

CHAPTER-I

INTRODUCTION

1.1 Background of the Study

Historically, Nepalese administrative system dates back to the time period of unification of the country. Different political movement occurred in the country i.e. Anglo-Nepal war (1814-1816), Rana Regime (1846-1951), Panchayati system (1962-1990), re-establishment of democracy (1996) and the establishment of democratic republic (Acharya, 2018). During the monarchical system, king used to appoint the public servants and after the overthrow of Rana regime and with the enactment of the civil service act 1956, Nepal civil service was formalized with the legal framework for the first time, common Nepalese citizen were able to participate in the Nepal's civil service (Maharian & Kim, 2016). From the time of Anglo Nepal war policies and programme for women were enacted and as per time they were changed. But women presence in civil service was started only in the mid-sixties. Women presence was extremely low. Before 1990 women were totally deprived of education. People were not aware about educating women. They were limited up to household activities. Some of the women who were in urban area and whose family belongs to elite group, they used to get education, they were aware about the government service and they used to enter the service. But commonly in Nepalese society there was no any system of educating women and women to hold any type of career.

The Maoist movement 1996-2006 became turning point for women in Nepal. The movement somehow helped to empower women in Nepalese society in every corner of the country. Specially, the empowerment is associated with recruiting women in the military, inculcating in them the sense of right, improving the situation of women who are lagging behind through vocational training and enabling themselves to about their self. The movement brought some kind of awareness in women from typical Nepalese society. Maoist entered in Nepali politics with 12 points Agreements which helped to increase the number of women in bureaucracy and politics of Nepal. Maoist brought agenda to represent women in the constitutional assembly. Maoist movement increased the representation of women in all level of government from 5 percent to 33 percent (Acharya, 2018). As a result there were 8 percent women in civil service in 2003 which increased to 15 percent in 2010 and 18 percent in 2015. Likewise in 2018, 23 percent of jobs were held by women. In present context women now

comprise 23,558 of the 88,568 civil service employees, which means 26.59 percent job were held by women (PIS, 2022). The increment of women was begun with the adoption of reservation policy by the government. But most of the women are observed at the non-gazetted level however the increment in number has raised the interest of young generation women toward civil service (Gupta, 2020).

The position of women in a particular society is the test of a nation's culture. In ancient time, the wife was subject to her husband. Among Greeks one of the most cultured races of the ancient world the women had no position. St. Paul, one of the early church's fathers had stated that 'man was made for god, but women for men'. The triple role of women—namely reproductive (domestic or household tasks sustaining children and family), productive (economically reductive work in or outside the home) and community management (tasks carried out for the benefit of the wider community) is heavy and little valued. Women are oppressed by a combination of patriarchy and religious-cultural norms and values. It has been recognized nationally as well as internationally that women, who have been occupying half of the total population must have active participation on every sector.

The fact has received recognition and mandate through different global conference and UN Conventions including Convention on Elimination of All Forms of Discrimination against Women (CEDAW), Beijing Plan of Action Forms of Development Summit, International Conference on Population and Development and Millennium Development Goal (MDG). They all have given importance to the active participation in the political as well as administrations. In the world even though women are the major founders of the society, yet women have not achieved equality with men. Empirical data have proved that situation of Nepalese women is not comparable with men. Civil service commonly known as public service is often used as a synonym of services embracing all those who work in the public sector. But public service signifies much more than one's locus of employment. For example, Elmer Staats (cited by Perry and Wise, 1990) has written: "Public service is a concept, an attitude, a sense of duty-yes, even a sense of public morality". Staats observation reflects both the breadth and depth of meaning that has been associated with the idea of public service. Civil service is to deliver the service and implement government's policies. Nepalese civil service has a long history. Nepal still has the administrative system that had been designed and developed ever since its entering in the modern era, i.e. after the fall of the century old Rana Oligarchy in 1951 in general, and the formation of the Administrative Reorganization Planning Commission (ARPC) 1956 in particular. It was formed as when the Civil Service

Act 1956 came into existence and then later on it was developed as the legally governed civil service. It has been institutionalized now and has an experience due to lots of ups and down in the governance, politics and even in the field of public administration and management.

It is globally acknowledged that women occupy more than half of the total population of the world, and women's participation in social and economic development of a country is indispensable. Therefore, it is important to note that development of the country toward the desired direction is impossible without women's equal participation. Realizing the importance of women in socio economic development since 1945, the UN started working to promote and protect women's right emphasizing on the equal right of men and women. The UN declared 1975 as the "International women's year" to ensure the social, economic and political advancement of women (Kabir, 2013). The first conference was held in Mexico in 1975 to address the issue of gender inequality, second in Copenhagen in 1980 and Third in Nairobi in 1985 and so on, world leaders accepted women's vital role in achieving sustainable development (Fadia, 2014).

What is the purpose of these conferences to ensure women's participation in socio-economic sector? Despite several international efforts, women of south Asia, however, need to go long way to participate in all spheres of development activities. For my research, I look at Nepal to examine how the above-mentioned taken-for-granted norms and values shape the perception of women regarding their participation in formal sector of the country, and how the Government of Nepal has been trying to support women and reduce gender inequality particularly in the civil service of Nepal. Nepal has signed 23 treaties and International Human Rights instruments within the legal framework for women's right and equality (CARE, 2015). The interim constitution of Nepal 2007 provide substantive quota (33 percent) for women in civil service.

The number of women who join the civil service in Nepal has been increased, but still their competence and potential are not really given value as equal to men. Although a fewer number of women work at the higher positions at Nepalese civil service, majority of women civil servants occupy the middle or lower level positions. My study explores the barriers for Nepalese women to participate in the civil services.

This aspect is applied to measure to what extent women employees expect and accept male members are more powerful inside the bureaucracy. To what extent women are involved in civil service? Nepalese bureaucracy is characterized by high power distance because of the

unequal distribution of roles and responsibilities. Also, the pyramid-shaped organizational structure of the bureaucracy which means it is hierarchical and authority is centralized vested to the top. The lower level employee seems to be pleasing to seniors and the concept of thinking boss is always right. To what extent it can be found between female and male employees. What is the status of women in the service? The main assumption here is if women employees do not depend on men employees while taking decisions from their respective posts then it is considered as the existence of low power distance between men and women employees.

In Nepali context, not much effort has been done in identifying the career progression barriers for Nepali women employees. But, with the increasing participation of Nepali women in the formal employment sector (Central Bureau of Statistics [CBS], 2009), it is important that a better understanding of their career growth is developed. Taking a cue from Hofstede's (1998, as cited in Aaltio & Huang, 2007) remarks on the ways in which management, organizational theory, and research itself are culture bound, the influence of traditional Nepali culture on the real experience of its women may be assumed to differ from the experience of their Western counterparts.

1.2. Statement of the Problem

The problem I would like to investigate is why fewer women are in the civil service. Being half of the total population, women contribution for social, economic and political development is crucial in Nepal. But women's contribution is not taken seriously as a part of development. The contribution of more than half population lies below the consideration. What are the major causes for this? Is this because of women are notable to represent themselves? Unfortunately, there are very few women in civil service where they can represent themselves.

-) What is the major cause for women's low representation in the civil service career?
-) What is the status of women in service now?
-) What are the motivational factors to motivate women to enter a civil service?
-) What are the major barriers for women to enter a civil service?

Situation of women in Nepal is changing than the past, as access to education has changed the life of women. Many of them have access to job.

Data from Public service commission shows rate of women joining civil service is increasing every year. Then still why women are lagging behind than male. This has inspired me to study in this field what is the status of women in the civil service and what are the reasons behind low representation in this service? There can be a lot of factors for low representation. The proposed study will examine the barriers for women to participate in Nepalese civil service. Driven by movement against gender inequality, affirmative action and women's strong ethics to work encourage women to join the civil service. Despite the efforts to motivate women and an increase in the number of women in civil service, still the representation of women in civil service is very minimal.

1.3 Objectives of the Study

The main objective of my study is to examine the overall condition of women participation in civil service of Ilam district. In this regard, the study will concentrate on the present status of women officials in service.

The specific objectives of the study are as listed below:

-) To study the women employees in Civil Service in the study area.
-) To analyse the barriers for women to enter the civil service.
-) To find out the present role and status of employee women in the study area.

1.4 Significance of the Study

It is important because women should not be just within four walls but they should also be involved in each and every aspect which will help the women to gain various technical and practical ideas. The study will highlight the role of women in civil service. Each year the number of women in the service is increasing. Though the policy agreed to enhance the participation of women in service but still it is perceived they are weak, unable to handle the situation. Women are supposed to look after their family, manage the office because women's primary job is to take care of the family and the office is secondary. For men, it is opposite. Though women are educated, they have started working but the role which society has already decided no one has able to come out from this. The capable women are compromising for family or we can say in most of the cases women themselves consider family is important than a job (Joshi, 2011). The reflection of socio-cultural practices can be easily observed in the civil service of Nepal.

Lots of efforts have been made to encourage women and for their advancement in the civil service of Nepal. Changes in the women's situation can be observed, but still it is not satisfactory. The percentage of women representation at civil service is very low. Maybe there are lots of factors affecting women representation, but the perception, attitude toward women in office, women's personal beliefs are some of the main factors which cannot be avoided. Thus, my study makes an effort to explain the factors affecting the participation of women in civil service in the fullest.

The study aims to generate information and understanding about the women's role in civil service and factors affecting the women to participate in civil service sector. Hence, this study will help the planners and policy makers in formulating and implementing realistic and suitable approaches to ensure women's participation in civil service.

1.5. Limitation and Scope of the Study

As every social research has limitation and nothing can be predicted perfect in social science as everyone has a distinct view and argument. Every step in research is full of challenge where researcher should be focused to accomplish the study. This study is significant to explore the situation, identify the participation and examine the relation with various factors. It is helpful to disclose the situation of civil service participation of women recommend for policy makers and every stake holders. In this study, an attempt will be made to explore the situation of Ilam municipality in Ilam district.

The research outcome depends on the methodology which will be used, the size of the sample, behaviors of the respondents during the data collection (e.g. nature, prejudice, like, dislike, attitude etc.), time limit and the accessibility of the researcher. The study is on the micro basis. It is conducted only in Ilam Municipality, Ilam district and it is limited to women servants in civil service. This study may have various weakness and data gap because of lack of time, finance and other methodological limitation. So, based on it some of the limitation of my study I have categories them into three headings which includes

1. Methodological limitations
2. Accessibility of the researcher
3. Time constraints
4. Result limitations

1.5.1. Methodological Limitations

-) **Sample Size:** Due to the nature of my study which is qualitative the sample size consist only 46 respondents who are the employee of Nepalese civil service. So, the finding cannot be generalized on the large population.
-) **Low Access to the Reliable Data:** There was minimum access to the different source of the related filed. Relevant source was not freely available in different websites.
-) **Lack of Prior Research Studies on the Topic:** There is lots of research done on women topic and women empowerment but minimum on barriers for women to enter in civil service of Nepal. There are researches about women participate in south Asian context but specifically in Nepal there are not much research done about empowering women for their enablement. This is not only limitation but also opportunity to add something new in this field.
-) **Measure Used to Collect Data:** All the primary data were collected through interviews with different female respondent. As this is qualitative research open-ended and close-ended questions were prepared and asked during the interviews. No quantitative methods are used for collecting data. It is totally a qualitative study.

1.5.2. Accessibility of the Researcher

The study area was inside the Ilam district where different offices lies and a large number of employees are available there, all of the employees from administrative and judicial section of civil service from Ilam Municipality were considered during data collection. As I do not belong to bureaucracy I do not have much connection with the employee. So, randomly employees were selected who were within the touch with me.

1.5.3. Time Constraints

The study is conducted with in short time period. Within a time period of few months all of the relevant information was collected and the study was accompanied.

1.5.4. Result Limitations:

The result and findings of this thesis obtained are only applicable in case of Ilam Municipality. Sample and data are solely from the study area and related to the civil service women employees of Ilam municipality; hence the outcome or the result of the study may not be suitable and generalizable to the other service sectors as well as other geographical area.

1.6 Organization of the Study.

This study will be composed of five chapters, each of which contains are discussed in short here:

Chapter One: The introductory chapter contains the general background, statement of problem, research objective, scope of the study, significance of the study and limitations of the study.

Chapter Two: This chapter provides review of different literature on participation of women in civil service and barriers of women participation in civil service of Nepal.

Chapter Three: This chapter presents research methodology, sampling method and sample size.

Chapter Four: Contains data analysis analysed by categorizing them. This chapter presents the collected data for the systematic result of the whole study.

Chapter Five: Contains the major finding of the study, the relation of finding and the theory and the conclusion of the study.

CHAPTER–II

LITERATURE REVIEW

2.1.General Review

Reviewing the prevailing literature related to the research topic and drawing analytical framework is essential in any study. Giving short introduction to the concept of women, gender, representation, participation and civil service this chapter reviews major relevant literatures and develops an analytical framework. This chapter mainly reviews the literature on women in civil service and women empowerment. It reviews the literature on socio-cultural factors affecting women enrollment in Civil service

2.1.1. Gender

It is important to understand the gender issue because they are determined as the key factor for the development. The difference between male and female are determined by biologically, then by society (Ferdous, 2014). Sex refers to the biological characteristics that define human as male or female. Gender refers to the socially determined personal and psychological features relating to men and women. A gender relation determines the activity or behavior that is appropriate for male and female. Gender describes the social meaning of male and female. Gender states both male and female with the interaction between them. Gender roles can be different in every society term of religion, culture, political, social and economic factors. Hence, gender can be defined as how a person is culturally valued as per their biology into locally acceptable ideas of what it is to be a man or women (Kabir, 2013).

2.1.2. Women

Women who cover half of the total population and one-third of the labor force (Nations, 1980) are considered as disadvantaged and vulnerable social groups and discriminated by the customs and laws. Women contributes more than one-tenth of the world's income and without active participation of women at the decision-making level of the society the socio-economic development is impossible. However, women across the world are treated unequally. Women are discriminated on the basis of their gender. Women are left behind socially, economically, and culturally. It is even more in third world countries like Nepal. Women are expected to live inside the boundary i.e. depending on father, husband and son.

2.1.3. Participation

Participation is the process where specific group with shared needs actively pursue identification of their needs, takes decisions and establish mechanism to pursue it (Claridge, 2004). It simply refers to working jointly to achieve the common goals. Human Development Report defines: Participation means that people are working together in the social, economic, cultural and political processes which affect their lives cited in Kabir (2013). Participation refers actively involving in the women participation in civil service, decision making activities, identifying the problems, carrying out the activities, managing the activities, equally utilize the benefits and evaluation of the activity (Kabir, 2013).

2.1.4. Civil Service

The civil service is an institution of the government which support in executing government policies and program. Government makes policies and civil servants are those who implement them. Civil service specifies that the state will be oriented toward public welfare by maintaining peace and order and distributing of all the economic sources available in the country (UNDP, 2014). Civil service is a body of professionals and expert in administration, which serve the nation without any affection to its personnel gains and without any reference to class interest or any political parties (Ferdous, 2014). Nepalese civil service acts as per the directive principles and policies of the state in the interim constitution of Nepal 2007 (UNDP, 2014). Nepalese civil service is divided into three classes i.e. gazetted, non-gazetted and classless. Gazetted class is the higher top level, which is divided into four groups: special, gazetted first, gazetted second and gazetted third. Non-gazetted class is also divided into four groups from non-gazetted first to fourth (Ishtiaq Jamil & Baniamin, 2020). The Nepal Civil Service Act, passed in 1956, classified all civil employees of the government into two categories--gazetted services and non-gazetted services. Gazetted services included all services prescribed by the government by notification in the *Nepal Raj Patra*, the government gazette. In 1991, categories of the gazetted services were education, judicial, health, administrative, engineering, forest, agricultural, and miscellaneous services. The gazetted posts were further grouped into classes I, II, and III. Non-gazetted posts also had several class echelons. As of 1990, there were approximately 80,000 civil service employees in all ranks. According to the 1990 constitution, all members of the civil service are recruited through an open competitive examination conducted by the Public Service Commission. Police and military officers are excluded from the jurisdiction of the commission. The chairman and other members of the commission are appointed by the king on the recommendation of the

Constitutional Council. The commission must be consulted in all matters concerning laws relating to the civil service such as appointment, promotion, transfer, or departmental punishment. Tenure, benefits, and postings were regulated by the Nepal Civil Service Act, 1956.

2.1.5. Quota in Civil Service at Recruitment Level

As per the constitutional provision of Nepal, the reservation system for women was started with the second amendment of civil service act 1993 in 2007. In order to create an inclusive civil service the civil service acts sets 55percent of the posts to be filled by open competition with the remaining 45percent posts will be filled by spate competition for quotas between women, Indigenous, Madhesi, Dalit, Disabled and Backward area (Maharian & Kim, 2016). The distribution of quota in civil Service is shown in the following table:

Table no: 2.1.Quota System in Recruitment of Civil Servants in Nepal

S.N.	Distribution of Quota	Percent	
1.	Open	55percent	
2.	Women	33percent	45percent
	Indigenous	27percent	
	Madhesi	22percent	
	Dalit	9percent	
	Disabled	5percent	
	Backward Area	4percent	
	Total	100percent	

Source: (Civil Service Act, 2049 and Civil Service Rule, 2050) (Narayan , 2065)

The civil service act has also provision of reviewing the impact of the above provision in a time period of ten years. The Act has also fixed the 40 years age bar for women candidate to enter the civil service, where the maximum age bars to enter the service is 35 years. Those employees who fall under the inclusive category have grace period of one year for being the potential candidates for promotion (Dhakal, 2013).

2.2.Policy Review

Nepal government has given importance on women participation and taken many necessary measures to encourage and motivate women to participate in government sectors. To provide

equal opportunities with the concept of equity, government have taken various steps nationally and in international levels.

2.2.1. Constitutional Provision

Article 18 in the constitution of Nepal (2072) talks about right to equality it declares that all citizens shall be equal before law. No person shall be denied the equal protection of law. [18(2)] No discrimination shall be made in the application of general laws on grounds of origin, religion, race, caste, tribe, sex and physical condition, condition of health, marital status, pregnancy, economic condition, language or region, ideology or on similar account. [18(3)]The state shall not discriminate citizens on grounds of origin, religion, race, caste, tribe, sex, economic condition, language, ideology or on 33 similar other grounds. No discrimination shall be made on the ground of gender with regard to remuneration and social security for the same work (Nepal, 2015). The interim constitution adopted the principle of proportionate inclusiveness for disadvantaged, downtrodden and oppressed groups, and it was materialized in the constitution assembly 2008. The same principle was adopted in the second constitution assembly election of 2014. This constitution had extended the fundamental rights including the right to women. The sense of inclusive governance has been further intensified through the constitution of Nepal 2015. Also the constitution had included the provision of acquiring citizenship from the name of a mother in the sub article 5 of the article 11(Bhandari, 2016).

Similarly, the constitution has provision of for 13 constitutional bodies among them one is National Women Commission in the article 252 which looks after all the issues related women. The commission is responsible to look after all the national and international treaty regarding women and inspect it and give valuable suggestion to the government, about women empowerment, gender equality, women rights, and women violence (Nepal, 2015). The constitution of Nepal ensures equal opportunities for citizens regardless of gender; also it is taking special measures to uplift the marginalized group of people.

2.2.2. Institutional Arrangements

Several initiatives have been taken by the government to improve the condition of women through the arrangement of different institutions/ organizations. Government set the ministry of women, children and social welfare in 1995 as its initial move for promotion of gender equality and women's empowerment. The department of women development under the

MWCSW looks after women's and children's programs and implements them through its women development offices, which are the key gender focal points in the districts (Amin et al., 2010). Gender equality units have been formed in the ministries of health and population, and agriculture and cooperatives, education and more recently the ministry of local development. Central agencies have also taken initiatives to guide the government in its approach to gender mainstreaming. The ministry of finance established the inter-ministerial gender-responsive budget committee with the mandate to design a methodology to monitor sectorial budget allocations and public expenditures from a gender perspective and to assess the impact of development policies on women and men. The national planning commission formulated a gender management system and a classification system of program and projects using the gender code in 2005-2006. The ministry of local government develops a gender budget audit guideline to guide local bodies to keep gender related issues in their plan and program. The Ministry of Agriculture and Co-operatives, Ministry of General Administration and Ministry of Education and Sport with the help of Asian Development Bank for promoting gender equality and women empowerment have prepared gender strategies that focus on alleviating constraints and creating new opportunities their sectors for women (Amin et al., 2010).

2.2.3. Development Plan for Women

The government of Nepal has taken lots of effort to reduce the gender inequality through its different development plan since its first development plan in 1956. The first five year development plan of government mainly focused on women reproductive role and it continued up to the sixth five year plan of the government. In 1980-1985 the sixth five year plan of government focused on efficiency and equity also focused on women in development approach. The concept of women in development was shifted to gender and development in the ninth five year plan 1997- 2002, tenth five year plan and the eleventh three year plan in 2008-2011(Amin et al., 2010). The concept of inclusion and gender equality had been incorporated in all government 11th, 12th, and 13thplan. The 14th three year plan has included gender equality, inclusion and mainstreaming as a separate component of development under interrelated development policies. The 14th plan has focused gender equality, women empowerment and inclusion. The 14th plan has 23 different strategies to achieve women representation, empowerment and program to enhance the skills and competency of women (Bhandari, 2016). The 15th five year development plan aims to maintain gender equality through full and respectful participation of women in economic and sustainable development

activities, to decrease all kind of discrimination, violence against women. It ensures 50percent participation in every level of government, institution and development activities. It plans to give priority to those women who are economically and socially vulnerable and develop measuring instrument to measure women empowerment (National Planning Commission, 2020).

2.2.4. Maternity Leave

The government has increased the maternity leave for female employees up to 98 days with 60 fully paid. Also employees can extend their leave three more months as maternity leave. The government has adopted safe Motherhood and Reproductive health Rights act in 2018 which secure legal protection for paid maternity leave, prohibits discrimination, and ensures job security during pregnancy and after birth (Elisha, 2020). Government is also providing 5000 NPR for employees of Nepal government for the support of child care at the time of child birth. It is really appreciable deed of government toward promoting women in public service.

2.2.5. International Concern

In the contemporary society Gender issue is the global concern. It is one of the mostly highlighted issues in the national and international arena. If we had a look upon history of women in agenda, we can find that women had been in the agenda since the first UN Charter in 1945. Women delegates to the first UN General Assembly in San Francisco demanded that women's concerns be given special attention. The Economic and Social Council (ECOSOC) established a Sub Commission on the Status of Women within the Commission of Human Rights to advocate and act as pressure group for women "without distinction as to race, sex, language or religion (Thapa and Bhadra, 1995). After adoption of the Charter, the UN established mechanisms to ensure women's agenda in the UN system. Subsequently, in 1946, the Commission on the Status of Women created as a subsidiary body of ECOSOC at the United Nation. The objectives of this Commission are to formulate guidelines and action- to improve women's status in political, social, cultural and educational fields. In 1954, recognizing that women were still subject to ancient laws, customs and practices, the UN General Assembly called on the governments to abolish them. Furthermore, noting continued discrimination, the General Assembly called for a draft on a Declaration on the Elimination of Discrimination against Women in 1963.

In the seventies, criticism of the failure of "trickle down" theory in the development approach was talking up momentum. It was during the same time (1970) Esther Boserup's extensive study on "The role of women in economic development" pointed out that women were marginalized from the economic development efforts undertaken so far. The study further pointed out that modernization was in fact contributing in marginalizing women in terms of their access to resources such as land, technology and credit. So, at this point, for the first time, mainstream development was critiqued from a gender perspective (Thapa and Bhadra, 1995).

This provided impetus to the UN to declare 1975 as the International Year for Women, as a more direct approach to deal with women's issues. The year was marked by a conference at Mexico City, Mexico. The objective of the Conference was to define a society in which women participated fully in economic, social and political life and to devise strategies for such societies to develop. As a common consensus to include women in all development process, the concept of Integrating Women in Development emerged.

In 1979, the UN General Assembly adopted and opened for signature "The Convention on the Elimination of All forms of Discrimination against Women CEDAW" for the ratification and accession to its member countries. This Convention is the single most documents with authority to bind member state to improve the living and working conditions of women ensure women's civil and political rights (Thapa and Bhadra, 1995). During the decade, two other international conferences were held in Copenhagen, Denmark (1980) and Nairobi, Kenya (1985). The objective of the Copenhagen Conference was to assess the progress made during last five years. It was observed that nothing substantial was achieved in the field of education and employment. However, awareness creation among women and about women's issues was found to take momentum as a positive outcome of the first conference. The Conference adopted a Program of Action for the second half of the decade. Three more sub themes were added which were education and employment.

The Nairobi Conference also reviewed the "Decade for Women". The Conference adopted the "Forward Looking Strategies (FLS) for the advancement of women to the year 2000. The Nairobi FLS documented that development does not occur unless every aspect of women's preoccupation is addressed. These strategies provided a framework of action at National, Regional and International level in order to promote gender equality and opportunity for women. This document also established the fact that lack of gender perspective in

development was contributed due to lack of women in policy and decision-making levels. Women's issues and voices have been articulated in many of the UN conferences in the recent past. Especially, at the Rio Conference on Environment and Development (1992), the Vienna Conference on Human Rights(1993), the Cairo Conference on Population and development (1994), and the Copenhagen Conference on Social Development (1994). These Conferences have strongly endorsed "Women's Rights" and women's concerns through their declarations. The Fourth World Conference on Women was held in Beijing, China in 1995 September and has passed the Beijing Platform for Action identifying 12 critical areas of concerns. Nepal is a signatory state of the Beijing Declaration and Platform for Action. It has made a National Plan of Action on " Gender Equality and Women Empowerment, 1997" based on Beijing Declaration in different 12 critical areas of concerns. In June 2000, the UN General Assembly called a Special Session to assess the achievement of Beijing Plat form for Action for the member countries.

2.3. Theoretical Framework

2.3.1. Culture Theory

Human mental programs are full of the social environment in which they have grown up and from where they have collected the experiences which become way of living life which is the civilization or refinement of mind. Basically, culture is a set of social rules that determines individual behaviours or paves the way of living in a society. In Hofstede's (1980) view, one's behaviour depends on the society where he/she has grown up (Hofstede, 1980). Since culture shapes people's behaviors and perceptions, my research aims to use Hofstede's (1980) culture theory to examine how culture affects women empowerment in civil service in Nepal. Hofstede's theory of culture states that culture is a combination of values, norms and social relationship. He examined the behavior of employees working in IBM (International Business Machines) for more than fifty years and came into a conclusion that culture varies between nations. He found that the workers are doing the similar work in the organization many intervening variables could be controlled, the only significant difference was their nationality. Thus the study came to conclusion mentioning that the variation in the attitude and behavior of human beings occur due to the cultural difference (Kabir, 2013).

Organization culture is the collective programming of the mind that distinguishes the members of the organization from others. It is not only the mind of the members of the organization but also the different stakeholders, different authorities, labor organization etc.

who interact within the organization. So, as per Peter and Waterman (1982) the organization culture can be negative for some people, and positive for others. It is important to note that the organization culture can be affected by the national culture. Because every individual holds different values and perceptions, and these affect the working environment as noted by Hofstede (1980). People set their goals of life as well as their goals in their career according to their perceptions shaped by culture. Nepalese society follows the traditional concept, which is collective in nature and highly dominated by patriarchal system. The gender roles are clearly defined in this society. The males are superior to females. Females are supposed to stay at home and take care of family. Though today lots of women are working and engaged in various service but still it is considered that their primary role is their family and other works are secondary. Some norms and values can be observed in the administration as well as Hofstede mention that national culture affects organization culture (Hofstede, 1980). The belief with which we have grown up can be found in the behavior of the employees in the service. What is noticeable among the female officers in the civil service in Nepal is a large number of them seem happy with their career instead of driving for promotion and competition with males for further progress in their career. Indeed, few of them compete with male colleagues to prove that women are not less qualified. This is why an inevitable question emerges: why do most of the women feel content with their existing position in their jobs while a few of them are open to compete with male colleagues in the workplaces? How does culture shape women's perception regarding their progress in career in Nepalese civil service? In my view, Hofstede's (1980) culture theory would help me to gain a better understanding of how culture will be a barriers for women in Nepalese civil service, and thus find the answer of the above question.

It is necessary to mention that, the interim constitution of Nepal 2007 guaranteed the right to equality. The government of Nepal formed reservation policy for the underprivileged community of Nepal, which includes women, and which reaffirms women backwardness in the civil service in Nepal. Clause 3 of article 13 of interim Constitution of Nepal, 2007 mentions that "nothing shall be deemed to prevent the making of special provision by law for the protection, empowerment or advancement of women, Dalit's, ethnic group, Madhesi, laborers or those who belongs to a class which is economically, socially or culturally backward or children, the aged, disabled or those who are physically or mentally displaced". The constitutional provision along with some other provision with the second amendment of the Civil Service Act 1993 made provision of reservation (Dhakal, 2013), which ensures 33

percent seat for women in government service. In what ways such reservation policy reflects the influence of culture over women's perception towards their career, and also how does men view women participating in civil service through quota system and/ or reservation system? My study will explore these areas.

2.3.1.1. Dimensions of Culture Theory

The four dimensions of Hofstede's (1980) culture theory include Power Distance, Uncertainty Avoidance, Masculinity vs. Femininity and Collectivism vs. Individualism. The following passages present an overview of these dimensions to show which one of them is most closely related to my proposed research.

i. Power Distance

Power distance is the extent to which inequality in society is accepted by people. It reflects the degree to which people are likely to respect hierarchy and rank in organization. The degree of tolerance for power distance will influence the relationship between management and employees how responsibilities are assigned and discipline is maintained (Kabir, 2013). In small power distance countries, there is limited dependence of subordinate on superior and there is a preference for consultation and in large power distance there is a dependent relationship among superior where their superior impose their opinion on the subordinate.

In Nepalese civil service, most of the executive positions are occupied by men. And everyone accepts the unequal distribution of the executive position. Subordinates are afraid to approach and contradict with them who are at a higher level. Actually in Nepalese society, if the higher post is entitled to men they believe they can take prompt decisions. Or in other words people think that men can take better decisions than women and it is better men be in higher posts.

ii. Uncertainty Avoidance

Uncertainty avoidance is the extent to which people are ready to face future uncertainty. It is the degree to which people are likely to prefer structured or unstructured organizational situations within an organization. It is the ability to face the risk of change and innovation (Kabir, 2013). People from those societies where there is high uncertainty avoidance tend to be more emotional. Usually, these people try to minimize the risk and try to solve them by taking careful steps.

iii. Masculinity versus Femininity

A society is called masculine when gender roles are clearly distinct: men are supposed to be decisive, tough, and focused on material success, whereas women are supposed to be modest, tender and concerned with the quality of life (Jahan, 2010). In masculine society females are

considered as they are limited up to family, childbearing and males are considered as competitive, ambitious whereas in feminine society, both male and female are considered equal. Females are also equal to males they both are considered modest and tender. Nepalese society is also predominated by a masculine culture which is clearly reflected in civil service, where very few women employees likely go against men employees. The decisions taken by men employees are considered correct and most of the women are ready to follow their instructions.

iv. Collectivism versus Individualism

Collectivist societies are those where group interests are considered important than individual interests. On contrary individualist society are those where individual interests are considered to be important than the group. In individualism, people focus only on themselves and their immediate family. Whereas people in collectivist society are strongly attached to family there is strong cohesion in groups. Individualism pertains to societies in which the ties between individuals are loose: everyone is expected to look after him or herself and his or her immediate family. Collectivism as its opposite pertains to societies in which people from birth onward are integrated into strong, cohesive in-groups, which throughout people's lifetime continue to protect them in exchange for unquestioning loyalty (Hofstede, 1980). In Nepal, women contribution to the socio-economic development of a country is usually ignored. It is because it is hardly recognized that without equal participation of women a country cannot achieve social, economic and political development. Right now, in Nepal the president is a woman, earlier the chief justice was a woman, the speaker of parliament was a woman. But the situation of women in civil service does not present a hopeful scenario regarding women's presence in the civil service in Nepal. There are very few women in the civil service in Nepal. What is the barrier? What makes women ineligible to hold the positions in the civil service? Those women who are in the service, what was their motivational factor that leads them to that position? Using culture theory, my research will look for these answers Most of the women are performing dual roles. Those women who are capable as men or perform better than men are losing their creativity because in most cases their contributions are not taken for granted. The dominant nature of men decreases the confident level in women. Perhaps, this is why most women are happy with their present position and also they have to look after their family as well as their office they do not want to work more and do not want to stay far from their family. In Nepal there is a provision of quota in examination to enter in service and after entering the service for promotion too but, in most cases, they seem less interested in competing further as they already have a job or the

burden of dual roles. All of these factors point to the effects of cultural values and norms. Therefore, I will look at how culture shapes women's perception of women empowerment in civil service. Influence of different components of culture for overall empowerment of women in civil service of Nepal.

2.3.2. Barriers to Women for Career Progression

Maskell-Pretz and Hopkins (1997) defined barrier as a factor, event or phenomenon that prevents or controls access to individuals from making progress, and it may be tangible or intangible, actual or perceived by the recipient. Researchers have categorized the barriers as internal and external (Cortis & Cassar, 2005), or as glass ceiling and glass wall (Powell & Graves, 2003), or as individual, organizational, and societal (Moorosi, 2010).

Socialization is one theory put forward to explain the under-representation of women in senior positions. In line with this, women network advocates focus on building and exploiting informal and instrumental relationships to attain leadership roles. Similarly, Combs (2003) suggested the significance of informal more than formal socialization systems in advancing careers.

Role theory is another important concept to explain women's under-representation (Turner, 2002). This theory emphasizes the behaviors and activities appropriate for each sex. In this line, Chugh and Sahgal (2007) examined the literature of the last two decades on career advancement and leadership to unearth the impediments for women employees. Their review revealed that sex role orientation and the stereotyping of a manager's role as a masculine construct are predominant themes that significantly influence women's advancement to the top echelons in organizations.

CHAPTER-III

RESEARCH METHODOLOGY

3.1. Rationale of the Selection of Study Area

The most important part of any research depends on the selection of the study area which appropriately matches the area according to the research type. Ilam Municipality is selected for my study area. Around 50 percent of total population in Ilam district is covered by female population, although, involvement of women employee in Civil Service seems minimum. To identify the factors responsible in lagging women participation in civil service is a reason to select this study area. So, with the same concept, the study area was selected the federal level government offices in Ilam Municipality as well as Municipal executive office of Ilam Municipality, Ilam.

3.2. Research Design

This research study is mainly based on descriptive and analytic research design. The study covers mainly the descriptive and graphical presentation of the women civil servants on the basis of their age, educational status, caste composition, job nature, related offices they are working at, motivational factors to enter the civil service and various barriers for women to enter the civil service from the first hand data obtained through respondents as well as from secondary data sources. This study covered most of the government policies and programs mainly related to civil service for women. The base of the study has been confined to qualitative approach to elucidate the affective factors in women participation in the civil service.

3.3. Nature and Sources of Data

As per need of the study both primary and secondary data were collected for the information. Primary data were collected through survey, questionnaire, interviews and case study. Similarly secondary data were collected from the both published and unpublished documents, office records of Municipality office and relevant materials related to the subject matter.

3.3.1. Primary Data

The primary data were collected from the field survey through various techniques, like questionnaire, informal interview with informants and observation method. The structured questions were asked to the women to get information about the related research topic. Open

ended questionnaires were also provided to the participants to get the response of the informants.

3.3.2. Secondary Data

The secondary data were collected from various published and unpublished materials from related organizations i.e. Ilam Municipality Office, Website of Public Service Commission, Newspaper, Magazines, Internet Search, Journals.

3.4. Sample Size

Total numbers of 46 respondents were there during the research. Respondents were from the lower level of the service to the higher level. Those employees who have been working as permanent and contractual civil employees were taken as respondents in the study. The interviews were taken with 46 respondents. Where 45 questionnaires were filled up face to face and one interview was conducted by phone.

3.5. Sampling Method

For collecting data through questionnaire, purposive sampling technique was used in this study. It was necessary to select this sampling method for this study because civil servants only can provide the information's regarding the barriers for women empowerment inside the civil service. Therefore, employees from the administrative and judicial sections of civil service were selected as sample. Employees from lower classless to Gazetted second class officer were considered in this study. The majority of the women's population are at the lower level hence more women data were collected from lower level whereas the perception from policy-making level is fundamental for this study hence the female employee from the lower to higher level of an administrative and judicial section of Nepalese civil service were under the sample of this research. Thus, the main portion of the universe has been taken from the bottom and mid-level of the bureaucracy.

3.6. Data Collection Tools and Techniques

The collection of information in this thesis is crucial to respond to the research question. The participants involved in civil service in different offices of Ilam municipality area were taken in the sample. To generate the actual data, firstly, the study area questionnaire tools were applied to sample units. There were both opened and closed questions according to the capacity of respondents.

3.6.1 Information through Questionnaire

Almost all the respondents in my study area were literate. Data from the respondents was obtained by making them fill the questionnaire by their own. Some of the information like the barriers to enter civil service for women, factors of motivation towards civil service to women etc. was also collected by discussion with some experts or retired women civil servants about their experience in civil service and the problem in this field.

3.7 Method of Data Presentation and Analysis

The collected primary and secondary data from the survey were compiled systematically. The data then were processed by coding, editing, classifying and tabulating. The data are expressed in the form of table, charts, or diagrams. A questionnaire filled by various respondents and secondary data obtained were used to obtain the objective of the study in depth.

CHAPTER IV

DATA PRESENTATION AND ANALYSIS

4.1. General Background of Ilam District

Ilam district is one of fourteen districts of Koshi Province of eastern, Nepal. Ilam lies at far eastern part of Nepal in between 20⁰ 40' to 27⁰ 07' north latitude and 87⁰ 40' to 88⁰ 10' east longitude (www.google.com/maps). The name Ilam is believed to be derived from the Limbu language in which 'I' means winding and 'Lam' means the way. Upon looking at the topography of this land, we can actually see several winding paths crisscrossing the way. Thus it is aptly named 'Ilam'. Ilam was one of the ruling states of Limbuwan before the reunification of Nepal. Ilam is today one of the developing place in Nepal. The main source of income in this district is commercial agriculture production and dairy and dairy related products (Ilam: Brief introduction)

Ilam is also considered to be an educational hub where students from Ilam, Panchthar, Taplejung and Jhapa are plentiful. There are several institutions that offer secondary, higher secondary and university level programs. For a decade, there has been growing number of Technical and vocational programs at secondary and university levels. Mahendra Ratna Multiple Campus, the oldest institution and the first autonomous campus of Nepal, it is well known for its programs such as Agricultural science, Education, Humanities and commerce.

It is a hilly district with altitude ranging 300 meters to 3636 meters from the mean sea level. Most of the northern part of Ilam district is in the Mahabharat Range, which is also known as the Lesser Himalayan Zone. The total population of Ilam district is 2,79,534 and covers 1703 sq. km. area (Census,2021). Ilam is divided into four urban and six rural municipalities.

4.1.1. Introduction of the Study Area

Ilam Municipality is located in Ilam district. It lies in the Mahabharata hilly range of Koshi Province, Eastern Nepal. It has total 12 wards, which are scattered across 173.32 square kilometers of geographical area and the total population is 50,085 (Census 2021).The eastern boarder of this municipality is connected with Maijogmai Rural Municipality and Suryodaya Municipality,while Sandakpur Rural Municipality and Panchthar district in the north, Deumai Municipality is in the west and Mai and Suryodaya Municipalities are in the south.

4.1.2. Profile of Respondents

The data obtained from the filled questionnaire by the respondents, the sample under the study are classified in various categories of their job post and expressed in the following table.

Table: 4.1. Profile of the Respondents

S.N	Category	No.of Respondents	Percentage
1	Gazetted Third	5	11.00
2	Non-gazetted First	15	33.00
3	Non-gazetted Second	20	43.00
4	Classless	6	13.00
Total		46	100.00

(Source: Field survey, 2023)

Table 4.1.shows the profile of the respondents in the study area. Among the total 46 respondents, 13 percent respondents were belonged to classless level employees. Majority of i.e. 43 percent respondents were belonged to Non-gazetted second class employee and 33 percent were Non-gazetted first class employees. And 11 percent respondents were found belonging to Gazetted third class civil employees.

4.1.3. Job Nature of Respondents

Women are working in various offices holding different nature of job. All of them are not in permanent basis. With the questionnaire filled by the respondents, their job nature is categorized and tabulated as given below.

Table :4.2. Job Nature of Respondents

S.N.	Job Nature	No. of Respondents	Percentage
1	Permanent	24	52.00
2	Contractual	22	48.00
Total		46	100.00

(Source: Field survey, 2023)

Table 4.2. illustrate the job nature of the respondents in the study area. 52 percent respondents are permanent civil employees and 48 percent are contractual civil employees.

4.1.4. Caste Composition of Respondents

Nepal is a diverse country having multiracial people residing in it. Caste is an important determinant to choose the profession since there are some beliefs that certain works are to be done by specific castes. Government has adopted a strategy to recruit civil servants from various castes to ensure participation from different caste group in civil service. The recent scenario of caste composition of women civil servants in Ilam Municipality is presented in the following table.

Table: 4.3. Caste Composition of Respondents

S.N.	Caste Group	Frequency	Percentage
1	Brahmin	14	30.4
2	Chhetri	13	28.2
3	Newar	1	2.2
4	Janajatis (including Tamang, Sherpa, Rai, Limbu, Gurung, Magar,)	17	37
5	Dalits	1	2.2
	Total	46	100

(Source: Field survey, 2023)

The Table 4.3. shows the result of caste composition of the respondents in study area. 30.4 percent of employees are Brahmins in the study area and 28.2 percent chhetris are civil employees in Ilam Municipality. The Brahmin and Chhetri are regarded as a higher class in the Hindu system. They consist 58.6 percent of the civil employees. Most of the respondents were Janajatis (including Tamang, Sherpa, Rai, Limbu, Gurung, Magar) they consist 37 percent of the civil employee. And Newar and Dalit consists equal 2.2 percent portion of the civil service in the study area.

4.1.5. Age Composition of Respondents

Age plays an important role for personal and career development. Service recruitment is also influenced by the age factor of the person. Working potentiality and attraction is directly related to the age factor. By the responses of the sampled respondents, age composition of women civil servants in Ilam Municipality is presented in the table 4.4.

Table: 4.4. Age Composition of Respondents

S.N.	Age group	Frequency	Percentage
1	18-22	3	7
2	23-27	7	15
3	28-32	12	26
4	33-37	17	37
5	38-42	5	11
6	43-47	-	0
7	48-52	2	4
8	52- Above	-	0
Total		46	100

(Source: Field survey, 2023)

The Table 4.4 indicates the age wise distribution of the respondents among the women civil servants. There are total 46 respondents. According to the Civil Service Act a candidate can join civil service at the age of 18 and retired at the age of 58. 7 percent of respondents were belonged to 18-22 years of age group and 15 percent were belongs to 23-27 years of age group. Majority of 17 respondents, 37 percent who are in the age range of 33-37 years old. Another 12 respondents (26 percent) whose age are within 28-32 years, from the age group of 38-42, there are 5 respondents, which means 11 percent of the total respondents. Among the 46 respondents, none of the respondents were belonged to the age group of 43-47 and 52 and above. There were only 2 respondents, 4 percent who are in the age range of 48-52 years.

4.1.6. Educational Status of Respondents

Level of education is the prime requirement to be eligible to enter civil service. Different sectors in civil service require different level of academic qualifications. Education is needed in the sector of civil service so as to accomplish the official work in modern technology. Level of education is also required for the promotion in civil service as well. As the world is being forwarded along with modernization, civil servants should be updated with possible modern technology and tools. The educational status of the respondents of study area are listed and presented in the table 4.5.

Table: 4.5. Educational Status of Respondents

S.N.	Education level	Number of respondents	Percentage
1	Primary	3	6.52
2	Secondary	2	4.35
3	College	7	15.22
4	University	34	73.92
	Total	46	100

(Source: Field survey, 2023)

According to the Table 4.5.34 (73.92percent) respondents had university level degree, 7 (15.22percent) respondents had college level degree, 2(4.35percent) of the respondents had secondary level and 3 (6.52percent) respondents had primary level qualification in the study area.

4.1.7. Related Office of Respondents

After the establishment of Federal Democratic Republic of Nepal, different level of Public Service Commission from Federal, State and Local level has opened platform to work in various offices. The respondents from the sample frame involved in the different offices are presented below.

Table 4.6. Related Office of Respondents

S.N.	Involved office	Frequency	Percentage
1	Ilam Municipal Executive Office	19	41.00
2	9 No. Ward Office, Ilam Municipal	1	2.00
3	12 No. Health post, Ilam Municipal	2	4.00
4	CDO Office, Ilam	7	16.00
5	Division Forest Office, Ilam	3	7.00
6	District Hospital, Ilam	4	9.00
7	PMAMP(PIU Ilam)	1	2.00
8	Education Development and Coordination	2	4.00
9	Agriculture Knowledge Center, Ilam	1	2.00
10	District Post Office, Ilam	5	11.00
11	Transportation Management Office, Ilam	1	2.00
	Total	46	100.00

(Source : Field Survey, 2023)

The Table: 4.6. shows the related office of the respondents in the study area. Majority 47 percent respondents are selected from Ilam Municipal Executive office including two ward offices, ward number 9 and 12 of Ilam Municipality. 16 percent women respondents are employees in CDO office Ilam. 7 percent respondents are employees from District Forest office Ilam and 9 percent are employees in District Hospital Ilam. 2 percent respondents are employees in PMAMP(PIU) Ilam, 4 percent women employees are related to Education Development And Coordination office Ilam, 2 percent are employees in Agriculture Knowledge Center Ilam, 11 percent respondents are belongs to the District Post office Ilam and 2 percent are the employees of transportation Management office, Ilam.

4.1.8. Motivational Factors to join civil service and Career Development

When we analyse this theme, we are able to determine how much women are concern about making space at civil service. Inspirational and motivational factors are very important to enhance one's internal confidence and believe on themselves. Person's determination is always based on some inspiration or something motivating factor, casually no one will be attracted/attached toward something. The major concern of this theme is to map why female employees have chosen civil service as a career? How they were motivated to join the service? What is their thought about further career advancement? What are the motivating factors available for career advancement in service?

Table:4.7. Motivation to Join Civil Service

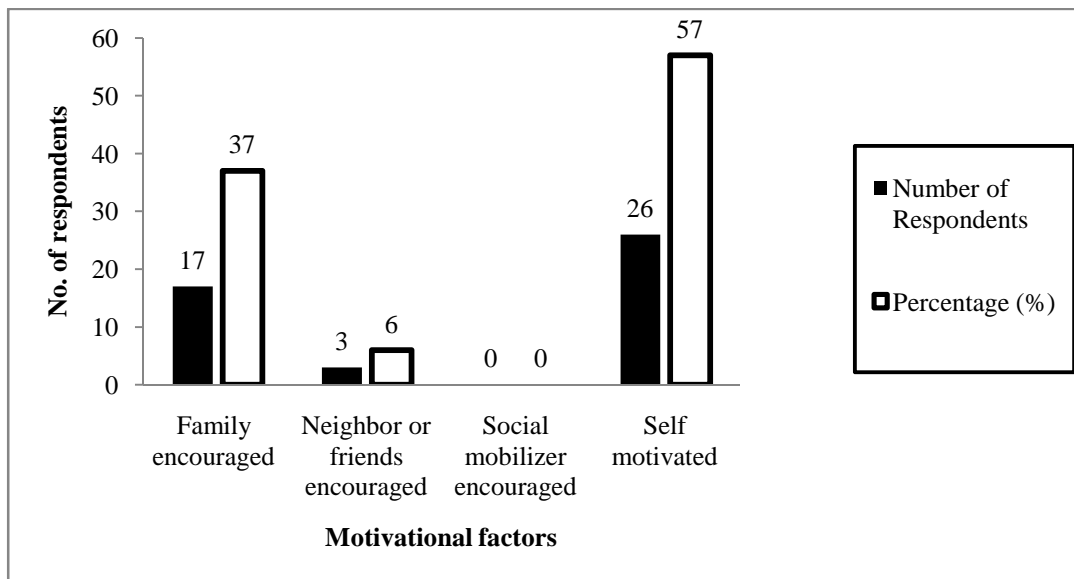
S.N.	Motivational Factors	Number of Respondents	Percentage
1	Family encouraged	17	37
2	Neighbor or friends encouraged	3	6
3	Social mobilizer encouraged	0	0
4	Self motivated	26	57
Total		46	100

(Source: Field survey, 2023)

Most of the participants opined that in Nepal civil service is one of the most attracting, secure, prestigious job and a place from where you can serve the nation. They mentioned that there was not an option other than government service. Because most of them belong to the middle-class family and government service is the place where without any investment on the basis of the ability and qualification employees are selected.

The various motivational factors responsible for the respondents to be motivated to join civil service is shown in the following bar diagram.

Figure 4.1. Motivational factors to join in Nepali civil service.



(Source: Field survey, 2023)

Among the participants most of the female respondents mentioned that the reason to join civil service was because the government job is considered good for women in Nepal, as it has different facilities for women like maternity leave, continuous income, low workload and security. Motivation from family, husband, and self-motivation or willingness attracted them toward the civil service. Figure 4.1.illustrate that among the total respondents 57percent of respondents mentioned that they were self- motivated to join the civil service and 37percent of them were motivated by their family. 6 percent respondent mention that they are motivated to join civil service by their friends and neighbor and none of the respondents mentioned the social mobilizer motivate them for civil service.

Regarding career advancement, most of the women in the service have thought to go further up to the next level of civil service. They mentioned that at the beginning while entering the service only getting the job was a main concern but after entering definitely everyone wants a promotion to the next level. Many of them are preparing for further examination, but they mentioned that they do not have much time for preparation as they have dual responsibility and there are no training and preparing institution in the rural area. Everyone wants more respect, salary, power and opportunities, as much as you go up you will acquire more. These factors motivate more to pursue the higher positions. Whereas family also plays a vital role in women’s development in the context of country like Nepal. If a family is supportive, then

only women will be able to achieve success. Balancing social life and working life is always difficult for women which they are still struggling in Nepalese bureaucracy.

4.2.Present Status of Women

4.2.1.Women in Nepalese Society

Nepal is a country which is multi-lingual, multi-ethnic, and multi-cultural. The hierarchical social structure and status-oriented attitude of the people are some of the characteristics of the people in Nepalese society. There is hierarchical class between people i.e. Brahmin, Chettri, Baishya and Sudra. Where Brahmin are the top and sudra are at last who are considered as untouchable group. Also, there are different communities and tribes. Brahmin and Chettri are considered as high class of the society who has more access to the opportunities. Hence, in civil service, the groups other than Brahmins and Chettri have a quota for entering and promotion as they are considered as weaker sections of the society. The women from Brahmin and Chettri community can use only women quota and women from other can use women as well as quota from their respective caste.

It is quite helpful to those women, who belong to other community other than Brahmin and Chettri as they can use two quotas for entering and promotion. However, women in Nepalese society either from higher caste or lower caste the situation is not different. The social roles for all of them are same. During the interview majority of the respondents mentioned that women in Nepalese society are changing for all groups and communities. Access to education, technological development, and globalization is leading women toward betterment. As well as roles of different NGOs and INGOs, the women's movement also brought a sense of responsibility, economic, social and political awareness in women.

The respondents mentioned that our society is changed in terms of providing education to girls, involving them in the election, their involvement in income generating activities, and all. However, in term of cultural pattern like the role divided between male and female is not changed, women should live under men, they have to obey men and the responsibility of women as a daughter and as a daughter in law is not changed. Nepalese society is moving ahead but carrying all the values and beliefs along with them. There is cultural transition i.e. women are moving forward but the cultural values are pulling them back. They can neither move ahead freely nor come back. This means this much change is not enough there should be rapid change to improve the situation of women.

4.2.2. Women in Civil Service

The share of women in Civil Service of Nepal is quite low. Women constitute only 8 percent of the total civil servants in 2003; this increased to 15 percent in 2010, 23 percent in 2018 and 26.59 percent in 2022. Most of the women work at lower levels; their participation at the policy level is extremely negligible. These senior positions mostly remain the preserve by men.

Table:4.8.Present Status of Women Civil Employee in Ilam Municipality

S.N	Class	Male	Female	Total	Male percentage	Female percentage	Total percentage
1	Special	-	-	-	-	-	-
2	Gazetted First	-	-	-	-	-	-
3	Gazetted Second	15	-	15	2.43		1.77
4	Gazetted Third	97	20	117	15.74	8.77	13.86
	Gazetted Total	112	20	132	88.84	15.15	15.63
5	Non-gazetted First	159	64	223	28.69	28.07	26.42
6	Non-gazetted Second	93	66	159	41.50	28.94	18.83
7	Non-gazetted Third	-	-	-	-	-	-
8	Non-gazetted Forth	-	-	-	-	-	-
9	Non-gazetted Fifth	-	-	-	-	-	-

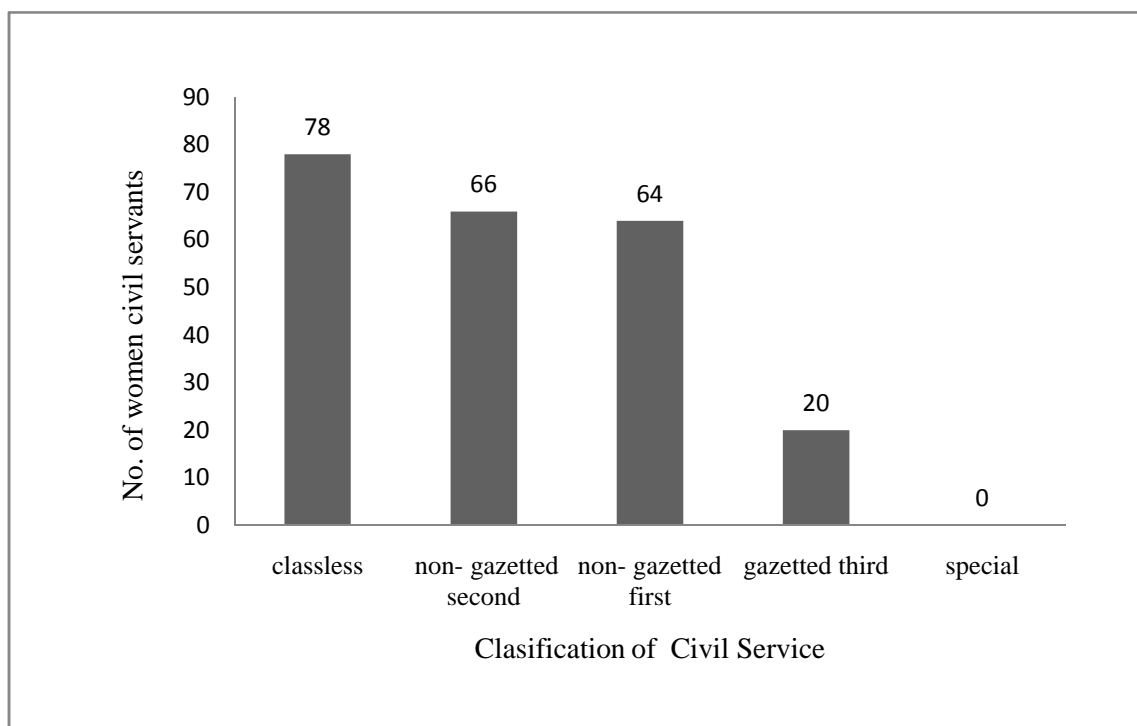
	Non-gazetted Total	252	130	382	65.96	34.03	45.26
10	Classless	252	78	330	76.36	34.21	39.09
	Total	616	228	844	72.98	27.01	100

(Source: Election Commission Office, Ilam, 2023)

Table 4.8 shows that the highest share of women's participation is observed at the Classless and then Non-gazetted level, although the ratio of women candidate to the total recruitment is nearly the same. Moreover with the increase in women candidates, Nepali bureaucracy is inching forward towards minimizing gender parity- through current effort are only the beginnings. In fact an inclusive bureaucracy reflects the demographic composition of society which in turn will make every voice audible and equal share in decision making process as well as ownership of agenda and accountability for the same (Selden 1998). As the data show, the number of women civil servants, their representation in the gazetted classes is very low.

While analyzing the data of women representation in different classes and levels of Nepali civil service in Ilam Municipality reveals that as the women move to the upper levels and classes, their representation is narrower.

Fig 4.2. Present status of women civil servants in Ilam Municipality



Above figure illustrates the present status of women civil servants in different classes of civil service in Ilam Municipality. From the data obtained, most of the women civil servants at Ilam municipality are classless. 78 women are working in classless category, 66 women are in non-gazetted second class, 64 are in non-gazetted first class and 20 women are at gazetted first class. None of the women are at special class.

The result match with the study of Acharya (2017) which conclude that women's political participation and representation have been increased, but not in executive positions. Negligible representation in higher level post shows no role of women in decision making and policy making level. This has weakened in making gender friendly policy. Although there is quota even in higher post for women in both promotion and lateral entry provision but this couldn't result significant success. It shows the further capacity development program for them.

Following the reservation policy, women's entry in the service of Nepal has increased from 8 percent in 2008 to 14 percent in 2016. Since the civil service is meant as the arm of the executive branch of government and if it is inclusive the service provided by the government is supposed to be more effective. Although women's participation is increasing their lower representation in higher position depicts a dismal picture. It means women civil servants do not have access to decision making level yet- they need to fight a variety of odds to advance in their career (Kabir 2013)

Regarding the overall status of women in civil service of Ilam district, majority of respondents mentioned that in terms of number, there are large numbers of women now in civil service but in term of quality of performance it has not been increased. Reservation is playing a vital role in the increasing numbers of women in the service but only at the lower level of the service.

4.3. Barriers for Women to Participate in Civil Service

This section explores women's barriers to participate in civil service. As well as addressing what the literature tell us about specific issues facing women, it examines how barriers have been grouped together in various ways to scrutinize women's under- representation. A typology has been developed for the purposes of this study, which highlights key barriers and how they impact on women's to enter in civil service.

From the information collected through respondents the data is analysed by dividing into these subsections:

- 1) Organizational barriers
- 2) Societal barriers
- 3) Personal barriers

4.3.1. Organizational Barriers for Women to Join the Civil Service

Achieving a work-life balance, particularly among female, when these roles demands long working hours, provision of transfer in every two years, it creates problem in schooling of their children, for their own career advancement and also the problem of understanding the social behaviors and attachment are cited as a significant barrier to choosing and sustaining a career in civil service.

In this study, a set of questionnaire was prepared and conduct an interview to examine the barriers for women to enter in civil service. There may be a lots of organizational barriers though, in my study few sorts of barriers like Limited access to networking process, Lack of mentoring, Recruitment and job evaluation issues, Limited training and development opportunities Lack of support from their colleges/ bosses, Sexual harassment were set for polling within the women employee of Ilam Municipality.

Table: 4.9. Organizational Barriers for Women to Join Civil Service:

S. N.	Barriers	Not a barrier		Minor barrier		Moderate barrier		Major barrier	
		No.of respondents	percent	No.of respondents	percent	No.of respondents	percent	No.of respondents	percent
1.	Limited access to networking process	7	15	23	50	11	24	5	11
2.	Lack of mentoring	4	9	21	46	15	32	6	13
3.	Recruitment and job evaluation issues	18	39	17	37	9	20	2	4
4.	Limited training and development opportunities	11	24	12	27	15	32	8	17

5.	Lack of support of colleague /boss	19	42	17	37	8	17	2	4
6.	Sexual Harassment	26	57	15	32	4	9	1	2

(Source: Field survey, 2023)

Table 4.9, illustrate that, respondents of this study indicated that the limited access to networking process and lack of mentoring as a minor barrier. Similarly, Recruitment and job evaluation issues are not a barrier for 39 percent of respondents, and 37 percent of respondents reported it as a Minor barrier. Training and development opportunities are helpful for an employee, lack of such training and development opportunities is a Moderate barrier for 32 percent of women employees and Minor barrier for 27 percent of women civil servants.

Every person needs support from their colleague/ friends, family to achieve any goal in their life. Lack of such support from colleague or boss may become a barrier for an employee. In this context, 42 percent respondents reported it as Not a barrier for entering civil service, 37 percent of them mentioned is as a Minor barrier as may it suffer in only few cases.

Another most probable barrier for a women civil servant may be sexual harassment. In various other sectors sexual harassment is being a problematic factor for women's career development. In the case of Ilam municipality 57 percent of women respondents reported this sexual harassment as not a barrier. 32 percent of them marked it as a Minor barrier and only few of them reported this as a Major and Moderate barrier.

Sexual harassment is a major topic of concern in our society as many of female are experiencing harassment in different working sector. In context of civil service, this is not a problematic issue as per the response of the respondents.

4.3.2. Societal Barriers for Women to Join Civil Service

The societal barriers are a term that is used to point at the inequalities that exist between different individuals in a society. The discrepancies are caused because of several reasons, for instance, socioeconomic status, religion, race, ethnicity, and gender. Societal barriers are created by the culture of the community and are greatly influenced by the behavior of the people. Some of the societal barriers for women to join a civil service are shown as below:

Table:4.10. Societal Barriers for Women to Join Civil Service

S. N.	Barriers	Not a barrier		Minor barrier		Moderate barrier		Major barrier	
		No.of respondents	percent	No.of respondents	percent	No.of respondents	percent	No.of respondents	percent
i.	Patriarchal culture	5	11	7	15	11	24	23	50
ii.	Gender Role	6	13	10	22	17	37	13	28
iii.	Social norms and traditions	8	17	12	26	26	57
iv.	Cultural practices or values	15	33	13	28	18	39
v.	Limited opportunities	11	24	16	35	11	24	8	17

(Source: Field survey, 2023)

Another reason mentioned by the participants is the social structure of Nepalese society. The social responsibility divided between women and men is becoming barrier toward women's progression. The masculine culture of Nepalese society says women should focus on family and children. But for working women, it is difficult to focus equally on their office and family at the same time. Hence between their dual responsibilities they give their first priority to family than only to their career.

There may be a lots of societal barriers though, in my study few sorts of barriers like Patriarchal culture, Gender Role, Social norms and Values, Cultural practice, Limited opportunities were set for polling within the women employee of Ilam Municipality. In an interview with women employee, 50percent of them felt Patriarchal Culture as a Major barrier, Where women are responsible for looking after family and taking care of children and men have free time for developing careers, 24percent as a Moderate barrier, 15percent as a Minor barrier, 11percent of them felt it as not a barrier to enter

in civil service. The empowerment and development of women is inextricably bound to the dominant social culture. The structure assigns women restricted roles, which most often involve household and family responsibilities. So, in an interview all the women civil servants reported Gender Role as a barrier for women to enter in civil service. 37percent of respondents reported it as a Moderate barrier and 28percent respondents reported it as a Major barrier for women empowerment. And 22percent of responders reported Gender role as a Minor barrier for women to career advancement. Throughout an interview with women employees they indicate Social Norms and Values as barrier to women to enter in civil service in the context of Nepal. Social Norms and Values were biased in favor for of men. This strong bias in favor of sons in society meant that daughters did not have equal opportunities to achieve all aspects of development. Some of them mentioned that, there are many provisions and gender-friendly rules for empowering women in administration but still, women are suffering from the dominating culture in administration.

Highly educated employees also dominate women and there's a feeling that women cannot perform like men. The less qualified male employee get respect whereas qualified women are under-considered. So, 57percent of respondents reported it as a Major barrier and 26percent respondents reported it as a Moderate barrier and 17percent as a Minor barrier for women to enter in service and for career advancement too. Not only the gender role but also Nepotism, favoritisms, Bribery, and political connection which exist inside bureaucracy also demotivated women in the service. Nepalese bureaucracy is highly affected by informal rules and regulations. It is common in Nepalese bureaucracy that if you know some right person in office then your work can be easily done. Likewise during the transfer and promotion also there is not fair arrangement. Those who are close to seniors and good political connection they can get easy promotion and transfer to better places. Throughout an interview 39percent women responders mentioned Cultural practices or Values as a Major barrier, 33percent as a Minor and 28percent as a Moderate barrier for women to enter in civil service. While the reservation policy, constitutional provisions made a easy path for women to enter in civil service 24percent of the respondents reported Limited opportunities as Not a barrier to women but 35percent of the responders mention it as a Minor barrier then only 17percent of them mentioned it as a Major barrier for women empowerment.

4.3.3. Personnel Barriers for Women to Join Civil Service

The personnel barriers in life have been the potential to prevent growth, to increase depression or to negatively impact interpersonal relationship. Personal barriers are not easily seen or defined by others, and can therefore come across as disinterest.

The some of the personnel barriers for women to join a civil service are shown below:

Table: 4.11. Personal Barriers for Women to Join Civil Service

S. N	Barriers	Not a barrier		Minor barrier		Moderate barrier		Major barrier	
		No.of respondents	per cent	No.of respondents	per cent	No.of respondents	per cent	No.of respondents	per cent
i.	Marriage	3	7	8	17	21	46	14	30
ii.	Biological Role	6	13	11	24	11	24	18	39
iii.	Lack of confidence	9	20	6	13	13	28	18	39
iv.	Conservative family rules	14	30	10	22	12	26	10	22
v.	Lack of support	15	33	8	17	7	15	16	35

(Source: Field survey, 2023)

Another set of barriers that empirical works have documented is the personal/ individual factors. A descriptive survey was carried out in an attempt to explore the personal barriers. A questionnaire was then set-up and an interview was conducted with female employees of Ilam district. Respondents in this interview are from different designation.

The survey asked participants about the barriers they faced to enter civil service. There may be lots of personal barriers though, in my study few sorts of barriers like Marriage, Biological role, Lack of confidence, Conservative family rules, Lack of support were set for polling within the women employee of Ilam municipality.

Marriage is a social practice that follows social norms. Marriage binds women to practical bonds and women are not able to give time for the future. So, 46 percent Of the respondents reported Marriage as a Moderate barrier, 30 percent as a Major barrier, 17 percent as a Minor barrier, 7 percent as not a barrier to enter in civil service. 39 percent respondents

reported that the Biological Role as a Major barrier, one of the respondent stated Biological role of women as a major barrier for women because, after marriage she have some responsibility of giving birth to a child. So, she had a baby then she has to give time to nurture her child. In between this, she thought that she had missed a lot of chances of her career advancement and the majority of responders mentioned that some of they are not able to attain their examination of PSC because of their pregnancy and some of them are busy on their motherhood responsibility. However,24percent respondents stated it as a Moderate barrier, 24percent as a Minor barrier to enter civil service.

Self-confidence serves as a crucial foundation for personal growth, professional success, and overall well-being. Women face societal pressure to conform to traditional gender roles, limiting their choices and opportunities. These expectations often discourage women from pursuing their passions, ambitions, and leadership positions. As a result, their confidence levels may suffer, leading to self-doubt and a lack of beliefs in their abilities so, here 39percent respondents reported that the lack of confidence as a Major barrier,28percent as a Moderate barrier, 20percent as Not a barrier, 13percent as a Minor barrier to enter in service.

A conservative or traditional household is more likely to provide a conservative behavioral perception. A traditional behavioral perception by the household can negatively affect women's and empowerment, which overall reduces their capabilities. Sen (1999) defines capabilities as the ability to live a good life in terms of 'being and doing'. Among the respondents, 30percent of respondents faced Conservative Family Rules as Not a barrier,26percent as a Moderate barrier,22percent as a Major barrier and 22percent as a Minor barrier to enter in service.

Women are often viewed as homemakers and caregivers rather than as equal partners in the workforce, which limits their access to economic opportunities and professional growth.35percent of total respondent reported that the lack of support from their family and relatives as a Major barrier, 33percent as Not a barrier, 17percent as a Minor barrier and 15percent as a Moderate barrier to enter in civil service.

4.4. Suggestions From Women Civil Servants

The government of Nepal has different policies regarding women and for their empowerment in the civil service of Nepal. The reservation policy from 2007 and other different affirmative policies are supporting women from joining to promotion in the service.

Respondents mentioned that government brought the reservation policy which is helping lots of women to enter in the service as well as for the promotion also they can use quota but there should be some modification in the policies. It seems that providing quota during selection and promotion is decreasing the quality of the employees because with less effort you can enter and promoted in the service. Not only positive but there are some of the negative impacts of the quota system. The majority of the respondents mentioned that those employees who have entered through the quota system are taken differently in service. They are considered weak and incompetent compare to others as they used reservation to enter in the service. Those respondents who entered through reservation mentioned that they feel demotivated, less interested to work and feel depressed.

Regarding the changes that the government should bring in their upcoming policies they mentioned that:

1. The government should focus on education for women, increment in political, economic, social participation of women.
2. The government should make women compulsory participation in any type of challenging activity.
3. The government should increase the seats in the decision making level so that more women can represent themselves.
4. As well there should be 25percent compulsory female employee in the local level which will help women to deal with local people and win trust in the local level that women can also work as men.
5. The government should build training institute and classes in every district for those women who wants to prepare for further competition.
6. Another change that the employees in civil service wants is that the upcoming policy comes with a new program of establishing baby care centre in offices. Establishing baby care centre in every office will make easy for women to focus on their work. Right now the facility of baby care centre is only inside the *Singha Durbar* (Where all the ministries of Nepal are located).

We can observe how much difficulties women employees are facing to manage their work and house life. Little effort from the government side can make their life convenient. It is the responsibility of the government as well to help in developing their career to a person who is giving all of his life for serving the nation. Some of them mentioned that women should be

informed of the risk factor in a job, different geographical constraints, and administrative domination before they join the service.

However, some of the women administrator's thought were different than others. They mentioned that the policies from the government are enough. The only weakness from women side is that they are not giving their 100percent effort. The main thing for motivation is self- willingness if a person is self -motivated than more policies for support are not needed. They also mentioned that by claiming more policies women themselves are proving weak in front of male.

4.5. To What Extent Finding are Related to Theory

All the identified factors can be explained using the culture theory (explained in chapter two). Family is the main motivating factor for joining the service, women have dual responsibility, women are supposed to be more focused toward family than office. Men are considered higher they are supposed to be the breadwinner for the family which link with the masculine dimension of the culture theory.

Decision making in the organization is done by the post either is a male or female in the respective position which can be measure as a low power distance. Women are less likely to take a risk while working in the organization, they prefer easy task without any challenges can be guided by the masculine and feminine culture of the society where women are considered as soft, caring where are male are considered as career focused , tough and strong. And the findings explains that the reason for taking less challenge, highly depending on the family, considering them weaker than the male is because of the patriarchal culture which is clearly explained by the masculine dimension of culture theory.

Therefore, the culture theory of Hofstede (1980) is the most influential theory to examine the participation of women in civil service of Nepal.

CHAPTER V

SUMMARY, CONCLUSION AND RECOMENDATIONS

5.1 Summary

The participation of women itself visualizes the existing situation of women in Civil Service. Besides the several efforts made by the government the participation of women in mainstreaming is negligible. The initial aim of this research is to access the present status of women and barriers for women to enter in civil service. This chapter presents the major findings of the study followed by the conclusion of the study, and also highlights some of the suggestion made by the respondents to increase women's participation in the civil service. Those who started in junior positions experience many barriers to career advancement. One of the more general problems is the existing pattern of gender roles; majority of women civil servants think that they faced discrimination because of that. They think that the women who pursue a career in public administration the choice continues to be between career and family. As long as governments are unwilling to accommodate the needs of women for more flexible hours and for child care the position of women will not improve, in spite of general political climate that supports the hiring of more women.

The above discussion on the finding section gives us a broad analysis of barriers for women participation in civil service. It was found that, women in Nepalese society are attracted to the civil service because it is secure, prestigious and due to the motivation of their family and self motivation. 57 percentage of respondents opined that they are self motivated to enter the civil service, 37 percentages of them are motivated of family members. Everyone wants to compete for further growth in the service. Government has provided lots of motivational factors inside the service for encouraging women to compete for higher post. The government initiated a reservation policy to support women so that women can make their special space in the civil service.

From the study, the women employees in civil service of different offices of Ilam Municipality are found to be working at different levels. Altogether 228 women employees are working recently at different offices. Among them 78 are classless, 66 are non-gazetted second class, 64 of them are non-gazetted first class and 20 of them are gazetted third class.

None of the women employees are at special class. This trend signifies that still women are facing the effect of barrier for career advancement in higher level of civil service.

The research revealed that the Nepalese society is highly affected by socio-cultural practices. The administrative culture is based on socio-cultural values than organizational culture. Social values and beliefs can be clearly observed in the employee's behavior. The collected data clearly shows how social beliefs affected the women on the way toward their growth. Nepalese society is patriarchal. Women are seldom treated equal to males. Their presence is usually negligible in civil service. Qualified women are under-considered whereas less competent male are provided opportunities.

The gender role is used as a tool of identity which places women inside the home and provides the freedom to men. This gender role is not letting women to go out of their home and show their capability. The social structure has set the ideology of men and women which keeps men and women in the hierarchy, where women are usually considered valueless because the masculine culture has set the women's role in reproduction and taking care of the family zone. This masculine culture of the society has always given limited scope for women to grow up.

Findings of this study revealed that career progression for Nepali women employees in civil service is hampered by the individual, organizational and societal structures that govern them. The study also divulges the fact that it is mostly women who have to face the problem arising out of work and gender role, family balance, family role being main responsibility, job transfers avoidance, as well as women lack exposure and opportunities for progress.

The respondents mentioned two strategies for change which will help to gain more women in the public sector. Firstly, to achieve greater women participation in the civil service, profound changes must occur in the society as well as in the government bureaucracies. Perhaps the most important and difficult of these is changing the sex specific division of labor which women identify as the main source of discrimination against women in employment. The public service gears recruitment and promotion to the model of the male employee who is often free from family tasks (mostly because of an unemployed wife). Not only must the distribution of family roles be changed, but the social consciousness of the fundamental

importance of family duties, especially child raising work, must be fostered and incorporated in to the recruitment rules in the civil service.

Secondly, as short term strategies, greater female participation in the decision making position in the civil service could be obtained through:

-) Giving preference to female applicants in jobs where women have been underrepresented.
-) Altering career ladder requirements that discriminate against women.
-) Motivating women to obtain training in typical female areas.
-) Using affirmative action plans to advance women into key positions which in turn will play effective roles in forming gender balanced employment policies of the government.
-) Passing an anti-discrimination act that punishes violations with effective sanctions.

5.2 Conclusion

Women constitute more than the half population of the country rather than that, there participation in public life is very disappointing. There is a big gap between the status of women and men in the society. Despite of some efforts made by the government the participation of women remained far behind men. All these resulted in backward situation of women. On the basis of this study conducted, the following inferences have been drawn regarding the following issues.

Women's participation in Nepalese Civil service in context of study area is very discouraging. Women have represented just 27.01percent of total civil servants. Their level of participation in gazetted level only 15.15 percent and their participation in non gazetted level is 34.03percent. This entire scenario reveals the poor status of women in civil service.

In organizational level, there are several types of difficulties that are being faced by the women are lack of gender friendly environment, male dominated and male favored organizational culture, lack of logistic support to women. Nepal is a strong patriarchal society where male favored culture and customs are in practice. Lack of family support is a great hindrance to women in their career development. Gender division of household role, stereotyped role of women, excess social and community role assigned for women, male dominated in household affairs are some of the difficulties to women in personal level.

Findings of this study revealed that career progression for Nepali women employees in civil service is hampered by the individual, organizational, and societal structures.

5.3 Recommendation

In view of overcoming short falls that have hindered to increase the participation of women in the civil service, following recommendation are submitted here.

5.3.1. Policy Level Recommendation.

1. The participation of women in civil service is very low. Their participation will not increase until the government increase sufficient reservation quota women.
2. The flextime in workplace is very important to women especially those who have small children and elderly people to care. Therefore, it is recommended to introduce flextime in government office.
3. It is observed that the policy and action plan that are being made have not integrated. Different stakeholders who are working for women are working differently. Therefore, it is necessary to integrate and co-ordinate all women's program by a national machinery and should make evaluation of the policy and Action Plan.
4. The government should implement affirmative action and formulate a legal framework for implementing the presidential policy of hiring at least 50percent women in the public service.
5. Affordable good- quality and consistent childcare houses should be established in work places to assist women with their children.
6. Develop a clear anti-harassment guidelines. Establish a hotline and online suggestions boxes for sexual harassment complaints.

5.3.2 Program Level Recommendation

1. There are very few institutions that run the capacity building program to women. All women's program should be carried out capacity building program massively. There in program level, it is recommended to government that capacity building program for women should be added in their respective program.
2. It is obvious that there is big gap between the status of women and men in the society. Therefore, the government must run some special programs to bring equality between men and women.
3. Since, there is high rate of illiteracy across the country, especially among women. It is very necessary to launch awareness program in different women's issues.

4. Right person in right place play a great role to enhance one's capacity. It is true in women's case. It is found from the study that women are not placed accordingly to their qualification and experiences. Therefore, right person in right place must be followed especially in case of women.
5. It is known from the study that women are not provided equal opportunities in comparison with men. They felt discriminated by this behavior from the organization. Therefore, it is recommended to provide equal organizational opportunity for their personal and career development.
6. It is known that there is a need to create gender friendly environment within the organization by providing children care facilities, ladies toilet, logistic support and posting of women officer in more responsible and higher place. This would enhance the moral of female officer and could create more gender friendly environment.

5.3.3 Others Recommendations

-) Family support
-) Review of all development policies from gender perspective
-) Regular supervision of women's program
-) Implement international and national commitment.

5.3.4 Further Research

Despite various limitations and constraints, this study has contributed to our understanding of career progression generally, by its specific examination of the perceived barriers encountered by Nepali women employees. In the absence of similar research in context of Nepali women, the findings could add value to the existing literature as well as identify significant implications for various organizations in Nepal. As the study compares the perception of barriers among various sectors, positions, and job responsibilities, there is an opportunity to ascertain the relative importance of the barriers to advancement for Nepali women employees and hence conduct comparative study with women in terms of different sectors, positions, and responsibility areas.

There are several possibilities to extend this research project. Further in-depth research is needed that looks specifically at the relative experiences of women employees in career progression. This might call for a longitudinal and qualitative approach that, through a gender lens, tracks the factors perceived to hinder career development over a period of time and at various stages of their careers. Also, there is an opportunity to conduct comparative research

between women employees across different occupational sectors and job responsibilities to ascertain the relative importance of the barriers to advancement for women employees in a particular position (for example, managerial) with women in similar positions in other sectors and responsibility areas assisting the organizations to deal with the barriers more collaboratively. And, many other organizations could take learning lessons from them to facilitate women advancement and empowerment. Yet, another area for improvement would be to identify the facilitators and enablers along with the barriers for career progression for women employee.

This would provide a positive flavor to the present research study. Lastly, a supplementary research with those women who have achieved executive level positions is required to explore in more depth their career patterns and the factors that have contributed to their success stories and any sacrifices they might have had to make along the way. This might provide practical advice to other women on how they can best ascend the organizational hierarchy. It is expected that such a study will help fill the gaps of the present research and seek answers for many questions not answered in the present study.

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Annex-A

Questionnaire for Respondents

This questionnaire has been designed to explore information for purely academic purposes. This is to enable the researcher to identify the recent condition of participation of women employee in civil service, motivation to enter civil service as well as barrier factor to participate in civil service.

This thesis on the topic 'Participation of Women Employee in Civil Service' in pursuance of Master's of Arts in Rural Development Degree.

Respondent's Name:.....

Gender:.....

Educational Background:.....

Work place/ Office Name:.....

Living Place:.....

Designation:.....

Age:.....

1. Who/ what motivated you to enter this service?
 - a. Family encouraged
 - b. Neighbor or friends encouraged
 - c. Social mobilizer encouraged
 - d. Self motivated

2. At which position are you here in this office?
.....

3. Do you take interest to involve in decision making role at office?
 - i. Yes
 - ii. No

4. How you entered in the service? Through
 - i. Open competition
 - ii. Reservation quota

5. If you join the civil service through reservation quota, then under which inclusive group have you entered ?

i) Women ii) Indigenous group

iii) Madhesi

iv) Dalit

v) Disabled

6. Do you feel any abuse or harassment from your coworkers at office?

i. Yes

ii. No

7. What factor of service is attractive and encouraging to you?

.....

8. How long have you been working?

i) Less than five years.

ii) Six to ten years.

iii) Eleven to fifteen years.

iv) Sixteen to twenty years.

v) More than twenty one years.

9. Your relations with colleagues/ bosses?

i. Good

ii. Satisfactory

iii. Bad

10. What is your view regarding reservation system and other affirmative policies for women in civil service?

i. Essential

ii. Not Required

11. Do you feel low representation of women in civil service is due to the socio-cultural practices.

i. Yes

ii. No

12. Why have you chosen civil service for your career?

i. Career development

iii) For prestigious life

ii. Because of family background

iv) Hobby

13. What is your view on role of women in civil service?

i. Effective participation

iii. Self dependent

ii. Lack of enthusiasm

iv. Low representation

14. How reservation policy is contributing to the empowerment of women in civil service?

15. What do you think the reason behind low representation of women in civil service?

- i. Lack of education and opportunities
- ii. Biological role
- iii. Socio-cultural effect
- iv. Intrinsic factor

16. Here are some examples of barriers for women to enter the civil service. Tick the strength of the selected barriers below:

a. Organizational barriers

S. N.	Barriers	Not a barrier	Minor barrier	Moderate barrier	Major barrier
i.	Limited access to networking process				
ii.	Lack of mentoring				
iii.	Recruitment and job evaluation issues				
iv.	Limited training and development opportunities				
v.	Lack of support of colleague /boss				
vi.	Sexual Harassment				

b. Societal barriers.

S. N.	Barriers	Not a barrier	Minor barrier	Moderate barrier	Major barrier
i.	Patriarchal culture				
ii.	Gender Role				
iii.	Social Norms and Traditions				
iv.	Cultural practices or values				
v.	Limited opportunities				

c. Personal Barriers

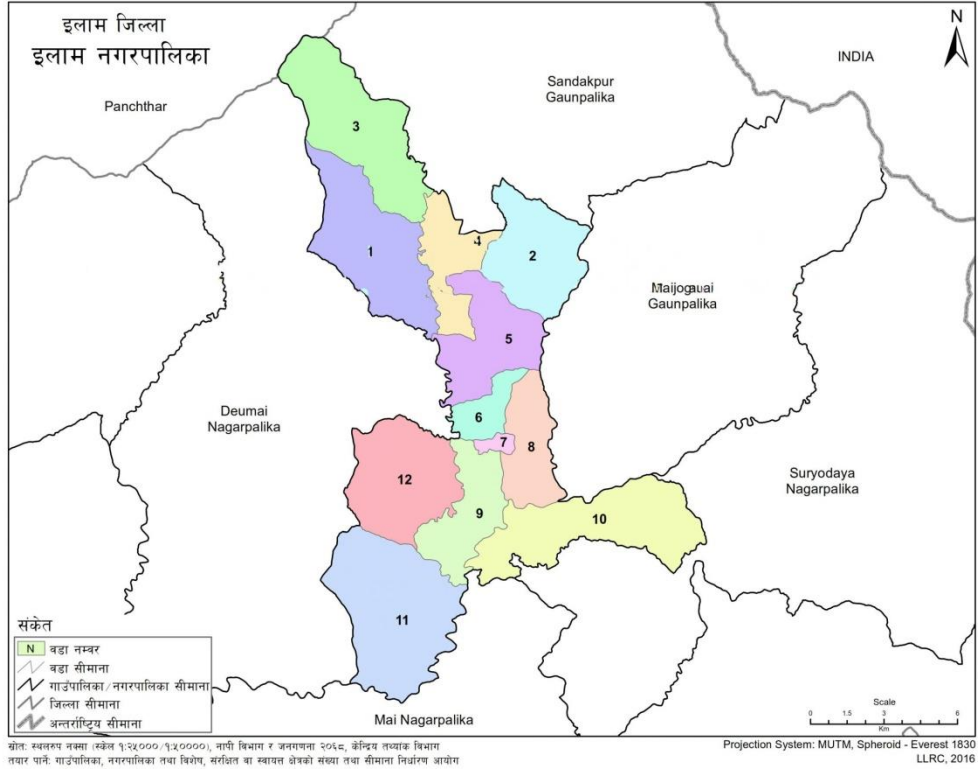
S. N.	Barriers	Not a barrier	Minor barrier	Moderate barrier	Major barrier
i.	Marriage				
ii.	Biological Role				
iii.	Lack of Confidence				
iv.	Conservative Family Rules				
v.	Lack of support				

17. What have you experienced as obstacles to future success?

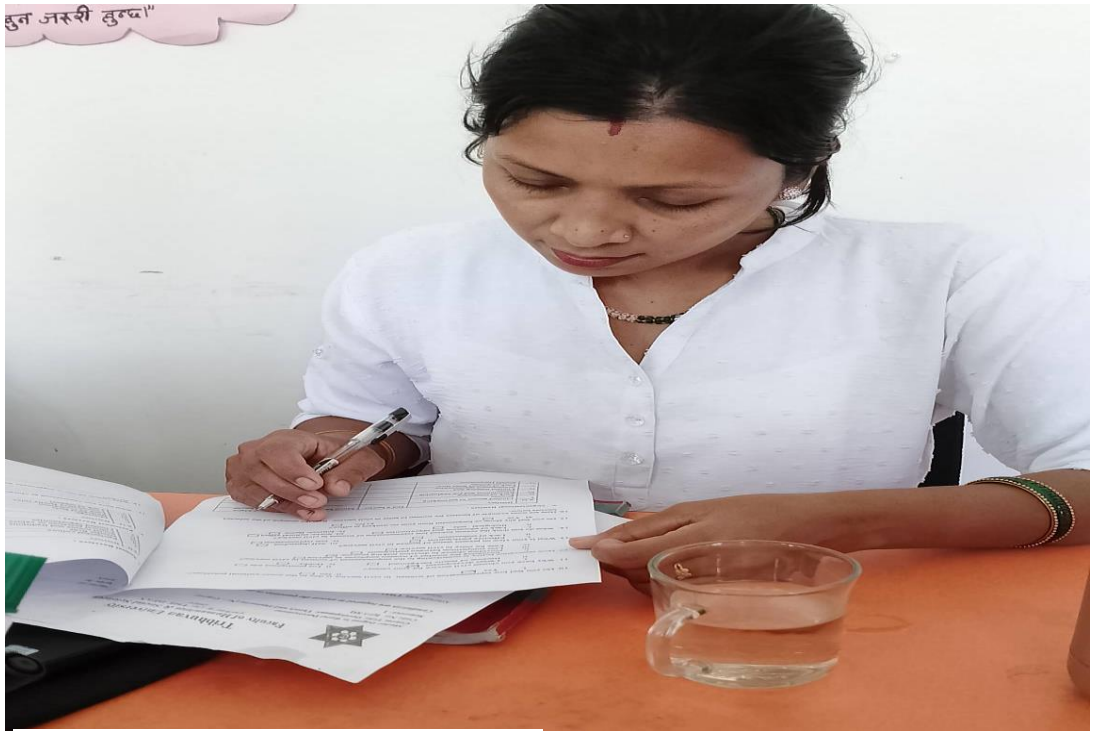
18. What critical advice or suggestions would you like provide to women who want career building in civil service?

Annex-B

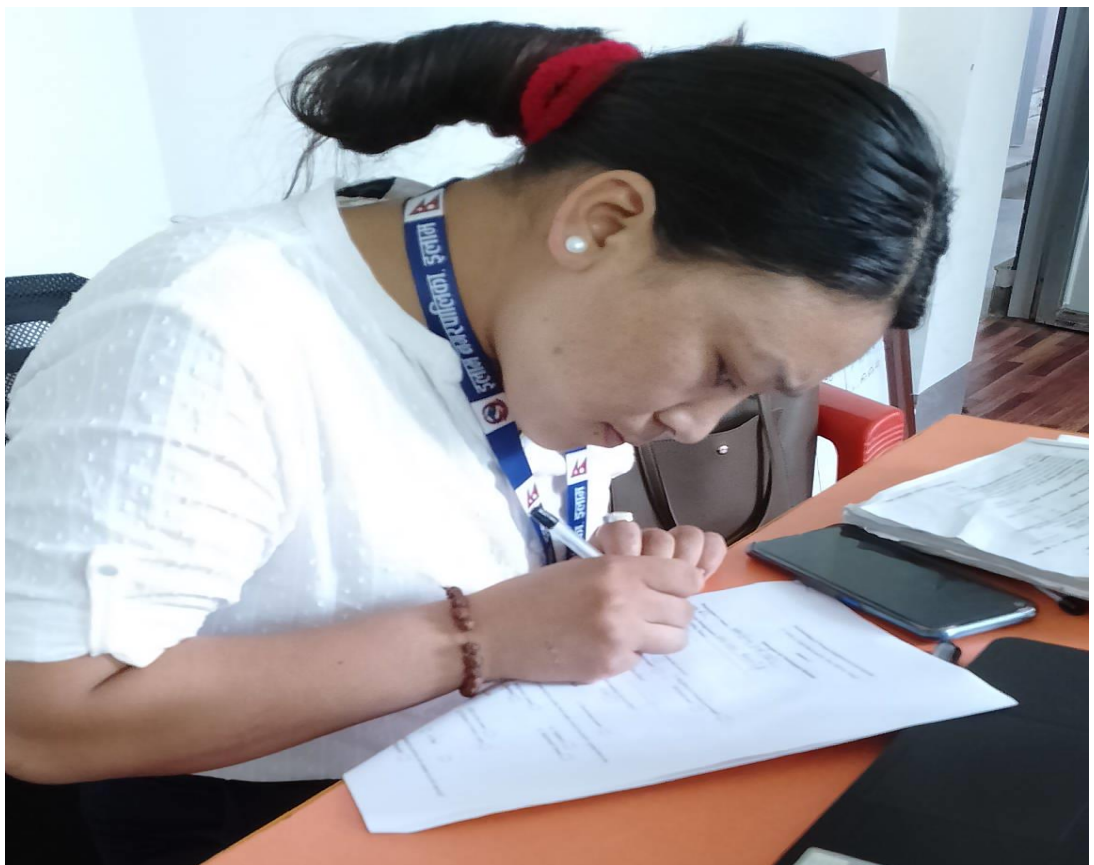
Political Map of the study area (Ilam Municipality, Ilam Nepal)



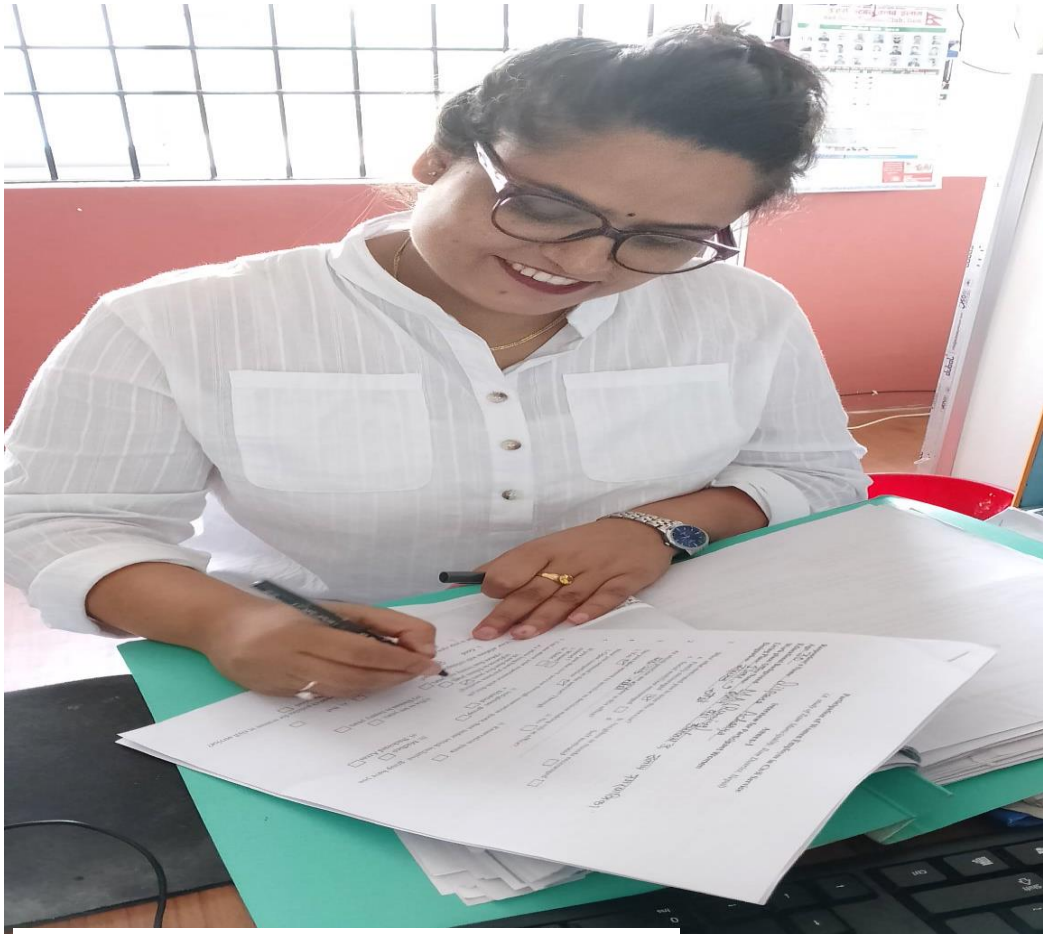
Research Related Photographs



Filling questionnaire by respondent.



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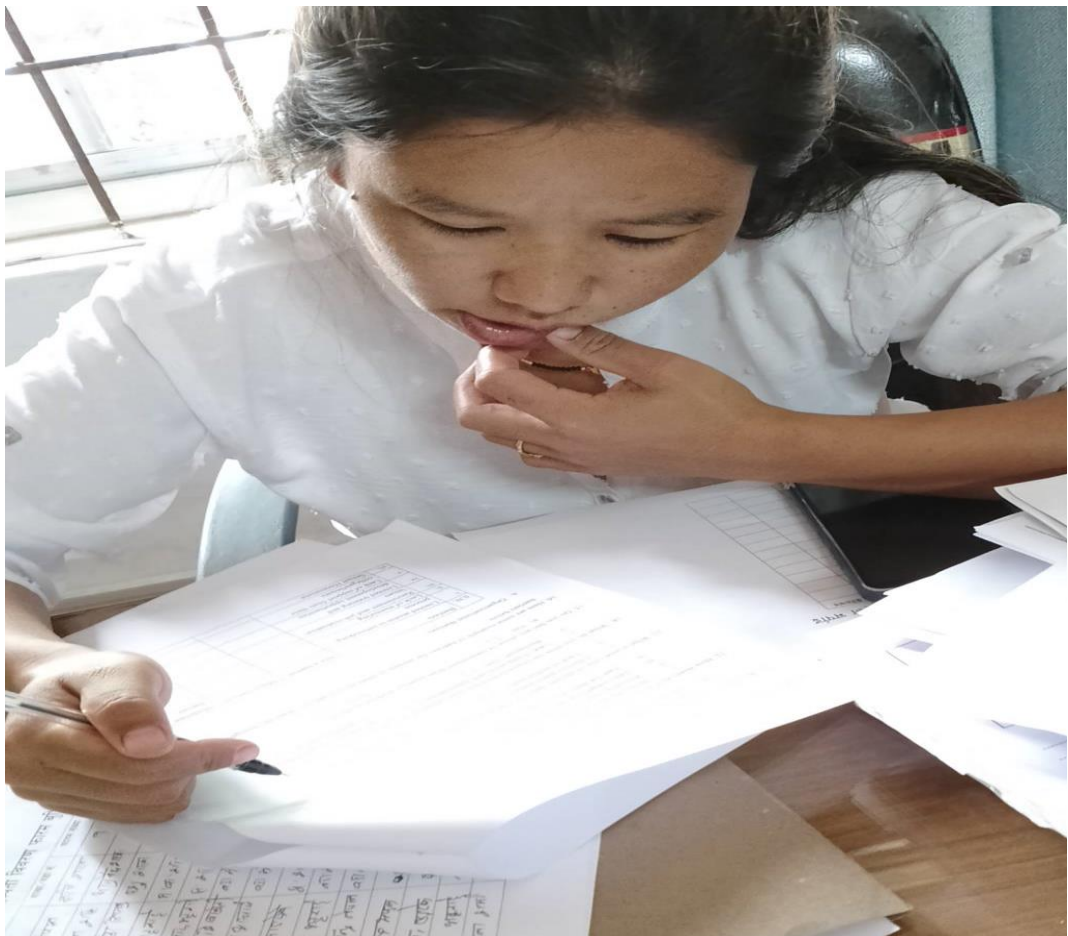
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