

# **CHAPTER - I**

## **INTRODUCTION**

### **1.1 Background**

Nepal is a least developed country, where the 31 percent of people is still serving under the poverty line. Most of Nepalese (89 percent) are still depend up on agriculture sectors for their survival. The main occupation of Nepalese people is agricultural activities. The female population is greater then male i.e. 50.8 percent female (CBS, 2058). Women participation in civil service is very low, according to tenth plan (2002-2007) proportion of women in civil service 8.55 percent only; women literacy is 42 percent, it means 58 percent women could not even read and write.

Women play a vital role in the development family community and the whole nation. Women's economic empowerment is absolutely essential for raising their status in society. It is not possible to achieve the expected development of nation without participation of the women. Empowered women are able to perform their own duty with honorable way. Employment is one of the most potent instruments of empowerment of women expansion of employment opportunities for women and improvement in the quality of women's employment in terms of earnings, productivity and conditions of work call for an employment oriented economic growth as well as strategy to import necessary skill to women to enable them to gain access to employment opportunities resulting from the growth of the economy.

Nepal has reached a stage on women's issues where the implementation aspects are most crucial. Tight policies have been made at the macro level, but no mechanism to implement them either at the macro or micro level has been initiated, though women are benefited to some extent in terms of education, health, and political awareness. Recently, Gender inequality in terms of access to resources and position or power is still persistent. Much rhetorical change is required for effective implementation of policies and program on women, but they have been rather slow in relation to men. The social attitude towards women has not been changed much yet.

Women are expected to look after the home, agricultural and animal care activities. The women's status as a wife does not give her control over the family income which remains with the husband who decides the expenditure pattern for the family. This may be due to lack of involvement of women in income earning and off farm activities. Nepalese women are found hardly involved in such activities that pay them money income. The evidence shows that, women's proportions in the wage labour are lower compared to other categories of employment status. Even among the employed, women constitute 41 percent (CBS, 2003 vol. ii), women professional job 15.6 percent, administrative job 9.30 percent, share of earned income 17.38 percent and female share in parliament (0% seat) 3.41 percent, most women workers over 70.6 percent are consigned to self employed unpaid and low wage informal sectors activities (NESAC, 1998). They have very less access to formal job opportunities. Nowadays, women have moved gradually from agricultural into non-agricultural work particularly in manufacturing trade, commerce and tourism in urban areas, However, dismal presence of women is found in government job both civil and security sector.

Women in Nepal, as elsewhere, hold the triple work responsibility of reproduction, house holding and employment. However, reproduction is treating as work and house holding is not considered a productive job at least by the state organs. Women suffer from discrimination practices in opportunities for education, personal mobility, which is required, among other for skill development, and independent decision making is highly restricted. Such a practice has wide ramifications, including in entry into the job market, where they are directly discriminated as well as in most of the world, women in Nepal work for larger house than man. They have much lower opportunities to gainful employment and pass extremely limited property rights. As else where again, women in Nepal precariously juggle themselves among the three principal works regimes; reproduction, house holding and income generation.

## **1.2 Statement of the Problem**

Employment is one of the most important instruments for empowerment of women. Expansion of employment opportunities for women and improvements in the quality of women's employment in terms of earnings, productivity and conditions of work call for an employment-oriented economic growth as well as strategy to impart necessary skills to women to enable them to gain access to employment opportunities resulting from the growth of the economy.

Nepal has one of the highest rates of sex preference which are undoubtedly associated with low status of women. Women have less access to income, wealth, employment, education and other facilities than men. They are suffering from higher rate of malnutrition and morbidity. They have fewer legal rights especially in property and

family matters. Women perform more labour and bear more domestic responsibilities than man.

Previous studies suggest that, employed women are also inspired by traditional and religious thought. Because of male dominated society, women always hesitate to challenge the families and societies for their rights. In fact, they have no right over their parent's property. Society always discourages them in decision-making, e.g. they must be obedient to their husband and other senior members of the family. Without their permission and advice female can't decide in household and outside matters. Employed women can't take decision in official matter individually. Her husband, parents or other senior male members interfere and resist in her work at home. Even she can't use her salary according to her own desire. Employed women are also exploited and dominated by their senior officials and their co-officials.

In this connection, the study has been conducted to highlight the status of women in government job responding the following research questions.

1. What type of women's are currently in government job? What are there socio economic and demographic characteristics?
2. Why do they want to be employed?
3. How do the employed women access their job?
4. What is the pattern of changing status of the job?
5. Whether there is any relationship between level of educational attainment and the rank of the job?

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

The general objective of the study is to understand the status of the women who have been currently involving in government job. However, the specific objectives are as follows.

- ) To characterize the women in government job.
- ) To identify the current status of women in government job.
- ) To examine the association between government job rank and educational status.

### **1.4 Hypothesis of the Study**

Main hypothesis are as below:

$H_0$ : There is no relationship between education level and job rank.

$H_A$ : There is significance between education level and job rank.

### **1.5 Justification of the Study**

More than half of the population comprises female members but the socio-economic position is far different from their male counterparts in the society. Males have more power, prestige and privileges than females. Many women work as low level unproductive labour force having no decision making power. Their literacy state is also very poor and they enjoy no right over parental property. Thus they are treated as second class citizen in their own homeland. But this is not only reality of Nepalese women, with the changing period of time, the role and status of women has been changing gradually. Especially educated young girl and women have joined or are thinking to join different employment sectors and other decision making level. They have made their own dignity but comparing to men, the number of educated employed

women is still low. This research therefore, is expected to contribute towards a better understanding of this aspect. Besides, this research has been supposed to be helpful for those who are concerned with development with the study of educated professional women and the policy makers vs planners, development and institutional leaders as well.

## **1.6 Limitation of the Study**

Basically this study has the following limitations.

- ) The present study has been related to status of women in government employment of the government offices in Pokhara.
- ) The study has been depended on the interview data response by the respondent of the study area as well as possible secondary data.

## **1.7 Organization of the Study**

The present study has been divided into five chapters. The first chapter contains basic matters like the statement of problem, objective, hypothesis, justification and limitation. Similarly, chapter second has been review of literature, chapter three research methodology, chapter four data presentation and analysis and chapter five summaries, conclusion and suggestion.

## **CHAPTER – II**

### **REVIEW OF LITERATURE**

#### **2.1 Theoretical Orientation**

Women's employment is related with most of the developing countries, like Nepal. It is a serious problem and most challenging for all the countries. There are various studies performed by various researchers. Some related research works have been reviewed here.

#### **Work Pattern, Employment Status and Earnings of Female Agriculture Workers.**

The traditional economic analysis does not differentiate between the sexes while conceptualizing as well as analyzing the problem of work pattern, employment and income. The concept work according to this farm work only covers the so-called productive sphere or gainful economic activity, despite half of the women directly being dependent on agriculture engaged in either subsistence agriculture there by should erring the entire responsibility of feeding their families or working together with men on their family land. In 1970, the international labour office (ILO) estimated that 287 millions in the world are employed women in agriculture, while the corresponding figure of men was 481 millions works as farmers. It can be said that these women who as agricultural worker do not surface in the global or national statistics. Such a statistical neglect often pays them clearly for almost all the amelioration programmes are formulated on the basis of these statistical indicators. Therefore, if there must be right and suitable policies formulated in favor of women, the basic methodologies and conceptual in order to incorporate a majority of the rural

agricultural women, who usually are counted by national statistics as domestic worker only give bias in the statistical data collecting agencies, female work participation rates can be correctly estimated only when all their activities productive as well as reproductive are taken into account excepting pure consumption and leisure. (Revathi, 1998).

### **Women Work and Development**

Women have always worked, and their labour plays a key role in the survival of millions of families. They work longer hours than those men and have a greater range responsibility, but the work they do is often neither publicly nor privately acknowledged. Women are not a minority group or special category and similarly, women's work is not just another issue. Although women have been subordinated and marginalized in different ways for much of history, their labour and the exploration of that labour is the foundation of society's wealth. Women perform the vital function of producing society's producers, and yet this male is made to appear private, marginal and without economic value what are the structures that keep men and women in separate spheres and ensure that the spheres of men are dominant and of women subordinate? Half the world stock of intelligence is female and half the world's human resources are embodied by women ... It will take male and female thinking experience and effort to fashion a new and better world. In the meeting of men and women on equal terms a new dynamism and creativity can be developed. (BORJE HORLAND, Swedish Minister of Labor). (Bullock, 1994)



## **More Women Working**

More women are in paid and self employment than ever before. According to official measurements, 41 percent of world's women aged fifteen and over are economically active, though using different criteria this number could be double between 1970 and 1990 women's share in the labour force increased in many but not all regions. It remained constant of fairly high levels in southeast and East Asia, and actually declined in Sub-Saharan Africa. The increase was greater in North America from 33 to 41 percent and high in the other OECD countries. The year 1990 also saw the beginning of what may be substantial decline in the high numbers of economically active women in central and Eastern Europe. The United Nations study the world's women points out the growth in the female labour force has been undermined by economic recession in most developing countries and many of the developed. Women generally continue to be the last to benefit from job expansion and the first to suffer from job satisfaction. In Benin, for example, where women makeup 6 percent of workers in the formal sector, the proportion of women retrenched from the public service was 21 percent. Although the proportion of economically active men is also dealing, the gapes between women's recorded participation and men's remain wide in all regions. (Ibid)

## **Trends and Factors in Women's Employment**

Why do women work? The answer is put succinctly in the world labour report: Many (women) want to work and now exercise a freedom denied to previous generations. Others are forced to work to survive. The rise in women's participation in the labour force has been the result of these two sometime overlapping factors: a greater choice open to women, and more pressure on them to ensure the maintenance or survival of

their families. The third factor is the need of economics for a type of labour women can provide. Although women have to bring in an income, a job can be more than mere drudgery and survival many women and not only in better – paid and professional occupations, have gained a sense of worth and self-confidence through their work. However, the reasons for and rewards from work vary enormously between industrialized and developing regions and between classes, ethnic and age groups. (Ibid)

### **Issues in Women's Work**

The fact that women predominate in certain occupations, as well as at the lower level of skill, responsibility and pay, is what is generally meant by job segregation. A recent publication from the ILO points out that the idea of 'concentration' should also be used and indeed so often what we really mean when we talked about 'Segregation'. The tendency for men and women to be employed in different occupations is segregating; the fact that women are over-represented in a limited number of occupations or in lower grades is concentration what is important is the impact on women: their lack of opportunities in both formal and informal employment increases competition between them and keeps wages low. (Ibid)

### **Unemployment**

The final decades of the twentieth century have been marked by a widespread though fluctuating rise in unemployment in both industrialized and developing regions. Job creation has not kept pace with the increase in population, even at times of economic expansion. This has been a 'push' factor in migration one reason for the rise in poverty. It is significant that government and society at large seem prepared to

tolerate ever-higher levels of employment. The growth in non-standard employment has become a form of compensation: women's part – time jobs or women's informal activities are used to take the edge off the impact of male unemployment. This is not an acceptable policy response. Women are overrepresented among the unemployed in many countries, although official figures certainly underestimate the extent of women's unemployment. The numbers of young people without jobs and of the long-term unemployed are very worrying. The European OECD countries have seen a steady rise in unemployment since the mid 1970s, with persistently high levels even at times of economic growth. In spite of the increased number of the women in paid employment in this region, more women are also registering as unemployed. "The apparent paradox reflects the high levels of hidden reserve a labour (among) women." That is to say, despite the enormous increase in numbers of women in the labour force, still more women are trying to get paid work. In central and eastern Europe, where unemployment is rising sharply, female unemployment is higher than male in all countries except Hungary. (Ibid)

### **Underemployment and Underused**

Unemployment statistics are some times hard to obtain for developing countries, and they are often not broken down by gender. In any case, unemployment is a concept of little relevance to the majority of rural workers and to many urban workers too. Problems of pay and productivity have a much greater impact on their lives. Most women in the urban areas of developing countries do not even register as unemployed but look to the informal sector for income. Here and in the rural areas women are if anything over employed even if under paid. Women's domestic work obligations severely restrict the time they have available for income generating work. The ILO

study woman in the world of work broadens the concept of unemployment to include underemployment and under utilization. The underemployed are those who would like additional work, who work for low income or whose skills are under utilized. Underemployment is most characteristic of developing countries where large number of people are engaged in involuntary part-time work seasonal activity or full-time work at low pay ... in many parts of the world women's labours is under utilized of particular concern are those who are not looking for because there is no work suitable for them or who have become discouraged because they are the victims of prejudice. (Ibid)

### **Expanded Economic Roles in the Market Economy**

Over the past fifteen years women participation in economic activities has moved beyond agriculture in all the sites. Women's increasing participation in the labour force is expanding beyond the family farm enterprise into the local market economy than men but the number of women involved has increased. This rate of increase is faster for women than for men. The dealing trend in national census (what does it mean?). This trend may be explained by a significant proportion of the male population shifting towards education and joining military profession or migrating across the border in search of better opportunities women's participation in the wage labour force has increased sensationally. The emerging alternatives for wage employment, small business and self-employment returns are creating many formal and informal employment opportunities for women. Women are increasing migrating, with or without families into urban areas, and are finding employment in cottage industries such as carpet-weaving, wool-spinning and carding. Their presence in these industries give much profit to the employer as their work is (de) valued as a low

wage, low skilled, and labors intensive resource. Women's participation in the informal sector has increased significantly in both urban and rural sites with in domestic service, petty trade vending liger menu factoring and selling and other such employment ventures. These fields appear to be attracting women from economically marginalized family backgrounds who have little or no literacy, education, or skill training. (Ibid)

### **Education Training and Employment**

Poor co-ordination between school and vocational training, as well as between training and employment needs is a widespread problem. This leads to a waste of human potential and undermines social and economic development. Many girls and women remain outside any training system while funds are inversed in training women for job for which there is no demand or for ghetto occupations. The numbers of women in technical and vocational training in areas of priority for development plans are particularly low. While millions of women are unable to find income earning opportunities for lack of qualification there is a desperate need for skilled personnel in many countries. In spite of experiment in some countries, change in education and training over recent years appear to have been fewer and of a more superficial nature than the radical restructuring of many aspect of employment. The OECD reports a growing mismatch between skills and jobs in both industrialized and developing countries. It points to a need for upgraded technical skills, for greater versatility, and for the development of non-technical 'human capabilities such as creativity, communication and co-operation. The impact of education on women's employment to date is not easy to asses. In the developed regions, where the numbers of girls in school are equal to those of boys, there has also been substantial increase in

the numbers of women in the labour force. The issue however is not just one of access to education training but of equality of outcomes. A vicious circle exists where by gender bias results in asymmetrical education opportunities these contribute to job segregation, which in turn reinforces the sexual division of labour and gender inequality. Where and how can this vicious circle be broken. (Ibid)

## **2.2 Review of the Related Studies**

The profile of women's employment in Nepal reveals a number of structural inequalities based on male. For women agricultural is a particularly important source of employment, while more than that 85 percent of women engaged in agriculture. Another hand woman has added for home management and childcare irrespective for the whether they are full time housewives or part time or full time employees. These two roles can not be able by women no matter, how they cry for equality with men. Lacks of economic empowerment means women are depended on men and hence vulnerable to exploitation (CBS, 2006)

Between 1991 and 2001, women moved gradually from agricultural into non-agriculture work from 20.1%-34.31%. Their employment in manufacturing increased six fold over the same period. They constituted almost 23% of the labour force in this sector in 2001. Carpets and garments are Nepal's major exports. Absurd most of these informal female workers. The fact that the formal sector accounts for only a small share of the total labour force (8-10 percent) implies that few workers have benefited from wage reforms enacted data. Although women are slowly joining the expanding modern sector particularly in manufacturing trade, commerce and tourism in urban areas. They are concentrated in low skill jobs because of their lack of education and

training opportunities, the biases of their employers and their limited mobility. They have also begun moving into small business and self-employment in a range of cottage industries, such as carpet-weaving, textiles and handicrafts as well as vending, petty trade, brewing and vegetable selling. However, and in formalization of the formal labour market is taking place through piecework home working and other kinds of out sourcing that have under mined the collective bargaining power of the worker and increased exploitive working condition for women. (UNDP, 2004)

A survey report presents under employment rate as well as an unemployment rate is higher for females compared to males, in both rural and urban areas. However, working hours of woman is higher than males. That woman's activities are considered as poorest poor but with larger responsibilities in running system. Ninety percent of women work in the agriculture sector and majority of them engage in unpaid activities. More than one fifths of working women do not have control over their own warnings. About 17% house holds have reported that female members have ownership on hand or on house or on live is in adequate to ascertain women's empowerment (NCR, 2002).

The root of underdevelopment in the dependency perspective is economic dependency. The cause of economic decency is the cause of the relation of economic domination and sub ordination by patriarchy. The main cause of women's dependency is patriarchal domination male are interacting all the facilities and women's are limited in household activities. Dependency theory provokes all these problem in relation with male and female in the society. This is the characteristic of traditional society. It is related to the political and economic relations. The underdeveloped nations remain

underdeveloped capitalist nation. They exploit the resources and the wealth (Sanderson, 1991). Likewise women are exploited by male partners since the early time. The statistics supports these facts. The social status of women is very low and decision-making opportunity is also weak due to their economic dependency on men most of the women are living under male subordination. The number of female in labour market is very low. In Nepalese context there is absence of females out of thirty thousand in government special class post 496 women are working in officer rank and eight thousands three hundred and seventy-five women are working in non officer rank, 57.8 percent female are engaged in agriculture field only 10.8 percent own land and 5.5 percent house ownership is registered in land service office, 57.5 percent females are illiterate. It is the census above six years old. (CBS, 2006)

Shtri Shakti, (1991) has conducted the study on employment women in Nepal, the study reveals that, women in the rural sites account for just under a third at the income from wages of salaries 31.8% and in the urban sites 29.6% of the total outside employment, where as a large number of men (68.2% in rural and 70.4% in urban sites) are engaged in outside employment. Particularly in Kathmandu, Biratnagar and Mahendranagar, adults (both female and male) are significantly engaged in wage or salaried employment in agriculture sector. However, in urban sites women employed in this sector are mostly short-term or seasonal workers. The proportion of female taking up outside employment remained almost stagnant "between 1981 to 1993". This way in part is accounted for by domestic work burden and childcare responsibility in both rural and urban sites. These link more evident in rural areas than in urban areas.



Women found generally concentrated in low skill jobs due to low level of education access to training opportunities, the biases of their employers and their low level of mobility. Overall, the problem those women face in the labour market stem from the following issues also: stereotypical roles that confine women to household, women's limited access to education and skill/vocational training, discriminatory wage rates, women's legal discrimination and deprivation of the right to properly, female's sexual harassment at work. They are discrimination employment opportunities. Inadequate laws on maternity protection and child care. Lack of gender sensitive labour polices. Exploitative and unsafe working condition (UNDP, 2004)

Women in Nepal, as elsewhere, hold triple responsibility of reproduction, production and community management. However reproduction isn't treated as work and house holding is not considered a predicting job at least by the state organs. Women suffer from discriminatory practices in opportunities for education, personal mobility which is required among others for skill development and in dependent decision-making is highly restricted. Women in Nepal works for longer hours than men have many opportunities to gainful employment and passes extremely limited property right. Lack of access, control over property, mainly landed property women are deprived from decision making about the house hold income. (NESAC, 1998)

According to the 1991 census, the directly productive work- force participation rate among women in approximately 46 percent compared to approximately 69 percent for men (CBS 1995 b: 466). The 1996 NLSS data set (CBS 1997 a), on the other hand reports a rate of 66 percent for women (and 75 percent for men). Another 1996 data set (MOH 1997 c: 28) reports a 77 percent participation rate for women 15-49 years

of age and tends to corroborate the NLSS data set. While definitional issues lie at the heart of such a divergent measurement, and while reproductive and house holding works limit women's involvement in directly productive work, extant literature as well as experience tell us that very few women keep a way from directly productive work for long periods in the rural and agricultural areas of Nepal. It is this agricultural sector, it must be emphasized, which overwhelmingly dominates women's directly productive work routine in 1991, 90 percent of all "economically active" women in contrast to 75 percent of men, were engaged in this sector. (CBS, 1995 b)

Mira Dhakal, (2007) has recently conducted a study on 'Educated women in government employment' (A case study of Pokhara sub-metropolis and Kaski District development committee offices) has found that in the majority of the cases, there is no discrimination in job opportunity because of gender. But there is not equal opportunity between male and female in their office works and other opportunities like training, participation in seminar, getting responsibility. Her study shows that there is some discrimination in job because of gender. They have to do low-grade job and overtime work in office. There is not equal responsibility and authority between male and female in office. But, in the modern context, family members are cooperative and positive in the case of job holder female.

The findings of these studies provide strong additional reasons to give improved education and employment opportunities for women which are the major policy goals of developing countries. The economic status of women in a society and their role and position in the household are formally linked to the value of time. The importance of education and job opportunity for women in the rate of economic development. It is

important to study that whether the employed women status is suffering from the discrimination in our patriarchy society or not.

It is very important to investigate and find out the condition of the gender situation in the case of educated and employed women in the country which can play vital role solve the problem of gender discrimination in our patriarchy society and whole world. In this research study various literatures have been reviewed. These literatures point out only the value of women's time can be raised by improving the economic opportunities and investment in human capital of women. A woman's human capital or potential productivity primarily reflects her education training, and health, all of which can be influenced by government policies.

## **CHAPTER - III**

### **RESEARCH METHODOLOGY**

#### **3.1 Research Design**

This chapter presents the methodology applied for this research study. The methods applied in the collection of data and information has been mentioned. Then method of presentation and analysis of acquired data have been also discussed in this chapter.

#### **3.2 Population and Sample**

The total number of employed women working in government office at Pokhara is the population of this study. There are 308 employed women working in government offices Pokhara (regional administrative office Kaski). Out of them 75 employed women have been chosen as the sample size covering 25% of the total employed women. Stratified random sampling method was adapted among different level of employed women i.e. gazetted and non-gazetted based on the total population of each employed women. There are 8 gazetted, 56 non-gazetted and 11 peons. The data was collected of government employed women through government office to office from the questionnaire schedule. Here, the study of all the employed women through out the country (Nepal) is not possible due to limitation of time and resources. So sample study has been conducted in this research study.

#### **3.3 Nature and Source of Data**

In this study, both primary and secondary data have been used Primary data have been collected from the government employed women working in government offices in

Pokhara by the interview through the field visit. Secondary data have been collected from the available source. Such as CBS, UNDP Report book and other associated reports.

Hence, mainly primary data and information have been utilized in the absence of enough recorded data.

### **3.4 Methods of Data Collection**

To achieve the specified objective of the study, necessary data and information have been collected by using available tools and appropriate techniques, such as preparing and filling structural questionnaire, direct personal interview, direct field observation etc. Here, both primary and secondary data have been used. Primary data have been collected from the concerned government employed women of the study area through the direct field visit. Secondary data have been gathered from various published and unpublished sources. The main sources of secondary data are CBS, UNDP Reports Planning Commission reports and Regional Library P.N Campus Pokhara.

### **3.5 Specification of Variables**

- i) Age
- ii) Marital status
- iii) Caste and Ethnicity of Respondents
- iv) Level of education caste and Ethnicity
- v) Occupational Aspiration
- vi) Current Job
- vii) Rank of the Job
- viii) State of Job promotion employed women

- ix) State of job satisfaction
- x) Landownership of the employed women
- xi) State of earning and living standard
- xii) Role of independent women in financial transaction of the family
- xiii) Insurance of the employed women
- xiv) Bank balance of the employed women
- xv) State of socio-economic of women in government job
- xvi) Perception of the family members towards the working women
- xvii) State of opportunity for male and female
- xviii) Perception of working women on Discrimination their working place
- xix) Opinion about present job
- xx) Involvement in Decision making of official matter
- xxi) Status of women before their enrollment in the job
- xxii) Perception of women regarding improve their meet their in status
- xxiii) Relationship between government job status and educational status.

### **3.6 Methods of Data Processing and Analysis**

This study is based on opinion survey and present condition of the employed (working) women in government offices of Pokhara. So all the collected data have been gathered and merged into master table and analyzed by using simple mathematical and statistical tools like percentage, average etc. The data and information have been forwarded for further interpretation.

The collected information data were, edited, coded tabulated and classified according to the objective of the study. In analysis the Rank correlation coefficient, chi-square

tests are used in the methodology. Statistical test was made by using following formula:

### Chi-Square test

$$X^2 = \frac{\sum \frac{(O - E)^2}{E}}$$

Where, O = Observed frequency

E = Expected frequency

The calculated value of  $X^2$  was compared with the tabulated value of  $X^2$  at 0.05 level of significance.

### Rank correlation coefficient

$$r_s = 1 - \frac{6 \sum D^2}{N(N^2 - 1)}$$

Where,  $r_s$  = rank correlation coefficient between the variables x and y.

D = Difference between the ranks of the corresponding values of x and y.

N = Number of pairs of ranks.

Spearman's rank correlation t tested using by this formula,

$$t = r_s \sqrt{\frac{n - 2}{1 - r_s^2}}$$

$r_s$  = Spearman's Rank Correlation.

n-2 = Degree of Freedom Numbers.

## **CHAPTER - IV**

### **DATA PRESENTATION AND ANALYSIS**

The study has been made on the basis of structured questionnaire, the respondents in various fields in Pokhara in government offices by direct mail. The study has focused to find out the status of the women working in government employment.

#### **4.1 Respondents Characteristics**

This chapter deals with the general characteristics of employed women and the findings of field work conducted. The findings on broader issues have been discussed below and the findings obtained from the field survey have been presented.

##### **4.1.1 Age composition of respondent**

The table 4.1 below presents the age structure of the employed women. The study shows that out of total 75 Respondents, 14.66 percent employed women belong to the age group of 26-33 Yrs and below, 45 percent to the age group of 34-40 Yrs and 40 percent to the age groups 40 Yrs above.



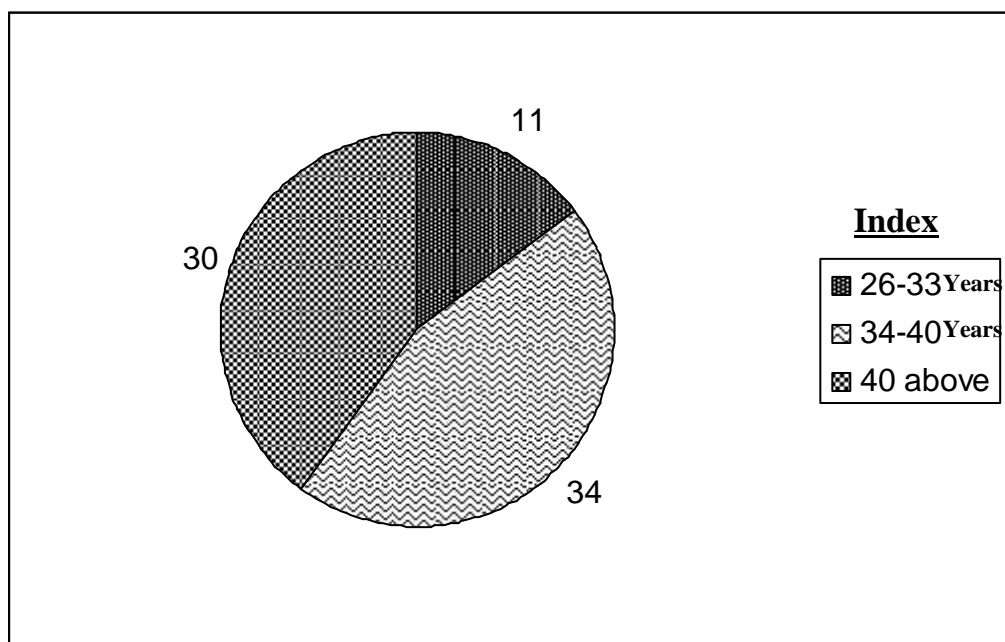
**Table 4.1 No. of respondents by age group**

<b>Age Group</b>	<b>No. of Respondents</b>	<b>Percentage</b>
26-33	11	14.66
34-40	34	45.33
40 above	30	40
<b>Total</b>	<b>75</b>	<b>100</b>

*Source: Field Survey, 2008*

Now, let us move to describe absence those women employed who belonged to age group 40 and above this age group is found to be less than the age group 34-40 but more than the age group 26-33 from the economic point of view. Let us find the reason to be happened. Most of the women of this age group 40 above have the parental responsibility. They need to run the family and they are also supposed to fulfill the desire of the family members. Such condition under the family world has compelled them to do job. They are compelled to be energetic and dynamic for doing job. Besides this is the age group which comes generally after the completion of morally, socially and economically required carrying any job which they prefer.

So, the employed women of the age group 30-40 Year is most actively involved in the job. So, it is much dynamic and energetic age of employed women. But the age of 45 Year and above is mostly retired period. So, they are found to be inactive or less active and so they are rarely involved in Job.



**Fig 4.1 Age structure of respondents**

Regarding age group 34-40, only 45.33 percentages i.e. maximum numbers of women of this age group 34-40 are actively participative in women employment. This is the most valuable period of women's life. This is the time when they are supposed to have high energy level to do different jobs. So called women employment is maximum in this age group. It is mainly due to social aspect. They have to fulfill many needs of their life and house. In that sense, they are employed in many jobs.

The above figures show that the highest numbers of the employee are in the age group of 34-40 years whereas least number of the employee is in the age group of 26-30. This reflects that women of the age group 34-40 are the most dynamic and they actively involve in employment and other activities. Hence, women can be activated more in this age group in various productive and creative works. Active women can improve their all deprived problem and status.

#### 4.1.2 Marital status of respondents

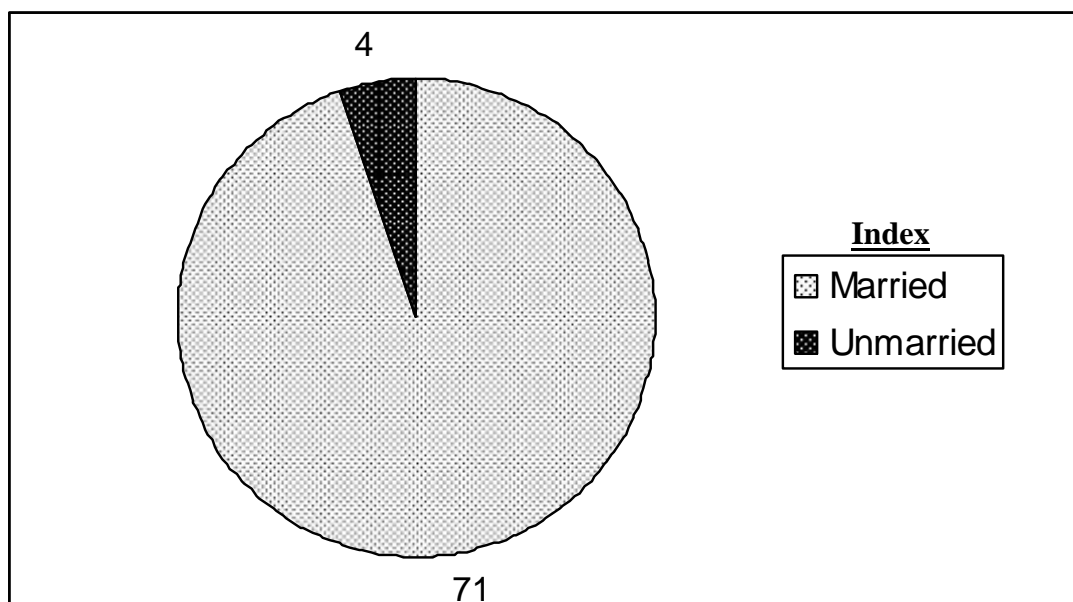
Table 4.2 shows the marital status of employed women. Marriage and employment are related to each other. This study presents that 95 percent women are married and only remaining 5 percent are unmarried respectively.

**Table 4.2 Marital status of respondents**

Status	No. of Respondents	Percent
Married	71	94.67
Unmarried	4	5.33
<b>Total</b>	<b>75</b>	<b>100</b>

*Source: Field Survey, 2008*

Data reflects that, out of total 75 respondent majority 94.67 percent of the employed women are married and only 5.33 percent of them are unmarried.



**Fig 4.2 Composition of marital status**

### 4.1.3 Caste and ethnicity of respondents

The caste and ethnicity of employed women are discussed below. The study shows the condition and status of the employed women on the basis of caste / Ethnicity. It shows that 47 (62.66 percent) higher other castes involve in the job where as only 28 (37.33 percent) women belong to Ethnic group.

**Table 4.3 Caste and ethnicity of respondents**

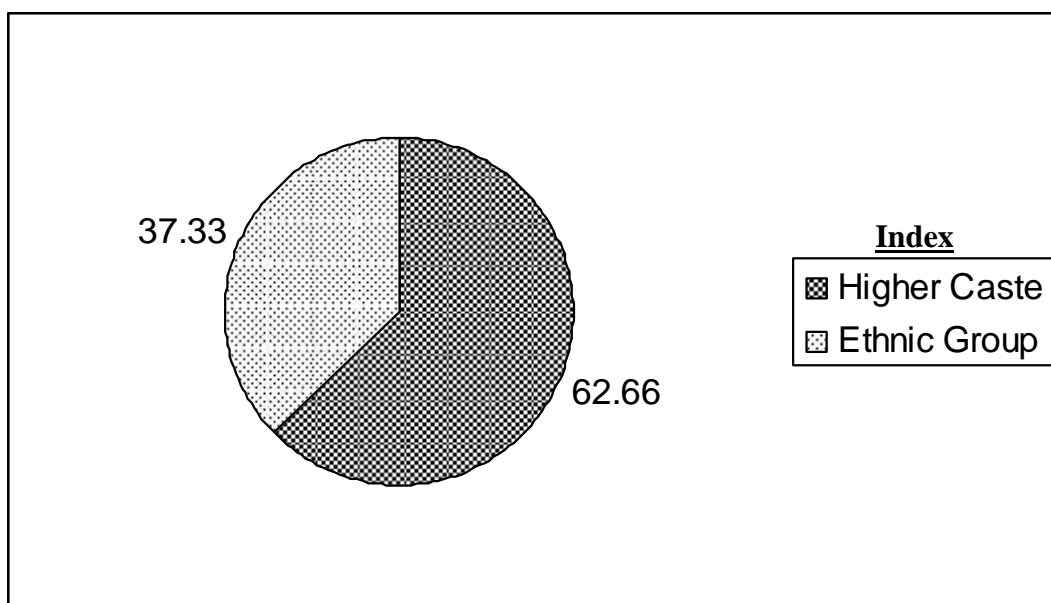
Caste / Ethnicity	No. of Respondents	Percent
Higher Caste Group	47	62.66
Ethnic Group	28	37.33
Total	75	100

*Source: Field Survey, 2008*

*Note: Higher Caste Group comprises the Brahmin and Chatters.*

*Ethnic Group includes Gurung, Magar, Newar etc.*

This study implies that more than 62.66 percent of employed women are from higher caste and only 37.33 percent from Ethnic group employed women who have been involving to the government job.



**Fig. 4.3 Caste and ethnicity of respondents**

#### **4.1.4 Level of education caste and ethnicity**

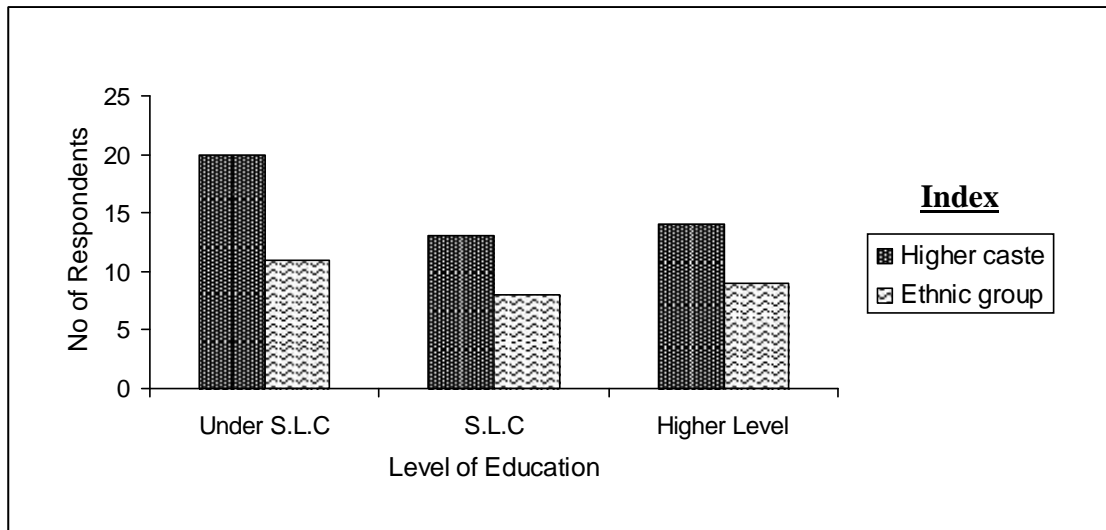
The levels of education of the employed women are discussed below. The study of the academic qualification of 75 professional women shows that 31 women (41.33 percent) are under S.L.C., 21 (28 percent) and 23 (30.66 percent) women have passed S.L.C. and higher level respectively.

**Table 4.4 Composition on the basis of education and caste**

Education Level	Higher caste	Percent	Ethnic group	Percent	Total percent
Under S.L.C	20	26.66	11	14.66	41.33
S.L.C	13	17.33	8	10.66	28
Higher Level	14	18.66	9	12	30.66
Total	47	62.65	28	37.32	100

*Source: Field Survey, 2008*

Table Shows that higher group 20 (26.66 percent) have under S.L.C, 13 (17.33 percent) have passed S.L.C and 14 (18.66 percent) have higher level. Another hand ethnic group 11 (14.66 percent) have passed under S.L.C, 8 (10.66 percent) have passed S.L.C and 9 (12 percent) have passed higher level.



**Figure 4.4 Composition of the respondents on the basis of education caste and ethnicity**

This study shows that the level of education of the employed women from the higher caste is higher than the employed women of the ethnic group.

This study shows that the women employment in higher caste is high which ultimately indicates that the education that the women power is also higher in higher caste. Similarly women employment in Ethnic Group is small in number which also gives the indication of less involvement in obtaining education by women in Ethnic Group.

## 4.2 Job Status of Women in Government Employment

### 4.2.1 Occupational aspiration

Study of the women employee shows that they are motivated to enter in the job by the many elements. For example, source of income, proper utilization of time, use of qualification, to self satisfaction, and to identification are major determining factors for the women to involve in jobs.

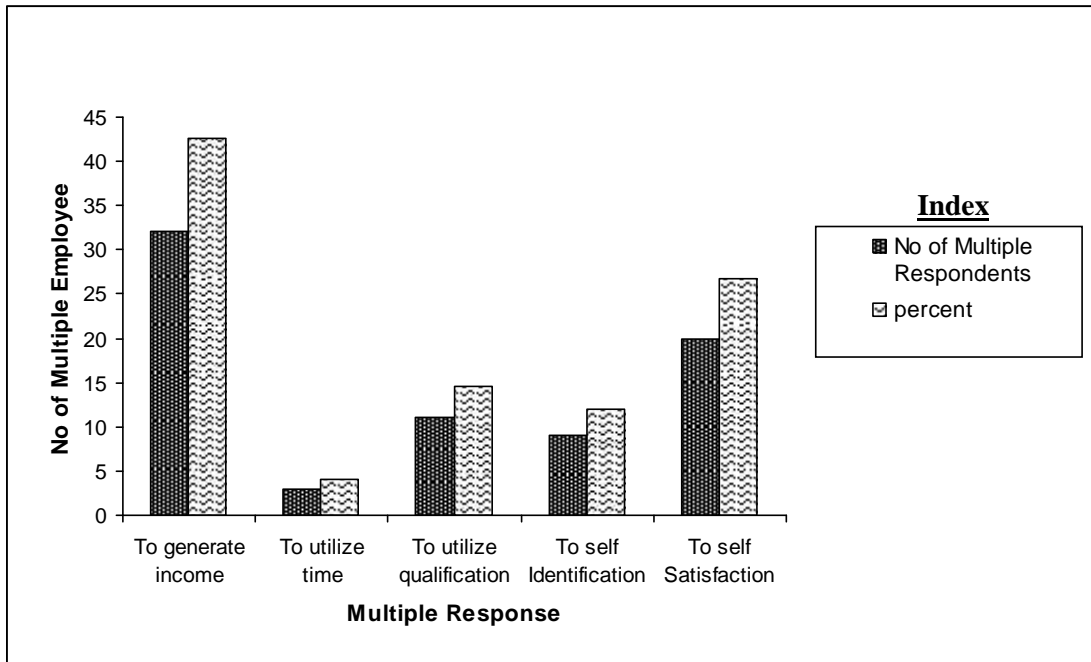
**Table 4.5 Factors of job motivation among the respondents**

**(Multiple Response)**

Factors of Motivation	No of Multiple Respondents	percent
To generate income	32	42.66
To utilize time	3	4
To utilize qualification	11	14.66
To self Identification	9	12
To self Satisfaction	20	26.66
	75	100

*Source: Field Survey, 2008*

The study present that, out of total 75 employed women, 32 (42.66%) respondents answered that they have entered the job to make income, 3 (4%) respondents answered they have started job to utilize time, 11 (14.66 percent) respondents answered they have joined the job for utilization qualification, 9 (12 percent) respondents answered they have done the job for self identification and 20 (26.66 percent) respondents answered they have involve in job for self satisfaction.



**Figure 4.5 Factors of job motivation among the respondents (multiple responses)**

This figure shows that highest 42.66 percent of the employed women are motivated in job to make their income; only 4 percent employed women have entered the job to utilize the time, 26.66 percent employed women have joined the job to self satisfaction, 12 percent employed women are being engaged to the job to self identification and 14.66 percent employed women to interested the job to utilize qualification.

In this modern era money has great value. Most of the women are involving in job to generate income to fulfill their needs. To support family, we need money. In that view most of women are motivated by money generating factor. Some are also working for self satisfaction. Self satisfaction meets when they get job according to their interest and desire.



Hence, job is most necessary for women from different perspective. So, we can say residually that job is more essential to improve and promote life of women and involve them in the development of the nation.

#### **4.2.2 Current job status**

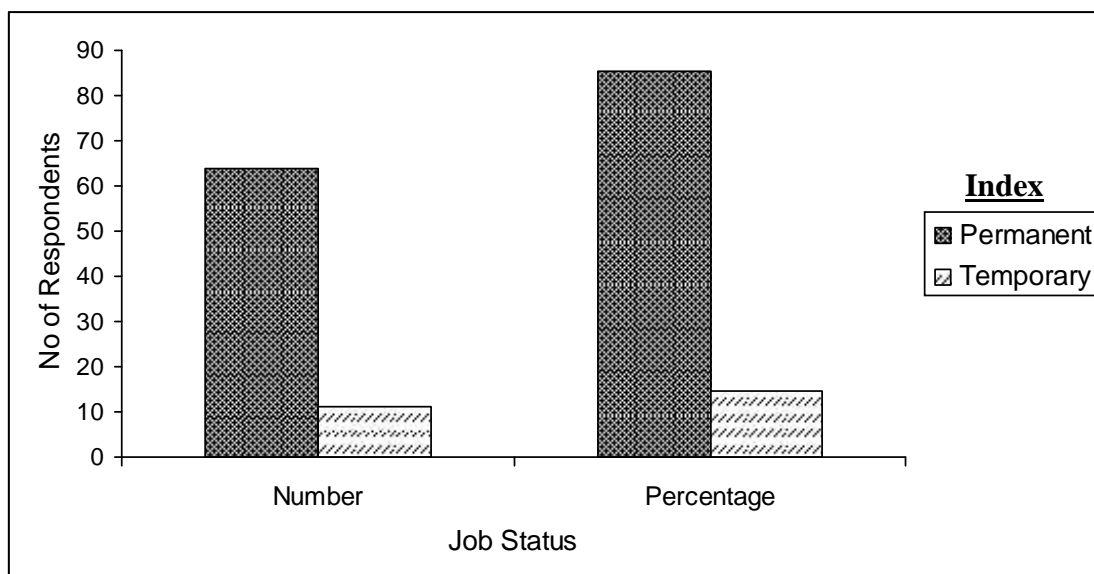
The table 4.6 below illustrates the number of respondents in different types of jobs (i.e. permanent and temporary). It shows that 85.33 percent employed women are permanent and 14.66 percent employed women are temporary respectively.

**Table 4.6 State of job respondents (Permanent or Temporary)**

Professional Status	No. of Respondents	Percentage
Permanent	64	85.33
Temporary	11	14.66
Total	75	100

*Source: Field Survey, 2008*

The study shows that majority 85.33 percent employed women are permanent and only 14.66 percent are temporary. In the opinion of the employed women, there is no any visible effect in their job due to nature of job i.e. permanent and temporary.



**Figure 4.6 State of job respondents**

The figure 4.6 shows that most of the employed women in government offices are permanent. Hence only a small number of employed women are temporary. They are also in a process chance of being permanent.

The data show that the permanent job is more secure than the temporary ones. The women holding permanent job are more prestigious than the women holding jobs in temporary. It reveals that most of women are bonded in job. They do not lose job and continue their job. As a result, they are successful to be permanent in job.

### **4.2.3 Rank of the job**

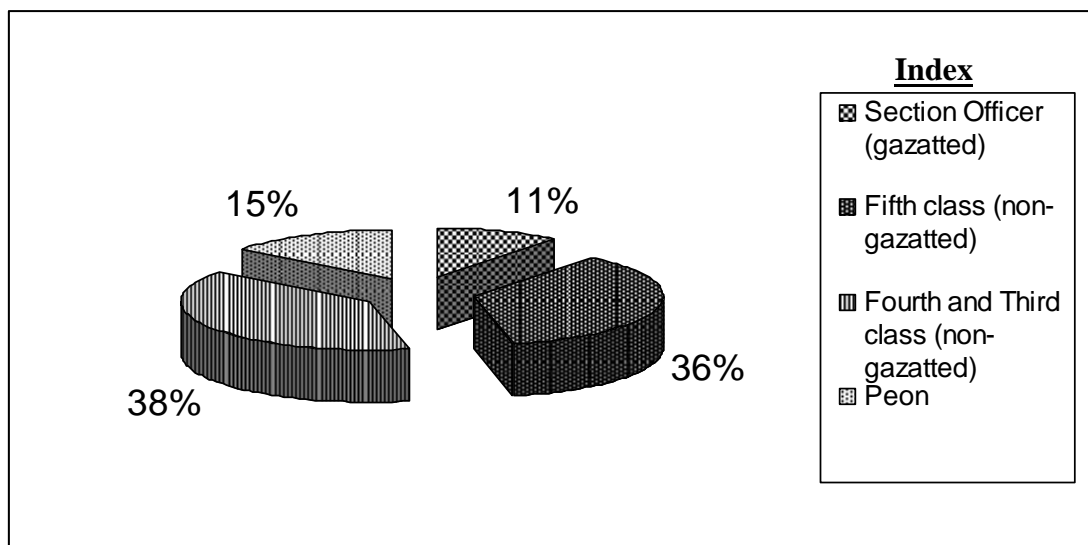
Table 4.7 presents the rank of the employed women. The table reveals that study implies that 10.66 percent of the women are section officers (gazetted), 36 percent are fifth class (non-gazetted), 38.66 percent are third and fourth class (non-gazetted) and 14.66 percent peons respectively.

**Table 4.7 Composition on the basis of rank of the job**

Rank	No of Respondents	Percentage
Section Officer (gazatted)	8	10.66
Fifth class (non-gazatted)	27	36
Fourth and Third class (non-gazatted)	29	38.66
Peon	11	14.66
Total	75	100

Source: Field Survey, 2008

This study describes that out of 75 respondents, majority (38.66 percent) of the government employed women are engaged in third and fourth class level. Similarly, 36 percent of the employed women are working in Fifth class. These are non as non-gazatted. Onely 10.66 percent employed women are working in 'Section Officer' level. They are gazatted. This study implies that 88 percent women are working in low ranked job. So that in government employment the number female is nominal in high ranked job. Their access is very low, in high ranked, economically and socially recognized job.



**Figure 4.7 Composition on the basis of rank of the job**

The figure 4.7 shows that there are few numbers of women in the post of 'section' and higher level. The number of employed women is the highest in third and fourth class (i.e. lower post). Even more educated women could not get chance for higher post. More educated women are working in the lower post. This figure reflects the prevailing situation of the assessment of the women in the employment opportunity.

So, the government has taken immediate action to solve the poor situation of women in Nepal. If the government could not realize this condition of the women in Nepal, the country rigorously will suffer in the coming future.

#### **4.2.4 State of job promotion**

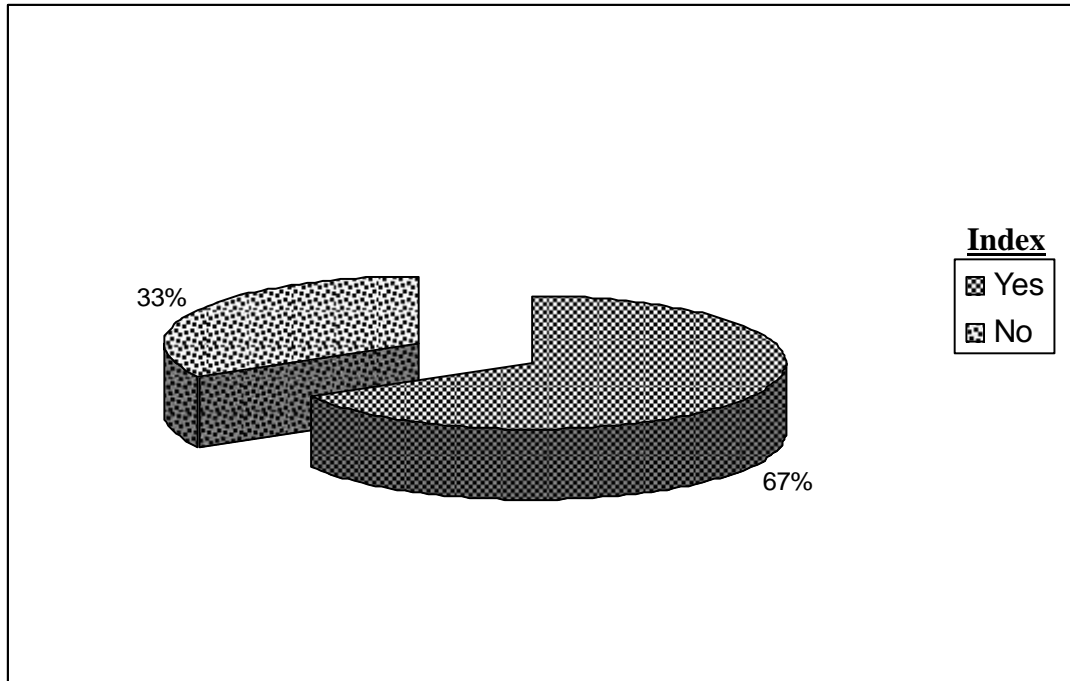
Table 4.8 describes the job promotion of the respondents. The study shows that 66.66 percent respondents are promoted the job and 33.33 percent are not promoted from the job.

**Table 4.8 State of job promotion**

Job Promotion of Respondents	No of Respondents	Percentage
Yes (Promoted)	50	66.66
No (Non-promoted)	25	33.33
Total	75	100

*Source: Field Survey, 2008*

The data mention that out of 75 respondent 50 (66.66 percent) respondents are promoted from the job and 25 (33.33 percent) respondents are not promoted from the job.



**Figure 4.8 State of job promotion among respondents**

Figure shows that more employed women are promoted the job. One third employed women are not promoted the job. They are some temporary and contract. So they are not getting promotion from the job.

The figure shows that 67 percent women employed have been promoted. So, we can say, large numbers of women are likely to be working seriously and properly. They are appeared to be dutiful and highly disciplined. It shows the honesty, punctuality and labors of women.

Those women who were not promoted, they are still temporary and contract. So, the government has not given them promotion. Those women who are not performing their duties well are still temporary. Their promotion is done according to the rule and

regulation of the government. If the candidates do not meet the basic norms of the duration of job and other requirements, they could not get promoted.

#### 4.2.5 State of job satisfaction

There is no limitation of human beings wants. So a human being has to be satisfied for long time with some situation. This theory is implemented in employment sector too. If a person gets a job according to her/his desire, there will be higher satisfaction rate otherwise not especially with job nature, work place, remuneration etc.

**Table 4.9 State of current job satisfaction**

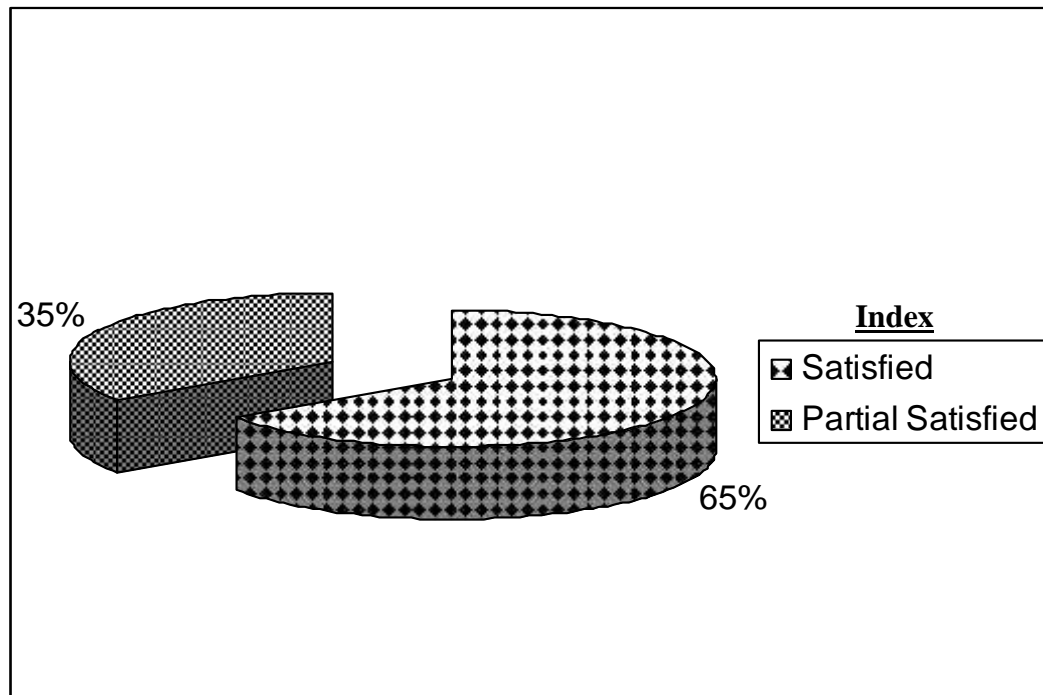
Job Satisfaction	No. of Respondents	Percentage
Satisfied from job	49	65.33
Dissatisfied from job	26	34.66
Total	75	100

*Source: Field Survey, 2008*

The table 4.9 presents that out of total 75 respondents, 65.33 percent respondents are satisfied with their present job, whereas 34.66 percent are dissatisfied with their present job. The majority of the women employed are getting satisfaction from their jobs. Those employed women who are not satisfied with their jobs have various reasons for dissatisfaction.

The majority of (65.33 percent) employed women replied that they are satisfied from own job whereas 34.66 percent employed women were found that they are dissatisfied

from their job due to job below their qualification, discrimination in the additional opportunities in their work place.



**Figure 4.9 Situation of satisfaction and dissatisfaction from their job**

Figure 4.9 shows that majority (65%) of the employed women are satisfied from their own jobs. Still nearly 1/5<sup>th</sup> of them are not satisfied from their own job. Thus some of the employed women are dissatisfied from job due to various causes. The factors of dissatisfaction are insufficient salary in their job, difficult to manage their household work etc. The figure above shows that four fifth of the employed women are satisfied from their own job. Only one-fifth of them are not satisfied from their own job as they are not getting the job of their qualification.

### **4.3 Economic Status of Respondents**

This chapter opens with the study and discussion about economic status characteristics of the selected employed women and their property. While studying

the socio-economic aspect of the society, a number of factors should be accounted for. In order to understand women's socio-cultural and economic condition as well as their relative status, cultural factors, economic mobility, individual status has high influence in their lifestyle. These factors identify the level of their recognition in the family and the society. In this chapter, the overall socio-economic status of is shown in relation to employed women their male counterparts.

### 4.3.1 Landownership of the respondents

Women have only limited resources access to resources and only limited control over those they can access of the total land ownership, Females own only 8.1% and the average size of their land is just two-thirds that of an average male holding only 4% of the household have female ownership of both house and land. Marital status determines female's access to land and other property.

It has been tried to observe the ownership of land in the names of women in order to know their status in the family keeping in view that females have no right to their parental properties according to the law of Nepal.

**Table 4.10 State of landownership among the respondents**

Description of Land Size	No of Respondents	Percent
Yes (Land owners)	33	44
No (No land at all)	42	56
Total	75	100

*Source: Field Survey, 2008*



According to the data, 56 percent of the respondents do not have any land in their own names, where as 44 percent of them have land in their name. The majority of respondents have their own land as dowry or they belong to educated family members who allow them to keep land in their name for reason of financial security. Those who do not have land in their names constitute the majority. The reasons behind this are the prevalence of the patriarchal attitude of our society. So most of land is registered in the name of the male member.

### **4.3.2 State of economy and living standard**

Generally, basic needs mean minimum necessities to survive in the society with respect. So, there is no limitation about basic needs. "Limited resource" It depends upon family's living standard. As rich family has higher level basic need and poor family has limited basic needs.

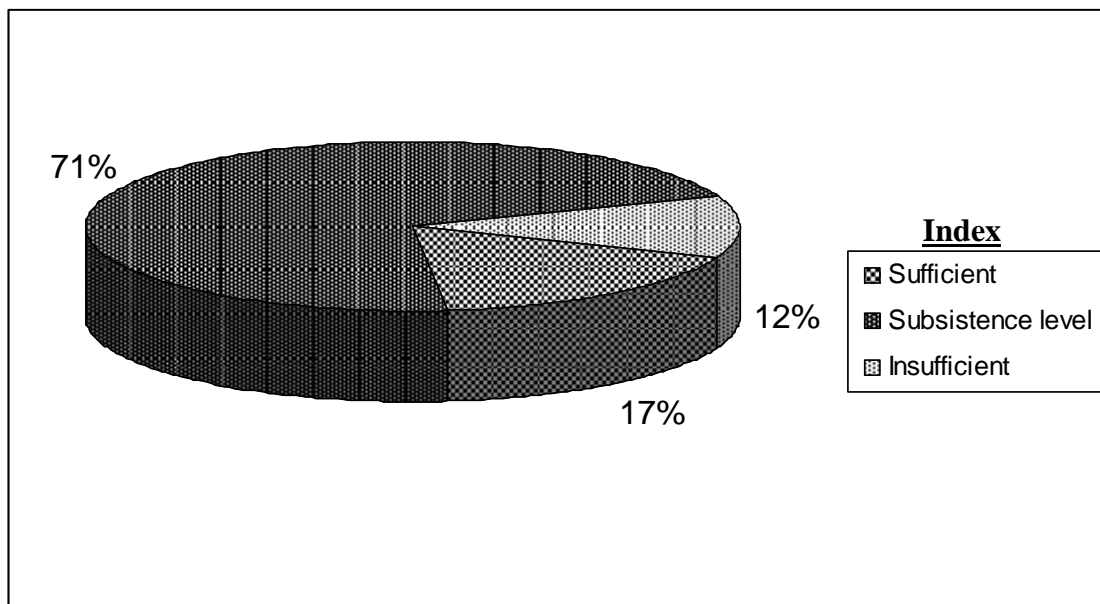
**Table 4.11 Sufficiency of salary for family basic needs fulfillment**

Types of salary	No of Respondents	Percent
Sufficient	13	17.33
Subsistence level	53	70.66
Insufficient	9	12
	75	100

*Source: Field Survey, 2008*

According to the table, 17.33 percent respondents have got sufficient salary for fulfilling their family's basic needs, 12 percent have got insufficient salary to fulfill

basic need of the family and 70.66 percent have got salary that is just to live at subsistence level.



**Figure 4.10 Sufficiency of salary for family basic needs fulfillment**

This study shows that only few employed women are capable to fulfill family's basic needs individually. But majority of women have not got that much salary which can support to fulfill some needs of their family members.

### **4.3.3 Role of dependent women in financial transaction of the family**

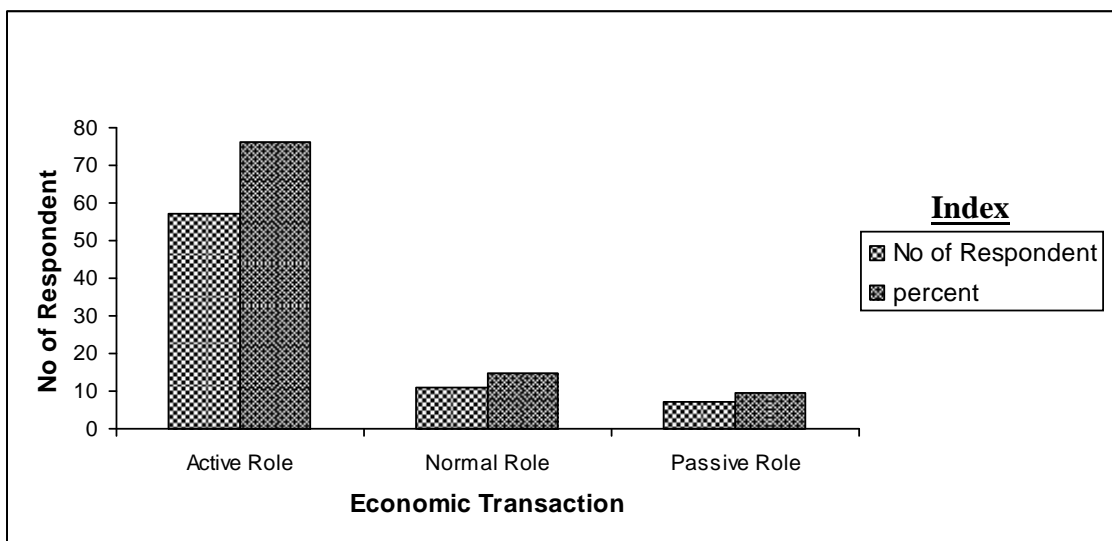
The study shows that dependent women are in active financial transaction in the family. But they have no access to income generating activities. Women are still bounded by the social taboos. They have very less financial contribution to the family as they have no chance for education, training and proper jobs.

**Table 4.12 Respondents in financial transaction of the family**

Economic transaction	No of Respondent	percent
Active Role	57	76
Normal Role	11	14.66
Passive Role	7	9.33
Total	75	100

Source: Field Survey, 2008

The table 4.12 shows that the role of employed women transaction 76 percent of 57 employed women have responded as active role in financial transaction and 14.66 percent of 11 respondents have responded normal role and only 9.33 percent of 7 respondents have responded as a passive role.



**Figure 4.11 Respondents in financial transaction of the family**

The above figure shows that although women are equal to men in financial transaction, they have fewer roles in financial contribution to the family. The women are completely dependent on her husband for financial support. The women are

unable to own property and have less access to resource. They have needed to take the permission of the husband and family members. The data reveal that women are active in financial transaction of the family in the absence of the male member and female-headed households.

#### **4.3.4 Insurance of the respondents**

Insurance is most important in our daily life. It is necessary too. Nowadays mostly people have been doing insurance for security of life. So, employed women have been doing insurance.

Table 4.13 presents that the life insurance of the employed women working in government job in Pokhara. The study shows that out of 75 respondents, 76 percent employed women have done insurance, 24 percent employed women do not have insurance.

**Table 4.13 Insurance of the respondents**

State of Insurance	No. of Respondents	Percent
Yes (Insurance)	57	76
No (Insurance)	18	24
Total	75	100

*Source: Field Survey, 2008*

This study implies that some employed women do not have insurance. More employed women have insurance both government and private. More employed

women have been done government insurance and few employed women do not have any insurance.

So, above data shows that the government has given facility to the government employed people for doing insurance.

#### **4.3.5 Bank balance of respondents**

This deals with bank balance of employed women. The study reveals that out of 75 respondents 49.33 percent employed women have a bank balance and 50.66 percent women do not have bank balance.

**Table 4.14 Bank balance of respondents**

Response	No. of Respondents	Percent
Yes (bank balance)	37	49.33
No (bank balance)	38	50.66
Total	75	100

*Source: Field Survey, 2008*

Above table shows that, 37 (49.33 percent) women have saved some amount of money in bank, 38 (50.66 percent) women do not have money in bank. They do not have any bank balance. Their income is spent in household sector; some employed women have been saving money in bank. Many women are not saving any money. Some employed women could save money from the monthly salary.

#### 4.4 Decision Making Process of Respondents

This chapter mainly deals with decision making process of women both within family and outside or official. In order to understand women's overall status, their decision making power must be considered as an important tool for measuring the status. This information on women's decision making process within the family and outside family basically in official and individual activities has been analyzed in this chapter.

##### 4.4.1 State of factors affecting the women's status

From long period women have been getting secondary position in Nepalese society. Even now, they have no right to speak about family and social matters in many traditional and uneducated families. But women's status has been improving in educated families. But only education is not the cause for women's growing status. There are other different causes also.

**Table 4.15 State of factors affecting the women's status**

Response	No of Respondents	Percent
Education	68	90.66
Employment	4	5.33
Social awareness	2	2.66
Economic Prosperity	1	1.33
Total	75	100

*Source: Field Survey, 2008*

The table shows that, 90.66 percent has chosen education as factor for women's raising status, 5.33 percent has stressed that women can solve their status through

employment opportunities, and 2.66 percent believes that social awareness is an important factor for raising status of women and 1.33 percent opines that economic prosperity is a main factor for raising women's status. This reveals that majority of women want to get education first and then a job to raise their status in the society. According to the responses of the employed women education is a major factor which affects the women's status since it is a basic aspect which makes a person able to get job, become aware about life and earn money. Along with education other factor like employment social awareness, economic prosperity etc. are also directly affecting the women's status. If the women have special opportunities for the above mentioned factors, they could have higher status in their family and society. They can be empowered well. Thus, education and employment have been seen as major factors for career buildings.

It is crucial that development policy maker and planners realize that the impact of change and policy varies significantly not only by gender, but also according to sector, region, class and other factors. To be adequately informed, planners require gender-disaggregated data backed by micro-level. The studies with a gender perspective. Without such an input employment policies will continue to be gender blind.

#### **4.4.2 Perception of the family members towards the working women**

Feeling and response of the family members towards working women have been discussed below. The study describes that out of 75 respondents 74 are getting cooperation and positive response from their family members and only 1 respondent is not getting cooperation from their family members.

**Table 4.16 Perception of the family members towards the working women**

Response	No of Respondents	Percent
Yes (Positive)	74	98.66
No (Negative)	1	1.33
Total	75	100

*Source: Field Survey, 2008*

The table mentions that out of 75 respondents, majority of 98.66 percent working (employed) women's family member are positive towards their jobs. But only 1.33 percent working (employed) women's family member are not positive. This study, find out more working women's family member are educated and helpful. So, that it makes easy for them to manage their house and official work.

#### **4.4.3 State of opportunities between male and female**

We can see different sectors of employment needed for different types of human resource. But, the research found that, there are no equal opportunities to get from different sectors.

**Table 4.17 State of opportunities between male and female**

Response	No of Respondents	Percent
Equal	38	50.66
Unequal	37	49.33
Total	75	100

*Source: Field Survey, 2008*



According to the table, out of the total 75 employed women, 38 respondents replied that there are equal opportunities for all sector and 37 respondents answered that women could not get equal opportunities in any sectors.

#### **4.4.4 Perception of working women discrimination their working place**

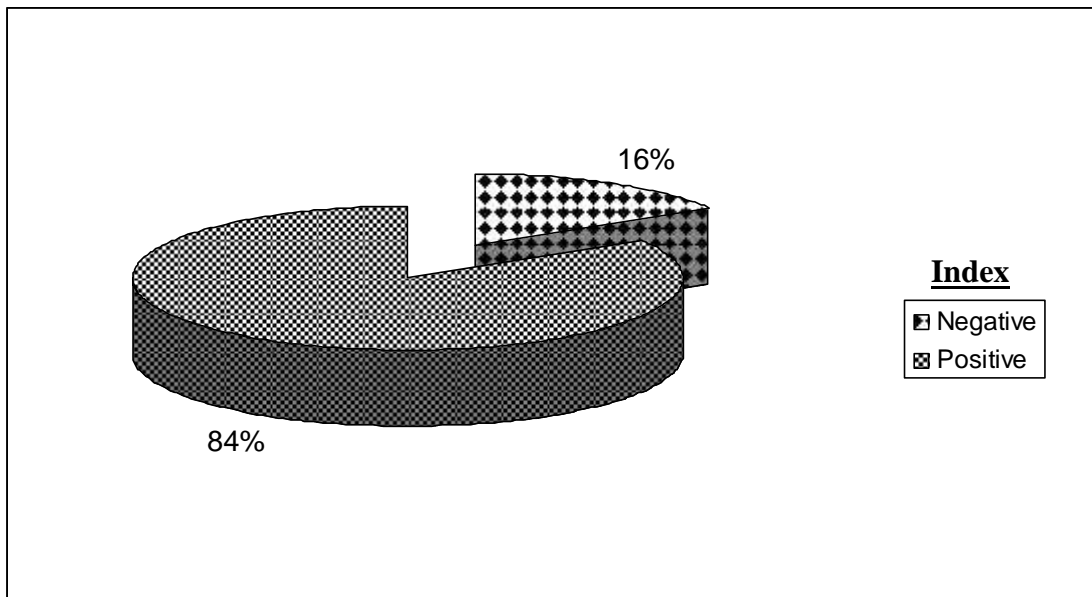
The study presents that out of 75 respondents, 12 working women respond that there is discrimination between male and female in their office and out of field, 63 working women (job holder) response that there is no discrimination between male and female in their offices and they have to do low grade job.

**Table 4.18 Perception of working women discrimination in their working place**

Response	No of Respondents	Percent
Negative	12	16
Positive	63	84
Total	75	100

*Source: Field Survey, 2008*

This study implies that majority of working women 84 percent responded that there is no hatred between male and female working in their office and out of field and 16 percent working women respond that there is discrimination. Thus, the study presents that some of the working women are still facing discrimination problem in their office and out of field.



**Figure 4.13 Perception of working women discrimination in their working place**

The figure describes that there is less (few) discrimination between male and female in their office and out of field, which can be considered as one of the positive aspects of education and employment.

#### **4.4.5 Opinion about changing job**

We can't find out the job holders were totally satisfied with the job. So of them might have got the job according to their expect action and some have not. Therefore more people don't like to change the professional fields for better opportunities who are fully satisfied from the current job. Some body will ready to change the professional fields for better opportunity.

**Table 4.19 changing a job field for better opportunity**

Changing job field	No of Respondents	Percent
Yes of course	19	25.33
No	40	53.33
No response	16	21.33
Total	75	100

*Source: Field Survey, 2008*

According to the table, among total respondents, 25.33 percent respondents are interested to change their field of employment for better opportunity, 53.33 percent respondents are not interested to change their employment and 21.33 percent respondent did not give any answer.

This study shows that large numbers of employed women are satisfied from their present job. They are not ready to change their present job even though they get another opportunity. Less number of employed women is ready to change their present job. if, they get better opportunities. This tendency is seen in those women who have got satisfied from the job.

#### **4.4.6 Involvement in decision making of official matter**

Decision making is an important element in human participation. Decision making involves basically the identification of the problem preparation of alternatives etc. in every step of life as stated above.

**Table 4.20 Involvement in decision making official matter**

Involved	No of Respondents	Percent
Yes equal involvement	29	38.66
Not equal involvement	46	61.33
Total	75	100

*Source: Field Survey, 2008*

According to table, 38.66 percent employed women are involved in decision making in official matters. 61.33 percent employed women are not involved in decision making in the official matters.

This study shows that large numbers of women are not involved in decision making in official matters. They have not taken a share of their knowledge and ideas for involved in any types of decision making process in official matter. Some employed women were taking a share of their knowledge and ideas for the official matter.

#### **4.4.7 Status of women before their enrollment in the job**

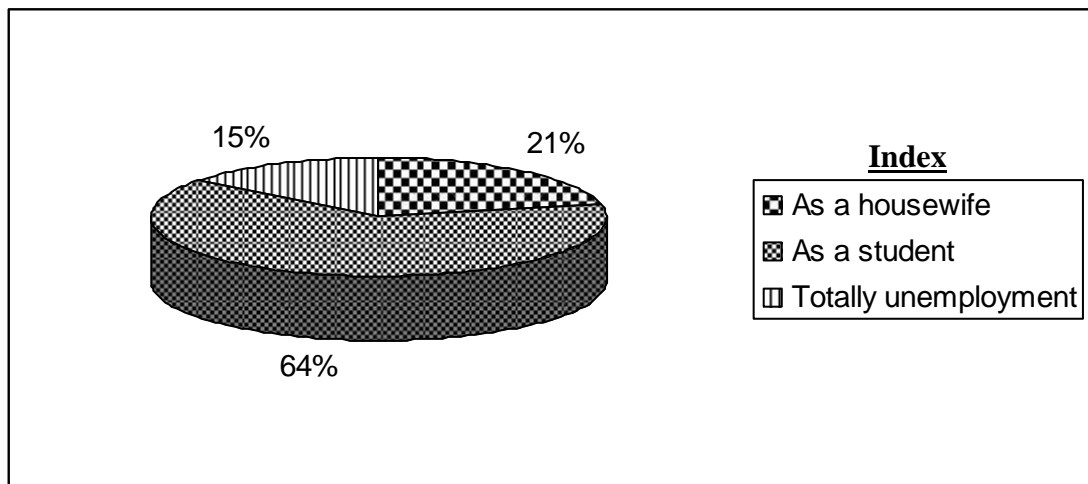
The table below shows that, 16 (21.33 percent) of them were engaged as a house wife, 48 (64 percent) of them were engaged as a students, and 11 (14.66 percent) of them were totally unemployed.

**Table 4.21 Status of women before their enrollment in the job**

Status of Respondent women before their involvement in job	No of Respondents	Percent
As a housewife	16	21.33
As a student	48	64
Totally unemployed	11	14.66
Total	75	100

Source: Field Survey, 2008

The table above presents that out of 75 respondents, majority 21.33 percent of the employed women were engaged as a housewife, 64 percent of the employed women were engaged as students and 14.66 percent of them were totally unemployed before their entry in the job.



**Figure 4.14 Status of women before their enrollment in the job**

The figure describes that maximum respondents were students before their entry in the job. Some of them were as a housewife and some of them were totally unemployed before their entry in the job.

Women appeared as a student before their enrollment in job. It is very common that the education is essential to get job. So, they spend their life in gaining education before enrollment in job.

The study present that before their involvement in the job women were either worked free or they were engaged in as a housewife, to do studies or totally unemployment.

#### **4.4.8 Perception of women regarding improvement in their status**

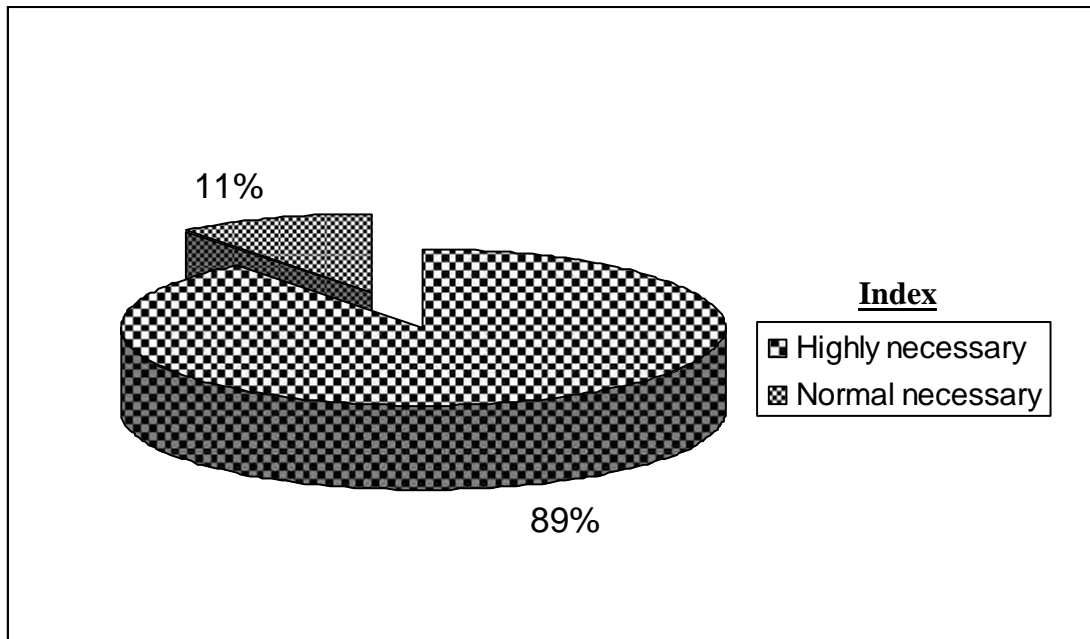
Women have need job or profession which is essential to improve their life status. Study shows that all employed women agree with the view that employment has very important role to promote and improve their life status. Table below shows that 89.33 percent employed women replied that employment is highly necessary to improve and increase status of women, and 10.66 percent employed women replied that employment is normal necessity to improve and increase status of the women.

**Table 4.22 Opinion about improvement in the status**

Response	No of Respondent	Percent
Highly necessary	67	89.33
Normal necessary	8	10.66
Total	75	100

*Source: Field Survey, 2008*

Thus, all the 75 (100 percent) respondents agreed that employment is necessary to increase status of women in the society, hence we can find that employment for women has important role to increase their status in home and society.



**Figure 4.15 Opinion about improvement in the status**

The figure above show that most of the respondents replied that employment for women is essential to improve life status of women and some of them think that it is helpful to improve life status of women. None of them said that employment is not necessary to promote status of women. So we can conclude that employment is useful tool to improve life status of women.

#### 4.5 Relationship between Women's job Status and Education Status

Education is one of the important variables affecting job status of working population. In fact, having certain level of education is a necessary condition for getting government job. However, just attaining certain level of education is not sufficient to get job and to be promoted in higher level of job. In this regard, this section tries to analyses whether education level attained is significant to the job status and promotion in job. To this purpose chi-square test of independence and rank correlation have been employed the cross tabulation of the education level and job status of the sample respondent has been presented in the table 4.23.

**Table 4.23 Respondents education level and job status involvement are interrelated.**

Education level \ Job Rank	Peon	Non-gazettes	Gazettes	Total
Illiterate	2	0	0	2
Literate	5	1	0	6
Under S.L.C	3	11	0	14
S.L.C.	1	19	0	20
Higher level	0	25	8	33
Total	11	56	8	75

*Source: Field Survey, 2008*

The table 4.23 shows that education plays an important role to get better job for the women working in the government offices in Pokhara. According to the table, out of 75 respondents, 67 women are non-gazetted whereas only 8 women are gazetted officers. Even in the higher level, 56 women are non-gazetted, 8 are gazetted and 11 women are peons. Here, the women having higher education have got higher level



jobs. Thus, the status of the women employed depends on their educational qualification. Certainly, senior level officers have happier and better jobs than lower rank jobs like peons. Hence, the education of the women employed and their job status seems to be interrelated. However, whether this relationship is statistically true is not clear. Therefore, the following section gives the analysis of test results to check the following hypothesis.

$H_0$ : There is no relationship between education level and job status.

$H_1$ : There is significance relationship between education level and job status.

Computation of  $\chi^2$  for testing the interrelated by education level and job status of the respondents.

**Table 4.24 Chi square results**

Observed frequency ( $F_0$ )	Expected frequency ( $F_e$ )	$O - E$	$(O - E)^2$	$(O-E)^2/E$
2	0.29	1.71	2.92	10.07
5	0.88	4.12	16.97	19.28
1	2.05	-1.05	1.10	0.54
3	2.93	0.07	0.0049	0.0017
11	4.48	6.52	42.51	9.49
1	10.45	-9.45	89.30	8.55
19	14.93	4.07	16.56	1.11
25	24.64	0.36	0.13	0.0053
8	3.52	4.48	20.07	5.70
Total				54.747

$$X^2 = \frac{\sum ZEA}{E} = 54.747$$

$$\begin{aligned} \text{Degrees of freedom} &= (r - 1) (C - 1) \\ &= (3 - 1) (C - 1) \\ &= 2 \times 4 \\ &= 8 \end{aligned}$$

Critical at 0.5 percent level at 8 d.f. = 15.50

Here, calculated value of  $X^2$  greater than tabulated (critical) value of  $X^2$ . So,  $H_0$  is rejected and  $H_A$  is accepted.

From this result it can be concluded that there is significant dependence between education level and job rank of the respondents.

The coefficient of correlation between employed women's government job status and educational status has been computed by using Spearman's Rank coefficient of correlation. The coefficient of correlation between employed women's education level and government job status is found to be 0.9977 respectively.

T - Values 110.385

It suggested that, there is an agreement between the measures. The test of null hypothesis there is no relationship between the ( $r_s=0$ ) is reject at 0.05 level with n-2 degree of the freedom and alternative hypothesis is accepted.

From these results it can be concluded that there is significant relationship between education level and job rank of the respondents.

## CHAPTER - V

### SUMMARY, CONCLUSION AND SUGGESTION

#### 5.1 Summary

This study is an attempt to trace out the status of women in government offices in Pokhara. The major objectives of the study were to draw the scenario of socio-economic status, decision making power and problem of the employed women as well as employed women adjustment between the dual roles of the household tasks and office work. Due to the traditional social and cultural structure, lack of education or discrimination in education, lack of public awareness, poverty, underdevelopment and low economic condition and various discrimination are still challenging problem of the present condition. The study has been carried out selecting 75 respondents by stratified random sampling methods. The researcher has applied some techniques such as structured questionnaire, interview methods for the collection of the primary data. The result has been descriptively analyzed for which frequency distribution; cross tabulation and percentage have been used.

- Among the total seventy-five sampled respondents, they were from different age group between 26 to one 40 years. Major of the respondents (45.33%) were 34-40 years.
- Among the total employed women, 94.67 percent were married and 5.33 percent were unmarried.
- Majority ethnic groups of the study only 37.33 percent came from ethnic group and higher group 62.66 percent.

- Majority of the respondents (62.66%) were higher caste and 37.32 percent were ethnic group. Among them largest number 41.33 percent has under S.L.C., 28 percent has passed S.L.C. and 30.66 percent has passed higher education.
- Majority, (85.33 percent) of employed women are permanent. There is a visible effect in their perfusion.
- Majority, (38.66 percent) of employed women working third and fourth class levels, only 10 percent employed women were section officers. This shows that most of the women (90 percent) are working in low ranked job. So, that in government employment, female is nominal in high ranked job.
- Majority, (66.66 percent) women have get chance of promotion and only 33.33 percent employed women did not get chance of promotion. Those employed women who were not promoted are temporary and contract.
- Most, (65.33 percent) of employed women answered that they were satisfied from existing job, 34.66 percent were partially satisfied with existing job.
- More than half of the respondents (56%) employed women claimed that there was no registration or no ownership of land in their names and 44 percent employed women had land registered or ownership.
- Large numbers of employed women (70.66 percent) were answered subsistence level of salary and only 12 percent employed women were dissatisfied due to insufficient salary.
- In the context of occupational aspiration, highest (42.66 percent) employed women were motivated in job to generate income, like wise, 26.66 percent employed women are motivated in job to self-satisfaction 14.66 percent employed women are motivated to utilize qualification, 12 percent employed

women are motivated to self identification and only 4 percent employed women are motivated to utilize time.

- Majority, (76 percent) employed women are active role in financial transaction of the family, 14.66 percent normal rate and 9 percent employed women are passive role in financial transaction in the family a head.
- Most, (76 percent) employed women have doing insurance and 56 percent employed women have not do insurance.
- Majority, (49.33 percent) employed women have a bank balance and 50.66 percent do not have bank balance.
- The study was held also about state of socio-economic of women in government job. Among them 90.66 percent stressed that education was main factor, 5.33 percent answered that employment main factor, 2.66 percent accepted social awareness, only, and 1.33 percent accepted economic prosperity.
- Majority, (98.66 percent) employed women's family members are co-operative and positive towards their jobs.
- Among total sampled respondent, 50.66 percent apperceived that, there is equal responsibility and opportunities for both male and female and 49.33percent were there is not equal responsibility and opportunities.
- Only 16 percent of employed women were found to be discriminated in government office and highest 84 percent employed women were positive in government employment.
- Among total respondents 25.33 percent respondents are increased to change their field of employment for better opportunity. Highest 53.33 percent

respondents are not interested to change their employment and 21.33 percent employed women did not give any answer.

- Among the total sampled respondents, 61.33 percent of them were not equally involved in decision making of official matter, 38.66 percent were involved in official matter decision making process.
- Highest (64 percent) employed women were engaged as a student before their engagement in the job, 21.33 percent of the employed women were as housewife and 14.66 percent of the employed women were totally jobless before their enrollment in the job. But no one of them was found to be working in form and no one of them was found to be helping family in business.
- Most 89.33 percent employed women viewed that employment is highly essential to improve women's life status. Only 10.66 percent women did not reply that employment for women is normal necessary to improve their life status. None of them said that employment is not necessary to improve status of women. The study shows that employment is useful tool to improve the life status of the women.

## **5.2 Conclusion**

The study shows that employed women have low level educational qualifications and they are involved in non-gazettes job on temporary status. On the other hand, involvement of women's is still much lower in officer and decision making level. Educational qualification is found to be most important requirement for joining the job. So, it is essential to increase participation of the women in all sectors in order to improve their status in the society. The study concludes that education and

employment promote capacity, feelings and standard of life of the women. So for over all development of society and the nation it is essential to promote the women in every social and economic activities of the nation equivalent to the male counterpart.

The study concludes that even the educated and dynamic employed women are also suffering from discrimination in terms of getting responsibility and authority in their work place. Therefore, the nation or the government should immediately formulate and implement suitable program for equal and proportionate development of men and women and all race, of the people in the society. From this study we can conclude that, there is vast difference in the status of the employed women before and after their involvement in the job. Thus employment opportunity is helpful to promote living standard and the status of the women in their family and the society. It has increased their capacity and dignity in the society.

Although employed women are educated and modern, all of the employed women agreed that employment opportunity for women has positive impact in increasing their confidence, and self reliance. For some specific period, it is necessary to provide certain percent reserve seats for women. Most of them have stressed in women education for their upliftment in social and economic status.

### **5.3 Suggestion**

Women in Nepal as else where are responsible for three type of work, reproduction work, household work and employment (office work). However, reproduction is not treated as work and household work is not considered a productive work. More over women in Nepal work for longer hours than men at home. But they have much lower

opportunity to gainful employment and passes extremely limited property right. So all type of such works also should be accounted and evaluated as economic works.

- Constitutionally women's right should be made equal to men in every aspect.
- Female members should be equally involved in public activities like male members of the family.
- Education and employment opportunities should be raised among the females of ethnic group. Seat reservation program should be implemented effectively for them.
- Involvement of the low caste women is very low in the government employment. They are also back-warded in education so it is strongly recommended to formulate and implement special and effective programmer for uplifting them in the society and nation.
- Women's employment is essential for social development and fast economic development of the nation.
- There must be equal opportunity for both male and female employees and the female employees should be not discriminated in training, seminar, tour and other official activities.
- Develop and promote employment programs and services for women entering and re-entering the work force especially poor urban, rural and young women the self-employed and those negatively offered by structural adjustment.

**THE END**



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## Appendix A

### Calculation of Rank Correlation between Education Level and Job Status of Employed Women

The coefficient of correlation between education level and job status of women has been computed by using a spearman's rank correlation coefficient.

1. Let,  $R_1$  denotes education level and  $R_2$  denotes job rank.

$R_1$	$R_2$	$D = R_1 - R_2$	$D^2$
4	3	$4-3 = 1$	1
5	3	$5-3 = 2$	4
6	4	$6-4 = 2$	4
5	4	$5-4 = 1$	1
4	3	$4-3 = 1$	1
5	3	$5-3 = 2$	4
0	1	$0-1 = -1$	1
2	1	$2-1 = 1$	1
3	1	$3-1 = 2$	4
5	3	$5-3 = 2$	4
5	2	$5-2 = 3$	9
3	3	$3-3 = 0$	0
4	2	$4-2 = 2$	4
4	3	$4-3 = 1$	1
3	2	$3-2 = 1$	1
0	1	$0-1 = -1$	1

3	3	$3-3 = 0$	0
4	4	$4-4 = 0$	0
2	2	$2-2 = 0$	0
3	3	$3-3 = 0$	0
3	3	$3-3 = 0$	0
2	3	$2-3 = -1$	1
3	3	$3-3 = 0$	0
4	3	$4-3 = 1$	1
6	2	$6-2 = 4$	16
5	2	$5-2 = 3$	9
4	2	$4-2 = 2$	4
0	1	$0-1 = -1$	1
4	3	$4-3 = 1$	1
4	2	$4-2 = 2$	4
4	2	$4-2 = 2$	4
5	3	$5-3 = 2$	4
4	4	$4-4 = 0$	0
3	3	$3-3 = 0$	0
3	3	$3-3 = 0$	0
3	3	$3-3 = 0$	0
3	3	$3-3 = 0$	0
1	2	$1-2 = -1$	1
5	2	$5-2 = 3$	9
5	2	$5-2 = 3$	9

6	4	$6-4 = 2$	4
4	2	$4-2 = 2$	4
2	2	$2-2 = 0$	0
0	1	$0-1 = -1$	1
5	4	$5-4 = 1$	1
2	3	$2-3 = -1$	1
4	3	$4-3 = 1$	1
0	1	$0-1 = -1$	1
0	1	$0-1 = -1$	1
6	4	$6-4 = 2$	4
2	2	$2-2 = 0$	0
3	2	$3-2 = 1$	1
4	3	$4-3 = 1$	1
4	2	$4-2 = 2$	4
2	2	$2-2 = 0$	0
0	2	$0-2 = -2$	4
3	3	$3-3 = 0$	0
3	2	$3-2 = 1$	1
0	1	$0-1 = -1$	1
4	3	$4-3 = 1$	1
2	2	$2-2 = 0$	0
3	3	$3-3 = 0$	0
3	3	$3-3 = 0$	0
2	2	$2-2 = 0$	0

1	1	1-1 = 0	0
1	1	1-1 = 0	0
3	2	3-2 = 1	1
4	2	4-2 = 2	4
3	4	3-4 = -1	1
3	2	3-2 = 1	1
4	3	4-3 = 1	1
2	2	2-2 = 0	0
1	2	1-2 = -1	1
2	2	2-2 = 0	0
6	4	6-4 = 2	4
			$D^2 = 149$

Sources: Field survey, 2008

$$\begin{aligned}
 \text{We have } r_s &= 1 - \frac{6 D^2}{N(N^2 - 1)} \\
 &= 1 - \frac{6 \times 149}{75(75^2 - 1)} \\
 &= 1 - \frac{894}{421874} \\
 &= 1 - 0.0023 \\
 &= 0.9977
 \end{aligned}$$

Spearman's rank correlation t tested using by this formula,

$$\begin{aligned}
 t &= r_s \sqrt{\frac{n Z 2}{1 Z r s^2}} \\
 &= \sqrt{\frac{75 Z 2}{1 Z (.997)^2}}
 \end{aligned}$$

$$\begin{aligned}
&= \sqrt{\frac{73}{120.994009}} \\
&= \sqrt{\frac{73}{0.005991}} \\
&= \sqrt{12184.94408} \\
&= 110.3854342 \\
&= 110.385
\end{aligned}$$

The relationship between education level and job status is high. It suggested that, there is a agreement between the measures. The test of null hypothesis there is no relationship between the ( $r_s=0$ ) is reject at 0.05 level with n-2 degree of freedom and alternative hypothesis is accepted.

From this result can be concluding that there is significance relationship between education level and job status of the respondent.

## Appendix B

### Women's education level and job status involvement are interrelated.

Job Rank \ Education level	Peon	Non-gazettes	Gazettes	Total
Illiterate	2	0	0	2
Literate	5	1	0	6
Under S.L.C	3	11	0	14
S.L.C.	1	19	0	20
Higher level	0	25	8	33
Total	11	56	8	75

*Source: Field Survey, 2008*

H<sub>0</sub>: There is no relationship between education level and job status.

H<sub>1</sub>: There is significance relationship between education level and job status.

Computation of  $\chi^2$  for testing the interrelated by education level and job status of the respondents.



Observed frequency (F <sub>0</sub> )	Expected frequency (F <sub>e</sub> )	O - E	(O - E) <sup>2</sup>	(O-E) <sup>2</sup> /E
2	0.29	1.71	2.92	10.07
5	0.88	4.12	16.97	19.28
1	2.05	-1.05	1.10	0.54
3	2.93	0.07	0.0049	0.0017
11	4.48	6.52	42.51	9.49
1	10.45	-9.45	89.30	8.55
19	14.93	4.07	16.56	1.11
25	24.64	0.36	0.13	0.0053
8	3.52	4.48	20.07	5.70
Total				54.747

$$X^2 = \frac{\sum \frac{f_0 Z E A}{E}}{E} = 54.747$$

$$\begin{aligned} \text{Degrees of freedom} &= (r - 1) (C - 1) \\ &= (3 - 1) (C - 1) \\ &= 2 \times 4 \\ &= 8 \end{aligned}$$

Critical at 0.5 percent level at 8 d.f. = 15.50

Here, calculated value of X<sup>2</sup> greater than tabulated (critical) value of X<sup>2</sup>. So, H<sub>0</sub> is rejected and H<sub>A</sub> is accepted.

From this result it can be concluded that there is significant relationship between education level and profession of the respondents.

## Appendix C

### Women's Status in Government Employment (A case study of women working in government offices of Pokhara, Nepal)

#### Questionnaire Schedule for field survey

##### Basic Information:-

##### 1.1 Personal Information:-

Name:- .....

Name of office:- .....

Permanent Address:- .....

Marital Status:- a) Married  b) Unmarried

##### 1.2 Age Group (Please tick on your age group)

a) 26 - 33 year  b) 34-40 year

c) 40 and above

##### 1.3 Your academic qualification (Please tick on your qualification)

a) SLC and below  b) Intermediate

c) Bachelors  d) Master degree and above

##### 1. Why did you want choose this job?

a) Self satisfaction

b) To make income

c) To utilize qualification

d) To utilize time

- e) For status and reorganization
- f) Other (Specify)
2. Have you got promotion in your job?
- a) Yes                       b) No
3. Is your salary sufficient in fulfillment of basic needs?
- a) Yes sufficient
- b) Not at all
- c) Full some now
4. Are you satisfied with your job?
- a) Satisfied
- b) Dissatisfied
- c) Neutral
5. How do you manage in adjustment between household tasks and office work?
- a) Easy
- b) Difficult
- c) Neutral
6. Are your family member fully positive and co-operative to your job?
- a) Yes
- b) No
7. Did you feel there is equal chance for male and female in job opportunity?
- a) Yes
- b) No

8. Do you experienced any difficulty to find a job because of you gender/sex?
- a) Yes
- b) No
9. Have you ever felt that female staffs are given less chance for training and other facility?
- a) Yes
- b) No
10. Is there sexual harassment of male workers to female workers in the office?
- a) Yes
- b) No
11. Do you expect family's help to solve office problem?
- a) Yes
- b) No
- c) Sometimes if necessary
12. Do you change in your employed field if you get a better opportunity?
- a) Yes of course
- b) No
13. What is your role in the family regarding economic transaction?
- a) Active
- b) General
- c) Passive
14. What was the status or pattern of your life before starting the job?
- a) As a student

b) Just a housewife

c) Unemployed

d) Other if any .....

15. Is the job or profession essential for women to improve their life status?

a) Highly necessary

b) Helpful in general

c) Not necessary

16. Do you have landownership?

a) Yes

b) No

17. Do you have bank balance?

a) Yes

b) No

18. Do you have insurance?

a) Yes

b) No

Give your suggestion and comment .....

**Thanking you !!**

**Researcher:- Durga Kumari Rana**

**P.N. Campus Pokhara, Kaski**

## Appendix D

### Basic data set

S.N	Caste/Ethnicity	Age	Qualification	Rank	Monthly Salary	Bank Balance	Land Ownership
1	Ethnic	38	I.A.	non-gazetted	7490	1	0
2	Ethnic	43	B.A.	non-gazetted	8000	0	1
3	Ethnic	38	M.Sc.	gazetted	11500	1	0
4	Brahmin	35	B.A.	gazetted	10000	1	0
5	Chatters	43	I.A.	non-gazetted	7500	0	0
6	Brahmin	39	B.A.	non-gazetted	7490	1	0
7	Brahmin	39	Literate	Peon	5000	1	1
8	Brahmin	29	Test Pass	Peon	4600	0	0
9	Brahmin	40	S.L.C.	Peon	5500	0	1
10	Brahmin	40	B.L.	non-gazetted	7490	0	1
11	Brahmin	37	B.Com	non-gazetted	6280	1	0
12	Brahmin	49	S.L.C.	non-gazetted	7490	1	1
13	Ethnic	38	I.A.	non-gazetted	6280	0	1
14	Brahmin	48	I.A.	non-gazetted	7490	1	1
15	Ethnic	38	S.L.C.	non-gazetted	6280	0	1
16	Brahmin	34	Literate	Peon	4600	0	0
17	Ethnic	38	S.L.C.	non-gazetted	7490	1	1
18	Ethnic	40	I.A.	gazetted	11450	1	0
19	Brahmin	44	Test Pass	non-gazetted	6280	0	1
20	Chatters	38	S.L.C.	non-gazetted	7490	1	1
21	Brahmin	45	S.L.C.	non-gazetted	7490	0	0
22	Ethnic	42	Test Pass	non-gazetted	7490	1	0
23	Ethnic	40	S.L.C.	non-gazetted	7900	1	0

24	Ethnic	39	I.A.	non-gazetted	7490	0	0
25	Brahmin	26	M.A.	non-gazetted	4920	0	0
26	Brahmin	27	B.A.	non-gazetted	6280	1	0
27	Chatters	43	I.A.	non-gazetted	6280	1	1
28	Brahmin	34	Literate	Peon	5560	0	1
29	Brahmin	31	I.Ed.	non-gazetted	7490	0	0
30	Brahmin	30	I.A.	non-gazetted	6280	0	1
31	Ethnic	26	I.A.	non-gazetted	6200	1	0
32	Brahmin	37	B.A.	non-gazetted	6900	1	1
33	Brahmin	46	I.Sc.	gazetted	11400	0	1
34	Ethnic	45	S.L.C.	non-gazetted	7400	1	1
35	Brahmin	35	S.L.C.	non-gazetted	7381	1	0
36	Brahmin	40	S.L.C.	non-gazetted	6280	0	1
37	Chatters	40	S.L.C.	non-gazetted	7490	1	0
38	Ethnic	47	8 Passed	non-gazetted	6200	1	0
39	Brahmin	24	B.A.	non-gazetted	6280	1	0
40	Brahmin	27	B.A.	non-gazetted	6280	0	1
41	Brahmin	43	M.A.	gazetted	15000	1	1
42	Brahmin	31	I.A.	non-gazetted	6280	1	0
43	Ethnic	38	S.L.C.	non-gazetted	6280	1	0
44	Ethnic	35	Literate	Peon	4700	0	0
45	Ethnic	30	B.E.	gazetted	11400	1	0
46	Brahmin	48	Test Passed	non-gazetted	9020	1	1
47	Brahmin	35	I.A.	non-gazetted	7400	0	1
48	Chatters	50	Literate	Peon	5500	0	0
49	Brahmin	40	Literate	Peon	7330	0	1
50	Brahmin	39	M.B.A, B.Sc	non-gazetted	11450	0	1
51	Ethnic	50	Test Passed	non-gazetted	6280	1	1
52	Brahmin	46	S.L.C.	non-gazetted	5560	1	1

53	Ethnic	40	I.A.	non-gazetted	7500	1	0
54	Brahmin	34	I.A.	non-gazetted	6280	0	0
55	Brahmin	53	Test Passed	non-gazetted	6280	1	1
56	Chatters	48	Literate	non-gazetted	6280	0	1
57	Ethnic	45	S.L.C.	non-gazetted	7400	1	1
58	Ethnic	44	S.L.C.	non-gazetted	6280	1	1
59	Brahmin	38	Literate	Peon	4950	0	1
60	Ethnic	34	I.A.	non-gazetted	7490	0	1
61	Brahmin	41	Test Passed	non-gazetted	6200	0	1
62	Brahmin	50	S.L.C.	non-gazetted	7400	0	0
63	Brahmin	42	S.L.C.	non-gazetted	10109	0	1
64	Ethnic	43	Test Passed	non-gazetted	6200	1	1
65	Ethnic	36	8 Passed	Peon	5800	0	0
66	Brahmin	27	8 Passed	Peon	4600	0	0
67	Brahmin	35	S.L.C.	non-gazetted	6280	1	0
68	Brahmin	43	I.A.	non-gazetted	6280	0	1
69	Chatters	48	S.L.C.	gazetted	11450	0	1
70	Brahmin	35	S.L.C.	non-gazetted	6280	1	1
71	Brahmin	36	I.A.	non-gazetted	7490	0	1
72	Ethnic	48	Test Passed	non-gazetted	5597	1	0
73	Ethnic	47	9 Passed	non-gazetted	6280	1	0
74	Ethnic	45	Test Passed	non-gazetted	6280	1	1
75	Ethnic	47	M.A.	gazatted	9000	1	1