

MOTIVATIONAL FACTORS FOR WOMEN EMPLOYMENT: A CASE FROM VYAS  
MUNICIPALITY, TANAHUN DISTRICT

A Thesis

Submitted to

Central Department of Rural Development, Tribhuvan University

In Partial Fulfillment of Requirement for the

Degree of Masters of Arts (MA)

In

Rural Development

By

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## DECLARATION

I hereby declare that this research entitled “Motivational Factors for Women Employment: A Case from Vyas Municipality, Tanahun District” submitted to the Central Department of Rural Development, Tribhuvan University, is entirely my original work prepared under the guidance and supervision of my supervisor. I have made due acknowledgements to all ideas and information borrowed from different sources in course of preparing this thesis. The results of this thesis have not been submitted anywhere else for the award of any degree or for any other purposes. I assure that no part of the content of this thesis has been published in any form before.

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Date: 2075/12/19  
(2nd April, 2019)

## **RECOMMENDATION LETTER**

This thesis entitled “Motivational Factors for Women Employment: A Case from Vyas Municipality, Tanahun District” has been prepared by Ranju Rimal under my guidance and supervision in partial fulfillment of the requirements for the Degree of Master of Arts in Rural Development. Therefore, this is recommended for the final evaluation and approval to the thesis evaluation committee of the Central Department of Rural Development.

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## **APPROVAL LETTER**

The thesis entitled “Motivational Factors for Women Employment: A Case from Vyas Municipality, Tanahun District” submitted by Ranju Rimal in partial fulfillment of the requirements for the Degree of Master in Arts (MA) in Rural Development has been approved by the evaluation committee.

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## ABSTRACT

Rural development means gender role (i.e. reproductive, productive and change agent) of women in general and women employability in particular. However, it is clearer that motivational factors play vital role in women employment. In this background this study entitled “Motivational Factors for Women Employment: A Case from Vyas Municipality, Tanahun District” tried to explain both motivational and de-motivational factors for women employment. More specifically, the objectives of the study were to examine social and demographic characteristics of the respondents; to assess motivational factors for women employment and to explain de-motivational factors for women employment.

The study applied quantitative dominant case study methodology in which required data/information were collected/generated from 72 sample respondents and five participants selected from five government and five non-government institutions. In so doing, anonymous self administered questionnaires and key informant interview techniques had been applied. The study found that on an average all the respondents' socio-economic status were seen not good, majority of them were excluded from their higher level education as well as income generating activities. They were compelled to busy in only household activities. Women are more than a half of the population, they engaged in social, economic and political sector. There is impossible to achieve the expected sustainable development of the nation without participation of women. Motivated or empowered women are able to perform their own duty with an honorable way. In our society, the Hindu culture is the root of the patriarchal systems; women are excluded from participation in social, economic and political area. Therefore to motivate and empower the women Employment, all the barriers and inequalities should be eliminated which is possible only through their participation in all activities. Participation of women improves their confidence by motivation and doing the best result of their organization.

Vyas municipality employees are the ones who play the major roles and makes significant contribution to the developmental sector, well motivated employees would influence the efficiency of the organization. The various de-motivational factors faced by working women according to different researches includes sexual harassment work places, less paid in comparison to men, pressure from husband and families to refrain from work, regular abuses both physical difficulties faced by women at the time of menstruation, pregnancy and delivery. No matter how difficult a woman feel at the time of menstruation, she has to work. Beside there is not sufficient maternity leave for a women for proper nourishment of a baby after delivery. On other hand, motivational factors (salary, bonus, security, safety promotion) giving women the right mixture of guidance, direction, so women are inspired to work.

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**ABBREVIATIONS/ACRONYMS**

CBS : Center Bureau of Statistics  
CDRD: Central Department of Rural Development  
ERG : The European Group  
GAD: Gender and Development  
GBV : Gender Based Violence  
GDI : Gender Development Index  
GEM : Government e-marketplace  
HRM : Human Resources Management  
ILO : International Labor Organization  
INGO : International Non Governmental Organization  
KII : Key Informant Interview  
NGO : Non Governmental Organization  
NLSS : Nepal Living Standards Survey  
NPC : National Planning Commission  
NWC : National Women Commission  
RUPP : Rural Urban Partnership Program  
TU: Tribhuvan University  
UNDP : United Nation Development Program  
VAW : Violence against Women  
VDC: Village Development Committee  
WAD: Women and Development  
WID: Women in Development