

Chapter – One

INTRODUCTION

1.1 Background

Gender perspective is the outcome of the various women movements conducted in various times. Women movements stand for the establishment of women right to liberty, life and pursuit of happiness. However, it stand for women right to vote, right to read and right to do productive works. Similarly, gender approach has been developed resulting from the failure of launching development strategies and theories i.e. growth model, triple down model, equity oriented model, integrated rural development model, modernization theory, economic theory etc. These aforementioned models could not be inhabited in the settlement of poor and disadvantages group and more of them adequately addressed mass poverty and inequalities, including gender inequalities (variation among men and women) (Upreti, 2004). This gender perspective has been encouraged to advocate on the favor of depressed, oppressed and subordinated, disadvantage classes whether it is men or women. Additionally, it has appeared in order to create equitable and equal world by empowering oppressed one creating and providing various chances of life. However, gender perspective has formed in order to judge not only about women's rights, opportunities and life chances concerned but also both of men and women's right and life chances.

Despite worldwide evidence of the low levels of female participation in social, educational, economic and political spheres, there is still a tendency to see it as a real problem only in a limited number of countries. Yet, as noted above,

the reality is that no country in the world, no matter how advanced, has achieved true gender equality, as measured by comparable decision making power, equal opportunity for education and advancement, and equal participation and status in all walks of human endeavor. Gender disparities exist, even in countries like USA, UK, and most of the European countries which do not have glaring male-domination. Measuring these disparities is a necessary step towards implementing corrective policies. Yet measurement is challenging and country performance difficult to assess using disaggregated and diverse data for each nation.

The world still has a long way to go to achieve equality and that this work will require concentrated efforts on many fronts. The work of the United Nations and many other agencies in advancing gender equality has converged 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 (CEDAW).

Since the mid 1980s, the term empowerment has become popular in the field of development especially in reference to women. The concept of women empowerment appears to be the outcome of several empowerment critics and debate generated by the women's movement throughout the world particularly by third world feminist. Nonetheless, many large scale programs are being launched with explicit objective of "empowering" women. Empowerment is held to be a panacea for social ills: high population growth rates, low status of women among others. Through empowerment women can gain access to the new world of knowledge and can begin to make new informed choices in both their personal and public lives.

Many agencies and organizations have made intense efforts in bringing the women out of their households by providing them various opportunities for improvement of their status. As a result, we have seen numerous inspiring successes; however the picture is still disheartening, as it takes far more than changes in law or stated policy to change practices in the home, community and in the decision-making environment. Gender equality, is a slow process, as it challenges one of the most deeply entrenched of all human attitudes. Women, mostly in rural areas, represent more than two-thirds of the world's illiterate adults. In many developed countries, where basic gender equality appears to have been achieved, the battlefield has shifted to removing the more intangible discrimination against working women. Women still hold only 15.6% of elected parliamentary seats globally.

Nepal being an agriculture-based country with 81 per cent of its total population depending upon agriculture has the total population of 23,151,423 out of which total number of female population is 11,587,502 (CBS, 2001). On an average Nepalese women work 16-20 hours a day in activities like husking and grinding food grains, fetching water, collecting firewood, crop farm operation, raising livestock and taking care of children and family, 4-6 hours are spent on household activities (Adhikari, 1999). They contribute to more than half of the labor forces but still they are suffering from various problems like illiteracy, poverty, exploitation, domestic violence, unemployment etc. They are still considered to be the second class citizens of the nation having very little or negligible role in decision making in public and private sector. There is a big gap in Nepal between men and women in terms of socio-cultural and economic conditions. Women are basically considered as second class citizens of the country. Nepalese socio- cultural characteristics have determined men and women roles as outside and inside dichotomy. Women's status in each and every component of society is pathetic. There is a big gap between men and women's access and control in sectors like education, health, policy making level, political, social and economic.

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 wherein the powerless and dis-empowered 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 practical as well as strategic needs. Practical needs relate to immediate problems such as poverty, water, health etc. These needs may be meeting to a certain extent within the existing social structures without challenging the ingrained power relationships. Meeting strategic needs, like access to property and wealth, changing the division of labor and the system of unequal wages, and gaining control over their own bodies, on the other hand, is challenging the existing structures of oppression."

Women empowerment has now been a worldwide phenomenon. Various programmes 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 areas of life."

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 the 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 NGOs organized along the lines of those predominant today started to emerge in the 1950s when democratic structures were instituted 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 NGOs were established for the purpose of enhancing the livelihood of Nepali people. Registered NGOs were allowed to receive foreign 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 empowering the women in Nepalese context. However, the status of women in Nepal has not distinctively changed even after the efforts from public and private sectors. Thus, empowerment of working women is the present problem of Nepal.

1.2 Statement of the Problem

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 conference on women in 1975, gender inequality still persists in many areas of women's lives. Women's subordination remains widespread and deep. Worldwide, 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 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 labor 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 same track. 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 53.7 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 0.471; Human empowerment index (HEI) remains 0.463 (social empowerment-0.46, economic empowerment;-0.337, political empowerment -0.646) (Human Development Report 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 the decision/policy 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 echelons (e.g. clerks, secretaries' receptionist etc) of the bureaucratic/administrative structure, and do not reflect their role and voice in the decision/policy making. The rural women are 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% between 1971-1981, has decreased to 75% in 1991. That decrease is mainly accounted for by males. In other words, a larger 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 are getting better jobs or just moving out because of impoverishment (Acharya, 1994).

In the recent times there has been certain changes in the status of Nepalese women, even though the number of female officials is quite negligible in comparison to men but women now are found employed as clerks, secretaries, receptionist, school teachers, nurses, doctors, administrator, researcher, scientist, pilot, etc. 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. Women's physical presence at all levels of decision-making processes should be supported by their effective participation.

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 labor 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 ward level (Decentralization Act 2055); this kind of action by the government will ensure women participation in the decision/policy making, but involvement of females at political level is also negligible. There is a vast deprivation for women in the opportunities to represent and access public positions and to be in the power structure. It is in this background, that the present study was conceived of and entitled as "Role of NGOs in empowering women employees in Pokhara valley: a study of NGOs and employee's perspective".

1.3 Research Questions/Problems

The study was carried out with the following research questions:

- i. What is the organizational structure of NGO?
- ii. What is the hierarchal status of the employees especially females?
- iii. What are the organizational policies for gender balance?
- iv. What is the education level of female employees in the organization?

- v. What are the special benefits offered by the NGOs to encourage and uplift the condition of the women within the organization?
- vi. What is the income level of the male/female working in the NGOs?
- vii. Who has the control over the income of working women (i.e. parents, husband, in-laws or self) and what is their economic contribution in household operation?
- viii. What are the measures developed and implemented by the organization in capacity building and empowering the women of different positions within the organization?
- ix. What are the major constraints that hinder women from being professionally developed/ skilled (education level, socio-economic condition, family condition or the organizational culture itself)?

1.4 Objectives of the Study

In accordance with stated research questions, the following objectives were formulated:

- i. To trace the status/position of female in their respective organizations;
- ii. To explore in which level females have been benefited from different programs/ activities introduced by the organizations;
- iii. To explore the role of NGOs in capacity building of female employees;
- iv. Finding out the effective involvement of women in all public spheres as well their participation in all levels of decision/policy making process.

1.5 Rationale of the Study

Nepal is a multi-lingual, multi-ethnic country with diverse cultural heritage. Women have always played a major role in conserving these cultural heritages, which has given a distinct recognition in the world. 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. It also helps to give an idea about the male female ratio in constructive development of the country and explores the cultural understanding in the empowerment of the women in household.

This study creates awareness in generating mass of educated women within the different organizations or 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 researchers 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 anthropological studies on this subject.

1.6 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 came 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 and household females were not

selected as respondent. The cultural aspect of empowerment of women study in this region may vary with different regions and cultural diversity found in Nepal and hence the study cannot be taken as the complete record of women empowerment in Nepal.

1.7 Conceptual Framework of the Study

Conceptual framework of the study is intended to serve as a basis for studying the parameter of judging level of women empowerment. The level of women’s empowerment was studied on the basis of participation and involvement of women in public spheres. The present study has focused on the dimensions as categorized below which were taken on the basis of the individual characteristic of the female employees and the institutional characteristic of the institution where they are working. This study will provide us a statistics which will give us the information regarding the empowerment of women in different areas.

Conceptual Framework

Personal Attributes

Age
Caste
Education
Designation
Field of Expertise
Marital Status
Family Support
Economic Status
Control over Income

Empowerment of Women Employees

Institutional Arrangements

NGO’s Nature of Work
Opportunity provided (training/workshop/meeting)
Additional Incentives
Gender Preferences
Specific Programs
Quota Reservation System
Policy for Retrenchment/Attraction
Policy for Sexual Harassment
Sexual Discrimination (Salary & Benefits)
Measures Developed for Capacity Building/Empowerment
Participation in Decision/Policy Making



It is assumed that personal attributes of the employee and the institutional arrangement both equally affect in the employee's empowerment process. In this regard, different personal attributes like age, caste, education level, economic status, family support are different for different people. These attributes are also divergent amongst the interviewees. Such personal attributes plays cross-cutting roles in the working environment. The institutional arrangements listed also are not prominent in all of the organizations/ institutions of the employee and they are differently treated or seen in different ways. The mixed chain of reaction amongst the personal attributes and institutional arrangement plays a vital role in empowering the female employee of the organization. This study has tried to look in to the depth the relation between different personal attributes in different institutional environment in capacity building and empowerment of women employee.

Chapter – Two

LITERATURE REVIEW

Theoretical Review on Gender, Feminism and Gender Development Approaches

For any kind of research study, a detail perusal of literature and secondary sources are the main pre-requisite. Following the same tradition, pertinent literature have been thoroughly 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.

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.

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 it a zero-sum game implying loss for men; rather it 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 will 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

Feminism is a perspective that encourages the willing to understand and explain social realities from the vantage point of women. Hitherto, 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 1960s, 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, a diverse and multi-faceted grouping of ideas and, indeed, actions (Freedman, 2002). It constitutes an awareness of the discrimination, exploitation and oppression of 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 lives generates a desire among women to be free from such control. Moreover, feminism is an awareness of patriarchal control, exploitation and oppression at both the material and ideological levels of women'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, distortion and devaluation 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 analyses 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.

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 (1976-85) 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 rationale 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 group like any other group such as the poor or 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 was 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 as Socialist. 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 inferior or secondary roles. In doing so, they question the sexual division of labor between women and men and their socially assigned roles. However, WAD approach does not adequately analyze the social relations of gender within the class structure. It mainly analyzes how the class structure 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 from WID. (Sharma, 1995)

2.3.3 Gender and Development (GAD)

The GAD approach emerged in the 1980s to 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 focuses on both men and women and analyses 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 the 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 standpoint 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 structural inequalities between men and women as well as restructuring of our social and economic, political and legal institutions that discriminate against women. The GAD approach to gender equality are founded on common principles, social and gender equality/equity, 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 an NGO?

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 volition 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 nongovernmental organizations: trade union federations, business councils, international unions of scholars and professional associations.

2.4.1 NGOs and the United Nations System

International organizations may file for consultative status with the UN, a designation which allows them access to meetings of the various committees and commissions of ECOSOC as well as to 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 resolutions lack the force of law, they do provide the national NGOs with a powerful tool, 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 conditions and life expectancy, and the marked difference in the standard of living. Within developing countries women are suffering greater than men. As international agencies, non government organizations (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 be attained. (Curtis, 2003)

The past three decades have witnessed a steadily increasing awareness of the need to empower women through measures to increase social, economic and political equity, and broader access to fundamental human rights, improvements 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 variable, seen in relation to other factors, such as race, class, age and ethnicity. (WEF, 2005)

The prominent concern related with women's issues especially with gender and gender-based studies has been traced from various literatures. Gender Equality and Empowerment of Women (1997) by Dr. Meena Acharya has been referred which highlights the status of women in Nepal in respective fields like household works, education, political participation, fertility rate, life expectancy and mortality too has been focused and situation analysis has been presented. She has recommended the process of empowerment in following dimension in the context of Nepal.

- i. Increasing women's access to economic opportunities and resources – such as employment, credit and wealth including land and technology, and apparently non-economic resources such as education, knowledge, and health, which are primary to human development.
- ii. Increasing women's political power through women's organizations, solidarity, and collective action. Both qualitative and quantitative indicators may be used to evaluate this process. Political will and ability to bring about changes in women's legal status, to direct resources to women, and to give them access to positions of power, are of crucial importance.
- iii. Raising women's consciousness about the symptoms and causes of prevalent oppressiveness, religious, economic, cultural, familial, and legal practices.
- iv. Strengthening women's self-confidence. An indicator for this is the rise in women's self-esteem and increased capacity to interact with world beyond the domestic circle.

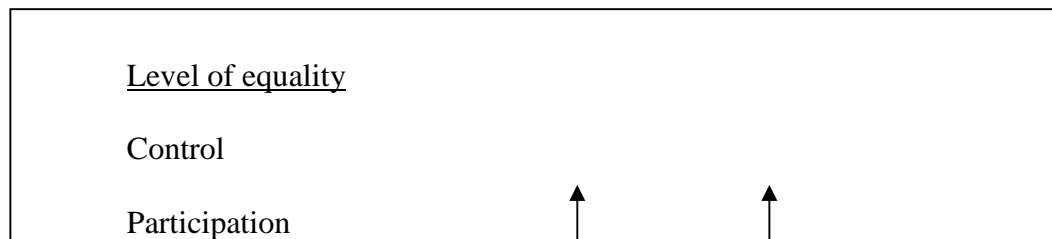
Addressing practical needs has a great relevance for a country such as Nepal where poverty is a part of life for many people. The UNDP estimates poverty at 37.7% yet cautions that these figures “fail to convey the depth and severity of poverty throughout the country” where large segments of the poor are “hardcore poor” (UNDP 2002:18). In such an environment there is a tendency to focus on the immediate basic needs of individuals, particularly women, in such things as access to food and maintaining good health as opposed to their strategic needs, and these basic needs may be met within the prevailing social structure. Yet strategic needs and basic needs should not be considered in isolation as strategic needs such as access to property and wealth, division of labor, unequal wages and control over one's body all impact on women's basic needs. Addressing strategic needs requires challenging existing structure of oppression, (Acharya 1997:8) asserts that empowerment should allow people to meet their practical needs while at the same time endeavoring to support their strategic needs. (Curtis, 2003)

It has been found that the term gender refers to the rules, norms, 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 the two genders being valued differently and in their having unequal opportunities and life chances. (Kabeer, 2000). The gender inequality is also due to social, cultural and religious beliefs. A gender perspective means recognizing that women stand at the crossroads between production and reproduction, between economic activity and care of human beings, and therefore between economic growth and human development. They are workers in both spheres – those most responsible and therefore with most at stake, those who suffer most when the two spheres meet at cross-purposes, and those most sensitive to the need for better integration between the two (Kabeer, 2000). Various researches based on social and cultural factors has been carried out which focuses on gender based perspective and issues of discriminations, but no literature has been found on comparative study in organizational level hence this research has focused on cross cultural studies of women working in various organizations.

Equality between women and men is intrinsic to the definition of women’s development; this brings with it the necessary corollary of women’s empowerment as the means to overcome the obstacles to women’s equality. Sara Longwe (1991) has developed the Women’s Empowerment Framework to fully incorporate the idea that gender awareness is essential in the development of gender-sensitive programs.

The women’s empowerment framework consists of five-level scale of increasing equality and empowerment.

Women’s Empowerment Framework:



Welfare addresses only basic need.

Welfare refers to basic needs

Access refers to involvement of equality in access to resources and benefits;

Conscientisation refers to recognition that problems stem from structural and institutional discrimination;

Participation refers to women taking decisions alongside men.

Control refers to ultimate level of equality and empowerment.

Shrestha, (1998), opines that the empowerment plays a major role in the development of the country. Empowerment is needed to the vulnerable and the socially exploited group, which has so far been kept away from the mainstream. This exploited group has to be made aware of their rights, their potential and supporting them to increase their self-confidence. External support is a vital to achieve empowerment by providing them with equal opportunities, access and control over resources.

Gender inequality has been a subject of much concern in recent decades. Since 1975, UN Conference on Women (Mexico), the world community has acquired a great deal of knowledge about the situation of women worldwide, and gained valuable insights into the process of development from a gender perspective. Women are becoming conscious of their own situation and are active in bringing about gender perspective changes in the existing discriminatory social, economic and political structures. The demand for gender equality has pervaded all spheres of life, including the design and content of development strategies, policies and programs. (Acharya, 1997)

Gender inequality can be controlled only if the women are provided with education and other income generating trainings and skills to earn their livelihood. Engendering Development suggests some positive actions that a state can take to reduce 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 behavior- such as when it requires enterprises to hire workers on the basis of skills rather than on the basis of sex and sanctions or fines violations. (Kabeer, 2000).

The French revolution in 1789 made women aware of their rights as an equally important human beings (woman) and questioned “and what about women?” then the different scholars have made contributions in development of new concept of feminism. The feminism raised its voice 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 arena. This was effective after the world organizations introduced an intentional developmental approach to include women in the developmental fields. This made the national and International Organizations aware about the empowerment of the women without which the real development was out of reach.

Various literatures in this study found different kinds of approaches been used by the national and international organizations for the gender equality. One of the most effective tools being applied in this developmental era, is empowerment of women through different programs/projects to make them independent socially and professionally.

Though many practices have been put forth in bridging the gender gap and empowerment, it is clear that the issues closely related to economic, political, consciousness, self-confidence are the prime one, but here the issue related to empowerment of women working in organizations has been given very little attention. 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 a level of empowerment of the working women in different organization in Pokhara valley.

Chapter – Three

RESEARCH METHODOLOGY

Methodology

This section describes method and other specific research techniques employed in the field. A desk review was carried out with references to working women in NGOs. Different organizations were selected as response variables to examine women's response as explanatory variable. The description follows after site characterization.

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. Pokhara is located in Kaski district, the geographic location of Kaski district is $83^{\circ} 40'$ - $84^{\circ} 12'$ longitudinally and $28^{\circ} 6'$ - $28^{\circ} 36'$ latitudinal. It is 450 – 7961 m above the sea level. Total area is 2017 sq km with tropical and sub-tropical temperature.

Pokhara is one of the developed cities in 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, Mangsir 2062, the total **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.

Pokhara is inhabited with the people of different socio-economic status and multiple ethnic identities, which will contribute in understanding of the cross-cultural phenomena. Besides, the city is facilitated with transportation and communication facilities, which are the important factors for research.

The present study area 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, the researcher has involvement in the organizations of Pokhara being the hometown of the researcher. Despite the efforts made by the researcher no literature was found on the working women in the NGOs in Pokhara.

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 problem under study and the descriptive design is implied to encompass the description of empowerment scenario of the study area. Education level, position/status acquired in the organization, caste/ethnic group, income level, control over resource, 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/techniques of data collection tools viz. interview schedule, observation, institutional analysis and key informant interview. Two sets of interview schedule (one each for NGO management and female employees) were designed containing both open and closed ended questions. One was prepared for obtaining information from organization heads such as structure of the organization, capacity building/ training program for female employees (Annex-4). And another one was prepared to gather personal attributes of female employees like age, caste, education, family background etc (Annex5). 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, officer & non-officer level (Annex-6).

Besides 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 NGOs are working within Pokhara. However, the present study has selected only female employees working in different NGOs within the Pokhara valley due to the limitation of time and resources of the researcher.

Different organizations were taken as a sample unit depending on their nature of work using stratified random sampling method. The organizations with male and female employees and with minimum of four salaried staffs within the organization were included in Universe to meet the research objectives. Thus, universe of the study was the total of **26 NGOs (Annex-1) of Pokhara valley**.

Out of 26 NGOs, **only 23 NGOs** could be contacted for interview, rest 3 NGOs Khanepani ra Sarsafai Shrot Bikas Kendra, Manawiya Swasthya Rojgar Ebam Sakccharta Prabardhan Kendra and Ashako Sathi could not be contacted in spite of continuous calls and visits. 2-3 females were randomly selected from each organization (in 23 NGOs) depending upon total number of female employees in the organization and one of each organization head had also been interviewed to meet the research objectives. Hence, **total 82 interviewees (female employees 59 + organization head 23)** were selected for this study. (**Annex 2 & 3**).

3.5 Data Analysis

The collected data were entered, coded, edited and processed in computerized system using statistical software SPSS 10.0 (Statistical Package for Social Science). The data were analyzed using both qualitative and quantitative statistical methods. For qualitative data, it was managed manually and descriptively 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

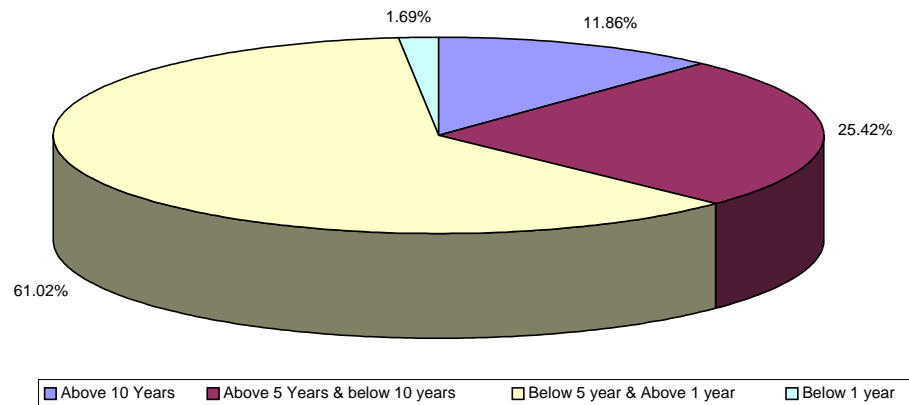
SOCIO-ECOMONIC INFORMATION OF FEMALE EMPLOYEES WORKING IN NGO

This chapter deals with the socio-economic status of women employee 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 some 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 59 respondents 14 (23.73%) did not mention their exact starting date of their service in their respective organizations. Those who just gave Nepali year (not months and days) have been considered to have joined their organizations from Baisakh of the year. Those who just gave AD year (not months and days) have been considered to have joined their organization from Poush of Nepali calendar.

Fig. 4.1 – Duration of Employment



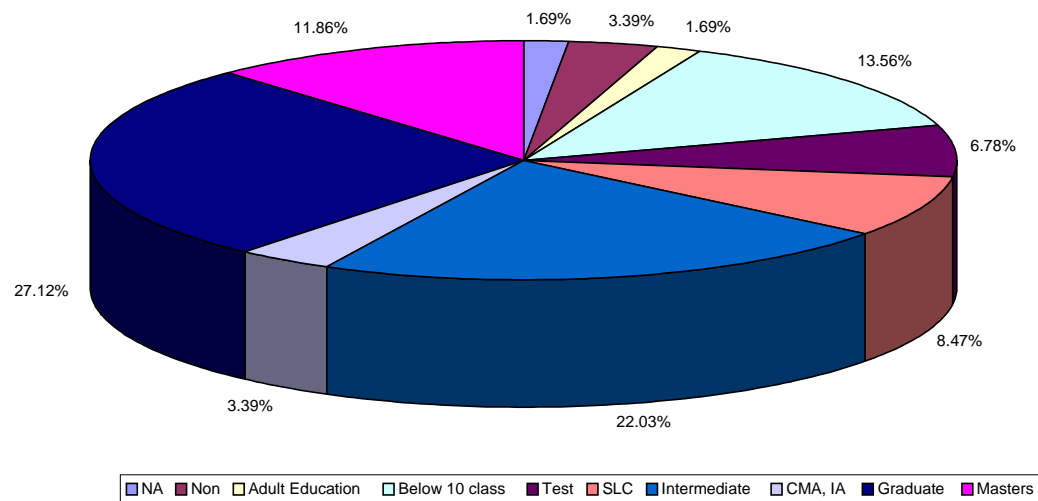
More than 60% of the respondents were employed for more than one year and below five years followed by 5-10 year category (25.42%). Those who were employed above 10 years were 11.86% whereas those employed below one year was only 1.69%.

4.2 Education

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

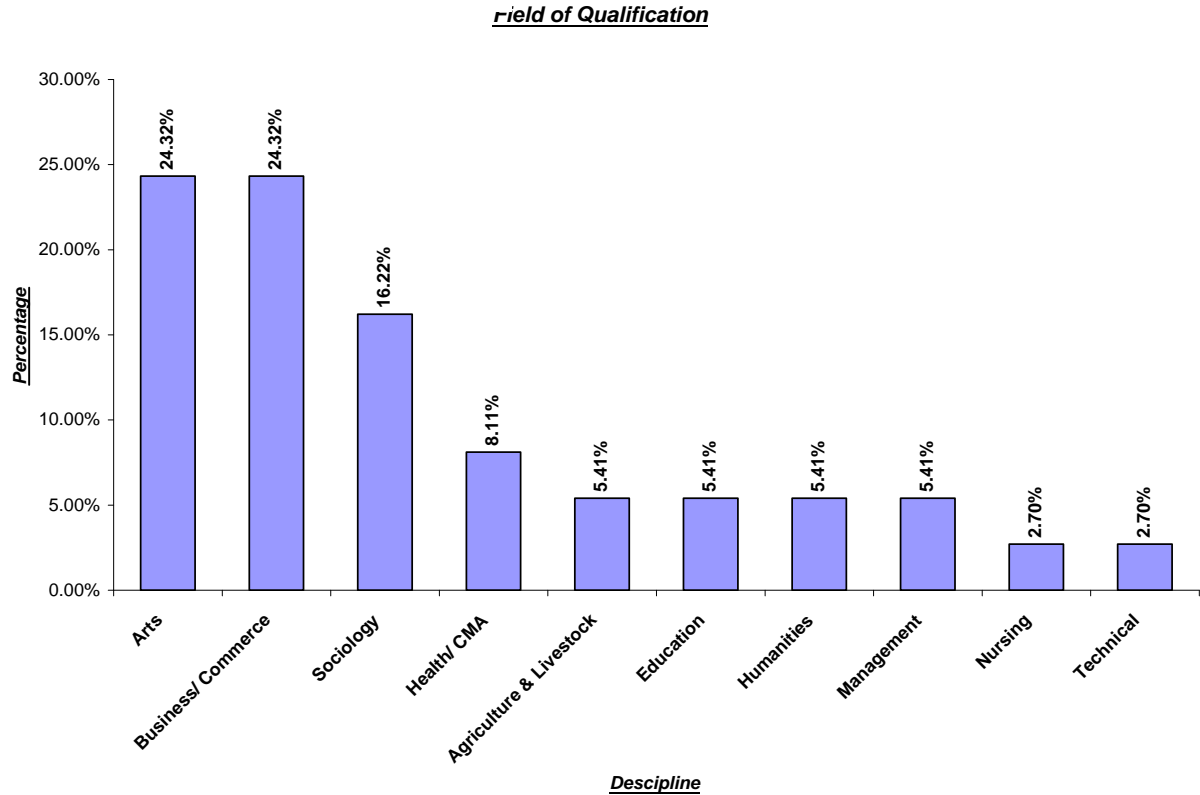
According to the figure 4.2 most of the employees interviewed had taken their education up to graduate level (27.12%) followed by intermediate level (22.03%). Only 11.86% of had holding masters degree.

Fig. 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 from arts and commerce rather than from technical subjects.

Fig. 4.3 – Field of Education



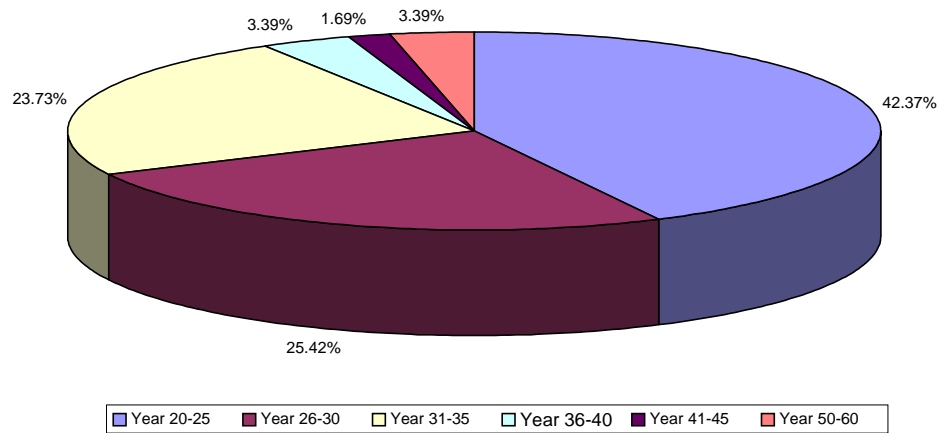
The above figure 4.3 shows that those who completed at least intermediate level have been categorized according to their academic discipline. Nearly 50% were from Arts, Business/Commerce background whereas 16.22% were from Sociology discipline. There was very negligible percentage of employees from technical background (5.41% in agriculture/ livestock).

4.3 Age

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

The figure 4.4 below shows that more than 90% of the selected employees were below the age of 35. Only 3.39% were 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 specially those who are unmarried.

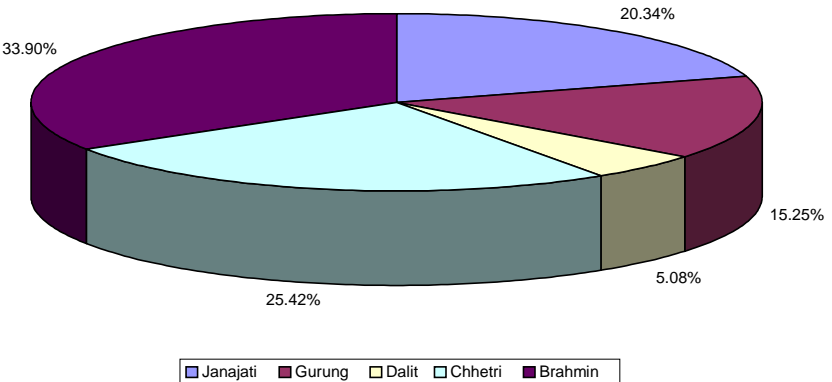
Fig. 4.4 – Age Category of Employees



4.4 Castes

The figure 4.5 below shows that nearly 60% of the selected respondents belonged 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 Pokhara but their involvement in NGO-employment is only 15.25%.

Fig. 4.5 – Castes of Employees

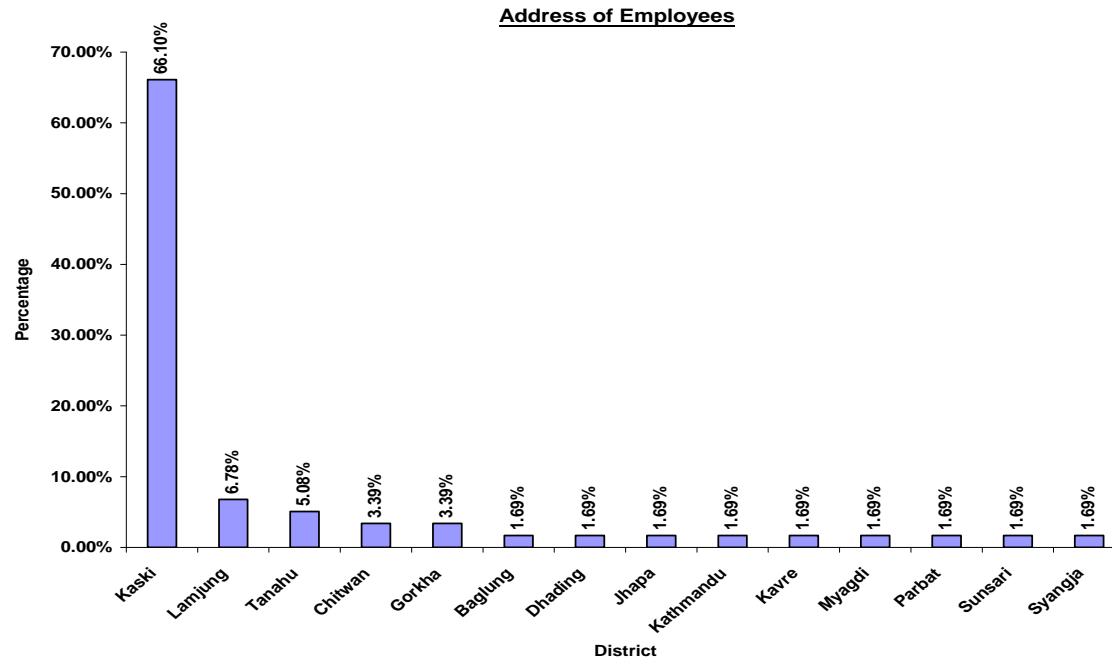


4.5 Address

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

The figure 4.6 below shows that more than 65% of the respondents belong to Kaski district of which almost 90% of are from Pokhara town. Majority of other employees are from neighboring districts of Kaski viz. Tanahu, Lamjung, Gorkha, Baglung, Syangja districts.

Fig. 4.6 – Address of Employees



4.6 Marital Status & Children

Nearly 50% of the respondents were found to be married and 37.29% 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.

Fig. 4.7 – Marital Status

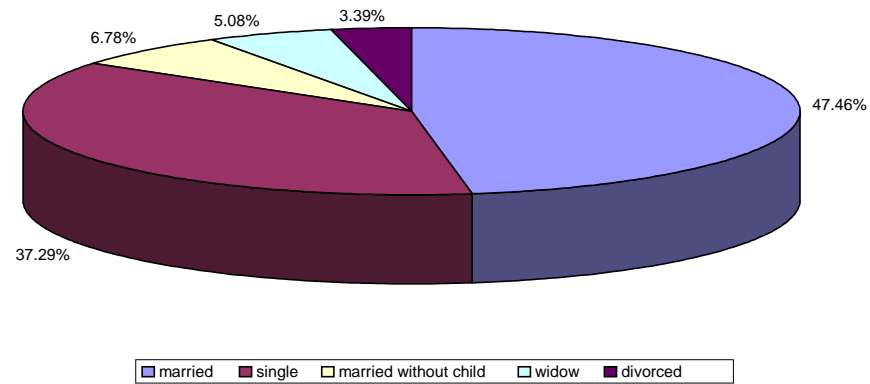


Table 4.1 - Family status and locality of female employees:

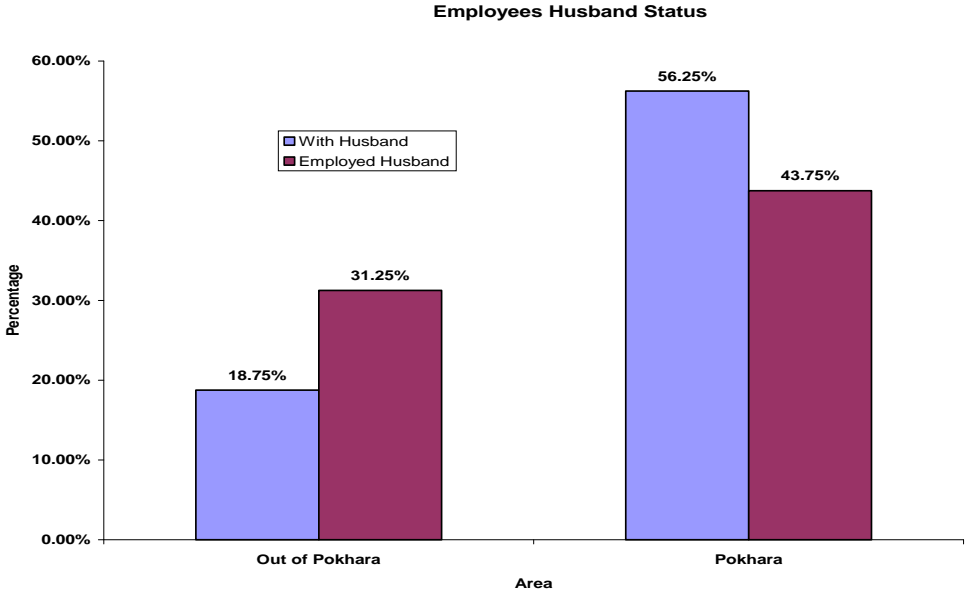
<i>Place</i>	<i>Single</i>	<i>Married</i>			
		<i>Married</i>	<i>without child</i>	<i>Widow</i>	<i>Divorced</i>
Pokhara	14	20	1	1	
Baglung		1			
Chitwan	2	2			

Dhading		1			
Gorkha	2				
Jhapa	1				
Kaski			1	1	
Kathmandu					1
Kavre			1		
Lamjung	1	2			1
Myagdi	1				
Parbat		1			
Sunsari	1				
Syangja	1				
Tanahu		1			
Total	23	28	3	2	2

The above table 4.1 shows that of the married employees nearly 72% are from Pokhara and all others were from neighboring districts viz. Tanahu, Parbat, Lamjung, Dhading, Chitwan and Baglung. It shows that married women far from Kaski were working in Pokhara. Of the 23 single women employees, 60.82% were from Pokhara whereas all others are from other areas including Jhapa and Sunsari districts. It seemed from the above table that more single women were working in Pokhara than married who have come far from their places of job.

Out of 32 married employees 24 (75.00%) were living with their husbands. The 87.5% of these 24 employees were holding jobs and the couples were almost all from Pokhara valley. 77.78% of the employed husbands were residing in Pokhara and 22.22% were from outside Pokhara valley and were working within Pokhara.

Fig. 4.8 – Employee’s Husband Status



75% of husbands were working who were not staying with their spouses and 3/4th of them were from outside Pokhara valley.

4.7 Family Status

The figures 4.9 & 4.10 below show 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.

Fig. 4.10- Family Status of Married Employees

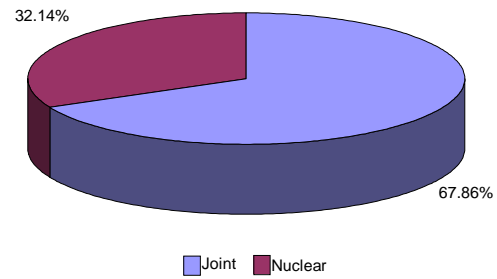
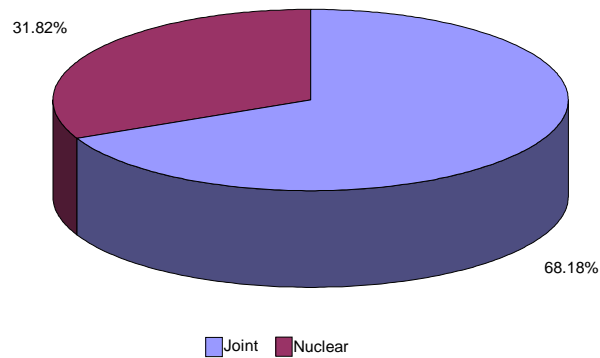


Fig. 4.9 – Family type of Single Employees



4.8 Chapter Summary

One –fourth of the staffs involved in the interview did not remember their hired date. More than 50% of the respondents were employed for more than a year. The study shows that very few of them were holding masters degree. There were only negligible percentage of employees from 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.

Like in other sectors Brahmin/Chhetri were major dominating castes with only few Dalits. Though Gurungs dominated total population in Pokhara, their involvement in NGO-employment was very negligible.

Nearly half of the respondents were married and they were getting full support from their families for their service. Of the married employees 3/4 were from Pokhara and all others were from neighboring districts viz. Tanahu, Parbat, Lamjung, Dhading, Chitwan and Baglung.

Chapter – Five

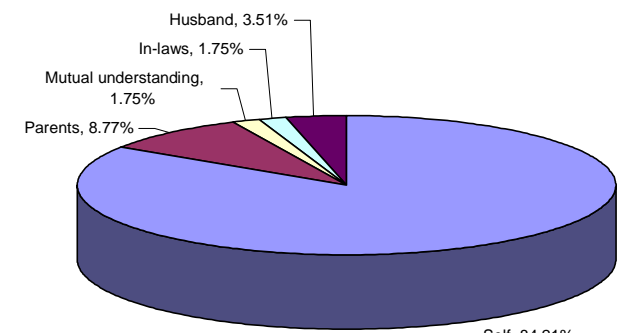
BENEFIT SHARING OF FEMALE EMPLOYEES FROM NGO PROGRAM

This chapter describes on how the resources are being shared within the organization and who has control over the staff's income, if 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 chapter 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 Control Over Income

The figure 5.1 shows that nearly 85% of the employees had total 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-laws and husband.

Fig. 5.1- Control Over Income



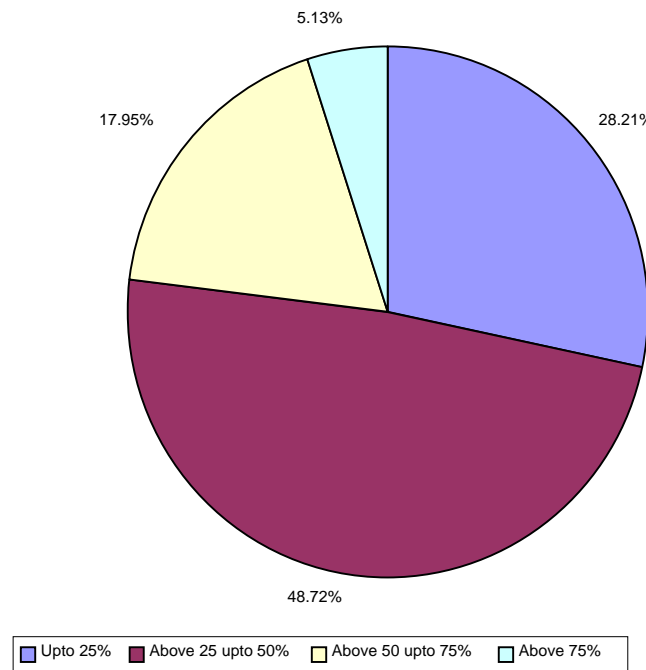
5.2 Income Contribution to Family Matrix (in Number of employees)

The following matrix shows that on an average more than 90% contributed their income to the families:

Table 5.1 – Income contribution to family expenditures

<i>Particulars</i>	<i>Self</i>	<i>Husband</i>	<i>Parents</i>	<i>In-Laws</i>	<i>Mutual Understanding</i>	<i>na</i>	<i>Total</i>
Contributes Income to family	45	2	4	1	1	1	54
Doesn't Contribute Income to family	3		1			1	5
Total	48	2	5	1	1	2	59

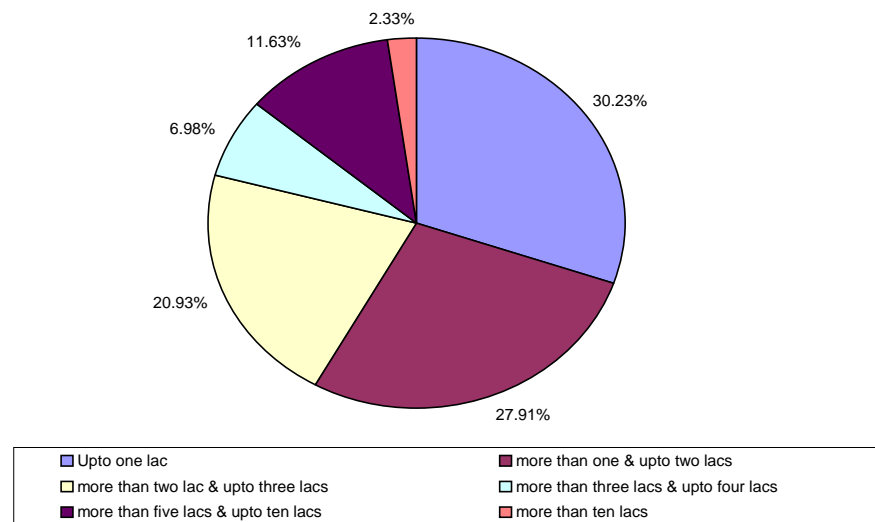
Fig. 5.2 – Income Contribution to Family Expenditures



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 lac per year and 2.33% with income over 10 lacs per year. This income included the respondents' salary.

Fig. 5.3 – Family Income



About 48.72% of the employee, 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 household income. Of the other employees who didn't mention about their family income, their annual income ranged from NRs.24,000.00 to NRs.100,000.00.

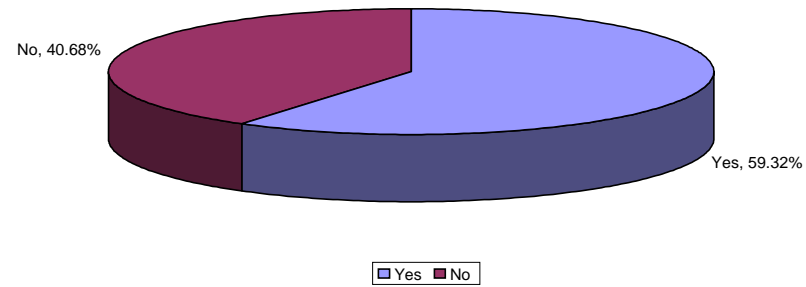
5.4 Incentive Package

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 from their organizations. It was learnt that as this kind of facility package was governed by the staff policy of the organizations, distribution of such facility 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, cook, librarian, motivator, social mobilizer etc.

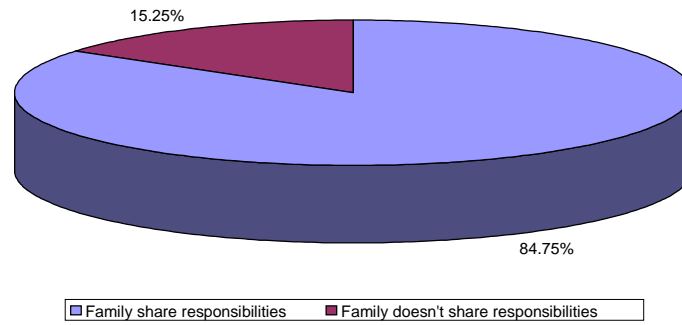
Fig. 5.4 – Access to Organizational Resources



5.6 Responsibilities Sharing amongst Family Members

Nearly 85% of the employees' family shared responsibilities (workload) with the respondents. Those whose family did not share responsibilities included mostly married as well as widow.

Fig. 5.5 – Sharing of Responsibilities in the Family



5.7 Capacity Building

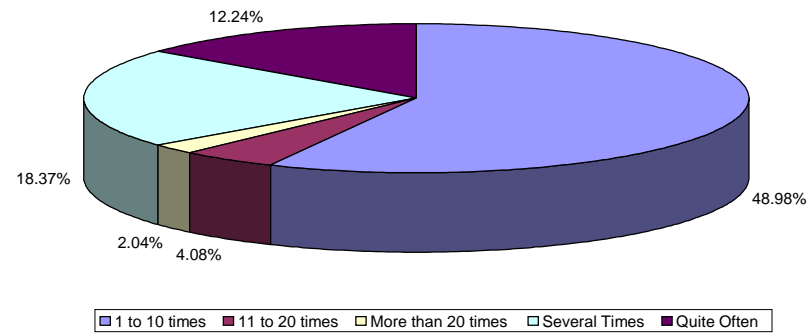
The capacity of the female staffs was being updated in every organization in one way or other. The trainings related to the job nature of the employee and according to their qualification. Nearly 70% of the employees got their capacity enhanced through various trainings and exposures.

Nature of trainings and capacity building exposure varied 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, teachers training, training on HIV, sexual disease and conflict management.

5.8 Training Exposure

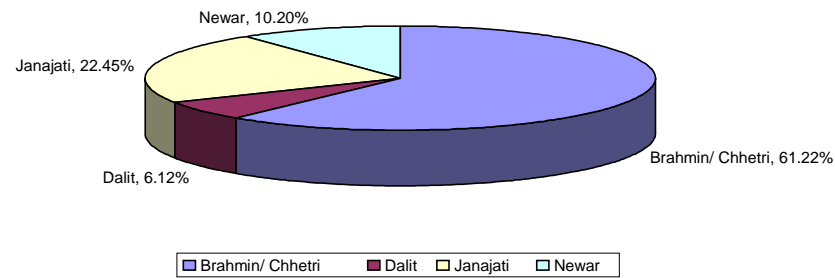
The figure 5.6 shows that more than 80% of the employees got their training exposure. Most of them received almost 50% of training from 1 to 10 times. Very few got training more than 20 times. Few of them received training but they were not able to give details of their trainings.

Fig. 5.6 – Training Opportunities



The figure 5.7 shows that among those who received the training nearly 60% were Brahmin / Chhetri followed by Janajati (22.45%), Newar (10.20%) and Dalits (6.12%).

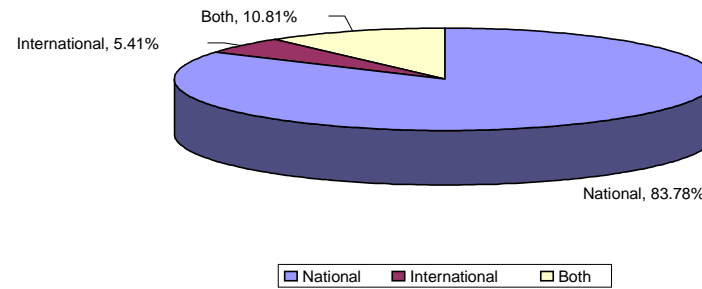
Fig. 5.7 – Cast-wise Training Recipients



5.9 National and International Exposure

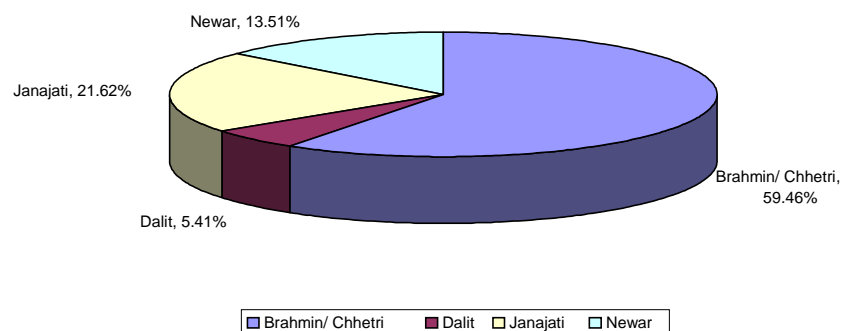
The figure 5.8 shows that nearly two-third of the interviewee had taken Exposures. Among these 83.78% has received only national exposure whereas very few (5.41%) has received international exposure. Remaining 10.81% received both national as well as international exposure.

Fig. 5.8 – National & International Exposure



Those receiving trainings were mostly Brahmin / Chhetri (59.46%). Other castes who received exposure are Janajati (21.62%), Newar (13.51%) and Dalit (5.41%).

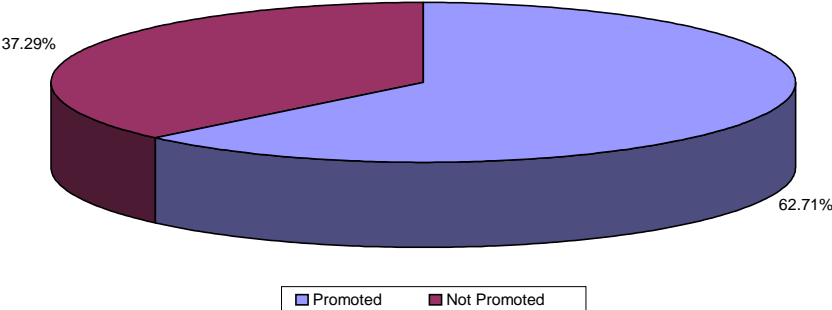
Fig. 5.9 – Cast-wise Exposure



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 lesser experience and education. Almost 50% of non-promoted employees did not have provision of promotion in their projects. Non-promotion due to age restriction has also been reported.

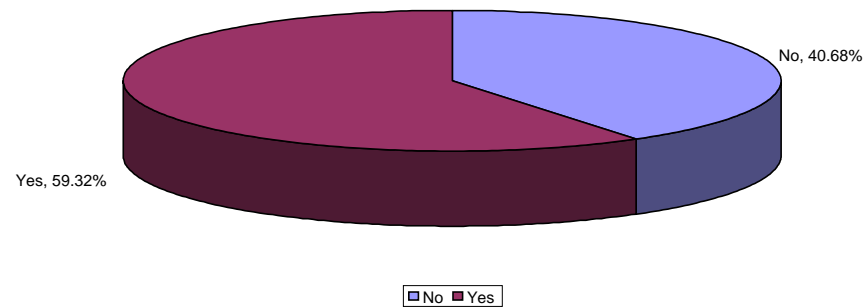
Fig. 5.10 – Promotion of Employees



5.11 Encouragement from Organization for Further Studies

Figure 5.11 below shows that nearly 60% of the respondents got encouragement from their organization for further studies. Some of them were even getting scholarships. Those who had low education qualification they were already illegible for getting scholarship or had no plan for further studies. Some have complained that there are computers without being used but they were not given opportunity to learn.

Fig. 5.11 – Encouragement for Further Studies

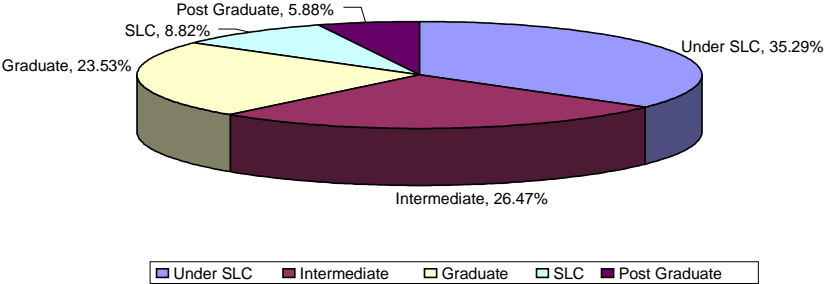


5.12 Constraints Hindering Women from being Professionally Developed/Skilled

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

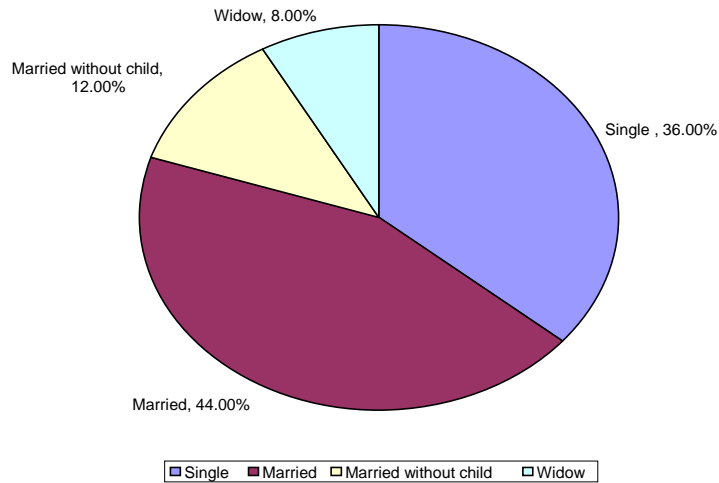
a) **Education Level:** was the most striking factor among them. Nearly 60% of the respondents chose this factor as main hindrance to their professional skill development. Majority of them have not even passed SLC and were working at the lower posts.

Fig. 5.12 – Education as Hindering Factor



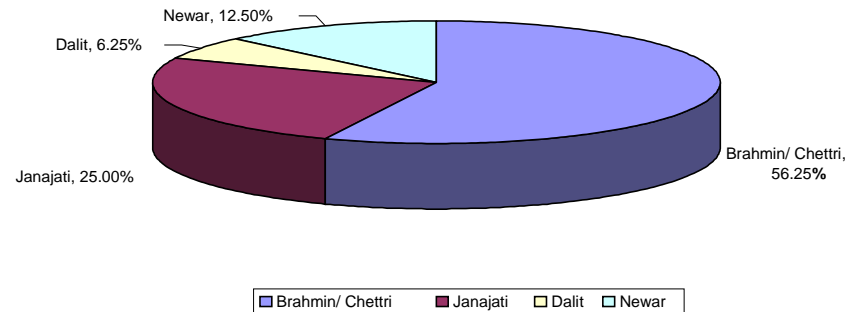
b) **Family Condition/Obligation:** was the second most hindering factor as 40% felt that their attachment to families has restricted them to their skill development. The majority of them were married (44%).

Fig. 5.13 – Family as Hindering Factor



c] **Socio-Economic Condition:** plays a major role and was the third most hindering factor as 27% felt that their social / cultural setup has refrained them to their skill development. Majority of Brahmi/ Chhetri (55%) felt that their professional / skill development was hindered due to their socio-cultural set up.

Fig. 5.14 – Socio-economic Condition as Hindering Factor



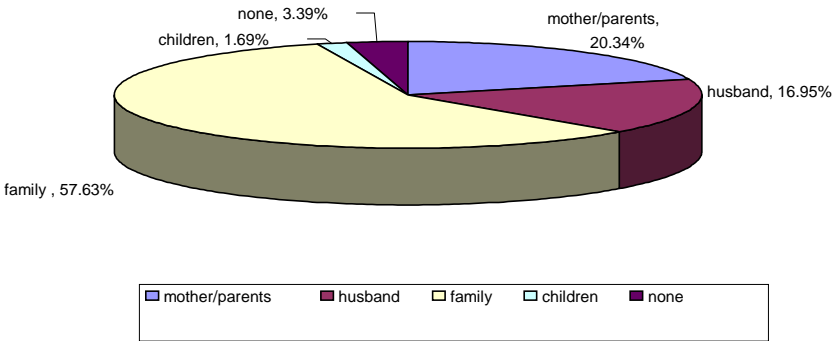
d] Organizational Culture: has been the least factor reported by only 11% as one of the hindering factors for their skill / professional development.

5.13 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 job it is harder to get family support during the job tenure for them. According to 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's 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.

Fig. – 5.15 – Family Support for Career Development



5.14 Experience in getting the Job

The employees gave different opinions regarding their job experience. The summary of their expressions are given below:

Table 5.2 – Experience in getting the job

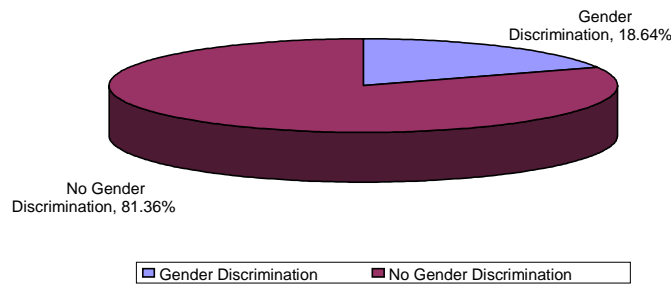
JOB EXPERIENCE	Percent
It was not difficult	23.64%
I joined as a volunteer in he beginning and was not easy	16.36%
I had nice experience, so not difficult	10.91%

I completed all the necessary process of recruitment	9.09%
By qualification and expertise	7.27%
I am separated with husband, this organization offer me job with kind	3.64%
I was selected as poor by this NGO to help me	3.64%
It was very challenging	3.64%
Its' hard to find the better job in the beginning but after having experience its normal	3.64%
No such gender biasness	3.64%
After one year of continuous effort, I got this job	1.82%
I joined this organization since my childhood so my experience getting opportunity was not difficult	1.82%
I was labor in the beginning	1.82%
I was linked with my previous job	1.82%
It was free competition	1.82%
It was my first job	1.82%
It's a normal to women but need experience	1.82%
Its easy for lady and health worker	1.82%

5.15 Gender Discrimination in the Organization

According to figure 5.16 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.

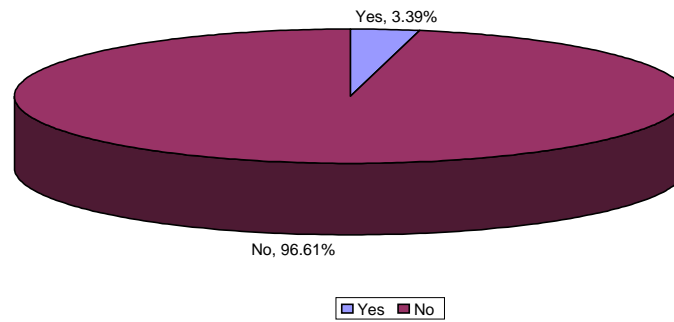
Fig. 5.16 – Gender Discrimination in the Organization



5.16 Sexual Harassment from Opposite Sex

Figure 5.17 shows that very negligible portion (3%) have felt that they are sexually harassed by their male colleagues in the organization and those complaining were all single ones. And that they did not make any complain about the misbehavior to their seniors or office management. Amazingly all of them were at least graduated.

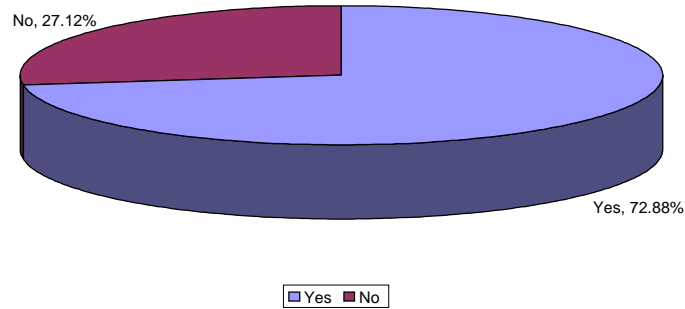
Fig. 5.17 – Sexual Harassment from Opposite Sex



5.17 Encouragement/Support from Organization in Career Enhancement

According to figure 5.18 nearly 1/4 felt that they were not getting organizational support for their career enhancement.

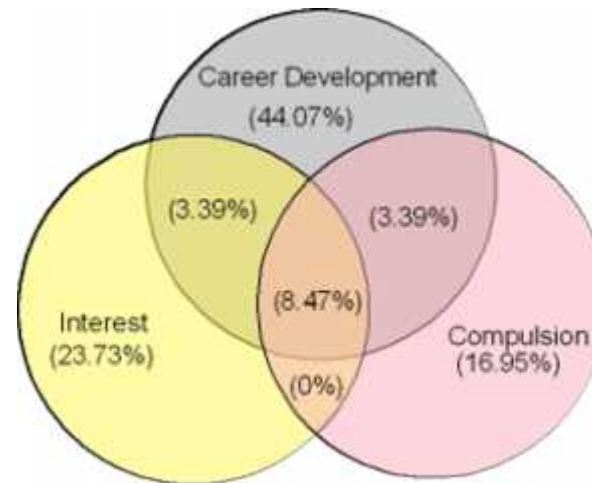
Fig. 5.18 – Organizational Support for Career Enhancement



5.18 Causes of Employment

Figure 5.19 shows that most of the employees (44%) were taking jobs for their career development. 23% were doing their job because of their interest where as 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 & career development. Nearly 8% thought that all three factors i.e. compulsion, career development and interest were the causes for them to join the job.

Fig. 5.19 – Causes of Employment



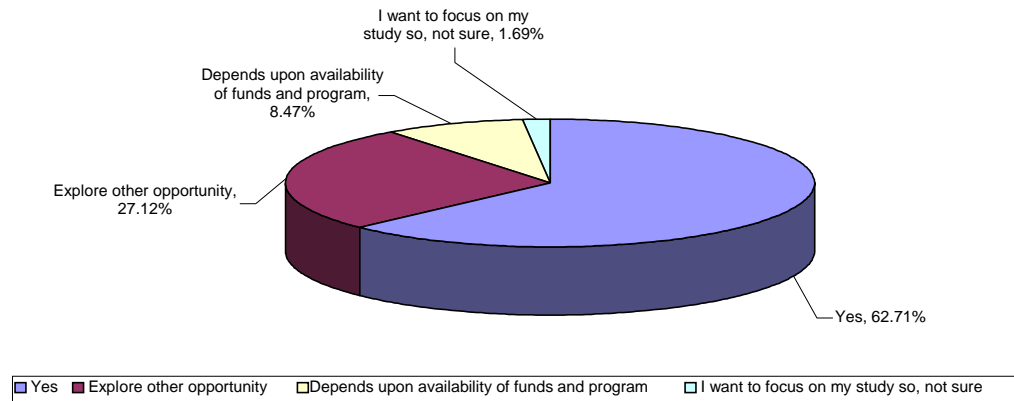
The figure 5.19 above shows that not only a single factor was the cause behind joining the job. There were different factors which determine interest for women employees to look for their job.

5.19 Continuation of Job

According to figure 5.20 nearly (62%) were going to continue their present job where as some (27%) were exploring other opportunities. Some felt that it was up to the organization as their job nature was project-based. If the fund is available their contract can be extended otherwise they will have to look for other alternatives.

This shows that different opportunity costs play a vital role in continuing their jobs or to look for alternative job.

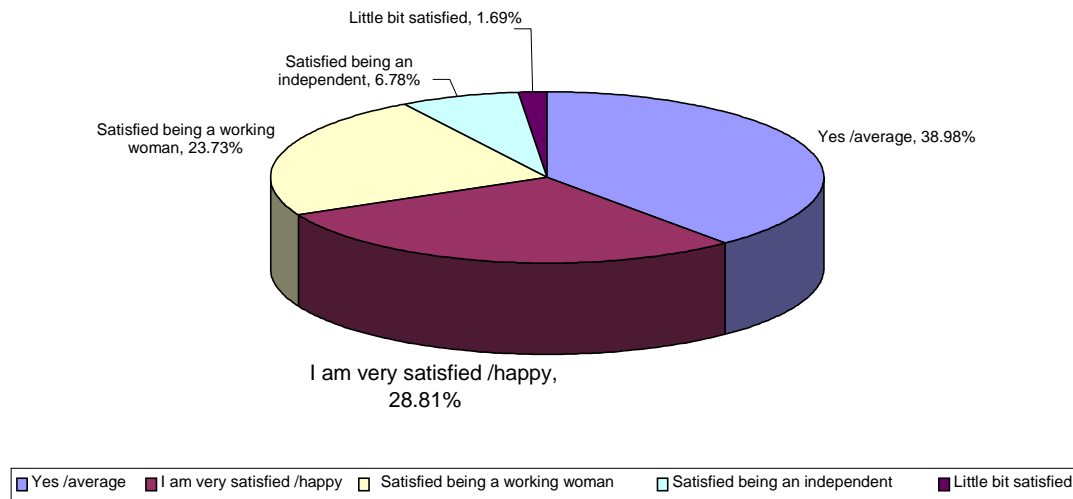
Fig. 5.20 – Job Continuation



5.20 Satisfied being a Working Woman

According to figure 5.21 almost 100% have shown their satisfaction for being a working and independent woman but their degree of satisfaction was different as shown in the figure below.

Fig. 5.21 – Satisfaction being a Working Woman



The above figure shows that the female employees felt proud of themselves to be employed as compared to majority of other unemployed (even literate) women in their society. The satisfaction was mainly due to the reason that they were able to fulfill their personal needs and to support their family.

5.21 Comments from the Employees

The respondents were asked for their comments after the interview, 70% gave no comments at all while some thanked the interviewer for great effort in exploring the condition of working women and giving them an opportunity to express their feelings.

Some of the problems currently faced by the employees brought to the attention of researcher were:

- Problem of transportation if they need to stay late in the office.
- Not receiving salary on time (in some of the organization).
- Some requested the researcher to find out any harassment that was on-going in their organizations.

5.22 Chapter Summary

From this study almost all of the employees had total control over their income with few cases of the control from their parents and in-laws. Less than 50% respondents revealed about their family income including the respondent's 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 of the female staff was being updated in every organization in one way or other. The trainings 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 Janajati, 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 projects.

Some organizations were found to have provided scholarships from their organizations. Those having low education qualification were already illegible for getting scholarship or have no plan for further studies. Some have complained that there are computers without being used but they were not given opportunity to learn. Some have complained that family obligation was the next most hindering factor as their attachment to families has restricted them for their skill development.

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 job it is harder to get family support during the job tenure for them. More than 95% were getting their family support for their professional career.

Negligible evidences 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 misbehavior to their seniors or office management.

Chapter – SIX

ROLE OF NGO IN CAPACITY BUILDING AND EMPLOYEE’S PARTICIPATION IN DECISION/POLICY MAKING

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

6.1 Organizational Structure

Half of the organization surveyed shows their good organizational structure with General Assembly, Executive Board, Advisory Board, Management committees/teams and Steering committee. The designation of the positions varied with different organizations but their job nature could be the same.

Other staffs in the organizations included were chairperson, admin & finance officer, admin. assistant, program coordinator, project manager, secretary/receptionist, office runner, driver etc.

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

	<i>Total</i>	<i>Male</i>	<i>Female</i>
Median	9	7	3
Mode	9	7	3
Mean	9.36	6.5	2.86
Percentage	100.00	69.42	30.58
Lowest	6	3	1
Highest	12	9	11

In most of the organizations there were as nearly as 30% female as executive member. In some organizations there were as high as 11 female as executive members. In some organizations there were very few female representatives (just 1) in their board.

6.3 Management Team

Table 6.2 shows that the average size of management team was 12.05 (7.16 male and 4.89 female). The management team was mostly composed of paid staffs within the organization. The median, mode, mean, lowest and highest values were given in the following matrix table:

Table 6.2 – Composition of Management Team

	<i>Total</i>	<i>Male</i>	<i>Female</i>
Median	5	3	2
Mode	4	4	1
Mean	12.05	7.16	4.89
Percentage	100.00	59.39%	40.61%
Lowest	2	1	0
Highest	63	40	33

In some organization there were no female staffs in their management team where as in few organizations there were as many as 33 female staffs. As compared to the executive board, the female percentage was higher in the management team (41%).

6.4 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% of females in the organization.

Fig. 6.1 – Staff Composition

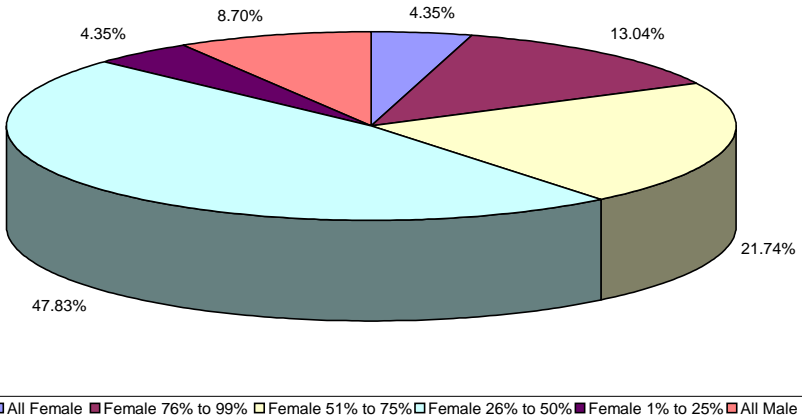
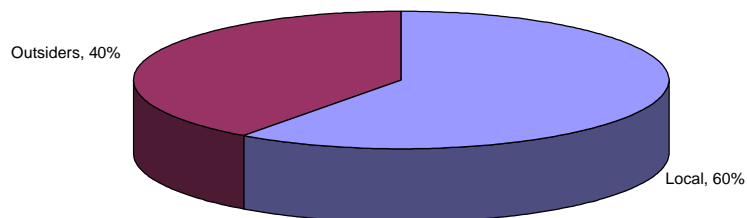


Figure 6.2 below shows that nearly 60% of the total staffs were locals and rests were outsiders.

Fig. 6.2 – Locality of Staff



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

Table 6.3 - Matrix for Different levels of Staff , Male Vs. Female:

	<i>Male</i>	<i>Female</i>	<i>Total</i>
Officer	11.90%	4.01%	15.91%
Non-officer	19.40%	46.83%	66.24%
Lower	7.37%	10.48%	17.85%
Total	38.68%	61.32%	

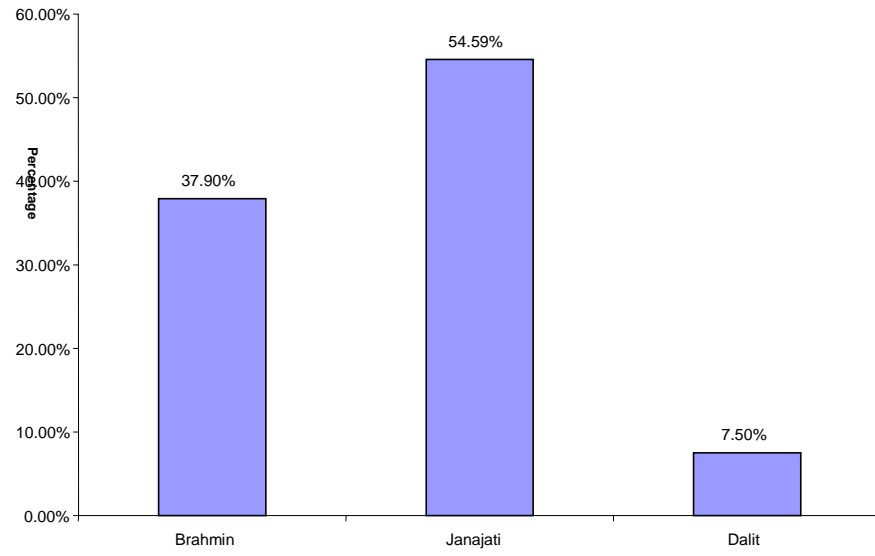
6.5 Permanent Staff (Male and Female)

On an average the percentage of male staff were higher to their total number against the percentage of female staff. 52% of the male staffs were permanent whereas only 32% of the female staffs were permanent.

6.6 Caste-wise Distribution

The figure 6.3 shows that Janajatis dominate the overall staff numbers with nearly 55% followed by Brahmin/ Chhetris. The Dalits were very low with 7.5%.

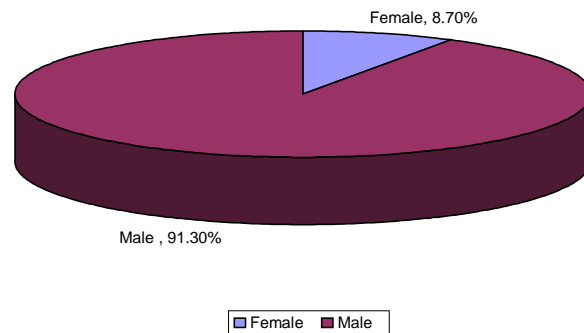
Fig. 6.3 – Caste-wise Distribution



6.7 Organizational Head

According to figure 6.4 more than 90% of 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 the organizations could be contracted for interview. In remaining organization, the questionnaires were responded by their representatives.

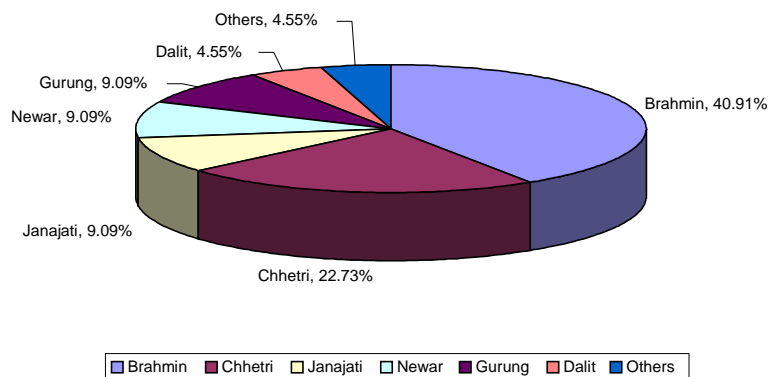
Fig. 6.4 – Gender of Head of the Organization



6.8 Caste of Organization Head

According to figure 6.5, like the caste composition of staffs in the organization, majority of the heads of organizations were Brahmins (40%) followed by Chhetri (22%). Among women heads of the organizations, 50% of them were Chhetri and rests were Brahmin.

Fig. 6.5 – Caste of Head of the Organization



6.9 Preferences to Hire Employees

According to the survey different organizations had different hiring preferences for hiring their staffs indifferent to the gender. The highest priority had given to education (nearly 60%) followed by experience (43%), whereas some organizations were giving more preference based on their status and locality; widows (41%), local (38%).

Table 6.4 - Education and experience based preference to hire employees

	<i>Gender</i>	<i>Qualification</i>	<i>Experience</i>	<i>Caste</i>	<i>Ethnicity</i>
Highest Priority	33.33%	57.89%	43.48%	12.50%	6.67%

High Priority	28.57%	15.79%	34.78%	-	6.67%
Normal Priority	33.33%	5.26%	17.39%	31.25%	-
Low Priority	4.76%	15.79%	-	25.00%	40.00%
Lowest Priority	-	5.26%	4.35%	31.25%	46.67%

Table 6.5 – Marital status and area (local) based preference to hire employees

	<i>Single</i>	<i>Married (with child)</i>	<i>Married (without child)</i>	<i>Widow</i>	<i>Caste</i>	<i>Locality</i>	<i>Divorced</i>
Ranking 1	13.33%	13.33%	13.33%	41.18%	13.33%	38.89%	
Ranking 2	13.33%	6.67%	26.67%	11.76%	33.33%	11.11%	
Ranking 3	20.00%	46.67%	13.33%	11.76%	6.67%	11.11%	100.00%
Ranking 4	40.00%	0.00%	20.00%	11.76%	13.33%	0.00%	
Ranking 5	0.00%	33.33%	6.67%	17.65%	13.33%	5.56%	
Ranking 6	13.33%	0.00%	20.00%	5.88%	20.00%	33.33%	

6.10 Female Seeking Employment:

As per table 6.6, most of women 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 the responses were given in the table below.

Table 6.6 – Female seeking employment

<i>Response</i>	<i>Frequency</i>	<i>Percentage</i>
Campus student	9	26.47%
SLC	4	11.76%
Poor/single	4	11.76%
Illiterate to graduate having with skill.	3	8.82%
Women who are on difficult condition	3	8.82%
Graduate	2	5.88%
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%
Married and dedicated	1	2.94%
Since we are new org. we don't get visitor for employment	1	2.94%
Disabled women	1	2.94%
TOTAL	34	

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

6.11 Expertise of Female Employees

The employees were working in all kinds of organizations with different expertise. The expertises of individuals were varied with the type of organization in which they were working. However, the findings are presented below:

Table 6.7 – Expertise of female employees

<i>Expertise</i>	<i>Frequency</i>	<i>Percentage</i>
Medical /doctor/nurse	4	10.00%
Counselor	3	7.50%
Institutional development	3	7.50%
None	3	7.50%
Teacher	3	7.50%
Trainer	3	7.50%
Child and gender specialist	2	5.00%
Child care	2	5.00%
Handicrafts production expert	2	5.00%
Humble and committed	2	5.00%
Technical	2	5.00%
Academic	1	2.50%
Community mobilizer	1	2.50%
Finance/admin	1	2.50%
Forestry	1	2.50%
Gender specialist	1	2.50%
Good governance	1	2.50%

Program coordinator	1	2.50%
Saving and credit income generation	1	2.50%
Sociologist	1	2.50%
Women health	1	2.50%
Women right	1	2.50%
TOTAL	40	

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

6.12 Perception of Organization Heads towards Male/Female Employees

The table 6.8 below shows that nearly 60% organization head (or their representatives) thought that female employees can be more capable if they are given opportunities. Some felt that males were getting more opportunities and are more dominating to female employees. The other comments are given in the below table:

Table 6.8 – Perception of organization heads towards male/female employees

<i>Remarks</i>	<i>Frequency</i>	<i>Percentage</i>
Females are capable if they got opportunity	19	59.38%
Males are getting the more opportunity	3	9.38%
Female feels less commanding in their subject matter	2	6.25%
Males are careless/dominating.	1	3.13%
Males are over smart, talkative. Say without having deep knowledge on the subject matter	1	3.13%
Female needs more training	1	3.13%
Females are dominated by male	1	3.13%
Male can contribute more	1	3.13%
Men confident can't trust their female colleague	1	3.13%

about the work		
Female afraid to travel alone, insecure, could be the socially/culturally bounded	1	3.13%
Females are discipline and honest	1	3.13%
TOTAL	32	

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

6.13 Exposures in Training/Meeting/Workshop

Female employees in the organizations 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 6.9 – Training Exposures

	<i>Training</i>	<i>Workshop</i>	<i>Seminar</i>	<i>Meeting</i>	<i>Visit</i>	<i>Study</i>
National	56.52%	47.83%	43.48%	73.91%	43.48%	17.39%
International						4.35%
Both	39.13%	39.13%	34.78%	26.09%	43.48%	34.78%

6.14 Additional Incentives for the Female Employees

Majority of the organizations had no additional incentives to the female employees other than maternity leave. Some of the organizations were providing the maternity expenses too. General incentives to both male/female employees were: annual leave, dashain bonus, provident fund, study support, rent allowances for those staff out of the district.

Table 6.10 – Additional incentives for female employees

<i>Additional Incentives</i>	<i>Frequency</i>	<i>Percentage</i>
Not specific	9	30.0%
Female get maternity leave for 2 months	7	23.33%
Maternity expenses	4	13.33%
Equal Benefit	3	10.0%
Study (financial) support	1	3.33%
Rent facility for those women who came from outside district	1	3.33%
Opportunity focused to Dalit women	1	3.33%
No any additional incentives except the provision mentioned in personal and financial policy.	1	3.33%
Dashain/Tihar incentives	1	3.33%
Breast feeding time	1	3.33%
10% PF and 10 % is added from the office	1	3.33%

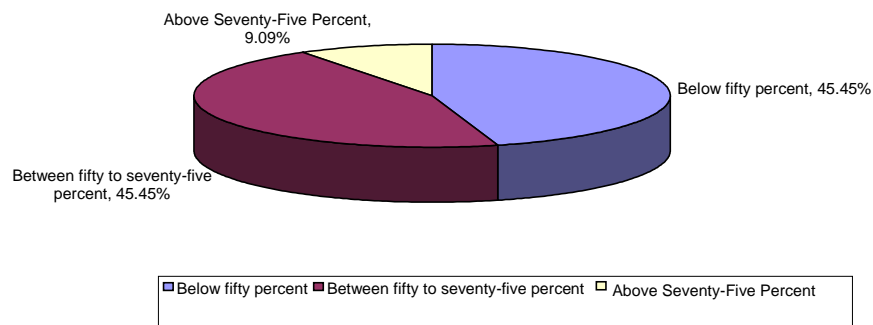
TOTAL	30	
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(Note: One individual respondent gave more than one remark)

6.15 Quota Reservation for Female Employees

As per figure 6.6 nearly 10% of the organizations had quotas for above 75% female employees.

Fig. 6.6 – Quota Reservation for Females



6.16 Policy for Retrenchment /Attraction to the Female Employees

According to table 6.11, nearly 50% of the organizations did not yet have extra retrenchment policies to attract females longer in the organization. Some of the organization has offered few things which are described below:

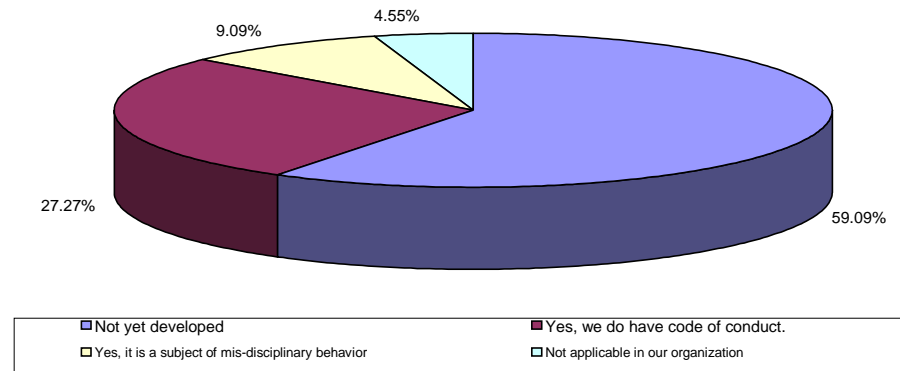
Table 6.11 – Policy for Retrenchment/Attraction to the female employees

<i>Attraction / Retrenchment Policy</i>	<i>Frequency</i>	<i>Percentage</i>
Not Yet	10	43.48%
Priority to women if they are capable for the opportunity	4	17.39%
Training/learning opportunities	2	8.70%
Equal opportunity to both sexes	2	8.70%
Yes	2	8.70%
Ten percent extra number for interview	1	4.35%
Facilitation / Recommendation to female staffs if they need any	1	4.35%
Policy to send competitive females to get opportunity to visit other countries	1	4.35%
TOTAL	23	

6.17 Policy for Sexual Harassment

Figure 6.7 shows that nearly 60% of the organizations had no policy for sexual harassment whereas only 35% had them in place.

Fig. 6.7 – Policy for Sexual Harassment



6.18 Salary and Benefit Discrimination

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

6.19 Appropriate Gender at Decision Making Level

Different views were obtained when asked about who, amongst male or female, would be more appropriate in decision making level. The organization heads/respondents had given following views:

Male Staff:

-) Dominating character
-) More involvement in management level
-) More opportunities for higher education in our social structure
-) Strong and courageous; take more risks
-) Selfish and decide in their favor
-) Quick decision maker

Female Staff:

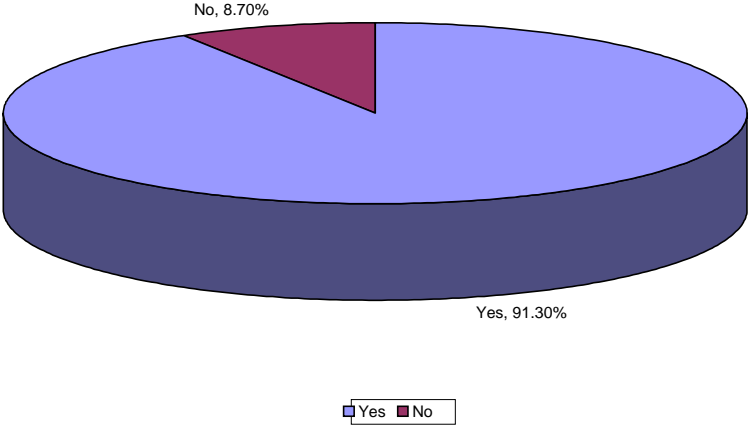
-) Women in our society is still far behind, more opportunities should be given to them
-) Are judgmental and appropriate in decision- making
-) Kind hearted
-) Influenced by men/society but they both are able to decide but in practice 70:30 ratio
-) More sincere and honest
-) Quick decision maker
-) They slowly develop the capacity
-) Are biased in decision making
-) Still behind in managerial positions

Some of the respondents were of the view that there is no such difference in capacity itself due to the gender it's just a matter of opportunity and experience.

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

Figure 6.8 shows that more than 90% of the organization heads claimed that female employees were involved in policy-making process.

Fig. 6.8 – Female Participation in Policy Making



The major reasons for involving them in the policy making process were:

-) It is a participatory approach and to make female employees to feel ownership of the organization but they don't initiate to take responsibility.
-) Empowering the women.
-) Issues send to board from staff meeting then board prepare policy accordingly.
-) To reflect gender balance in policy.

6.21 Measures Developed and Implemented by the Organization in Capacity Building and Empowerment of Female Employees

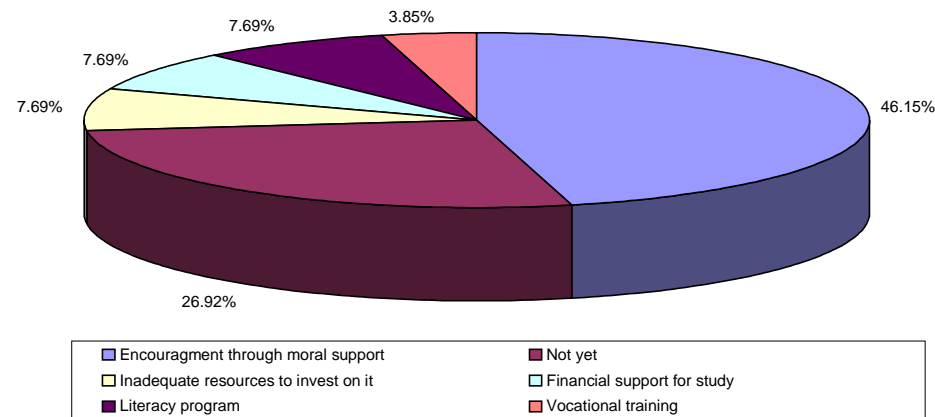
Most of the organizations studied have developed their own measures to encourage female for their capacity building and empowerment as follows:

-) Income- generation program
-) Need-based Training: Leadership, conflict management, women and child right, computer, cutting & 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
-) Women development unit established in some of the organization

6.22 Provision to Encourage Female Employees for their further Studies or Career Enhancement Programs

Most of the organizations did not have enough resources to invest and support female employees for their further studies or career enhancement programs rather they provide moral support to them. Few organizations provided some vocational and literacy trainings for their female employees.

Fig. 6.9 – Support for Further Studies and Career Enhancement

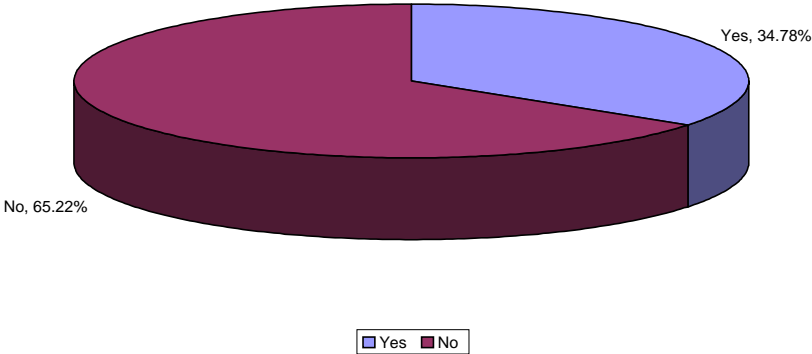


6.23 Employees Sent for Further Studies

According to figure 6.10, nearly 1/3 of the organization has sent their staffs for further studies. The number of seats available was very few due to the financial constraints. Most of the further study degrees were inbuilt in the projects of the organization.

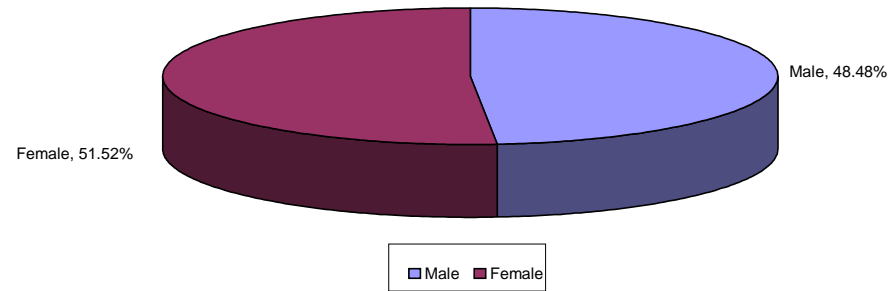
The following diagram shows that nearly 1/4th of the organizations have sent their staffs for further studies.

Fig. 6.10 – Employees Sent for Further Studies



Of those sent the ratio of male and female was quite equal as shown in the figure below. This shows that staffs get further study opportunities irrespective of their sex.

Fig. 6.11 – Male vs. Female for Further Studies



6.24 Specific Programs for Female Employees

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

Table 6.12 – Specific programs for female employees

Specific Programs for Females	Frequency	Percentage
Nothing	13	46.43%
Exposure visit	1	3.57%
Skill development training	2	7.14%
Women development unit in charge of this	1	3.57%
Provision of sanitary pad in organization	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	

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

6.25 Access to Organizational Resources:

Almost all of the organizations offered access to organizational resources for their employees, such as office equipment computer/printer, photocopier, 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.

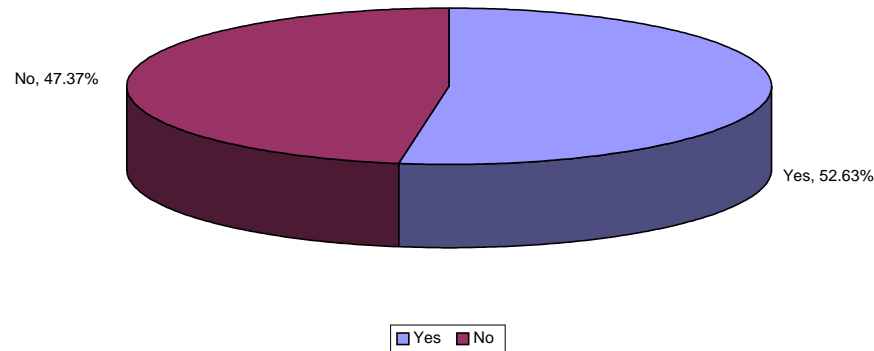
6.26 Positions Specific to Females

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, Caretaker, Chairperson, Community health volunteer, Cook, Coordinator, Counselor, District facilitator, Executive member, Facilitator, Handcrafts, Health worker, Housemother, in-charge of family and children, Joint secretary, Junior, Nurse, Office assistant, Officer, Program coordinator, Project in-charge, Secretary, Security guard, Social mobilizer, Social worker, Teacher, Women's cooperative supervisor etc.

6.27 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, paternity leave, equal opportunity, participation & benefit for females, representation of equal member of female in executive board and groups, CBOs.

Fig. 6.12 – Policy for Gender Balance



Some organizations were going to launch women micro credit. Some has not yet developed the policy in black and white but they were practicing the gender balance and always giving priority to females.

6.28 Participation of Training/Seminar/Workshop/Meeting/Visit/Study in 2006

As per the study, almost 60% females were getting good opportunities and exposures in above mentioned topics. The details of the events organized by the organizations for capacity building are mentioned in the table 6.13 below:

Table 6.13 – Participation of training/seminar/workshop/meeting

<i>Event</i>	<i>Type</i>	<i>Male</i>	<i>Female</i>	<i>Remarks</i>
Training	National	77	120	16 organizations
	International	0	1	
	Both	17	40	
Workshop	National	22	24	8 organizations
	International	0	0	
	Both	4	8	
Exposure visit	National	31	59	7 organizations
	International	1	7	
	Both	15	9	
Counseling	National	9	7	2 organizations
	International			
	Both			
Gender audit	National	2	4	3 organizations
	International			
	Both			
HIV	National	3	5	3 organizations
	International			
	Both			
Human right	National			
	International	1		1 organization
	Both			
Meeting	National	24	51	5 organizations

	International			
	Both	32	20	
Strategic planning	National	10	5	1 organization
	International			
	Both			
Study	National			
	International	2		1 organization
	Both			

6.29 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.

6.30 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 officer level post in their organizations like accountant, program co-ordinator, teacher, training officer etc. Most of those who did not have their role in policy-making process felt that there was executive board to do so and staffs cannot become 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.

6.31 Chapter Summary

Nearly half of the organizations had their good organizational structure with General Assembly, Executive Board, Advisory Board, Management committees/teams, Steering committee. The designation of the positions varied with different organizations but their job nature were the same. The board members were not salaried in all the organizations. On an average, nearly 3/4 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 were holding non-officers positions in majority of organization. The male ranked higher than females in almost all the organizations.

On an average the percentage of male staff were higher to their total number in holding permanent position in their organizations against the percentage of female staff in their job nature.

Almost all of the organizational heads were males. Where there were female heads, the organization's 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 organizations were Brahmins (40%) followed by Chhetri (22%). Among women heads of the organizations, 50% of them were Chhetri and rests were Brahmin.

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 organizations with different expertise. The expertises of individuals were varied with the type of organization in which they were 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 50% of the organizations did not yet have extra retrenchment policies to attract females longer in the organization. Some of the organization has offered few things.

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 difference. Most of the organizations studied had developed their own measures to encourage female for their capacity building and empowerment. Most of the organizations did not have enough resources to invest and support female employees for their further studies or career enhancement programs rather they provide moral support to them. Few organizations provided some vocational and literacy trainings for their female employees and send them for further studies.

Almost all of the organizations offered access to organizational resources for their employees, such as office equipment computer/printer, photocopier, 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 their organizations. The organizations had employment policy and staff development plan, paternity leave, equal opportunity, participation & 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 in 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 RECOMMENDATION

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. These organizations are helping female employees 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 female 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 whereas females were in temporary job and holding non-officer 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 them. Of the outsiders most of them were from neighboring districts of Kaski.

In each and every office there was dominance of Brahmins & Chhetris (more than 60%) as a normal situation in the country. Half of the organization heads were Chhetris 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 get promoted were due to lack of education and in some cases due to over age. Though female staffs seemed to have been exposed to national capacity building programs, they lack international exposures. Majority of the training/ exposure receivers were Brahmin & Chhetris. Mostly lady staffs with children were not getting enough opportunities to be involved in exposure or other capacity development activities especially going outside of their house as they have to look after their children and in-laws.

Some of the organizations in addition to maternity leave, had provision of paternity leave for at least a week which doesn't seem be much enough. Though it seems that lady staff were getting their family supports whereas widows were not getting such support from their families. In the male-dominated society like ours it is hard to convince the family members (especially for married) to start the jobs and even during the tenure of job. Of the interviewees, most of married women had support from their spouses whereas single female employees were getting support from their parents.

It is worth-mentioning that more than 80% of the lady staffs had control over their income and were also contributing to their family expenditures. With the change of time women have also started to contribute financially in the family as previously the family used to be dependant only on males.

There seems contradiction in the response to the availability of organizational resources to female staff. On one hand, 60% of the female respondents claimed to have their involvement in decision making process and on the other hand the head of the organizations or their representatives had claimed to have involvement of all the staff in the decision/ policy making process. Those whose education level was below SLC, they hold lower position in the organization, hence, had no involvement. In some organizations due to complicated hierarchical composition, even higher level staffs were not involved in such process.

In male-dominated society like ours gender discrimination is very rampant in all the sectors. But with the change of time and due to wide media intervention through television, papers and radios, people have started to look the female population as equal contributor to society in every sector. During the time of interview more than 80% opined that they didn't feel about being discriminated. Those who felt being sexually harassed did not approach their seniors or office management. Unmarried females were more exposed to sexual harassment than married ones. There was a perception from organization heads that female employees can be more capable if given opportunities. Males being dominating in nature, tries to seize all the opportunities available in the organization.

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 show that the female staffs are few in the number in organizations as compared to their male counterparts. This number is even lesser in Executive Board and in Management Team. Both male and female staff get same priority for getting chances 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 and professionally though some biasness are still found due to the socio-cultural setup in the Nepalese society which will need more time to get improved 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 recruitment 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 castes and sectors.
- At least a month paternity leave should be granted to male staff so that they can take care of their wife and newborn baby.
- There should be provision of hard punishment of sexual harassment.
- As it has become expensive to do further academic studies personally, NGOs should integrate provision of sending their staffs into the projects.
- As most of the head of the organizations are male. The organizations should give priority to choose females as head if they have the same qualifications & experience to their counterpart 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 article 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.

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Annex-1

The List of NGOs working within Pokhara Valley (Universe of the Study)

Source: District Non-Governmental Organization Profile, Kaski District by NGO Federation Nepal, Kaski (2062)

S.No.	Name of the NGO	Address	Contact Phone Number	Total Salaried Staff		
				Male	Female	Total
1.	Nucleolus for Empowerment through Skill Transfer (NEST)	New Road, Pokhara,	061-520492/528036	21	13	34
2.	Naulo Ghumti Nepal	New Road, Pokhara	061-530940	20	7	27
3.	GONESA	New Road, Pokhara	061-526460	9	2	11
4.	Mahila Utthan Tatha Jagaran Kendra	New Bus Park, Pokhara	061-528569	2	4	6
5.	Local Initiatives for Biodiversity Research and Development (LI-BIRD)	Gairapatan, Pokhara	061-539956	38	17	55
6.	Community Development Foundation	Shivalaya Marg, Sabhagriha Chowk, Pokhara	061-532762	1	4	5
7.	SEDA Nepal	Himali Tole, Pokhara	061-523805	21	27	48
8.	Khane Pani Ra Sarsafai Shrot Vikas Kendra	Himali Tole, Pokhara	061-560052	7	2	9
9.	Team Organizing Local Institution (TOLI)	Ghari Patan, Pokhara	061-532875	12	8	20
10.	Srijana Development Centre	Simal Chaur, Pokhara	061-532615/ 522851	5	2	7
11.	Siddharth Yuva Club	Siddhartha Chowk, Bagale	061-521433/ 530200	9	5	14

		Tole, Pokhara				
12.	Rural Community and Women Development Service	Pokhara	061-533547	9	6	15
13.	Kopila Nepal	Dihiko Patan, Lakeside, Pokhara	061-532016	6	7	13
14.	Human Health Employment and Literacy Promotiion Centre	Pokhara-17	061-535020/ 534622	3	2	5
15.	Multipurpose Community Dev. And Awareness Forum Nepal	Bagar, Pokhara	061-536575	3	2	5
16.	SAGOL, Kaski	Matepani, Pokhara	061-532116	4	3	7
17.	Children Welfare Scheme	Hallan Chowk, Pokhara	061-534325	42	22	64
18.	Community Support Group	Damsite, Pokhara	061-539903/ 536085	10	3	13
19.	Nepal Association for the welfare of the blind	Miruwa, Dharapani Marga, Pokhara	061-525808	6	5	11
20.	Sathi Nepal	Damsite, Pokhara	061-534437	2	2	4
21.	Community Based Rehabilitation Service (CBRS)	Pokhara	061-539927	18	11	29
22.	Friends of Hope	Ranipauwa, Pokhara	061-522222	7	1	8
23.	Women's Skill Development Project	Srijana Chowk, Pokhara	061-520393	2	10	12
24.	Children Welfare Home	Dihiko Patan, Lakeside, Pokhara	061-530595	5	3	8
25.	Children Nepal	Masbar, Pokhara	061-532054	8	9	17
26.	Namaste Bal Griha	Jarebar, Baidam, Pokhara	061-536249	5	6	11

	TOTAL EMPLOYEES WORKING IN NGOs			275	183	458
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Annex-2

SN	Employer	No. of Staff
1	CBRS	3
2	Child Welfare Scheme	3
3	Children Nepal	3
4	Community Development Foundation	3
5	Community Support Group	3
6	GONESA	3
7	LIBIRD	3
8	MCDAF	3
9	Namaste Children Home	3
10	Naulo Ghumti	3
11	NAWB	3
12	NEST	3
13	SEDA	3
14	Siddartha Club	3
15	Srijana Bikash Kendra	3
16	TOLI	3
17	Women's Skill Development Project	3
18	Kopila Nepal	2
19	Mahila Utthan tatha Jagaran Kendra	2
20	SATHI	2
21	Children Welfare Home	1
22	SAGOAL	1
	<i>Total</i>	<i>59</i>

Annex-3:

<i>SN</i>	<i>Name</i>	<i>year</i>	<i>Months</i>	<i>Remarks</i>
1	Shanti Thapa	16	7	not complete date & month given
2	Sita Thapa	14	2	
3	Sarita KC	12	10	not complete date & month given
4	Bishnu Gurung	12	6	
5	Tika Gurung	11	8	
6	Bindu KC	11	0	
7	Muna Udas	10	0	not complete date & month given
8	Sharada Sharma	9	5	
9	Laxmi Sharma	9	0	
	Kamala Sharma			not complete date & month
10	Khand	8	0	given
11	Rukmini Wagle	7	3	
12	Nabina Basnet	7	2	
13	Nir Maya Shrestha	7	0	not complete date & month given
14	Shanti Sigdel	6	11	
15	Geeta BK	6	10	not complete date & month given
16	Sakuntala Rasali	6	10	not complete date & month given
17	Shova Kandel	6	7	not complete date & month given
18	Anu Adhikari	5	11	
19	Sita GC	5	10	not complete date & month

			given
20	Rima Gurung	5	9
21	Maya Pariyar	5	6
22	Manju Pant	5	2
23	Mana Gyawali	4	10
			not complete date & month
24	Kiran Chand	4	10
			given
			not complete date & month
25	Poonam Gurung	4	10
			given
			not complete date & month
26	Mom GC	4	10
			given
27	Saraswoti Karki	4	9
28	Laxmi Gautam	4	6
29	Hira Karki	4	5
30	Sita Gurung	3	11
			not complete date & month
31	Pundhara Gurung	3	10
			given
32	Laxmi Devekota	3	9
33	Shova Acharya	3	7
34	Sunita Bijukchhe	3	6
	Dhana Laxmi		
35	Gurung	3	3
36	Dil maya Kumal	3	3
37	Rashmila Shrestha	3	3
38	Durga Timilsena	3	2
			not complete date & month
39	Sharada Kumal	3	0
			given
40	Karishma Bhattarai	2	10
41	Sangita Chauhan	2	10
42	Durga Khadka	2	8

43	Debaki Sharma	2	8
44	Laxmi Kunwar	2	6
45	Chandra Subba	2	3
46	Mina Shrestha	2	2
47	Devi Karki	1	10
48	Sabitri Timilsena	1	9
49	Bishnu Acharya	1	8
50	Bindu Gurung	1	7
51	Simran Basnet	1	5
52	Shova Adhikari	1	5
53	Manju Pun	1	4
54	Laxmi Thapa	1	3
55	Debu Aryal	1	3
56	Rekha Gaire	1	3
57	Satyajita Bastola	1	2
58	Sita Lama	1	0
59	Bina Gurung	0	9

Table. 1: Status of men and women in Nepal

Particular	Male	Female
Population in %	49.96	50.03
Average life expectancy (year)	61.8	62.2
Literacy in % (above 15 years old)	62.2	34.6
Member of participation in Ministry council in %	94.45	5.55
House of representative member in %	94.15	5.85
National Assembly member in %	86.67	13.33
Participation in civil service in %	11.45	8.55
Judge in %	97.96	2.04
Teacher in %	74	26
Participation in communication sector/ media in %	88	12
Participation in foreign employment in %	89.15	10.85

Ownership on land in %	89.16	10.83
Ownership on house in %	94.49	5.51
Contribution in agricultural production in %	31.5	60.6

Source: CBS, 2001

10. Do you have any preference to hire employees (ranking)

-) Gender:
-) Qualification:
-) Experience:
-) Caste:
-) Ethnicity:.....

11. Your Preference to hire female employees (ranking)

-) Single:
-) Married (With children):
-) Married (Without children):
-) Widow:
-) Caste:
-) Locality:

12. Is there any provision of reserving the quota for female employees in your organization Yes/No If yes, (in %)

13. Do you have any Policy for retrenchment/attraction of female employees in your organization?

14. Do you any Policy for sexual harassment?

15. Is there any salary and benefits discrimination between male/female employees for the same position? If yes, why?

16. What do you think from management point of view who is more appropriate in decision making level?

-) Male
 -) Female
- Why?

17. Do you involve female employees in policy making process of your organization?

Yes No Why?

18. What are the measures developed and implemented by the organization in capacity building and empowering the women of different positions within the organization?

19. Do you have any provision to encourage your female employees for their further studies or career enhancement programs?

20. Have you send your employees for further studies?

Yes..... No.....

If yes, How many..... Male..... Female.....

20. Do have any specific programs for your female employees?

21. Are your institutional resources accessible to your female employees?

Yes No

Why?

- a. Due to their knowledge/skill
- b. Due to organizational policy
- c. To encourage/facilitate them

**ROLE OF NON-GOVERNMENTAL ORGANIZATIONS (NGOs)
IN EMPOWERMENT OF WORKING WOMEN IN POKHARA
VALLEY**

Individual Questionnaire (female employee)

1. Name of the respondent:
2. Current Employer:
3. Date of employed in current organization:
4. Qualification:..... Age: Caste:
.....
Position held: Educational background:
5. Address of the respondent:
6. Marital status of the respondent
) Single
) Married (With children)
) Married (Without children)
) Widow
7. Age of the child: below 5 years..... above 5 years.....
8. Are you living together with your husband? (for married)
 Yes..... No.....
9. Is your husband employed?
 Yes..... No.....
10. Total members in your family:
11. Type of family
 Nuclear..... Joint.....
12. Does your family shares the household responsibilities (workload) with you?
 Yes..... No.....

13. Total annual household income: (estimated) Rs.....
14. Your total annual income: Rs.....
15. Your total service period?.....Years
16. Have you get any promotion in your current organization?
 Yes..... No.....
17. What/why?
18. Do you get opportunities to attend any
 training/workshop/study/seminar/meeting within and outside your
 organization and how often?
19. Types of exposure you received national:.....
 international:.....
20. Do you receive any additional incentives from your organization?
21. Have you got any Capacity building opportunities in your organization?
22. Do you play any role in decision making process in your organization?
 Yes..... No.....
- If not, why?
23. Do you have any role in policy making process of your organization?
 Yes..... No.....
- If not, why?
24. Who has the control over your income (i.e. parents, husband, in-laws or self)
25. Do you contribute your income in your family?
 Yes..... No.....

26. What do you think what are the major constraints that hinder women from being professionally developed/ skilled

- education level
- socio-economic condition
- family condition
- organizational culture itself

27. Are you getting support from your family for your professional career?

28. How was your experience in getting the job?

29. Do you feel any gender discrimination in your organization?

Yes..... No.....

30. Do you have access to your institutional resources (vehicles/equipments etc.)?

Yes..... No.....

31. Have you experienced any kind of discrimination/ sexual harassment in your job from your male colleagues, seniors or subordinates?

Yes..... No.....

32. Have you complained the discrimination/sexual harassment to the management and how they responded to it?

33. Are you satisfied being a working woman?

34. Do you think your organization encourage/support female employees for their career enhancements?

Yes..... No.....

35. Have you got any encouragement from your organization for further studies or career enhancement programs?

36. Your employment is:

-) Compulsion
-) Interest:
-) For career development

37. Do you want to continue your career in your organization?

38. Any comments other than the above mentioned topics?

ROLE OF NON-GOVERNMENTAL ORGANIZATIONS (NGOs) IN EMPOWERMENT OF WORKING WOMEN IN POKHARA VALLEY

Institutional Analysis

1. Name of the organization:

2. Address:

3. Total staff (in nos.)

Male:	Female:	within Locality:	Outside locality:
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4. Permanent staff

Male:	Female:	within Locality:	Outside locality:
-------	---------	------------------	-------------------

5. Temporary staff

Male:	Female:	within Locality:	Outside locality:
-------	---------	------------------	-------------------

6. Officer level

Male:	Female:	within Locality:	Outside locality:
-------	---------	------------------	-------------------

7. Non-officer level

Male:	Female:	within Locality:	Outside locality:
-------	---------	------------------	-------------------

8. Lower level

Male:	Female:	within Locality:	Outside locality:
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9. Caste/ethnic groups

Brahman/Chhetri	Janjati:	Dalit:
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10. Organizational Structure:

11. Executive Board

Total members:	Male:	Female:
----------------	-------	---------

12. Management Team

Total members:	Male:	Female:
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13. Positions specific to female:

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14. Do you have any policy for gender balance? Yes No
 If yes, what?

15. Total no. of programs/ events (training/seminar/workshop/meeting/visit/study) participated by your employees this year (2006)

Programs/Events	No. of Participant	Male	Female	National	International