

## **CHAPTER I INTRODUCTION**

### **1.1 Background of the Study**

The word motivation is a result of human behavior and the mental perception, the origin of the word motivation is back to the date 1870-1875 and it is seen same as the inspiration. Motivation is derived from the word motive. Motivation is willingness and energy to devote for a certain task continually, until the desired result is achieved. A motive is an impulse that causes a person to act, motivation is an internal process that makes a person move toward a goal. Motivation increases the level of energy in an individual. The level of productivity is very often determined by the motivation level, e.g. the motivated people can put full effort in a work, they have interest to complete the given task assigned time, on the other part people who lack motivation do not find the work interesting and they do not work with full energy which causes problems to reach the set target. The factors of motivation can be different from person to person. Some people can be motivated by bonus increasing salary, promotion and some other by praise, recognition. It is very important to find the appropriate factors of motivation. Motivation is an essential factor in women employment. It plays a vital role in the development sector. Development is a key to bring changes in the community. It is the factor which changes the people, community, society, country and whole Nation. Both gender-men and women are equally responsible and important for the development initial stage of developmental process. However women are not performing their best in any kind of work. Motivation giving women the right mixture of guidance, direction, resources and rewards, then they are inspired to work.

The employments of women in different occupations, other than housekeeping. Therefore organization rules social-cultural and environment were historically designed for men not for women traditionally; women were occupied with their gender roles such as cooking, cleaning, doing house works and baby caring in their families. However, policy makers have realized the importance of women's participation in steps including making a legal framework to encourage women to participate in different jobs and as a consequence women are increasingly participating in different jobs outside the home. This study makes an attempt to find answers to motivating and de-motivating factors of

women employment.

**Social/Demographic Characteristics:** Vyas municipality is a one of the innovative municipality Tanahun District, located at Gandaki Pradesh in Nepal. The total population of the district is 70,335. There are 14 wards of vyas municipality. Where there is an easy of access of technology, communication, media and all facilities. This municipality has a heterogeneous caste such as Brahmin, Chhetri, Newar, Limbu, Darai, Tamang, Gurung, Magar, Dalit etc. In religion includes Hindu, Buddhist, Christian and Muslim religions. Vyas municipality is one of them majority of the woman are engaged in household activities, also main occupation of the people of vyas municipality is agriculture which has been regarded as their profession. They use cultivate cash crops and seasonal crops. Many of the woman engaged in occupation likes teaching, employment in cooperative, various institutions like bank, college, organization and government office.

**Motivational Factor:** Motivation is factor that drives all of our actions. An individual expects that if he/she behaves in certain way or perform certain tasks, they will achieve their desired outcome. In the workplace, this outcome, as long as it's positive, is the driver that can impact if and how the tasks given to employees are performed. The key to reaching the highest possible results lies in being able to identify the factors that drive each individual in a workforce. This is why being able to identify the main factors that drive an employee is a first and most important step on the way to increasing performance. There are 9 main components that contribute to employees' motivation:

- ) Salary
- ) Non-monetary incentives
- ) Relationship with colleagues
- ) Relationship with leadership
- ) Company's culture
- ) Learning and development opportunities
- ) Processes within the company
- ) Personal life
- ) Performing meaningful work

De-motivational Factors: Women play a vital role in economic development of the country and their contribution is nothing short of their male counterparts. However there are still several issues and problems that women face today. Sometimes, they are not treated equally in their workplace and are considered as inferior to their male co-workers. In some cases they do not get the same benefits as that of a male employee. The major issues and problems that women are face in their work places includes unequal pay, security, sexual harassment , lack of proper family support, deficient maternity leave, etc. De-motivation factor makes women less eager to work. There are 8 main components that contribute to employees de-motivation:

- ) Lack of flexibility
- ) Lack of family support
- ) Short-term objectives with no career vision
- ) Feeling under-valued
- ) No development opportunities
- ) Poor leadership
- ) Conflict
- ) Unrealistic workload

## **1.2 Statement of the Problem**

In Nepal women are more than a half of population. Employment of women in different occupation. Therefore, the organization rules, socio-cultural value and environment were historically designed for men, not for women. Traditionally, women were occupied with their gender roles such as cooking, cleaning, doing house activities and baby caring in their families. However, policy maker has realized the importance of women s participation in development works. In the modern competitive world business organizations, developmental sectors are facing over-growing challenges regarding commitment, engagement, belief, recruitment and retention of their employees. Motivation is about giving women the right mixture of guidance, direction, resource and rewards so that they are inspired and keen to work in the way that they want to so, a large portion behind these difficulties can easily be solved by proper motivation. This study explores the motivation and de-motivational factor of women employee, in Vyas

Municipality, Tanahun.

There is a significant body of research, from Nepal, conducted by academics and NGOs examining the motivational and de-motivational factor of women and the social attitudes towards women. In Nepal, however, as stated in the International Labor Organization's (ILO) 2004 report on sexual harassment in Nepal, "efforts at legal reform have concentrated on issues such as equal rights for equal pay, rather than on sexual harassment in the workplace"(Central Bureau of Statistics (CBS), 2008) Since then, additional researches have begun exploring women's insecurities and experiences in various workplaces. While legal and social advances have been made in understanding and addressing the conditions women face at work, there remain considerable knowledge gaps to a more complete understanding of the challenges women across Nepal are facing on a daily basis. The question of women's equality and security in the workplace is at the nexus of many social issues and social conceptualizations of women: women as workers, as mothers, as victims of violence against women (VAW), as a victim of sexual violence, Many women activists and organization are although playing crucial role in elimination of any forms of violence and woman, it is deeply rooted specially in patriarchal society. So much further researches are required and this process need to involve different NGO's, INGO's working for the betterment of status of woman, media, public and private security providers, donor communities, policy makers, trade unions and all other related stakeholders.

In certain sectors, women are taken as cheap labor and are paid fewer wages than their male counterparts. Females' workplace, too, is not often adequately designed where they could feel at ease during work and break timings. Such unfriendly and oppressive behavior of employers is not a peculiarity of our society; rather it is a world-wide problem, and an offspring of the capitalistic approach, in which the real goal of any entrepreneur is profit maximization, and not human welfare (Hyder, 2009).

As far so, the capabilities of women are concerned, they are no less than men. Even from our independence earlier days, women have worked to overcome outdated social attitudes and to improve conduction for their sisters in the country, yet the Pakistan population census of 1981 states that only 3% of these builders of the national are what

the government defines as “working women”. Thus, is a gross distortion of women’s actual economic contribution to the national productivity (Hussain, 2001). 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.

### **1.3 Objective of the Study**

The main purpose of the study is to access the role of work motivation on women employee’s performance level in organizational and developmental sector, and its impact on job performance. This study has attempted to know about factors of motivation and de-motivation women employment on developmental sector.

General Objective: To address the motivational and de-motivational factors of women employment in work place in developmental sectors.

#### **Specific Objectives**

- ) To examine social and demographic characteristics of the respondents.
- ) To assess motivational factors for women employment.
- ) To explain de-motivational factors for women employment.

### **1.4 Significance of the Study**

In Nepal, 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 motive 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.

Some studies have been conducted on the issues of motivation and de-motivation factors of women's employment by various national and international agencies of organizations, freelance researchers, NGOs and university students. It is hoped that this study will also be another foundation in the field of determinants of women employment.

For the sustainable development men and women employee and their conclusion empowerment is very essential. Men and women are two wheels of cart; in the absence of one it cannot be driven. De/motivation factors of women employment is a topic that has received very significant attention manage and researchers. It is acknowledge with certainty that no organization may possible thrive without their employee are the main reason any organizational and developmental sector might have potential to keep in existences to longtime. The study has relevance and justification in the present context. A number of researches have been carried out in these issues. They have their own nature, coverage, relevance and limitations. This attitude which considers women fit for certain jobs and not for other jobs influences those who are involved in the recruitment of female employees. Many studies have been conducted regarding gender inequality, women empowerment, but only few studies have been conducted focusing the Nepalese context and yet the findings from that research have not been executed to minimize those issues. This study can contribute to the policy makers and implementers to trace the updated motivational and de-motivational factors women employee in particular community so that newly elected local governing body along with various stakeholders can take necessary action to motivate women employee. It further can be a pathway that leads to change the community. Advocacy, laws enforcement and its implementation can be advantaged by this study in particular setting of the country.

More ever it might support to motivate women employment. Nepal has always suffered from socio-cultural issues like girls not to go out of home. It has seen uncountable numbers of simple to worst cases. However, growing impact of globalization has led to the increment in number of people that are becoming more concerned about their education and empowerment. In context of Nepal the biggest question now is why women of our country are still so backward and marginalized even though there is presence of women in highest positions of government and the decision

making body. In the developing country like Nepal. Various organizations, NGO's and government of Nepal are trying to come up with programs, campaigns and provisions to change. Similarly, 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.

### **1.5 limitations of the Study**

This study aims to find out the educational, political and demographic status of women in employment in the study area. It was also study, which attempted to explore the major factors of women employment. Moreover, this study aims to find out the socio- economic as well as political participation of women, which indicates the status of women empowerment and their ability. This study has some of its limitations; which are as follows:

- ) The limited and general social variables, economic variable; and political variables were chosen.
- ) Since, this study has been based on a small sampling area; it may not show the macro view of socio-economic and political status.
- ) This study has been concentrated to analyze the participation of women in social activities.
- ) This study has focused only on 10 wards of Vyas Municipality.
- ) This study has covered only women's of aged 15 years and above.

### **1.6. Organization of the study**

The present study is organized in such way that the stated objectives can easily be fulfilled. The structure of the study tried to analyze the motivational and de-motivational factor in a systematic presentation and findings of the study. The study report has presented the systematic presentation and findings of the study. The present study has been divided in to six chapters. More specifically, first chapter includes general background of the study, statement of the problems, objectives of the study, significance of the study, limitations of the study and organization of the study. Likewise, the second chapter deals with the "Literature Review", which includes meaning and definition, theoretical literature, empirical literature, conceptual framework as well. The third chapter deals with research methodology adopted for this study. It includes sample

procedure, data collection techniques and tools, data processing and analysis techniques and ethical issues of the research. Similarly, the fourth chapter analyses the demographic characteristics as well as socio-economic characteristics of the respondents of the study area. It also explores the motivational and de-motivational factor of women participation in social, economic, political sector. Accordingly, the fifth chapter presents of the brief summary of whole research report and conclusions. It also provides some useful suggestion and recommendations to concerned parties.



## **CHAPTER II**

### **LITERATURE REVIEW**

Review of literature means reviewing research other proposition in the related area of the study so that all the past and previous studies, their conclusion and perspective of deficiency may be known and further researcher can be conducted or done. The main purpose of literature review is to find out what works have been done in the area of the research problem under the study and what has not been done in the field of the research study being undertaken. For review study, the researcher uses different books, reports, journals and research studies published by various institutions, unpublished dissertations submitted by master level students have been reviewed.

#### **2.1 Conceptual Review**

Motivational of women is directly related to women empowerment and Social inclusion also related to empowerment of women. Therefore motivation is pathway for the empowerment and inclusion. Conceptual review consisting of three human resources management (HRM) practice (supervision, job, and training) and pay practice. Motivation is psychological processes that begin with a need that transfer in to goal direction behavior. Motivation can be primary, secondary or general that derived from intrinsic and extrinsic sources. Maslow and Herzberg have been the pioneers in providing a conceptual framework of motivation. However the concept likes ERG, Expectancy and path goal theories. Work motivation can be defined as an employee's willingness to exert a higher level of efforts, energy and enthusing towards the fulfillment of individual goals resulting in committed and inspired work behavior. It is a critical determinant of job performance and explains why people behave as they do. Motivation is power to get stuff done. When the employees are highly motivated leaders can achieve high performance and result consistently. This is mainly because employees show the energy, enthusiasm and determination to succeed, they depict the willingness to accept responsibility and adjust to necessary changes on the contrary, if any leader fails to motivate her employee's signs to indifference to work.

**Motivation:** The word motivation was recorded between 1870-75. Motivation is derived from the word motive. Motivation is willingness and energy to devote for a certain task continually, until the desire result is achieved. Motivation is related to the

human psychology and it can be derived from the internal factors as well as external factors. Motivation is very essential to keep focus on a task and take it to the destination. Motivation is the way of working or process of motivating or giving a strong reason to work in a certain way. It is a way of increasing willingness in the people, which help them to give their full efforts to fulfill the work.

According to Higgins and Kruglanski (2000) Motivational science is not only limited to the psychological factors, apart from the psychology the factors like education, health, business also affects the motivational level of human beings. Motivational science cannot be explained fully but the themes like the basic wants, fluctuating the necessary wants, minimizing the gap of knowing and doing, achieving the wants, identifying the wants and wanting from knowing define the volume of motivation for an individual. Motivation is what makes people to act. The forces like biological, social, emotional and cognitive derive the motivation. In a common-sense motivation is understand as why a person does something.

Therefore, Motivation is a process of encouraging and inspiring people to achieve the organizational and personal goals in the best possible way.

**Factors of motivation:** Basically, factors of motivation are categorized into two parts i.e. intrinsic factors and extrinsic factors. **Intrinsic factors:** Hiam (2003) emphasizes, when somebody work without expecting any extrinsic rewards and enjoy their work or learn and explore innovative ideas then intrinsic motivation occurs. It is mostly related to the human behavior and psychology. It comes from an individual himself/herself. The intrinsic factors are challenge, curiosity, recognition, competition, co-operation, control etc. Some of them are explained below. **Challenge:** The challenges to reach the personal goals or the goals at the higher level motivate the people most. When the goals are high, and it requires huge effort and attention to achieve them then the motivation of the person rises in that demanding situation. (Cherry, 2017). **Curiosity:** The level and sectors of the curiosity can be different from person to person. The curiosity motivates the people. If the people are curious towards something they give full efforts to figure out the desire result. It is one of the strong motivation factors that comes from internal parts of the people. (Cherry, 2017)]. **Competition:** The competition also motivates the people to work hard and get the

desire result. For example, the competition between the students to secure higher rank in the college motivates them to work hard. The intention of the competition determines the level of motivation. **Recognition:** Some people expect praise from their peers or from the higher-level staffs for their work. They work to please people. Who doesn't want the valuable feedback and Praise for their work? Everybody does, it is one of the important extrinsic factor for motivation in some case more effective than the financial rewards. George N. Root III.

**Extrinsic factors:** According to Hiam (2003), the factors that involved to make the people to work in the expects of something, very often related to the rewards are the extrinsic factors. Extrinsic factors are very essential to motivate the employees. The extrinsic factors can be financial rewards, pressure from the colleague, promotion, threats of punishment. The factors can be either positive or negative. Some of the factors are explained below. **Promotion:** Promotion in a simple sense is getting the higher post and status than the current one. It can also be said as growth in rank. It also increases the power and amount of salary. The responsibility comes along with the authority. **Financial rewards:** It is very often linked with the money. The rewards can be commission, fringes, bonuses, shares of company etc. It is one of the important and commonly used methods to motivate the employees. People desire to earn more and the factors that increases their earnings motivate the people automatically. **Threats of punishment:** It is a negative way to motivate people. Everybody is afraid to lose the job. If there is no threat then the employees may not function perfectly, or they may not follow the rules, norms and values of the companies. The fear of punishment always forces them to work correctly with full attention. **Pressure from co-workers:** The pressure people feel from their friends or colleagues also motivate them to work hard to achieve the desire result. If the co-workers are performing well to get the destined results, then the next person also fell pressure to perform the task correctly. **Importance of motivation:** Motivation is very important to achieve the desire result. It is necessary for every individual. The motivated people are expected to complete the task in a given time as required while the de-motivated people may be lazy because they have less interest towards the work, even they complete the task the result may not be as desired.

## 2.2 Theoretical Review

An ancient Chinese expression mentioned that, theory without practice might be foolish and practice without theory could be dangerous. I agreed with the idea that, without theoretical understanding of how society works making critical reflection on socio-cultural might be futile, debunking and superficial (Turner, 2005, p.4). Thus, the researching issues have been analyzed through the theoretical lenses of WID, WAD and GAD; Maslow's hierarchy of need and two factor theory of motivation as well.

### WID WAD and GAD

From the vantage point of development approach, the term gender and development are correlated to each other. In this correlation, the triple terms; Women in Development (WID), Women and Development (WAD) and Gender and Development (GAD) are nothing but development approaches that appraise/explain/analyze role of women in development process in general and rural development in particular.

WID approach was introduced by "American liberal feminists" and focuses on egalitarianism, especially in terms of economic participation and access. Though, this approach could not deal with the disparities and power relations between men and women. WAD approach was developed by neo-Marxist feminist. It is an important bridge between WID and GAD. This approach comes from the perspective that is essential for improving women's positions, but fails to dig deeper into the systemic problems associated with the relationship between men and women. And GAD approach was developed by neoliberal feminists for improving women's reproductive and productive capacities.

*Figure 1. Triple Role of Women*

Categories	WID	WAD	GAD
Global timeline	1976-85	1986-1997	1980 to till date
Local plan focus	7th plan	8th Plan	9th plan
Ideology	Liberal feminist	Neo-Marxist feminist	Neoliberal feminist
Role of women	Reproduction	Reproduction Production	Reproduction Production Change agent/community
National agency	Actors/stakeholders	Actors/stakeholders	Actors/stakeholders
International agency	CEDAW/BPFA	CEDAW/BPFA	CEDAW/BPFA

**(Developed by the Author, 2018).**

The above information highlights that WID, WAD and GAD approaches have been trying to play transformative role of women in development process. However, UN

Report (2017) says that there are currently 1.4 billion people living in extreme poverty in the world, and two thirds of these people are women. In the Global South, 80% of employment opportunities for women are in the informal sector. Of the 110 million children who do not have access to education, two thirds of them are girls. Accordingly, in Nepalese contexts, below table shows the information about women's status

**Figure 2. Status of Nepalese Women**

<b>Nepal's Status</b>	<b>Women's status</b>
5,427, 302 total number of the households	25.73 % of households head are women 19.71% female HHs have land ownership
Literacy rate 65.9 percent	Male literacy rate 75.1% and female is 57.4%
30,789 total number of cooperatives	4072 cooperatives are managed by women
19361 total community forestry	1072 community forestry are lead by women
There are > 31,000 cooperatives	4072 cooperatives are managed by women

**(Developed by the Author, 2018).**

### **Maslow's hierarchy of Needs**

Abraham Maslow has introduced the theory of human needs in 1943. According to the Maslow human beings always have need, when one needs fulfilled another one will emerge and in this sense human needs are unlimited. E.g. If a person has a cycle he starts to dream about the motor cycle, when he gets motor cycle the desire of car will arise. In this sense human needs are going up from time to time. The people always give priority to the most important or basic needs and when the basic needs are fulfilled, the person will try to meet the higher-level needs. Maslow theory has some assumptions which are listed hereunder.

**Figure 3. Maslow's Hierarchy of Needs**

**Physiological Needs:** It includes the most basic needs to survive. Food, shelter, clothing, water, sex etc. comes under this category. All most every organization tries to pay the adequate wages which help their employees to meet these needs. If the organization takes care about the physiological needs of the employees, then the workers will be satisfied and motivated.

**Safety Needs:** Safety needs very much related to the work safety. It includes protection against the danger that may occur during the work and the job security. Employees desire to have economic safety, social security and physical security. If the workplace properly provides the security in all those three aspects then the people can perform their work without the threaten and burden of anything, in result the company can get the desire results when people give their best. Safety needs is very crucial for motivating employees.

**Social and Belongings Needs:** Social needs include acceptance by co-workers and friendship, belonging, appreciate by friends. People with high social needs like to work in a group. If the company fails to address the social needs of the employees, the workers will not satisfy, and it can be reflecting in the form of low productivity, high

absenteeism, high stress and low focus on work. The organization need to have a clear agenda to fulfill the needs of the employees.

**Esteem Needs:** It is basically falls in the higher-level needs which arise when the previous three lower level needs are already fulfilled. Esteem needs can be also understood as an ego which includes status, prestige, recognition, promotion, achievement etc. people look for several possibilities to satisfy these needs. The management needs to make a well-developed system of promotion, reward and punishment.

**Self-actualization Needs:** Self-actualization is related to the person himself/herself. It includes the personal growth, self-fulfillment. It basically understands own instinct and try to become what a person is capable. People who seek these categories of needs are very hard working and creative. They look for the challenging and innovative work to fulfill their needs. It is every essential for the company to understand the actualization needs of employees to motivate them, but the main problem is different people can have different self-actualization needs.

Maslow's need hierarchy is very much essential to motivate the employees. It is very essential for the managers to understand the needs of the employees and make a motivational plan based on the needs. This theory is very helpful to understand the needs of an individual and make a motivation schemes according to that. This theory is also related to the theory of demand in economic. Human wants are unlimited when one satisfies another will emerge automatically and Maslow also emphasizes that when the lower need satisfy the person will move to the higher-level needs.

### **Two Factor Theory of Motivation**

Two factor theories were introduced by the American psychologist Frederick Herzberg, which is related to the work motivation. The theory is based on the findings of interviews conducted by Herzberg and his colleagues on 200 engineers and accountants. They ask the employees about the positive and negative aspects of the job and based on the outcome they come up with this theory. According to Herzberg there are two categories of needs (i.e. **hygiene factors and motivating factors**).

**Hygiene factors:** Hygiene factors are not related to the works; they are external and also known as dissatisfy factors. The absence of these factors causes

dissatisfaction to the employees, but the presence of these factors also doesn't motivate. In other words, the people don't satisfy even the hygiene factors are fulfilled but when the hygiene factors are not adequate it will surely bring dissatisfaction. It really doesn't help to boost the motivation level of employees but useful to bring the negative motivation to the zero level. The hygiene factors include the relationship with supervisors, working condition, salary, personal life, job security, relationship with co-workers etc. Herzberg suggested manager to focus on hygiene factors to get the desired results from the employees.

**Motivating Factors:** Motivating factors are directly related to the job which is also known as motivators, satisfiers or job content factors. The presence of motivating factors takes the motivation and satisfaction to the higher level. The absence of motivating factors doesn't cause dissatisfaction. The motivating factors include advancement, responsibility, achievement, etc. Based on the research of Herzberg the employees will be motivated when the work is more challenging and there is an opportunity for innovation. The employees need freedom to perform their work, with the possibility of career growth. Herzberg state that the satisfaction of the employees is affected by the motivating factors and the dissatisfaction is affected by the hygiene factors. The hygiene factors include the monetary benefits, good working condition and several welfare activities, but all these factors don't take to the higher level of motivation. The motivating factors include recognition, challenging work, responsibility etc. which are important for motivation. Although the theory is criticized as it covers limited employees on the Field of engineering and accounting but still this model is appreciated by many employers and companies till today.

#### **2.4. Policy Review**

Nepal has ratified all the international conventions on the issues of gender equality, women's participation and women empowerment. Nepal government is trying to manage the fundamental changes in its traditional institutional structure, attitudes and practices called for by those international commitments (UNFPA, 2007: 35). The plan to uplift the status of women began with sixth five-year plan. The sixth five year plan attempted to increase empowerment for women through creating opportunities both formal and informal educations involving women in agricultural training, cottage



and other small industries as well as population control activities. Similarly, the seventh five-year plan stated the legal reforms would be affected to remove provisions hindering women's participation in national development (Pantha, 2004: 4).

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

## **2.5. Empirical Review**

Men and women are situated in society not only differently but also unequally – women get less of the material resources, social status power and opportunity for self-actualization and this inequality results from organization of the society not from any biological or personality differences between men and women. The subordinated status of women in the context of Nepal can be viewed from the study on women and poverty, education and training status, women and health, violence against women, women and economy, and institutional arrangement of women. The other areas of concern should be women and media, the human rights of women, and inclusion of women in the sectors, which necessarily would result in empowerment of women in private and public life as well.

In Nepal only a few (14%) of women are household heads (NLSS, 2004) and only 17 percent of women own either house land or livestock (CBS, 2002). Large

proportion of women are engaged in agriculture (49.3 %) and 43.6 percent are engaged in elementary works (Pradhan, 2004: 55). The adult female literacy (15 years+) is accounted only to be 34.9 percent (CBS, 2003), which shows the pathetic social condition of women. The women participation in the local election (19.33 %), professional jobs (18.75 %), women share in income (0.302%) and GDI and GEM of 0.452 and 0.391 respectively shows the lowered social condition in Nepal (UNDP, 2004).

Nepalese women have got the voting rights as well as stand for election in 1951 but women in government at ministerial level only 7.4 percent (UNDP, 2008). Women's representation in political and administrative offices is very poor. There is a strong tendency among political parties to confine themselves to the constitutional minimum (5%) when it comes to fielding candidates in elections. Similarly in the judiciary, women judges all out for only 1.3 percent of the total no. of judges. The Supreme Court has only one women-judge. In other constitutional bodies women occupy some positions at the middle management level, leaving all decision-making positions for men. The public service commission has one women member. The NPC has never women member. Poor representation of women can also be observed in the cabinet (CEDAW, 2002).

In recent times, the social and political participation of women has slightly been increased when the state formed a policy of positive discrimination but which is not in a satisfactory condition. The interim constitution of Nepal 2007 has provided 33 percent reservation in all mechanism based on the caste/ethnic composition of women through the amendment of relevant laws and policies. It has also repealed of all discriminatory laws as according to the Nepalese international commitments. The state has taken the policy of increasing the access to and control over natural resources, making National Women Commission (NWC) autonomous, eliminating all discriminatory social norms to women and building women's capacity by providing modern skills and training are some positive actions to improve the condition of women in Nepal. Furthermore, property rights, sexuality rights, abortion rights and marriage and family laws after the 11th amendment of Civil Code in 2002 and further

improvisation by Interim Constitution 2007 are important benchmarks in the process of women empowerment.

**Relationships of motivation and performance:** Latham (2007) emphasizes, job performance equals to ability times motivation (job performance = ability \* motivation) which shows the motivation has direct impact on the job performance. Motivation derives from the personal ability; the ability can be increased through training. The organization needs to spend resources to train their employees. In a simple word the more motivated the employees the higher the performance rate. The Hawthorne studies conducted in the late 1920s and early 1930s about the employee performance concluded that physical conditions are not the cause to change the productivity of the employees. Instead of that, employee's attitude towards the work, positivity and the motivation affect the productivity level (Hawthorne, 2008]. Thus, the motivation has a direct impact on the job performance. The higher motivation the more productivity levels. The motivation and job performance are directly related to each other.

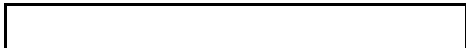
Latham (2007) emphasizes, the word motivation is derived from the Latin word movement, mover. Around 1955 motivation has a direct relation with the job performance. During that time, job performance = ability times motivation (ability \* motivation). The ability can be increased with the help of training. Organization should spend money, time and resources to improve the employees' ability. Motivation can be boosted with the help of the training. With the new skills and knowledge employees would be more motivated and they can perform the task easily.

Zimmerman and Schunk (2012) emphasize that motivation is related to psychology and the forces that motivate people are different from one person to another. The same factor cannot motivate all the people and it is always essential to find the effective factor for a single person e.g. reward may motivate one person, but another person may be seeking for recognition. But the real challenge is to motivate the passive person and very often social factors are key to motivate such people. The training and work-related practices can motivate the worker for a long time in most of the cases. If the employees have enough skills to do the work, they put full energy to complete the work rather than in those tasks which are completely out of their knowledge.

## **2.6. Conceptual Framework**

Conceptual framework is an analytical tool with several variations and context. It can be applied in different categories of work where an overall picture is needed. It is used to make conceptual distinctions and organize ideas. Strong conceptual frameworks capture something real and do this way that is easy to remember and apply. In the framework, motivation of the women is the independent variables that determine their empowerment. Social, Economic and Political participation of the women play the significant role to strength their self-confidence that ultimately leads toward their empowerment.

***Figure 4. Conceptual Framework of the Study***



## **CHAPTER III**

### **RESEARCH METHODOLOGY**

#### **3.1. Research Design**

This study applied quantitative dominant case study research methodology. Case as “a bounded system” and inquire into it “as an object rather than a process”. It is a specific or a complex functioning thing like; boundary and working parts and purposive social interactions (Stake, 1995, p. 2 as cited in Yazan, 2015). Therefore, in this study purposively selected five government and five non-government institutions were regarded as multiple cases of the study and selected respondents were regarded as unit of analysis.

#### **3.2 The Field**

The study site is Tanahun District of Nepal focusing Vays Municipality. This municipality is an urban area of Tanahun district, where there is an easy of access of technology, communication, media and all facilities. This municipality has a heterogeneous caste such as Brahmin, Chhetri, Newar, Rai, Limbu, Tamang, Dalit etc and religion includes Hindu, Buddhists, Christian, and Muslim etc. Vays Municipality is one of them. Majority of the women are engaged in household activities. Also main occupation of the people of Vays Municipality is agriculture which has been regarded as their profession. They used to cultivate cash crops and seasonal crops. Many of the women are engaged in occupation like teaching, employment in cooperatives, various institutions like school, college bank, organizations and government offices non government office. More than 15 governmental organizations, 23 banks, 50 schools and colleges, 15 local and national levels I/NGOs have been working in Vays Municipality where numerous women are also employed. None of the related research has been conducted in this site. Here are selected 5 governments and 5 non-government institution.

#### **3.3 Rational for Site Selection**

This research deals with the women who are engaged in any type of profession in different field from local level to managerial level Vays Municipality. Vays is one of the main city of Tanahau districts. Where are various kind of professional institution have been established. This study provides an effort to show the present phenomena, Motivating de-motivating factors of women s employment. The researcher is assured that this study dog out the real situation of women who have been working in different sector, in Nepal through the particular study of Vays Municipality. Therefore, to analyze

the situation and find answer to motivating and de-motivating factors of women employment. Vays Municipality is the right study area for this research.

### 3.5 Sampling and Population

Sample as mentioned in, best and Khan (2004) is a small proportion of population selected for observation and analysis of data information. In this study, total 728 women participated in capacity and skill development trainings were regarded as theoretical population of the study. Out of that total 105 women employees belonging to five government and five non-government institutions (See in Appendix C) only 72 respondents were selected as sample numbers for this study which is generated with 95 percent confidence level and 5 percent marginal error (See in Appendix F) by using sample size determination formula<sup>1</sup>(Krejcie & Morgan, 1970). The sampling technique was applied for collecting reliable data by using multi stage sampling methods (See detail in table 1).

**Table 1. Sampling Determination Procedures**

Stages	Categories	Number	Remarks
1	Total male and female employees in purposely selected five government and five non-government institutions	229	Theoretical population
2	Total female employees of five government and five non-government institutions	105	Sample population
3	Randomly selected female employees	72	Sample number
Total		72	

(PRA/RRA, 2018; Local Level Profile, 2017).

### 3.6. Techniques and Tools for Data Collection

#### 3.6.1. Anonymous Self Administered Questionnaire

For quantitative data collection, pretested anonymous structured Self-Administered Questionnaire have been used as a tool. The respondents are required to fill up the questionnaire anonymously. Similarly, Key informant interview also have

$$^{1*}\text{Sample size (n)} = \frac{\chi^2 * N * (1-P)^2}{ME^2 * (N-1) + [\chi^2 * P * (1-P)]}$$

Where,

n = required sample size

$\chi^2$  = Chi square (Value\* 3.841 for 5percent confidence level with 1 degree of freedom)

N = Population size

ME = Desired Marginal error (expressed as a proportion)

P = Probability of success (0.5 value for unknown population)

Q= (1-P, i.e. 0.5 value for unknown population)

been used as a technique for qualitative data collection.

### **3.6.2. Key Informant Interview**

For qualitative data collection, Key Informant Interview guideline have been used as a tool (See in appendix E). More so, relevant information were generated from from five key informants (see in Appendix D).

### **3.7. Reliability and Validity**

- ) Pretesting of tools have been done to ensure validity of the participants responses,
- ) Supervision and monitoring of the enumerated by the research supervisor.
- ) Editing of filled questionnaire after pretesting.
- ) Thorough literature review on published and unpublished articles.
- ) Respondents were notified regarding the purpose of the study and written informed consent also have been taken for ethical consideration. Participants were motivated for providing accurate information regarding the study.
- ) Required primary information are collected by the researcher herself.

### **3.8. Method of Data Analysis**

The collected quantitative data first entered in Excel and edited and analyzed by using SPSS and presented in percentage, graphs, charts frequency, mean, median etc. according to the type of the data. For qualitative data anal narrative methods have been used. Data have vital role in research acting as evidence. Data analysis is neither a distinct stage nor a discrete process; it is something that is happening, in one from another, through the whole research process (Richards, 2003, p.268). In this study, quantitative data has descriptively analyzed and interpreted through SPSS soft ware. Similarly, qualitative data was analyzed by drawing insights from description, analysis and interpretation of the data (Yin, 1994 as cited in Awasthi, 2004). Description helped to gain a clear picture of the situation and understand the meaning of the data. Analysis helped to make a systematic description of interrelationships between them. And interpretation helped to understand processes and meanings in the context. In that moment I have given more focused on the questions such as “What does it all mean?”

### **3.9. Ethical consideration**

Prior to the study, Ethical guideline developed by Tribhuvan University has been followed in this study. As well as ethical approvals also have been taken from NHRC research committee as far as possible. The proposal was presented in the Department of Humanities, Tribhuvan University Verbal and written informed consent have been taken from each and every participant whether they want to participate or not. Participant’s privacy and confidentiality was highly maintained through self-administered anonymous questionnaire. The purpose and the aims of the study have been explained and participants. The participants were signed on informed written consent forms after knowing and studying the consent form before taking part in the study to ascertain that they voluntarily agreed to be a part of this study. The confidentiality of the respondents also have been ensured.

## **CHAPTER IV**

### **PROFILE OF THE STUDY AREA**

#### **4.1 Vyas Municipality Profile**

Vyas Municipality, Tanahun is one of the innovative municipality named after the Maharshi Vedvyas, the writer of 'Veda' a holistic hindu doctrine, situated at the confluence bank of Madi and Seti River. It is one of the municipalities, which could be formed after re-establishment of multiparty democracy in 1991 by great interest and continue effort of local people and leaders of this territory. Due to versatile beauty and cultural diversity offered by the nature, this municipality bears plenty of potentiality and opportunity for Tourism development. Chhabdi Barah Darshan, Bhanu Ghansi Memorial Park Visit, Manhaunkot Trekking, Shiva Panchayan and Vyas Cavevisit, Madi River Rafting etc are some touristic activities which have become the regularity for internal as well as foreign tourist. Mela and Mahotsav (Cultural and Business Festivals) conducted by Local Authority and aligned organization is keeping on effort for Tourism Development.

#### **4.2 Social-Economic Characteristics**

The Nepali caste system is the traditional system of social stratification of Nepal. In Nepal 80% the people follow the Hindu tradition. As per Hindu tradition in Nepal, caste system broadly borrows the classical model or Varna. Bahaman, cherty vaishya, sudra. The caste system defines the social classes by a number of hierarchical endogamous groups often termed (caste/jaat). As per vays municipality data, there are different types of groups. Bharaman, Magar, Chhetri, Newar, Kami, Damai, Gurung, Darai, Sarki, and some other small groups.



## **Figure 5. Socio-Economic Characteristics of Study Area**

**(Municipality Profile, 2018).**

### **4.3 Religion**

Religious composition is the important social characteristics of population. Religion is a cultural system designated behaviors and practice, morals, worldviews, texts, sanctified places, ethics or organization. That related with humanity to supernatural, spiritual elements. Actually it's kind of group which has their own faith, boundary, practices and cultural. Especially in Nepal, we practice Hindu, Buddhist, are very few Muslim and Christians. We practice cast system of follow, we have very high number of uneducated people especially women never went school before. Girls started to study last 15 – 20 years only. Still many girls never went to school due to the education and cultural issue. Women are not able to work outside the home, village. They didn't have courage to work outside the home, ever their family or society not allow to work outside. Due to the conservative thought, and practice. Hindu, Buddha, Muslim and Christian are main religion of this area.

### **4.4 Educational Status**

Education is the important thing of human being. Without education we can't do anything is perfectly. Education play vital role to bring change in socio-economic status of the people as well as nation. The higher level education attainment affects the people's participation in socio-economic, developmental as well as in motivate to them. It is also increase women empowerment. In much of the world, women have progressed towards equal educational enrollment rates with men at all levels of schooling, but huge gaps

persist between men and women's educational achievement. Many girls and women still do not receive equal access to educational and training resources. Below chart shows the education status of Vyas municipalities. There is 83 percent of people are literate which includes 14 percentage of basic knowledge holder and 2 percent are higher educated. And rest of 17 percent is illiterate.

**Figure 6. Education status of Vyas Municipality**

(Municipality Profile, 2018).

#### 4.5 Occupation

Occupation means a kind of activity/work in your life which can make money or survive. In Vyas municipality many people occupies farming and tourism, local business and some other job, some people are working in abroad also.

**Table 2. Occupational status of Vyas Municipality**

<b>Occupation</b>	<b>Percentage</b>
Agriculture	29.85
Business	32.22
Service	17.40
Others	20.53
Total	100

(Municipality Profile, 2018).

The below table shows that 29.85% are engaged in agriculture, 32.22% are engaged in Business, 17.40% are engaged in Service and remaining 20.53% are in other occupation.

#### **4.6 Demographic Characteristic of Study Area**

Population means the number of people living in a defined area, which is important in every aspect of development of community. The percentage of population according to age/sex structure of the study area is presented in below table.

**Table 3. Demographic characteristics of the study area**

<b>Age group</b>	<b>Male %</b>	<b>Female %</b>	<b>Total %</b>
0-5	17.82	14.89	16.29
6-14	25.58	33.33	29.62
15-24	12.40	24.11	18.51
25-34	24.03	15.00	19.51
35-44	9.30	7.80	8.51
45-54	6.20	2.83	4.4
55-64	3.10	1.01	2.05
above 65	1.55	1.01	1.28
Total	100	100	100

**(Municipality Profile, 2018).**

The table 4.2 shows that the percent of below 5 years population is 16.29%, 6-14 years is 29.62%, 15-24 years is 18.51%, 25-34 years is 19.51%, 35-44 years is 8.51%, 45-54 years is 4.4%, 55-64 years is 2.05% and above 65 years is 1.28% . Data shows that there are more children less than 15 years age group, whereas elder people seem less. From this situation we know that there is high fertility rate and low number of working manpower in that area. Average age is also less than national average age.

## CHAPTER V PRESENTATION AND ANALYSIS OF DATA

### 5.1 Social and Demographic Characteristics of the Respondents

The background information includes general information and characteristics of the respondents which includes age, religion, caste, marital status, permanent address etc. Altogether 72 working women were interviewed from 5 government and 5 non-government institutions of Vyas Municipality. All participants were fully participated during the survey that was available that day.

#### 5.1.1 Age Group of the Respondents

Total respondents were categorized in to six different age group. Which can be shown in following table.

**Table 4. Age group of the respondents**

Age group	Frequency	Percentage
18-25	30	41.67
26-30	17	23.61
31-35	9	12.50
36-40	8	8.3
41-45	5	6.94
46-50	5	6.94
<b>Total</b>	<b>72</b>	<b>100.0</b>

(Field Survey, 2018).

The above table shows the different age group women respondents. In which, minimum respondents were of 41-45 and 46-50 years age group whereas the maximum respondents were of 18-25 years. In total 41.67% respondents were at the age group of 18-25 years. The median age of the respondents is 29 years.

#### 5.1.2 Religion of the Respondents

Religion is a set of beliefs concerning the cause, nature, and purpose of the universe, especially when considered as the creation of a superhuman agency or agencies, usually involving devotional and ritual observances, and often containing a moral code governing the conduct of human affairs. Respondents as per their religious view can be shown in below table.

**Table 5. Religion of the respondents**

Religion	Frequency	Percentage
Hindu	44	61.11
Buddhist	16	22.22
Christian	12	16.67
<b>Total</b>	<b>72</b>	<b>100.0</b>

(Field Survey, 2018).

The above table indicates the religion followed by women respondents of Vyas Municipality. It seems that majority of the respondents were Hindu that occupies 44 respondents (61.11%), whereas Buddhists were 16(22.22%), and Christians were 12(16.67%).

### 5.1.3 Caste of the Respondents

Caste is a form of social stratification characterized by endogamy, hereditary transmission of a lifestyle which often includes an occupation, status in a hierarchy, customary social interaction, and exclusion. As per data, there are different types of groups such as Bharaman, Magar, Chhetri, Dalit, and some other small groups which can be shown in below table.

**Table 6. Caste of the respondents**

Caste	Frequency	Percentage
Brahmin	28	38.89
Janajati (Magar, Gurung and Newar)	16	22.22
Chhetri	17	23.69
Dalit	8	11.11
Other	3	4.17
<b>Total</b>	<b>72</b>	<b>100.0</b>

(Field Survey, 2018).

The above table reflects the caste of women respondents. In total, there are 72 women. Out of them, majority of the respondents were Brahmin that is 28 (38.89%) Whereas Newar, Magar and Gurung (Janajati) covers 16 (22.22%). Likewise, Chhetri that is 17(23.69%) and Dalit were 8 (11.11%).

### 5.1.4 Marital Status of the Respondents

marital status are terms used in forms, vital records, and other documents to ask or indicate whether a person is married or single. Married, single, divorced, and widowed are examples of marital status. Marital status of women respondents can be shown in below table.

**Table 7. Marital Status of the Respondents**

<b>Marital Status</b>	<b>Frequency</b>	<b>Percentage</b>
Married	46	63.90
Unmarried	20	27.77
Divorced/Widow	6	8.33
<b>Total</b>	<b>72</b>	<b>100</b>

**(Field Survey, 2018).**

The above table shows the marital status of women respondents of Vyas municipality. Out of the total respondents, majority of the respondents were married i.e. 63.90%, whereas 28.77% were unmarried. Remaining 8.33% were belong to other (divorced and widowed).

#### **5.1.5 Educational Status of Respondents**

Educational Status of 72 women respondents of Vyas municipality shown in below table.

**Table 8. Educational Status of Respondents**

<b>Educational Status</b>	<b>Frequency</b>	<b>Percentage</b>
Higher Education	38	52.78
Lower Secondary Education	1	1.39
Secondary Education	28	38.89
Primary Education	1	1.39
Illiterate	4	5.56
<b>Total</b>	<b>72</b>	<b>100</b>

**(Field Survey, 2018).**

The above table shows the educational status of women respondents. Out of total respondents, 52.78% were higher education, one respondent were found with lower secondary and primary education, 38.89% of secondary education. Finally, it was also found that 5.56% women were illiterate. In research, more than half respondents were found with higher education.

#### **5.1.6 Subject Specification of Respondents in Higher Education**

Subject specification of respondents was also studied during research work. Which can be shown in following table.

**Table 9. Subject Specification of Respondents in Higher Education**

<b>Faculty</b>	<b>Frequency</b>	<b>Percentage</b>
Management	14	36.84
Education	11	28.95
Arts	9	23.68
Health	3	7.89
Agriculture	1	2.63
<b>Total</b>	<b>38</b>	<b>100.0</b>

(Field Survey, 2018).

The above table shows the result of subject specification of respondents in higher education. Where, 36.84% were found in Management, 28.95% in Education, 23.68% in Arts, 7.89% in Health and 2.63% in agriculture faculty. It seems that most of the respondent studied management.

#### **5.1.7 Permanent Residence of the Respondents**

Permanent residency is a person's resident status in a country. This is usually for a permanent period; a person with such status is known as a permanent resident. Permanent residence of women respondents can be shown in following table.

**Table 10. Permanent Residence of the Respondents**

<b>Permanent residence</b>	<b>Frequency</b>	<b>Percent</b>
Tanahun	32	44.44
Baglung	15	20.84
Lamjung	10	13.89
Syangja	8	11.12
Parbat	1	1.39
Kaski	2	2.77
Chitwan	1	1.39
Nawalparasi	2	2.77
Kathmandu	1	1.39
<b>Total</b>	<b>72</b>	<b>100.0</b>

(Field Survey, 2018).

The above table indicates the permanent residence of women respondents of this study. Results shows that majority of the respondents were from Tanahun district i.e.

44.44%, whereas Baglung, Lamjung, Syangja, Parbat, Kaski, Chitwan, Naalparasi and Kathmandu cover rest of remaining percentage of respondents i.e 55.56% only.

### 5.1.8 Educational Status of Respondents' Husband

Educational status of husband of women respondents can be shown in below table. Few husbands were still found illiterate however, they were supportive for wives.

**Table 11. Educational Status of Respondents' Husband**

<b>Educational Status</b>	<b>Frequency</b>	<b>Percentage</b>
Literate	42	58.34
Primary Education	4	5.55
Lower Secondary Education	6	8.33
Secondary Education	17	23.61
Illiterate	3	4.17
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

The above table shows the educational level of husband of women respondents. Where, 58.34% were literate, 5.55% with primary education, 8.33% with lower secondary, 23.61% with secondary education. 4.17 % husbands were found illiterate. Majority of the husband were literate with school education.

### 5.1.9 Professional Status of Husband of Respondents

Husband of women respondents were engaged in different profession. Majority of husband were found in private job and very few were engaged with politics and social work, which can be shown in below table.

**Table 12. Professional Status of Husband of Respondents**

<b>Professional Status</b>	<b>Frequency</b>	<b>Percentage</b>
Private Job	22	30.56
Government Job	17	23.61
Remittance related work	13	18.05
Entrepreneurship	9	12.50
Business	7	9.72
Politics & Social work	4	5.56
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

The above table shows the profession of respondents' husband. Most of them were involved in private job i.e. 30.56%. Some of other were involved in government job



(23.61%). Data shows that business sector (9.72%), entrepreneurship (12.50%), remittance (18.05%), politics and leadership (5.56%).

### 5.1.10 Training Status of Respondents

Training is important for any kind of job. It helps to work any task in better way. Following table shows the category of training and respondents' training status about their job.

**Table 13. Training Status of Respondents**

Training	Frequency	Percentage
Computer	21	29.17
Financial management	3	4.17
Health and sanitation	10	13.89
Public service Commission	15	20.83
Not training	23	31.94
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

The above table indicates that most of the respondents completed computer related training which is 29.17%. Likewise, 4.17% completed financial management, 13.89% health, and 20.83% public service commission. 31.94% respondents were found that they did not completed any kind of job related training.

### 5.1.11 Respondents Land Holding Status

For better result, researcher also asked respondents about their land holding status. The result can be shown in below table.

**Table 14. Respondent's Land Holding Status**

Land	Frequency	Percentage
<10 ropani	26	36.11
10-14 ropani	19	26.39
15-19 ropani	17	23.61
20-24 ropani	6	8.33
> 25 ropani	4	5.56
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

The above table reflects that all the respondents have any quantity of land. Out of 72 respondents, 36.11% have less than 10 ropani land, 26.39% have 10-15 ropani, 23.61%

have 15-19 ropani, and 8.33% have 20-25 ropani of land. Finally, 4 respondents were found with more than 25 ropani land.

### 5.1.12 Occupational Status of Respondents' family members

It was found that respondents' family member were engaged in different sector. The below table shows the occupational status of respondents' family member except their husband.

**Table 15. Occupational Status of Respondents' Family Members**

Occupation	Frequency	Percentage
Local Shop	14	19.44
Government Job	19	26.38
Private Job	16	22.22
Daily Wages	3	4.17
Entrepreneurship	7	9.72
Remittance	13	18.06
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

The above table indicates that all of respondents' family member engaged in any kind of occupation. It was found that 19.44% in local shop, 26.38% in government job, 22.22% in private job, 4.17% in daily wages, 9.72% in entrepreneurship and 18.06% in remittance related work. Higher percent of respondents' family member were found in government sector job than other sectors.

### 5.13 Respondents Category of the Employment

Women respondents of this research were found in two category of employment i.e. Government Job and Private Job. Which can be shown in below table.

**Table 16. Respondents Category of the Employment**

Category	Frequency	Percentage
Government	44	61.11
Private	28	38.89
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

The above table shows the respondents' employment category. Where 61.11 % were in government sector and rest were private sector employment. More respondents were found in government job than private sector job.

## 5.2 Motivational Factors of Women Respondents

### 5.2.1 Respondents Reaction for Motivational Categories

Some motivational related issues were formed to know the motivational level of women respondents of Vyas municipality. The result obtained from the research can be shown in below table.

**Table 17. Respondents Reaction for Motivational Categories**

Issues	Agree	Disagree	Neutral	Strongly Agree
Self-awareness on decent work has been increased	44  61%	-	17  24%	11  15%
Recognition by coworker to me has been increased	48  67%	2  3%	13  18%	9  12.29%
Capacity to specialization on my job is increased	49  68%	1  1.39%	7  10%	15  20.83%
I can work on lean better than before	50  69%	3  4.17%	4  5.55%	15  20.83%
I can communicate better than before	51  71%	2  2.78%	6  8.33%	13  18%
My attitude towards women employment is positively changed	46  64%	-	14  19%	12  16.67%

(Field Survey, 2018).

The above table shows the respondents' reaction for different motivational categories. Out of total 72 respondents, 61% agree, 24% neutral and 15% strongly agree with the statement that '*Self-awareness on decent work has been increased*'. Here, no respondents were disagree with this statement. It indicates that most of the women respondents were positive with the view that self-awareness promotes their decent work. Likewise, another factor for motivation is recognition by coworker. In this issue, about 67% of respondents were agree and 1 % were strongly agree. Out of 72 respondents, 18 % respondents were neutral and 3% respondents were disagree with this statement. From the result, it can be said that recognition by coworker helped to do better in their job. From the table 5.14, it seems that about 89% respondents were agree with the statement that specialization on related field increased the job performance. Only 1% respondents

were disagree with this issue. Another issue of motivation asked to women respondents is *'I can work on lean better than before'*. In result, 69% were agree, 5.55% were neutral and 20.83 % respondents were strongly agree with this statement. Only 4.17% respondents were opposed with this issue.

Third statement of motivation asked to respondents was *'I can communicate better than before'*. Respondents' reaction were as: 71% agree, 2.78% disagree, 8.33% neutral and 18 % strongly agree. It indicates that majority of the respondents can communicate well than before by any kind of motivation. Finally, to know the reaction for motivational categories it was asked to respondents that positive attitude toward women employment changed motivation? Results found with 64% agree, 19% neutral and 16.67% strongly agree. This indicates that positive attitude towards women employment motivates them in their job.

### 5.2.2 Number of Job Offer has been Increased

**Table 18.** Respondents reaction about number of Job offer has been increased

Categories	Frequency	Response
Agree	39	54.17
Strong agree	5	6.94
Neutral	14	19.44
Disagree	8	11.12
Strongly Disagree	6	8.33
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

The above table shows the respondents reaction about increased job offer. In which, 54.17 % agree, 6.94% strongly agree, 19.44% neutral, 11.12% disagree and 8.33% strongly disagree.

### 5.2.3 Respondents reaction about their social prestige has been increased

**Table 19.** Social Prestige has been Increased

Categories	Frequency	Response
Agree	30	41.67

Strong agree	26	36.11
Neutral	3	4.17
Disagree	13	18.06
Strongly Disagree	-	-
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

From the above table, it can be said that 41.67 % agree, 36.11% strongly agree, 4.17 % neutral, 18.06 % disagree and no respondent were strongly disagree with mentioned statement.

#### **5.2.4 Respondents reaction about their purchasing power for consumable has been increased**

**Table 20. Purchasing Power for Consumable has been Increased**

Categories	Frequency	Response
Agree	39	54.17
Disagree	18	25
St. agree	15	20.83
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

From the above table it can be said that 54.17% agree 25% disagree and 20.83% strongly agree with mentioned statement. No respondents were found with strongly disagree and neutral result.

#### **5.2.5 Respondents reaction for their family's useless and better health care has been increased**

**Table 21. Better Health care has been Increased**

Categories	Frequency	Response
Agree	33	45.83
Disagree	30	41.67
St. agree	9	12.50
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

From the above table it can be said that 45.83% agree 41.67% disagree and 12.50% strongly agree with mentioned statement. No respondents were found with strongly disagree and neutral result.

#### **5.2.6 Respondent's reaction about their children or belonging have increased assess to education**

**Table 22. Children or Belonging have Increased Assess to Education**

Categories	Frequency	Response
Agree	36	50
Disagree	20	27.78
St. agree	3	4.17
Neutral	13	18.06
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

From the above table, it can be said that 4.17% strongly agree, 18.06 % neutral, and 27.78% disagree with mentioned statement.

### 5.2.7 They became able to buy the fixed assets/land or house or vehicle or cattle (most vehicles & cattle)

**Table 23. They became able to buy the fixed assets/land or house or vehicle or cattle**

Categories	Frequency	Response
Agree	22	30.56
Disagree	22	30.56
St. agree	3	4.17
Neutral	25	34.72
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

From the above table, it can be said that 30.56% agree, another 30.56% disagree, 4.17% strongly agree, and 34.72% neutral with mentioned statement.

### 5.2.8 Respondent's opinion about their self-motivation

**Table 24. Respondent's opinion about their self-motivation**

Categories	Frequency	Response
Self esteem	31	42.47
For Becoming a role model	13	19.18
For family live hood	11	15.07
For playing Gender Role	6	8.22
Social status/prestige	11	15.07
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

Table 5.21 shows the respondents' opinion about their self-motivation. 42.47 % motivated by self-esteem, 19.18% by becoming a role model, 15.07% by family live hood, 8.22% by playing gender role, and remaining 15.07% by social status.

### 5.2.9 Respondents reaction for work efficiency has been increased

**Table 25. Respondents reaction for work efficiency has been increased**

Categories	Frequency	Response
------------	-----------	----------

Agree	44	61.11
Disagree	2	2.78
Neutral	11	15.28
St. agree	15	20.83
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

The above table shows that 61.11% agree, 2.78% disagree, 15.28% neutral and 20.83% strongly agree with mentioned statement.

### 5.2.10 Respondent's motivational factor

**Table 26. Respondent's motivational factor**

Categories	Frequency	Response
Internal	19	26.39
External	5	6.94
Both	48	66.67
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

The above table shows the respondents' motivational factor. Out of total respondents, 26.39% motivated by internal factor, 6.94% by external factor and remaining 66.67% by both internal and external factor.

### 5.2.11 Respondent's External Sources of Motivation

**Table 27. Respondent's External Sources of Motivation**

Categories	Frequency	Response
Colleagues	7	9.72
Husband	35	48.61
Parents	15	20.83
Relative	8	11.11
Teachers	7	9.72
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

The above table shows the respondents' external motivational sources. In which, 9.72% motivated by their colleagues, 48.61% by their husband, 20.83% by parents, 11.11% by relative and remaining 9.72% by teachers.

### 5.3 De/Motivational Factors of Women Employment

To answer the third research objective, the following sections discuss whether women (female) feel de-motivated or not, the level of their de-motivation and more obvious factors which de-motivate them while they work, if they feel de-motivated.

#### 5.3.1 Respondents they are not receiving attractive salary

**Table 28. Respondents they are not receiving attractive salary**

Categories	Frequency	Response
Agree	27	37.50
Strong agree	6	8.33
Neutral	15	20.83
Disagree	22	30.56
Strongly Disagree	2	2.78
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

The above table shows the respondents result with statement that they are not receiving attractive salary. 37.50 % agree, 8.33% strongly agree, 20.83% neutral, 30.56% disagree and 2.78% strongly disagree with mentioned statement.

#### 5.3.2 Not Receiving Minimal Salary Than male

**Table 29. Not Receiving Minimal Salary Than male**

Categories	Frequency	Response
Agree	20	27.78
Disagree	28	38.89
Neutral	24	33.33
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

According to table 5.26 27.78% agree, 38.89% disagree and 33.33% neutral with mentioned statement.



### 5.3.3 Respondents Opinion on facing work pressures and burden in office time

**Table 30. Respondents Opinion on facing work pressures and burden in office time**

Categories	Frequency	Response
Agree	35	48.61
Disagree	13	18.06
Neutral	20	27.78
St. agree	4	5.56
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

According to result of above table, 48.61% agree, 18.06% disagree, 27.78% neutral and 5.56% strongly agree with mentioned statement.

### 5.3.4 Respondents opinion for facing job insecurity

**Table 31. Respondents opinion for facing job insecurity**

Categories	Frequency	Response
Agree	18	25
Disagree	37	51.39
Neutral	12	16.67
St. Agree	3	4.17
St. Disagree	2	2.78
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

According to result of above table, 25% agree, 51.39% disagree, 16.67% neutral, 4.17% strongly agree and remaining 2.78% strongly disagree with mentioned statement.

### 5.3.5 Respondent's reaction about they are facing no-operation among women employees

**Table 32. They are facing no-operation among women employees**

Categories	Frequency	Response
Agree	16	22.22
Disagree	36	50
Neutral	13	18.06
St. Agree	5	9.94
St. Disagree	2	2.78
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

The above table shows the respondents' reaction about they are facing no-cooperation among women employees. Result shows that 22.22% agree, 50% disagree, 18.06% neutral, 9.94% strongly agree and 2.78% strongly disagree with mentioned statement.

### 5.3.6 Not given chance to participate in capacity/skill development training

**Table 33. Not given chance to participate in capacity and skill development training**

Categories	Frequency	Response
Agree	30	41.67
Disagree	24	33.33
Neutral	10	13.89
St. Agree	5	6.94
St. Disagree	3	4.17
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

According to above table, 41.67% agree, 33.33% disagree, 13.89% neutral, 6.94% strongly agree, and remaining 4.17% strongly disagree with mentioned statement.

### 5.3.7 Women they were facing sexual harassment from male employees

**Table 34. Facing sexual harassment from male employees**

Categories	Frequency	Response
------------	-----------	----------

Agree	22	30.56
Neutral	19	26.39
Disagree	28	38.89
St. Agree	3	4.17
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

According to the result of above table, 30.56% agree, 26.39% neutral, 38.89% disagree and 4.17% strongly agree with mentioned statement.

### 5.3.8 Parents are not supporting for processional career development

**Table 35. Parents are not supporting for processional career development**

Categories	Frequency	Response
Agree	23	31.94
Disagree	34	47.22
Neutral	11	15.28
St. Disagree	4	5.56
<b>Total</b>	<b>72</b>	<b>100</b>

(Field Survey, 2018).

According to the result of above table, 31.94% agree, 47.22% disagree 12.28% neutral and 53.56% strongly disagree with mentioned statement.

### 5.3.9 Respondents reaction about their spouse are not supported for career development

**Table 36. Their spouse are not supported for career development**

Categories	Frequency	Response
Agree	10	17.54
Disagree	31	54.39
Neutral	4	7.02
St. Agree	4	7.02
St. Disagree	8	14.04
<b>Total</b>	<b>57</b>	<b>100</b>

(Field Survey, 2018).

The above table shows the respondents reaction about their spouse is not supported for career development. 17.54% agree, 54.39% disagree, 7.02% neutral, another 7.02% strongly agree and remaining 14.04% strongly agree with mentioned statement. Majority of the respondents were disagree with this issue.

## **DISCUSSION OF FINDINGS, CONCLUSION AND IMPLICATIONS**

### **6.1 Discussion of Findings**

The general or broad objective of this study is to find out the determinants of de/motivational factor for women employment in terms of social, and political, educational and participation in social institute of Vayas Municipality of Tanahun District. The specific objective of the study is to study prevailing of women.

The different age group women respondents. In which, minimum respondents were of 46-50 years age group whereas the maximum respondents were of 18-25 years. In total 41.67% respondents were at the age group of 18-25 years. The median age of the respondents is 29 years. The religion followed by women respondents of Vyas Municipality. It seems that majority of the respondents were Hindu that occupies 44 respondents (61.11%), whereas Buddhists were 16(22.22%), and Christians were 12(16.67%).

The caste of women respondents. In total, there are 72 women. Out of them, majority of the respondents were Brahmin that is 28 (38.89%) Whereas Newar, Magar and Gurung (Janajati) covers 16(22.22%). Likewise, Chhetri that is 17(23.69%) and Dalit were 8(11.11%). Marital status of women respondents of Vyas municipality. Out of the total respondents, majority of the respondents were married i.e. 63.90%, whereas 28.77% were unmarried. Remaining 8.33% were belong to other (divorced and widowed).

Educational status of women respondents. Out of total respondents, 52.78% were higher education, one respondent were found with lower secondary and primary education, 38.89% of secondary education. Finally, it was also found that 5.56% women were illiterate. In research, more than half respondents were found with higher education. Result of subject specification of respondents in higher education. Where, 36.84% were found in Management, 28.95% in Education, 23.68% in Arts, 7.89% in Health and 2.63% in agriculture faculty. It seems that most of the respondent studied management.

Permanent residence of women respondents of this study. Results shows that majority of the respondents were from Tanahun district i.e. 44.44%, whereas Baglung, Lamjung, Syangja, Parbat, Kaski, Chitwan, Naalparasi and Kathmandu cover rest of remaining percentage of respondents i.e 55.56% only. Profession of respondents'

husband. Most of them were involved in private job i.e. 30.56%. Some of other were involved in government job (23.61%). Data shows that business sector (9.72%), entrepreneurship (12.50%), remittance (18.05%), politics and leadership (5.56%).

Most of the respondents completed computer related training which is 29.17%. Likewise, 4.17% completed financial management, 13.89% health, and 20.83% public service commission. 31.94% respondents were found that they did not completed any kind of job related training. All the respondents have any quantity of land. Out of 72 respondents, 36.11% have less than 10 ropani land, 26.39% have 10-14 ropani, 23.61% have 15-19 ropani, and 8.33% have 20-24 ropani of land. Finally, 4 respondents were found with more than 25 ropani land.

Respondents' reaction for different motivational categories. Out of total 72 respondents, 61% agree, 24% neutral and 15% strongly agree with the statement that *'Self-awareness on decent work has been increased'*. Here, no respondents were disagree with this statement. It indicates that most of the women respondents were positive with the view that self-awareness promotes their decent work. 4.19, it can be said that 30.56% agree, another 30.56% disagree, 4.17% strongly agree, and 34.72% neutral with mentioned statement. Respondents' opinion about their self-motivation. 42.47 % motivated by self-esteem, 19.18% by becoming a role model, 15.07% by family live hood, 8.22% by playing gender role, and remaining 15.07% by social status. 4.27, 25% agree, 51.39% disagree, 16.67% neutral, 4.17% strongly agree and remaining 2.78% strongly disagree with mentioned statement.

4.30, 30.56% agree, 26.39% neutral, 38.89% disagree and 4.17% strongly agree with mentioned statement. 4.31, 31.94% agree, 47.22% disagree 12.28% neutral and 53.56% strongly disagree with mentioned statement. Reaction about their spouse are not supported for career development. 17.54% agree, 54.39% disagree, 7.02% neutral, another 7.02% strongly agree and remaining 14.04% strongly agree with mentioned statement. Majority of the respondents were disagree with this issue.

## 6.2 Conclusions

This study has focused on examining the motivational and de-motivational factors for women employment in terms of their socio-economic, political and decision making

process and its impact on their empowerment. It has concluded that majority of the respondents were excluded from employment in socio- economic aspects as well their political participation community and decision making process.

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 motive 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.

Vays 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.

### **6.3 Implications**

On the basis of above mentioned findings, study makes the following suggestions: The government should design the special training package of women development course for their profession. Women should be provided with the supportive and

favorable environment required for practicing their profession. It includes enough encouragement, constant supervision and appropriate appreciation from the school authority. Only little research has been carried out on De/ Motivational Factors for Women Employment Therefore, the students from different universities like TU, KU, and PU should be encouraged to carry out further researches in this field.

It is also fervently hoped that this study at the micro-level will have a lot of bearing at the macro level since the De/ Motivational Factors for Women Employment at both these levels, has certain common elements but the process of institutionalization of teaching may be different. This is a greater degree will be in accordance with the goals operating at these two levels.

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## APPENDICES

### MOTIVATIONAL FACTORS FOR WOMEN EMPLOYMENT: A COMPARATIVE CASE STUDY OF VYAS MUNICIPALITY, TANAHU

#### Appendix A: Permission Letter to the Local Institutions

Date.....

To The Chair Person.....

Address: .....

Dear Sir

Re: Permission to conduct research work in your institution

I would like to state that I am a Master Degree Candidate of Central Department of Rural Development, Tribhuvan University, Faculty of Humanities and Social Science. Currently, I am preparing to write my thesis entitled “Motivational Factors for Women Employment: A Comparative Case Study of Vyas Municipality, Tanahu”. The purpose of the study is to analyse motivational and de-motivational factors for women employment. In this regard, I am excited about the possibility of kind and supportive researching environment from your institution.

The study is designed under case study methodology in which household survey questionnaires and key informant interview techniques are applying for collecting reliable data from the respondents. Finally, researcher values for the commitment of time, energy, and institutional efforts.

Regards,

Ranju Rimal (The Researcher)

Cell Number: 9851218006

Email:

**Appendix B: Household Survey Questionnaires**

First Name:	Middle Name:	Last Name:
Cell Number:	Code Number:	Date:
<p>Dear respondent,</p> <p>I would like to share that this is completely a dissertation work and it does not carry any official record. You are requested to answer the question friendly and honestly. The importance of this study depends on your valuable answer. Your privacy will always be secured and information you provide does not effect on it. So, please answer the following questions on your knowledge and practice as far as possible.</p>		

Code number of the respondent:.....

Address: .....

Cell Number:

<b>S. No.</b>	<b>Social &amp; Demographic Characteristics</b>	<b>Response category</b>	<b>Response</b>
1	How old are you (age)?	<input type="text"/>	
2.	Caste/ethnicity?	Bhramin Chhetri Janjati (Tamang, Newar) Dalits Madhesi Other	1 2 3 4 5 6
3	Marital status	Unmarried Married Currently married Single Divorced	1 2 3 4 5
4	If married, professional status of the husband	Government job Private job Entrepreneurship Business Remittance Politics and leadership	1 2 3 4 5 6
5	If married, educational status of the husband	Primary Lower secondary Secondary Higher education Illiterate	1 2 3 4 5

6	What is your formal educational status?	Primary	1	
		Lower secondary	2	
		Secondary	3	
		Higher education	4	
		Illiterate	5	
7	What is your subject specification in higher education?	Management	1	
		Education	2	
		Arts	3	
		Natural sciences	4	
		Health	5	
		Engineering	6	
		JT/JTA	7	
		Agriculture	8	
		Forestry and animal science	9	
8	What types of skill related training you have completed then?	Anchoring	1	
		Computer	2	
		ToT	3	
		Public service commission	4	
		Financial management	5	
		Health and sanitation	6	
9	How many members are there in your family?	<b>Fem</b>	<b>Male</b>	<b>Total</b>
		<b>ale</b>	<b>:</b>	
10	Number of school going children?	<b>Girls:</b>	<b>Boys:</b>	
11	If yes, in which school/college you are enrolling your children?	In public or community	1	
		In private	2	
12	Subject specification of your children studying in higher education?	Management	1	
		Education	2	
		Arts	3	
		Natural sciences	4	
		Health	5	
		Engineering	6	
		JT/JTA	7	
		Agriculture and Forestry	8	
13	What is the land holding status of your	<10 Ropani	1	

	family?	10-14 Ropani 15-19 Ropani 20-24 Ropani >25 Ropani	2 3 4 5																		
14	Along with agriculture, what are the diversified occupational statuses of your family members?	Local shop Government job Private job Daily wages Entrepreneurship Remittance	1 2 3 4 5 6																		
15	Annual income of your family	<table border="1"> <thead> <tr> <th>Sector</th> <th>NRs</th> </tr> </thead> <tbody> <tr> <td>Agriculture</td> <td></td> </tr> <tr> <td>Business</td> <td></td> </tr> <tr> <td>Government job</td> <td></td> </tr> <tr> <td>Private job</td> <td></td> </tr> <tr> <td>Daily wage</td> <td></td> </tr> <tr> <td>Entrepreneurship</td> <td></td> </tr> <tr> <td>Remittance</td> <td></td> </tr> </tbody> </table>	Sector	NRs	Agriculture		Business		Government job		Private job		Daily wage		Entrepreneurship		Remittance				
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Agriculture																					
Business																					
Government job																					
Private job																					
Daily wage																					
Entrepreneurship																					
Remittance																					
16	Annual expenditure of your family?	<table border="1"> <thead> <tr> <th>Particulars</th> <th>NRs</th> </tr> </thead> <tbody> <tr> <td>Fooding</td> <td></td> </tr> <tr> <td>Clothing</td> <td></td> </tr> <tr> <td>Accessories/gold</td> <td></td> </tr> <tr> <td>Child education</td> <td></td> </tr> <tr> <td>Visit/pilgrimage</td> <td></td> </tr> <tr> <td>Cultural celebration</td> <td></td> </tr> <tr> <td>Medicine</td> <td></td> </tr> <tr> <td>Philanthropy</td> <td></td> </tr> </tbody> </table>	Particulars	NRs	Fooding		Clothing		Accessories/gold		Child education		Visit/pilgrimage		Cultural celebration		Medicine		Philanthropy		
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Fooding																					
Clothing																					
Accessories/gold																					
Child education																					
Visit/pilgrimage																					
Cultural celebration																					
Medicine																					
Philanthropy																					
17	Category of the employment	Government job Private job	1 2																		
18	When did you involve in employment	<table border="1"> <thead> <tr> <th>Year</th> <th>Month</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> </tr> </tbody> </table>	Year	Month																	
Year	Month																				
19	How much is your monthly salary	<table border="1"> <thead> <tr> <th>NRs</th> </tr> </thead> <tbody> <tr> <td></td> </tr> </tbody> </table>	NRs																		
NRs																					
S.N	Motivational Factors	Response category	Respon																		

			se
20	Motivational factors for employment?	Internal	1
		External	2
		Both	3
21	External sources of motivation?	Parents	1
		Relatives	2
		Teachers	3
		Colleagues	4
		Husband	5

22	The reasons for self motivation?	Self esteem	1
		Social status/prestige	2
		For becoming a role model	3
		For family livelihood	4
		For playing gender role	5
23	My self-awareness on decent work has been increased	Strongly agree	1
		Agree	2
		Neutral	3
		Disagree	4
		Strongly disagree	5
24	Recognition by coworkers to me has been increased	Strongly agree	1
		Agree	2
		Neutral	3
		Disagree	4
		Strongly disagree	5
25	My work efficiency has been increased	Strongly agree	1
		Agree	2
		Neutral	3
		Disagree	4
		Strongly disagree	5
26	My capacity to specialization on my job is increased	Strongly agree	1
		Agree	2
		Neutral	3
		Disagree	4
		Strongly disagree	5
27	I can work on team better than before	Strongly agree	1
		Agree	2
		Neutral	3
		Disagree	4
		Strongly disagree	5

28	I can communicate better than before	Strongly agree Agree Neutral Disagree Strongly disagree	1 2 3 4 5
29	My attitude towards women employability is positively changed	Strongly agree Agree Neutral Disagree Strongly disagree	1 2 3 4 5
30	Number of job offers to me has been increased	Strongly agree Agree Neutral Disagree Strongly disagree	1 2 3 4 5
31	My social prestige has been increased	Strongly agree Agree Neutral Disagree Strongly disagree	1 2 3 4 5
32	My purchasing power for consumable has been increased	Strongly agree Agree Neutral Disagree Strongly disagree	1 2 3 4 5
33	Me and My family's access to better health care has been increased	Strongly agree Agree Neutral Disagree Strongly disagree	1 2 3 4 5
34	My children or belongings have increased access to education	Strongly agree Agree Neutral Disagree Strongly disagree	1 2 3 4 5
35	I became able to buy the fixed assets (land or house or vehicle or cattle etc.)	Strongly agree Agree Neutral Disagree Strongly disagree	1 2 3 4 5

<b>S.N</b>	<b>De-motivational Factors</b>	<b>Response category</b>	<b>Response</b>
36	I have been receiving attractive salary	Strongly agree Agree Neutral Disagree Strongly disagree	1 2 3 4 5
37	We are receiving minimal salary than male	Strongly agree Agree Neutral Disagree Strongly disagree	1 2 3 4 5
38	I have been facing work pressures and burden in office time	Strongly agree Agree Neutral Disagree Strongly disagree	1 2 3 4 5

39	I have been facing job insecurity	Strongly agree Agree Neutral Disagree Strongly disagree	1 2 3 4 5
40	There is no cooperation among women employees	Strongly agree Agree Neutral Disagree Strongly disagree	1 2 3 4 5
41	Women are not yet giving chance to participate in capacity and skill development trainings	Strongly agree Agree Neutral Disagree Strongly disagree	1 2 3 4 5
42	Women are hardly getting refreshment visit	Strongly agree Agree Neutral Disagree Strongly disagree	1 2 3 4 5
43	Women are facing sexual harassment from male employees	Strongly agree Agree	1 2



		Neutral	3
		Disagree	4
		Strongly disagree	5
44	Parents are not supporting for professional career development	Strongly agree	1
		Agree	2
		Neutral	3
		Disagree	4
		Strongly disagree	5
45	Husbands are not supporting for career development	Strongly agree	1
		Agree	2
		Neutral	3
		Disagree	4
		Strongly disagree	5

**Thank you for your better cooperation!**

### Appendix C: Sampling Frame of the Study

<b>S. N.</b>	<b>Government Institution</b>	<b>Total Employee</b>	<b>Female</b>	<b>Male</b>
1	Sarvajoyti Ma.Vi	17	9	8
2	Executive office of Vyas Municipality	20	8	12
3	Gharelu Sana Udhoyg	13	5	8
4	Damauli Hospital	60	35	25
5	Dumsi Chaur Urban Health post	20	8	12
<b>Total</b>	<b>Sample Population</b>	<b>130</b>	<b>65</b>	<b>65</b>
	<b>Sample Number</b>	<b>44</b>		

<b>S.N</b>	<b>Non-government Institution</b>	<b>Total Employee</b>	<b>Femal e</b>	<b>Male</b>
1	Vyas Nagar Cable Network	41	27	14
2	Nasa Computer Pvt.	10	3	7
3	Multivision Money Transfer	3	2	1
4	Pabitra Kalika Transportation Pvt.	31	7	24
5	Deep Tailoring	14	1	13
<b>Tot al</b>	<b>Sample Population</b>	<b>99</b>	<b>40</b>	<b>59</b>
	<b>Sample Number</b>	<b>28</b>		

### Appendix D: Portfolio of the KII Participants

<b>Person Name</b>	<b>Address/ Status</b>	<b>Education</b>	<b>Age</b>
Srijana Poudel	Teacher	B.com	27
Mira Joshi	Mayor (Deputy)	S.L.C	38
Ganga Mishra	Sister	S.L.C	45
Shovita B.K.	Cable Network Assistant	S.L.C	25
Laxmi Pariyar	Ward no. 10 Member	+2	30

## **Appendix E: Key Informant Interview Guideline**


- ) What is the social status of the women in this municipality?
- ) What are the cultural practices performing by the women in this municipality?
- ) What is the economic status of the women in this municipality?
- ) What is the formal educational status of the women in this municipality?
- ) What is the employment status of the women in this municipality?
- ) What is the trend of women employment in government job?
- ) What is the trend of women employment in non-government job?
- ) What are the internal motivational factors for women employment?
- ) What are the external motivational factors for women employment?
- ) What are the internal de-motivational factors for women employment?
- ) What are the external de-motivational factors for women employment?
- ) Prospects of women employment from gender and development perspectives?
- ) What are the prospects of women employment from rural development perspectives?
- ) What are the challenges facing by the employed women in government office?
- ) What are the challenges facing by the employed women in non-government office?


## Appendix F: Sampling Determination Process


Required Sample Size Determination of Sample size with 95% confidence level and 5% Margin Errors				
Confidence =		95.0 %	3.84	
Population Size	Degree of Accuracy/Margin of Error			
	0.	0.04	0.025	0.01
10	10	10	10	10
20	19	20	20	20
30	28	29	29	30
50	44	47	48	50
75	63	69	72	74
100	80	89	94	99
150	108	126	137	148
200	132	160	177	196
250	152	190	215	244
<b>395</b>	<b>170</b>	217	251	291
400	196	265	318	384
500	217	306	377	475
600	234	340	432	565
700	248	370	481	653
800	260	396	526	739
900	269	419	568	823
1,000	<b>278</b>	440	606	906
1,200	291	474	674	1067

The recommended sample size for a given population size, level of confidence, and margin of error appears in the body of the table.

For example, the recommended sample size for a population of 1,000, a confidence level of 95%, and a margin of error (degree of accuracy) of 5% would be 278.

 Change these values to select different levels of confidence.

 Change these values to select different maximum margins of error.

 Change these values to select different (e.g., more precise)