

Status Of Women Employment In Organized Sector Of Kathmandu Valley, Nepal

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INTRODUCTION

The true indicator of economic development of the country depends upon the percentage and the competency level of an economically active population irrespective of gender. Employment in organized sector of Nepal is fundamentally associated with education and experience. Women population in Nepal covers slightly more than half of the total population. But they are still very backward in educational attainment and employment. According to 1991 census the literacy rate for women was only 25 percent, which is less than half the rate for men, 54.5 percent. Similarly, only 40.4 percent of women over the age of 10 are economically active as compared to 59.6 percent of men. This indicated a lower economic participation by women as compared to men (CBS 1997). Majority, 90.5 percent, of women is still engaged in agriculture and they are not getting cash benefit from that.

Since poverty is an important issue for the great majority of women in Nepal, their employment in white-color jobs is equally important as that of men. Thus, it is essential to make an analysis of the role women are playing in the process of development and to find whether they are able to obtain a share of its benefits.

STATUS OF WOMEN EMPLOYMENT

This analysis is based on a semi-structured questionnaire survey which was collected from 449 women employees of organized sectors from government, teaching institutions, INGO/NGO and public and private organizations of the Kathmandu valley. The survey was conducted in order to find out the socio-economic background of women employees, their employment structure and record, problems of women employees and their views regarding additional facilities at work for them and preference for government measures to improve women's employment in general. The survey was conducted during August 1997 to December 1997.

The information received from the responding women including their significance of relationship or difference are analysed with cross sectional tables and the results of Spearman's Rhos rank correlation

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coefficient, chi-square test of independence and Phicorrelation coefficient respectively.

Interrelationship Between Education And Job Of Women Employees

There was a significant correlation between education and job of women employees. It was found that majority of higher level and middle level women employees educational background was stated as bachelor level and above. On the other hand, majority of beginning level employees' educational background was intermediate level and some have bachelor level. Thus this indicates that there is a positive correlation between education and level of employment (Table 1).

Table 1
Distribution Of Employed Women By Level Of Employment And Educational Attainment

Level of Employment	S.L.C.	Intermediate	Bachelor	Master	Ph.D.	Total
Higher Level	-	-	4	18	12	34
	-	-	11.76 percent	52.94 percent	25.29 percent	100 percent
Middle Level	-	11	80	177	5	273
	-	4.03 percent	29.30 percent	64.83 percent	1.83 percent	100 percent
Low Level	11	48	62	21	-	142
	7.7 percent	33.8 percent	43.7 percent	14.8 percent	-	100 percent
Total	11	59	146	216	17	449
	2.4 percent	13.1 percent	32.5 percent	48.2 percent	3.6 percent	100 percent

Source : Field Survey by the Author

Ho- There is no association between educational qualification and level of employment.

The computed chi-square value was 255.85, and the tabulated value at 5 percent level of significance with 3 degree of freedom was 7.815. Since, the computed value is greater than the tabular value the null hypothesis is rejected. It can be concluded that there is evidence for a significant association between level of education and level of employment.

Level Of Education And Salary

It was found that the women with higher level of educational background were earning more than the women with less educational

background. The highly educated women were able to get higher level employment and hence could draw high salary. Thus there is a positive correlation between education and job and education and salary. In the study majority of women with SLC and Intermediate educational background were drawing salary between the range Rs. 3000-3900, while majority of women with bachelor level educational background were drawing salary between Rs. 4000-4900 and Rs. 5000-9900. Similarly, majority of women who received Master and Ph. D. were drawing salary between 5000-9900, which is the maximum net salary for the highest level posts in government, teaching and public institutions. There is no hard and fast rule in private institutions and INGOs. The pay-scale in those institutions is different from that of government and teaching institutions. However, highly educated women were getting more attractive salary in those institutions also.

Table 2
Distribution Of Employed Women By Educational
Attainment And Level Of Income
(Current Net Salary In Rs.)

Level of Education	Rs. 2000-2900	Rs. 3000-3900	Rs. 4000-4900	Rs. 5000-9900	Rs. 10000-30000	Confidential & Not Applicable	Total
S.L.C.	5 45.45 percent	5 45.45 percent	1 9.1 percent	1 9.1 percent	- -	- -	11 100 percent
Intermediate	18 29.51 percent	22 36.06 percent	10 16.4 percent	6 9.83 percent	4 6.56 percent	1 1.64 percent	61 100 percent
Bachelor	20 13.69 percent	36 24.66 percent	38 26.02 percent	38 26.02 percent	13 8.9 percent	1 0.68 percent	146 100 percent
Master	5 2.38 percent	14 6.67 percent	53 25.24 percent	118 56.2 percent	12 5.71 percent	8 3.80 percent	210 100 percent
Ph.D.	- -	- -	2 9.52 percent	18 85.71 percent	- -	1 4.76 percent	21 100 percent
Total	48 10.69 percent	77 17.15 percent	104 23.16 percent	180 40.08 percent	29 6.46 percent	11 2.45 percent	449 100 percent

Source : Field Survey by the Author

Ho- There is no association between educational qualification and level of income.

The computed chi-square value is 89.141 and the tabulated value with 5 percent level of significance for 10 degree of freedom is 9.488, which leads to the rejection of null hypothesis. Thus it is concluded that there is a

positive and significant association between educational background and level of income.

Level Of Employment And Training

It was found from the study that majority of high-level women employees received training compared to low level women employees. The percentage of women employees receiving training increases with the increase in the level of employment (Table 3).

Table 3
Distribution Of Employed Women According To Training Received And Level Of Employment

Level of Employment	Training Received		Total
	Yes	No	
Higher Level	26 76.47 percent	8 23.53 percent	34 100 percent
Middle Level	182 66.67 percent	91 33.33 percent	273 100 percent
Low Level	75 52.82 percent	67 47.18 percent	142 100 percent
Total	284 63.3 percent	166 36.97 percent	449 100 percent

Source : Field Survey by the Author

Ho- Employment level is independent of Training.

The computed chi-square value was found as 10.949, where as the tabulated value at 5 percent level of significance with 2 degree of freedom was 5.991. Since the computed chi-square value is higher and highly significant the null hypothesis is rejected. It can be concluded that there is an association between training and level of employment.

Level Of Employment And Reasons For Working

The findings of the study showed that the main reasons for working as stated by women employees were for career advancement and to become independent. However, different level women employees stated different reasons for their working. The high and middle level employees stated the main reason as carrer advancement, while the low-level employees stated the main first reason as to become independent. The percentage of women employees, who stated the main reason for working as to pass and utilize time, is less than 2 percent in all the three levels. But the significant middle and low-level women employees also stated the reason as economic necessity. For the high level employees this reason was

not very significant as only 5.08 percent in this category stated this reason for their working (Table 4).

Table 4
Distribution Of Employed Women By Level
And Reasons For Working

Reasons	Higher Level (N = 34)	Middle Level (N = 273)	Low Level (N = 142)	Total (N = 449)
Career Advancement	26 44.06 percent	149 32.18 percent	48 20.78 percent	223 29.61 percent
Utilize Education	11 18.64 percent	93 20.08 percent	45 19.48 percent	149 19.79 percent
Have a good Status in Society	4 6.78 percent	30 6.48 percent	15 6.49 percent	49 6.50 percent
To pass and utilize time	1 1.7 percent	6 1.3 percent	3 1.3 percent	10 1.33 percent
To become independent	14 23.73 percent	111 23.97 percent	77 33.33 percent	202 26.82 percent
Total	59 100 percent	463 100 percent	231 100 percent	753 100 percent

Source : Field Survey by the Author.

Note : High level is Gazetted First Class and above and equivalent posts, Middle level is Gazetted Second-Third Class and equivalent, Low level is Non-Gazetted First Class and equivalent.

Ho - There is no significant association between reason for working for different level of women employees.

The computed chi-square value is 331.342 and the corresponding tabular value at 5 percent level of significance with 10 degree of freedom is 18.307. The result of the test allows rejection of the null hypothesis. Thus, it can be concluded that the reasons stated by different levels of women employess were not similar and there is a significant difference of opinion. In other words, the reason for work varies by employment level.

Length Of Service And Promotion

There is an association between length of service and promotion. Among other factors the number of service years i.e. seniority and experience is one of the major factors for getting promotion in organized sectors. It was found in the study that 87 percent women employees who completed service years of 1.4 did not get a single promotion, while majority of the women with long service years get promotion at least once (Table 5).

Table 5
Distribution of Employed Women by Length of Service and Promotion
(Completed Service Year in Present Organization)

Promotion Frequency/ Service Year	1-4	5-9	10-14	15-19	20-25	Total
No promotion	94 43.72 percent	42 19.53 percent	38 17.67 percent	27 12.56 percent	14 6.51 percent	215 100 percent
One Time Promotion	11 7.05 percent	14 6.35 percent	32 20.51 percent	39 25 percent	60 38.46 percent	156 100 percent
Two Times Promotion	3 4.76 percent	4 6.35 percent	5 7.94 percent	10 15.87 percent	41 65.08 percent	63 100 percent
Three Times Promotion	- -	- -	1 9.09 percent	- -	10 90.91 percent	11 100 percent
Four Times Promotion	- -	- -	- -	- -	4 100 percent	4 100 percent
Total	108 24.05 percent	60 16.93 percent	76 16.93 percent	76 16.93 percent	129 28.73 percent	449 100 percent

Source : Field Survey by the Author.

Ho- There is no association between number of service year and promotion times.

The phi-correlation co-efficient is found as 5629, which shows a high level of significance. The computed chi-square value was 182.798. The tabulated value at 5 percent level of significance was 26.296. The results of both tests permit the rejection of null hypothesis. Thus it can be concluded that the degree of association or relationship between completed service years and promotion times was significant.

Preference For Government Measures To Improve Women's Employment

In ranking the preference for the government measures the responding women expressed their preferences as follows:

From the Table 5 it was found that the overall first rank given by the respondents regarding the government measure to improve women's employment was for the compulsory secondary education for the girls. Similarly, the second, third, fourth and fifth ranks given by respondents by order were improvement in social environment, special training and refresher courses, loan facility to set up private business and quota for the females to get entry into the office. It is also clear that there is no variance in ideas between higher, middle and low level employees regarding

preference for government measures to improve women's employment in general.

Table 6
Distribution Of Employed Women According To The Preference For
Government Measures To Improve Women's Employment Status
 (Rank-wise Number of Responses And Overall Rank)

Preferences	1	2	3	4	5	Total Responses	Wegtd. Value	Wegtd. Mean	Overall Rank
1. Higher Level:									
a. Improvement in social environment	3	4	5	11	9	32	115	3.59	2
b. Compulsory secondary education for the girls	2	-	4	9	17	32	135	4.22	1
c. Quota system in office	16	6	6	1	3	32	65	2.03	5
d. Special training & refresher courses	1	8	14	8	1	32	96	3	3
e. Interest free loan to set up private business	10	13	3	3	3	32	72	2.25	4
2. Middle Level :									
a. Improvement in social environment	13	37	45	101	65	261	951	3.64	2
b. Compulsory secondary education for the girls	2	7	25	28	159	261	998	3.82	1
c. Quota system in office	154	43	28	23	13	261	481	1.84	5
d. Special training & refresher courses	12	45	126	56	22	261	814	3.12	3
e. Interest free loan to set up private business	79	128	39	13	2	261	514	1.97	4
3. Low Level :									
a. Improvement in social environment	9	19	26	44	34	132	471	3.57	2
b. Compulsory secondary education for the girls	3	4	10	35	78	132	579	4.38	1
c. Quota system in office	73	22	19	8	10	132	256	1.94	5
d. Special training & refresher courses	2	35	54	33	8	132	406	3.07	3
e. Interest free loan to set up private business	46	51	23	10	2	132	267	2.57	4
4 All Level :									
a. Improvement in social environment	25	60	76	156	108	425	1537	3.62	2
b. Compulsory secondary education for the girls	7	11	39	74	254	425	1712	4.03	1
c. Quota system in office	243	71	53	32	26	425	802	1.89	5
d. Special training & refresher courses	15	88	194	97	31	425	1316	3.09	3
e. Interest free loan to set up private business	376	192	65	26	7	425	1094	2.57	4

Note : The weightage mean with smallest value is most important.

Source : Field Survey by the Author

Ho- There is no significant association between different groups of respondents regarding women's performance in job.

Ho-The opinions of different levels of women employees in ranking the preference for government measures to improve women's employment are independent.

The computed value of R 1, R 2 and R 3 was 1. This value indicates a high degree of agreement among the different levels of women employees in ranking the preference of government measures to improve women's employment. Thus the null hypothesis is rejected. It can be concluded that there is a perfect agreement between all the three levels of women employees.

PERCEPTIONS OF EMPLOYERS, POLICY MAKERS AND EXPERTS

Perceptions are based on the semi-structured questionnaire survey collected from 57 employers, policy makers and concerned experts to find out their opinions regarding various aspects of women employment including suitable job for women, women's job performance, additional facilities for women employees and government measures to improve women's employment. The survey lasted from May 1998 to July 1998. The opinions of the responding employers, policy makers and experts including their significance of relationship or difference are discussed in this section with statistical tables and the results of chi-square test and Spearman's Rho's rank correlation.

Jobs Most Suitable For Women

Different groups of respondents have different opinions regarding the jobs most suitable for women. About 31 percent respondents are of the view that women and men are equal and women also can perform all type of jobs, if they were given the chance. However, majority of respondents are of view that teaching is the best suited job for women, since women were performing the teaching job perfectly (Table 7).

Table 7
Perception Of Employers, Policy Makers And Experts Regarding The Job Most Suitable For Women

Suitable Job	Employers	Policy Makers	Experts	Total
All types of job	7 22.58 percent	6 42.86 percent	5 41.67 percent	18 31.58 percent
Decision making and Management	3 9.68 percent	1 7.14 percent	- -	4 7.02 percent
Teaching	15 48.39 percent	5 35.71 percent	6 50 percent	26 45.61 percent
Technical	4 12.90 percent	1 7.14 percent	- -	5 8.77 percent
Secretarial & clerical	- -	1 7.14	- -	1 1.75
Others-Hotel Related, Travel & Tours, Entrepreneur etc.	2 6.45 percent	- -	1 8.33 percent	3 5.26 percent
Total	31 100 percent	14 100 percent	12 100 percent	57 100 percent

Source : Field Survey by the Author

Ho - There is no significant difference between different groups of respondent regarding suitable job for women.

The computed chi-square value was found as 46.016. The tabulated value at 5 percent significant level with 10 degree of freedom was 18.307, which shows the high level of significance and thus serves to reject the null hypothesis. Thus, it can be concluded that the difference between the opinions of responding groups with respect to the job suitable for women was significant.

Job Performance Of Women

Majority of the respondents from employers, policy maker and experts agreed that women's job performance is equal to that of men in organization. But some respondents did not agree with this view, since even employed women have the responsibility of house management. Due to the dual responsibility at home and in office women could not give full attention to their job only, hence their work performance cannot be equal to that of men. It is interesting to note here that some respondents were of the view that women's work performance is better compared to that of men. In many cases women have patience, they are polite and sincere and hence their work performance is found better.

Table 8

Perception Of Respondents Regarding Women's Performance in Job

Perception	Employer	Policy Maker	Expert	Total
Better	4 12.90 percent	1 7.14 percent	1 8.33 percent	6 10.53 percent
Equal	14 45.16 percent	11 78.57 percent	10 83.33 percent	35 61.40 percent
Not Equal	10 32.26 percent	2 14.28 percent	1 8.33 percent	13 22.81 percent
Not Comparable	3 9.67 percent	- -	- -	3 5.26 percent
Total	31 100 percent	14 100 percent	12 100 percent	57 100 percent

Source : Field Survey by the Author

The computed chi-square value was 7.920 and the tabular value at 5 percent level of significance with 6 degree of freedom was 12.592. The results of the test allow acceptance of the null hypothesis. It can be concluded that the opinions of three responding groups with respects to the women's performance in job were significantly different.

Additional Facilities for Employed Women

It was found that majority of the respondents have the opinion that women should be provided with some additional facilities in the office. In this regard the views of responding groups are given in Table 9.

Table 9
Perception Of Respondents Regarding Their Preference Of Additional Facilities For Employed Women
(Rank-wise Number of Responses And Overall Rank)

Preferences	1	2	3	4	5	6	Total Responses	Wegtd. Value	Wegtd. Mean	Overall Rank
1. Employer :										
a. Baby care center	-	1	1	7	14	5	28	133	4.75	2
b. Quota for promotion	6	3	2	1	-	-	28	22	0.78	6
c. Special Training	2	8	9	2	2	3	28	81	2.89	4
d. Additional Leave facility before and after delivery	-	1	-	4	6	17	28	150	5.36	1
e. Extension of age limit to enter into the job	5	4	9	7	1	-	28	73	2.60	5
f. Others	1	8	4	6	6	3	28	101	3.61	3
2. Policy Maker :										
a. Baby care center	-	1	2	2	3	5	13	61	4.69	1
b. Quota for promotion	3	1	1	1	2	-	13	22	1.69	5
c. Special Training	2	2	2	2	4	1	13	46	3.53	2
d. Additional Leave facility before and after delivery	-	1	2	2	3	5	13	61	4.69	1
e. Extension of age limit to enter into the job	4	2	4	1	1	1	13	37	2.84	3
f. Others	1	7	1	4	-	-	13	34	2.61	4
3. Experts :										
a. Baby care center	-	-	-	1	7	4	12	63	5.25	1
b. Quota for promotion	4	-	1	1	-	-	12	13	1.08	6
c. Special Training	-	1	4	4	2	1	12	48	4.0	3
d. Additional Leave facility before and after delivery	-	1	1	1	2	6	12	55	4.58	2
e. Extension of age limit to enter into the job	-	4	2	3	1	-	12	21	1.75	5
f. Others	1	5	3	2	-	-	12	28	2.33	4
4. All Respondents :										
a. Baby care center	-	2	3	10	24	14	53	257	4.85	1
b. Quota for promotion	13	4	4	2	2	-	53	57	1.07	6
c. Special Training	6	11	15	8	8	5	53	175	3.30	2
d. Additional Leave facility before and after delivery	2	4	3	30	30	24	53	123	2.32	5
e. Extension of age limit to enter into the job	9	10	15	2	2	1	53	131	2.47	4
f. Others	3	20	8	6	6	3	53	163	3.07	3

Source : Field Survey by the Author

Note : The weighted mean with the smallest value is the most important

The Table 9 shows that employers gave first rank to additional leave facility before and after. The policy makers gave equal first rank to baby care center and additional leave facility before and after delivery. However, all the three responding groups gave last rank to quota for women for promotion. There was a slight difference of opinion regarding special training between employers and experts and extension of age limit between policy makers, employers and experts. Similarly, regarding other facilities for women like transportation, physical facilities, etc. both the policy makers and experts gave the same fourth rank, while the employers gave the third rank for that.

Ho- The opinions of employers, policy makers and experts in ranking preference for additional facilities for women are independent.

The computed value of R_1 and R_2 was 0.68, of R_2 and R_3 0.8 and of R_3 0.92. The tabulated value for $N=6$ was 0.83. It can be said that there was not a significant agreement between views of employers and policy makers and policy makers and experts, while there was a significant agreement between the employers and expert in ranking the additional facilities for women at work place.

Government Measure to Improve Women's Employment Status

Almost all the respondents agree that the government should take some measures to improve women's employment, since women's employment in organized sectors is very low. The ranks given by three groups of respondents are as follows.

Table 10
Perception Of Respondents Regarding The Preference For Government
Measures To Improve Women's Employment Stataus
(Rank-wise Number of Responses And Overall Rank)

Preferences	1	2	3	4	5	Total Resp.	Wegtd. Value	Wegtd. Mean	Overall Rank
1. Employer :									
a. Improvement in social environment	-	2	3	16	9	30	122	4.06	2
b. Compulsory secondary education for the girls	-	-	3	7	20	30	137	4.56	1
c. Quota system in office	19	3	1	-	1	30	33	1.1	5
d. Special training & refresher courses	3	10	12	3	2	30	81	2.7	4
e. Interest free loan to set up private business	2	16	9	3	-	30	73	2.43	3
2. Policy Maker:									
a. Improvement in social environment	2	1	2	3	6	14	52	4.33	1
b. Compulsory secondary education for the girls	1	1	2	3	7	14	56	4.0	2
c. Quota system in office	6	2	1	1	-	14	17	1.2	5
d. Special training & refresher courses	-	2	8	4	-	14	44	3.14	3
e. Interest free loan to set up private business	2	8	1	2	1	14	34	2.42	4
3. Expert :									
a. Improvement in social environment	2	1	4	9	3	12	53	4.42	2
b. Compulsory secondary education for the girls	1	-	-	5	9	12	57	4.75	1
c. Quota system in office	7	1	1	3	-	12	12	1	5
d. Special training & refresher courses	1	-	7	4	-	12	38	3.16	3
e. Interest free loan to set up private business	1	10	1	-	-	12	24	2	4
4. All Respondents :									
a. Improvement in social environment	2	4	9	25	18	56	227	4.05	2
b. Compulsory secondary education for the girls	1	1	5	13	36	56	250	4.46	1
c. Quota system in office	32	6	3	1	1	56	62	1.10	5
d. Special training & refresher courses	4	12	27	11	2	56	163	2.91	3
e. Interest free loan to set up private business	5	34	11	5	1	56	131	2.33	4

Source : Field Survey by the Author

Note : The weighted mean with smallest value is the most important

It was found that the opinions of three groups of respondents in preferring various measures by government are slightly different.

The employesrs and the experts gave first rank to compulsory secondary education for the girls, while the policy makers gave first preference to improvement in social environment. All the three groups of

respondents gave third preference to special training and refresher courses and quota system in office respectively.

Ho-The opinions of employers, policy makers and experts in ranking different measures by government to improve women's employment in general are independent.

The computed value of R1 and R2 was 0.8, R2 and R3 and R1 and R3 was 0.5 each. Since those values were less than tabulated value, which was 0.83 (for N=5), null hypothesis is accepted. Thus it can be concluded that there is not a significant agreement between the three respondent groups in ranking the preference for the government measures to improve women's employment in organized sectors.

CONCLUSION

In conclusion, it can be said that women's involvement in organized sector employment is very important. There is a correlation between educational qualification and level of employment. Education is the main factor, which affects the level of employment and the level of income. Since training provides skill and knowledge to the employees, each and every employee should get the chance to get it. Employment makes women independent and hence raises their living standard. There was a positive correlation between women's promotion and length of service in the institution, however, women get slower promotion. On the whole, women employees have also the opinion that government should take some measures in this regard. All the three level women have a perfect agreement in ranking the preference for government measures. All the three levels have given first rank to the and last rank to the quota for the girls. Thus it was clear that education is the main important factor, which affect the employment of women in organized sectors. On the basis of research findings it can be concluded that once women are educated they could be able to participate in economic activity and there is no need for special quota for them to enter the organized sector. Compulsory secondary education should be provided to the girls, so that they would participate in paid employment and enhance economic development.

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