists of 11 wards in this municipality. The researcher has chooses ward no. 11 to analyze the women's access to employment in rural hilly area. Phungling municipality was previously known as Phawakhola village development committee. The people living in ward no. 11 of Phungling municipality belongs to different caste and socio-economic status. Their economic condition, income level, sources income as well as women excess to employment also differ.

3.3 Population and Sampling

Population or universe refers to the industries of the same nature and its services and product in general. Sample, on the other hand is the representative part of population selected from it with the objective of investigating its properties. If some elements are selected with the intention of finding out something about the population from which they are taken then that group of element is called a sample. Total population of ward no. 11 of Phungling Municipality is 1361 among them male and

female are 676 and 685 respectively. The total female population of ward no. 11 Simbu toll of Phungling municipality is known as population where as 90 household and 30 female above aged 18 of ward no. 11 have been selected as purposive sample.

3.4 Nature and Source of Data

In this study primary and secondary data have been collected. Primary data have collected through sample population based on questionnaire sheets, interviews and focus group discussions guide lines. Samples have selected by judgment sampling methods due to geographical difficulty of study area. Secondary data have collected from published and unpublished books, articles, journals and Phungling municipality ward profile.

3.5 Data Collection Techniques and Tools

The present research has mainly based on primary data. The primary data have collected using different methods of data collection tools viz. interview schedule. Observation, institutional analysis and key informant interview. Two sets of interview were designed containing both open and closed ended questions.

3.6 Data Analysis and Interpretations

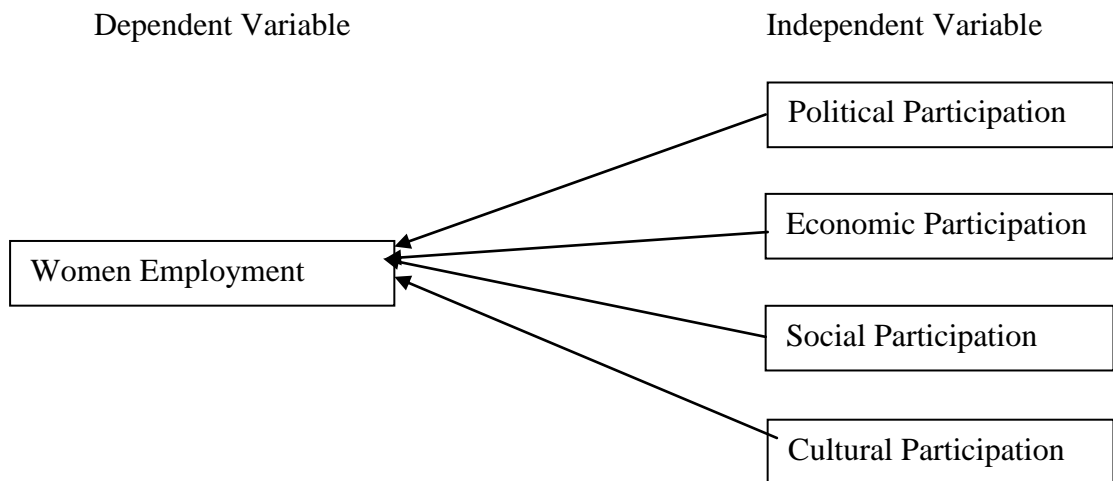
The collected data have entered, coded, edited and processed in computerized system using MS-word and MS Excel. The data has been analyzed using both qualitative and quantitative statistical methods. For qualitative data, it has managed manually and descriptive analyzed. For quantitative data simple statistical tools like frequency, mean etc. have used. An attempt has made to interpret the qualitative data and the sincere effort has made to maintain the objectivity and avoid data error by comparing them with other data collected from different sources. The collected data has been categorized and analyzed in simple descriptive manner and presented in tables, charts and diagrams in this report.

3.7 Conceptual Framework

Conceptual framework is an analytical tool with several variations and context used in the research. It can be applied in different categories of work where an overall picture is needed. It is used to make conceptual distinctions and organize ideas. Strong conceptual frameworks capture something real and do this way that is easy to

remember and apply. In the framework, motivation of the women is the independent variables that determine their empowerment and Social, Economic, Political and cultural participation of the women plays the significant role to strength their self-confidence that ultimately leads toward their empowerment.

Figure 1: Conceptual Framework



CHAPTER IV

PRESENTATION AND ANALYSIS OF DATA

4.1 Demographic profile of the study Area

Phungling municipality lies in the Taplejung district. The total population of phungling municipality is 28449 where male and female are 13981 and 14468 respectively. Total household number is 6898 and average household member and sex ratio are 4.12 and 96.63 respectively. The ward wise demographic profile of the Phungling municipality is explained in the table 1.

Table 1: Demographic Profile of the Phungling Municipality

Ward no.	Household				Average family member	Sex ratio
		Male	Female	Total		
1	269	597	616	1213	4.51	96.92
2	956	1796	1915	3711	3.88	93.79
3	650	1342	1440	2782	4.28	93.19
4	1072	2016	2087	4103	3.83	96.60
5	542	1005	1076	2081	3.84	93.40
6	779	1489	1582	3071	3.94	94.12
7	459	841	872	1713	3.73	96.44
8	508	1187	1190	2377	4.68	99.75
9	812	1794	1790	3584	4.41	100.22
10	569	1238	1215	2453	4.31	101.89
11	282	676	685	1361	4.83	98.96
Total	6898	13981	14468	28449	4.12	96.63

Source: Phungling Municipality, 2023

The table 1 shows that in ward no 11 total populations are 1361 where male and female are 676 and 685 respectively. Total household is just 282 which is second lowest then ward no 1. The researcher has collected the necessary data related to

women excess to employment on the basis of 282 household of ward no 11 and 30 household has been selected for purposive sampling.

4.1.1 Age wise respondent

The researcher has collected the information from female respondents above age of 18 from ward no. 11 of Phungling municipality. Total respondents were categorized in to four different age group. Which can be shown in the table 2.

Table 2: Age group of the respondents

S. No.	Age group	In Number	In Percentage
1	20-30	7	23.33
2	30-40	11	36.67
3	40-50	9	30
4	50-60	3	10
	Total	30	100

Source: Field survey, 2023

Table 2 shows the age group of respondent of the study area. Among 30 respondents 7 belong to age group 20 to 30, similarly, 11 respondents belong to age group 30-40, 9 respondents from age group 40-50 and remaining 3 respondents belong to age group 50 to 60. The employed women dominance from age group 30-40 which is maximum and lowest belongs to age group 50-60.

Figure 2: Age group of the respondents

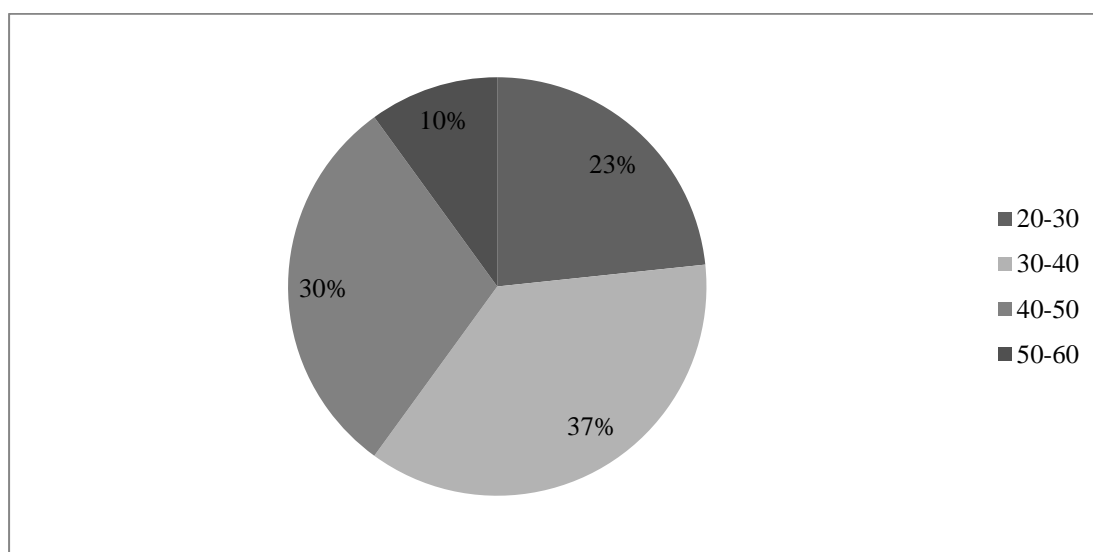


Figure 2 shows the maximum respondents equal to 37 percent from age group 30 to 40 and lowest number of respondents equal to 10 percent belong to age group 50 to 60 respectively.

4.1.2 Marital Status of Respondents

The marital status of respondents is shown in the table 3.

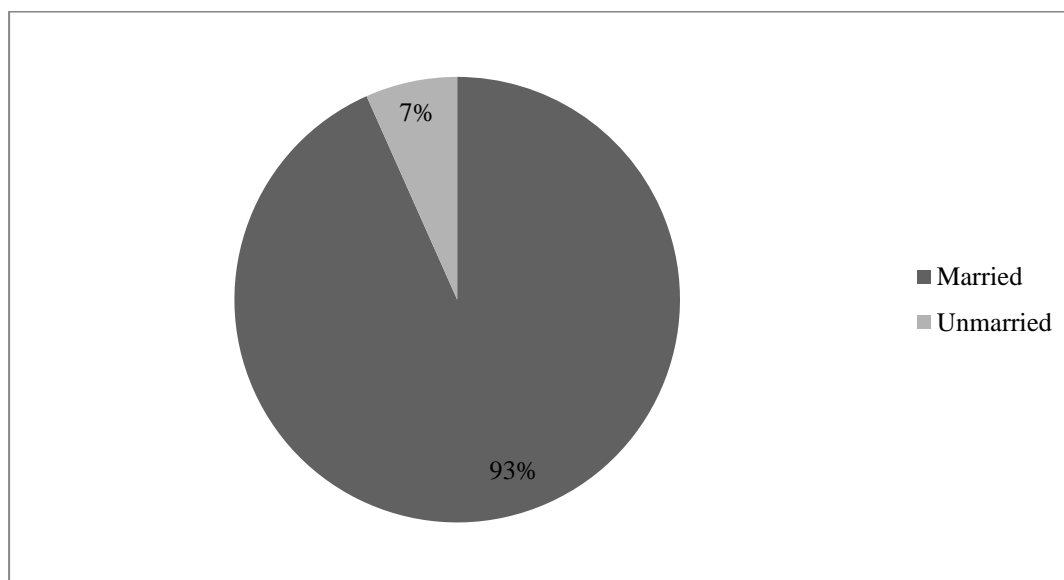
Table 3: Marital status of the respondents

S. No.	Marital Status	In Number	In Percentage
1	Married	28	93.33
2	Unmarried	2	6.67
Total		30	100

Source: Field survey, 2023

Table 3 shows the marital status of the respondent. Among 30 respondent only 2 are unmarried and remaining 28 are married i.e. 93 percent of the respondent are married.

Figure 3: Marital status of the respondents



4.1.3 Caste wise Composition of Respondent

Different caste group people live in the Phungling municipality. Brahmin, Dalit, Adibasi Janajati are main caste of this study area. The main caste of this study is shown in table 4.

Table 4: Caste wise composition of respondents

S. No.	Caste wise respondents	In Number	In Percentage
1	Brahmin and Chhetri	12	40
2	Adibasi and Janajati	9	30
3	Dalit	9	30
Total		30	100

Source: Field survey, 2023

Table 4 shows the caste wise composition of the respondent. Among 30 sample respondent 12 from Brahmin and chhetri caste and Aadibashi janajati and Dalit caste people belong to equal to 9 and 9 respondents.

Figure 4: Caste wise composition of Uniformity

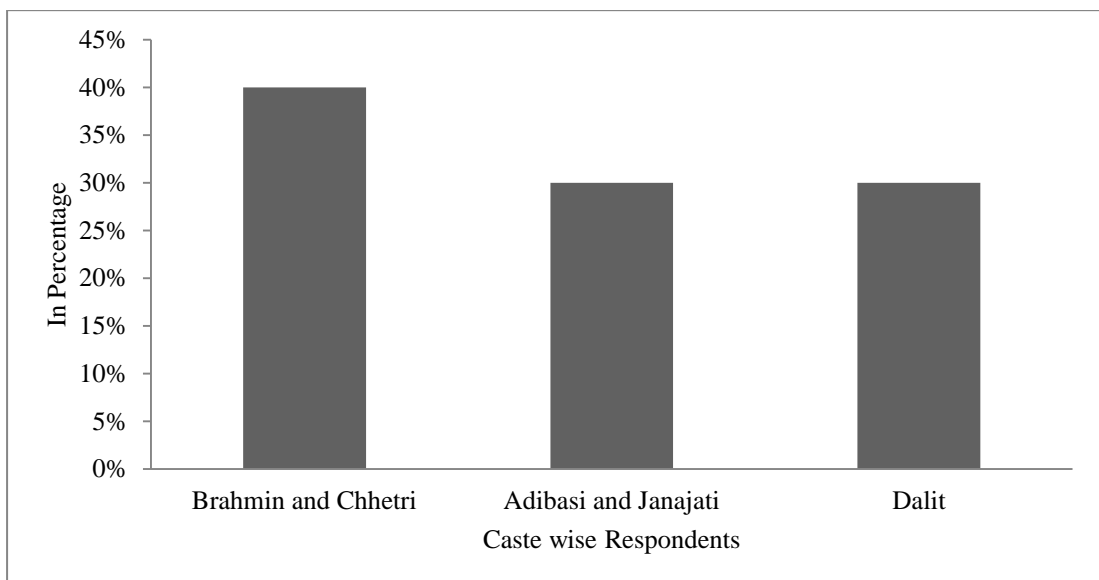


Figure 4 shows the 40 percent respondents from Brahmin and cheetri caste and equally 30 percent belong to Aadibashi-janajati and Dalit caste respectively.

4.1.4 Education Status of the Respondents

The education status of the respondents is explained in the table 5.

Table 5: Education status of the respondents

S. No.	Educational Status	In Number	In Percentage
1	Below SLC/SEE	21	70
2	SLC/ SEE passed	5	16.67
3	Intermediate	1	3.33
4	Bachelor	3	10
Total		30	100

Source: Field survey, 2023

Table 5 shows the education status of the respondents in the study area. The 21 respondents belong to below SLC or SEE graduate. Similarly, just SLC or SEE passed belongs to 5 and intermediate passed was 1 and Bachelor belongs to 3 respectively.

Figure 5: Education status of the respondents

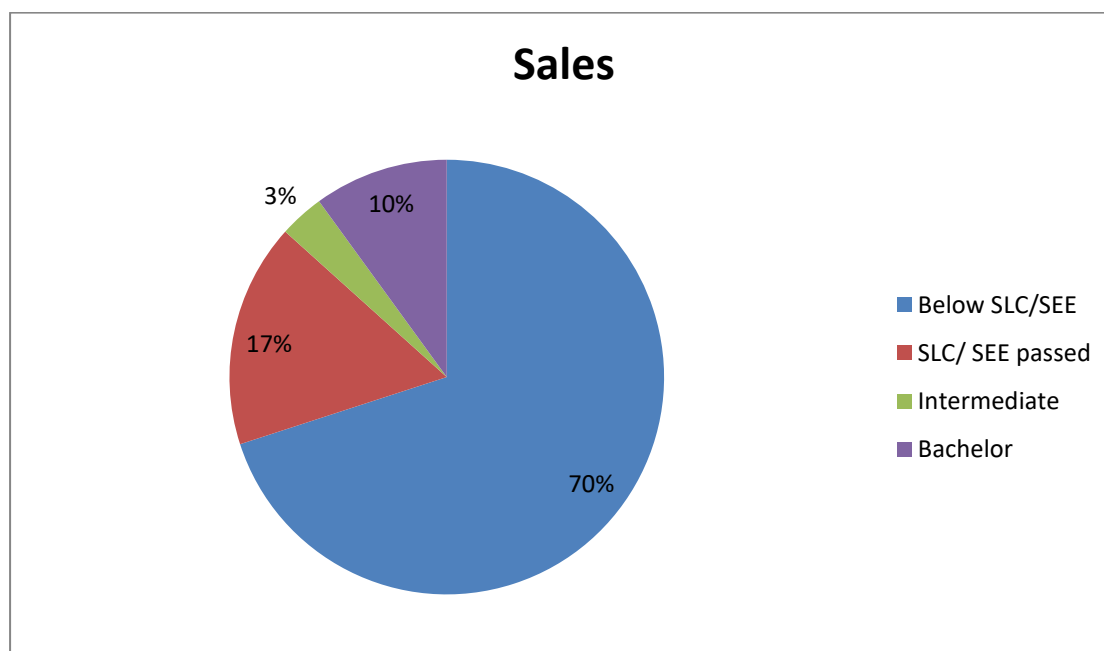


Figure 5 shows the educational status of the respondents dominance by education status below SLC/SEE passed. Which is followed by SLE or See passed and bachelor passed respectively.

4.1.5 Taken Supportive Training

Supportive training helps to boost the efficiency of the worker. Supportive education is not necessary but it gives additional benefits to the worker.

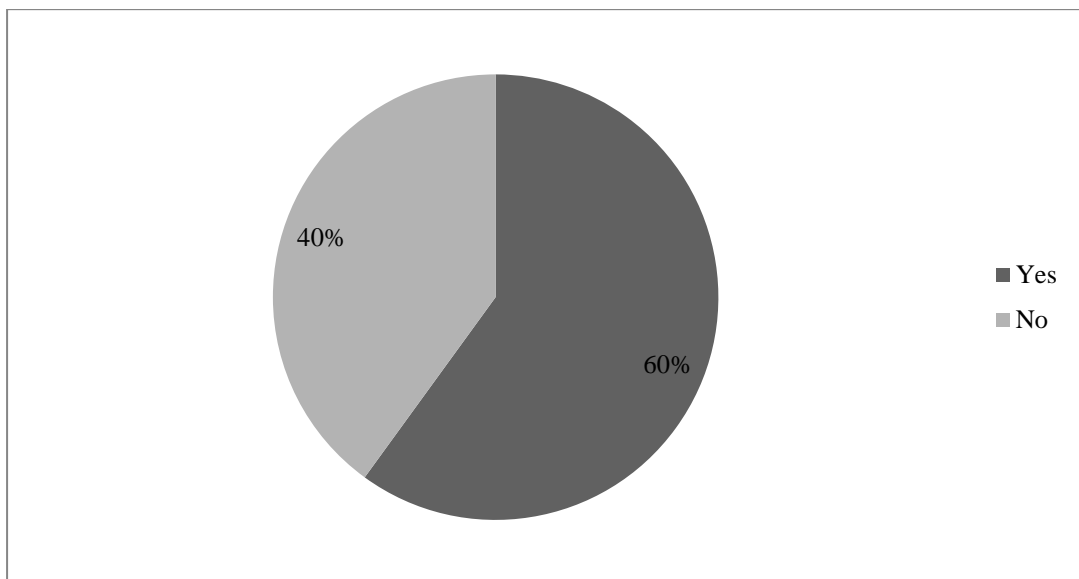
Table 6: Taken Supportive Training

S. No.	Description	In Number	In Percentage
1	Yes	18	60
2	No	12	40
Total		30	100

Source: Field survey, 2023

Table 6 shows the supportive training taken by the respondents in the study period. Among 30 sample respondents 18 have taken supportive training which is the 60 percent of total respondents and remaining 12 did not get any kind of supportive training besides their formal educational degree.

Figure 6: Taken Supportive Training



4.1.6 Profession wise Status of Respondents

The entire respondents are employed. Some of them may engaged in teaching sector or other services sectors which is followed by business sector and farming. The profession-wise respondent's composition is explained in the table 7.

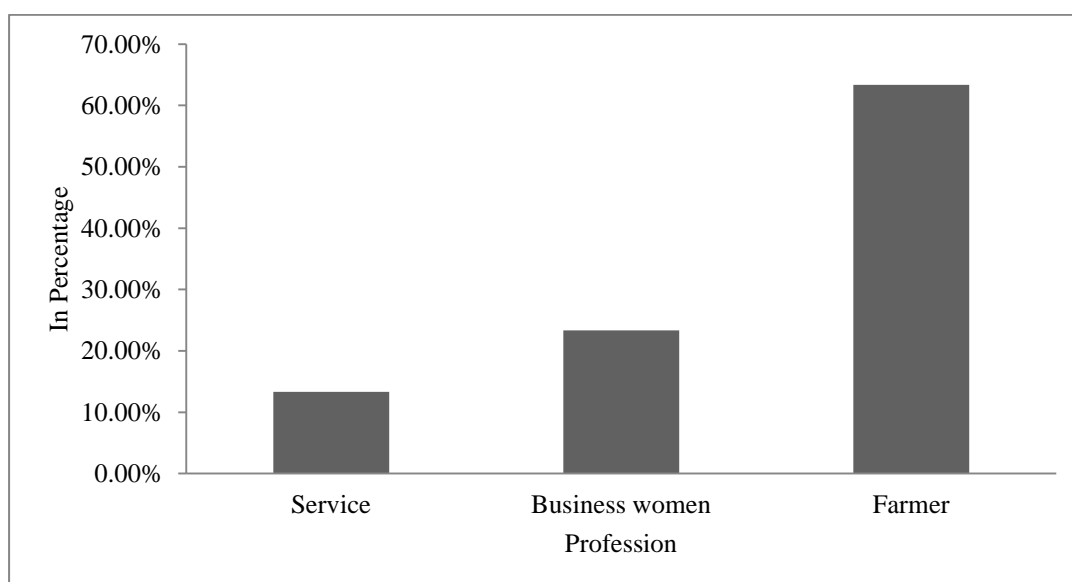
Table 7: Profession wise status of respondents

S. No.	Educational Status	In Number	In Percentage
1	Service	4	13.33
2	Business women	7	23.33
3	Farmer	19	63.34
Total		30	100

Source: Field survey, 2023

Table 7 shows the profession wise composition of the respondents. Among 30 respondents 4 i. e. 13.33 percent are engaged in service sector which is followed by business women 7 i. e. 23.33 percent respondents and farmer are 19 i.e. 63.34 percent respondent. Farmer women are engaged in Kivi farming, animal husbandry, Fishery and tunnel vegetable farming etc.

Figure 7: Profession wise status of respondents



4.1.7 Division of work

Division of work means divide the whole task into different part and assigned them to different worker according to their ability and skills. The division of work of the respondents is explained in the table 8.

Table 8: Division of work

S. No.	Division of work	In Number	In Percentage
1	Leading and decision making	5	16.67
2	Implementation role	5	16.67
3	Supportive role	19	63.33
4	Policy role	1	3.33
Total		30	100

Source: Field survey, 2023

Table 8 shows the division of work of the respondents. Different types of women working in the different field of their respective work. Among 30 sample respondents 5 work at the duty of leading and decision making position and equal 5 respondents work at the implementation role. Likewise, 19 respondents have work for supportive role and only one work for policy making role.

Figure 8: Division of work

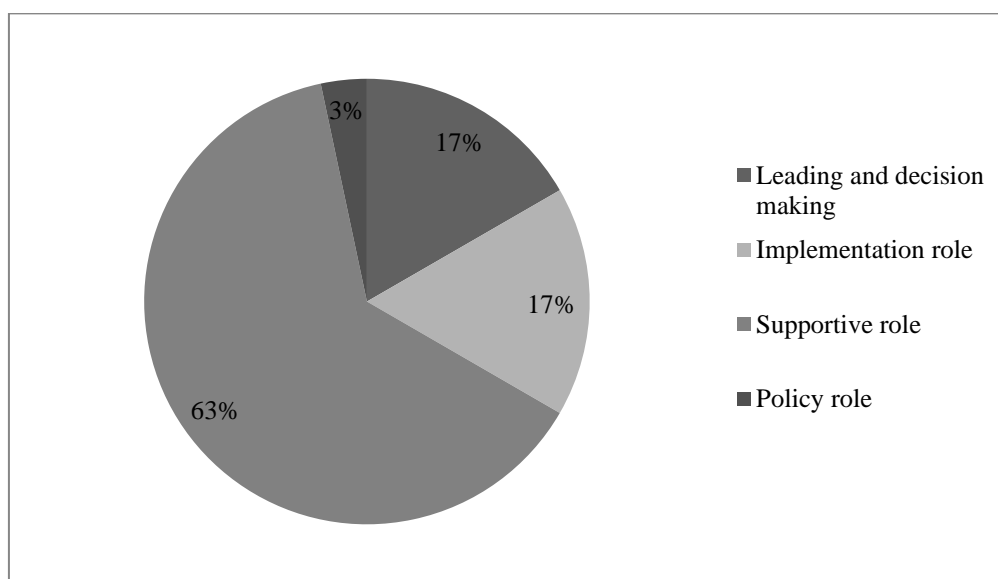


Figure 8 shows the 16.67 percent and 16.67 percent respondents are working leaning and decision making and implementation role and 63.33 percent respondent belong to supportive role duties of their work. Only 3.33 percent of respondents engaged in policy making position.

4.1.8 Factor to be encourage up a profession

Different types of factors play vital role to encourage a women to engage in such types of profession. The factors which encourage being a profession is explained in the table 9.

Table 9: Factors to be encourage up a profession

S. No.	Encouraging factors	In Number	In Percentage
1	Economic Necessity	18	60
2	Self-satisfaction	1	3.33
3	Utilization of experience	1	3.33
4	Inner drive to serve	3	10
5	For all round development	2	6.67
6	Just for survival	5	16.67
Total		30	100

Source: Field survey, 2023

Table 9 shows the factors to be encouraged up a profession of the respondents. Among 30 respondents 18 believe that they become professional due to economic necessity. Similarly, 5 respondents believe that they became professional just for survival. Likewise, 3 respondents believe that they engaged in business activities for inner drive to serve and 2 believe that they engaged in profession for all round round development.

Figure 9: Factors to be encourage up a profession

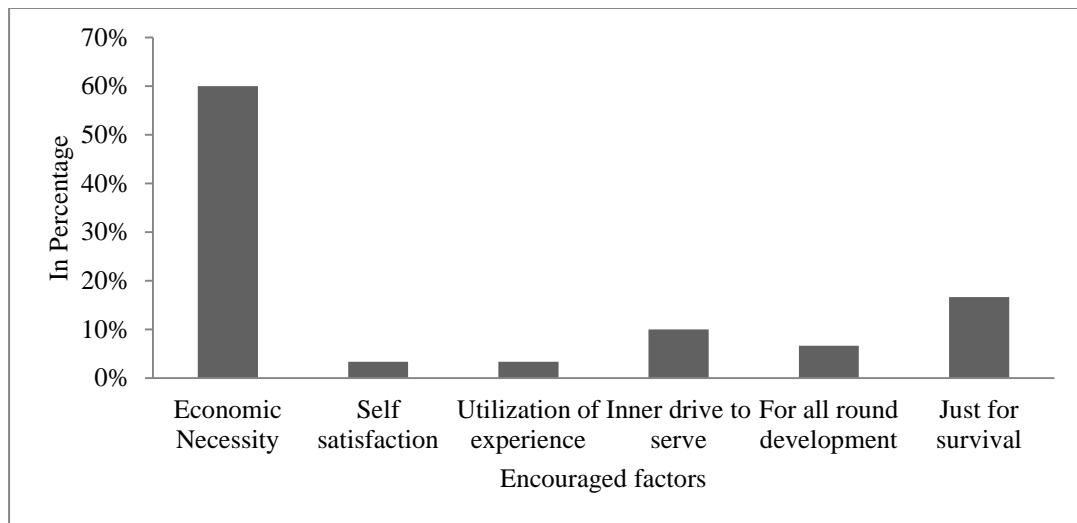


Figure 9 shows that 60 percent of the respondent encouraged by economic necessity of the respondents. This is followed by 16.67 percent for just for survival and 10 percent for inner drive to serve.

4.1.10 Problem arises in the work place

There are various problems occurred while performing task. While working in group female employee face problems like domination by male counterpart, exploitation by senior, mental or physical harassment etc. The problems pace by different respondents in the study area is explained in the table 10.

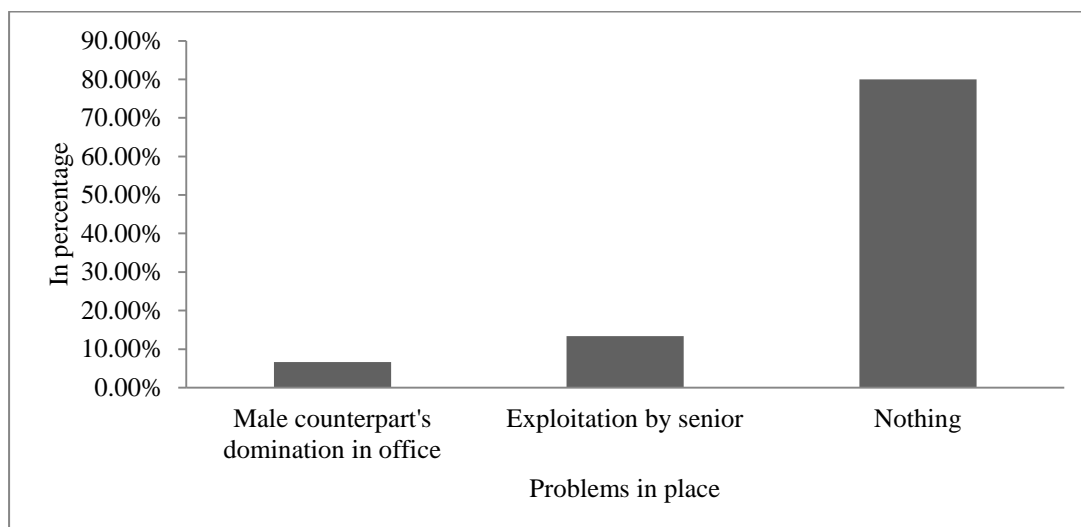
Table 10: Problem arises in the work place

S. No.	Problem in place work	In Number	In Percentage
1	Male counterpart's domination in office	2	6.67
2	Exploitation by senior	4	13.33
3	Nothing	24	80
Total		30	100

Source: Field survey, 2023

Table 10 the various types of problems faced by the respondents. Among 30 respondent female employee 2 believed that they face male counterpart's domination in office and 4 says that they exploited by the senior staff and remaining 24 respondent i. e. 80 percent react that they have no such types of problems. Nobody face metal and physical harassment in their office.

Figure 10: Problem arises in the work place



4.1.11 Contribution of your income in family

Family income consists of various member incomes. In Nepal male member is the leading income earner. So that contribution of female member is negligible. Most of the women involved in household activities. So their income level is not play vital role. The contribution of the income in their family member is explained in the table 11.

Table 11: Contribution of your income in family

S. No.	Contribution of your income in family	In Number	In Percentage
1	Fully	4	13.33
2	Supportive	24	80
3	None	2	6.67
Total		30	100

Source: Field survey, 2023

Table 11 the contribution of respondents in their family. Among 30 respondents 4 respondents says their contribution to their family. Similarly, 24 respondents react that their income is supportive to their family. Likewise, 2 respondents say that there is no contribution to their family.

Figure 11: Contribution of your income in family

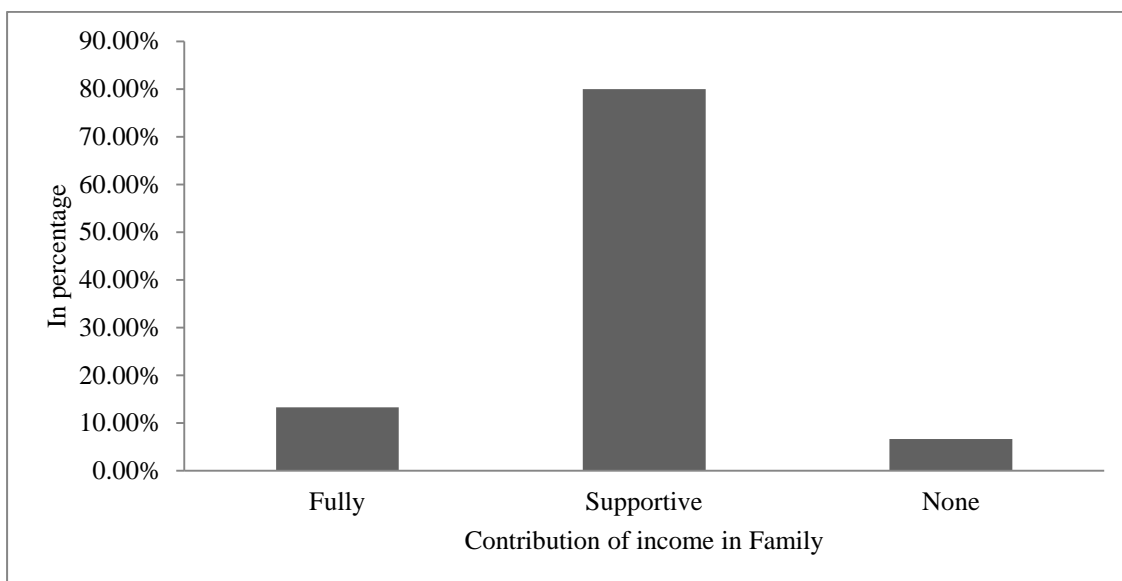


Figure 11 shows that 80 percent of the respondents reacts their contribution to their family income is just supportive and 13.33 percent is fully supportive.

4.1.12 Monthly income of the respondent

In the hilly area there are very few opportunities for higher income job. The monthly incomes of the respondents in the study are as follow.

Table: 12: Monthly income of the respondent

S. No.	Monthly Income	In Number	In Percentage
1	Below 10,000	10	33.33
2	10000-20000	9	30
3	20000-30000	7	23.33
4	30000-40000	2	6.67
5	Above 40000	2	6.67
Total		30	100

Source: Field survey, 2023

Table 12 shows the mainly income of the respondents. Among 30 sample respondents 10 have earning below 10 thousand per month and 9 respondents are earning monthly income between 10 to 20 thousand respectively. Similarly, 7

respondent earning monthly incomes between 20 to 30 thousand. Likewise, 2 and 2 respondent are earning monthly income between 30 to 40 and 40-50 thousand respectively.

Figure: 12: Monthly income of the respondent

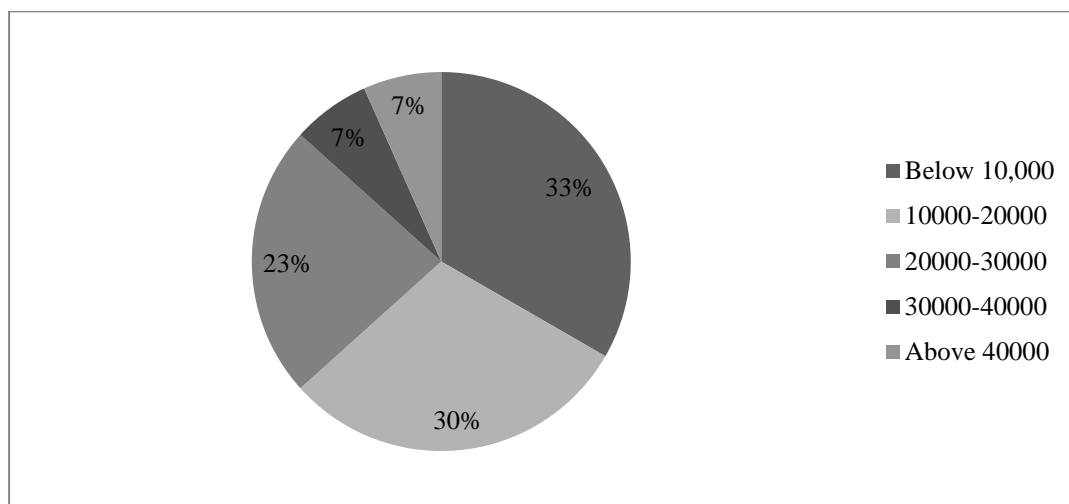


Figure 12 shows the monthly income of the respondents. Among total respondents 33.33 percent respondent's income level is below 10 thousand and 30 percent respondents are earning income lies between 10 to 20 percent respectively.

4.1.13 Land holding status of family

Land holding status of the respondent's family is explained in the table 13.

Table 13: land status of family

S. No.	Description	In Number	In Percentage
1	<10 Ropani	12	40
2	10-15 Ropani	6	20
3	15-20 Ropani	2	6.67
4	20-25 Ropani	5	16.67
5	> 25 Roppani	5	16.67
Total		30	100

Source: Field survey 2023

The table 13 depicts that land status of the respondents in the study area. Among 30 respondents 12 respondents have land below 10 Ropani. Similarly, 6 respondents

have land between 10-15 Ropanni. Likewise, 5 and 5 respondents have land area between 20-25 Ropanni and above 25 Ropanni respectively.

Figure 13: land status of family

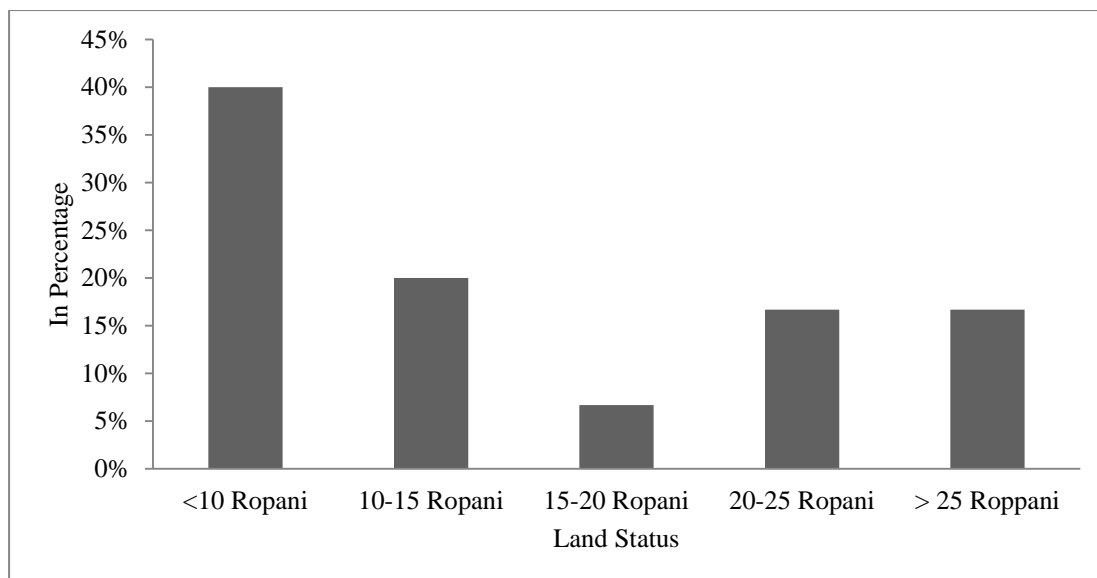


Figure 13 shows the land status of the respondents. Among 30 respondents 40 percent have land below 10 Ropanni and 20 percent have land between 10 to 15 Ropanni and 16.67 percent respondents have 10-15 Ropanni and 15-20 Ropanni respectively.

4.1.14 Occupation besides agriculture

The main occupation of the Phungling municipality is agriculture. Besides agriculture respondents are engaged in various sectors. The additional occupations of the respondents besides agriculture are local shop, govt. job, private job, daily wages and entrepreneurship etc. The occupation besides agriculture is shown in the table 14.

Table 14: Occupation besides agriculture

S. No.	Description	In Number	In Percentage
1	Local shop	13	43.33
2	Govt. Job	3	10
3	Private job	2	6.67
4	Daily wages	7	23.33
5	Entrepreneurship	1	3.33
6	Remittance	4	13.33
Total		30	100

Source: Field survey, 2023

Table 14 the occupation of the respondent besides agriculture. Among 30 samples respondent 13 are running local shop, 7 are earning income from daily wages, 3 are engaged in government job and 4 are earning income from foreign employment.

Figure 14: Occupation besides agriculture

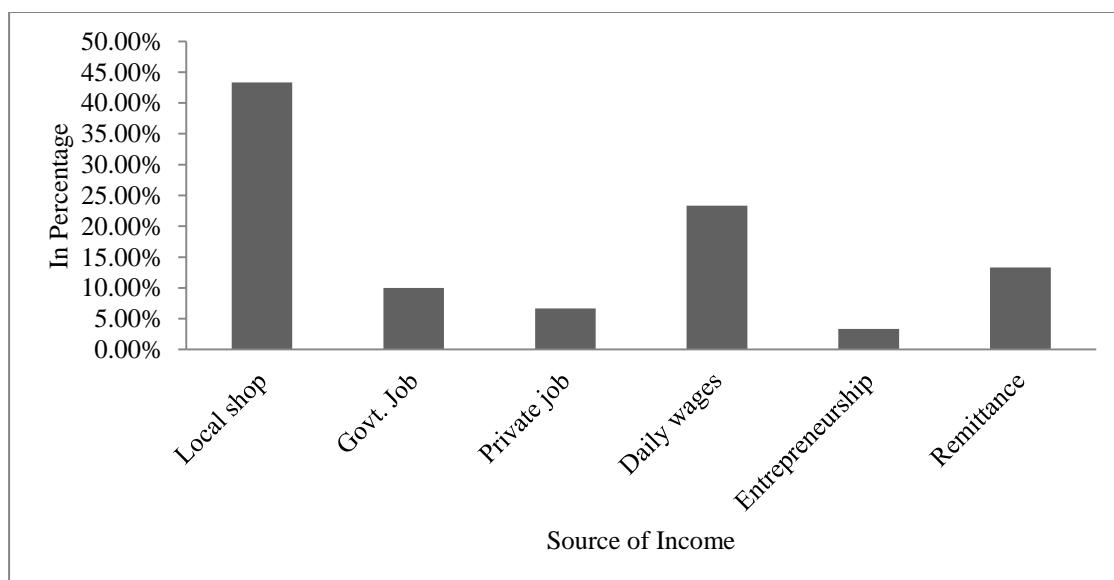


Figure 14 shows that 43.33 percent of the respondent earning addition income besides agriculture. Which is followed by daily wages 23.33 percent and remittance equal to 13.33 percent.

4.1.15 Motivational factor for employment

There are various motivation factors which play vital role to enhance to worker to participate in their respective work. The respondents are motivated by internal as well as external and both is explained in the table 15.

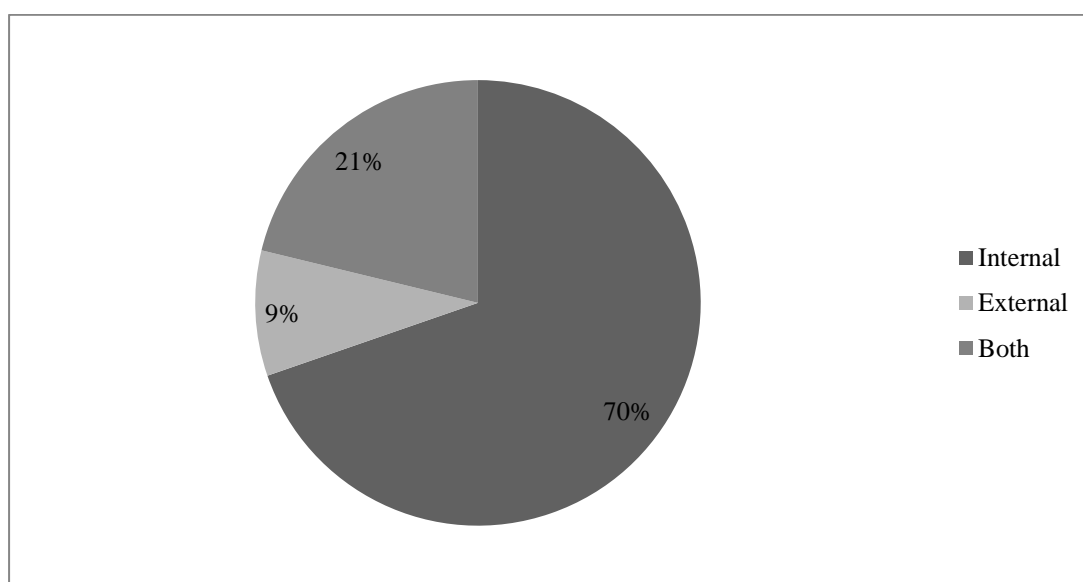
Table 15: Motivational factor for employment

S. No.	Description	In Number	In Percentage
1	Internal	23	76.67
2	External	3	10
3	Both	4	23.33
Total			

Source: Field survey, 2023

Table 15 shows the motivational factor for the employment in the study period. Among 30 sample respondents 23 i. e. 76.67 percent react that they are motivated by internal factors and 4 respondents i.e. 23.33 percent believe that they are motivated by both internal as well as external factors and only 3 respondent's i.e. 10 percent believe that they are motivated by external factors.

Figure 15: Motivational factor for employment



4.1.16 Reason for self-motivation

Self-motivation is also called internal motivation which is self-guided motivation. Self-motivation includes the motivational factors such as self-motivation, social prestige, to becoming role model, to fulfill family requirement and for playing gender role etc. The contribution of self-motivation of the sample respondents is explained in the table 16.

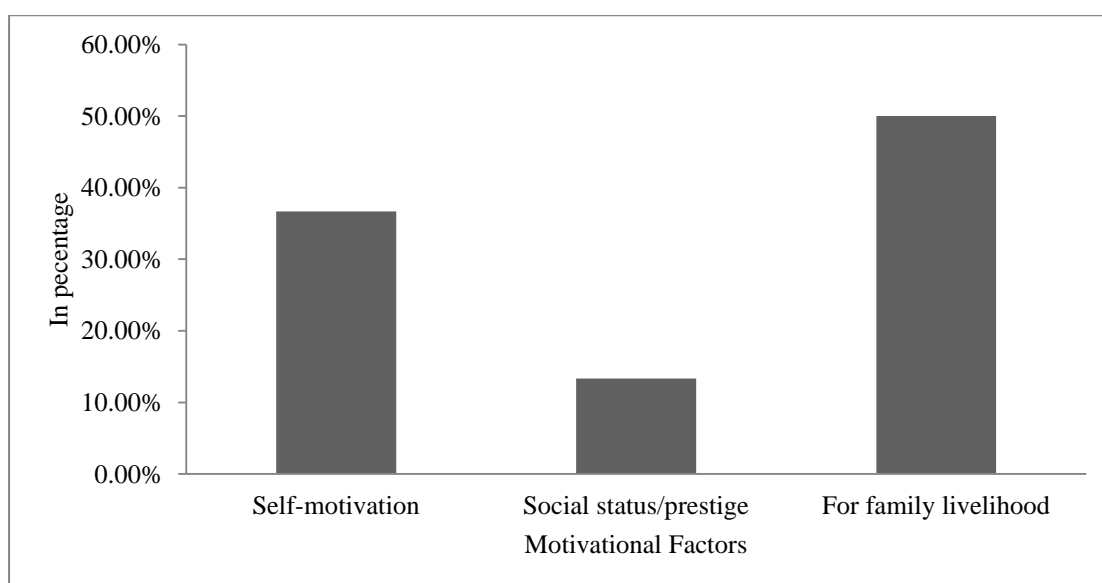
Table 16: Reason for self-motivation

S. No.	Description	In Number	In Percentage
1	Self-motivation	11	36.67
2	Social status/prestige	4	13.33
3	For family livelihood	15	50
Total		30	100

Source: Field survey, 2023

Table 16 the reason for self-motivation of the respondent to engaged in their own choice field. Among 30 sample respondents 11 are motivated by themselves to engage in earning activities. But half of the sample respondents engaged in earning activities for the requirement of livelihood and just 4 respondents engaged in such types of earning activities to maintain their social status or prestige.

Figure 16: Reason for self-motivation



4.1.17 Reason which gives women more opportunities

More than 50 percent of total population of Nepal is covered by women. But women are getting comparatively less opportunities. The contribution of women in outside earning activities is very low. The major reasons to gives more opportunities to women to involve in earning activities are awareness, education, male partner support as well as family support.

Table 17: Reason to gives more opportunities to women

S. No.	Description	In Number	In Percentage
1	Awareness	4	13.33
2	Education	15	50
3	Husband support	3	10
4	Family support	8	26.67
Total		30	100

Source: Field survey, 2023

Table 17 shows that in the reasons to give more opportunities to the women in earning activities. From 30 sample respondents 4 reacts more opportunities to women to give awareness to them and 15 respondents says that due to equal education to female so that gives more opportunities to them. Similarly, family support and husband support point out by 8 and 3 respondents.

Figure 17: Reason to gives more opportunities to women

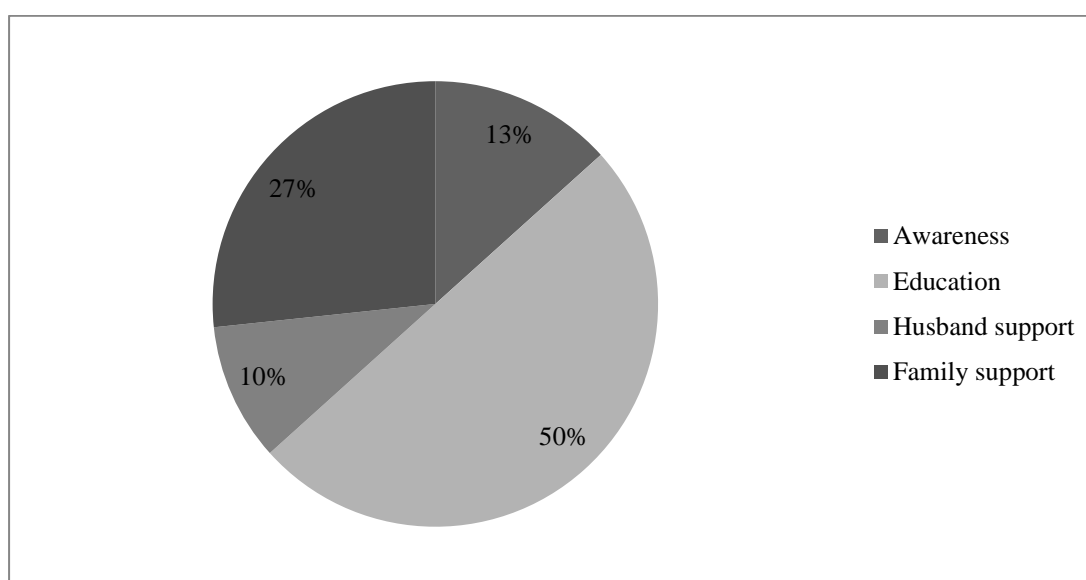


Figure 17 that 50 percent respondent advocate the education and which is followed by family support 26.67 percent and awareness by 13.33 percent respectively.

4.1.18 Equal opportunity to women as men professionals

There is provision of equal opportunities to women as their male counterparts in the constitutions of Nepal. There are some social, cultural, physical barriers which play important role to provide fewer opportunities to the women as male.

Table 18: Equal opportunities to women as men professionals

S. No.	Description	In Number	In Percentage
1	Yes	1	3.33
2	No	29	97.67
	Total	30	100

Source: Field survey, 2023

Table 18 that 29 of 30 respondents believe that there is equal opportunities to women as men professionals in their working area. Only 1 respondent i.e. 3.33 percent believe that there is equal opportunities with male and female together.

4.1.19 How much professional women contributing to their family

Contribution of women income in their daily family expenses is remarkable. Compare to male worker their income is very low but able to pay children's fee, purchase daily vegetable items etc. The contribution level of professional women to their family is shown in the table 20.

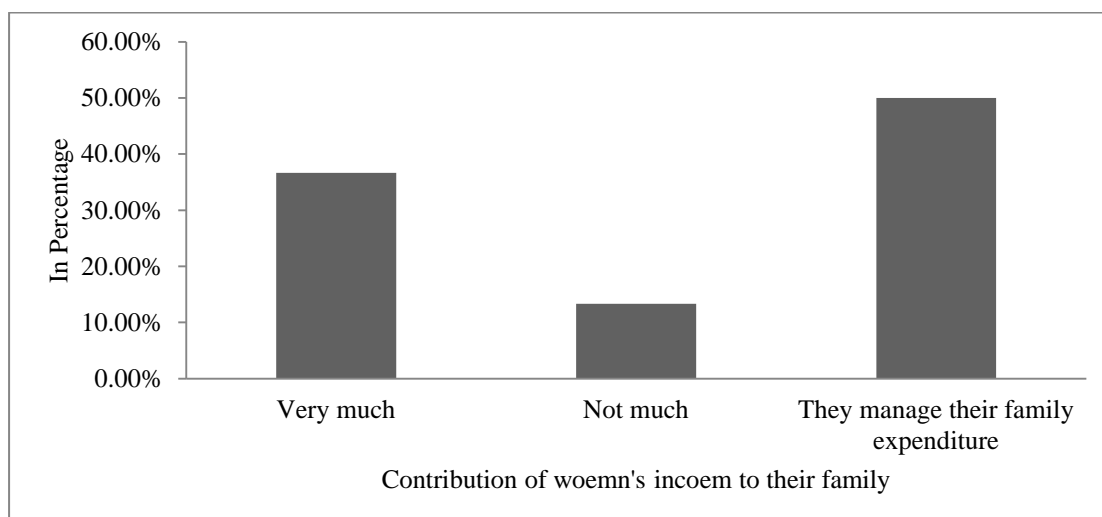
Table 19: Contribution of professional women to their family

S. No.	Description	In Number	In Percentage
1	Very much	11	36.67
2	Not much	4	13.33
3	They manage their family expenditure	15	50
	Total	30	100

Source: Field survey, 2023

Table 19 the that among 30 sample respondents 11 i.e. 36.67 percent react that they contributive their income very much for their family and only 4 i.e. 13.33 percent reacts they are not contributing to their family as much and half of the respondents i.e. 50 percent believe that they manage their family expenditure easily.

Figure 18: Contribution of professional women to their family



4.1.20 whose role is more important in the development of society

Contribution of the male and female both play vital role to the development of the society. In Nepal most of the women are spend more times in their own society as compared to male because male spend more time outside of the country for earning purpose. The role of male and female for the development of society is shown in the table 21.

Table 20: Role of male and female for the development of society

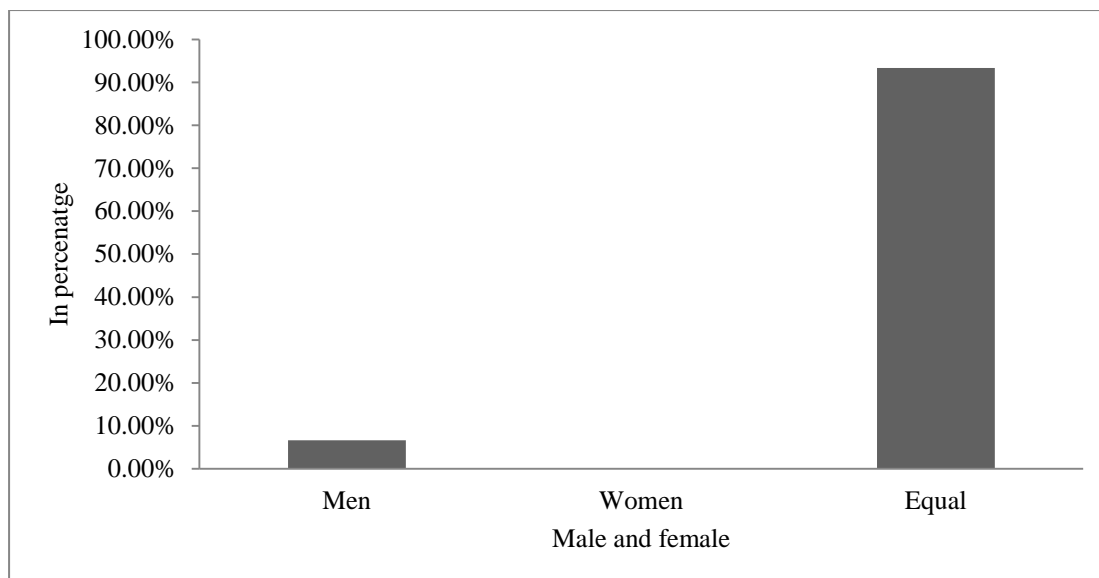
S. No.	Description	In Number	In Percentage
1	Men	2	6.67
2	Women	0	0
3	Equal	28	93.33
Total		30	100

Source: Field survey, 2023

Table 20 the role of male and female for the development of society in the study area. Among 30 total respondents 28 i.e. 93.33 percent believe that contribution

of male and female is equal for the development of the society. Only 2 i.e. 6.67 percent reacts that only male can play vital role to make society developed.

Figure 19: Role of male and female for the development of society



4.1.21 Contribution of female as counterpart in the development of society

Well-developed social development is not outcome of only male and female. Female members also play equal role to develop society. The contribution of female as counterpart in the development of society is explained in the table 22.

Table 21: Contribution of female as counterpart in the development of society

S. No.	Description	In Number	In Percentage
1	Equal	25	83.33
2	Even more	0	0
3	Less	5	16.67
	Total	30	100

Source: Field survey, 2023

Table 21 that among 30 respondents 25 respondents says that contribution of female is equal to the male member in the development of society but 5 members reacts that play less role as compared to the male members.

Figure 20: Contribution of female as counterpart in the development of society

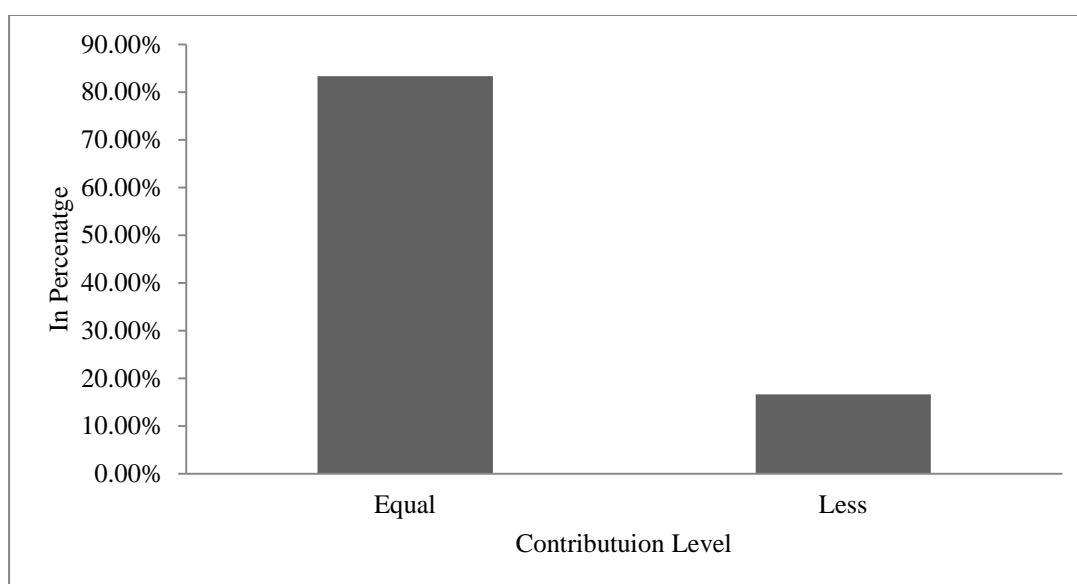


Figure 20 that 83.33 percent reacts that they contribute equal role with male counterpart and remaining 16.67 percent reacts less role as compared to male.

4.1.23 who criticized your decision of official matters?

There are positive and negative reaction of any decision in the decision making process. In case of official work each and every decision may play vital role to maintain their office reputation.

Table 22: Official matters criticized

S. No.	Description	In Number	In Percentage
1	Immediate senior	4	13.34
2	Junior	9	30
3	All these	1	3.33
4	Own rank	4	13.33
5	None of these	12	40
	Total	30	100

Source: Field survey, 2023

Table 22 that among 30 respondents 4 and 4 reacts that their decision related to official matters is criticized by immediate senior and own rank staff. Similarly, 9

respondents says that their decision related to official matters criticized by junior staff and 12 respondents says that their decision not criticized by their staff.

Figures 21: Official matters criticized

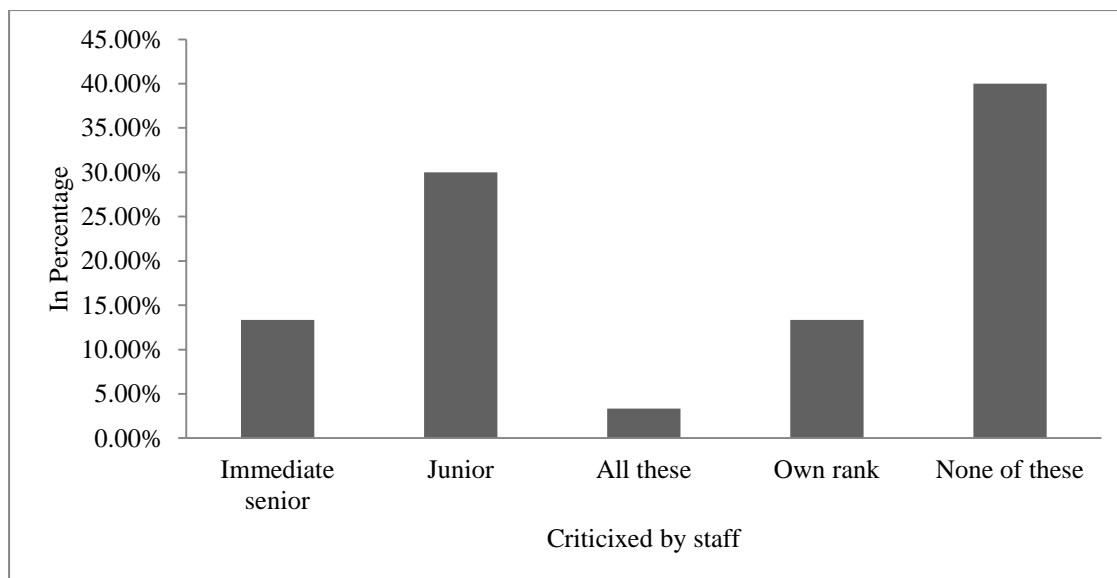


Figure 21 that 40 percent of the respondents decision on official matters not criticized by their staff. But 30 percent respondents believe that their decision is criticized by the junior staff.

4.1.24 Involved in decision making in official matters

The final decision of each business and non-business oriented office is determined by head. Final decision may take with the help of other staff suggestions. There is very little chance to involve in decision making process in the remote area.

Table 23: Involved in decision making in official matters

S. No.	Description	In Number	In Percentage
1	Yes	6	20
2	No	19	63.33
3	Partly	5	16.67
	Total	30	100

Source: Field survey, 2023

Table 23 shows that in involved in decision making process in official matters in the study area. Among 30 samples respondent only 6 are getting equal opportunity

in decision making process. Similarly, 5 respondents involved in the decision making process partly but 19 are not involved in decision making process.

Figure 22: Involved in decision making in official matters

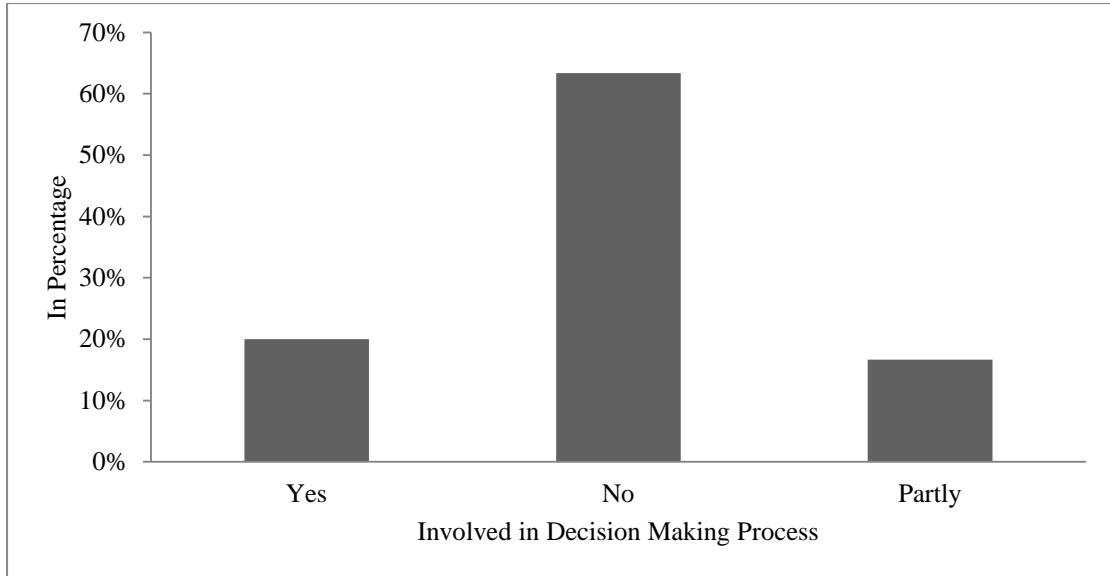


Figure 22 Above that only 20 percent of the respondent are getting equal opportunities in decision making process and 16.67 percent are getting just partly opportunity in decision making process.

4.1.25 Work efficiency has been increased after entrepreneur

After becoming employee efficiency of the women may increase. Efficiency may be related to leadership development, increased decision making power etc. After entrepreneur the working efficiency condition is explained in the table 25.

Table 24: Work efficiency has been increased after entrepreneur

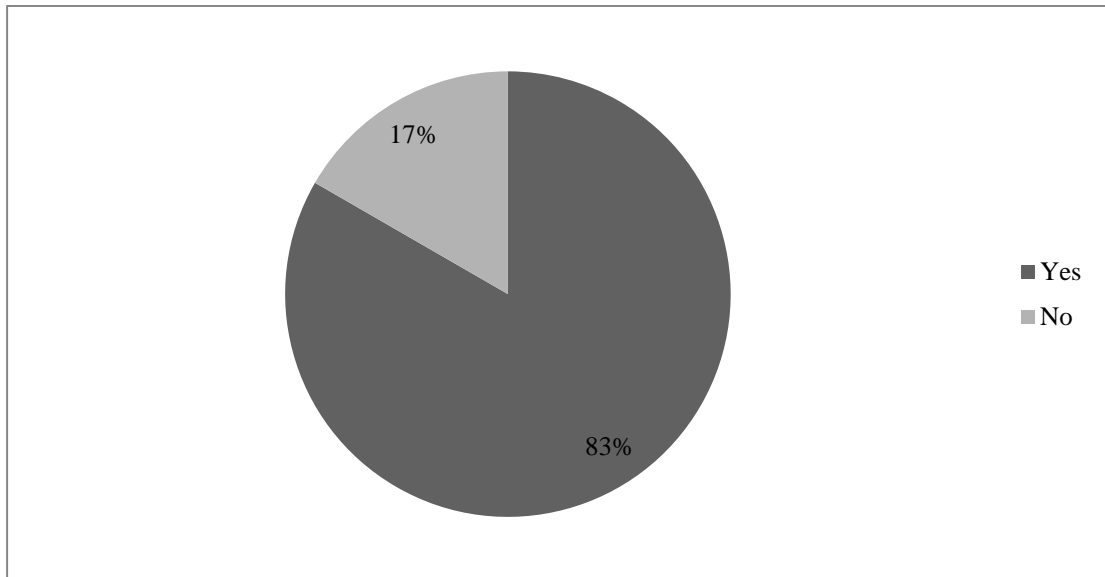
S. No.	Description	In Number	In Percentage
1	Yes	25	83.33
2	No	5	16.67
Total		30	100

Source: Field survey, 2023

Table 24 shows that in 25 i.e 83.33 percent respondents says that work efficiency has been increased after entrepreneurship only 5 i.e. 16.67 percent

respondents reacts that their working efficiency is not increased after entrepreneurship.

Figure 23: Work efficiency has been increased after entrepreneur



4.1.26 After employment job offers to you have been increases?

After employment or entrepreneur they may gain addition benefits. Experience worker may gain additional opportunities in the related field. After employment job offers to the respondents is explained in the table 26.

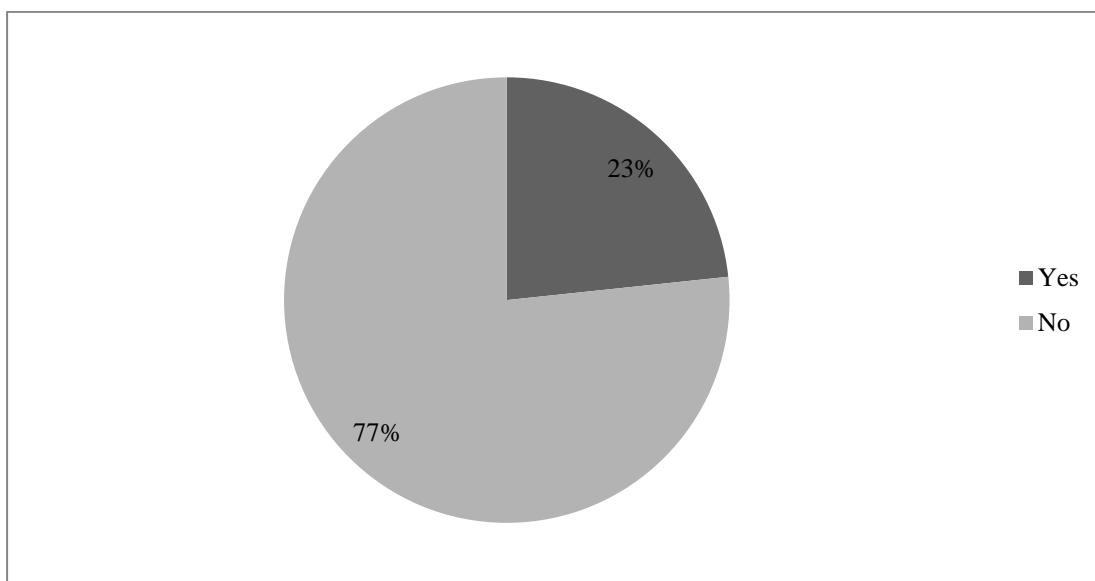
Table 25: After employment job offers to you have been increases

S. No.	Description	In Number	In Percentage
1	Yes	7	23.33
2	No	23	76.67
Total		30	100

Source: Field survey, 2023

Table 25 shows that in 7 i.e. 23.33 percent respondents reacts that job offers has been increased after employment or entrepreneurs. But 23 i.e. 76.67 percent respondents did not get additional job opportunities.

Figure 24: After employment job offers to you have been increases



4.1.27 After become employment your social prestige has been increased

After become employment worker social prestige has been increased. Increment of social prestige of the employee is explained in the table 27.

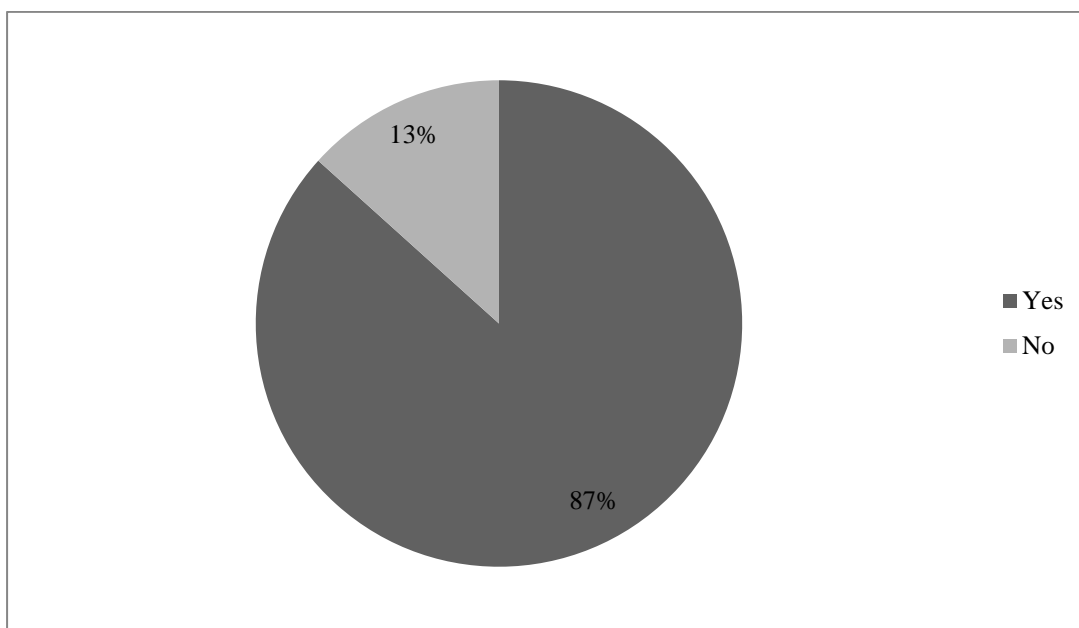
Table 26: Increment of social prestige after become employment

S. No.	Description	In Number	In Percentage
1	Yes	26	86.67
2	No	4	13.33
Total		30	100

Source: Field survey, 2023

Table 26 shows that in 26 i.e. 86.67 percent of 30 respondents say that their social prestige has been increased. They able to purchase basic goods and services. Their living standard increased and involved in social activities. But only 4 i.e. 13.33 percent respondent reacts that social prestige has not been increased after become employment.

Figure 25: Increment of social prestige after become employment



4.1.28 how much social prestige has been increase?

Social prestige level is not constant for all. If positive reaction appears after becoming the employee we can say that social prestige is comparatively high. The increment social prestige after employments in the study are is explained in the table 29.

Table 27: Social prestige level of the employee

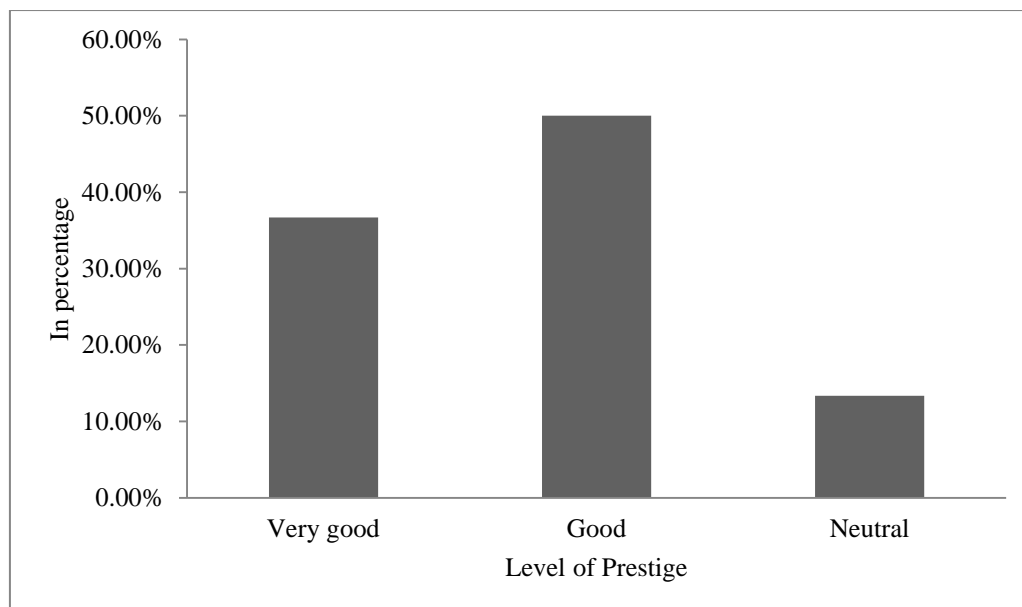
S. No.	Description	In Number	In Percentage
1	Very good	11	36.67
2	Good	15	50
3	Neutral	4	13.33
4	Bad	0	
5	Very bad	0	
	Total	30	100

Source: Field survey, 2023

The table 27 shows that in increment of social prestige in the study period. Among 30 sample respondents 11 i.e. 36.67 percent believe that their social prestige

is very good after employment and 15 i.e. 50 percent respondents prestige is comparatively good. But only 4 reacts that their social prestige is neutral.

Figure 26: Social prestige level of the employee



4.1.29 After employment, children's health and education status has been increased?

Increased income level help to improve their social-economic status of the worker. Children may gain higher and qualified education. Likewise they able to fed nutritious good and able treatment in expensive hospital with qualified doctors. The children's health and education status after employment is explained in the table 30.

Table 28: Children's health and education status after employment

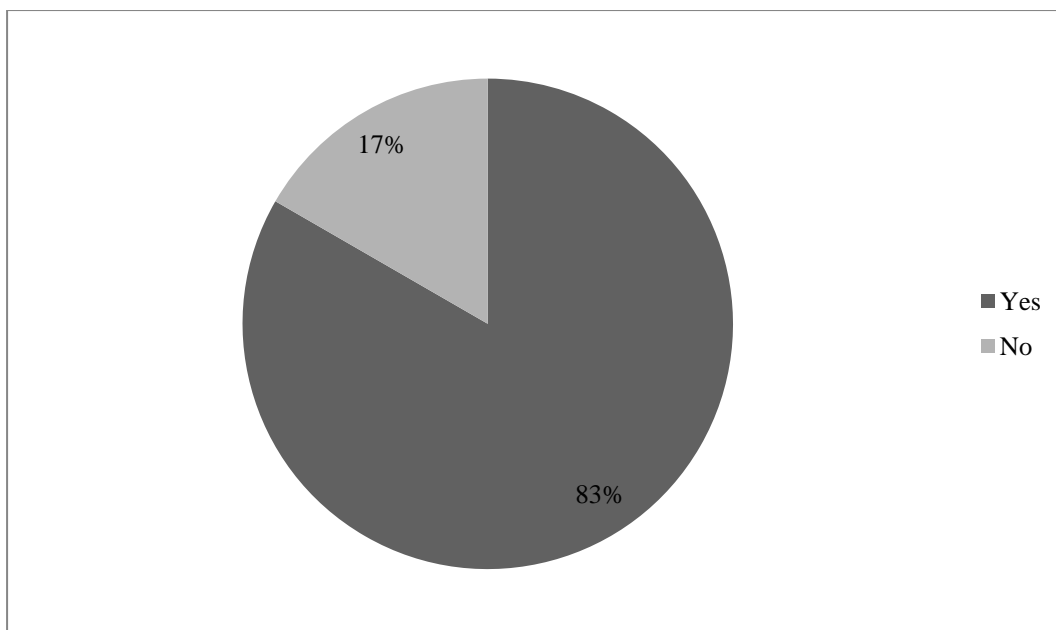
S. No.	Description	In Number	In Percentage
1	Yes	25	83.33
2	No	5	16.67
Total		30	100

Source: Field survey, 2023

The table 28 the increment of children's health and education status of the respondents after employment. Among 30 respondents 25 i.e. 83.33 percent respondents says that their children's health and education status has been increased

and remaining 5 i.e. 16.67 percent of 30 respondents says that their kids health and education status is not increased as previous.

Figure 27: Children's health and education status after employment



4.1.30 How much child health and education status has been increased?

After becoming employee 25 of 30 respondents has been believe that their kid's education and health condition has been increased. The level of health and education condition is explained in the table 32.

Table 29: Level of child health and education status

S. No.	Description	In Number	In Percentage
1	Very good	15	50
2	Good	10	33.33
3	Neutral	5	16.67
4	Bad	0	0
5	Very bad	0	0
	Total	30	100

Source: Field survey, 2023

Table 29 the level of child's health and education status of the respondents. Among 30 sample respondents 15 believe that their child health and education status

has been increased after entrepreneurs. Similarly, 10 respondents' reacts that their child health and education level is comparatively good but respondents believe that their health and education status is neutral.

Figure 28: Level of child health and education status

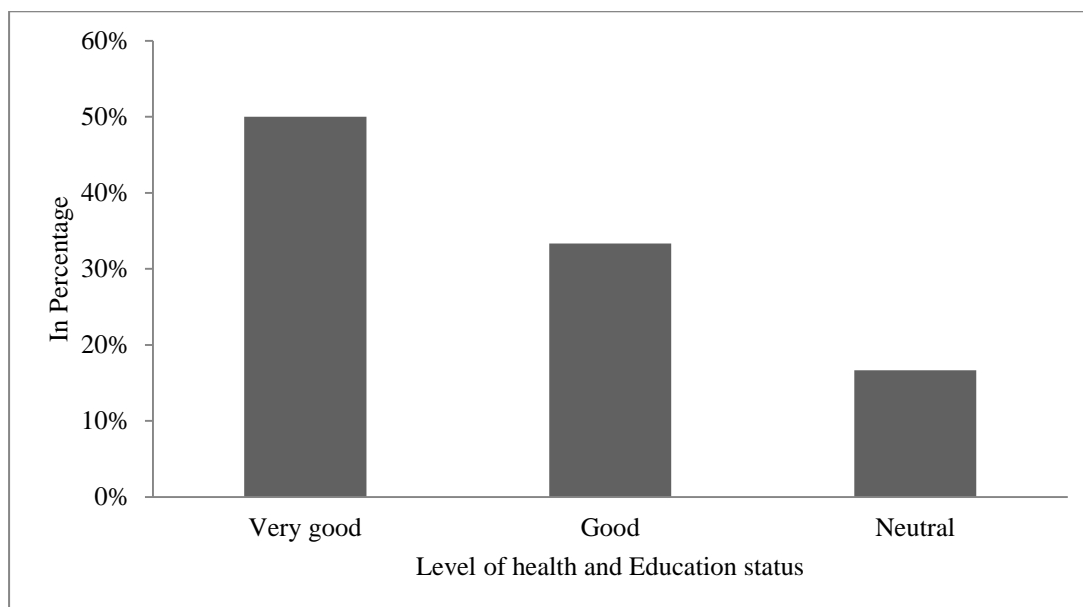


Figure 28 that 50 percent of the respondents reacts that their children's health and education status is very good and 33.33 percent respondents reacts that their kids health and education status is little bit good as compared to job less time.

4.1.32 After become employee do you purchase fixed property?

Physical property refers land, building, ornaments, vehicle etc. After increment of income respondent female are able to purchases fixed property or not is explained in the table 31.

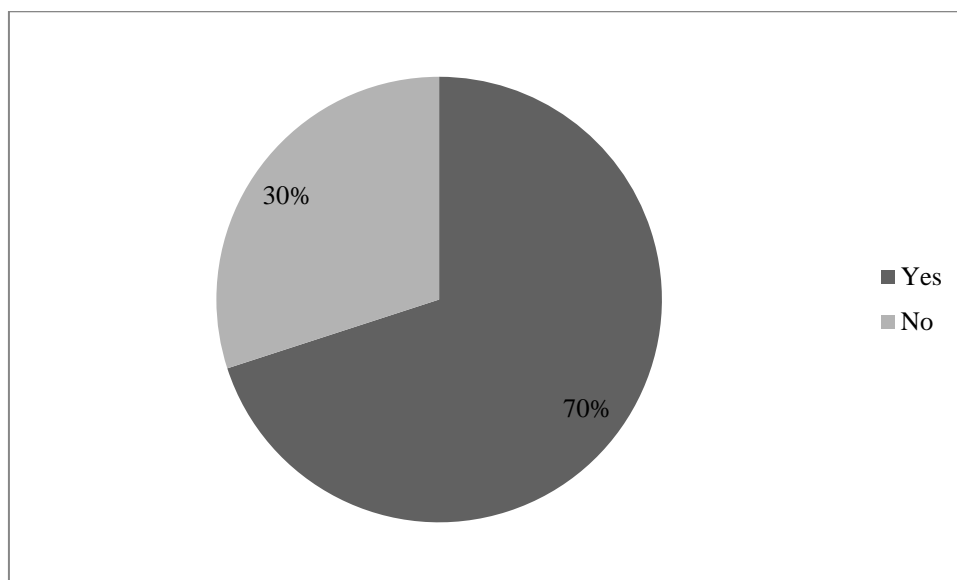
Table 30: Purchase of fixed property

S. No.	Description	In Number	In Percentage
1	Yes	21	70
2	No	9	30
Total		30	100

Source: Field survey, 2023

Table 30 that 21 i.e. 70 percent of 30 sample respondents able to purchases physical property after employment or entrepreneurs. Similarly, 9 i.e. 30 percent respondents reacts that they unable to purchase property.

Figure 29: Purchase of fixed property



4.1.33 Types of fixed property do you purchases

From 21 of 30 respondents able of purchase fixed property. Fixed property may be land, house, ornament, vehicle, cattle respectively. The types of property is explained in the table 33.

Table 31: Types of fixed property purchase

S. No.	Description	In Number	In Percentage
1	Land	5	23.82
2	House	1	4.76
3	Ornament	7	33.33
4	Cattle	7	33.33
5	Vehicle	1	4.76
	Total	21	100

Source: Field survey, 2023

Table 31 that 5 of 21 respondents believe that they purchase the land and equally 7 and 7 respondents purchased the ornament and cattle respectively. Likewise, 1 and 1 respondent purchase house and vehicle respectively.

Figure 30: Types of fixed property purchase

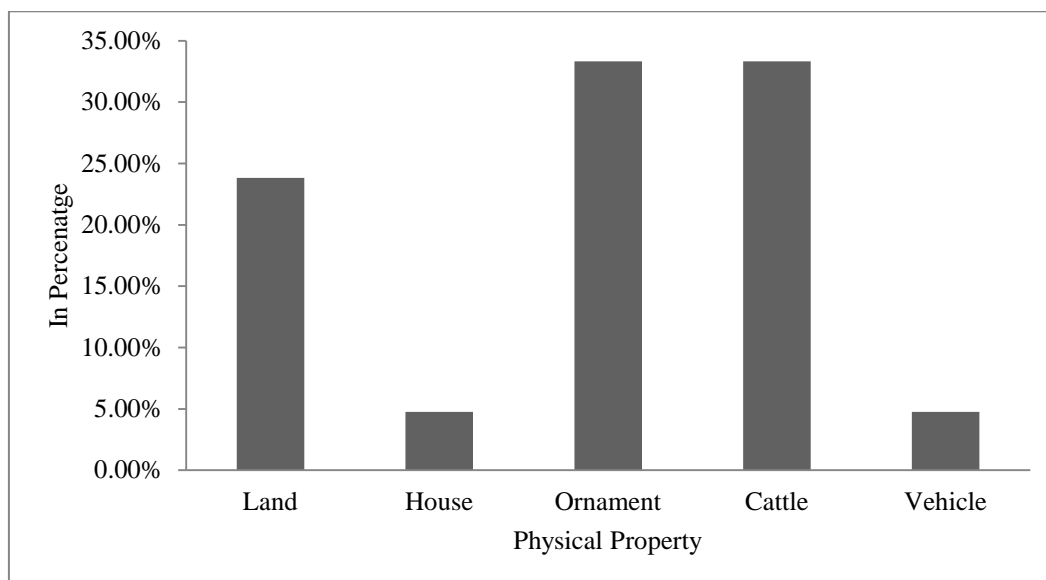


Figure 30 that 4.76 percent respondents purchase land and vehicle (motorcycle) and only 33.33 percent respondents able to purchase ornament and cattle. And 23.82 percent of respondent able to purchase land.

4.1.34 Business or employment is secure or not

There is always risk in the business. Some business are comparatively risk and some are less risk which is depend upon the business structure, availability of competitor etc. Government job is more secured as compared to private sector job. However sample respondents job is risky or not is explained in the table 33.

Table 32: Business or employment is risk or not

S. No.	Description	In Number	In Percentage
1	Yes	20	66.67
2	No	10	33.33
Total		30	100

Source: Field survey, 2023

Table 32 shows that in the business or employment condition risk or not. Among 30 respondents 20 i.e. 66.67 percent of total respondents believe that their business is secure and remaining 10 respondents equal to 33.33 percent reacts that their business or job is not secured.

Figure 31: Business or employment is risk or not

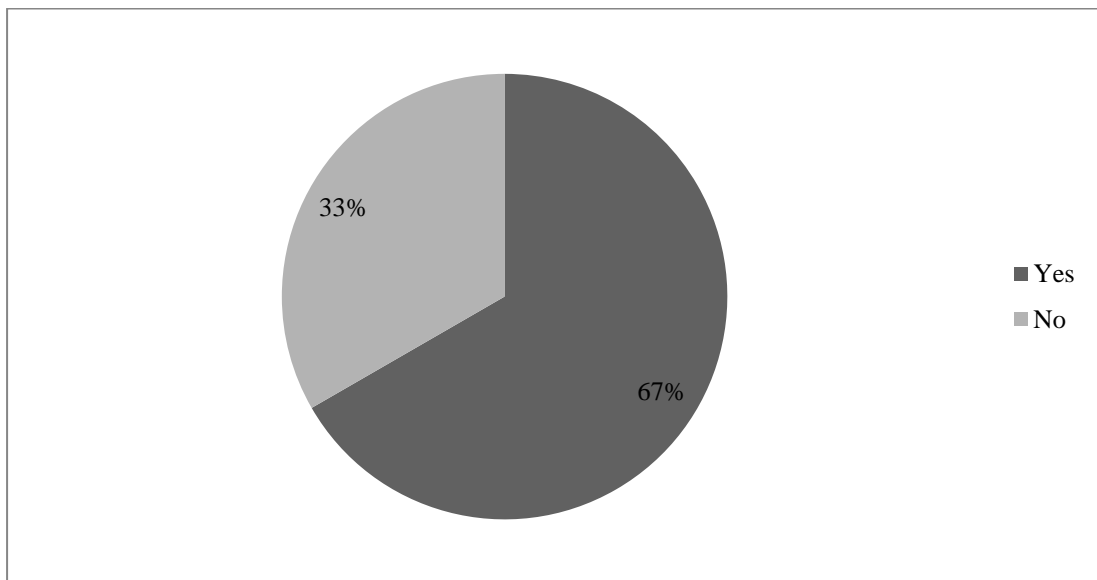
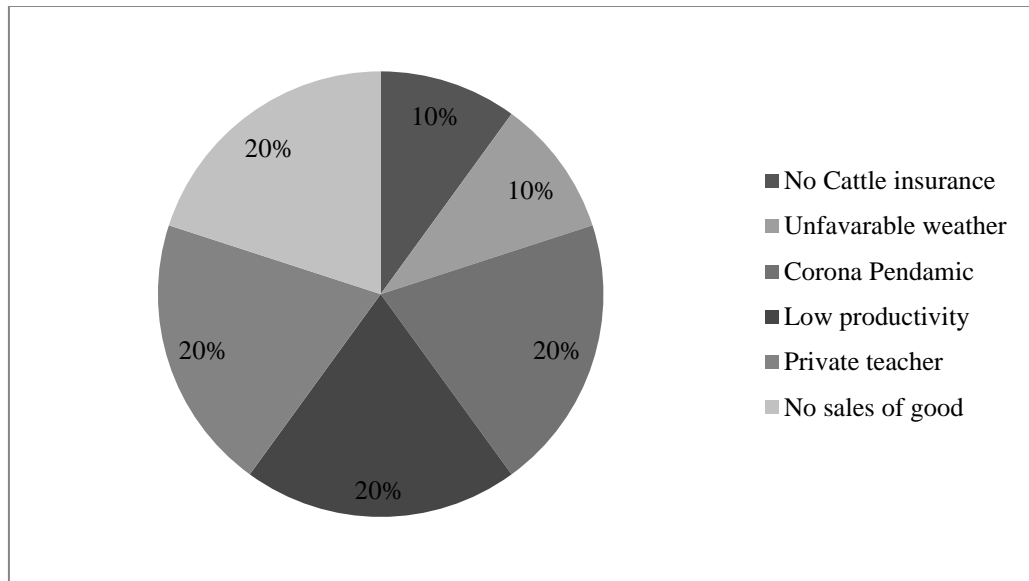


Figure 31 that 33.33 percent respondent employment condition or business is not secure due to their business nature and working condition. In agriculture there farmer are not connected to cattle insurance service. During corona pandemic period some farmer's loss their income levels as market excess stop. Similarly, low productivity of agricultural product also play vital role to occur unsecure job level.

Figure 32: Causes of unsecure job



4.1.35 Coordinate with other female businesses

Business may be interrelated and interconnected. Female entrepreneur may coordinate with other female entrepreneurs to exchange skills, share business etc.

Table 33: Coordinate with other female business

S. No.	Description	In Number	In Percentage
1	Yes	14	46.67
2	No	16	53.33
Total		30	100

Source: Field survey, 2023

Table 33 shows that 14 respondents from 30 says that they coordinate with other female business regularly and remaining 16 response that they are unable to coordinate with other female business due to lake of information and other international and external factors.

Figure 33: Coordinate with other female business

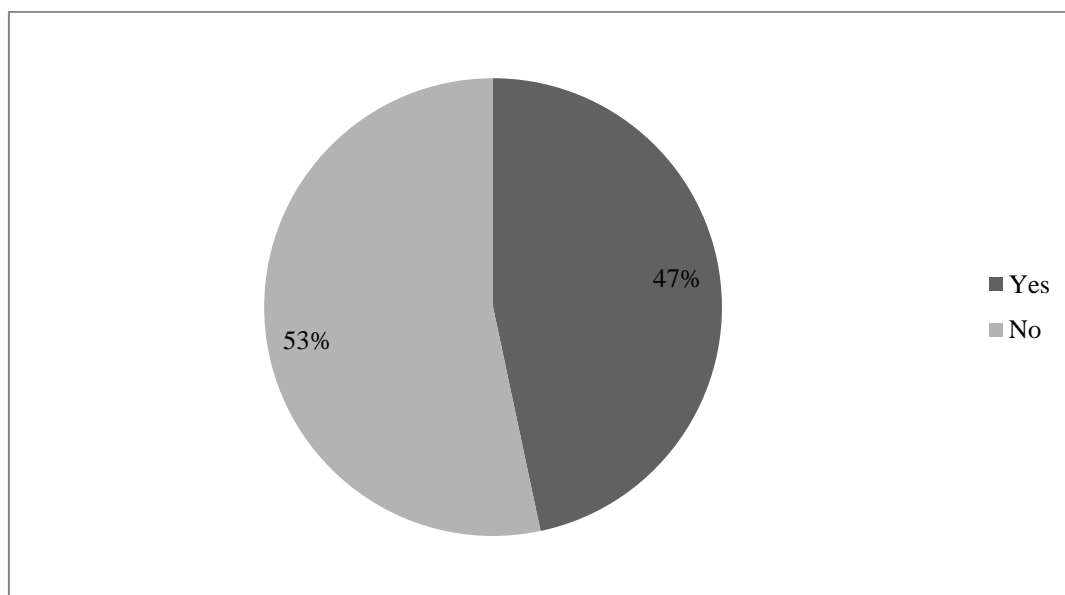


Figure 33 shows that 53.33 percent did not make any kind of coordination with other female businessman in the study area and only 46.67 percent respondent make coordinative relation with other business women.

4.1.36 Benefits gain from coordinate with other female businesses

Women who are making good business relation and coordination level may differ from individual respondents. Some respondents may have good relation with other entrepreneur and some have just transaction or business relation only. The benefits of coordination with other female entrepreneurs is explain in the table 35.

Table 34: Benefits gain from coordinate with other female businesses

S. No.	Description	In Number	In Percentage
1	Very good	4	28.57
2	Good	6	42.86
3	Neutral	4	28.37
4	Bad		
5	Very bad		
	Total	14	100

Source: Field survey, 2023

Table 34 shows that among 14 sample respondents who says that they have coordinate with other respondents 4 and 4 have very good and neutral relation with other female entrepreneurship and only 6 respondents have make good relation with other business women.

Figure 34: Benefits gain from coordinate with other female businesses

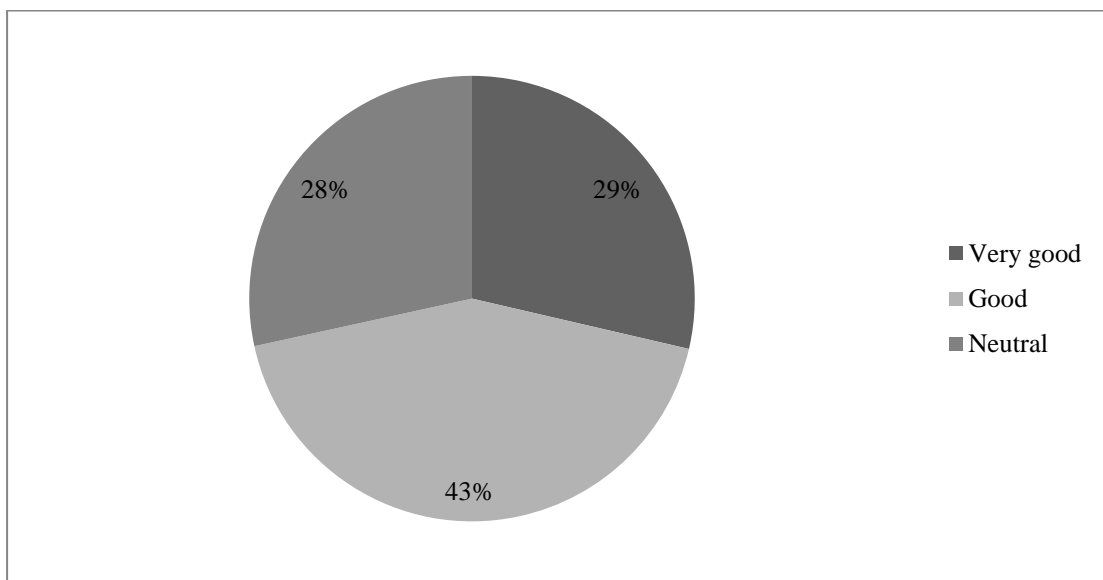


Figure 34 sthat 42.86 percent respondent make good relation with other respondents and only 28.37 percent respondent has just very good and neutral relation

4.2 Social-economic status changes after employment

After entrepreneur or employment social status of the women also increases. Before employment they haven't enough chance to involve in social activities due to lack of money, take permission from male counterpart etc. Financially secure condition help to develop inner confidence of employed women. Other people also request them for help of financial support and employment creation. They able to send their children at expensive boarding school and feeding nutritious food and maintain regular health check up.

After entrepreneur some respondents able to purchase physical property like land, vehicle and ornaments. Some women get higher level job opportunities. Financial status of the respondent make comparatively sound. Compare to other household where women not involved in earning activities, their financial condition is strong and have well socio-economic as male in the society.

CHAPTER V

SUMMARY, CONCLUSIONS AND RECOMMENDATION

5.1 Summary

Women employment is an essential element for women empowerment that enhances socio-economic status of women to exercise control over their one's own life and family. It is generating understand to mean the ability of women to make choices to improve their will beings that of their families and communities. Empowered women thus can take active roles for in family, community as well as social levels. To study the women excess to employment in hilly area the researcher chose the ward no. 11 of Phungling Municipality of Taplejung district. The researcher has collect the required data by asking direct questionnaire to the respondents and collected data has been arranged, tabulated and explained by using simple statistical tools like percentage and bar diagram. The whole entire research is divided into five different chapters. First chapter is introduction which consists of background of the study, brief profile of the study area, statement of problems, objectives of the study, significance of the study and limitation of the study. Second chapter is literature review which consists of conceptual framework, review of related study and research gap. This chapter is research methodology which consists of research design, population and sample, data collection technique and analysis procedure and conceptual procedure. Fourth chapter is presentation and analysis of data were collected data has been analyze by using table and bar diagram. The fifth and final chapter is summary conclusion and recommendation which is the brief summary and conclusion of the whole research report.

5.2 Conclusion

The main focused point of this research is to study the women excess to employment is the hilly area. There are varying internal as well as external factors which play vital role to encourage women to participate in earning activities. The main conclusions of this study are as

Among 30 respondents 7 belong to age group 20 to 30, similarly, 11 respondents belong to age group 30-40, 9 respondents from age group 40-50 and remaining 3 respondents belong to age group 50 to 60. Where 2 women are unmarried

and remaining 28 are married. They belong to different castes. Among 30 samples respondent 12 from Brahmin and chhetri caste and Aadibashi janajati and Dalit caste people belong to equal to 9 and 9 respondents.

Education status of sample women is not satisfactory. Among 30 respondents 21 belong to below SLC or SEE graduate. Similarly, just SLC or SEE passed respondents are 5 and intermediate passed was 1 and Bachelor belongs to 3 respectively. And 60 percent respondents have taken supportive training besides formal education and remaining 40 percent did not get any kinds of supportive training. Similarly, Among 30 respondents 63.34 are engaged in farming, 23.33 percent belongs to business women and 13.33 percent women belongs to service sector.

Among 30 respondents 18 believe that they become professional due to economic necessity, 5 respondents to be became professional just for survival and 3 respondents believe that they engaged in business activities for inner drive to serve and 2 believe that they engaged in profession for all round development. Similarly, Among 30 respondent female employee 2 believed that they face male counterpart's domination in office and 4 says that they exploited by the senior staff and remaining 24 respondent i. e. 80 percent react that they have no such types of problems. The result shows that 4 respondents say their contribution to their family expenses and 24 respondents react that their income is supportive to their family.

The respondents who are earning below 10 thousand per months are 10, between 10-20 thousand are 9, and between 20-30 thousand are 7 and remaining 2 and 2 respondents belong to income group 30-40 thousand and 40-50 thousand respectively.

Among 30 respondents 12 respondents have land below 10 Ropani, 6 respondents have land between 10-15 Ropanni and 5 and 5 respondents have land area between 20-25 Ropanni and above 25 Ropani respectively. Likewise 13 respondents are running local shop, 7 are earning income from daily wages, 3 are engaged in government job and 4 are earning income from foreign employment.

Among 30 sample respondents 76.67 percent react that they are motivated by internal factors and 23.33 percent believe that they are motivated by both internal as well as external factors and only 10 percent believe that they are motivated by

external factors. But 30 sample respondents 11 are motivated by themselves to engage in earning activities. From 30 sample respondents 4 reacts more opportunities to women to give awareness to them and 15 respondents says that due to equal education to female so that gives more opportunities to them. Similarly, 29 of 30 respondents believe that there are equal opportunities to women as men professionals in their working area.

Among 30 sample respondents 36.67 percent react that they contributive their income very much for their family and 13.33 percent reacts they are not contributing to their family as much and half of the respondents i.e. 50 percent believe that they manage their family expenditure easily. Similarly, 93.33 percent of total respondent believe that contribution of male and female is equal for the development of the society.

From 30 respondents 25 respondents says that contribution of female is equal to the male member in the development of society but 5 members reacts that female play less role as compared to the male members. Similarly, 9 respondents says that their decision related to official matters criticized by junior staff and 12 respondents says that their decision not criticized by their staff. Among 30 samples respondent only 6 are getting equal opportunity in decision making process, 5 respondents involved in the decision making process partly and 19 are not involved in decision making process.

Among total respondents 83.33 percent says that work efficiency has been increased after entrepreneurship only 16.67 percent respondents reacts that their working efficiency is not increased after entrepreneurship. Similarly, among 30 respondents 23.33 percent respondents reacts that job offers has been increased after employment But 76.67 percent respondents did not get additional job opportunities.

Similarly, 86.67 percent of 30 respondents say that their social prestige has been increased but 13.33 percent respondent reacts that social prestige has not been increased. Among 30 sample respondents 11 i.e. 36.67 percent believe that their social prestige is very good after employment and 15 i.e. 50 percent respondents prestige is comparatively good. Similarly, among 30 respondents 25 i.e. 83.33 percent respondents says that their children's health and education status has been increased.

Among 30 sample respondents 15 believe that their child health and education status has been increased after entrepreneurs. Similarly, 10 respondents' reacts that their child health and education level is comparatively good. Similarly, 70 percent of 30 sample respondents able to purchases physical property after employment or entrepreneurs. Similarly, 9 i.e. 30 percent respondents reacts that they unable to purchase property. Similarly, among 30 respondents 66.67 percent of total respondents believe that their business is secure and remaining 10 respondents equal to 33.33 percent reacts that their business or job is not secure. 14 respondents from 30 says that they coordinate with other female business regularly and remaining 16 response that they are unable to coordinate with other female business.

5.3 Recommendation

There are elements of women excess to employment through entrepreneurship. However, women access to employment alone is insufficient to address the complex relationships affecting how these women and their households' access to resources, address decision-making, well-being and livelihood at the household level. In the light of above research conducted, following are the policy recommendation:

- Women excess to employment should be strengthened and should expand their support to resource poor women.
- Government policy on the status of women plays an important role in empowering women in social as well as economic factors of empowerment. If government and other developmental partners work together in addressing these issues, they could better address the need of hilly women.
- Strategies to combat the lack of empowerment must address not only the immediate need of rural women but must also focus on the root cause of women's powerlessness.
- Incorporate programmatic elements such as literacy, skill based training or leadership opportunities that contribute to women's empowerment.
- Bring women and women's perspectives into the governance, management, and implementation of microfinance programs.
- Reforms and reorientations of local norms, traditions are vital tools in the process of empowerment.

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ANNEX I
QUESTIONNAIRES

Women's Access to Employment in Rural Hilly Area
(A Study of Phungling 11, Taplejung, Nepal)

Dear respondent,

I would like to share that this is completely a thesis work and it does not carry any official record. You are requested to answer the question friendly and honestly. The importance of this study depends on your valuable answer. Your privacy will always be secured and information you provide does not effect on it. So, please answer the following questions on your knowledge and practice as far as possible.

Research Questionnaire:

1. Demographic Information

Name of respondent Age.....
Sex.....

Municipality..... Ward No.....

Marital status (a) Married () (b) Unmarried () (c) Single
()

2. Education Status

- (i) (a) Below SLC/SEE
- b) S.L.C. passed/ SEE passed
- (c) Intermediate
- (d) Bachelor
- (e) Master

(ii) Have you taken any supportive training (a) Yes [] (b) No []

If yes _____

3. What is your profession?

- a) Student b) Service c) Business women d) Farmer e) Foreign employment

4. Division of work

- a) Leading and decision making
b) Implementation role
c) Supportive role
d) Policy making
e) None of above

5. Factors to be encourage up a profession

- a) Economic necessity d) Inner drive to serve
b) Self-satisfaction e) for all round development
c) Utilization of experience f) Just for survival

6. Problems arise in the work place

- a) Male counterpart's domination in office c) Mental or physical harassment
b) Exploitation by senior d) Nothing

7. Contribution of your income in family

- a) Fully b) Supportive c) None

8. What is your monthly income?

- a) Below 20,000 b) 20-30,000 b) 30-40000 b) 40-50,000 e) Above 50,000

9: What is the land holding status of your family?

- a) < 10 ropani b) 10-15 Roppani c) 15-20 d) 20-25 e) > 25

10: Along with agriculture, what are the main diversified occupation statuses of your family members?

- a) Local shop b) Govt. job. c) private job d) daily wages e) entrepreneurship f) Remittance

11: Motivational factors for employment.

- a) Internal b) External c) Both

12: The reasons for self motivation?

- a) Self esteem b) Social status/prestige c) For becoming a role model
- d) For family livelihood e) for playing gender role

13: The reason behind which gives women more opportunity

- a) Awareness b) Education c) Husband support d) Family support

14: There is equal opportunity to Women as men professionals

- a) Yes b) No

15. How much do you think are professional women contributing to their family?

- a) Very much b) Not much c) They manage their family expenditure

16: Whose role is more important in the development of society?

- a) Men b) Women c) Equal

17: Are you contributing equal as much as your counterpart in the development of your society.

- a) Yes b) Even more c) Less

18: Who criticized your decision of official matters?

- a) Immediate senior c) Junior e) All these
- b) Own rank d) None of these

19: Involved in decision making in official matters

- a) Yes b) No c) Partly

20: Your work efficiency has been increased after entrepreneur?

- a) Yes b) No

21: After employment number of job offers to you have been increased?

- a) Yes b) no

22: To become employment your social prestige has been increased

- a) Yes b) no

23: If social prestige has been increased, how much?

- a) Very good b) Good c) Neutral d) Bad e) Very Bad

24: After employee, your child health and education status has been increased or not?

- a) Yes b) no

25: If your child health and education status has been how much increased?

- b) Very good b) Good c) Neutral d) Bad e) Very Bad

26: After become employee do you purchase fixed property?

- a) Yes b) no

27: What types of fixed properties do you purchases?

- a) Land b) house c) ornament d) cattle e) Vehicle

28: Your business and employment is secure or not?

- a) Yes b) No

29: If not secure

30: Do you coordinate with other female businesses?

- a) Yes b) No

31: What types of benefits do you gain from the coordination of other female businesses?

- a) Very good b) Good c) Neutral d) Bad e) Very Bad

ANNEX- II

i) Photographs: Asking questionnaire with respondents



ii) Ward office



iii) Fish Farming



iv) Goat farming



v) Vegetable farming



