Participation of Women Employee in Civil Service:

(A study of Ilam Municipality, Ilam, Nepal)

A Thesis

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Recommendation letter

The thesis entitled **Participation of Women Employee in Civil Service: A Study of Ilam Municipality, Ilam Nepal** has been prepared by **Kabita Bhandari** under my guidance and supervision. I hereby forward this thesis to the evaluation committee for final evaluation and approval.

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Declaration

I hereby declare that the thesis entitled **Participation of Women Employee in Civil Service: A Study of Ilam Municipality, Ilam, Nepal** submitted to the Mahendra Ratna Multiple Campus Ilam, Department of Rural Development, Tribhuvan University, is entirely my original work prepared under the guidance and supervision of my supervisor. I have made due acknowledgements to all ideas and information borrowed from different sources in the course of preparing this thesis. The results of this thesis have not been presented or submitted anywhere else for the award of any degree or for any other purposes. I assure that no part of the content of this thesis has been published in any form before.

Kabita Bhandari

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Abstract

Women cover more than half of the total population and half of the labor force in Nepal. Women's participation is indispensable for the social and economic development of the country however represents only 13.83 percent (Personal Information System, 2075) positions in the civil service of Nepal. Due to patriarchy, women were treated as objects and properties in the past. In Nepal, being itself a least developed and emerging democratic society the situation of women was not indifferent from others. This paper analyses women's representation in civil service in Nepal also with the various barriers for their entry in civil service.

The under-representation and exclusion was one of the major agenda of armed conflict in the country. After signing Master Peace Accord insurgent groups agreed to ensure 33 percent stake of women in every segment of state structure. Thereafter the second amendment of civil service act incorporated the provision of 33 percent reservation seats to women. And it is the first decade of experience we practice reservation; we are still far behind to secure 33 percent representation of women in civil service. And most of the women are at the mid and lower level of the service and only few at the top positions. The reason behind this underrepresentation is not only the formal sector also the informal socio-cultural setups. Therefore, it is argued that motivation, reservation policy, personal, societal and organizational barriers are responsible for participation of women in civil service of Nepal. This study examines what are the various barriers for women to participate Nepalese civil service. The study aims to answer the major research question by retaining the major qualitative data.

The study questions are what are the barriers for women to enter the civil service and compete for promotion in their service of Nepal? What are the policies of the government pertaining to women participation in the civil service? How does culture shape the Nepalese society's perception toward women? What are the roles or status of women employee in the study area?

During the study, 46 respondents were chosen randomly from different offices of Ilam Municipality to fill up the questionnaire. Interview was taken to collect the information from some of the respondents who can't fill the questionnaire themselves.

Based on the empirical evidences, the findings of the study showed that due to socio-cultural barriers women are deprived of equal opportunity to be exposed, patriarchal culture, gender role, social norms and traditions are found that are hindering women to enter the civil service. The dual responsibility of working women decreases interest for further competition which effect on further women empowerment. Women are directly or indirectly dominated in the administration till the date. They do not accept women as a leader they prefer male leader. Whereas society has divided the women's role in taking take of the family and children's sphere. They do not trust on women officer and their work. As a result, in spite of capable women less qualified male employees are upgraded. This study also analyses the motivational factor that encourage or discourage a women to enter a civil service.

This paper helps to insight the present status of women civil servants in Ilam Municipality, major barriers for women to enter civil service. The findings of this paper can be generalized to all women employees of civil service of our country.

TABLE OF CONTENTS

Title	Page No.
Declaration	ii
Recommendation Letter	iii
Approval Letter	iv
Acknowledgement	V
Abstract	vi
Table of Contents	vii
List of Tables	xi
List of Figures	xii
Abbrevation/Acronyms	xiii
CHAPTER-I	
INTRODUCTIONS	
1.1 Background of the Study	1
1.2 Statement of the Problem	4
1.3 Objective of the Study	5
1.4 Significance of the study	5
1.5 Limitation and Scope of the Study	6
1.6 Organization of the Study	8
CHAPTER-II	
LITERATURE REVIEW	
2.1 General Review	9
2.1.1 Gender	9
2.1.2 Women	9
2.1.3 Participation	10
2.1.4 Civil Service	10
2.1.5 Quota in Civil Service at Recruitment Level	11
2.2 Policy Review	12
2.2.1 Constitutional Provision	12
2.2.2 Institutional Arrangements	13
2.2.3 Development Plan for Women	13
2.2.4 Maternity Leave	14

2.2.5 International Concern		
2.3Theoretical Framework		
2.3.1 Culture Theory	17	
2.3.2 Barriers to Women for Career Progression	21	
2.4. Conclusion	21	
CHAPTER-III		
RESEARCH METHODOLOGY		
3.1. Rationale of the Selection of Study Area	22	
3.2. Research Design	22	
3.3. Nature and Sources of Data	22	
3.4 Sample Size	23	
3.5 Sampling Method	23	
3.6 Data Collection Tools and Techniques	24	
3.6.1 Information Through Questionnaire	24	
3.7. Method of Data Presentation and Analysis	24	
CHAPTER-IV		
DATA PRESENTATION AND ANALYSIS		
4.1. General Background of Ilam District	25	
4.1.1 Introduction of the Study Area	25	
4.1.2 Profile of Respondents	26	
4.1.3 Job Nature of Respondents	26	
4.1.4 Caste Composition of Respondents	27	
4.1.5 Age Composition of Respondents	27	
4.1.6. Educational Status of Respondents	28	
4.1.7 Related Office of Respondents	29	
4.1.8 Motivational Factors to join civil service and Career Development	30	
4.2 Present status of women	32	
4.2.1 Women in Nepalese Society	32	
4.2.2 Women in civil service	33	
4.3 Barriers for women to participate in civil service	36	

4.3.1 Organizational Barriers for Women to Join the Civil Service	
4.3.2 Societal Barriers for Women to Join Civil Service	38
4.3.3 Personnel Barriers for Women to Join Civil Service	41
4.4 Suggestions from Women Civil Servants	
4.5 To What Extent Finding are Related to Theory	
CHAPTER V	
SUMMARY, CONCLUSION AND RECOMENDAT	ION
5.1 Summary	45
5.2 Conclusion	47
5.3 Recommendation	48
5.3.1 Policy Level recommendation	
5.3.2 Program Level Recommendation	
5.3.3 Others Recommendations	49
5.3.4 Further Research	50
REFERENCES	
ANNEX-A	
ANNEX-B	
PHOTOGRAPHS	

List of Tables

Table no.	Table Title	Page no.
Table 2.1.	Quota System in Recruitment of Civil Service of Nepal	11
Table 4.1.	Profile of Respondents	26
Table 4.2.	Job Nature of respondents	26
Table 4.3.	Caste Composition of Respondents	27
Table 4.4.	Age Composition of Respondents	28
Table 4.5.	Educational Status of Respondents	29
Table 4.6.	Related Office of Respondents	29
Table 4.7.	Motivation to Join Civil Service	30
Table 4.8.	Present status of Women Civil employees in Ilam Municipality	34
Table 4.9.	Organizational Barriers for Women to Join Civil Service	37
Table 4.10.	Societal Barriers for Women to Join Civil Service	39
Table 4.11.	Personnel Barriers for Women to Join Civil Service	41

List of Figures

Figure No.	Figure Title	Page no.
Figure 4.2.	Motivation to Join Civil Service	31
Figure 4. 3.	Present Status of Women Civil Employees in Ilam Municipality	35

Abbreviation / Acronyms

APRC Administrative Reorganization Planning Commission

CBS Central Bureau of Statistics

CDO Chief District Officer

CEDAW Convention on Elimination Of All Forms of Discrimination Against Women

ECOSOC Economic and Social Council

FLS Forward Looking Strategies

IBM International Business Machine

i.e. That is

INGO International Non-governmental Organization

MDG Millennium Development Challenge

MWCSW Ministry of Women, Children and Social Welfare

NPR Nepalese Rupee

NGO Non-governmental Organization

PIS Personal Information System

PIU Project Implementation Unit

PMAMP Prime Minister Agriculture Modernization Project

UN United Nation

UNDP United Nation Development Programme