CHAPTER ONE
INTRODUCTION

1.1   Background

Among the various issues of global concern generated after world war II development has occupied a prime position in both the western as well as the oriental society. Development today is defined as the creation and organization of social and economic reason us so as to allow people to take control of them lives. But until the late 1960s development was defined in terms of economics growth and a rose in the gross national product (GNP). But the exercise in various countries showed that a growth in the economy and an increase in the GDP didn't necessarily imply the elimination of poverty, discrimination and exploration. Therefore, it has become a generally accepted view among development workers today that beside economic development has to be also concerned with the problem of reducing inequalities between various sections of society partially their access to resources necessary for the fulfillment of base needs and the strengthening of self reliance.

In the context of this broad aim of development the issue of role and contribution of women becomes a crucial one. Women and development as a subject entered the international stage around 1970 when the hidden economic and social contribution of women began to be uncovered from the under layers of social mythology. The declaration of the international year of women by the UN general assembly 1975 could be considered a turning point in the history of current nations of the place and role and position of women in society at the international level. In the developing countries handful of professional women are beginning to influence the development process. The term professional here indicate to the women

who have earned by using their knowledge and skill. There women are trained in different technical field and actively participate in politics social works and many more.

The world still has a long way to go to achieve equality and that this work will required concentrated efforts on many fronts. The works of the United Nations and many other agencies in advancing gender equality has conveyed in three closely interconnected areas. Strengthening women's economic capacity, with a focus on new technologies and the new trade agenda; promoting women's leadership and political participation, eliminating violence against women and supporting the implementation of the convention on the elimination of discrimination against women.

Many agencies and organizations have made intense efforts in brining the women out of their household by providing them various opportunities for improvement of their status. As a result, we have seen numerous inspiring successes; however the picture vs stall disheartening as it takes far more than change in low or stated policy to change practices in the home. Community and in decision making environment. Comparatively developed countries able to achieve more than developing.

Nepal is an agriculture based country. 65 percent are involving in Agriculture. More labor contributes in agriculture are female, 71 percent are involved in such activities. They contribute to more than half of the labor forces but still they are suffering from various problems. They are still considered to be the second class citizens of the nations having very little or neglible role in decision making in public and private sector.

Empowerment is an effective approach to uplift the condition of women in Nepal, hence the non-governmental organizations NGOs are focusing

on programs which helps women in empowerment. Women's empowerment, as defined by a group of women activists in South Asia. Means, a process where in the powerless and disempowered gain a greater share of control over resources and decision making." Even more specifically, it is "the process by which women gain greater control over material and intellectual resources, and challenge the ideology of patriarchy and gender based discrimination against women in all institutions and structures of society" (Shrestha and Hachhethu 2002).

Acharya (1997) defines "empowerment is a process, which enables women to meet both their particle as well as strategic needs. Practical needs relate to immediate problems such as poverty, water health etc. There needs may be meeting to a certain extent with the existing social structures without challenging the ingrained power relationships. Meeting strategic needs. like access to property and wealth, changing the division of labour and the system of unequal wages, and giving control over their own bodies, on the other hand, is challenging the existing structure of oppression."

For development, women empowerment has become more important and worldwide phenomenon. Various programs and conferences are being held to meet the demand of the women especially in the developing countries. The fourth world conference on women held in Beijing (on 4-15 September 1995) stated "The empowerment and autonomy of women and the improvements of women's social, economic and political status is essential for the achievement of both transparent and accountable government and administration and sustainable development in all area of life."

3

The women liberalization movement held in 1960's at the western world too has played an important role in influencing Nepalese, women, making them aware of their rights and equality. Improvement in the education sector of Nepal has brought changes in the social strata of women exploring the spaces outside their household by focusing on their career development and becoming financial independent. Public mobility gained through exposure to a modern life too has had direct and strong correlations with women's opportunity for career development.

This initiation of women has been supported by the governmental organizations (GOs) and Non-governmental organizations (NGOs) and International organizations. Further it has helped in strengthening the capacity building and awareness-raising of women by intervention in education, Skill, training, income-generating activities, sensitization activities and creating the opportunities for employment. However, there is a distinct gap between the state's proclaimed goal of gender mainstreaming and women's empowerment; and its policy and programs that are overburdened by WID principles and the welfare approach (Shrestha and Hachhethu, 2002).

A handful of development organization especially NGOs organized along the lines of those predominant today started to emerged in the 1950s when democratic structures were institute at the end of the 104 year Rana regime. As a part of the new governmental structures being created at that time, the societies registration act of 1959 was the first legislation to institutionalize these organizations (Dhakal, 2000). These NGO were established for the purpose of enhancing the livelihood of Nepali people. Registered NGOs were allowed to receive foreigner funds directly, and it is thought that many of them were set up primarily to provide jobs to the local people with related educational knowledge and expertise and to

provide needed social services. This has resulted in providing benefits even to the women by providing them job opportunities and other capacity building activities. Hence, these NGOs have been a mode of make women strong and self dependent. However, the status of women in Nepal has not distinctively changed even after the efforts from public and private sectors. So that making aware and supporting them well helps to solved the problems.

1.2   Statement of the Problems

Although much progress has been made in the lives of women since the 1960s with the women's movement receiving additional momentum following the first world contence on women in 1975, gender inequality still persists in many areas of women's lives. Women's subordination remains widespread and deep world-wide, women have limited access to resources. They do more than 60% of the hours of work done in the world, but they get 10% of world's income and 1% of the world's property. Despite the fact that much progress has been attained in the field of education, women still comprise two thirds of all the illiterate people of the world. Maternal mortality rate is still very high, particularly in developing countries. Poverty, to a significant extent, has a females face. One fifth of the world populations live under absolute poverty. A majority among them are women. In some countries women fulfill nearly half of the labour force. Women's economic involvement is increasing with paid jobs for women are becoming the new force in the developed countries. The developing countries are following the some trace. However, most women remain in low-paying and semi-skilled jobs. Very few women work at decision-making levels (Curtis, 2003).

Nepal is one of the under developed countries in the world, with major proportion of people whose income is less than US$ 1 per day (Human Development Report 2004). Among 22.7 million people of the country 85.80 percent of people live in the rural areas. Estimated per capita GDP for the year 2002/03 is US$ 237. The growth rate of population is 2.25 percent per annum, percent of unemployed population is 5.1, literacy rate for the year 2001 is 54.1 percent ,where women literacy rate is 42.3 percent which is however increasing but still much lower to upgrade the pace of development by making optimum use of human resource (CBS, 2003). Nepal's social indicators remain well below the average for South Asian Region. Human development index (HDI) remains 0.47%, Human empowerment index (HEI) remains 0.463 (social empowerment - 0.46, economic empowerment; - 0.337, political empowerment - 0.646) (UNDP, 2004).

Nepal has signed as one of the member participant countries in the 12 points issues of women to be addressed by the government declared in Beijing conference. And this initiative of government in empowerment is effective only when women can be made aware of their capacity and find women involvement in decision making. However, only a small percentage of women mostly the urban are able to take advantage of these opportunities in the cities and towns mostly at the lower post of the bureaucratic / administrative structure, and do not reflect their role and voice in the decision policy making. The rural women still deprived of these opportunities. The overwhelming of workers are still self employed or are own account workers while less than one percent are employers. The percentage of self employed workers which remained more or less constant at about 86 percent between 1971-1981, has decreased to 75% in 1991. The decrease is mainly accounted for by males. In the other words,

a large proportion of women are self employed than men. There is a slow but perceptible change taking place in the employment status of the population. The proportion of both male and female employees in the population are increasing while that of the self employed or unpaid family workers are decreasing. This signifies a positive or negative trend, depending on whether those who moved out of the self employment re getting better jobs or moving out because of impoverishment (Acharya, 1994).

Gradually there has been certain change we can see in the status of women even though the number of female official is quite negligible in comparison to men but women are also found in official areas. Which is the good indicator for their career development and becoming independent. It is important to reinforce the self confidence, self-worth and capability of women as effective participants in decision making structures and processes.

Many efforts have been initiated nationally and internationally to uplift the situation of women. But even with all these efforts there have been very minimum efforts owing to violence and conflicts of different types. Gender based division of labour also hinders women from being involved in productive works. His Majesty Government of Nepal has introduced 5% reservation in the parliament (constitution 2047) and 20% reservation on word level Decentralization Act 2055) and 33% reservation (interim constitution 2063). This kind of action by the government will ensure women participation in the decision making, but involvement of women in politic is negligible. There is vast deprivation for women in the opportunities to represent and access public positions and to be in the power structure. It is this background, that is the present study was

conceived of and entitled as professional woman in development organization   specially in NGO . A case study of Pokhara Valley.

1.3   Objectives of the Study

The objectives of the study are the following :

) To present the socio-economic as well as demographic characteristic of women employees in I/NGOs.

) To know the motivational factors which made there women to take up a profession.

) To explore in which level of females have been benefited from different programs introduced by the organizations.

) To find out information on their attitudes towards development.

1.4   Importance of the Study

Women should empower to take the decision for their life because women are the part of the human resource. As human beings women have not only right but of is also their duty to participate in the development activities of their country. They contribute to more than half of the population of the country, therefore, educational upliftment and empowerment of women is pre-requisite for mainstreaming gender balance in the development. Hence, this present study has helped in exploring the recent status of working women in Pokhara valley by analyzing the role of NGOs in working women's empowerment, which gives a broad base to know the contribution of the women in Nepalese economy.

This study creates awareness in generating mass of women within the different organizations of institutions for creating opportunities for their career development ensuring sufficient women's representation and participation in institutional structures and processes. Further, it also helps the policy makers and the researcher for future reference. Besides its practical utility, the study is also expected to have academic importance and will be helpful in some way for further studies.

1.5   Limitation of the Study

As an academic task, the present study had been undertaken limiting itself within the walls of budgetary, temporal and spatial boundaries. The present study was confined to Pokhara, sub metropolitan city and the conclusion that come from the study cannot be taken as the total data of the country and cannot be generalized. Only the females working in NGOs were studied. So here professional women were chosen only NGO working women. So that the study cannot be taken as the complete record of other professional women.

CHAPTER TWO
LITERATURE REVIEW

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

2.1 Gender Perspective

The term gender refers to the economic, social, political and cultural attributes and opportunities associated with being male and female. Gender, focuses on equal participation and equal benefits to men and women in development activities. Gender perspective advocates on equity between men and women. Gender perspective adverbs on equity between men and women.

The scholars and theorists have described the concept of gender in various ways:

According to the Dictionary of Anthropology (1999)- Gender has been used to refer to the social, cultural and psychological patterning of differences between male and female which is a cultural classification allows for the separation the biological and cultural aspects of differences between males and females (Oxford, 1999).

Gender refers to the socio-cultural definition of men and women, the way societies distinguish men and women and assign them social roles. (Bhasin, 2000).

Gender is not synonymous with women, nor is if a zero-sum game implying loss for men; rather of refers to both women and men, and to their status, relative to each other. Gender equality refers to that stage of

human social development at which "the rights, responsibilities and opportunities of individuals wall not be determined by the fact of being born male or female, in other words, a stage when both men and women realize their full potential (WEF, 2005).

2.2 Feminist Theories

Here professional women indicates those women who are involved in money making activities or earning for sustained. This study is confined to I/NGO working women of Pokhara valley. This study also limited its study to those I/INGO which are only working for women because its main aims is to study about women employee.

Feminism is a perspective that encourage the willing to understand and explain social realities from the vantage point of women. Hitherta the social realities have largely been understood from the perspective of a few economically, politically and culturally powerful people of their times, mostly men. It was only after the feminist movement that gained strength in the 1950s and received momentum in 19630s,that voices of women became louder and began to receive attention worldwide. The feminist theory, which developed in the 1970s, is the academic component of the feminist movement (Mishra, 2005).

Feminism is not one unitary concept; it is, instead, adverse and multi-faceted grouping of ideas and, indeed, actions (Freedman, 2002). It constitutes an awareness of the discrimination, exploitation and oppression of the discrimination, exploitation and oppression at women by the society. It also constitutes collective action by women and some like minded men to transform the context of discrimination, exploitation and oppression. A realization of patriarchal control-over women's lever generates a desire among women to be free from such control. Moreover, feminism is an awareness of patriarchal control, exploration and oppression at both the material and ideological levels ofwomen's labor,

fertility and sexuality within the structure of family, the place of work and in society (Mishra, 2005).

There has been a similar omission, dissertation and devolution of women's realities in the academia. This has led feminists in the academia to document, describe and explain women's reality and to utilize such analyzes to promote gender equity in society (Mishra, 2005). This resulted in crystallization of diverse perspectives as the liberal, Marxist, Socialist and radical theories of feminism).

Marxist feminism states that private property, which gives rise to economic inequality, political confusion and unhealthy social relations between men and women, is the root of women's oppression in the current social context. So that capitalism become that man cases of discrimination .

Radical feminism is philosophy emphasizing the patriarchal roots of inequality between men and women or more specifically social domination of women by men. Radical feminism views patriarchy as dividing rights privileges and power primarily by gender and as a result oppressing women and privileging men. So that radical feminism want to abolish men by adopting homosexual relationship.

Liberal feminism is characterized by an individual emphasis on equality. According to this philosophy society itself don't need major overhaul but rather laws need to be changed. Liberal feminism asserts the equality. Men and women through political reform.

Socialist feminist think that patriarchal society and social norms and values are the main causes of female domination (Balaram Acharya, 2005).

2.3   Gender Development Approaches

2.3.1 Women in Development (WID)

Since the 1970s different approaches evolved to address the problems of women in the development processes. General development theory and practice does not make distinctions between males and females. feminist. Movement and the UN decade for women (1975-85) played a crucial role in highlighting and publicizing the role of women in economic and social development (PU, 2004). The concept of "Women in Development" was developed in early 1970s,after the publication of E. Boserup's "Women's Role in Economic Development."

The WID perspective was based on the theory of modernization which assumes that industrialization and technological advancement will improve the standard of living in developing countries. It was assumed that benefits of such modernization would trickle down through the market mechanism to all segments of the society including women. The rational of WID is similar to neoclassical theories of economic growth during the 60s and 70s. Women's particular problems related to social inequalities and their subordinate position was rarely considered. Women were viewed as a disadvantaged groups like any other group such as the poor minority.

Much attention was given by American policy makers to the concept and was adopted as an approach to integrate women in development and advocated in the third world countries. However, by the late 1970s and early 1980s the WID approach seriously called into question because the assumptions of the trickle down theory did not work for women (Sharma, 1995).

2.3.2 Women and Development (WAD)

During the second half of the 1970s the concept of 'Women and Development' was put forth by new-Marxist feminist also designated associalist. Feminist to explain the sources of women's discrimination as the modernization theory was found inadequate to explain the phenomenon. In contrast to the WID school, Marxist Feminist specifically criticizes the capitalist development model and argues that the elimination of capitalism is a necessary but not a sufficient condition for the overthrow of patriarchy. It however, does not consider the social relation of gender within classes, race and ethnicity divisions. The main point of departure from the WID approach is that WAD draws its theoretical base on the dependency theory that integration of women will only serve to sustain the existing international structures of inequality. The idea is grounded in classes and class relations of production and reproduction. It identifies the social construction of production and reproduction as the basis of women's subordination. The main concern of this approach was to examine why women have been systematically assigned interior or secondary roles. In doing, so, they question the sexual division of labour between women and men and their socially assigned roles. However, WAD approach does not adequately analyzes the social relations of gender within the class structure. It mainly analyzes how the class structures and capitalist mode of production negatively impacts on women. Therefore, it mainly focuses on women's reproductive roles. Although WAD perspective offers a more critical view of women's position than does WID, the policies and interventions strategies are not very different fromWID (Sharma, 1995).

2.3.3 Gender and Development (GAD)

The GAD approach emerged in the 1980sto explain and analyze the persistent inequalities between sexes despite the development efforts in

increasing education, economic participation and access to resource of women. GAD approach takes a holistic perspective and looks at the "totality of social organization, economic and political life in order to understand the shaping of particular aspects of society" (Young, 1987: 2). Therefore, this approach focused on both men and women and analysis the social construction of gender and the assignment of specific roles, responsibilities and expectations of women versus men. The GAD approach in fact questions the basic assumptions and beliefs of the existing social, economic and political structures and power relations between women and men. The major thrust of GAD approach is that the subordination of women is rooted in the social and structural inequalities and the ideological value system emanating from patriarchal structures of the society.

Feminist from the third world countries indicate that the very conceptual base of the development process is inimical to poor women and the newest challenge is transformation of structures of subordination through empowerment of individual women. Empowerment was viewed more from the stand point of enhancement of women's capabilities of acquiring skills, leadership qualities, democratic processes, dialogue, participation in policy and decision making, and techniques of conflict resolution.

Therefore, this approach stresses the fundamental shifts in our ideological value system in the way we perceive about men and women. It believes that it is not adequate only to make policy and programs adjustments for integration of women in the development process. It requires restructuring of policies and programs that address the structure inequalities between men and women as well as restructuring of our social and economic, political and legal institutions that discriminates against women. The GAD approach to gender equality are founded on common principles, social and gender equality, rights to development of

people, social justice and disillusionment with the model of development based on the "trickle down" mechanism (PU, 2004).

2.4   What is on NGO ?

NGOs those organizations outside the realm of government and distinct from the business community often referred to as the third sector (NGO and Civil Society Anc C. Huddock). The use of the term "non-governmental organization" was adopted by the United Nations when it agreed to provide a mechanism for citizen-based organizations to participate in the economic and social council (ECOsoc) such organizations are private and non-profit; they represent people acting of their own validation and describe themselves as self governing in their formal documents. As a residual category the term covers a wide range of groups that are not commonly thought of today as non-governmental organizations: trade union federation business councils, international unions and scholars and professional associations.

2.4.1 NGOs and United Nation's System

International organizations may file for consulative status with the UN, a designation which allows them access to meetings of the various committees and commissions of ECOSOS as well as its own debates. Members of NGOs may participate informally in these groups roaming the chambers and halls to talk to delegates; they may also, by request, be given the floor in formal debate. Further, NGOs automatically receive all documents from these discussions and may request that their own documents be distributed. So valuable was this interaction between UN staff and governmental delegates on the one hand and the NGOs on the other that the UN Department of Public Information and later other agencies in the UN system identified their own lists of NGOs and granted them similar privileges.

As development issues began to dominate the UN, new types of NGOs, concerned with economic development issues such as agriculture, community development, population, environment, energy technological transfer, or habitat, sought consultative status. Most international NGOs (INGOs) have affiliation or chapters at the national level in several countries. The objective of the INGOs is to monitor activities within the United Nations. System of concern to their membership and to persuade the general assembly to pass resolutions stating goals for national as well as international action, while such revolutions lack the force of law, they do provide the national NGOs with a powerful tools, which can be used to alter policies in their respective countries (Irene Tinker-internet, Nov. 2006).

2.5   Women Empowerment

Development is a central issue facing many countries in the third world today in today's 'globalize economy' there are greater disparities emerging between the developed and developing countries, from individual opportunities such as education and employment, health condition and life expectancy, and the marked difference in the standard of living. Within developing countries women are suffering greater than man. As international agencies, non government organization (NGOs) and government organizations (GOs) attempt to address gender disparities in their development agendas, there is a need to move beyond mere rhetoric of 'equality' and 'empowerment' and incorporate measures that allow women and girls to actively and equally participate in decision making and other processes that affect and shape their own lives. In Nepal as in many other developing countries, women's subordination is a fact and discrimination from the local, national and international level continues to hamper their status in society. As such, unless women are empowered, development goals will never the attained (Curtis, 2003).

The past three decades have witnessed a steadily increasing awareness at the need to empower women through measures to increase social, economic and political equity, and broader access to fundamental human rights improvement in nutrition basic health and education. Along with awareness of the subordinate status of women has come the concept of gender as an overarching socio-cultural variables, seen in relation to other factors, such as race, class, age and ethnicity (WEF, 2005).

2.6   Women's Involvement and Development

Although it has many possibility Nepal is also listed in the list of developing country where poverty is a part of life for many people. The UNDP estimates poverty at 37.7% get cautions that these figures "fail to convey the depth and severity of poverty throughout the country" where large segments of prorare "hardcore poor" we got these several title because of ignoring women in developing activities. In all sectors like policy making, leadership benefit showing, development activities each and every place we bycute the women thinking that they are unable. It has been found that the term gender refers to the rules, normns, customs and practices by which biological differences between males and females are translated into socially constructed differences between men and women, boys and girls. This results in two gender being valued differently and in their having unequal opportunities and life chances. A gender perspective means recognizing that women stand at the crossroad   between production and reproduction, between economic activities and care of human beings, and therefore between economic growth and human development.

Gender inequality can be contracted only if the women are provided with education and other income generating trainings and skills to earn their livelihood. Engineering Development suggests some positive actions that a state can take to reduced the gender discrimination that causes harm to

society as a whole. It can "tax" and subsidies, pursue and regulate, prohibit and punish or provide services. It can directly prohibit prejudicial behaviors such as when it requires enterprises to hire workers on the basis of skills rather than on the basis of sex and sanction tines violations (Kabeer, 2000).

The French revolution in 1789 made aware of women aware for their rights as an equally important human beings (women) and questioned" 'what about women' then the different scholars have made contribution in development of new concept of feminism. The feminism raised its against the general norms of society in mid 60's in the western world which was meant for the upliftment of the women and their voice for the rights and inclusion of women in public area. This was effective after the world organizations introduced an international developmental approach to include women in the developmental fields. This made the national and international organizations aware about the empowerment and encourage them to do something without which the real development was out of reach.

Various literatures in this study found different hands of approaches been used by the national and international organizations for the women's right and equality. One of the most effective tools being applied in this developmental or, is empoerment of women through which they became independent socially and professionally. Therefore, this study has focused on the real condition of women in terms of economic well-being personal and professional status and the relation to level of socio-economic empowerment in terms of age, caste, family education and position etc. Thus, this study has made an attempt to find out the status of working women in different organization in Pokhara valley.

CHAPTER-THREE

RESEARCH METHODOLOGY

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

3.1   Study Area

Pokhara is a sub-metropolitan city with the population of 156312 with 79563 males and 76749 females (CBS 2001) where multiethnic groups have migrated from the nearby villages and other places for their livelihoods, higher education and better opportunities: Pokhare is located in Kaski district. The geographical location of Kaski district is $83^040'$ to $84^012'$ longitudinally and $28^06'$-$28^038'$ latitudinal. It is 450-7961m above the sea level. Total area is 20175 sq. km. with tropical and sub-tropical temperature.

Pokhara is one of the developed city of Nepal where many men and women are actively engaged in different kind of activities in public spheres. According to the district NGO profile prepared by NGO Federation, Kaski, upto Mangsir 2062, the total I/NGOs working in Kaski district are 110 in various sectors, out of which 29 NGOs are working for women. Hence, the present study has basically focused on female employees working in different NGOs within the Pokhara valley.

It is the city inhabited with the people of different socio-economic status and multiple ethnic identifies, which will contribute in understanding of

the cross cultural phenomena. Besides, we found all kind of facilities, which are the important factors for research.

The present study are has been found to be more relevant and accessible for the researcher in order to meet the research objectives. The main criteria of selecting Pokhara as study area was contact with the different organizations and find out every information easily because it is the home town of the researcher.

3.2 Research Design

The present study was mainly related to the empowerment approaches practiced by the different NGOs. Hence, the research was both an exploratory and descriptive ones. The exploratory research design is useful to explore the different aspects of the problems. Under study and descriptive design is implied to encompass the description of empowerment scenario status acquired in the organization. Caste/ethnic group income level. Control over resources, participation in decision making level etc. were studied as different variables. However, no specific hypothesis was formulated.

3.3 Data Collection Tools

The present research was mainly based on primary data. The primary data were collected using different methods of data collection tools viz. interview schedule. Observation, institutional analysis and key informant interview. Two sets of interview were designed containing both open and closed ended questions. Apart from these two sets of questionnaire, a separate checklist was prepared to get information of the institutional analysis especially, the structure of executive board, management team and non officer level.

Beside primary data, secondary data were collected from NGO federation Kaski District Development Committee, Kaski (DDC) and from library sources etc.

3.4 Sampling

There are altogether 110 NGOs actively working in Kaski district. Out of which 76 are working in Pokhara valley and only 29 NGOs are working for women. However, the present study has selected only female employees working in different NGOs within the Pokhara valley (NGO Federation Kaski, 2005).

Different organizations were taken as a sample unit depending on their nature of work using stratified random sampling method. Only 18 NGOs are selected for interview. 1-2 females were randomly selected from each organization and one of each organization head also been interviewed to meet the research objectives. Hence, total 43 interviewees (female employees 25 + 18 organizations head) were selected for this study.

25 employees were taken as sample by using simple random sampling method. The main reason to select 1-2 respondent of each organization was that all respondents weren't contacted.

3.5 Data Analysis

The collected data were entered, coded, edited and processed in computerized system using statistical software SPSS 10.0 (Statistical pocket for social science). The data were analyzed using both qualitative and quantitative statistical methods. For qualitative data, it was managed manually and descriptive analyzed. For quantitative data simple statistical tools like frequency, mean etc. was used. An attempt was made to interpret the qualitative data and the sincere effort was made to maintain the objectivity and avoid data error by comparing them with other data collected from different sources.

CHAPTER FOUR
SOCIO-ECONOMIC INFORMATION OF FEMALE EMPLOYEES WORKING IN NGO

This chapter deals with the socio-economic status of women employees and the findings of field work conducted. The findings on broader issues will be discussed below and the findings obtained from the field survey have been presented. The set of information in these sections might overlap or same times contradict with one another. It is believed that the readers will acknowledge the limitation of the methods and respect the importance of the issues raised.

4.1   Duration of Employment

The figure 4.1 below shows that out of respondents 14 (32.56%) did not mention their exact starting date of their services in their respective organizations. Those who just gave year (not months and days) have been considered to have pointed their organizations from Baisakh of the year.

Figure No. 4.1

Duration of Employment
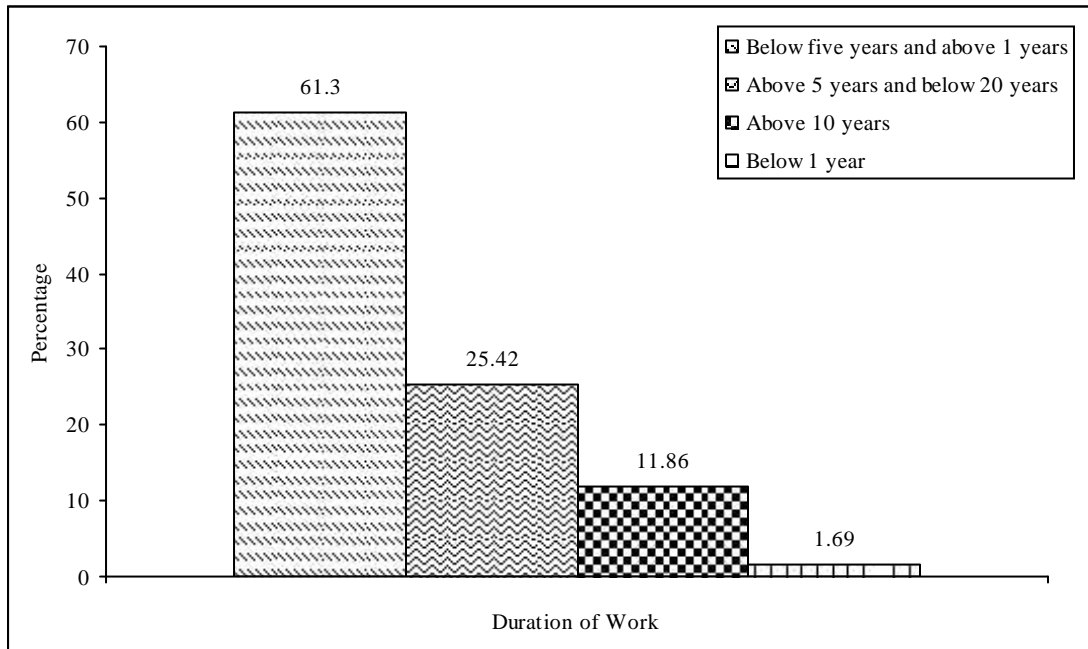
More than 60 percent of respondents were employed for more than one year and below five years followed by 5-10 years category (25.42%). Those who were employed above 10 years were 11.86% whereas those employed below one year was only 1.69%.

4.2   Education Level of Respondents

Education plays a vital role in empowerment of an individual. Thus, the present study has tried to findout the education level of female employees.

According to the figure 4.2, most of the employees interviewed had taken their education up to graduate level (27.12%) followed by intermediate level (22.03%). Only 11.86% had hilding master degree.

Figure No. 4.2

Education Level of Employees
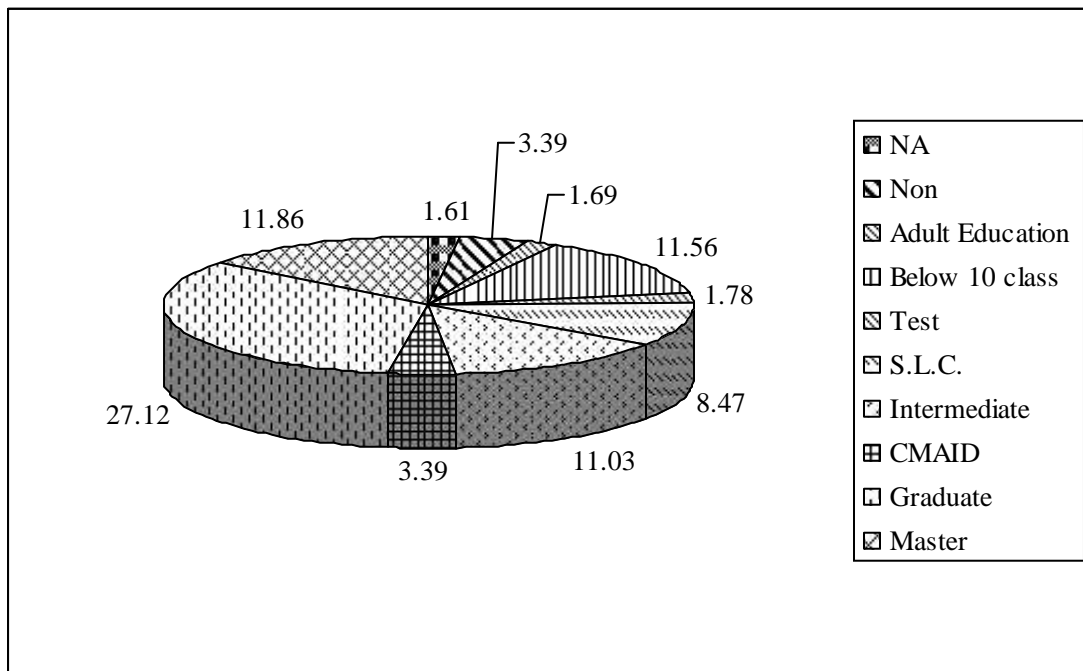
The data shows that those who had passed their SLC and completed at least intermediate level are more were arts and commerce rather than from technical subject.

4.3   Age of Respondents

Age play an important role for personal and career development. Hence, the study has tried to find out the age of females working in NGOs.

The figure 4.3 below shows that more than 90% of the selected employees were below the age of 35. Only 3.39% went above 50 years but below 60. This means that young and unmarried were attracted towards the salaried jobs and organizations also would prefer to recruit young energetic staffs especially those who are unmarried.

Figure No. 4.3

Age Category of Employees
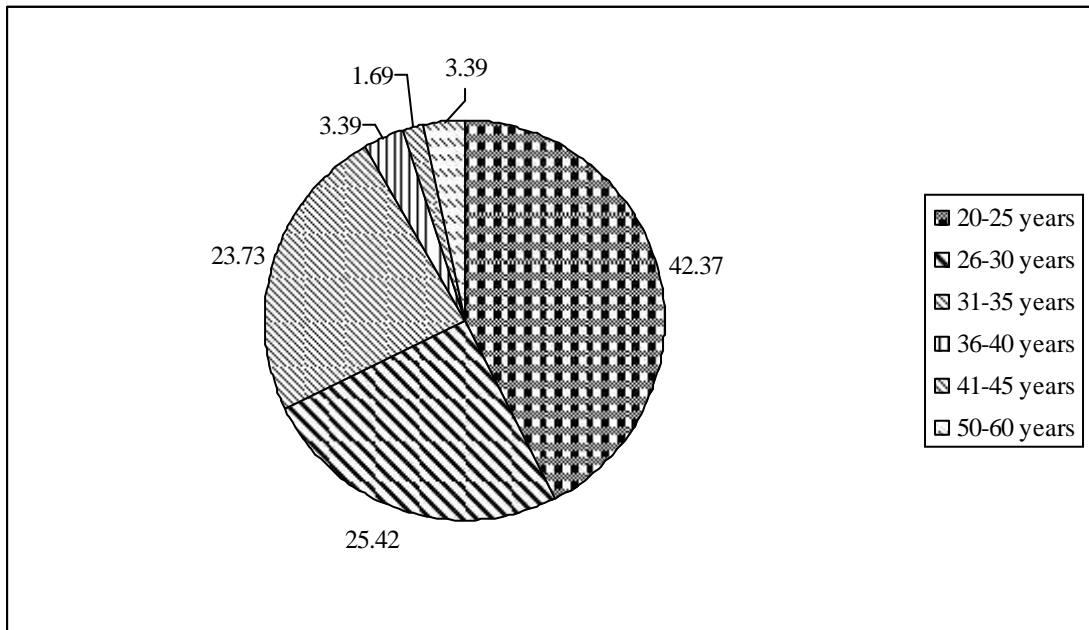
4.4   Castes / Ethnicity

The figure 4.4 below shows that nearly 60% of the selected respondents belongs to Brahmin/ Chhetri. caste and lowest the Dalits (5.08%). Brahmins were the forerunner with 33.90% followed by Chhetri with 25.42%. It has been seen that Gurungs dominate total population in Pokharfa but their involvement in NGO-employment is only 15.25%.

Figure No. 4.4

Castes of Employees
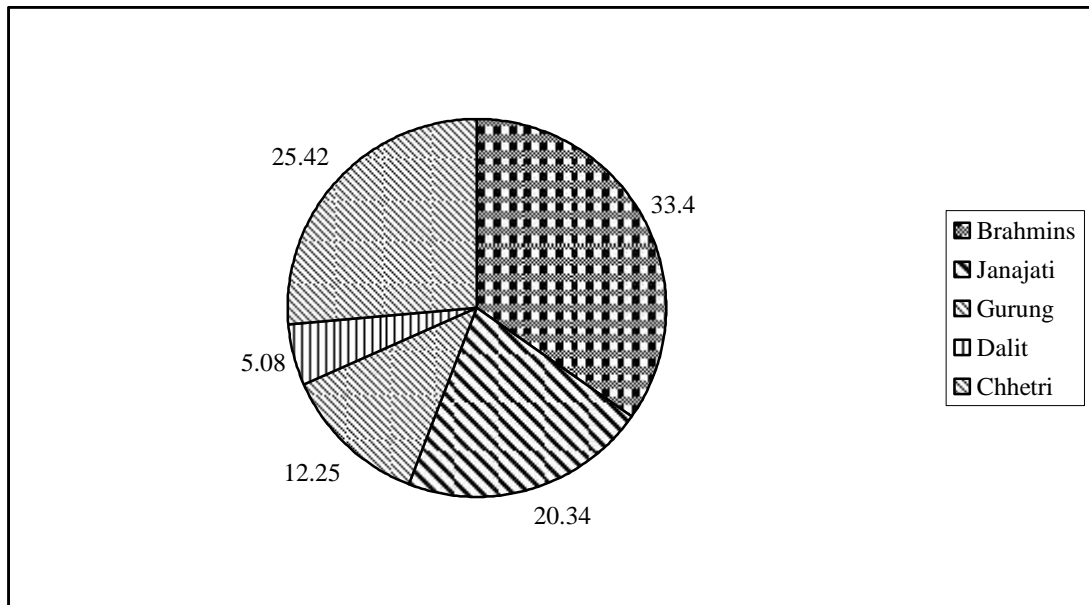
4.5   Address

The study has tried to find out the locality of female employees working in NGOs to trace from how for the females are working to be an independent and support the family.

The figure 4.5 below shows that more than 65% of the respondents belong to Kaski district of which almost 90% of are from Pokhara town. Majorityof other employees are from neighboring districts of Kaski viz. Tanahun, Lamjung, Gorkha, Baglung, Syangja districts.

Figure No. 4.5

Address of Employees
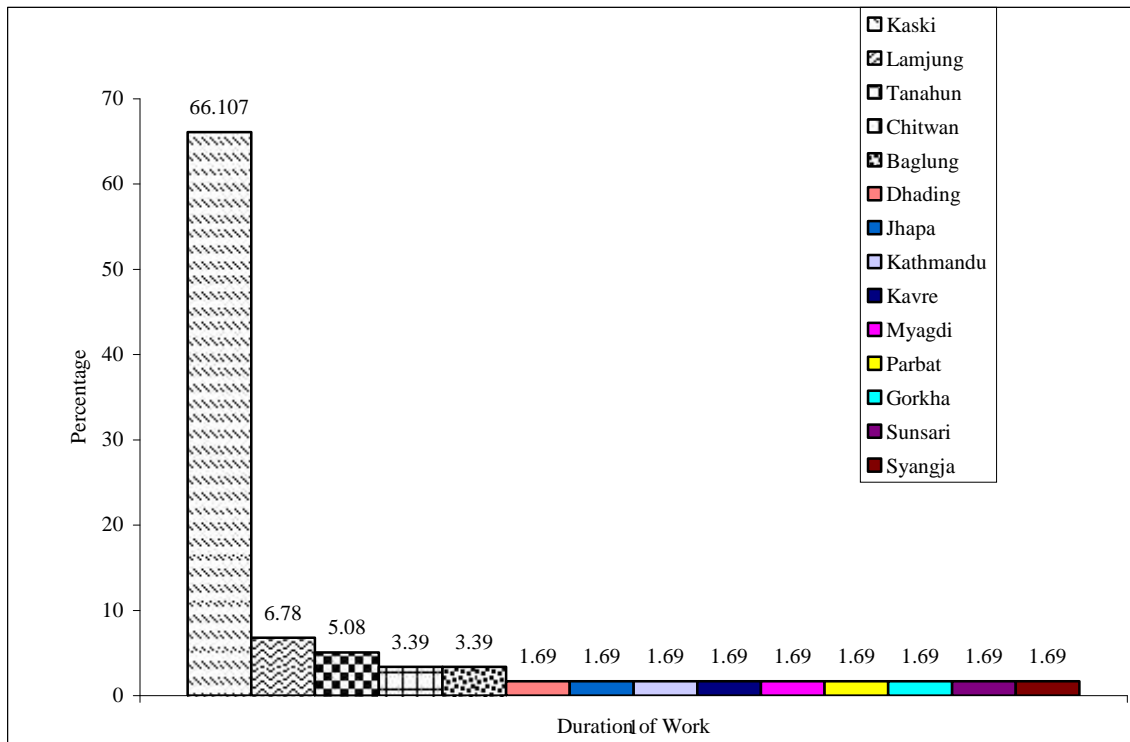
4.6 Marital Status and Children

Nearly 50% of the respondents were found to be married and 37.09% were single. Though married women 6.78 did not have any children. The widows were found to be 5.08% and divorced (3.39%).

All of the divorced were found to have no children. Of the married 7.14% were found to have both children of ages under and above 5 years 28.57% were found to have children under 5 years whereas 50% were found to have children over 5 years.
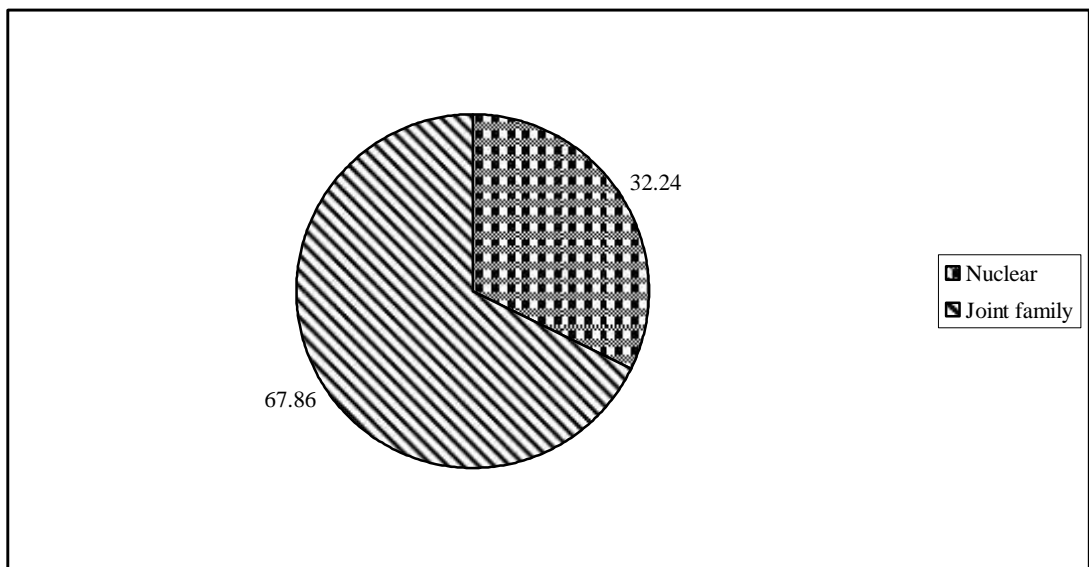
Figure No. 4.6
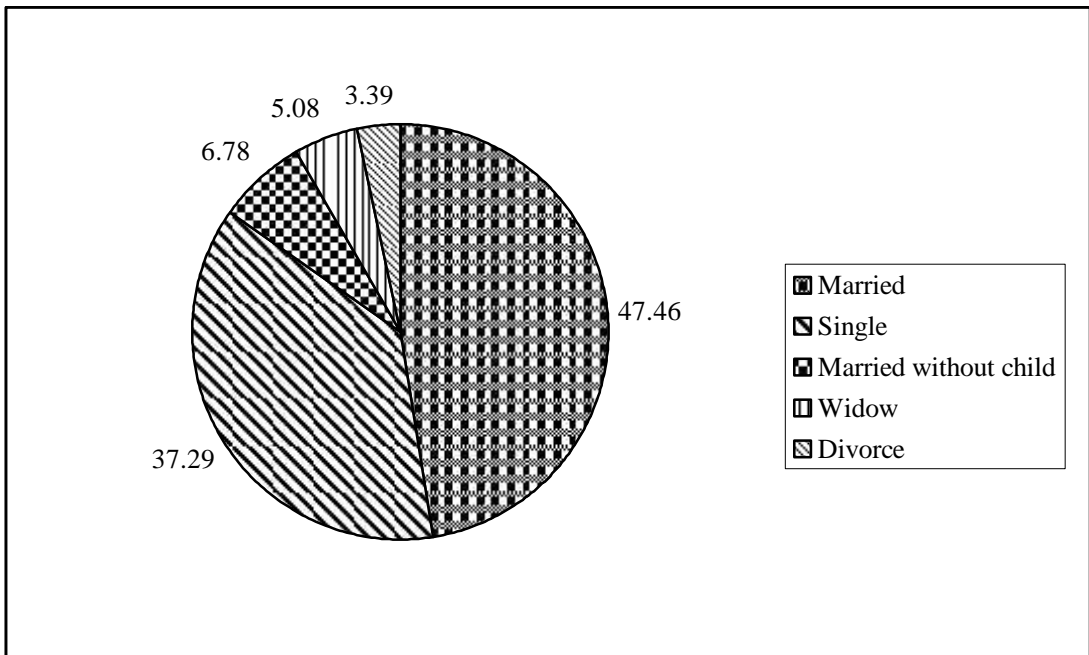
4.7 Family Status

The figure 4.7 and 4.8 below shows that nearly 70% of the unmarried employees were having joint family. The same was the case with married ones with 67.86% having joint family.

Figure No. 4.7
Family Status of Married Employees

Figure No. 4.8

Family Type of Single Employees
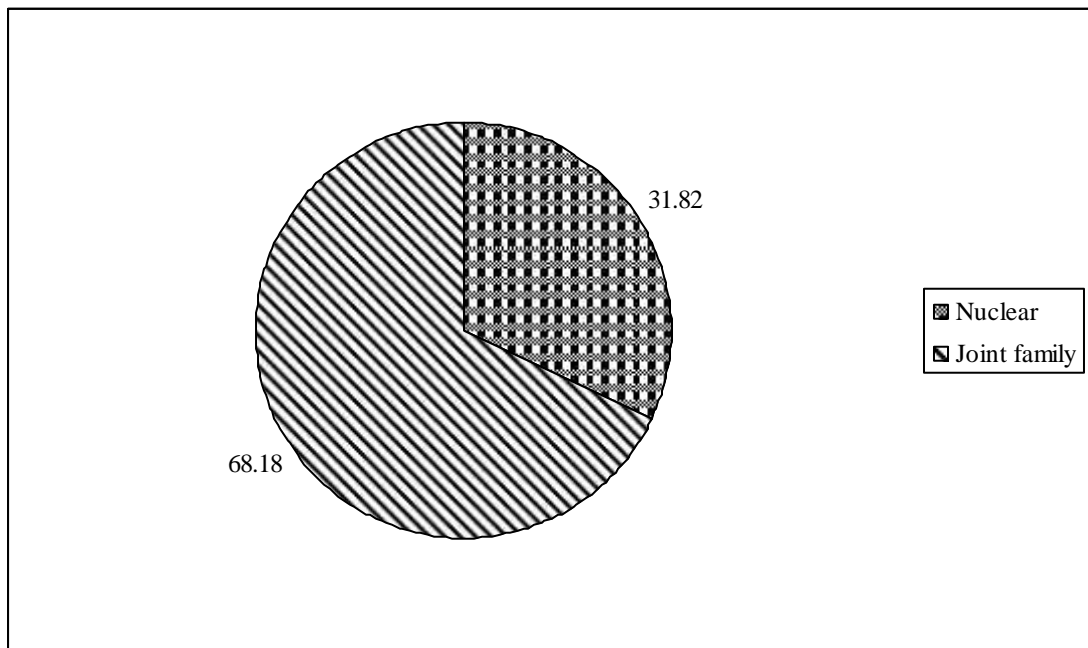
4.8 Chapter Summary

One fourth of the staffs involved in the interview did not remember their hired data. More than 50% of the respondents were employed for more than a year. The study shows that very few of them were holding master degree. There were only negligible percentage of employees form technical background and most of them were posted in administrative discipline. The study shows that the majority of the age group falls below 35 and drop outs were high beyond this age after their marriages. Likewise in other sectors Brahmin / Chhetri were major dominating castes with only few Dalits.

Nearly half of the respondents were married and they were getting full support from their families for their service. Of the married employees ¾ were from Pokhara and all others were from neighboring districts.

CHAPTER - FIVE

BENEFIT SHARING OF FEMALE EMPLOYEES FROM NGO PROGRAM

This chapter describes on how the resources are being shared within the organization and who has control over the staffs income, f the family members are supportive to the women employee, how the organization is working for capacity building of women through national and international training and exposure visits. This chapters also tries to see what are the constraints hindering women from being professionally developed / skilled (due to education, family condition / obligation, socio-economic condition, organizational culture etc.), if they are facing any sexual harassment from their male counterparts.

5.1 Hold on Income

The figure 5.1 shows that nearly 85% of the employees had control over their income. Those whose income was controlled by their parents were mostly singles. Some of the employees' (10%) income was controlled by their in law and husband.

**Figure No. 5.1**

Control Over Income

8.77   1.75 1.75 3.5

- Mutual understanding
- In laws
- Husband
- Self
- Parents

84.2
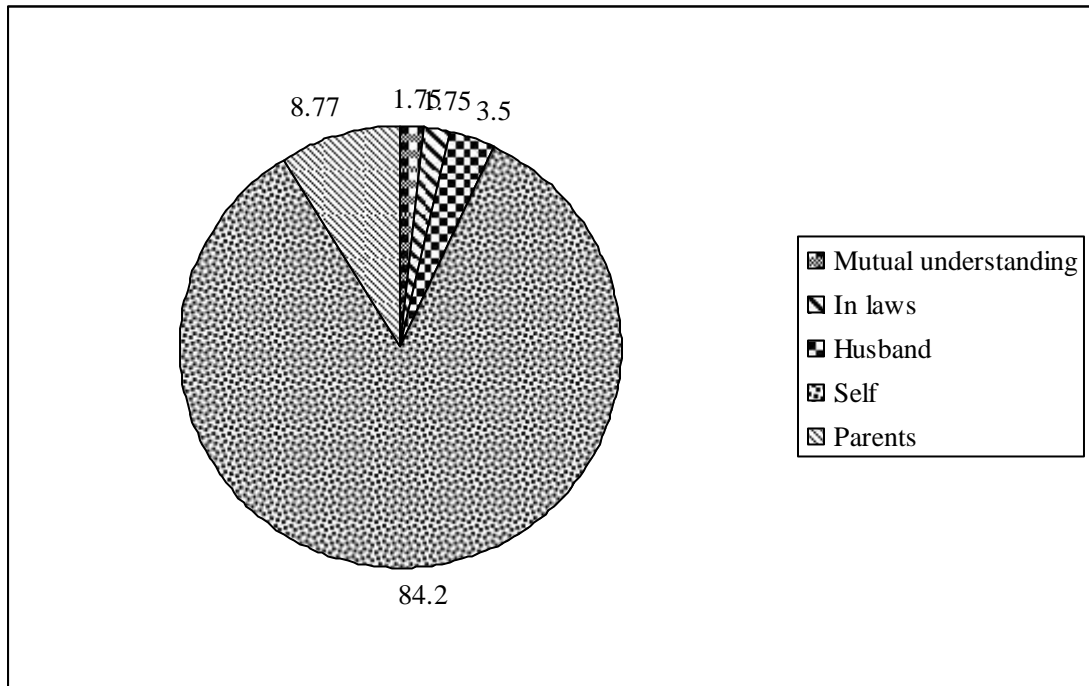
5.2 Income Contribution to Family Matrix (in Number of Employees)

Table No. 5.1

Income Contribution to Family Expenditure

Particular	Self	Husband	Parents	In-laws	Mutual understanding	na	Total
Contributes in one family	32	2	3	1	1	1	40
Doesn't contribute income to family	2		1				3
	34	2	4	1	1	1	43

Figure No. 5.2

Income Contribution to Family Expenditure
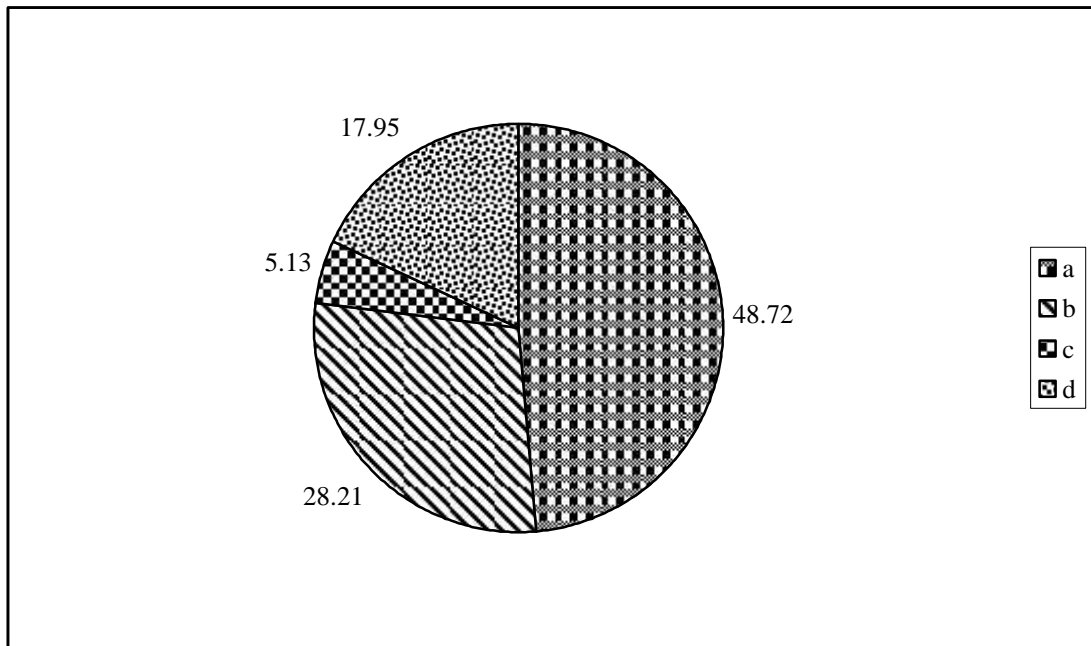
5.3 Income

The figure 5.3 shows that only 39 (72.88%) respondents revealed about their family income. The others were not forced to give their family income by the interviewer. Of those who gave their family income majority (32.56%) had income upto 1 lekh per year and 2.33% with income over 10 (lacs) lekh per year. This income included the respondents' salary.

Figure No. 5.3

Family Income
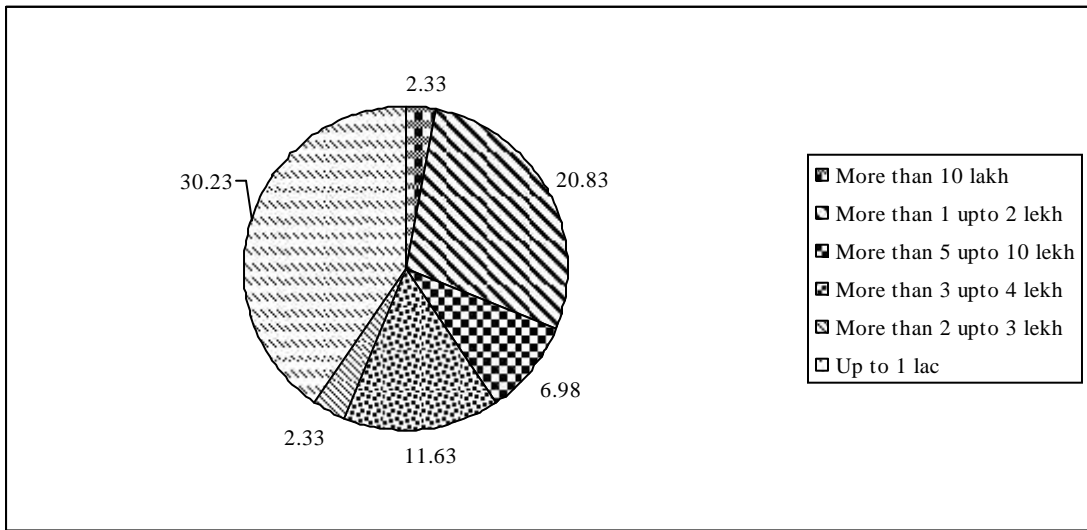
About 48.72 percent of the employees, who revealed their total family income, contributed from 25% to 50% share into their family's total income. Only 5.13% share more than 75% income in the total households income of the other employees who did not mention about their family income, their annual income ranged from NRs.24,000,000 to NRs.100,000,00.

5.4 Incentive Package

In addition to their net salary, few staffs were getting other incentives, like maternity leaves, maternity expenses, festival allowances, lodging, food, medical expenses, free education for children. One third of the respondents received incentives firm their organizations. It was learnt that as this kind of family package was governed by staff policy of the organizations, distribution of such faculties caste-wise is not being evaluated.

5.5   Access to Organizational Resources

The figure 5.4 shows that nearly 60% had access to their organizational resources like vehicles, office equipment etc. Most of those who don't have access were working at the lower post in their organizations like cleaner, clerk, receptionist, look, librarian, motivator, school mobilizes etc.

Figure No. 5.4

Access to Organizational Resources
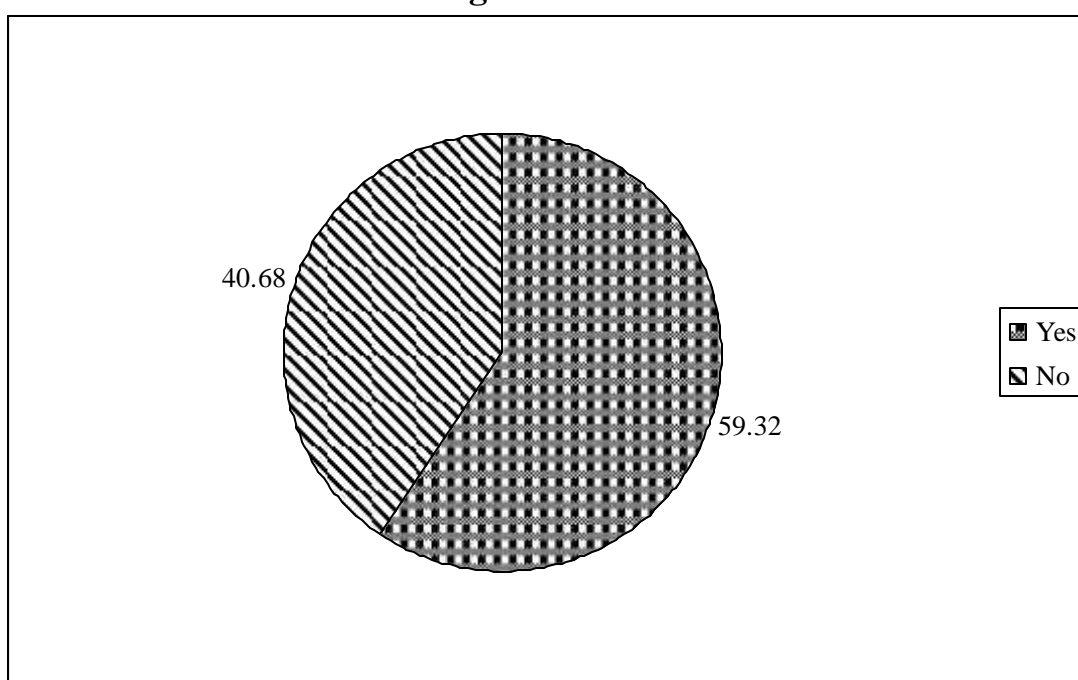
5.6 Organizational Capacity Building

The capacity of female staffs was being updated in every organization in one way or other. The training related to the job nature of the employees and according to their qualification. Nearly 70% of the employees got their capacity enhanced through various training and exposure.

Nature of training and capacity building exposure varried according to the working nature of the organizations from capacity building training, facilitation, child right, computer training, counseling training. Cutting / sewing, driving training effective presentation / leadership, handicraft,

report writing / proposal skill, teacher training, training on HIV, sexual disease and conflict management.

5.7   Training Exposure

The figure 5.6 shows that more than 80% of the employees got their training exposure. Most of them received almost 50% of training from 1 to 10 times very few got training move than 20 times. Few of them received training but they were not able to give details of their trainings.

Figure No. 5.6

Training Opportunities
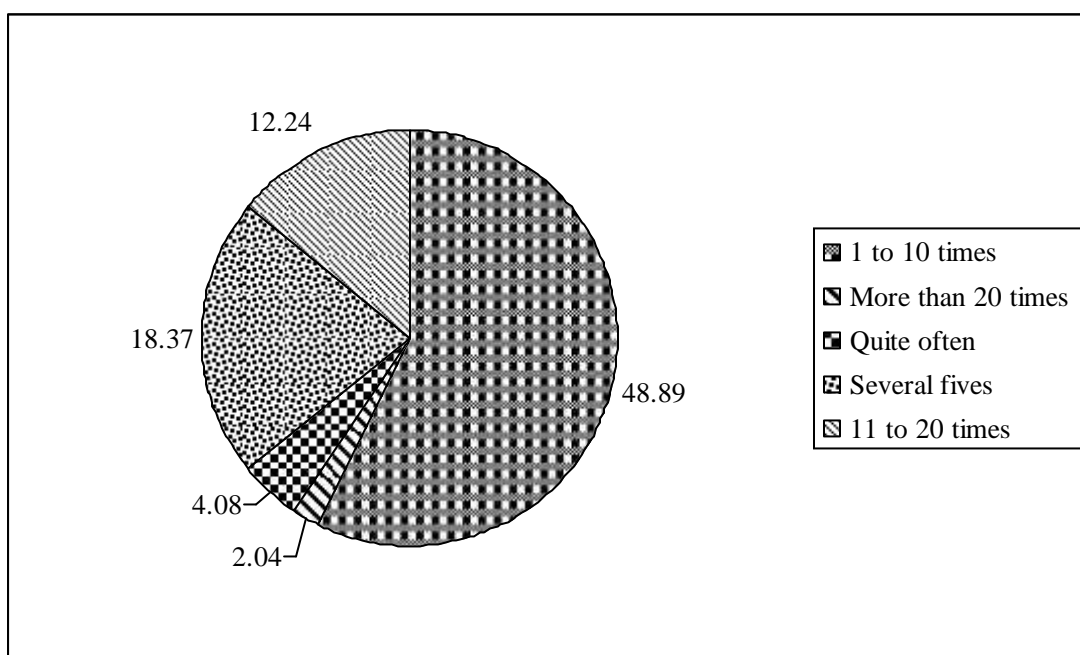
5.9 National and International Exposure

The figure 5.8 shows that nearly two -third of the interviewer had takes exposure. Among these 83.78% has received only national exposure whereas very few (5.41%) has received international exposure. Remaining 10.81% received both national as well as international exposure.

Figure No. 5.8

National and International Exposure

12.24

18.37

4.08

2.04

48.89

1 to 10 times
More than 20 times
Quite often
Several fives
11 to 20 times
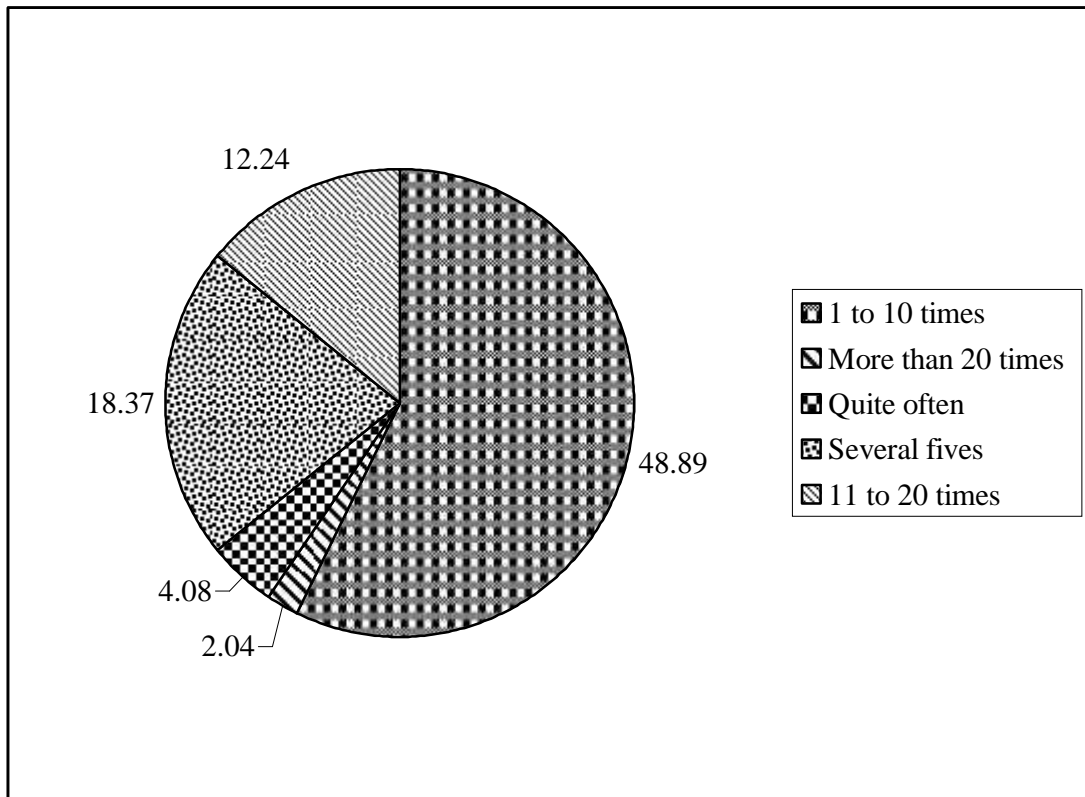
5.10   Promotion

According to figure 5.10, around 37.29% got promotion during their service period depending, on their experience and education. Those who did not get promotion 62.71% were mostly due to their lack of experience and education. Almost 50% of non-promoted employers did not have provision 50% of non-promoted employees did not have provision of promotion in their projects. Non-promotion due to age restruction has also been reported.
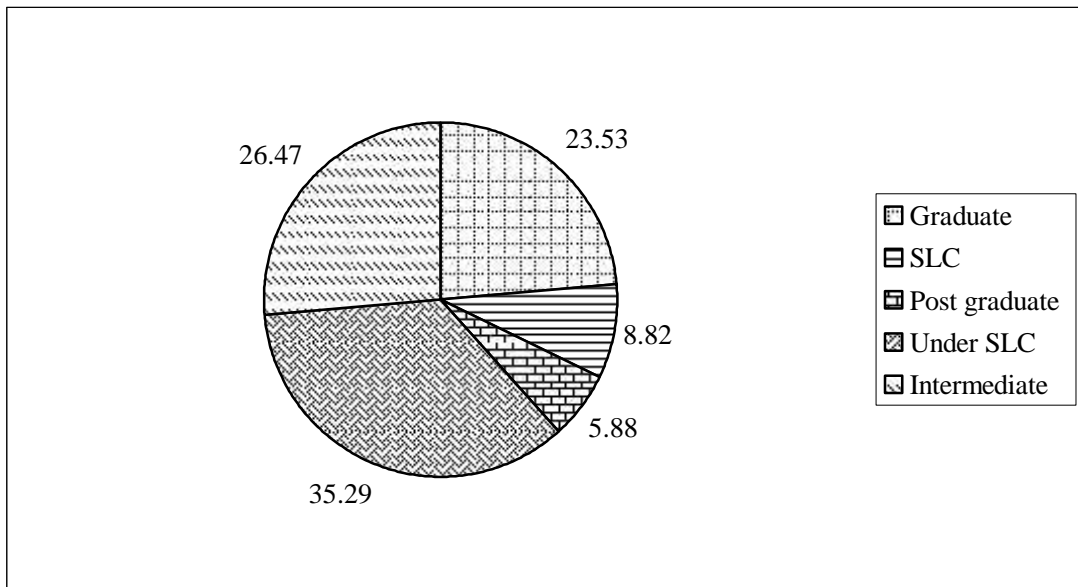
Figure No. 5.11
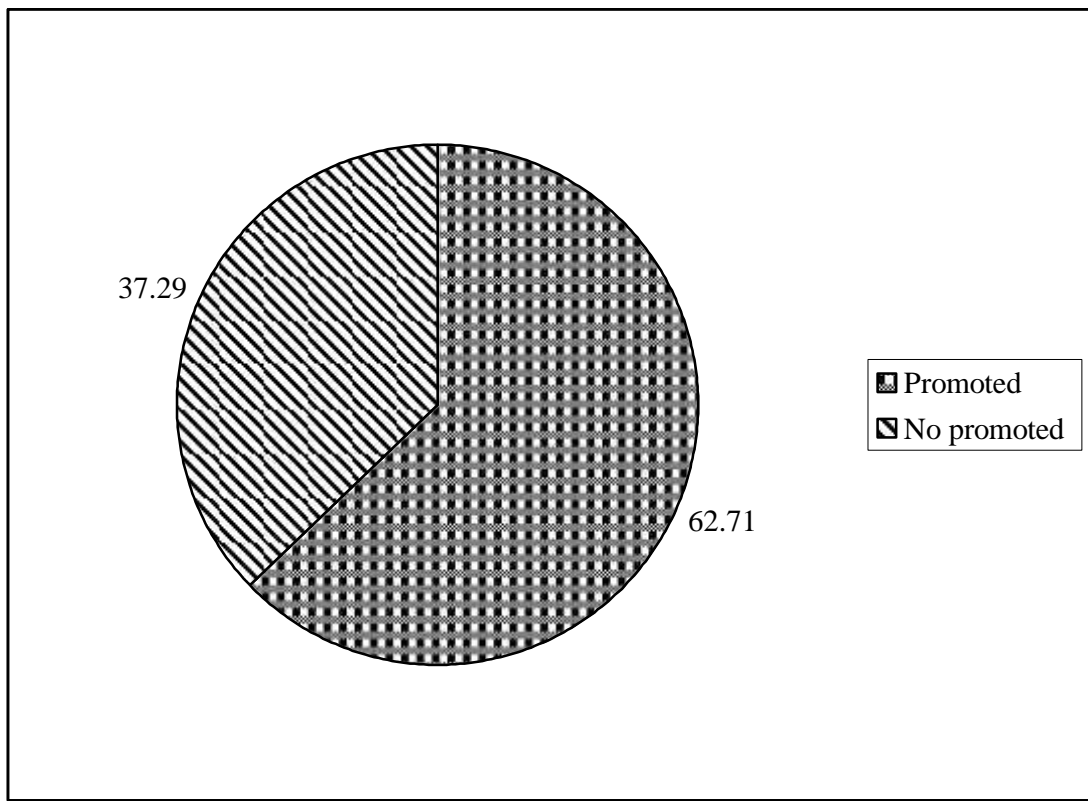
5.11 Constraints Hindering Women from Being Professionally Developed / Skilled

Four major factors have been reported as hindrance to them from being professionally developed / skilled.

a)   **Education Level :** Was the most striking factor among them. Nearly 60% of the respondents close this factor as main hindrance to their professional skilled development. Majority of them have not even passed SLC and were working at the lower posts.

Figure No. 5.11

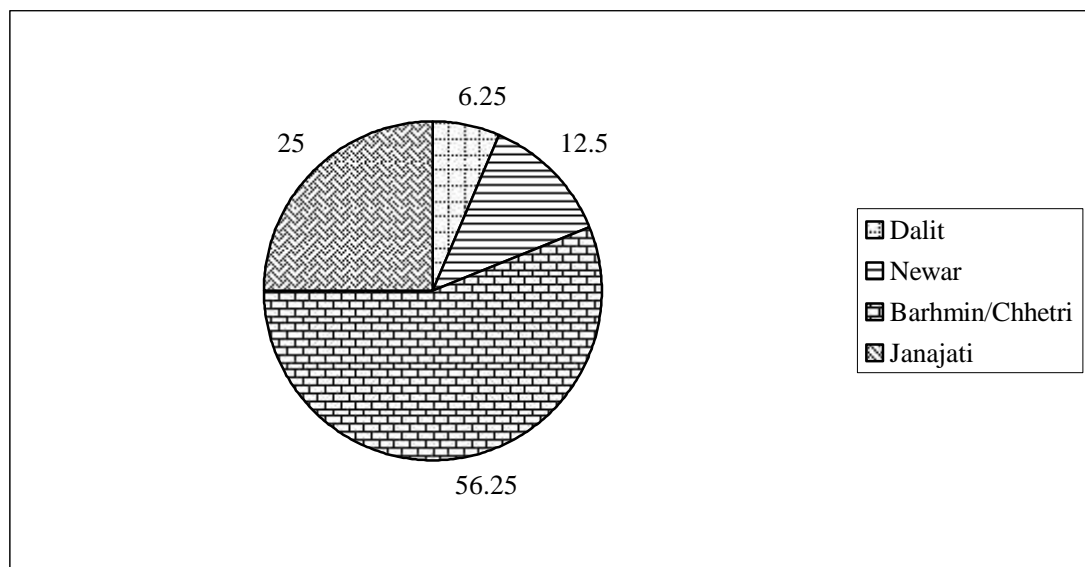**Education as Hindering Factor**

Legend: Graduate, SLC, Post graduate, Under SLC, Intermediate

Values: 23.53, 8.82, 5.88, 35.29, 26.47

b) **Family Condition / Obligation :** Was the second most hindering factor as 40% felt that their attachment to families has restricted them to their skill development. The majority of them were married (44%).

Figure No. 5.12

Family as Hindering Factor

Legend: Married, Single, Widow, Married without child

Values: 12, 8, 44, 36
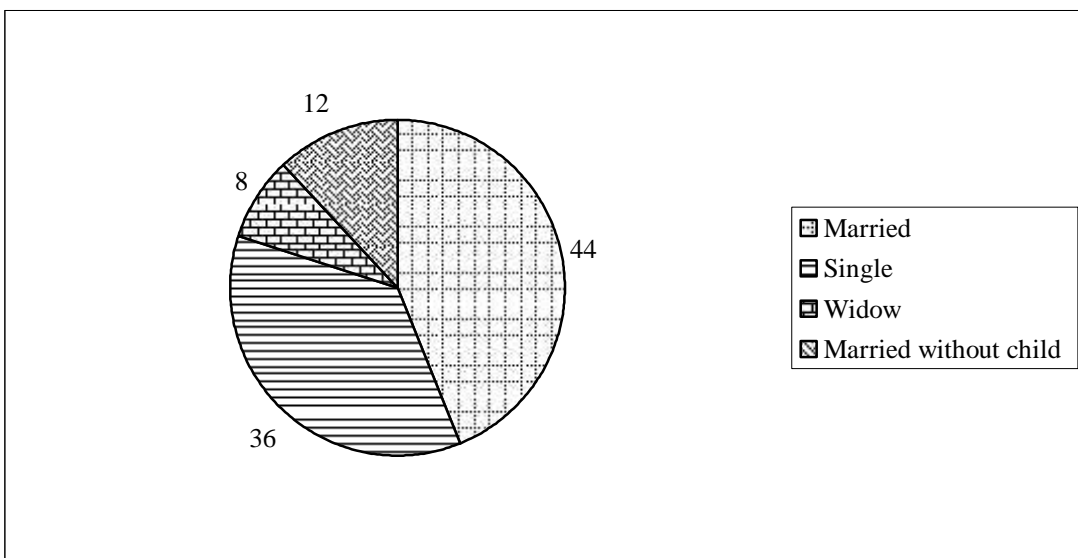
(c) **Socio-Economic Condition :** Plays a major role and was the second most hindering factor as 25% felt that their social / cultural setup has retrained them to their skill development. Majority of Brahmin / Chhetri (56%) felt that their professional / skill development was hindered due to their socio-cultural setup.

Figure 5.13

Economic Condition

d) **Organizational Culture :** has been the least factor reported by only 11% as one of the hindering factors for their skill / professional development.

5.12 Family Support for Professional Career

In the male dominated society like ours. It is very difficult to convince the family members (especially those married) of the female employees to start the jobs. Even after joining the joining the job it is harder to get family support during the job tenure for them. According to the figure 5.15 more than 95% were getting their family support for their professional career. Most of them were getting support from their whole family (57%) whereas very few 3% were not getting that much support.

Most of the married women were getting their husband support in such cases. Those who were getting support from their mother / parents were almost all single. Few were getting support even from their children

Figure No. 5.14

Family Support for Career Development
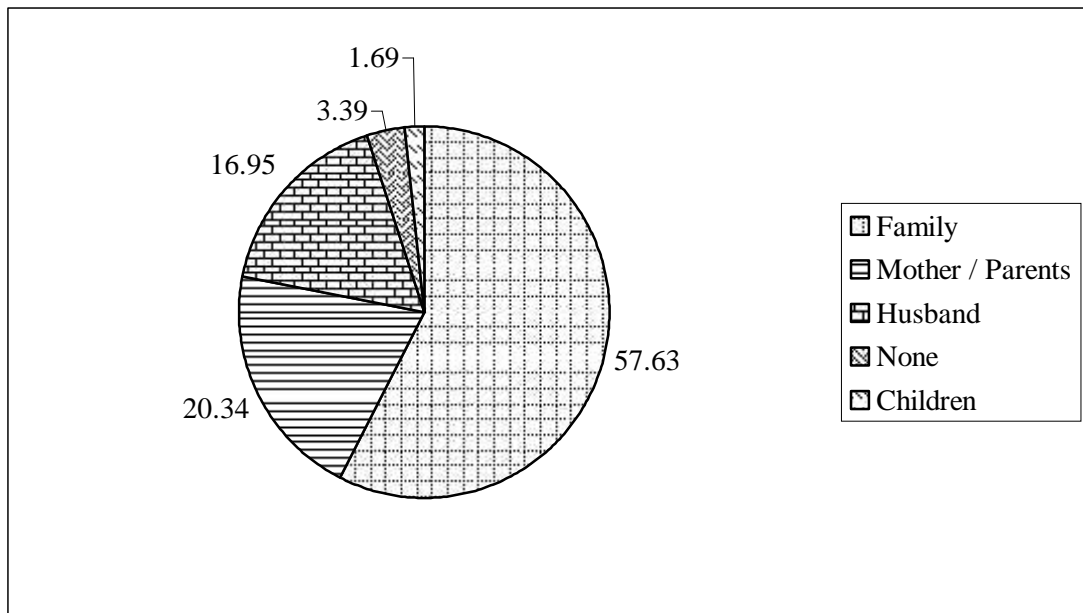
5.13 Gender Discrimination in the Organization

According to figure 5.14 more than 80% felt that there was no discrimination being women in their organizations. But those who felt there was discrimination in their organization (18%) belong to all kinds of marital status viz. single, married, married without child, divorced and widowed.
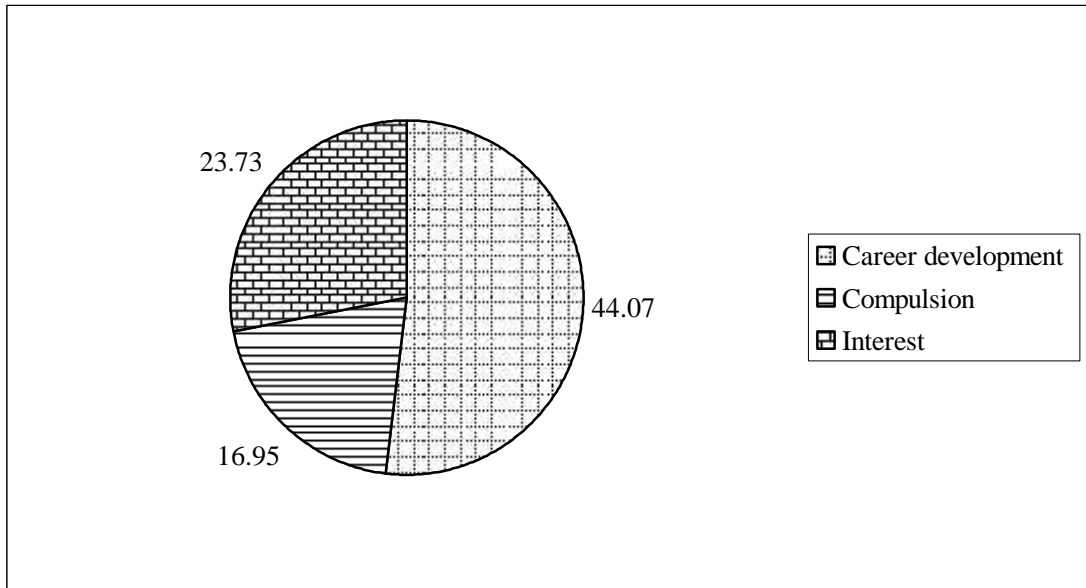
Figure No. 15

Gender Discrimination in the Organization
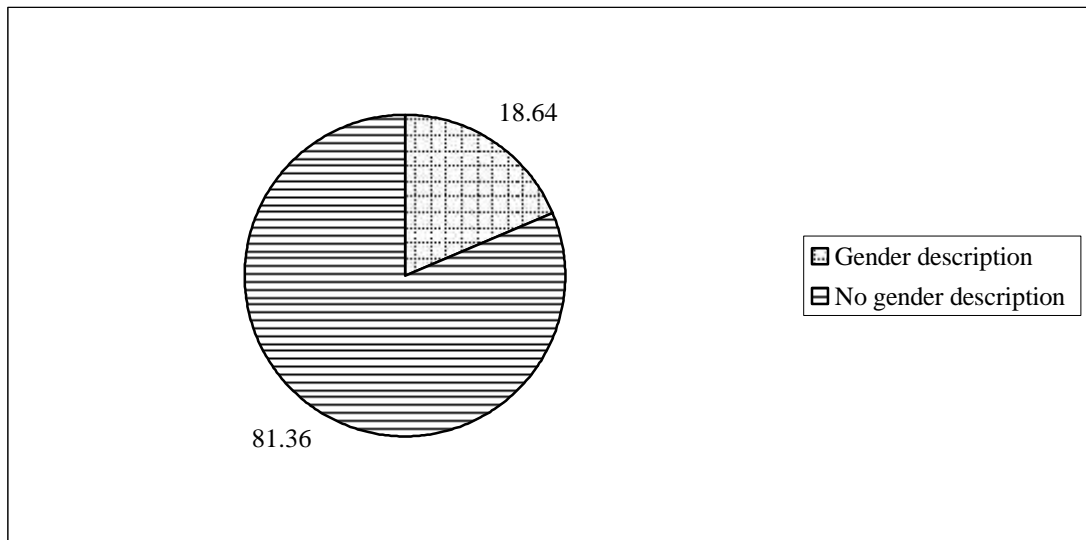
5.14 Causes of Employment

Figure 5.14 shows that most of the employees (14%) were taking jobs for their career development. 23% were doing their job because of their interest whereas 16% were due to the compulsion to look after, their families. For some (3%) were doing job for their own interest as well as career development and compulsion. Nearly 8% thought that all three factors i.e. compulsion, career development and interest were the causes for them to join the job.
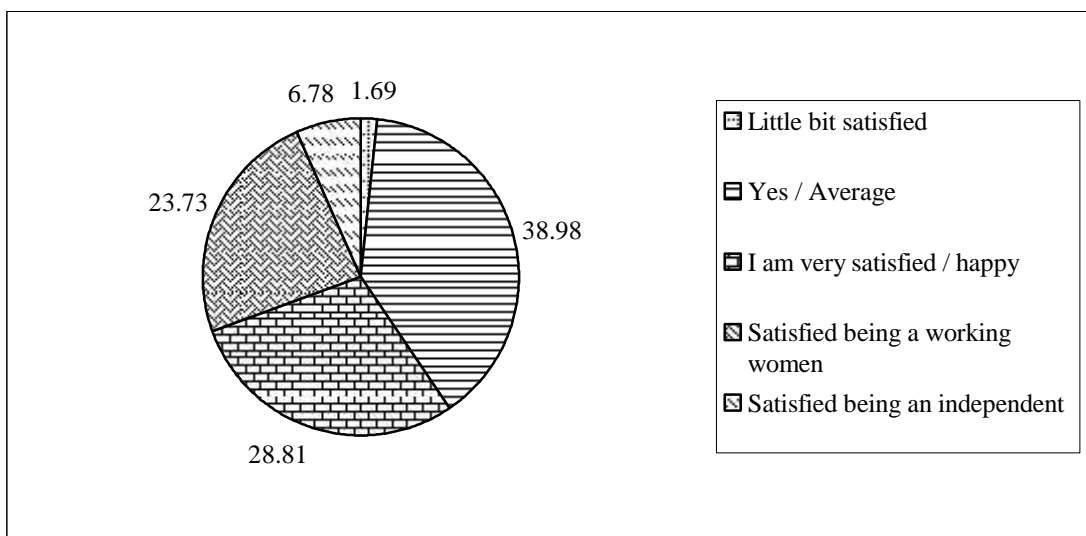
Figure No. 5.14

Causes of Employment

5.15 Satisfied Being a Working Woman

According to figure 5.15 almost 100% have shown their satisfaction for being a working and independent women but their degree of satisfaction was different as shown in the figure below.

Figure No.5.15

Statistical Being a Working Woman

5.16 Chapter Summary

From this study almost all of the employees had total control over their income with cases of the control from their parents and in-laws. Less than 50% respondents revealed about their family income including the respondents' salary. They also shared responsibilities (Workload) with the family members.

In addition to their salary, the women staffs were getting other incentives like maternity leaves, maternity expenses, festival allowances, lodging, food, medical expenses free education for children. The degree of the support however was different at different organizations.

Nearly 60% had access to their organizational resources like vehicles office equipment etc. Most of those who don't have access were working at the lower post in their organizations like cleaner, clerk, receptionist, cook, librarian, motivator, social mobilizer etc.

The capacity at the female staff was being updated in every organization in one way or other. The training were provided according to the job nature of the employee and to their qualification. Nearly 70% of the employees got their capacity built through various trainings and exposures. Nature of trainings and capacity building exposure varied according to the working nature of the organizations.

More than 50% of the training / exposure visit recipients are Brahmin / Chhetri followed by Janajat, Newar and Dalits.

Regarding the promotion, nearly half of the staffs were promoted after some years of service depending upon their work experience and qualification. Those who didn't get promotion were due to their lesser

experience and education. half of the organizations don't have provision of promotion in their prospects.

The capacity of the female staff was being updated in every organization in one way or other. The training were provided according to the job nature of the employee and to their qualification. Nearly 70% of the employees got their capacity built through various trainings and exposures. Nature of trainings and capacity building exposure varied according to the working nature of the organizations.

More than 50% of the training/ exposure visit recipients are Brahmin / Chhetr followed by Janajat, Newar and Dalits.

Regarding the promotion, nearly half of the staffs were promoted after some years of service depending upon their work experiences and qualification. Those didn't get promotion were due to their lesser experience and education. Half of the organizations don't have provision of promotion in their projects.

In male dominated society like ours. It is very difficult to convince the family members (especially those married of the female employees to start the jobs. Even after joining the job it is very difficult to get family support during the job tenure for them. More than 95% were getting their family support for their professional career. Negligible evidence were there that had been discrimination being women in their organizations so is the case for sexual harassment. No complaints have been reported about the misbehaviour to their seniors or office management.

CHAPTER SIX

ROLE OF NGO IN CAPACITY BUILDING AND EMPLOYEES PARTICIPATION IN DECISION MAKING

This chapter looks into the role of the organizations in capacity building of their female status. Organizational structure policy etc. This also describes about the decision making capacity of female employees in their respective organizations.

6.2   Composition of Board Members

According to table 6.1 on an average board member consisted of 9.36 members (6.5 male and 2.86 female). Most of the board members were non-salary payable. The median mode, mean lowest and highest values were given in the following matrix table.

Table 6.1

Composition of Board Members

Particular	Total	Male	Female
Lowest	6	3	1
Highest	12	9	11
Percentage	100	69.42	30.58

In most of the organizations there were as nearly as 30% female an executive members. In some organizations there were as high as 11 female as executive members. In some organizations there were very few female representative in their board.

6.3 Staff (Gender) Composition in the Organization

Figure 6.1 shows that nearly half of organizations have female staffs ranging above 25% but below 50%. On an average there were 61% at females in the organization.

Figure 6.1
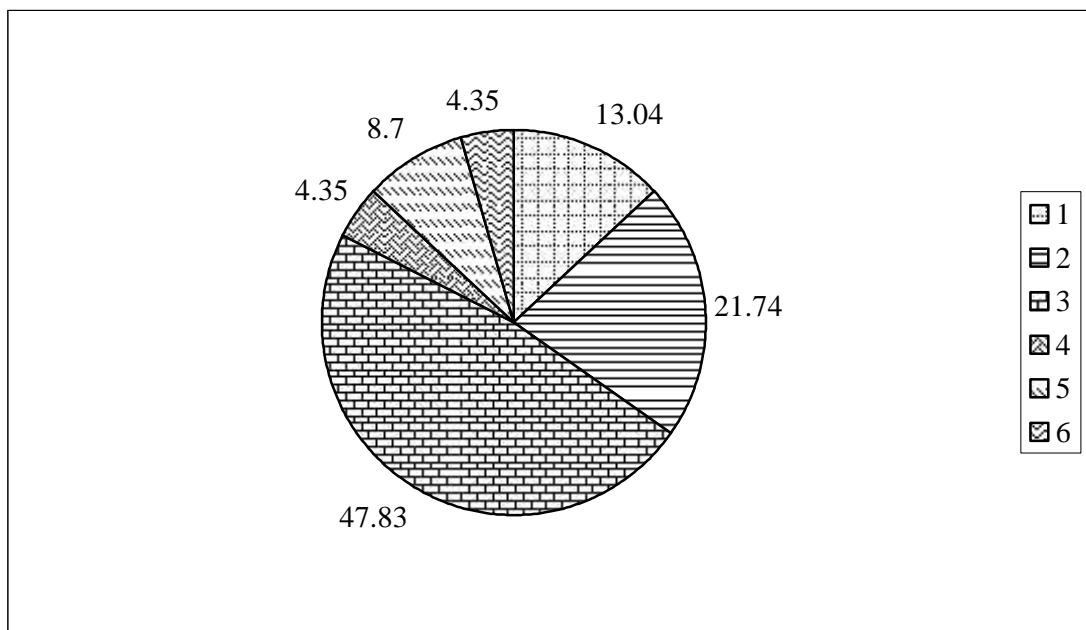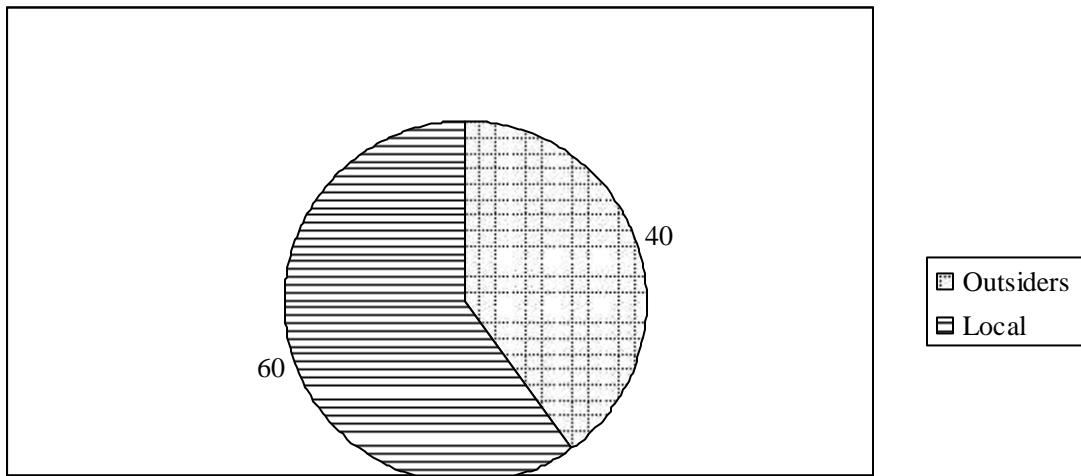
Staff Composition

Figure 6.2 below shows that nearly 60% of the total staffs were locals' and rests were outsiders.

Figure No. 6.2

Locality of Staff

An average, females were holding non. Offices positions in majority of organization. The male ranked higher than females in almost all the organizations.

Table 6.2

Matrix for Different Levels of Staff, Male Vs Female

| Particulars	Male	Female	Total
Officer	11.90	4.01	15.91
Non officer	19.40	46.83	66.24
Lower	7.3	10.48	17.85
Total	38.68	61.32	

6.5 Organizational Head

According to figure 6.4 more than 90% at the organizational heads were males. Where there were female heads, the organization's name were named after female empowerment where there was provision that female

should be the head of the organization. Only 70% of the head of organizations could be contracted for interview. In remaining organization, the questionnaires were respondent by their representatives.

Figure 6.4

Gender of Head of the Organization
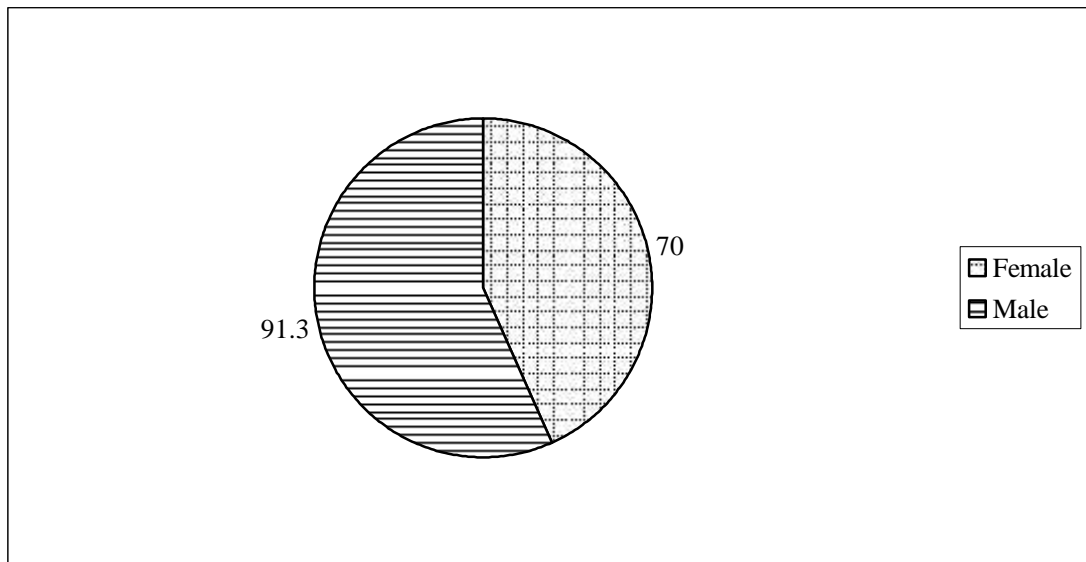
6.6 Female Seeking Employment

As per table 6.3, most of female seeking employment were campus students of intermediate level. However, all kinds of women were searching the job as the living condition in Pokhara had become expensive and the life was competitive.

The summary of responses were given in the table below

Table 6.5

Female Seeking Employment

Response	Frequency	Percentage
Campus student	9	26.47
SLC	4	11.76
Poor / Single	4	11.76
Literate to graduate having with skill	3	8.82
Women who are on difficult condition	3	8.82
Graduate	2	5.83
Illiterate	2	5.88
It depends on the nature of vacant post	2	5.88
Technical	1	2.94
Domestic violence affected women	1	2.94
Marrided and dedicated	1	2.94
Since we are new org. we don't get visitor for employment	1	2.94
Disable women	1	2.94
Total	34	

(Note: One individual respondent gave more than one rank)

6.8   Exposure in Training / Meeting / Workshop

Female employees in the organization got opportunities to participate in the training. Workshop, seminar and meeting. Most of them got such opportunities at domestic levels and very little in international level.
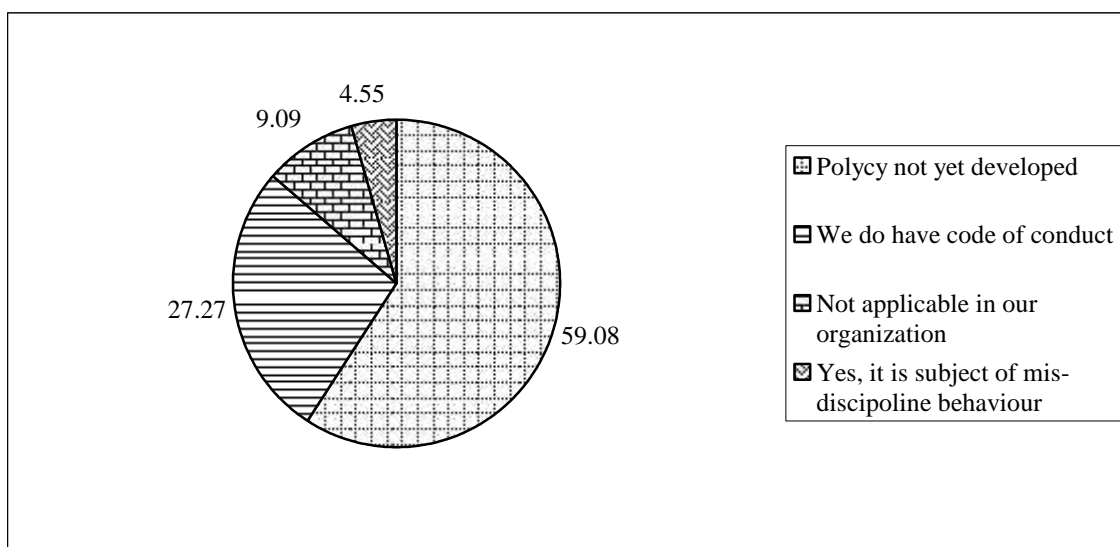
Table 6.5

Training Exposures

	Training	Workshop	Seminar	Meeting	Visit	Study
National	56.52	47.83	43.48	73.9	43.48	17.39
International						
Both	39.13	39.13	34.78	26.09	43.89	34.78

6.11 Policy for Sexual Harassment

Figure 6.6 shows that nearly 60% of the organization had no policy for sexual harassment whereas only 35% had them in place.

Figure 6.6

Policy for Sexual Harassment

6.12 Salary and Benefit Discrimination

No single organization has reported about salary and benefit discrimination between male/ female employees for the same position.

6.13 Involvement of Female Employees in Policy Making Process of the Organization

Figure 6.7 shows that less than 10% of the organization heads claimed that female employees were involved in policy making process.

Figure 6.7

Female Participation in Policy Making
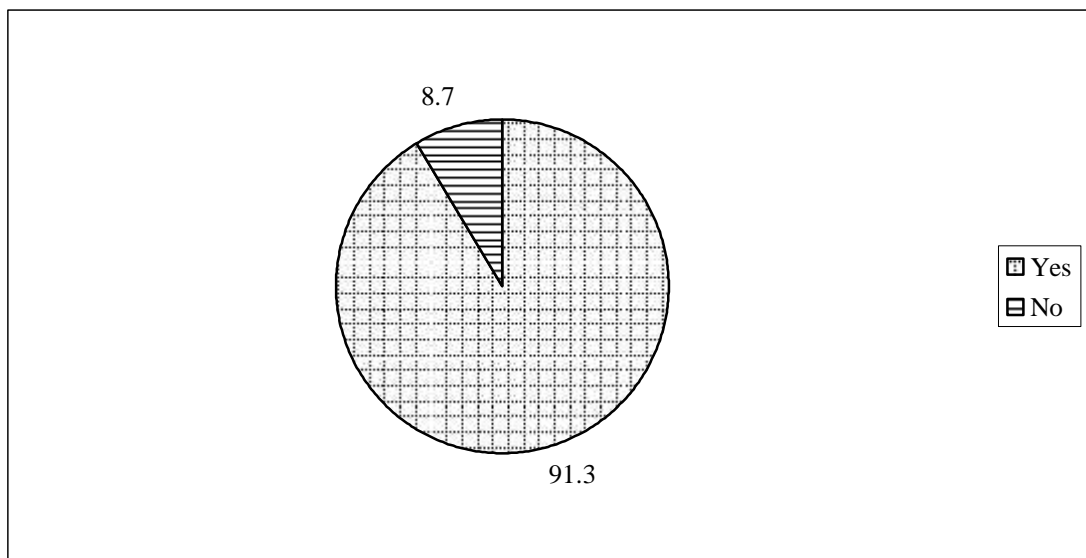
The major reasons for involving in the policy making process were:

ʃ   It is a participatory approach and to make female employment to feel ownership of the organization but they don't initiate to take responsibility.

ʃ   Empowering the women.

ʃ   Issues sent to board from staff meeting then board prepare policy accordingly.

ʃ   To reflect gender balance in policy.

6.15 Measures Developed and Implemented by the Organization to Capacity Building and Empowerment of Female Employers

Most of the organizations studied have developed them own measures to encourage female for their capacity building and empowerment as follows:

) Income-generating programs
) Need-based training: Leadership, conflict management. Women and child right computer cutting and sewing first aid, house keeping.
) No discrimination on benefit distribution based on sex.
) Performance review.
) Gender sensitive in each and every aspect of decision-making.

6.16 Specific Programs for Female Employees

Three were no specific programs for female employees in most of the organizations but some of them certainly offered following:

Table 6.7

Specific Programs for Female Employees

Specific program for female	Frequency	Percentage
Nothing	14	50
Exposure visit	1	3.57
Skill development training	2	7.14
Provision of sanitary pad in org.	1	3.57
Handicraft training	1	3.57
Education for Dalit girls	1	3.57
Formation of mother group	1	3.57

Vocational training	2	7.14
Literacy program	1	3.57
Income generation program	2	7.14
Leadership training	1	3.57
Gender concern group	1	3.57
Total	28	100

Note: One individual respondent game more than one research.

6.17 Access to Organizational Resources

Almost all the organizations offered access to organizational resources for their employees, such as office equipment computer, printer, photocopies, scanner, vehicles etc. However, employees may access to the resources depending upon their position and knowledge / skill. The binding factor for making those resources accessible was organizational policy.

6.18 Positions Specific to Females

Different positions were available to female staff depending upon the nature of the organization. In general specific positions available to the females were board member cardaker, chairperson, community health volunteer, cook, coordination, counselor, district facilitator, executive member, facilitator, handicrafts, health worker, housemother, in charge of family and children, joint secretary, junior, nurse, office assistant, officer, program coordinator etc.

6.19 Policy for Gender Balance

Half of the organizations surveyed had policy for gender balance such as certain percentage (50%) position were allocated for female staffs at the field level, 50% staff at least in all program. 40% target group as female

etc. Others were employment policy manual and staff development plan. Maternity leave equal opportunity, participation and benefit for females, representation of equal member of female in executive board and groups CBOs. Some organization were going to launch women micro credit. Some has not yet developed the po9licy in black and white but they were practicing the gender balance and always giving priority to females.

Figure 6.8

Policy for Gender Balance
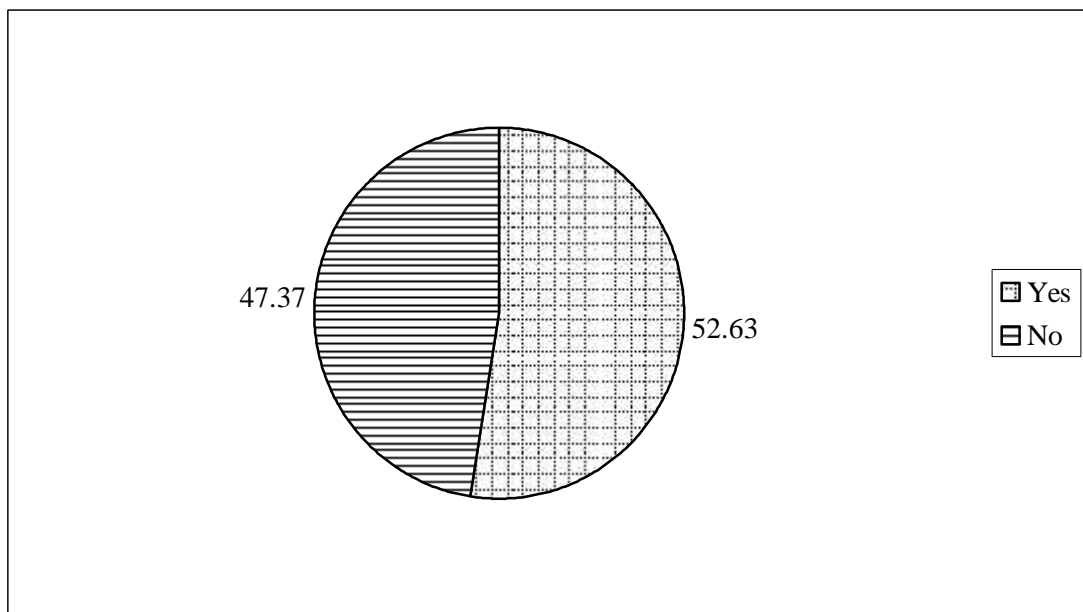
6.20 Role of Female Employees in Decision-making Process of the Organization

Nearly 60% of the respondents had their role in decision making process in their organizations. Those whose education level was below SLC, they hold lower position in the organization hence had no involvement in decision-making process. Whereas even those who were graduate / post-graduate. The office management controls all the decision-making processes and in some cases due to complicated hierarchical composition

within the organization. No employees had reported that they were abstained from decision-making process being women.

6.21 Role of Female Employees in Policy-Making Process of the Organization

Very few women employees (18.64%) had role in policy-making process of their respective organizations. Those whose education was above intermediate level upto masters level and holding offices level post in their organizations like accountant, program. Coordinator, teacher, training officer etc. Most of those who did not have their role in policy making process board member. Some of them were working as lower level staff due to low education level so they did not have role in policy-making process.

6.22 Chapter Summary

Nearly half of the organizations had their good organizational structure with general assembly. Executive Board Advisory Board, Management Committees, Steering Committees. The designation of the position varied with different organism but their job nature were the same. The board members were not salaried in all the organizations. On an average, nearly ¾ of the board members were male.

Day to day operation in most of the organizations was handled by management team where 2/3 was dominated by males. The management team was mostly composed of paid staff within the organization. Similarly, in the organizations nearly 2/3 were females out of which 60% were locals on average, females wee holding non officers positions in majority of organization. The male ranked higher than females in almost al the organizations.

Almost all of the organizational heads were males. Where there were female, heads the organizations name were named after female empowerment where there was restriction that female should be the head of the organization. Like the caste composition of staffs in the organization, majority of the heads of organization were Brahmins (40%) followed by Chhetri (22%). Among women heads of the organizations, 50% of them were Chhetr and prests were Brahman.

Different organizations had different hiring preferences for hiring their staffs regardless to the gender. The highest priority had been given to education (nearly 60%) followed by experience 43%.

Most of women seeking employment were campus students of intermediate level. All kinds of women were searching the job, as the living condition in Pokhara has become expensive and the life is competitive.

The employees were working in all kinds of organization with different expertise. The expertise of individuals were varied with the type of organization in which they wee working.

Of the total perception received from the organizational heads (or their representatives) nearly, 60% felt that female employees can be more capable if they are given opportunities. Some felt that males were getting more opportunities and were more dominating to female employees.

Nearly 60% of the organizations had no policy for sexual harassment whereas only 35% had them in place. Regarding the salary structure of the organization, there has been no discrimination in the salary payment due to sex different. Most of the organizations studied had developed

their own measures to encourage female for their capacity building and empowerment.

Almost all the organization offered access to organizational resources for their employees, such as office equipment computer / printer, photocopies, scanner, vehicles etc. However, employees may access to the resources depending upon their position and knowledge / skill. The binding factor for making those resources accessible was organizational policy.

Half of the organizations surveyed had policy for gender balance such as certain percentage is allocated for female staffs in organizations. The organizations. The organization had employment policy and staff development plan, paternity leave, equal opportunity, participation and benefit for females, representation of equal member of female in executive board and groups, CBOs. Some organizations were about to launch women micro credit. Some has not yet developed the policy in black and white but they were practicing gender balance and always giving priority to females.

More than 50% had their role in decision-making process in their organizations. Those whose education level was below SLC and holds lower position their organization were less listened to in decision-making process. Whereas even those who were graduate / post graduate the office management controls all the decision-making processes and in some cases due to complicated hierarchical composition within the organization. No employees had reported that they were abstained from decision-making process being women.

CHAPTER - SEVEN

SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS

7.1   Summary of Findings

Empowerment is one of the effective approaches to uplift the condition of women. The GOs, NGOs and INGOs are focusing on programs which help women being empowered by giving them employment opportunities.

The main objective of this thesis was to look how the NGOs of Pokhara are helping in the empowerment of females employees. The outcomes of the thesis are quite encouraging as the situation of female staff has improved as compared to a decade ago. However males were in permanent job and holding higher positions in most of the organizations where as females were in temporary job and holding non offices positions. Talking about board members only 30% females were in executive board. So was the case with management team (40% females).

The present study shows that only few of the lady staffs were holding the masters degree and very few had technical backgrounds. The offices seemed to have given priority to experienced people and local while recruiting team of the outsiders most of them were from neighoring districts of Kaski.

In each and every office there was dominance of Brahmins and Chhetris (more than 60%) as a normal situation in the country. Half of the organization heads were Chhetries and rest were Brahmins. More than

half of the staffs were Brahmins and Chhetris, Dalits were in very negligible amount.

Nearly one third of the interviewees got promoted during their job tenure. Those who did not promoted were due to lack of education and in some cases.

7.2 Conclusion and Recommendations

This study infers women's employment in the NGOs increases their empowerment in each and every sphere of the society. This is helping women being professionally and economically independent and surfing opportunities for further studies and career enhancement. They have control over the resources. Their participation in trainings and social activities are also increasing. Hence, the employment opportunities itself providing by the NGOs is one of the effective ways to empower educated women in the society.

However, the findings of the present study shows that the female staffs are few in the number in organizations as compared to their male counterparts. This number is even losses in executive board and in management team. Both male and female staff get same priority for getting chance for their capacity building however, male being dominated in nature captures the opportunities in most cases. In almost all organizations there are facilities especially for female employees. Due to lack of education background the females are working in the lower positions. The NGOs have definitely are helping women being empowered socially, economically due to the socio-cultural setup in the

Nepalese society which will need more time to get improve in the long run.

Based on the findings the following recommendations are given in order to empower educated women socially, professionally and economically.

) Charity should start from the home, families of working women should encourage them to hold higher education before they start working as the competition for getting a job has become more competitive now a days.

) The NGOs should have clear cut staff recuitment policies and facilities to females. The CDOs (Chief District Office) should play vital role as NGOs are registered at the respective district CDOs. The staff recruitment policy should clearly indicate the promotional policy, national and international exposure, maternity leave, paternity leave, incentive package, capacity building program like training, role of ladies staffs in decision making etc.

) A clear cut, quota system should be defined in organizational staff policy in order to accommodate female staff and focus should be given to include all from different caste and sectors.

) At least a month paternity leave should be granted to male staff so that they can take care of their wife and baby.

) There should be provision of hard punishment of sexual harassment.

) As most of the head of the organizations are male. The organizations should give priority to chaos females as head if they have the same qualifications and experience to their counter part male colleagues.

) There should some sort of retrenchment policy in the organization to attract their employees for longer term especially to female employees.

) The constitution and articles should clearly indicate the total number of females to be in the executive board so that there is a commendable presence of women in the board.

BIBLIOGRAPHY

Acharya, M. (1997). *Gender Equality and Empowerment of Women.* A Status Report to Submitted to UNFPA, Kathmandu, United Nations Population Fund (UNFPA).

Acharya, M. (1994). *The Statistical Profile on Nepalese Women*: *An update in the policy context*. IIDS publication.

Acharya, B. (2010). *Gender and Feminist Studies.* National Book Center, Kathmandu.

Adhikari, N. (1999). *Labor Saving Technologies for Farm Women.* DOA/1 IMGN.

Bhasin, K. (1993). *What is Patriarchy.* Kali for Women, New Delhi.

Bhasin, K. (2000). *Understanding Gender.* Kali for Women, New Delhi.

Central Bureau of Statistics. 2003. *Statistical year book of Nepal*.

CBS/HMG/N (2001). *Women in Nepal*. Some Statistical Facts.

Curtis, T. (2003). *Women's Empowerment: A Key to Development.* Hamro Sansar Publication.

DDC Kaski (2057). *Periodic District Development Planning (2057/58-2063/64)* Decentralization Act, 2055.

Department of Public Information UN, New York (1995). *The Beijing Declaration and The Platform for Action.* Strategic Objectives and Actions.

Dhakal, T. N. (2000). *Policy Perspective of NGO Operations in Nepal.* In J. Vartola, M. Ulvila, F. Hossain & T. N. Dhakal (Eds),

Development NGOs facing the 21st century: Perspectives from South Asia. Kathmandu: Institute for Human Development.

DDC (2059). *Kaski District - An Introduction.* Information and Documentation Center, Kaski.

Freedman, J. (2002). *Feminism.* New Delhi, Viva Books private limited.

IDRC-GSD (1999). *Gender - Useful Terms, Definitions and Concepts.*

Kabeer, N. (2000). *Gender, Poverty and National Policies.* Local Decentralization Act, 2055.

Longwe, S. (1991). *Gender Awareness: The Missing Element in the Third World Development Project.* In: Changing Perception; Writings on Gender and Development, Oxfam, Oxford

Mishra, M. (2004). *The Status of Women.* Across Historical Periods: Hamro Sansar Publication.

Mishra, M. (2005). *Perspectives on Feminism.* Hamro Sansar Publication.

Pokhara University (2004). *Readings in Human Development.*

Sharma, M. (1995). *Gender Implications of Changes in Technology and Cropping Pattern for Labor Use in Rice Farming Systems in Nepal.*

Shrestha, I. and Hachhethu, K. (2002). *Women & Governance: Reimagining the State from a Gender Perspective Nepal Chapter.* Shtrii Shal.rti, Kathmandu.

Shrestha, SL (1998). *What is Empowerment, Why and How?* Paper presented at Gender and Development training jointly organized by Women and Social welfare Ministry and DANIDA.

Tylor, E.B. (1999). *The Dictionary of Anthropology*.

UNDP (2002). *Nepal Human Development Report (2001)*. Poverty
    Reduction and Governance, Kathmandu, Nepal

UNDP (2005). *Human Development Report 2004*.

World Economic Forum (2005). *Women's Empowerment - Measuring the
    Global Gender Gap*.

QUESTIONNAIRES

1. Demographic Information

    (i)   Name of interviewer ....

    (ii)   Age ....

    (iii) Sex ....

    (iv)   Place ....

    (v)   Ward No....................

    (vi)   Marital status

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

2. Education

    (i)   (a)   S.L.C. passed

           (b)   Intermediate

           (c)   Bachelor

           (d)   Master

    (ii)   Have you taken any supportive training

           (a)   Yes   (b)   No

3. Division of work

    (i)   (a)   Leading and decision making

           (b)   Implementation role

           (c)   Supportive role

           (d)   Policy making

    (ii)   Have you invest or save if for future

           (a) Yes   (b)   No

    (iii) Living standard

4. What make you take up a profession.

    (a)   Economic necessity

(b) Self satisfaction

(c) Utilization what you learnt.

(d) Inner drive to serve

(e) For all round development

(f) For survival

5. Because of being professional women do you face with any obstacles (Problem arise in work place).

(i) Male counterparts domination in office

(ii) Senior officer's exploitation

(iii) Mental or physical harassment

(iv) Nothing

6. What reason do you think is behind which gives women more opportunity for promotion ?

(a) Awareness

(b) Education

(c) Husband support

(d) Family support

7. Do you think women must get equal opportunity as men professionals to initiate development works ?

(a) Yes   (b) No

8. In street write what development means to you.

9. How much do you think are professional women contributing to their.

(a) Very much

(b) Not much

(c) They manage household expenditure

10. Whose role do you think is more important in the development of your society ?

(a) Men   (b) Women   (c) Equal

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

(a) Yes   (b) Even more   (c) Less

12. Do you think that women should take up a profession ?

(a) Yes   (b) No   (c) Depends upon various factors

13. Who criticized your decisions on official matters ?

(a) Immediate senior   (b) Own rank

(c) Junior   (d) Non of these

(e) All these

14. Are you involved in decision making in official matters ?

(a) Yes   (b) No   (c) Partly

15. Do you feel that involving in developing organization is more fruitful rather than other field ?

(a) Yes   (b) No