

Reservation: Way to Access in Civil Service for Women in Nepal

A Thesis

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Degree of Master of Arts in Rural Development

By

Anuja Basnet

Exam Roll No-3060

Reg.no-28498-93

Central Department of Rural Development

Faculty of Humanities and Social Sciences

Tribhuvan University

Kathmandu Nepal

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LETTER OF RECOMMENDATION

This is to certify that Ms. Anuja Basnet has completed this thesis entitled **Reservation: Way to Access in Civil Service for Women in Nepal** under my guidance and supervision. I therefore, recommend this thesis for the evaluation and approval by the evaluation committee.

Dr.Chandra Lal Shrestha

Thesis Supervisor

LETTER OF APPROVAL

This thesis entitled “**Reservation: Way to Access in Civil Service for Women in Nepal**”, submitted by **Anuja Basnet** has been accepted as partial fulfillment of the requirement for the Master Degree of Arts in Rural Development by the evaluation committee.

Evaluation Committee

Prof. Dr. Pradeep Kumar Khadka
Head of the Department

Dr. Chandra Lal Shrestha
Thesis Supervisor

External Examiner

Date:

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This study has analyzed the existing situation of women in Nepalese Civil Service. I have tried to analyze their state of difficulties to participate in Civil Service, the policies / programs and efforts made by the government to promote women and their working environment in Civil Service. Besides these, this study highlighted the reservation system pro and cons of it and Nepalese perspectives.

While conducting this study, my respectable supervisor guided me in different ways. I would deliver my sincere thanks to my supervisor Dr.Chandra Lal Shrestha. I'm indebted all of them who helped me to complete this study. I would deliver my thanks to Mr. Madan Bahadur Dhimi who provides me essential information about Civil Service. Finally, I am very much thankful to my beloved husband Mr. Man Bahadur Karki who inspired me to make the study on this topic.

Anuja Basnet.

ABBREVIATIONS/ACRONYMS

BPFA -Beijing Declaration and Beijing Platform of Action

CBOs-Community Based Organizations

CDO-Chief District Officer

CEDAW -Convention on Elimination of All forms of Discrimination against Women

DG- Director General

ECOSOC -Economic and Social Council

FLS -Forward Looking Strategies

FWLD -Forum for Women, Law and Development

GAD-Gender and Development

GDI -Gender - Related Development Index

GEM- Gender Equality and Mainstreaming

INGOs-International Non Governmental Organizations

LDO-Local Development Officer

MoE – Ministry of Education

MGEP-Mainstreaming of Gender and Empowerment Program

MWCSW-Ministry of Women Children Social Welfare

NGOs- Non Governmental Organizations

NPA –National Plan of Action

NWC-The National Women Commission

PSC -Public Service Commission

WAD-Women and Development

WID- Women in Development

UN- United Nations

ABSTRACT

This research study entitled “Reservation- Way to Access in Civil Service for Women in Nepal” has conducted during 2065 and 2066. This study was mainly based on secondary data. For the completion of this research study the doctrinal methodologies as well as analytical methods have been used. Analytical and descriptive research methods have been employed by using tables where necessary. The main objectives of the study has to analyze the efforts and difficulties relating to the promotion of women’s participation in the Nepalese civil service and to highlights the advantage and disadvantage of the reservation program.

The total number of Civil Servants was 79488; among them women represent 8754, which is 11.01 percent. Out of these numbers the gazetted level total employees were 8402 while the numbers of women were 429 (5.1 %), in non-gazetted level the total figure was 71086 where women represent 8325, which is 11.71%. The participation of women itself visualizes the existing situation of women in Civil Service. Besides the several efforts made by the government the participation of women in mainstreaming is negligible. In the field of Civil Service some efforts have been started, but the result will not satisfactory after launching the reservation to the women. It can be said that the efforts are not sufficient and should need rigorous and continues efforts to promote gender equity in Civil Service.

After introducing the concept of reservation PSC has advertised 3358 posts various services groups and levels. Within these posts women have got 350 posts only. Out of advertised 3358 posts women get only 10.42%. The whim where the political leaders, high level bureaucrats and advocates of the feminist movement created that woman will get 33% seats as reservation or positive discrimination. And announce that the every sphere of the government agencies will make inclusive and it make inclusive democracy but the reality is reverse than slogan of the inclusiveness. Before launching the inclusive program to the women in civil service was only 11.01%. The entrance ratio of the women

in civil service is 10.42 % including health service. After launching the reservation to the women, the entrance ratio will reduce because of inclusive program. The reason is that most competitive women will pass in the quota; other less competitive women will not pass the open competition posts where all persons are allowed to compete. If it is assumed that the women will get the 10.42% ratio in the examination of the PSC the total women participation will nearly take 22 %. These facts proved that the existing quotas are insufficient to integrate the women in the mainstreaming to the governance. The expectation of the Interim plan is at least 33 percent of the policy-making and other responsible posts of the public sector will be occupied by women. But the providing quota in the Civil Service Act will not open the main door to achieve the goal of Interim plan. If we want to make civil service equal position to the men, it is needed to extend the quota minimum of 35% from the whole to women whether there is various opposing opinion to the quota for women.

Therefore, the reservation program is not only the means to make mainstreaming to the women into the civil service but only a means to it. If it is not possible to extend the existing quotas, the progressive programs will be introduced for women like: higher education, extra and necessary coaching class for the preparation of PSC exams and appointment to the women in decision making level.

TABLE OF CONTENTS

	Page No
Table of contents	
CHAPTER- I INTRODUCTION	1
1.1 Background	1
1.2 Statement of Problem	4
1.3 Objectives of The Study	5
1.4 Rational of The Study	5
1.5 Limitation of The Study	6
1.6 Structure of The Study	6
CHAPTER –II LITERATURE REVIEW	7
2.1.1 Review of Specific Literature	7
2.1.2 Engendering the Nepalese Civil Service with Specific Reference to Entry and Promotion in Administrative Service (A Research Study)	7
2.2 The Concept of Gender	13
2.2.1 Definition of Gender	13
2.2.2 Difference between Gender and Sex	14
2.2.3 Gender Development Approach	15
2.2.4 International Concern	16
2.2.5 National Initiatives:	18
2.2.6 Women Agenda in Nepal's Development	19
2.3 Concept of Reservation	21
2.3.1 Concept of Reservation/Positive Discrimination/ Affirmative action	21
2.3.2 Theoretical Foundation for Affirmative Action	22
2.3.3 Justifications	27
2.3.4 Opponents	28
2.3.5 Types of Reservation/ Affirmative Action or Positive Discrimination	30

CHAPTER- III RESEARCH METHODOLOGY	31
3.1 Research Methodology	31
3.2 Research Design	31
3.3 Nature and Sources of Data	31
3.4 Data Collection Method	32
3.5 Data Analysis and Presentation	32
CHAPTER-IV HISTORICAL DEVELOPMENT AND GOVERNMENT'S EFFORT TO THE CIVIL SERVICE IN NEPAL	33
4.1 Historical Development of Civil Service in Nepal	33
4.1.2 Ancient Period	33
4.1.3 Medieval Period	33
4.1.4 Rana Administration, 1846-1951	35
4.1.5 Administrative Crisis	35
4.1.6 The Panchayat Era (1960-1990)	36
4.1.7 The Modern Era	37
4.2 Government's Effort for Women on Civil Service	37
4.2.1 Policy Efforts	37
4.2.2 Legal Efforts	38
4.2.3 Program Efforts	39
4.2.4 Government's Plans	39
4.2.5 Institutional Efforts	46
CHAPTER-V OBSTACLES & STATUS OF THE WOMEN IN NEPALESE CIVIL SERVICE	49
5.1 Structure of Nepalese Civil Service	49
5.2 Gender Issues in Civil Service	49
5.3 Women among Applicants and Recommended Candidates.	50
5.4 Women's Participation in PSC Examination of The Whole Services and Groups	52
5.5 Issues Related to The Entry Level	57

5.6 Issues Related to Daily Basis	58
5.7 Issues Related to Promotion	59
5.8 Issues Related to The Education.	60
5.9 Obstacles to Participate Women in Civil Service	60
5.10 Women and Civil Service in Nepal	62
5.11 Post Launching Inclusive Program to Women and Their Participation in The Nepalese Civil Service.	66
CHAPTER –VI SUMMARY, CONCLUSION AND RECOMENDATIONS	68
6.1 Summary	68
6.2 Conclusion	70
6.3 Recommendation of The Study	73
Bibliography	80

