

Scenario of Work-Life Balance Among Employed Women in the Public Sector of Lalitpur District

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Abstract

The Constitution of Nepal 2072 emphasizes women's employment particularly the quota system developed for women in the public sector. This is an opportunity for women on one side and on the other side they are facing pressure due to their double roles and function. Nepali society is adopting both traditional and modern theories. Traditionally women are engaged in household activities. But in modern society, women are engaged in various activities including office work out of their house. Nepali-employed women are suffering from dual roles and functions. Nepali women especially those engaged in public sector offices are busy in various service delivery offices. In the public sector of Nepal, Nepali-employed women are highly criticized due to their low performance. This is due to their dual role. Women are responsible for their household activities such as; cooking, lodging, care of children as well as senior citizens, cleaning, guest management, clothing, waste management, and so on. Due to these household chores, women are busy in the house. On the other hand, public sector employed women have to be involved in various activities in the office such as service delivery, meeting, day-to-day activities, training, and so on. Therefore, public sector-employed women are facing a high level of pressure and cannot work well in the office. Developed countries run their administrative activities by the system. Public sector-employed women are successful in these countries. Women who are busy in the public sector manage their children, some senior citizens in the care center. Similarly cleaning, and washing, are also managed by the private sector in developed countries. So, urban areas like Lalitpur, Kathmandu, and Biratnagar should follow foreign trends. The government of Nepal should also develop a system for public sector-employed women.

Key Words: *Women, Public Sector, Work-Life Balance, culture, Widow*

Received: 6, April, 2023 **Revision Accepted:** 8, May, 2023 **Published:** 12, June 2023

Background of the Study

Hindu culture is an old and traditional culture. In Hindu culture, work is divided between male and female. Females are engaged in household work. Such as cooking, cleaning, washing, child care, senior citizen care, and so on. Males are engaged in jobs that help to earn money such as; office jobs, private jobs, politics, teaching, foreign job, and so on. Women were employed in the agricultural sector in addition to engaging in household chores. They also worked in the fields and pastures along with the men.

A sector of employment reserved for women, particularly those who had no other means of livelihood was spinning (Bhattarai, 2017). The list given under the Chief Textile Commissioner includes widows, crippled women, unmarried girls, women living independently, women working off fines, mothers of prostitutes, old women, servants of the King, and temple dancers whose services to a temple have ceased. Special mention is made of women who did not stir out of their houses, for reasons of modesty (or inability). The list includes widows, handicapped women, unmarried girls, and those whose husbands were away on a journey. Work was sent out to such women by the Chief Textile Commissioner, through his maidservants. They could also come to the yarn shed, early in the morning, when there was little traffic about. When they came, the official was obliged to do only what was necessary to hand over the raw material, receive the yarn, and pay the wages; he was neither to look at a woman's face nor to engage in any conversation unrelated to work. Thus, therefore women's employment is restricted in the past. But in modern society period, women are also eligible to work in the office and outside of the family. But the tradition of Nepali culture is that women have to work household activities and be open for official work too.

In terms of the present context, the concern over work-life balance is gradually becoming a common talk, especially for women employees. Women of the early centuries were mostly confined to their kitchens and those who were employed worked in factories, farms, or shop works. Very few women had access to higher education and they were forced to be at the mercy of their fathers' or husbands' attitudes towards women and work. The fast-developing knowledge economy has given place for more women to be enlightened by higher education. Education has not only empowered them but also given them robust careers. With brain power being the requisite skill in this knowledge era, rather than endurance or physical strength, women workers seem to flood into every industry on par with men. But this has indeed become a tough challenge for women as they have to perform a lot of duties in the home and office as well. As working women get married, they have additional responsibilities and when they become mothers, they have to manage the primary care of children and extended family and are thus, under greater pressure to continue on a career path. Working mothers of today fulfill family responsibilities and also try to remain fully involved in their careers coping with the competing demands of their multiple roles. The caring responsibilities that working mothers have laid a heavy stress on them when it is combined with their professional duties. The attempt of working women to integrate, organize and balance the various problems and activities in their different roles simultaneously puts them under tremendous pressure.

Therefore, in the modern context also women are engaged in household activities. In the modern context, women are also open in society to do various activities. Women are also responsible for the family to earn money. Therefore, women are migrating from their original place to urban areas, and foreign countries to earn money. Similarly, women are engaged in private office and the public sector too. In this concern, this study focuses on how women can manage their household chores and official activities. This study mainly focuses work-life balance of women in the house and public sector concerns in the Lalitpur district.

Statement of the Problem

Women in this modern age are engaged in household activities and public sector offices are busy in their life. This type of overload of women is difficult to manage their activities. Women, who work, carry a double load as an employee and housewives. They are super moms playing various roles and reconciling tradition and modernity. Employees in global communities also want flexibility and control over their work and personal lives.

- What is the perception of women who are busy with household activities and public sector activities in the Lalitpur district?
- How women working in the public sector are balancing their functions between house and office.

The Objective of the Study

Traditionally women are engaged in household activities. As time passes women are also engaged in out of houses. In the modern period male and female are counted as complemented to each other. The Constitution of Nepal 2072 B.S also emphasizes women's rights. Work in the public sector is equally provided to men and women. In addition, women are provided reservation quota for the job in the public sector. There are so many issues raising in the participation of women in the public sector of Nepal. In this concern, the main objective of this study is how women are managing their work-life balance when they are busy with household activities and public sector activities. The specific objectives of this study are given below:-

- To find out the perception of women who are busy in household activities and public sector activities delivery at Lalitpur district.
- To analyze the work balance between in-house functions and office functions of women who are engaged in the public sector in the Lalitpur district.

Significance of the Study

Work-life balance is an issue of strategic importance to organizations and of significance to employees, especially for women employees. Organizational awareness and action concerning implementing work-life balance strategies hinge on an organization's need to attract and retain valued employees in a highly competitive labor market. Work-life balance is "the maintenance of balance between responsibilities at work at home". For employees. When work-life balance is achieved, people feel that they have attained the best possible quality of life. This study may help Nepalese public organizations formulate plans and policies concerning working women employees. As we know more than half of the population of Nepal is women. Nepal Constitution 2072 emphasizes women's employment in the public sector. It is good to participate women in development activities and the government sector. But it also carries the problem of low performance in the public sector. Because women are tired due to household activities so they cannot contribute to the public sector. In this concern, this study highlights managing work-life balance for women who are engaged in household activities and public sector activities. This study is significant due to the nature of the study. The public sector of Nepal has increased women's participation. So how to manage them in the office and how to

increase productivity? How to manage activities? How to increase performance in the office? How to satisfy women in the public sector? How to make a fruitful environment in society? This question is tried to respond in this study. This study is useful mainly to the women who work in the public sector of Nepal. This study is also helpful for policymakers in the public sector of Nepal. This study is also helpful for women's rightest and public sector employees too.

Literature Review

The knowledge economy has created greater access for women coupled with factors such as changes in marital patterns and smaller families. This has led to an increase in the number of working women and, hence, working mothers (Grossman, 1981). Literature are review work-life balance which is a balance of activities between in-house activities and out-of-house activities. Similarly, the role of women in the public sector is also reviewed. Public sector development is challenging in modern times. So, all men and women are to have participated in public sector activities that are vital for the people and nation as a whole. Public sector activities cover kitchen to crises and womb to tomb. As society is developing in modern times public activities are vague to manage. In this concern, women's participation in the public sector is described in the constitutions of Nepal 2072.

Research Methodology

Kerlinger (1983, p 300) defines research design as “the plan, structure, and strategy of investigation conceived to obtain answers to research questions and to control variance. This research design is said as the overall structure of the study similar to a map of the building by the engineer. According to Zikmund (2007: cited by Panta 2010, p 112), “Research design is a master plan specifying the methods and procedures for collecting and analyzing the needed information”. Different designs are exploratory research design, descriptive research design, comparative research design, experimental research design, quasi-experimental research design, quantitative I research design, and qualitative research design, Research design must be cleared for further study. The main elements of a good research design are an overall plan for the activities, a theoretical framework for the study, formulating of hypothesis, implementing, controlling, blueprint, the strategy of obtaining information, and making generalizations about the study. Preparing the research design requires planning procedures to collect and test the hypothesis. Similarly, questions related to what, why, where, and how are answered in research design (Oliver, 1997, Cited in Kothari, 2008, p 31).

Which method is the most appropriate one, depends on the subject matter of the study and the need of the research issue. Methodologies are also strategies to organize research work for the study of a social phenomenon. In principle, methodologies refer to the theoretical analysis of different methods which are applied to the study of a specific field of research. In practice, the methodology is a strategy or a plan of action that links different methods of various collections, their analysis and findings, and their interpretation. Qualitative Research Methods, Flick (2006) argues that research studies where participants' knowledge, experience, and practices are significant. It analyses

interactions and ways of dealing with problems in a specific area. It takes into account that viewpoints and practices differ due to different subjective perspectives (Flick, 2006).

Merriam (2009) further explains how qualitative research inherently shapes or modifies existing theory, in that, data are analyzed and interpreted within the concepts of a particular theory or else findings discuss the present theory and gaps and expand the knowledge.

Case study research places cases but not variables, and it helps researchers to connect the actions of individuals to large-scale processes and structures. Case studies allow many aspects of policy work to be studied in-depth (Neuman, 2006 as cited in Putland, 2013, p 65). This study examines how GoN performs its roles and how it influences policy implementation.

Quantitative research methods are concerned with the collection, coding, refining, presentation, analysis, and interpretation of numerical data; provide powerful knowledge for problem identification and solving the problem. Similarly, Quantitative research methods provide strong Sway for deciding on administrators, academics, scholars, and researchers. The application of research methods depends on the proposed objectives of the study (Shahi.2017).

The mixed method of research combines both Qualitative and quantitative methods. So the mixed method is popular in social science. There are other methods such as observation, experimental, phenomenology, and epistemology. Research methodologies are the combination of conceptual assumptions for generating scientific knowledge. Thus mixed method incorporates the strength of various methods and it becomes more realistic in the public sector of Nepal which is used in this study.

Data Presentation and Analysis

Age of Respondents

According to Census 2011, Nepal's total population was 26,494,504 with an annual average growth rate of 1.35 percent; of the total population, 50.5 percent were female (CBS,2011). The majority of the population stated 63 percent (18.3 million) resided in urban areas while the remaining 37 percent (10.7 million) were rural dwellers. The total working age population (15+ years) was 20.7 million which 71.5 percent of the total population is. Among the working-age population, 55.6 percent were female workers (Nepal Labor Force Survey, 2018 In Nepali Data, 2019). Among 40 respondents the age group is summarized and tabulated below as:-

Table No. 1 Age of Respondents

Frequency	Number	Percent
18-25	3	8
25-30	9	22

30 above	28	70
Total	40	100

Field survey, 2022

The above table showed that 8 percent of female workers are 18-25 age group. 70 percent of the respondent was from the age group of 30 years and above. It indicates that the majority of the respondents were in maturity class and had faced various problems.

Education of Respondents

Employed female workers are included in the studies. This study covers

female workers working at least the assistant level. An assistant-level that is clerk level employee requires a minimum +2 or certificate-level qualification. The following table shows that the educational status of respondents is woman employees who have obtained a higher education level.

Table No. 2 Education of Respondents

	Frequency	Percent
Intermediate	3	8
Bachelor	10	26
Master	27	66
Total	40	100.0

Field survey, 2022

The above table showed the educational status of the respondents. The majority of the respondents were bachelor's and master's degrees. Only 8 percent were intermediate passed. From the above figure, it can be said that the majority of the woman employee has obtained a higher education level. This showed that female workers are highly educated in the government office.

Marital status of Respondents

Nepal is a country where male and female ratio is nearly equal. The age of marriage according to the constitution of Nepal 2072 is more than 20 years of age. Marriage is a natural process in society. There are various types of marriage. Nepal society accepts marriage in Hindu philosophy. Nowadays love marriage and court marriage are also popular. In modern society. Marriage is not compulsory. Among 40 respondent the marital status is summarized and tabulated below as:-

Table No. 3 Marital Status of Respondents

		Frequency	Percent
	Single	6	15
	Married	34	84
	Total	40	100

Field survey, 2022

The above table showed that 84 percent of the respondents are married. Due to the majority of married respondents finding of the study is realistic.

Types of Family

Nepali society is based on Hindu Philosophy. Marriage is one of the best cultures in the Hindu Society. The example of marriage is explained in Hindu legend books. As Shiva/Parvati, Sita/Ram and so on. In Hindu culture, the Joint family is highly popular in the past but in modern society. People want to stay in a nuclear family. Among 40 respondent the category of family are summarized and tabulated below:-

Table No. 4 Types of Family

		Frequency	Percent
	Nuclear	23	58
	Joint	17	42
	Total	40	100.0

Field survey, 2022

Female workers live in the nuclear family which is 58 percent. They feel difficulty managing household work as they have to cook, take care of the children, and do other household chores. They feel the difficulty of managing housework and office work. Of female employees, 42 percent live in a joint family. Other family members help with the housework but they feel psychological pressure other female members in the house are jealous of employed women. They also expect economic support from employed women.

Number of Children

Nepalese trend showed that most of the family have 5 to 6 children but after 2060 Nepalese society is reducing children's birth. The government of Nepal suggests two children of a family. The trend of childbirth is higher in the rural area and lower in the urban area. In this study, 40 respondent are asked about their children in a family and their response is summarized and tabulated below:-

Table No. 5 Number of Children in the Family

		Frequency	Percent
	1	20	50

	2	15	38
	more than 2	5	12
	Total	40	100.0

Field survey, 2022

The above table shows that 38 percent of the respondents have 2 children, 12 percent of the respondent has more than 2 children and 50 percent have a single child. This showed that most of the employed women are busy and they don't want more children. This trend of having only one child is highly popular in developed countries like America, the UK, Japan, and so on. In developing countries like Nepal urban areas specially employed women are also copying this trend.

Husband Occupation

Employment opportunity is highly challenging in developing country like Nepal. Specially Employment in the Government sector is challenging as well as highly competitive in Nepal.

The constitution of Nepal in 2072, provided a reservation quota for female workers. The women worker are getting a chance for a job in the government sector due to the new constitution of 2072 of Nepal. The status of job opportunities is challenging for male workers too. Among 40 respondents their husband occupation are summarized and tabulated below as:-

Table No. 6 Husband Occupation

		Frequency	Percent
	Service	25	63
	Business	5	13
	Others	10	24
	Total	40	100

Field survey, 2022

T The above table showed that 63 percent of the respondents' husbands are involved in Services. It indicates that both husbands and wives are busy. So, the environment is highly creating pressure to manage household chores. Especially this busy environment makes more tension for female workers. This showed that Nepali urban areas also need childcare centers similar to developed countries. Minorities are in Business and other sectors.

Job Position

Nepali society is hierarchal. Government job starts from office helpers to chief secretary. The government of Nepal provided the rank of the employee from one to twelve also. Mainly government employees are categorized into two parts as non-officer and officer. Non-officer level covers rank 1 to rank 5 and the officer level starts

from rank 6 to rank 12. Among 40 Female respondent job position are summarized and tabulated below:-

Table No. 7 Job Position

	Frequency	Percent
Officer	31	78
Nonofficer	9	22
Total	40	100

Field survey, 2022

The above table showed that Female officers are higher than non-officer level. That is the constitution of Nepal 2072 is highly empowering female workers. This showed that female workers are also competitive if they got a chance.

Working Experience

Experience is the main source of knowledge. With experience, employees can work efficiently. Experience employees are the gold of an organization. Organizational gold performance efficiency results all are influenced by experienced workers. Without experience organizations as well as employees and finally nation become a failure for the service delivery to the people. Experience workers are highly demanded in society, organizations, nations, and finally in the world. Knowledge and skill are managed by experience. Highly experienced workers are the gold not only for the nation but in the world too. Among 40 female respondents, their experience is summarized and tabulated below:-

Table No. 8 Working Experience

	Frequency	Percent
Up to 5	21	53
5-10	9	22
10-15	5	12.5
15 above	5	12.5
Total	40	100

Field survey, 2022

The above table showed that 53 percent have up to 5 service experience. The service year of working experience of 5 to 10 years is also significant. This is true in the sense of the application of Nepal's constitution 2072. But 12.5 percent of female workers are working 10 to 15 years which is the lowest because before the constitution of 2072, there was no reservation for women in the government office.

Family Support in Household Activities

A female worker is under pressure due to dual role and function when they are employed. In traditional Nepali society, females have to work household chores. But in modern society

Females are also engaged in the government office. This trend is increasing day by day in Nepali society. Nepali society and culture also accept the perception of new trends. Most families empower their females to work in the office and engage in social and political activities in this modern period. Among 40 respondents their Family support is summarized and tabulated below as: -

Table No. 9 Family Support in Household Activities

		Frequency	Percent
	Always	23	57
	Usually	14	35
	Few often	3	8
	Total	40	100

Field survey, 2022

The above table showed that 57 percent of respondents have expressed their views that they have family support in their household activities. Only 8 percent of respondents are not in favor of family support. This means Nepali families are understanding the spirit of the new trend and the constitution of Nepal 2072.

Affecting office work due to stress from Household activities

Employment opportunity in the public sector is challenging as well as competitive in Nepal. Hindu culture emphasizes women work in household activities. Household activities are not kept as jobs. But in the modern period, household activities are also counted as jobs. The constitution of Nepal 2072 provided an opportunity to the female as a reservation quota too. But it is an opportunity for the female on one side and overload to them on the other side. Nepali female workers have to work household activities and office functions which is a dual job for women. Household activities and office function both make women so much busy which create mental tension and physical weakness. Some of the weaknesses of Nepali female workers are observed in the public organization as escaping duty, non-performer, time pass, the drama of illness, and so on. Such behavior is especially due to overload of household chores. Among 40 female respondents affecting office work due to stress from household activities is summarized and tabulated below as:-

Table No. 10 Affecting office work due to stress from Household activities

		Frequency	Percent
	Agree	13	33
	To some extent	20	50
	Disagree	5	13

	Not at all	2	4
	Total	40	100

Field survey, 2022

The above table showed that 83 percent of the respondents have expressed their views that the stress generated from household activities has affected their official work. 13 percent of respondents disagree. This showed that female workers are suffering from dual roles.

Affecting housework due to stress from office work

Hindu culture emphasizes women work in household activities. It is traditional thinking but it exists in the modern society of Nepal. Household activities are not kept as jobs. But in the modern period, household activities are also counted as jobs. The constitution of Nepal 2072 provided an opportunity to the female as a reservation quota too. But it is an opportunity for the female on one side and overload to them on the other side. Nepali female workers have to work household activities and office functions which is a dual job for women. Household activities and office function both make women so much busy which create mental tension and physical weakness. When females became busy in the office economic problem are solved. On the other side when females become busy with office activities family life is coming dark as children are living without their mother's love. There are so many examples that children are damaging their future without their mother's love. children are disciplined less and show bad behavior especially due to over-busy mothers in the office. Among 40 female respondents affecting housework due to stress from office work is summarized and tabulated below as:-

Table No. 11 Affecting housework due to stress from office work

		Frequency	Percent
	Agree	11	28
	To some extent	22	55
	Disagree	5	12
	Not at all	2	5
	Total	40	100

Field survey, 2022

The above table showed that 83 percent of the respondents have expressed their views that the stress generated from official activities has affected their daily housework. 5 percent of respondents view is strongly disagreed that Affecting housework due to stress from office work.

Cooperation of Husband on household activities

Hindu culture emphasizes women work in household activities. It is traditional thinking but, it continues in modern society in Nepal. The constitution of Nepal 2072 provided the opportunity to the female as a reservation quota too. But it is an opportunity for the female on one side and overload to them on the other side. Nepali females have to work

household activities and office functions which is a dual job for women in public office. Household activities and office function both make women so much busy which create mental tension and physical weakness. The husband is the main person to observe the wife's tension so the husband's cooperation in household activities is essential. In this study, women are asked about their husband cooperation. Among 40 female respondents affecting housework due to stress from office work is summarized and tabulated below as:-

Table No. 12 Cooperation of Husbands on household activities

	Frequency	Percent
Always	24	60
Usually	14	35
Never	2	5
Total	40	100

Field survey, 2022

The above table showed that 95 percent of respondents have expressed their views that they have the support of their husbands in household activities. Only 5 percent of respondents have expressed their views that they have no support from husbands in household activities.

Family support to children's homework activities.

The Hindu culture emphasizes women working in household activities. It is traditional thinking the constitution of Nepal 2072 provided an opportunity to the female as a reservation quota too. But it is an opportunity for the female on one side and overload to them on the other side. Nepali females have to work household activities and office functions which is a dual job for women in public office. Household activities and office function both make women so much busy which create mental tension and physical weakness. Family member support in household activities is essential. Family support mainly children's schooling is most important because the employed cannot provide time to them. In this study, women are asked about the family member support of children's schooling. Among 40 female respondents family support to children's homework activities is summarized and tabulated below as: -

Table No. 13 Family support to children's homework activities.

	Frequency	Percent
Yes	26	66
Neutral	9	22
No	5	12
Total	40	100

Field survey, 2022

The above table showed that 66 percent of respondents have expressed their view that family members look after children in daily school assignments. Only 12 percent of family members do not look after the children.

Manage household activities

The Hindu culture emphasizes women working in household activities. It is traditional thinking. The constitution of Nepal in 2072 provided opportunities to the female as a reservation quota too. But it is an opportunity for the female on one side and overload to them on the other side. Females have to involve in various household activities such as; cooking, guest management, relation maintenance, and so on in the house. When women are busy with office activities they will be out of track in their family and relationship. In some societies of Nepal, society discards the women who are engaged in the office job. Nepali females have to work household activities and office functions which is a dual job for women in public office. Household activities and office function both make women so much busy which create mental tension and physical weakness. Among 40 female respondents' difficulty in managing household activities is summarized and tabulated below:

Table No. 14 Manage household activities

	Frequency	Percent
Difficult	22	55
To some extent	12	30
Not at all	6	15
Total	40	100

Field survey, 2022

The above table showed that 85 percent of respondents feel difficulty managing household activities. Only 15 percent of respondents do not feel difficult to manage household activities. Therefore, women are facing difficulty to manage household activities when they are busy in public office. Therefore, in foreign countries, all household activities are managed in the system. For example, children are put in the school hostel and their activities are managed accordingly, other household activities are also managed by house helpers, similarly, clothing is also managed in the dry clinic, solid waste management which is the main function of women in Nepal is also managed accordingly and old care people are kept in old care houses. In Nepal such activities are not managed accordingly so, female employees are facing highly difficult manage to household activities.

Women work-life balance

Nepali society is based on traditional Hindu culture. Most of the household activities are to be managed by the women. Household activities are not put in priority in Nepali society. But household activities are more zigzag and difficult to manage. These activities are highly blamable. For example, in child care, if a child is successful in his or her career father is a successful one. But if he or she is not successful in his or her career mother is responsible. Similarly, relationship maintenance, senior citizen care, solid waste management, and agriculture care all are duties of women. In modern society, females

are also educated and engage in office work. But the question arises of how to manage her work life. In this concern, 40 respondents, asked are they agree or disagree to manage their work-life balance. The response of 40 women respondents are summarized and tabulated below:-

Table No. 15 Women's work-life balance

	Frequency	Percent
Agree	28	70
To some extent	7	16
Disagree	5	14
Total	50	100

Field survey, 2022

The above table showed that 70 percent of the respondents have expressed that the work-life balance has been affected by traditional cultural practices. 14 percent disagree with the difficulty of work-life balance.

Women Responsibility

In Nepali society, all the household activities, relationship maintenance, solid management, agriculture balance, cooking, care for senior citizens, child care and so on all are the function of women. Economic part management is only part of the male. So all the difficulty or zigzag functions are put on the women's side. Therefore, by culture, women have to manage more responsibility than male in Nepali society. In this concern 40 female respondents are asked about this statement and their response is summarized and tabulated below:-

Table No. 16 Women's responsibilities

	Frequency	Percent
Agree	32	80
To some extent	5	12
Disagree	3	8
Total	40	100

The field survey, 2022

The above table showed that 80 percent of respondents completely agree with the view that females have more responsibilities than males. While 8 percent of the respondents do not agree with this view. This showed that even in this modern age in the urban city like Lalitpur sub-metropolitan city too enough traditional culture.

Worrying about official work and do not reach the office on time

Women workers have to perform double jobs in household and office activities. Due to the busy household activities and office activities, women employees are always in a hurry. The role of women is not good either in the house or in the office. In this concern,

females are always worried to manage their activities. This is a highly raised question, issue, and agenda in development. Among 40 female respondents, their responses are summarized and tabulated below:-

Table No.17 Delay in office time

		Frequency	Percent
	Always	25	63
	Often		
	Sometimes	14	35
	Never think about work	1	2
	Total	40	100

Field survey, 2022

The above table showed that 63 percent of respondents worry about official work when not reach the office on time. Whereas, 2 percent of respondents do not worry about the situation. This showed that Nepali females are worried about official work and do not reach the office in time. On the other hand, female workers have to face criticism in public offices. Similarly, female workers have to please their bosses in public offices.

Satisfaction in job and household activities.

Due to the dual role of society, family, and office are difficult to satisfy female employees. But Nepali females are happy when they are engaged in public office. Nepal is a poor country so job opportunity is the main thing for Nepali people. Even though household activities are a headache for Nepali female employees. They are happy in the office this is due to independence on financial matters. In this concern 40 respondents are asked about their satisfaction with job and household activities, their responses are summarized and tabulated below:-

Table No. 18 Satisfaction in job and household activities.

		Frequency	Percent
	Always	24	60
	Usually	16	40
	Total	40	100

Field survey, 2022

The above table showed that 60 percent of respondents have always satisfaction with official work concerning household activities. Only 40 percent of respondents had usually satisfaction with official work in household activities. This showed that Nepali women employees are mainly focused on financial matters. To some extent, the public job is also prestigious.

Conclusion

Nepali traditional culture is based on Hindi philosophy. In Hindu culture household activities including care of children, and old people are the function of women. But with the passage of time education level of women has increased. Hindu culture also empowered females by depicting goddesses in the past. For example, Mahalaxmi, Mahasaraswoti, etc. similarly in the modern age constitution focuses on women's employment. Therefore, women are engaging in public sector offices. This is a good sign but in Nepali society, females are overloaded due to double functions at home and office. Office activities are not performed well by the women employees so public sector employed women should focus on their office/job while their house activities can be managed by someone else resulting in maximum efficiency in the office by the women employee. Government should also create child care centers and senior citizen care centers.

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