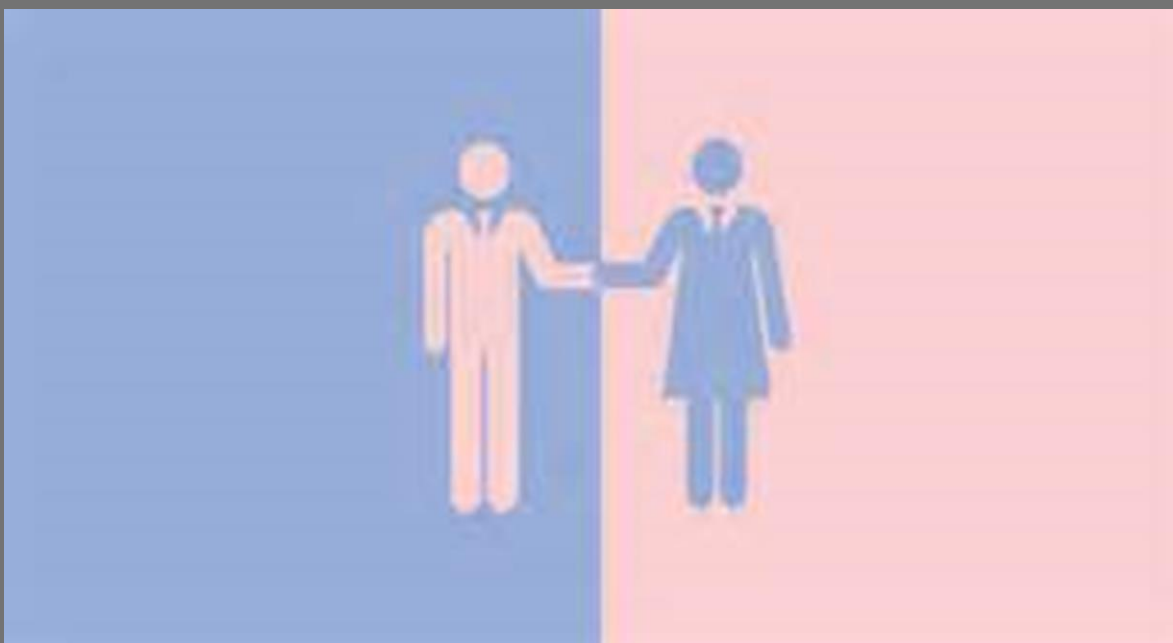


2017

NATIONAL ASSESSMENT ON GENDER EQUALITY & KNOWLEDGE SOCIETY



Nepal Development Research Institute
(NDRI)



Acknowledgement

We would like to extend our gratitude to the CGIAR Research Program on Climate Change, Agriculture and Food Security (CCAFS) for collaborating with Nepal Development Research Institute (NDRI) in carrying out research work on a **National Assessment on Gender Equality in the Knowledge Society**. NDRI is thankful to CCAFS for entrusting it to undertake such significant and rigorous research work.

We would like to extend our sincere appreciation to Dr. Arun Khatri-Chhetri, Regional Science Officer/ CCAFS-SA, Ms. Lila Adhikari, Under-Secretary and Ms. Nirmala Thapa, GESI Specialist of Nepal Ministry of Foreign Affairs and Local Development (MoFALD) for their invaluable contributions. We would like to express our gratitude to the Women and Children Service Directorate, the Press Council Nepal and the Council for Technical Education and Vocational Training for their support while collecting necessary information.

We are highly indebted to and greatly appreciate the tireless and admirable efforts of the members of the research team including Team Leader Prof. Dr. Punya Prasad Regmi and Project Coordinator Dr. Manjeshwori Singh, NDRI. Similarly, we would particularly like to acknowledge NDRI researchers Dr. Rabita Mulmi Shrestha, Ms. Rojina Kunwar, Ms. Swechha Lamichhane, Ms. Sheela Sharma and Mr. Manish Thakur for their praiseworthy hard work and dedication in information collection, inputs, data sheet preparation, synthesis and report preparation.

Finally, we would like to express our sincere gratitude to External Reviewer Ms. Namrata Sharma for her valuable contribution.



Dr. Jaya Kumar Gurung
Executive Director
Nepal Development Research Institute

EXECUTIVE SUMMARY

This report is prepared by Nepal Development Research Institute (NDRI) in collaboration with the CGIAR Research Program on Climate Change, Agriculture and Food Security (CCAFS) to contribute towards a **National Assessment on Gender Equality and the Knowledge Society**. The overall gender status in Nepal was studied and elaborated according to the indicators considered in the Framework for Gender Equality and the Knowledge Society (WISAT, 2017). The main objective of the study was to prepare an integrated database of gender representation, especially of women's representation in various sectors such as health, social, economic, various opportunities and capabilities. The methodology adopted for this study was the collection of secondary data from various agencies and organizations. Only published data and information were considered, which were further validated through a consultation workshop.

Nepal has made various national and international gender equality and women-centric commitments through signing of conventions and treaties. At the national level, the Constitution of Nepal has guaranteed women's rights in all spheres of their lives. Major challenges remain in reducing maternal and child mortality, improving nutrition and achieving further progress in battle against infectious diseases such as HIV/AIDs. Uterine prolapse is a serious health issue for Nepalese women though the Constitution guarantees women's reproductive health.

Nepal ranks 115th out of 188 countries and sixth among the eight South Asian countries on the UNDP Gender Inequality Index (2016). The role of women in decision-making in the household or in the national level is heavily influenced by the patriarchal social structure. The integration of women in every sector has been progressing over the last several decades. Despite extensive awareness programmes, many women still face Sexual and Gender-Based Violence (SGBV), especially in the domestic realm. Data show that nearly two in three women have never told anyone about the violence they have experienced.

The Constitutional Assembly of 2008 made a provision for 33 percent participation of women in the legislative parliament bringing Nepal up to 14th position globally for women in this regard. The Global Gender Report ranks Nepal as 110th among 144 countries on the Gender Parity Index. On literacy it rates 0.76 on a scale from 0 to 1, while in opportunity and capability it ranks 115th out of 144 countries as a result of limited opportunities in terms of education, job prospects and survival. There is provision of free education up to secondary level. The average literacy rate of Nepal is 65.6 percent, with male literacy (75 percent) substantially higher than that of women (57.3 percent). The last decade has seen dramatic increases in the female literacy rate.

The concept of gender equality and empowerment of women was adopted in the Ninth Five-Year Plan (1998-2002). The Tenth Five-Year Plan (2002-2007) recognized gender equality as a key indicator of poverty analysis. The level of participation of women in all work is much higher than that of men, but less of it is counted in the calculation of GDP, as many economically active women are involved in unpaid activities. However, the Annual Household Survey (2013/14) shows an increment (79.8 percent

to 86.3 percent) of women in paid employment following a decade-long armed conflict in Nepal. Nevertheless, women are paid less than their men counterparts, regardless of the Labour Rules of 1993.

Through different agriculture-related programmes of the Ministry of Agricultural Development, men and women of all five Developmental Regions are involved in agricultural activities. More women tend to concentrate in developmental and extension programmes, food processing and nutrition while men are more involved in the youth-targeted vegetable commercial farming, agro-commercialization and marketing, district-level cereal crop development and fish farming programmes.

In government and economic realms women hold a number of high positions, including serving as members of parliament and occupying the posts of the national presidency, Chief Justice of the Supreme Court, Speaker of the House of Representatives and president of the Federation of Nepalese Chambers of Commerce and Industries, thus providing excellent role models for others to follow.

This report endeavoured to collect data from multiple sectors from widely scattered sources. It was often difficult to acquire current and sex-disaggregated data on gender, particularly relating to the status of women in communication, technology, transportation, electricity consumption, libraries and lifelong learning. There were also general challenges in data collection related to the topic under consideration. These included:

1. Convergence of scattered data and information, from multiple sectors, through various sources into measurable output.
2. Lack of relevance of some of the proposed indicators to the context of Nepal.
3. Insufficiency of indicators to reflect the gender situation in Nepal, in particular the unavailability of disaggregated data in terms of the third gender, which is legally recognized in Nepal.
4. Obstacles to accessing the latest data.
5. Very limited availability of sex-disaggregated data.

These obstacles notwithstanding, it is our hope that the key findings and compilation of data may further open the way for more analysis of gender status in the present and future context of Nepal.

ABBREVIATIONS

ADB	Asian Development Bank
AHS	Annual Household Survey
AFU	Agriculture and Forestry University
AIDS	Acquired Immune Deficiency Syndrome
ASFR	Age-specific Fertility Rate
ASIP	Annual Strategic Implementation Plan
AWPB	Annual Work Plan and Budget
BPfA	Beijing Platform for Action
CAC	Comprehensive Abortion Care
CBS	Central Bureau of Statistics
CCAFS	CGIAR Research Program on Climate Change, Agriculture and Food Security
CCPR	International Covenant on Civil and Political Rights
CEDAW	Convention on the Elimination of Discrimination Against Women
CERD	Convention on the Elimination of All Forms of Racial Discrimination
CESCR	Convention on Economic, Social and Cultural Rights
CPN (UML)	Communist Party of Nepal Unified Marxist Leninist
CPR	Contraceptive Prevalence Rate
CRC	The Convention on the Rights of the Child
CREHPA	Centre for Research on Environment, Health and Population Activities
CRPD	Convention on the Rights of Person with Disabilities
CTEVT	Council for Technical Education and Vocational Training
DDC	District Development Committee
DFID	Department for International Development (UK)
Dons	Department of Health Survey (Nepal)
EFA	Education For All
ECD	Early Childhood Development
EDCD	Epidemiology and Disease Control Centre
FHD	Family Health Division
FPSSP	Family Planning Service Strengthening Program
FY	Fiscal year
GDI	Gender-related Development Index (UNDP)
GDP	Gross Domestic Product

GER	Gross Enrolment Rate
GESI	Gender Equality and Social Inclusion
GII	Gender Inequality Index (UNDP)
GRB	Gender responsive budgeting
HDI	Human Development Index (UNDP)
HIV	Human Immune Deficiency Virus
HLE	Healthy Life Expectancy
HMIS	Health Management Information System
HSS	Higher Secondary School
ICT	Information and Communications Technology
IDI	ICT Development Index (ITU)
ILO	International Labour Organization
IT	Information Technology
ITU	International Telecommunication Union
LCS	Locally Commission Services
LFPR	Labour Force Participation Rate
MMR	Maternal Mortality Rate
MFI	Micro-finance institution
MoAD	Ministry of Agricultural Development
MoE	Ministry of Education
MoHP	Ministry of Health and Population
MPI	Multi-dimensional Poverty Index
MWU	Mid-western University
NDHS	Nepal Demographic and Health Survey
NFEC	Non-formal Education Centre
NER	Net Enrolment Rate
NLFS	Nepal Labour Force Survey
NLSS	National Living Standard Survey
NPC	National Planning Commission
NR	Nepali Rupee
NISC	Nepal Standard Industrial Classification of Industrial Activities
NSOC	Nepal Standard Occupation Classification of Economic Activities
NSU	National Student Union

NTP	National Tuberculosis Program
ODL	Open Distance Learning
OIS	Occupational Instructional Skill
OPMCM	Office of the Prime Minister and Council of Ministers
OSU	Occupational Skill Upgrading
PgD	Post-graduate Diploma
QIP	Quality Innovation Performance
SAARC	South Asian Association for Regional Cooperation
SDG	Sustainable Development Goal
SGBV	Sexual and Gender-based Violence
SHSDC	Social Health Security Development Committee
SIGI	Social Institutions and Gender Index (OECD)
SSRP	School Sector Reform Plan
STI	Science, Technology and Innovation
TB	Tuberculosis
TFR	Total Fertility Rate
UGC	University Grant Commission
UN	United Nations
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations Children's Fund
USAID	United States Agency for International Development
USD	US Dollar
VDC	Village Development Committee
WFDD	Women Farmers' Development Division
WHO	World Health Organization

TABLE OF CONTENTS

Executive Summary.....	2
Abbreviations	4
Table of Contents.....	7
I. List of Figures	10
II. List of Tables.....	11
SECTION 1: INPUTS.....	13
Chapter 1: INTRODUCTION	14
1.1. Project description.....	14
1.2. Objective	14
1.3. Methodology.....	14
1.4. Demographic features	15
Chapter 2: HEALTH STATUS	17
2.1. Female life expectancy (life expectancy at birth)	17
2.2. Women healthy life expectancy	18
2.3. HIV/Aids PREVALENCE (men/women)	20
2.4. Prevalence of malaria (men/women)	22
2.5. Prevalence of tuberculosis (men/women)	23
2.6. Reproductive health.....	23
2.6.1. Uterine prolapse	23
2.6.2. Total fertility rate	23
2.7. Summary	24
Chapter 3: SOCIAL STATUS.....	25
3.1. National and international instruments	25
3.2. Gender and human development.....	25
3.3. sex ratios	26
3.4. Teenage pregnancy	27
3.5. Abortion in Nepal.....	27
3.6. Women’s role in decision-making.....	28
3.7. Prevalence of violence against women	29
3.8. Forms of sexual and gender-based violence.....	29
3.9. Early marriage	31
3.10. Time use	32

3.11	Children and youth: domestic chores and paid labour	34
3.12	Summary	34
Chapter 4: ECONOMIC STATUS		36
4.1	Economically active population	36
4.1.1	Women as percentage of economically active population	36
4.2	Income	40
4.2.1	Comparative wages.....	40
4.2.2	Categories of work.....	40
4.3	Unpaid care work.....	41
4.4	Migration.....	42
4.4.1	Absentee Population.....	42
4.5	Poverty	43
4.5.1	Women-headed Households	44
4.6	Summary	44
Chapter 5: ACCESS TO RESOURCES.....		45
5.1	Property rights	45
5.2	Access to capital.....	46
5.3	Microfinance services	46
5.4	Access to information, communication and technology	47
5.5	Quality of infrastructure	47
5.6	Electricity consumption	48
5.7	Summary	48
Chapter 6: AGENCY		49
6.1	Parliamentary representation.....	49
6.2	Women in the public service commission	50
6.3	Women in the judiciary.....	50
6.4	Summary	50
Chapter 7: OPPORTUNITY & CAPABILITY		51
7.1	Literacy.....	51
7.1.1	Comparative literacy situation- women/men.....	51
7.2.2	Adult Literacy Rate.....	52
7.1.2.	Gross & net enrolment ratios	53
7.2.	Access to education	54
7.2.1	Enrolment in distance education	54

7.2.2	Lifelong learning.....	54
7.2.3	Tertiary-level education	55
7.2.4.	Women as users of ICT-based learning.....	55
7.3.	Access to training	55
7.3.1.	Availability of on-the-job, staff & specialized training for women and men	55
Chapter 8: AGRICULTURE.....		58
8.1	Government-sponsored agricultural activities	58
8.2	Livestock.....	58
8.3	Mechanization	59
8.3.1	Mechanization in crop production.....	59
8.4	Summary	59
SECTION 2: SUPPORTING POLICIES		60
Chapter 9: RELEVANT ACTS/POLICIES.....		61
9.1	Policies related to health	61
9.2	Policies related to Gender Equality & Social Inclusion (GESI).....	62
9.3.	Policies related to economic status	64
9.4	Policies related to agriculture	66
9.3	Nepal’s commitments in International treaties.....	68
Chapter 10: Gender-responsive budget (GRB)		70
SECTION 3: OUTCOMES		72
Chapter 11: KNOWLEDGE SOCIETY OUTCOMES		73
11.1	Women in knowledge society decision-making	73
11.1.1.	Management participation	73
11.1.2.	University research leadership	77
11.1.3.	Shares of women in professional and technical positions.....	77
11.2	Women in science & technology and innovation systems	77
11.2.1	Female researchers.....	78
CHAPTER 12: CONCLUSION.....		79
BIBLIOGRAPHY		81

I. List of Figures

Figure 1 Methodology for data collection of the study	15
Figure 2 Background of universal health coverage.....	16
Figure 3 Causes of deaths of men and women.....	19
Figure 4 Utilization of health services.....	20
Figure 5 Estimated HIV Infections by age and sex in 2013	21
Figure 6 Estimated HIV infections by key risk factors in Nepal, 2013.....	21
Figure 7 Estimated new HIV infections annually, Nepal: 1985-2020.....	22
Figure 8 Declining trend of HIV prevalence among 15-49 Years, 1985-2020	22
Figure 9 Sex ratio of Nepal 1960-2014.....	26
Figure 10 Effects of abortion legalization in Nepal.....	28
Figure 11 Current work status of population, 10 years and above	33
Figure 12 Time use of women on unpaid care work, minutes spent per day	42
Figure 13 Number of total absentees residing outside of Nepal, 1952/54-2011	43
Figure 13 Household heads by sex (in percent).....	44

II. List of Tables

Table 1 Latest national statistics	16
Table 2 Life expectancy at birth for women and men in Nepal.....	18
Table 3 Country statistics of health in Nepal	18
Table 4 Statistics of HIV prevalence in Nepal.....	20
Table 5 Distribution of age-specific fertility rates by age groups	24
Table 6 Sex ratio at birth.....	26
Table 7 Adolescent birth rate and maternal mortality in Nepal.....	27
Table 8 Women's role in decision-making.....	28
Table 9 Different forms of violence against women by age	29
Table 10 Persons committing sexual violence against women	29
Table 11 Persons committing physical violence against women in Nepal	30
Table 12 Current marital status of men and women.....	31
Table 13 Average hours worked in a week by population 15 years and above	32
Table 14 Percentage distribution of total working hours by employed individuals, 10 years and above..	33
Table 15 Number of women aged 5 years and above carrying out economic activities.....	33
Table 16 Percentage distribution of children engaged in housekeeping activities.....	36
Table 17 Summary statistics of labour force participation, percentage.....	36
Table 18 Gender statistics in employment	37
Table 19 Percentage of agricultural employees by gender	38
Table 20 Percentage of employees of 15 years and above by NSOC occupation	39
Table 21 Average daily wage in cash/kind received by wage earners (NRs)	40
Table 22 Percentage of employed population aged 15 and over by gender and employment status	40
Table 23 Time use patterns of women and men	41
Table 24 Share of total labour migrants by sex	43
Table 26 Households with women ownership of land or house, percent.....	46
Table 27 Membership in microfinance services by types of service	47
Table 28 Household by usual type of source for lighting	48
Table 29 Households by usual types of fuel used for cooking.....	48
Table 30 Women as ministers under different prime ministers' tenure	49
Table 31 Women's representation in public service commission	50
Table 32 Women's representation in different commissions	50
Table 33 Women's representation in the judiciary	50
Table 34 Nepal ranking in Global Gender Gap index.....	51
Table 35 Literacy rate of population, 5 years and above by sex.....	51
Table 36 Comparative literacy rate by sex, 2001 and 2011.....	52
Table 37 Adult literacy rate.....	52
Table 38 Status of illiterate population (2014)	53
Table 39 Gross enrolment rate	53
Table 40 Net enrolment rate (%)	54
Table 41 Tertiary-level enrolment by faculty and sex	55

Table 42 Short-term training enrolees in skill development projects	56
Table 43 Short-term training graduates by gender	56
Table 44 Gender elements in national plans, 1980-2010	63
Table 45 Nepal's key international human rights and women's health commitments	69
Table 46 Gender responsive budget, by years.....	71
Table 47 Percentage of parliamentary seats in single or lower chamber occupied by women	73
Table 48 Women's representation in political parties.....	73
Table 49 Women in civil service employment	74
Table 50 Women chiefs of DDCs and municipalities	74
Table 51 Women in the police force.....	74
Table 52 Women in security forces	75
Table 53 Women in important agencies.....	75
Table 54 Women in various levels and positions in S&T in Nepal	75
Table 55 Human resources in S&T by sex and duties	76
Table 56 Percentage of women in different sectors trained by CTEVT	76
Table 57 Researchers in scientific fields by gender	76
Table 58 Teachers by level and sex.....	77
Table 59 Percentage of degrees earned by women	77
Table 60 Qualifications of persons in S&T by gender in Nepal	78

SECTION 1: INPUTS

CHAPTER 1: INTRODUCTION

1.1. Project description

The Nepal Development Research Institute (NDRI) carried out this study entitled **“National Assessment on Gender Equality in the Knowledge Society”** in collaboration with the CGIAR Research Programme on Climate Change, Agriculture and Food Security (CCAFS). In terms of policy, it has made an effort to assess national government policy developed by the National Planning Commission (NPC) as well as that of non-governmental organizations.

Gender Equality and Social Inclusion (GESI) is a crosscutting issue whose analysis is critical to achieve desired development outcomes in an equal and equitable way. This study adopted an approach to bring together gender-sensitive data on key areas of the knowledge society, especially information communication technology (ICT) and science technology and innovation (STI), focusing on gender indicators such as health, economic and social status. It also included the availability of opportunities, political participation, access to resources and the enabling environment.

1.2. Objective

The main objective of the study was to prepare an integrated database of gender representation, especially of women’s representation in various sectors such as health, social, economics as well as opportunities and capabilities.

Specific objectives were:

- To provide a framework for data analysis to achieve inclusive knowledge society
- To encourage the mainstreaming of gender in data collection, statistics and indicators for the knowledge society so that gender issues can be taken into account in policy and action.

1.3. Methodology

This study was primarily based on secondary data collected from various agencies, organizations and individuals. The desk review of available literature on various gender-related sectors was taken into consideration. National-level secondary data was collected from published reports and data, reviews and websites of relevant ministries. A policy review was also carried out. The collected data was triangulated through consultation meetings and a stakeholder’s workshop (Figure 1).



Figure 1 Methodology for data collection of the study

1.4 Demographic features

According to the Census 2011, the total population of Nepal is 26.5 million, among which 47.4 percent are men and 52.6 percent are women. About 46 percent of population falls in the age group of 15 to 44 years. It is estimated that by 2031 the population will increase by 27 percent over that of the last census. National data shows an increase in population density from 157 people per square kilometre in 2001 to 180 in 2011 (CBS, 2011a). The Gross National Income per capita (2015) was recorded to be USD 730 (WB, 2015b), equivalent to five percent of the world's average.

The population growth rate of Nepal according to the Census 2011 is 1.35 percent and estimated growth rate for 2016 is 1.24 percent. Furthermore, the estimated birth and death rates for 2016 are 19.9 births/1,000 population and 5.7 deaths per 1000. The Infant mortality rate for males is slightly more than that of females but estimated data shows that infant mortality rate should decrease by 2016 (Table 1).

Table 1 Latest national statistics

Categories	Statistics
Population growth rate	1.35 percent (CBS, 2011a); 1.24 percent (2016 est.)
Birth rate	19.9 births/1,000 population (2016 est.)
Death rate	5.7 deaths/1,000 population (2016 est.)
Median age	Total: 23.6 years
	Male: 22.4 years
	Female: 24.8 years (2016 est.)
Sex ratio	At birth : 1.04 male(s)/female 0-14 years : 1.07 male(s)/female 15-24 years : 1 male(s)/female 25-54 years : 0.82 male(s)/female 55-64 years : 0.95 male(s)/female 65 years and over : 0.86 male(s)/female total population : 0.99 male(s)/female (2016 est.)
Mother's mean age at first birth	20.1 years
Infant mortality rate	Total: 28.9 deaths/1,000 live births
	Male: 30.2 deaths/1,000 live births
	Female: 27.5 deaths/1,000 live births (2016 est.)
Total fertility rate	2.2 children born/woman (2016 est.)
GDP annual growth rate	0.77 percent
Urbanization	Urban population: 18.6 percent of total population (2015) Rate of urbanization: 3.2 percent annual rate of change (2010-15 est.)

Source: CBS, 2014.

CHAPTER 2: HEALTH STATUS

Despite the government's commitment to achieve universal health coverage, only around 61 percent of households in Nepal have access to health facilities within 30 minutes of travel, with access higher in urban areas than in rural ones. Despite positive change in women's health status during the period of the Millennium Development Goals, challenges remain in reducing maternal and child mortality, improving nutrition and achieving further progress in battle against infectious diseases such as HIV/AIDs.

Nepal's total health expenditure was 5.8 percent of the GDP in 2014 (WB, 2014). Nepal has made great progress over the last three decades in decreasing the rate of maternal mortality. According to WHO (2010), the Maternal Mortality Ratio (MMR, maternal deaths per 100,000 births) was estimated to be 258 in 2015, down from 349 in 2010 and a staggering 901 in 1990, resulting in a 76 percent decline over the period 1990-2013. However, Nepal still ranks 146th out of 190 countries globally on this measure and is near the bottom for South Asian countries, exceeded only by Afghanistan. The Nepal National Safe Motherhood Program (NSMP) has played a significant role in the development of policies and protocols as well as in expansion of the role of service providers such as staff nurses and auxiliary nurse midwives.

The status of death rates of children under the age of five from 1991 to 2010 shows a high mortality rate (118/1000 births) during 1996. However, the mortality rates of children under five different categories all dropped after 1996 (Figure 2).

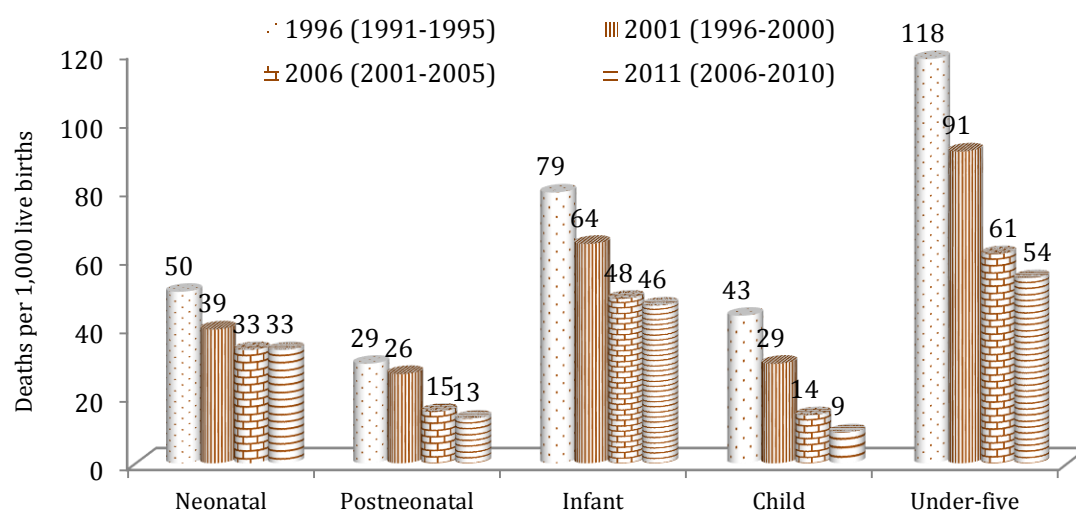


Figure 2 Mortality rates of children under 5 years of age within 19 years

Source: NHEA, 2014.

2.1 Female life expectancy (life expectancy at birth)

Life expectancy is a summary measure of mortality rates at all ages, and all health and health-related programmes contribute to it. Life expectancy in 2015 was 69.2 years in Nepal, against a global figure of

71.0 years (WHO, 2017). Life expectancy at birth of Nepalese women is higher than that of men, with 71 years for women and 68 for men in 2015. Men's probability of dying between 15 and 60 years of age was higher at 192/159 per 1000 in 2013.

The trend in life expectancy at birth of both men and women for the years 2011 and 2016 with projected figures up to the year 2031 shows a progressive trend in terms of increase in years of living (Table 2).

Table 2 Life expectancy at birth for women and men in Nepal

Calendar years	Life expectancy at birth for women	Life expectancy at birth for men
2011	68.0	65.4
2016	69.5	66.6
2021	71.0	67.7
2026	72.5	68.8
2031	74.0	70.0

Source: CBS, 2014.

The total fertility rate per woman was 2.3 in 2013, and the number of live births per thousand was around 584. Although the vital event registration system has been in legal force since 1977, the causes of death still are not regularly registered (Table 3).

Table 3 Country statistics of health in Nepal

Indicators	Statistics	Year
Population (thousands)	27,797	2013
Population aged under 15 (%)	35	2013
Population aged over 60 (%)	8	2013
Median age (years)	22	2013
Population living in urban areas (%)	18	2013
Total fertility rate (per woman)	2.3	2013
Number of live births (thousands)	583.9	2013
Number of deaths (thousands)	183.8	2013
Birth registration coverage (%)	42	2011

Source: WHO, 2015

2.2 Women healthy life expectancy

Women's Healthy Live Expectancy at birth (HLE) represents the average equivalent number of years of full health that a newborn could expect to live if he or she were to pass through life subject to the age specific death rates and ill-health rates of a given period. The gap between life expectancy and HLE are the equivalent healthy years lost through morbidity and disability.

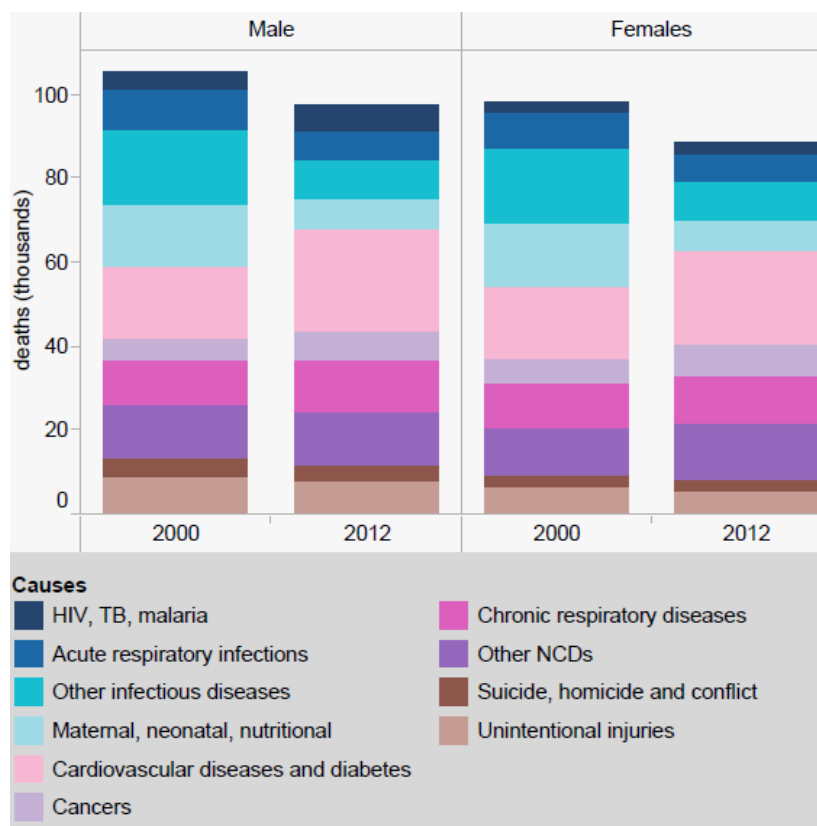


Figure 3 Causes of deaths of men and women

Source: WHO, 2017

Globally, men and women HLEs are 61.5 and 64.6 years, respectively with substantial differences between men and women in HLE in all WHO regions. There is, however, only a small difference between men and women of the Asian region in HLE. According to the World Economic Forum, Nepal stands in 102nd position among 194 countries in global healthy life expectancy, at 58 years and 60 years for men and women respectively. The causes of deaths in men and women are presented in Figure 3 above, with the major causes for both men and women being cardiovascular diseases and diabetes.

Ninety-one percent of people utilize health services for tuberculosis treatment while 88 percent attend for measles immunization. The data further shows that about 50 percent utilize health services for antenatal care (Figure 4). While there is a data gap due to the lack of a proper vital registration system in the past, Nepal is currently making progress in this area.

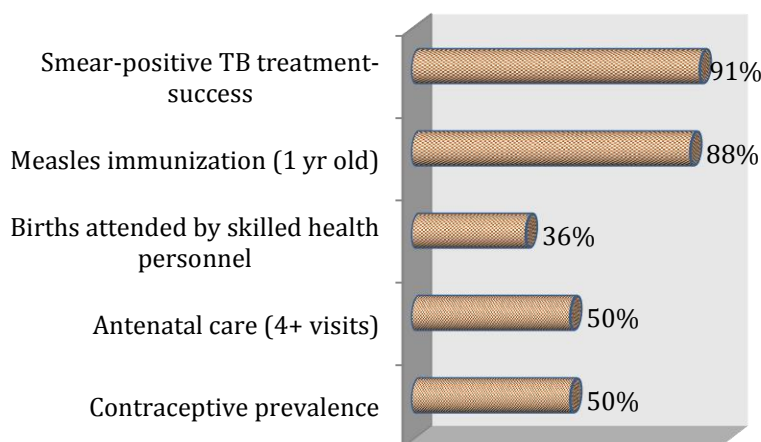


Figure 4 Utilization of health services

Source: WHO, 2015.

2.3 HIV/AIDS PREVALENCE (men/women)

Nepal does not have high rates of HIV/AIDS by global standards. World Bank data for the year 2015 shows that the prevalence of HIV infections among the total population was 0.2 percent. The rate was even lower among the age group 15-24 years (Table 4).

Table 4 Statistics of HIV prevalence in Nepal

HIV/AIDS	Year	Statistics
Women adults with HIV (% of population ages 15+ with HIV) in Nepal	2015	37.5
Prevalence of HIV; total (% of population ages 15-49) in Nepal	2015	0.2
Prevalence of HIV; women (% ages 15-24) in Nepal	2015	0.1
Prevalence of HIV; men (% ages 15-24) in Nepal	2015	0.1

Source: WB, 2015a.

The majority of those infected are men, with the highest number found among the age group of 25-49 years. Women in this age group were about one-third less likely than men to be infected. The estimated number of HIV-infected population of both males and females in the ages of 15-24 is approximately equal. In the age group 50 years and above men were 2/3 more likely than women to have HIV/AIDS (Figure 5).

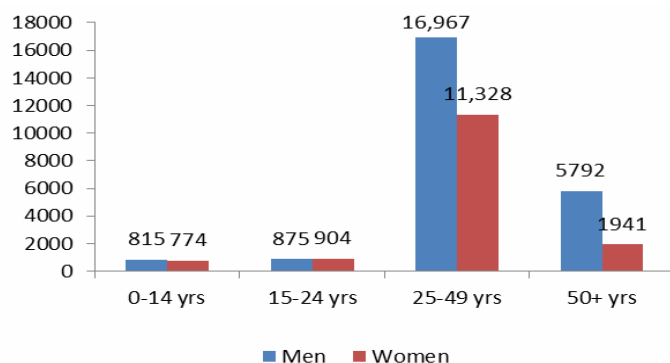


Figure 5 Estimated HIV Infections by age and sex in 2013

Source: MoHP, 2016.

Data estimates from Ministry of Health and Population (MoHP) show that there are one-third more women with HIV/AIDS without any of the identified risk factors than men (Figure 6). Studies show that HIV/AIDS disproportionately affects women and adolescent girls because of their vulnerabilities.

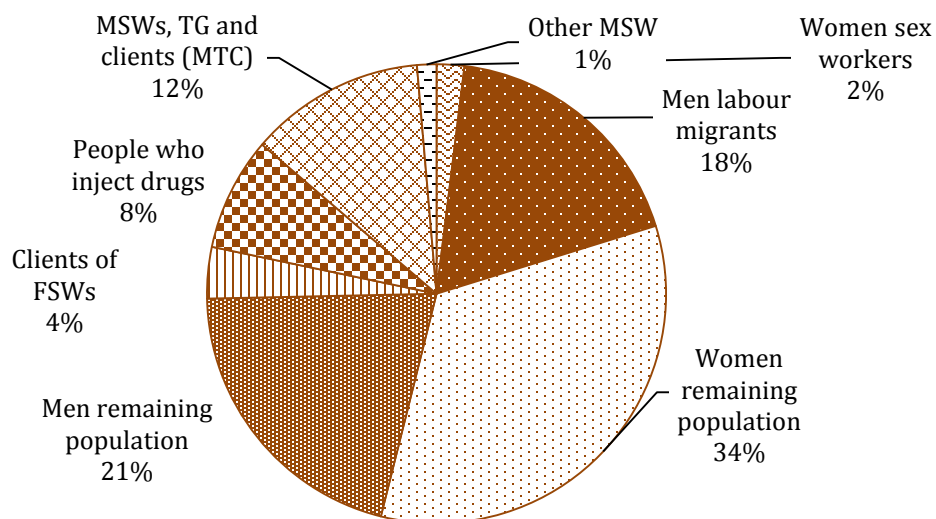
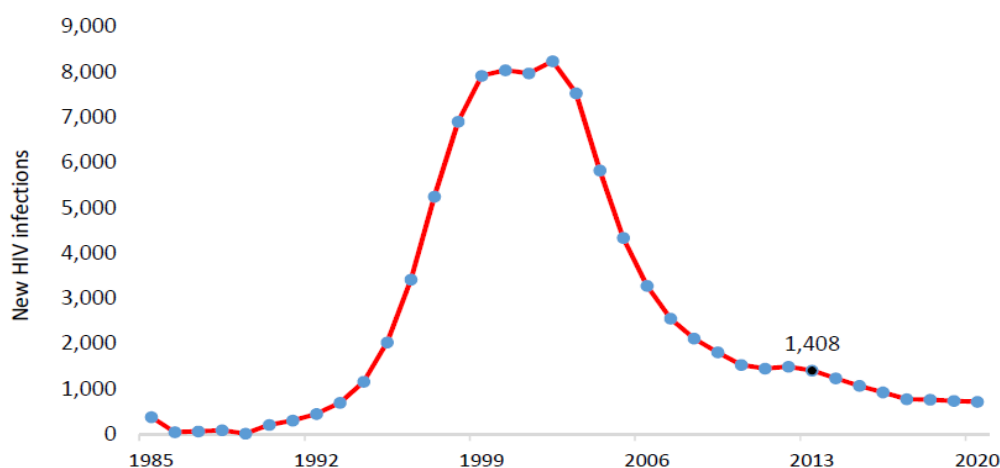


Figure 6 Estimated HIV infections by key risk factors in Nepal, 2013

Source: MoHP, 2015 b

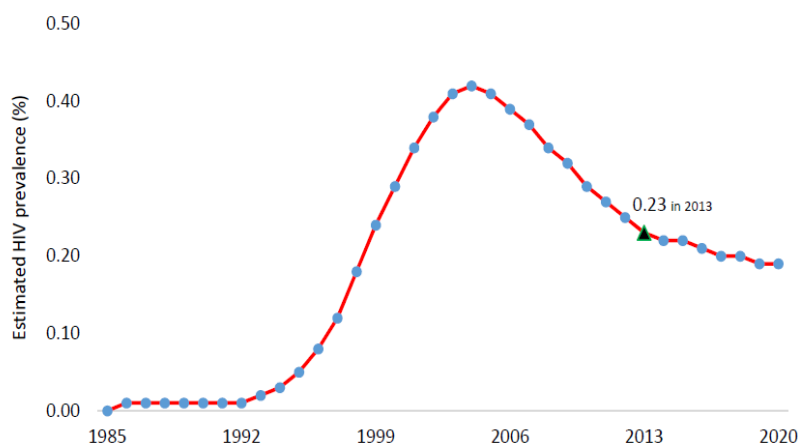
The trend of HIV prevalence in the age group between 15-49 years is also estimated to decline from 2013 as estimated new HIV infections occurring overall annually in Nepal from 1985-2020 have shown a decreasing trend since 2013 (Figures 7 & 8). This trend could be due to the awareness raised among the population through community sensitization programs through different mass media, rallies and street dramas initiated by government and NGOs.



Estimated new HIV infections annually, Nepal: 1985-2020

Figure

7



Source: MHOP, 2015b

Figure 8 Declining trend of HIV prevalence among 15-49 Years, 1985-2020

Source: MHOP, 2015.

2.4 Prevalence of malaria (men/women)

Malaria is regarded as one of the major public health problems in Southeast Asia including Nepal (Parajuli & Ghimire, 2010). However, the impact of malaria on mortality health statistics has been

minimal. According to the WHO Nepal country profile, less than one percent of deaths occurring in 2012 were due to malaria (WHO, 2015). No sex-disaggregated data on the malaria-infected population is available.

2.5 Prevalence of tuberculosis (men/women)

Tuberculosis is also as a major public health problem in Nepal, ranking as the sixth most frequent cause of the death in the country. More men than women suffer from tuberculosis. Out of 34,121 registered cases in 2015, 36 percent were women and 64 percent men (WHO, 2015).

2.6 Reproductive health

Reproductive health is an essential component of the overall health of the people. Sexual and reproductive health and rights were incorporated in the Interim Constitution of 2007, applying to all Nepalese people regardless of caste, gender or other characteristics. The rights promote reproductive decision-making; freedom from forced abortion; access to information and appropriate reproductive education; use of contraceptives; freedom from harmful traditional practices and gender-based violence and freedom to express one's sexuality. However a number of social and cultural barriers concerning women's sexual and reproductive health still prevail (Ranabhat et al., 2015). *Chhaupadi*¹, *Deuki*², *Jhuma* and other social practices still in existence directly and indirectly affect women's reproductive health and the rights.

2.6.1. Uterine prolapse

Though the Constitution of Nepal has guaranteed the women rights to reproductive health, about 600,000 women in Nepal, most notably those who are post-menopausal, suffer from uterine prolapse, The Nepal Supreme Court in 2008 declared uterine prolapse a human rights issue in considering its effects on women's mortality (Bachmann, 1995; AI, 2014).

2.6.2. Total fertility rate

The Total Fertility Rate (TFR) is the number of children that a woman would give birth to in her lifetime. An estimate of TFR in June 2011 was 2.5. The estimated TFR for all Nepal 2031 is forecasted as 1.8, which is slightly higher than the urban TFR of 1.6 for 2009.

The specific fertility rate among different age groups of women shows that women of the reproductive age group of 20-24 years bear more children than other age groups. The projected fertility rate is however, in a decreasing trend, with one reason being the legalization of abortion since 2002 (Table 5).

¹ *Chhaupadi* is a custom in Western and Far-Western Development Region where women are barred from normal life during their menstrual periods.

² *Deuki* and *Jhuma* are traditional systems prevalent in Eastern region whereby young girls are offered to the deities and expected to spend the rest of their life caring for either Buddhist temples or gumbas (monasteries), barring them from marrying.

Table 5 Distribution of age-specific fertility rates by age groups

Age Groups	Distribution of Age Specific Fertility Rate				
	2011	2016	2021	2026	2031
15 – 19	15.6	15.1	14.7	14.2	13.8
20 – 24	36.0	34.7	33.5	32.2	31.0
25 – 29	24.2	24.6	24.9	25.1	25.6
30 – 34	13.7	14.5	15.3	16.2	17.0
35 – 39	6.9	7.7	8.5	9.3	10.1
40 – 44	2.7	2.5	2.2	2.0	1.8
45 – 49	1.0	0.9	0.9	0.8	0.8

Source: CBS, 2011a.

2.7 Summary

The life expectancy at birth of women is higher than that of men. However, the healthy life expectancy of women is slightly lower than men. In spite of positive changes in women's health status during the Millennium Development Goals era, challenges still remain in reducing maternal and child mortality, improving nutrition and achieving further progress in battle against infectious diseases such as HIV/AIDs. Social and cultural barriers concerning women's sexual and reproductive health are still in existence that directly and indirectly affects women's reproductive health and rights. Women's maternal mortality rate, as well as the mortality rate of female infants, is high as a result of poor access to health facilities. The high maternal mortality rate also results in a decrease in the fertility rate. Uterine prolapse is considered to be a serious health and human rights issue ([AI, 2014](#)).

CHAPTER 3: SOCIAL STATUS

3.1 National and international instruments

Nepal is a patriarchal society where the role of women is generally limited and confined to household chores and farming. Historically, women have always been put under the shadow of their male counterparts and given traditional roles such as cooking, doing household chores, fetching water and fodder. Although the Constitution of Nepal offers equal education opportunities, the social and economic condition of the society, especially in the rural parts of Nepal, leads to lower educational enrolment and high dropout rates for girls.

Nepal has made commitments to end gender discrimination through various national policies and international conventions, notably through ratification of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1991. Nepal pledged to work towards gender equality and the empowerment of women at the Fourth World Conference on Women in Beijing and committed to the Beijing Platform for Action (BPfA) during 1995 ([MoWCSW, 2014](#)).

A 1975 amendment to the civil code introduced the first clear provision on property rights for women with the ruling that a woman who remained unmarried up to 35 years of age had a right to inherit property. A bill was passed in 2002 that granted women the right to inherit property from birth, specifying, however, that at the time of marriage any property must be returned to the parent's family, with the wife obtaining equal rights to her husband's property instead. The 2002 bill also included other provisions on women's rights, in particular granting woman the right to divorce under certain conditions, legalization of abortion and increased punishments for rapists. Currently, the bill has been amended so that women do not need to return the inherited property after marriage. While the country's civil code has provisions that women have control over their *pewa* (gifted property) and dowry, in effect social customs limit this control.

3.2 Gender and human development

The UNDP Gender Inequality Index (GII) is a composite index that captures the inequality that many women face in reproductive health, secondary education, political representation and the labour market. The UNDP Human Development Report showed Nepal in 115th place out of 157 countries and territories (the highest number represents the highest degree of inequality) in 2015 ([UNDP, 2016](#)).

3.3 Sex Ratios

The sex ratio (number of males per 100 females) at the national level has decreased from 99.8 in 2001 to 94.2 in 2011 and 90 in 2014, with a ratio of 104 in urban and 91.6 in rural areas. In 2011 there were 796,422 more women than men in the country. The sex ratio was highest (127) in Manang district and lowest (76) in Gulmi district (CBS, 2011a). There are more females than males, especially in rural and hilly areas, with the exception of Kathmandu, the capital city, where there are more males mainly due to migration for employment and better education. The sex ratio is most frequently calculated as the number of males in a group divided by the number of females. Sex ratio at birth is found to be 1.04 (Table 6).

Table 6 Sex ratio at birth

Age	Sex ratio at birth male(s)/female
At birth	1.04
0-14 years	1.07
15-24 years	1.00
25-54 years	0.82
55-64 years	0.95
65 years and over	0.86
Total Population	0.95

Source: CIA, 2016.

Nepal's overall sex ratio has decreased over time from 99.2 in 1960 to 90.0 in 2014. The decreasing trend is due to the huge outflow of male youth from Nepal to the Middle East and East Asian seeking employment (CBS, 2014). The ratio was slightly increased and became 94.0 by 2015, possibly due to the returnees of migrated male members following the 2015 Gorkha earthquake in Nepal (Figure 9).

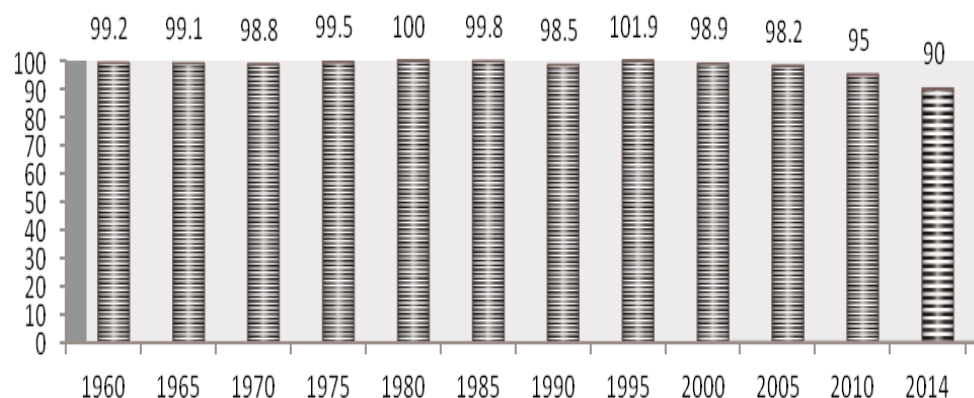


Figure 9 Sex ratio of Nepal 1960-2014

Source: United Nations, 2015.

3.4 Teenage pregnancy

Teenage pregnancy in Nepal is an on-going common phenomenon that affects the social dynamic. The impact of teenage pregnancy is reflected in maternal health through the increase in maternal mortality and the impact on the economic status of the household. The maternal mortality ratio in 2015 was 258 deaths per 100,000 live births. Furthermore, the rate of usage of any type of contraceptive among women aged 15-49 years in 2016 was 53 percent while modern method contraception was adopted by only 49 percent of women in the same age group

Table 7 shows that about one in five girls aged 15 to 19 in Nepal is a mother or pregnant. The vast majority (86 percent of married adolescents ages 15-19) do not use contraceptives, and 23 percent have unmet needs for family planning (UNFPA)³.

Table 7 Adolescent birth rate and maternal mortality in Nepal

Health status of women	Rate
Maternal Mortality Ratio (deaths per 100,000 live births) 2015	258
Births attended by skilled health personnel, percent 2006-2015	56
Adolescent birth rate per 1,000 women (aged 15 to 19), 2006-2015	71
Contraceptive prevalence rate, women aged 15-49, any method, 2016	53
Contraceptive prevalence rate, women aged 15-49, modern method, 2016	49
Unmet need for family planning rate, women aged 15-49, 2016	23

Source: UNFPA, 2013.

3.5 Abortion in Nepal

Abortion has been legal in Nepal since September 2002, and the government has been providing Comprehensive Abortion Care (CAC) services since March 2004 (MoHP, 2015a). However, pre-natal sex determination and sex-selective abortion is still illegal in Nepal. The offence of conducting (or facilitating) sex-determination tests alone is punishable with imprisonment of 3-6 months. Anyone found guilty of performing or facilitating a sex-selective abortion is punishable with one year's imprisonment. Despite its illegality, sex-selective abortions have become more common, particularly among educated urban women (Frost, Melanie, Puri & Hinde, 2013).

According to the National Safe Abortion Policy (2003), a consenting pregnant woman can opt for abortion up to 12 weeks. The period is extended to 18 weeks of gestation if the pregnancy results from rape or incest and to any time during pregnancy with the advice of a medical practitioner if the life, physical or mental health of the mother is at risk or if the foetus is deformed.

³ Unmet needs for family planning is a statistical measure of sexually active women who say they want to stop or delay childbearing but are not using any form of contraception.

The serious complications linked to abortion have decreased since the legalization of abortion in 2002 as women have started to seek safe facilities for the process. Likewise, the mortality rate of women from unsafe abortions has also decreased (Figure 10).

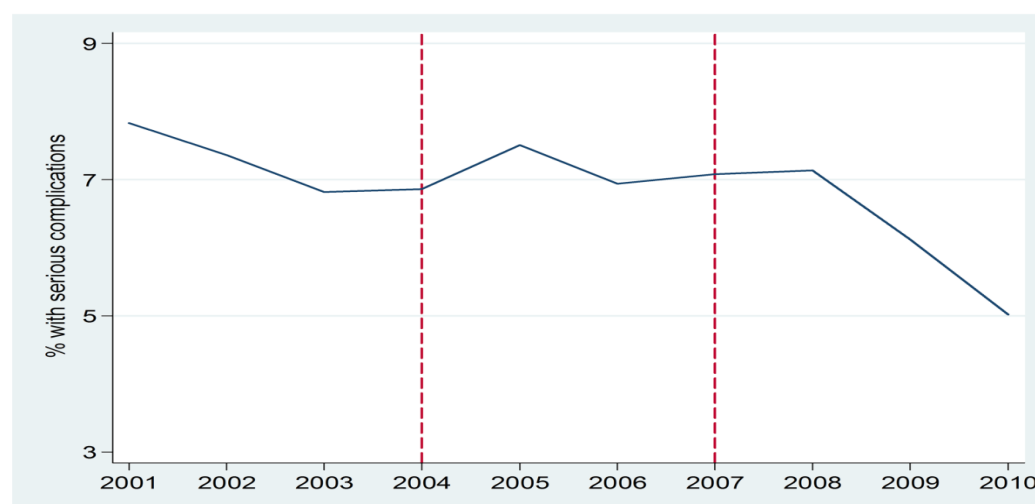


Figure 10 Effects of abortion legalization in Nepal

Source: Henderson et al., 2013.

3.6 Women's role in decision-making

The role of women in decision-making in Nepal is very limited and is often neglected with regard to household and financial issues. The patriarchal society of Nepal has led to submissive roles for women who are expected to agree to the decisions of husbands or other male members of the family. According to the Nepal Demographic and Health Survey (2011), husband or male counterparts are heavily involved in decision-making on issues related to women. In the case of women's health care, husband and wife make the decision jointly, while for men's health care it is largely the husband who makes the decision (Table 8).

Table 8 Women's role in decision-making, percentage

Gender	Decision making issues	Mainly wife	Wife/husband jointly	Mainly husband	Someone else	Other
Women	Own health care	25.7	39.7	21.8	12.4	0.4
	Major household purchases	33.5	23.7	19.8	22.3	0.7
	Visits to her family or relatives	27.7	33.3	17.0	21.5	0.6
Men	Own health care	6.8	31.6	55.4	5.6	0.6
	Major household purchases	22.4	27.2	33.5	15.6	1.3

Source: MoHP, 2011.

3.7 Prevalence of violence against women

Violence against women is a major form of human rights violation in Nepal. Some of the reasons for high prevalence of violence against women in Nepal are the patriarchal social structure, economic dependency of women on their male counterparts, women's educational deficits and early marriage.

3.8 Forms of sexual and gender-based violence

Various forms of Sexual and Gender-Based Violence (SGBV) exist in Nepal. Domestic violence, family abuse (polygamy, child marriage, dowry-related violence and mental abuse), sexual violence (trafficking, forced sex and sexual harassment) and witchcraft allegations are found in different parts of the country. According to the NDHS (2011), 26 percent of women overall reported that they had experienced either physical or sexual violence. About 14 percent had experienced physical violence, five percent had experienced sexual violence and eight percent had experienced both physical and sexual violence (Table 9).

Table 9 Different forms of violence against women by age

Age	Physical violence only (%)	Sexual violence only (%)	Physical and sexual violence (%)	Physical or sexual violence (%)
15-19	7.7	2.7	1.9	12.3
15-17	5.2	1.1	1.2	7.5
18-19	11.4	4.9	2.9	19.3
20-24	11.2	3.9	7.0	22.0
25-29	15.1	5.1	9.1	29.3
30-39	16.4	5.4	11.9	33.6
40-49	19.3	5.8	10.2	35.4
Total	13.7	4.5	7.8	26.0

Source: MoHP, 2011.

Current husbands commit most sexual as well as physical violence against women while intimate family members, including husbands, or known persons are most responsible for physical violence towards women (Table 10 & Table 11). Only two percent of physical violence against women comes from persons unknown to them (NDHS, 2011).

Table 10 Persons committing sexual violence against women

Person	Marital Status	
	Ever Married	Never married
Current husband	86.8	N/A
Former husband	5.5	N/A
Current/former boyfriend	0.3	*
Other relative	1.8	*
Own friend/acquaintance	0.7	*
Family friend	0.4	*
Teacher	0.0	*
Stranger	2.2	*

Person	Marital Status	
	Ever Married	Never married
Other	0.3	*
Number of women	499	18

Note: An asterisk indicates that a figure is based on fewer than 25 weighed cases and has been suppressed.

N/A = Not applicable

Source: MoHP, 2011.

Table 11 Persons committing physical violence against women in Nepal

Person	Marital Status	
	Ever Married (%)	Never married (%)
Current husband	84.3	N/A
Former husband	6.9	N/A
Father/stepfather	3.2	36.3
Mother/stepmother	3.6	30.1
Sister/brother	2.3	38.2
Other relative	4.3	11.2
Mother-in-law	4.6	N/A
Father-in-law	4.2	N/A
Other in-law	5.9	N/A
Teacher	0.3	7.7
Employer/someone at work	0.5	0.0
Police/soldier	0.1	0.0
Other	1.5	1.7
Number of women	846	57

Source: MoHP, 2011.

According to the Nepal Demographic and Health Survey (2011), 14.3 percent of women were subjected to physical and/or sexual violence by a current or former intimate partner in the previous 12 months. Data on the proportion of women subjected to physical and/or sexual violence by persons other than an intimate partner is not available. Ever-married women are more likely than never-married women to have experienced physical violence, indicating that in Nepal violence perpetrated by spouses is the most common form of violence against women.

Police data shows that domestic violence against women has been increasing despite the awareness programmes being conducted by different organizations and that that allegations of witchcraft, especially in the Terai and hilly rural regions, are still prevalent in Nepal leaving those accused mentally and physically abused ([Nepal Police, 2017](#)).

There are legal remedies available to women victims of GBSV, but few are aware of them. In addition to the constitutional commitment to gender equality, in 2007 Nepal ratified the Convention on Elimination of All Forms of Discrimination against Women (CEDAW). A provision for punishment in Domestic Violence (Crime and Punishment) Act 2008 recognizes domestic violence as a crime punishable by law for the first time. However, it is not common practice for women in Nepal to seek assistance in response to violence they have experienced. Nearly two out of three women have never told anyone about the

SGBV incidents they experienced. A majority of women surveyed (61.3 percent) were unaware of any laws that addressed such violence, and only 13 percent were aware that there was a specific law against domestic violence. Fewer than 10 percent of the 900 interviewed in community-level surveys were aware that rape within marriage was illegal (CBS, 2011a).

3.9 Early marriage

The tradition of early marriage in Nepal is still prevalent with girls being married at an early age to overcome social pressure. The legal marriage age in Nepal is 20 years for both males and females with or without consent. However, nearly half of married persons were married before the age of 19 (CBS, 2011a). Nepal has the third highest rate of child marriage in Asia, after Bangladesh and India. Poverty and the dowry system contribute to the early marriage of girls, who are often regarded as an economic burden. The dowry brings added income to the girls' family, and marriage transfers her economic cost to the husband's family.

The trend of "love marriage" (children marrying spouses of their own choosing) is also common in rural areas of Nepal where girls elope to escape arranged marriage and/or hardship at home. Likewise, the use of mobile phones and technology has also led to an increase in elopement at early age. More teenage girls of age between 15-19 years (29 percent) get married earlier than boys of the same age category (Table 12). The dowry system is one major reason for this. Poor parents encourage younger marriages for their daughters because the younger the girl, the smaller the dowry required.

Table 12 Current marital status of men and women, percentage

Category	Age	Never married	Married	Divorced	Separated	Widowed
Women	15-19	71.0	28.8	0.0	0.2	0.0
	20-24	22.6	76.6	0.1	0.3	0.2
	25-29	7.0	91.1	0.2	0.6	1.2
	30-34	2.0	95.7	0.1	0.6	1.6
	35-39	1.4	93.8	0.1	1.0	3.6
	40-44	1.2	92.6	0.1	1.0	5.0
	45-49	1.3	87.9	0.2	2.3	8.3
	Total 15-49	21.4	75.8	0.1	0.7	2.0
Men	15-19	92.9	6.9	0.0	0.2	0.0
	20-24	54.4	44.7	0.2	0.7	0.0
	25-29	17.3	81.0	0.4	1.1	0.2
	30-34	6.4	91.9	1.5	0.0	0.1
	35-39	2.4	95.3	0.3	0.9	1.1
	40-44	1.4	96.6	0.6	0.2	1.2
	45-49	0.2	96.3	0.0	1.1	2.4
	Total 15-49	34.8	63.7	0.4	0.6	0.5

Source: MoHP, 2011.

3.10 Time use

Women in Nepal are predominant among those engaged in agriculture and spend more time in agricultural work than men; few women have skilled manual jobs, and women are much less likely than men to be engaged in the professional, technical, and managerial fields (CBS, 2011b). Working hours have been increasing for women due to migration abroad of male family members. According to the Annual Household Survey 2013/14 and 2014/15 (CBS, 2016) women's workloads have increased compared to those of men (Table 13). This is largely due to the out-migration of men that compels women to undertake domestic as well as agricultural work.

Table 13 Average hours worked in a week by population 15 years and above

Category	AHS 2013/14	AHS 2014/15
Men	47.9	49.9
Women	58.6	58.8
Total Nepal	53.6	54.6

Source: CBS, 2016

Among the employed labour force, there is a gender gap in the distribution of economic and non-economic work. At the national level, about 21.3 percent of women are engaged in non-economic work whereas only five percent of men are engaged in such work. In economic work, 37.5 percent of women and 44.9 percent of men are engaged. Women are heavily engaged in unpaid labour that includes domestic work and childcare, food preservation and storage and subsistence agriculture. On average, women work 16.3 more hours per week in unpaid labour, more than double the number of hours worked by men in the same realm (UNDP, 2014).

Agriculture in Nepal is highly dependent on the contribution of women. In the survey, 67.6 percent of women's work hours are occupied in agriculture-related work (paid and unpaid) compared to 54.1 percent of men's work hours. Non-agricultural work (paid and unpaid) makes up 14.7 percent of women's work hours as compared to 38.3 percent for men.

More than 70 percent of both men and women are employed whereas a slightly higher percentage of women (24%) work outside the labour force than men (21%). According to the Annual Household Survey 2014/15 2.4% of women are unemployed (Figure 11).



Figure 11 Current work status of population, 10 years and above

Source: CBS, 2016.

The working hours of women of age of 10 years or above are longer than those of men in waged non-agricultural work and self-employed agriculture (Table 14). This includes firewood collection (the second largest expenditure of working hours for women).

Table 14 Percentage distribution of total working hours by employed individuals, 10 years and above

Activities	Men (%)	Women (%)
Waged agriculture	3.8	2.9
Waged non-agriculture	24	6.7
Self-employed agriculture	50.3	64.7
Self-employed non-agriculture	14.3	8
Food processing	0.8	3
Handicrafts and tailoring	0.5	1
Minor construction	1.2	0.4
Fetching water	1.1	2.4
Firewood collection	3.4	9.9
Other extended activities	0.7	1.1

Source CBS, 2016

From the age of five and above females are involved in various economic activities including waged agriculture, business ownership, and agriculture, milling, fetching water and collecting firewood, among others. The highest rate of economic activity of women is among age group 30-44 where most (1, 587) of these women are involved in agriculture, the economic sector with the highest concentration of women (Table 15).

Table 15 Number of women aged 5 years and above carrying out economic activities

Type	Age group (in thousand)							
	05-09	10-14	15-19	20-24	25-29	30-44	45-59	60+
Waged agriculture	1	14	32	20	33	110	43	11
Waged non agriculture	0	6	38	73	58	109	36	7
Own business	7	29	49	82	83	222	94	22

Type	Age group (in thousand)							
	05-09	10-14	15-19	20-24	25-29	30-44	45-59	60+
Agriculture	172	751	781	709	612	1,587	1,012	417
Milling	9	87	235	309	253	688	389	112
Handicrafts	0	6	40	47	36	63	36	16
Construction	0	3	6	9	11	16	5	2
Fetching water	74	247	241	233	179	435	246	87
Firewood collection	32	219	249	274	248	644	326	95
Other extended activities	1	16	20	25	29	89	53	17
Any of these activities (thousands)	228	910	944	915	784	1,954	1,165	471

Source: CBS, 2009.

3.11 Children and youth: domestic chores and paid labour

According to the Nepal Child Labour Report (ILO/CBS, 2012), working hours for girls are also longer than those of boys in domestic household work. The average weekly working hours in domestic chores for girls is 5.9 while for boys it is 1.6 hours per week (Table 16). The majority of girls are involved in cooking, cleaning, looking after siblings and farming while boys help in farming and shopping. The average number of hours increases with each age group.

Table 16 Percentage distribution of children engaged in housekeeping activities, by number of hours worked & sex

Category		1-14 (hrs)	15-28 (hrs)	29-42 (hrs)	42+ (hrs)	Total	Average weekly (hrs)
Sex	Boys	90.3	8.2	1.1	0.4	100	1.6
	Girls	72.1	22.9	4.0	0.9	100	5.9

Source: ILO, 2012.

The ILO/CBS report (2012) describes child non-domestic labour (engagement of children in prohibited work) as a major phenomenon in Nepal. Of the total population of girls in the country, 44.5 per cent are working girls, of whom about 21.9 per cent are engaged in forms of child labour classified as hazardous; likewise, about 36.5 per cent of boys work, with 17.3 per cent of them engaged in hazardous activities. The average child worker in Nepal works about 21.8 hours a week with girls spending slightly more time (22.1 hours) engaged in economic activities than boys (21.5 hours). The majority of this labour is unpaid or very poorly paid.

3.12 Summary

The trend in sex ratio (number of men per 100 women) of the population at the national level has decreased from 99.8 in 2001 to 90 in 2014. SGBV is still prevalent in Nepalese society with women being victims of gender-based crime such as rape, public sexual harassment or molestation, domestic violence, trafficking, early marriage and witchcraft. Human trafficking is a significant issue where girls are trafficked abroad. Early marriage is also a major gender-based issue where girls are married at an early age due to the need of the girl's family for income from the dowry system and to transfer the economic

burden to the husband's family. The instances of teenage pregnancy due to early marriage and love marriage impact the health of the mother and, hence, increase maternal mortality.

The role of women in decision-making is very limited. Male members of the family make most of the decisions, such as on household expenses and parenting. Male migration has further increased women's working hours. Women usually spend more time in unpaid work such as farming, child and elder care and other domestic chores. The hours of domestic work are longer for girls than boys, and a large percentage of girls are engaged in child labour.

CHAPTER 4: ECONOMIC STATUS

4.1 Economically active population

While empowering women is critical to economic development, its achievement is dependent upon women's access to economic opportunity. In 2015 Nepal ranked 121st out of 145 countries in the area of improved economic participation and opportunity (WEF, 2015). The women of Nepal have yet to get adequate opportunities in the economic sector despite their valuable contribution in diversified sectors of the country such as agriculture, trade, tourism and the civil service. The patriarchal structure of society and deep-rooted caste/ethnic system drastically restrict the social, financial, cultural and political opportunities for women (USAID, 2015).

The economic resources of a country are determined heavily by its employment and labour force situation. In the economically active population in 2014/15, the total labour force was accounted to be 82.7 percent, a figure that declined insignificantly over that of 2008 (Table 17). Over the years 2008-2014, the percent of labour force participation rate in urban areas has decreased whereas that of rural areas showed a slight increment (CBS, 2016). The unemployment rate for men more than doubled between 2008 and 2015 while the unemployment rate for women in 2014/2015 decreased to 2.9 percent, a decline of 1.3 percent from the previous year. This can be correlated for women to some extent with low education level, inadequate skill, disability or sickness, processing for foreign labour jobs, and engagement in other than employment activities (such as gambling).

Table 17 Summary statistics of labour force participation, percentage

Type	Area	NLFS 2008	AHS II 2013/14	AHS III 2014/15
Labour force participation rate (ages 15 years and above)	Nepal	83.4	82.9	82.7
	Urban	67.6	65.2	73.0
	Rural	87.2	87.0	87.3
	Men	87.5	86.8	86.3
	Women	80.1	79.7	79.8
Unemployment rate (ages 15 years and above)	Nepal	1.3	3.6	3.1
	Urban	5	9.1	5.9
	Rural	0.7	2.7	2
	Men	1.6	3	3.4
	Women	1.1	4.2	2.9

Source: CBS, 2016.

4.1.1 Women as percentage of economically active population

According to the Ministry of Finance, women in Nepal comprise approximately 15 percent of the workforce. The entry of women into paid employment has grown after the decade-long armed conflict in the country. Over the last several years, women's labour force participation rate has reached 79.8 percent as compared to 86.3 percent for men (CBS, 2016). Thus, one-fifth of women remain outside the labour force as compared to 13.7 percent of men (Table 18). However, at 80 percent, the labour force

participation rate of Nepalese women is the highest in South Asia, due largely to heavy rates of male migration ([World Bank, 2017a](#)).

Table 18 Gender statistics in employment

Type	Women (%)	Men (%)
Unemployment rate	2.9	3.4
Total participation rate, 15 years and above population	79.8	86.3
Labour Force Situation, 15 years and above population		
Employed Labour Force	77.5	83.3
Unemployed Labour Force	2.4	3.0
Outside Labour Force	20.1	13.7
Average weekly work hours by work type, among employed (in hours)		
Economic work ⁴	37.5	44.9
Non-economic work ⁵	21.3	5.0
All work	58.8	49.9
Urban		
Economic work	37.2	47.5
Non-Economic work	21.8	5.2
All work	59.0	52.7
Rural		
Economic work	37.6	43.8
Non-Economic work	21.1	4.9
All work	58.7	48.7
Percent of total working hours spent on:		
Agriculture (wage +self-employed).	67.6	54.1
Non-agricultural (wage + self-employed).	14.7	38.3

Source: CBS, 2016.

Among the employed labour force, there is a huge gender gap at national level between economic and non-economic work. About 37.5 percent of women and 44.9 percent of men are engaged in economic work. Women's share of non-economic work is 21.3 while men's share is five percent respectively, illustrating that women are predominant in non-economic work. Moreover, two-thirds of women's work hours are spent in agriculture-related work (own account and wage agriculture) compared to 54.1 percent of work hours for men. Similarly, about 14.7 percent of women's work hours are devoted to non-agriculture-related work compared to 38.3 percent for men.

⁴ Economic activities were classified as agricultural work performed for the wage in cash or in kind; Non-agricultural work performed for the wage in cash or in kind; Own agricultural work such as planting, weeding, crop caring, harvesting, storing, livestock keeping, etc.; Own account retail trade, transportation, tuition, coaching and other personal services; Food processing except for own consumption; Sewing, knitting and craft works; Own account construction and repair works; Fetching water; Firewood collection; and Other household economic activities.

⁵ Non-economic includes activities or household chores such as cooking and serving food for the household; cleaning utensils/house, own laundry; minor house repairs; caring sick/old/infirm; child care; and other voluntary and community services.

The adult agricultural labour force participation rate signifies the percentage of total population of adult men and adult women engaged in the agricultural labour force. Since men have migrated for better earnings, agriculture has come to be primarily dependent on women's labour (MoAD, 2009).

It is difficult to make definitive statements comparing the employment rates of men and women in Nepal over the last decade. Data for 2008 from the Nepal Labour Force Survey (2009) showed a total employed population (both paid and unpaid) of 12 million, out of which 73.9 percent were employed in the agricultural sector. The vast majority of working women ages 15 and over (84.3 percent) were engaged in this sector. This can be compared with the Central Bureau of Statistics data from 2013 to 2015 (Table 19) that shows agricultural employment by two different measures: the NSIC classification by industry of "Agriculture, forestry and fishing" and the NSOC occupational classification of economic activities entitled "Skilled agriculture, forestry." Despite the different standards, and using the NSIC classification, one can see a drop over the period 2008-2015 of between five and ten percent in agriculture as a source of employment. The percentage of the female work force in agriculture seems to have fallen about three percent compared to a roughly seven percent drop for males.⁶

Table 19 Percentage of agricultural employees by gender

Source/year	& of employed men	% of employed women	Total % of all employment
National Labour Survey			
Agricultural employees 2008	62.1	84.3	73.9
CBS Annual Household Surveys			
Agriculture, forestry & fishing (NSIC)			
2013-14	54.5	81.4	68.8
2014-15	56.4	80.9	69.4
Skilled agriculture & forestry (NSOC)			
2013-14	54.0	69.7	62.9
2014-15	51.8	74.5	63.9

Source: CBS, 2016.

⁶ This raises questions about NSOC enumeration by sex of "skilled agriculture employees" that gives very different results from that of NSIC for the same years. Perhaps five or ten percent of women farmers were not classified as "skilled."

Informal sector employment

The informal sector is enormous in Nepal, accounting for 2.1 million persons (aged 15 and above) and 73 percent of total non-agricultural employment (NLFS, 2008). From 2009 to 2017 the non-agricultural informal sector grew by 29.3 percent, with an increase of 26.1% for females.

Women's non-agricultural work

While the highest proportions of women employees were found in agriculture-related occupations. Increasing numbers of women are found in manufacturing jobs, working at a rate of 62 percent of that of men in urban areas and 46% overall (CBS, 2011b). Women's interest and participation in non-traditional occupations has increased over the past several years. More women are seeking skills in non-traditional fields training offered by the government and non-governmental organizations (Acharya, 2014). Women are also increasingly joining the army, but not in combat positions, and the police.

Following the Nepal Standard Occupation Classification most women were involved in elementary occupations (unskilled physical labour) while only 0.2 percent were involved in plant and machine work. The number of women in service jobs is roughly 2/3s that of men and less than one-quarter of the number of men employed in crafts (4.1 percent). Women were less than half as numerous as men in professional jobs and comprise one-third the numbers of men working as managers (Table 20).

Table 20 Percentage of employees of 15 years and above by NSOC occupation

Type	Managers	Professional	Technicians and associate professionals	Clerical Support Workers	Service and Sales workers	Craft and/or trade related workers	Plant and machine	Elementary occupation ⁷	SUM
Men	3.6	4.2	2.3	1.4	7.5	14.6	2.9	11.3	99.6
Women	1.2	2.0	0.7	0.8	5.2	4.1	0.2	11.1	99.8
Urban	5.2	5.3	4	2.6	12.6	12.7	3	12.3	99.8
Rural	1.2	2.2	0.5	0.5	3.9	7.7	0.9	10.7	99.7
Literate	3.3	4.9	2.3	1.7	8.2	10.6	2.2	9.8	99.7
Illiterate	0.7	0	0	0	3.1	6.5	0.3	13.4	99.8

Source: CBS, 2016

⁷ Elementary occupations includes simple and routine tasks which mainly require the use of hand-held tools and often some physical effort such as selling goods in streets and public places, or from door to door; providing various street services; cleaning, washing, pressing; taking care of apartment houses; washing windows and other glass surfaces of buildings; delivering messages or goods; carrying luggage; door keeping and property watching, etc.

4.2 Income

4.2.1 Comparative wages

Remunerative wages in Nepal for paid employees have two components: in cash and in kind. Remuneration in kind includes the regular supply of food, clothing, housing and utilities. There is a large wage gap between women and men in terms of earning, partly to the differences in hours of work (CBS, 2009). However, in labour-intensive work, women's wages are lower than those of men, even when the nature of the work and output is similar and despite the Labour Rules of 1993 stipulating equal pay for equal work. In paid agriculture labour, men's daily wage can be double than that of women (Table 21). Each worker gets paid in both cash and kind. The total wage presented in Table 21 is calculated by adding the cash and kind columns (CBS, 2011b).

Table 21 Average daily wage in cash/kind received by wage earners (NRs)

Sex	Agriculture sector		Non-agricultural sector	
	Cash	Kind	Cash	Kind
Men	145	68	234	92
Women	97	63	143	86

Source: CBS, 2011b.

4.2.2. Categories of work

Out of 11.8 million employed person in Nepal in 2008, only around 2 million were paid employees and 9.8 million were self-employed. Of the total of self-employed, there were 115,000 employers with regular employees working for them, while another 4.3 million self-employed had no regular employees, and 5.4 million worked as contributing family members without pay (NLFS, 2009). Women were far less likely to be paid employees, at one-third the rate of men. The percentage of women employers increased by 3.7 percent over the decade, while the percentage of women employees declined by almost half. At the same time the number of women own-account workers increased substantially while the number of men in that category remained relatively unchanged. The percentage of women in the category of unpaid family workers declined dramatically – from 12.9 percent to two percent, exhibiting both a desire and a movement of women to receiving remuneration for their hours of work (Table 22).

Table 22 Percentage of employed population aged 15 and over by gender and employment status

Category	Census Year 2001		Census Year 2011	
	Men	Women	Men	Women
Employers	3.9	3.7	2.6	1.6
Employees	33.8	12.8	35.7	16.5
Own account workers	56.7	70.6	57.6	76.7
Unpaid family worker	5.7	12.9	0.8	2.0
Unspecified	-	-	3.2	3.2

Source: CBS, 2011b.

4.3 Unpaid care work

From time immemorial, women have been held responsible for cooking, cleaning, fetching water, collecting firewood and fodder and the care of children, ill and elders regardless of their level of education and social class. In addition to all of these tasks, community voluntary work is seen as the domain of women as well. For women living in poverty, their disproportionate responsibility for unpaid care work often prevents them from accessing other opportunities and enjoying their rights. Nepal has ratified CEDAW that explicitly recognizes women's disproportionate responsibility for some aspects of care and its impact on their human rights (Budlender, 2008).

Women expend less time than men on work that is counted towards the Gross Domestic Product whereas men spend less time on collection of fuel and/or water. Women's work time in unpaid care work is more than 3.5 times greater than that of men (Table 23). Similarly, the time spent on non-productive activities by men is comparatively higher than women, illustrating the lack of leisure (and sleeping) time available to women (Action Aid, 2013).

Table 23 Time use patterns of women and men

Activity	Time spent (Minutes per day)	
	Men	Women
GDP work	358	291
Collection of fuel or water	33	39
Unpaid care work	94	358
Non-productive activities	955	752

Source: Action Aid, 2013.

The time spent by women in domestic work in Nepal involves four different types of unpaid care work: collection of fuel or water, housework, care of children and care of adults. All the four types of activities vary widely in terms of the time used. The time spent on housework is the highest while time spent on care of adults is the lowest (Figure 12).

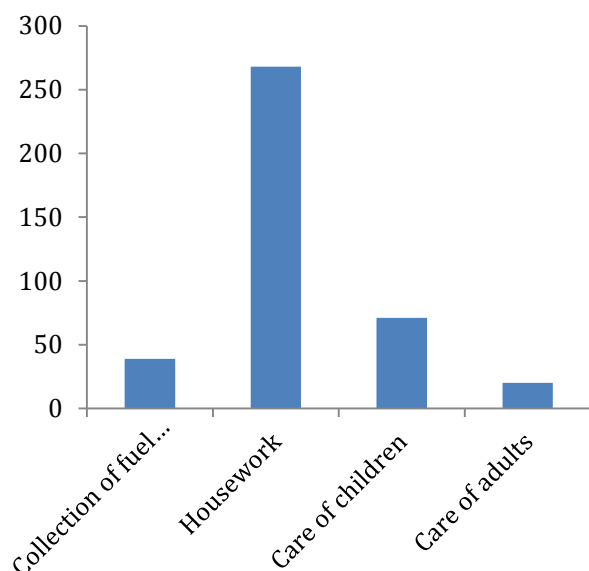


Figure 12 Time use of women on unpaid care work, minutes spent per day

Source: Action Aid, 2013.

4.4 Migration

4.4.1 Absentee Population

Labour migration and subsequent remittances of funds have become a major source of sustenance for the Nepalese economy. Migration to and from Nepal for the trans-Himalayan trade between India, Tibet and China has been going on for 2000 years as an integral part of the economy. Remittances contributed nearly one-third of Nepal's GDP in 2015 and can be credited for the significant reduction in poverty rates (World Bank, 2017b). One in every four households has at least one member of their household absent or living out of country, with the leading destinations being Malaysia, India, Korea, the Gulf States and Saudi Arabia (MoLE, 2016). The Nepalese population residing away from Nepal was reported to be 1.9 million in 2011 up from 762,000 in the census 2001, an increase of 250% over the decade. The Nepalese female migrant labour population increased by nearly 67.5% over the same period. The rate of male migrants had a lower percentage increase but from a much larger base. Figure 13 illustrates the increasing migration of Nepalese women as foreign labourers, albeit still at only 13.2 percent the rate of men in 2011.

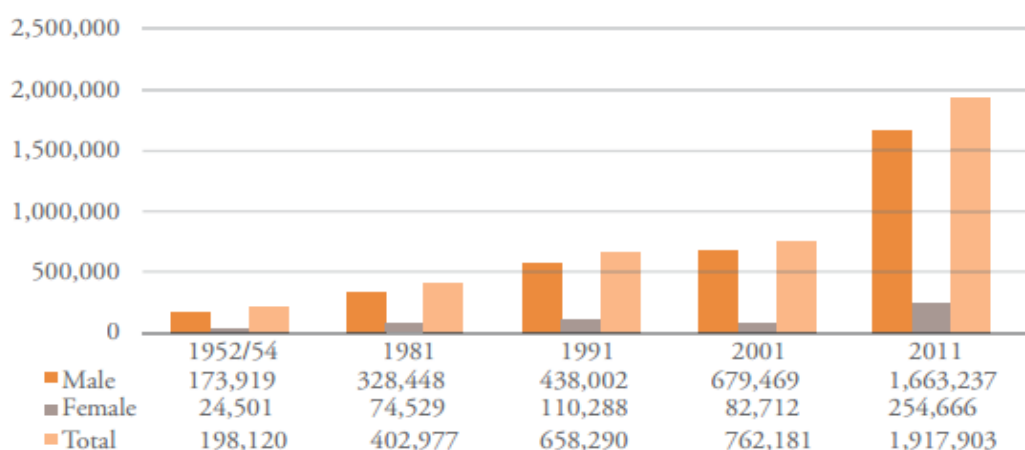


Figure 13 Number of total absentees residing outside of Nepal, 1952/54-2011

Source: MoLE, 2016.

The share of women labour migrants peaked in 2012/13, at almost 6.2 percent of total labour migrants but declined in the following two years. The database used to collect information on labour permits only presents the total number of labour permits issued to migrants and thus makes it difficult to identify repeat migrants (Table 24).

Table 24 Share of total labour migrants by sex

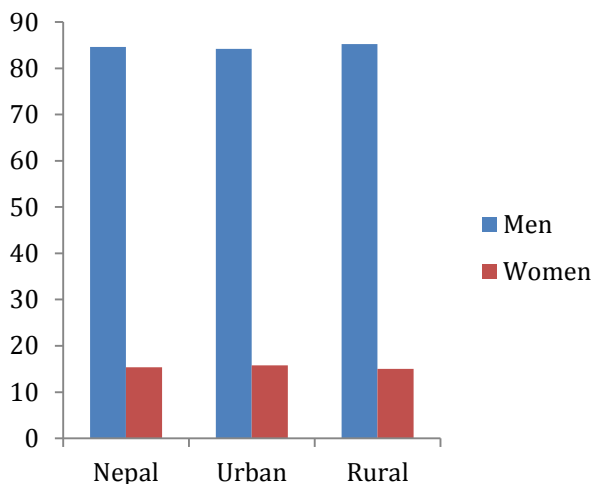
FY	Share of men (%)	Share of women (%)
2008-09	96.1	3.9
2009-10	96.6	3.4
2010-11	97.1	2.9
2011-12	94.0	6.0
2012-13	93.9	6.2
2013-14	94.4	5.6
2014-15	95.7	4.3

Source: MoLE, 2016.

4.5 Poverty

The Nepal Living Standard Survey 2010/11 shows that 25 percent of the population is living below the absolute poverty line. Using the Nepal poverty line figure, poverty incidence has been falling at an accelerated pace from 41.8 percent to 30.9 percent between 1996 and 2004 and further to 25.2 percent in 2011. Despite the remarkable decline in the overall poverty level, the rate of poverty in rural Nepal remains higher than that of urban areas, albeit declining at a faster pace than urban poverty (CBS, 2011b).

4.5.1 Women-headed Households



Women head only about 15.4 percent of households. The percentage of female-headed households is nearly the same in both rural and urban areas (Figure 14). Female-headed households have increased by 6.8 points from 14.9 percent in 2001 to 21.7 percent in 2011 (CBS, 2016). Regrettably there is no data available on relative household income levels of male- and female-headed households.

Figure 12 Household heads by sex (in percent)

Source: CBS, 2016.

4.6 Summary

Women have been greatly limited in their ability to exercise their rights in the economic sector. Representation of women in the labour force is limited; women spend more time in unpaid work and have less discretionary time available to them. Much of women's work does not appear in economic statistics.

The labour participation of both men and women is equally important for economic growth. But the gap between them is clear in terms of labour force participation and socio-cultural attitudes. Changes in the government's gender equality and social inclusion (GESI) policies since 2008 have improved women's access to resources that should have further impact on social and economic management, agricultural transformation, industrialization and legal status, thus widening the role of both men and women in terms of economic participation.

CHAPTER 5: ACCESS TO RESOURCES

5.1 Property rights

While the Constitution of Nepal provides equal rights to women in property inheritance, family laws in Nepal that govern marriage, divorce, property rights and inheritance reinforce patriarchy and put severe limits on women's command over economic resources. The prior National Code of Nepal (1963) that codified the inheritance system derived from the Hindu system of beliefs emphasizing patriarchal descent and patrilocal residence system. Some of its provisions severely limit economic options for women. Attempts at integrating women in development programmes and projects have been hampered by these socio-legal constraints.

Land rights have been at the heart of Nepal's political agenda for the past 70 years, mostly because the unequal distribution of land had led to a high level of vulnerability and dissatisfaction among the population. After the 1996-2006 conflicts, a series of progressive laws was passed by temporary and now permanent institutions of the new republic, allowing women to gain more control over the land they live on and cultivate (CARE, 2015).

According to the last census report (2011), about one-fifth of households reported the ownership of land or a house or both in the name of female member of the household. In urban areas, 26.8 percent of the households show women's ownership of fixed assets while the percentage stands at 18 percent in rural areas (CBS, 2011a). The ownership of land and houses by women is 40 percent more prevalent in rural than in urban areas (Table 25).

Table 25 Households by women's ownership of house and land

Region	Total	Both House & Land	% women house/land owners	Land only	% women land owners	Neither house nor land	% women neither house nor land	Not stated
Nepal	5,423,297	580,757	10.7%	488,314	9.0%	4,310,560	79.5%	43,666
Urban	1,045,575	173,984	16.6%	105,933	10.1%	756,303	72.3%	9,355
Rural	4,377,722	406,773	9.3%	382,381	8.7%	3,554,257	81.2%	34,311
Ecological Belt								
Mountain	363,698	19,836	5.5%	20,320	5.6%	321,376	88.4%	2,166
Hill	2,532,041	251,108	9.9%	201,842	8.0%	2,061,677	81.4%	17,414
Terai	2,527,558	309,813	12.3%	266,152	10.5%	1,927,507	76.3%	24,086

Source: CBS, 2011a.

By 2011 the trend in women's ownership of land/houses had increased over 2008 to 26.8% of urban and 18% of rural women (NDHS, 2011). However, throughout the country between 72% of women at a low and 88.4% at a high owned neither a house nor land (Table 26).

Table 26 Households with women ownership of land or house, percent

Areas	Census 2001	Census 2011	% Change
Nepal	11.7	19.7	72.7
Urban	15.2	26.8	72.4
Rural	10.0	18.0	80.0

Source: MoLE, 2016

5.2 Access to capital

Besides lack of collateral, women have additional barriers in obtaining credit. Major constraints include financial institutions' complicated and lengthy procedures, rigid formalities and requirements and restrictive procedures and arrangements, the high cost of obtaining credit, inflexible repayment conditions, inadequate credit promotions and the obstacles in the credit delivery system (Mittra & Bachhan, 2004).

However, the government's gender equality and social inclusion (GESI) policies and gender-responsive budgeting from fiscal year 2007/08 have improved women's access to resources, including credit. Currently, there are many women's saving and credit cooperatives that are playing key roles in various districts of Nepal, providing loans and also financial services to the very poor and marginalized.

In the aftermath of the Maoist conflict in Nepal, women's savings and credit cooperatives (SACCOs) have been at the fore of an attempt to integrate development with conflict mediation and peace building at the local level (Ramnarain, 2011).

5.3 Microfinance services

Microfinance markets in Nepal fall into four major categories: the Cooperative model including Savings and Credit Cooperatives (SCCs), Multipurpose Cooperatives Societies (MCS), Dairy Cooperatives and Agriculture Cooperatives); the Small Farmers' Cooperative Ltd. Model; the Grameen Bank model and Self-Help Groups (SHGs)/Community Organizations model. Among the cooperative models, women constitute one-third of the total membership of nearly 1.7 million. Women are most numerous than men in the Small Farmers Cooperative Ltd. (SFCL) model with almost 58,500 members, some 11% more than male members. Also, women's representation (69%) is greater in the Poverty Alleviation Fund (PAF) than men's (31%) (Table 27) ⁸.

⁸ It has been an arduous task to find sex-disaggregated statistics for some of the groups.

Table 27 Membership in microfinance services by types of service

Type of microfinance services	Men members	Women members	Total
Cooperative Model			
Savings Credit	386,167	300,286	-
Multipurpose	443,249	154,063	-
Dairy	67,583	26,409	-
Agriculture	224,684	87,190	-
Small Farmers Cooperative Ltd. (SFCL) Model			
	53,038	58,456	-
Grameen Bank model			
Grameen Bikaas Banks	-	-	167,007
Private MF Banks	-	-	317,904
Self-Help Groups (SHGs)/Community Organizations (COs) Model			
Decentralized Local Governance Support Program (DLGSP)	-	-	675,327
Poverty Alleviation Fund (PAF)	31%	69%	-
Production Credit for Rural Women (PCRW)	-	136,720	-

Source: Shrestha, 2009.

5.4 Access to information, communication and technology

Access to mass media

Adult women's access to and consumption of mass media is very limited. The percentage of women aged 15-49 years who, at least once a week, read a newspaper or magazine, listen to the radio or watch television was 11.1 percent (CBS & UNICEF, 2015).

Use of information/communication technology

The percentage of young women age 15-24 years who used a computer in the course of a year was found to be 21.7 percent, while the percentage of young women age 15-24 years who used the Internet during the last 12 months was found to be 19.6 percent (CBS/UNICEF, 2015). Data on men's use was not available.

5.5 Quality of infrastructure

No sex-disaggregated data was found on women's access to basic infrastructure.

5.6 Electricity consumption

Households with access to electricity

About 80 percent of households in Nepal use electricity. The percentage of households using electricity as the main source of lighting is 93.5 percent in urban and 73.2 percent in rural areas. Sex-disaggregated data on access to electricity was not available (Table 28).

Table 28 Household by usual type of source for lighting

Area	Total	Electricity	Kerosene	Bio-gas	Solar	Others	Not stated
Nepal	5,423,297	3,647,746	991,510	15,264	403,504	330,170	35,103
Urban	1,045,575	983,995	42,297	3,671	2,082	5,438	8,092
Rural	4,377,722	2,663,751	949,213	11,593	401,422	324,732	27,011

Source: CBS, 2011a.

Households using solid fuels for cooking

In Nepal, 83 percent of households rely on solid fuel for cooking, with 92 percent of rural households and 39 percent of urban households depending on solid fuel. Only five percent of solid fuel users have improved stoves for cooking (Table 29).

Table 29 Households by usual types of fuel used for cooking

Area	Total	Firewood	Kerosene	LP Gas	Cow Dung	Bio-gas	Electricity	Other	Not Stated
Nepal	5,423,297	3,470,224	55,610	1,140,662	563,126	131,59	4,523	22,583	34,973
Urba	1,045,575	268,643	20,990	707,674	15,776	19,121	1,255	4,107	8,009
Rural	4,377,722	3,201,581	34,620	432,988	547,350	112,47	3,288	18,476	26,964

Source: CBS, 2011a.

5.7 Summary

The Nepal Constitution guarantees equal rights of property inheritance for men and women. A married daughter continues to have inheritance rights to paternal property. To increase the numbers of women who own property, the Government of Nepal has applied the policy of fee exemption when registering land or houses in the name of women. Currently nearly 20 percent of women own houses or land, a low figure in comparison to men's ownership.

Access to credit for women is very limited since they are unlikely to own property that would serve as collateral. On the other hand, microfinance institutions are also opening opportunities for women to access loans without property ownership. Women's access to mass media and information technology and communication is very low.

CHAPTER 6: AGENCY

6.1 Parliamentary representation

The Constitution mandates that women represent 33 percent of the candidates (FPTP – first past the post) for the Constituent Assembly. The Election Commission of Nepal requires that political parties allocate 50 percent of their proportional representation (PR) seats to women.

In the legislative elections of 2008, women won 32.8 percent of the assembly's 601 seats. The high number of women who won under the FPTP system, combined with the 50 percent quota for women in the PR system, meant that women were able to achieve a significant level of participation in the 2008 assembly. In total, women won 30 FPTP seats, 161 PR seats and six cabinet-appointed seats.

The election of nearly 33 percent women to seats in the Constituent Assembly of 2008 put Nepal in 6th position globally (behind Rwanda, Cuba, Angola, Spain and New Zealand) in the number of women parliamentarians. It also showed the biggest gain in Asia for that year (IPU, 2008). The 2017 report of the Inter-Parliamentary Women showed the representation of women in parliament in Nepal at 30%, ranking 48th among 190 countries. This percentage compares very favourably with that of India where the figure of women parliamentarians was 11% (IPU, 2017).

Nepal was unique in the world in 2016 in having elected simultaneously the first female president -- Bidya Devi Bhandari, the first woman chief justice -- Sushila Karki, and the first female speaker of parliament -- Onsari Gharti Magar. Till now, no woman has yet been prime minister. The achievement is particularly noteworthy in Nepal that became a republic only in 2008.

The data on women ministers under tenure of different prime ministers shows that the highest percentage of women appointed ministers was under Dr. Babu Ram Bhattraï at twenty-five percent while the lowest percentage was under Khilraj Regmi where only one woman minister was appointed. The average number of women ministers at any time was about 15 percent (Table 30).

Table 30 Women as ministers under different prime ministers' tenure

SN	Prime Minister	Tenure	No of Women	Percentage
1	Puspa Kamal Dahal	2017, 2016, 2008-2009	4	16.8
2	Madhav Nepal	2009-2011	5	11.7
3	Jhalanath Khanal	2011	7	20.0
4	Dr. Babu Ram Bhattraï	2011-2013	12	24.5
5	KhilRaj Regmi	2013-2014	1	10.0
6	Susil Koirala	2014-2015	3	12.5
7	K .P. Oli	2015-2016	5	12.5

Source: RSN & UNIFEM, 2009.

6.2 Women in the public service commission

Women predominate in the lowest class (3rd class) of graduated officers in the public service commission. Furthermore, no women hold the rank of chief secretary (Table 31).

Table 31 Women's representation in public service commission

Position	No of Women	Percentage Women
Graduated officer	1,277	8.8
Chief Secretary	0	0
1st class	24	5.0
2nd class	159	4.8
3rd class	1,094	90.3

Source: RSN & UNIFEM, 2009.

Not surprisingly among government commissions, the highest representation by far of women is on the National Women Commission (Table 32).

Table 32 Women's representation in different commissions

Commissions	No of Women	Percentage Women
Public Service Commission	1	14.2
National Planning Commission	1	7.6
Commission for Investigation of Abuse of Authority	1	14.2
National Women Commission	4	100
Election Commission	1	50
National Dalit Commission	2	13.3
National Human Right Commission	1	16
National Muslim Commission	1	7.6

Source: RSN & UNIFEM, 2009.

6.3 Women in the judiciary

Table 33 Women's representation in the judiciary

Court	No of women
Supreme Court	1
High Court	4
District Court	2

The status of women's representation in the judiciary system in Nepal shows that the number of women judges on the High Court is higher than that of either the Supreme or District courts (Table 33).

Source: RSN & UNIFEM, 2009.

6.4 Summary

The Government of Nepal has set a provision of 33 percent participation of women in the Constituent Assembly. In 2015 women's representation in the assembly reached the goal. In the 2016 election women were elected to the three highest governmental positions. However, these levels were not matched in the number of women ministers, in women's representation in government commissions or in the judiciary.

CHAPTER 7: OPPORTUNITY & CAPABILITY

The World Economic Forum Global Gender Report (2016) ranks Nepal 110th among 144 countries in terms of its gender gap. In case of opportunity and capability, Nepal ranked 115th in the category potential for participation and opportunity in view of its limitations for girls and women in education, job prospect and survival (Table 34). Nepal improved its gender ranking over the previous decade only in the categories of health and survival and political empowerment. It fell substantially in participation and opportunity and educational attainment.

Table 34 Nepal ranking in Global Gender Gap index

Global Gender Gap Index	Rank (2006)	Rank (2016)
Overall rank	111	110
Participation and opportunity	100	115
Educational Attainment	109	123
Health and survival	111	92
Political empowerment	102	68

Source: WEF, 2016.

7.1 Literacy

Nepal has a policy of free education through primary level, free textbook distribution, provision of scholarships, a requirement for women teachers in every school, a continuous assessment system, removal of gender disparities, decentralized planning and piloting of free primary education with the aim of making it compulsory as a part of the Education for All program.

The Gender Equality and Social Inclusion Section of the Ministry of Federal Affairs and Local Development works towards gender equality in education and local governance. It runs a girls' scholarship scheme that is probably the most significant affirmative action to be undertaken so far towards improving school access for girls in Nepal. While such schemes have been the MoE policy tool for several years, its expansion in 2011-2012 to include all girls of basic education age represented a bold step change as well as a huge implementation challenges (DID, 2012).

7.1.1 Comparative literacy situation- women/men

The overall literacy rate of Nepal is 65.6 percent with the male literacy rate (75 percent) substantially higher than that of women (57.3 percent) (CBS, 2016). The age group between 15-19 years has the highest literacy rate (93 percent). Nepal has an illiterate population of 6.7 million of which two-thirds are women. A large disparity exists between men and women's literacy rates in all age groups (Table 35).

Table 35 Literacy rate of population, 5 years and above by sex

Age (yrs)	Urban			Rural			Nepal		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
5-9	60.2	56.3	58.4	43.8	45.8	44.7	48.6	48.8	48.7
10-14	96.3	91.8	94.3	89.8	86.8	88.3	91.7	88.0	89.9
15-19	97.4	94.9	96.3	93.6	90.1	91.7	94.8	91.3	93.0
20-24	94.2	90.3	91.9	92.7	83.0	87.0	93.2	85.6	88.7
25-29	93.4	82.8	87.0	85.4	62.5	71.2	88.3	69.6	76.8
30-34	88.4	78.2	82.6	79.0	51.6	62.7	82.5	60.8	69.8
35-39	90.8	68.3	77.7	75.0	40.9	54.6	80.5	50.0	62.5
40-44	87.3	54.6	69.7	65.8	28.5	43.7	73.3	36.3	52.0
45-49	78.8	40.9	60.7	60.7	19.0	37.8	66.8	25.1	44.8
50-54	70.3	38.3	53.4	58.7	15.7	39.0	61.8	22.9	43.2
55-59	69.2	29.6	48.7	60.8	6.9	34.7	63.1	13.9	38.8
60 and above	58.8	14.3	36.7	40.8	3.5	22.4	46.1	6.7	26.6
All	83.3	67.4	75.1	71.2	52.9	61.4	75.1	57.3	65.6

Source: CBS, 2016.

Comparative data between the 2001 and 2011 censuses show that the female literacy rate for ages 5-24 years has increased dramatically. However, their average rate is still lower than men's literacy rate in all age groups, with the gap substantially larger starting with the 35-39 year age group (Table 36). Looking at a wider swath of the population, the female literacy rate for ages five years and above has increased dramatically over the last decade. However, women's literacy rate is still low compared to that of men. Despite free education for all girls up to primary level, higher education is not yet guaranteed. Although women's literacy rate is under 50 percent, the enrolment of women in higher education has increased.

Table 36 Comparative literacy rate by sex, 2001 and 2011

Age group	Women		Men	
	2001	2011	2001	2011
5+ years	42.5	57.4	53.7	65.9
15+ years	34.6	48.8	48.2	59.6
15-24 years	60.1	80.2	70.0	84.7

Source: CBS, 2014

7.2.2 Adult Literacy Rate

The overall adult literacy rate for those ages 15 years and above is 56.6 percent. According to the National Population and Housing Survey, the literacy rate has been increasing from 35.6 percent in 1996 to 56.5 percent in 2011. The rates for adult men and women were 71.6 percent and 44.5 percent respectively, showing a large continuing gender gap, particularly among older women (Table 37).

Table 37 Adult literacy rate

Year	Male	Female	Total
1995/96	53.5	19.4	35.6
2003/04	64.5	33.8	48.0
2010/11	71.6	44.5	56.5

Source: CBS, 2011a.

Illiteracy

Nepal has an illiterate population of 6.7 million of which two-thirds are women. A large disparity exists between men and women's illiteracy rates in all age groups (CBS, 2014) (Table 38).

Table 38 Status of illiterate population (2014), by number

Illiterate population	Men	Women	Total
15-19 years	118,621	209,864	328,485
20-24 years	132,888	344,597	477,485
25-29 years	162,023	437,283	599,306
30-34 years	167,481	464,218	631,699
35-39 years	206,336	504,213	710,549
40-44 years	213,912	491,324	705,236
45-49 years	222,368	450,982	673,350
50-54 years	223,822	401,626	625,448
55-59 years	197,632	344,211	541,843
60-64 years	206,950	350,521	557,471
65+	447,648	657,669	1,105,317

Source: CBS, 2014

7.1.2. Gross & net enrolment ratios

Gross Enrolment Rate (GER) is defined as the ratio of students enrolled in school at a given level of education irrespective of their age to the total number of children in the age group eligible for that level of education. The Net Enrolment Rate (NER) in primary education is the ratio of the number of children of official primary school age who are enrolled in primary education to the total population of children of official primary school age. The girls' GER is higher than that of boys from primary through higher secondary level, with the exception of being in parity at secondary level (Table 39). Enrolment rates above 100% for both boys and girls because GER includes students whose age exceeds the official age group denoting early or late enrolment or repetition.

Table 39 Gross enrolment rate

Level	Girls	Boys	Total
ECD	77.3	78.1	77.7
Primary	140.3	128.9	134.4
Lower Sec	92	87.4	89.7
Secondary	70.1	70.2	70.1
Higher Sec	33.2	32.6	32.9

Source: MoE, 2015a.

There is a greater increase in enrolment of girls in primary level than other level of education. The high NER for girls in primary level and the overall NER for girls being very similar to that of boys throughout shows an increase in awareness of the importance of education for all in Nepal. From 2008 to 2012 the NER for girls increased from 90.4 to 94.7 percent (Table 40).

Table 40 Net enrolment rate (%)

Level	Girls	Boys	Total
Primary	95.7	96.6	96.2
Lower Secondary	75.5	73.8	74.6
Secondary	55.9	56.3	56.1
Higher Secondary	13.3	12.9	13.1

Source: MoE, 2015a.

7.2. Access to education

7.2.1 Enrolment in distance education

The School Sector Reform Plan-SSRP (2009-2015) puts emphasis on different education programmes that include flexible schooling, mobile schooling, home-based learning, open education and distance education (MoE, 2009). Sex-disaggregated statistics of their distribution were not available.

7.2.2 Lifelong learning

The UNESCO Belém Framework for Action on Lifelong Learning (2009) is defined lifelong learning as “an organizing principle of all forms of education”. Lifelong learning includes integrating basic life skills in school education as well as in non-formal education, expanding technical/ vocational education to prepare out-of-school adolescents and youths for jobs or income-generating activities. There is an emerging trend of private sector involvement in the provision of skills development in Nepal, particularly in profitable areas such as health, education, information technology and small trades (MoE, 2015c).

In Nepal, post-literacy and continuing education has been included under the SSRP program to sustain literacy among neo-literates, with government targets of reaching nearly a quarter of a million people. In 2015 women constituted 90 percent of those enrolled in post-literacy education (MoE, 2015a).

7.2.3 Tertiary-level education⁹

The enrolment of women in higher education is comparatively lower than that of men especially in specialized fields of learning or training. The enrolment of women is highest in the education faculty, followed by that of management. Table 41 shows that women constitute only 10 percent of those enrolled in PhD programmes.

Table 41 Tertiary-level enrolment by faculty and sex

Faculties	Total		Bachelor		Masters		PhD		M Phil		PhD	
	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total
Agriculture	405	1,558	405	1,470	0	78					0	10
Animal Science	0	102	0	65	0	35					0	2
Buddhism	87	241			84	215					3	26
Education	98,395	157,793	89,673	140,919	8,597	16,439	66	71	52	279	7	85
Engineering	131	18,216	110	15,951	20	2,256					1	9
Forestry	126	597	126	586	0	11						
HSS	27,407	57,424	19,903	39,968	7,500	17,440					4	16
Law	1191	3832	1072	3378	119	454						
Management	71,384	168,843	64,162	150,160	7,167	18,553	46	70	9	55	0	5
Medicine	7,833	17,857	7,389	16,733	444	1,124						
S&T	6,808	28,296	6,259	25,536	545	2,730					4	30
Sanskrit	831	3862	831	3862								
Total	214,598	458,621	189,930	398,628	24,476	59,335	112	141	61	334	19	183

Source: MoE, 2015c.

7.2.4. Women as users of ICT-based learning

Nepal ranks 142nd among 175 countries in the International Telecommunication Union ICT Development Index (ITU, 2016). In Nepal where all do not receive basic education, the concept of ICT learning is fairly new. The government has incorporated ICT learning in some of its policies and strategies. Notably, the SSRP has identified ICT in education as an innovative and effective means of teaching and learning (MoE, 2013). However, these policies and strategies have not yet been implemented.

7.3. Access to training

7.3.1. Availability of on-the-job, staff & specialized training for women and men

As of 2008 all untrained working teachers in the school system were to be enrolled in 10-month training as soon as possible (National Centre for Educational Development, 2005). Many organizations offer human resource development training to enhance the skills of their employees. The Training Institute for Technical Instruction (TITI) has conducted training for 1723 people, nearly half of whom were women.

⁹ Tertiary education includes universities as well as institutions that teach specific capacities of higher learning such as colleges, technical training institutes, community colleges, nursing schools, research laboratories, centers of excellence, and distance learning centers whereas Grades 11 and 12 are considered the higher secondary level in Nepal.

Council for Technical Education and Vocational training (CTEVT)

The Council for Technical Education and Vocational Training (CTEVT) constituted in 1989 is the policy formulation and coordination body for technical education and vocational training programmes in Nepal. Under its skill development project, more than half of its enrollees were women (Table 42).

Table 42 Short-term training enrolees in skill development projects

Category	Construction	Manufacturing	Service	Total
Women	435	543	1,817	2,805
Men	2,528	883	1,900	5,311

Source: CTEVT, 2016.

The number of women enrolling in short-term training is slightly more than half of the number of men and especially low for technical and physical training. However, the number of women was almost equal to that of men in the training for the service sector, which has the lowest wages of the three training areas (CTEVT, 2016).

While most women are enrolled in learning jobs that have been identified as women's work in Nepal, such as post-harvest technician and Early Childhood Development (ECD) facilitator, a few women have enrolled in traditionally male occupations including that of aluminium fabricator, arc welder, electrician and mason. Particularly interesting is that women were 100% of those enrolled in driving and maintenance of electrical vehicles (Table 43).

Table 43 Short-term training graduates by gender

SN	Trade Name	Women	Men	Total
1	Aluminium fabricator	12	107	119
2	Arc welder	11	265	276
3	Assistant beautician	328	3	331
4	Assistant waiter	13	68	81
5	Baker	58	38	96
6	Building electrician	62	615	677
7	Caregiver	40	0	40
8	Chinese cook	13	87	100
9	Colour TV receiver repair technician	24	152	176
10	Construction carpenter	43	253	296
11	Continental cook	17	82	99
12	Dress maker/ tailoring	356	5	261
13	ECD Facilitator	256	0	256
14	Electrical Vehicle Driving cum repairer	40	0	40
15	Fruit and Vegetable Processor	66	13	79
16	Furniture Maker	27	400	427
17	Garment Fabricator	192	8	200
18	Hand Embroiderer	311	2	313
19	Indian Cook	63	96	159
20	Junior Computer hardware technician	228	253	481
21	Junior Plumber	37	547	584
22	Junior Telecom technician	24	96	120
23	Livestock Junior Technical Assistant	8	13	21

SN	Trade Name	Women	Men	Total
24	Mason	273	769	1042
25	Mobile Phone Repair technician	96	426	522
26	Motorcycle Service mechanics	8	352	360
27	Post-harvest technician vegetable	19	1	20
28	Scaffolder	42	170	212
29	Security Guard	58	298	356
30	Shoe maker	99	82	181
31	Shuttering Carpenter	34	285	319
32	Sweets and Snacks maker	134	25	159
33	Tailoring	39		39
34	Total	3,036	5,524	8,560

Source: CTEVT, 2016

CHAPTER 8: AGRICULTURE

About 72.8 percent of economically active women and 60.2 percent of men are engaged in agriculture in Nepal (MoAD, 2009). Women are responsible for 61 percent of agricultural production in Nepal (UN Habitat, 2014). Beyond the conventional market-oriented definition of productive workers, nearly all women in rural Nepal today can be considered farmers. Sixty-four percent of women are involved in plantation agriculture and about 60 percent are in inter-culture operations (Shrestha, 2013). Due to male migration women have taken over a number of farm activities traditionally carried out by men. Rural Nepal is witnessing a process of feminization in agriculture that has a deep and wide-ranging impact on agricultural productivity because women now have the burden of both household chores and agricultural activities. As a result of their heavy workload women may adopt less intensive farming practices or, in some instances, abandon agriculture entirely, thus impacting food security (Tamang et al., 2014).

8.1 Government-sponsored agricultural activities

The government runs a number of agricultural activities where both men and women are involved in nearly equal numbers, with slightly more women than men involved from the Central and the Western Development Region (Figure 15).

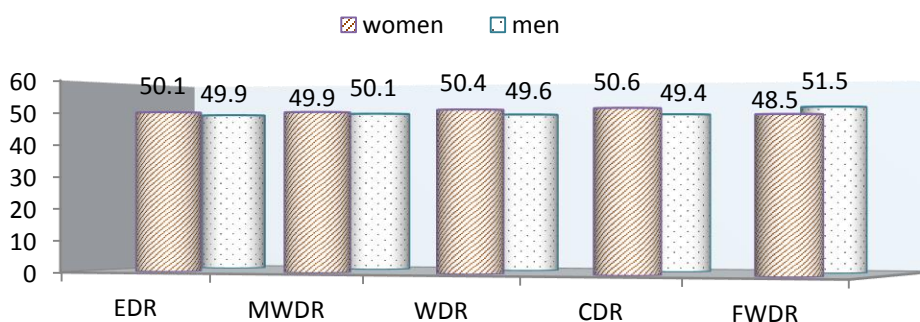


Figure 15 Involvement in agricultural development programmes by Development Regions & sex

Source: MoAD, 2015.

Women received half of all grants from the Agricultural Extension Program at the regional level, with most from the Central Region again. Women were most heavily involved in training in food processing and nutrition as well in horticultural and spice development, while men tended to participate more in cereal crop development and youth-targeted commercial vegetable farming and outnumbered women in the agro-commercialization and marketing programme and in training for fish farming (MoAD, 2015).

8.2 Livestock

As a result of promotion by Department of Livestock Services since 2004 increasing numbers of women have been involved in animal rearing training, with women becoming most numerous in 2007 and

outnumbering men by 54 to 46 percent in 2015. Men remain dominant in agro-veterinarian training, but women have increased their share from 11 to 13 percent in the decade from 2004. In officer training, women's numbers are substantial at the assistant level but few are found at the officer level (MoLE, 2016).

8.3 Mechanization

8.3.1 Mechanization in crop production

Given male dominance in tillage, threshing, transportation and marketing, the number of women participating in mechanized crop production is small (Figure 16).

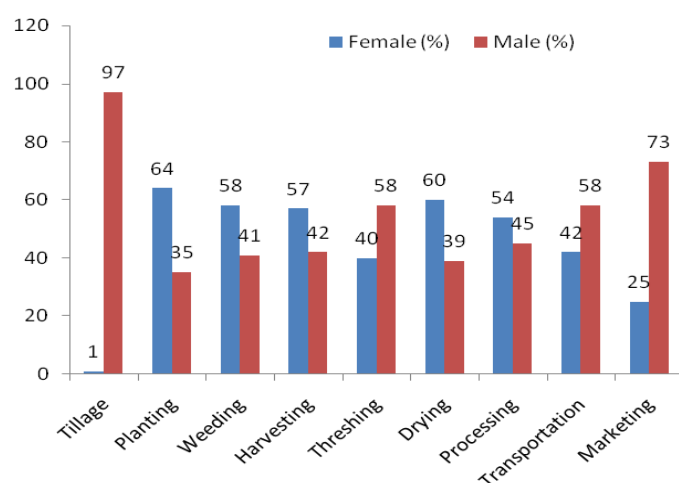


Figure 16 Mechanization in crop production

Source: Shrestha, 2013.

8.4 Summary

About 72.8 percent of economically active women in Nepal are engaged in agriculture and are responsible for 61 percent of the agricultural production. Due to male out-migration, rural Nepal is witnessing a process of feminization in agriculture with a deep and wide-ranging impact on agricultural productivity. Women now do several farm activities traditionally carried out by men such as ploughing. There are various government-run agricultural activities where both men and women are almost equally involved and others where women dominate. However, women's agricultural involvement tends to be in their labour and not in monetization or decision-making.

SECTION 2: SUPPORTING POLICIES

CHAPTER 9: RELEVANT ACTS/POLICIES

The Constitution of Nepal (2015) promulgates national laws, acts and policies and safeguards the rights of all the citizens of Nepal regardless of religion, caste/ethnicity and race. The Constitution has established health as a fundamental right of citizens. Safe motherhood and reproductive health are seen as fundamental rights of women, with special provisions for the health and social security of the Dalit community (Article 40 [3]).

Article 38 of the Constitution is dedicated to the Fundamental Rights of Women that include:

- Equal right to lineage without any gender discrimination
- Safe motherhood and reproductive health
- Protection from SGBV (any physical, mental, sexual or psychological OR any other kind of violence against women, OR any kind of oppression based on religious, social and cultural tradition, and other practices)
- Right to access and to participate in all state structures and bodies on the basis of the principle of proportional inclusion
- Special opportunity in the spheres of education, health, employment and social security on the basis of positive discrimination
- Equal rights in labour, property and family affairs

Under the Constitution political parties are to ensure that at least 33 percent of members in the central parliament, upper house and state parliaments are women. If this minimum cannot be met through direct elections, women need to be selected through the proportional representation system and nominations. The Constitution stipulates that either the speaker or the deputy speaker of both the federal and state parliaments and the upper house has to be female at any given time.

9.1 Policies related to health

National Health Policy, 2014

The National Health Policy (2014) was formulated to address challenges faced within the health sector. It is particularly strong on improving maternal and child health, notably through the National Safe Motherhood Plan.

Oral Health Policy, 2004

This policy also targets an increase in the number of auxiliary nurse midwives, maternal child health workers, traditional birth attendants, female community health volunteers and traditional healers. It aims to reduce the incidence of oral cancer, a common cancer among females. The policy encourages the utilization of institutional facilities (as opposed to home delivery) and provides incentives to women to undertake pre-natal care visits.

National Safe Abortion Policy, 2002

Nepal has made abortion under certain conditions legal since 2002. The National Safe Abortion Policy was developed to provide and increase safe abortion services throughout the country. As a result material mortality has declined substantially. After the legalization of abortion, safe abortion services have been scaled up to the primary health care centre level in all districts. Comprehensive Abortion Care (CAC) services have also been introduced and integrated into the safe motherhood program.

9.2 Policies related to Gender Equality & Social Inclusion (GESI)

Domestic Violence (Crime and Punishment) Act, 2008

The Domestic Violence Act was formulated in 2008 to prevent and control violence occurring within the family, making such violence punishable and for providing protection to the victims of violence. This Act recognizes physical, mental, sexual and economic abuse as punishable by law.

Gender Equality and Social Inclusion Strategy/Guidelines, 2013

Nepal's laws, Constitution and Civil Code that were in force before 2007 contained a number of provisions that discriminated on the basis of gender, caste, ethnicity and religion. The interim constitution in 2007 (and its formalization in 2015) introduced provisions that support gender equality and social inclusion and has a separate section on the fundamental rights of women. Gender Equality and Social Inclusion Units have been formed in the ministries of health and population, agriculture and cooperatives, education and local development.

Central agencies have also taken initiatives to guide the government in its approach to gender mainstreaming. The Ministry of Finance established the inter-ministerial Gender-Responsive Budget Committee with the mandate to design a methodology to monitor sectoral budget allocations and public expenditures from a gender perspective and to assess the impact of development policies on women and men. The National Planning Commission formulated a "gender management system" and a classification system of programmes and projects using the gender code in 2005–2006. The Ministry of Local Development developed a Gender Budget Audit Guideline (2008) to guide local bodies in mainstreaming gender into planning and programme cycles. With the support of the Asian Development Bank (ADB), the Ministry of Agriculture and Cooperatives, the Ministry of General Administration and the Ministry of Education and Sports have prepared gender strategies that focus on alleviating constraints and creating new opportunities in their sectors for women. Some examples of GESI strategies, plans and programmes include the following:

- GESI Strategy and Action Plan 2012: High-value Agriculture Project in Hill and Mountain Areas (HVAP). Ministry of Agricultural Development.
- Health Sector Gender Equality and Social Inclusion Strategy 2009. Ministry of Health and Population.
- Forest Sector Gender and Social Inclusion Strategy 2006/07. Ministry of Forest and Soil Conservation.

- Gender Equality and Social Inclusion Mainstreaming Strategy Promoting Transformational Leadership and Social Justice in Natural Resource Management and Climate Change, WWF Nepal. Hariyo Ban Programme.
- GESI Guidelines: Gender Equality and Social Inclusion Mainstreaming in Programme 2013. GIZ Nepal.

Education for All National Plan of Action, 2001-2015

The Nepal Education for All (EFA) National Plan of Action (2001-2015) emphasized eliminating gender disparities in primary and secondary education by 2005 and achieving gender equality in education by 2015, with a focus on ensuring girls' full and equal access to and achievement in good quality basic education (MoE, 2015b).

Open and Distance Learning Policy, 2007

To provide education for all, the Open and Distance Learning Policy was formulated in 2007 to accommodate specific needs including these objectives:

- Expanding full access to school and higher education to learners with diverse and special needs, especially out-of-school children, deprived groups, working people and housewives through an open and distance learning system supplementary to the existing system of education.
- Promoting lifelong learning, continuing education and professional development through an open and distance learning system by applying a mixed-mode delivery mechanism.

National Women Commission, 2002

The National Women Commission (NWC) was established in 2002 by executive decision of the Government of Nepal. Its primary function is to formulate policies and programs concerning the rights and interests of the women and submit them to the government for implementation.

The commission has the mandate to monitor and investigate SGBV cases, provide legal aid to victims, monitor Nepal's obligations to United Nations reporting under CEDAW, coordinate with government and other agencies to mainstream gender in national development policy and undertake research leading to recommendations for reform, recommending and monitoring for the reforms by undertaking research. The major role and responsibilities of NWC include:

i. Gender representation in different national plan/policies

Women and gender concerns appeared in all national development plans from 1980 on. However, with the Ninth Plan (1997-2002) the woman in development approach was changed to a gender and development approach (Table 44).

Table 44 Gender elements in national plans, 1980-2010

Plan	Year	Policy Approach
Sixth Five-Year Plan	1980-85	The Sixth Plan adopted the policy of enhancing the efficiency of women and recognizing the role of women in development.

Plan	Year	Policy Approach
Seventh Five-Year Plan	1985-90	The Seventh Plan adopted the policy of enhancing efficiency and productivity of women through a participatory approach.
Eighth Five-Year Plan	1992-97	The Eighth Plan adopted the policy of ensuring equitable distribution of development benefits by bringing women into the mainstream of development.
Ninth Five-Year Plan	1997-2002	The Ninth Plan adopted the policy of mainstreaming gender, reducing gender inequality and promoting the empowerment of women
Tenth Five-Year Plan	2003-2008	The Tenth Plan adopted the policy of mainstreaming gender, reducing gender inequality, promoting the empowerment of women and recognizing gender equality as a key indicator of poverty analysis.
11th Three-Year Plan	2007/08 – 2009/10	The Eleventh Plan identified the effectiveness and substantial differences in gender equality and women's empowerment, involving recognition, monitoring and valuation of women's work and their roles in the economy.

ii. Policies on representation of women in governmental bodies

There are minimum quotas for numbers of women at all levels of government. In the state assembly at least one third of the total number of members elected from each political party represented must be women. At other levels:

- **Village Executive Committee:** The members of the Village Executive shall also include four women members elected by the members of the Village Assembly from amongst themselves.
- **Municipal Executive Committee:** The members of the Municipal Executive shall also include five women members elected by the members of the Municipal Assembly from amongst themselves and three members elected by the Municipal Assembly from the Dalit or minority communities.
- **District Assembly and District Coordination Committee:** The District Assembly shall elect the District Coordination Committee consisting of a maximum of nine members including one chief, one deputy chief, at least three women and at least one Dalit or minority.
- **Village Assembly & Municipal Assembly:** At least two women from each ward are needed to form a Village or Municipal Assembly.

9.3. Policies related to economic status

i. Labour Act, (1992) and Labour rules, (1993)

The 1992 Labour Act included provisions for occupational health and safety, including sick leave, maternity leave, working women's compensation, pension, gratuity and old age benefits. Employees are entitled to various benefits including medical expenses, insurance and salary during leave with pension. New provisions include the establishment of childcare centres and canteens and the placement of

welfare officers in public offices. However many of these benefits have not been implemented, and the labour laws and rules apply only to government employees. The provisions for minimum wages leave many sectors untouched (Civil Service Act and Civil Service Rules, 1993)¹⁰.

The Civil Service Act and Rules focus on the legal provisions for the facility and special reservation in the government offices. It gives priority to women (33 percent) and Dalit or other indigenous peoples (62 percent) as the people with disabilities (5 percent). The provision for maternity leave at full salary two times during the service period has enhanced the conditions of work for female civil employees.

ii. Industrial Policy, 2010

According to the Industrial Policy 2010, the following provisions are incorporated to promote woman entrepreneurs:

- When any small-scale industry provides 50 percent of its employment to indigenous women, persons belonging to Dalit or persons with disabilities, forty percent of the company's income tax to be levied in that year is lifted.
- To formulate policies relating to any industrial enterprises at any level, representation of women belonging to indigenous and tribal people, Dalit, Madhesi or other marginalized communities who are involved in the concerned industrial enterprises is mandatory. Provisions were made for simple and easy access to bank loans for small-scale and cottage woman-led enterprises.
- Women are to be given priority in venture capital to be provided while establishing an industry, including an exemption of 35 percent in the registration fee if the industry is registered only in the name of a woman. Special priority is to be given to woman entrepreneurs if they plan to establish an industry in an Industrial District.
- In order to develop women's entrepreneurship and to encourage women to become entrepreneurs, women's involvement is encouraged in training, meetings, seminars and study visits on technology development.
- In the sales counters to be developed in various development regions, provisions shall be made to display the products developed by women entrepreneurs. In exhibitions concerning industry or business to be organized by government agencies women must be involved.
- A separate women's entrepreneurship fund and sectoral unit is to be created in the Ministry of Industries for the development of women's entrepreneurship.
- Mandatory provisions of introducing directives for prevention and control of all types of gender-based violence in the workplace are to be made for protection of rights of women

¹⁰ Nepal Law Commission: <http://www.lawcommission.gov.np/en/>

entrepreneurs, woman workers and women service seekers.

9.4 Policies related to agriculture

Agricultural production has always been one of the major concerns of development plans in Nepal. However, until early 1980's virtually all agricultural policies were dominated by the myth that farming was men's activity and ignoring women's homestead farming. The reformed agricultural policy and plan highlights women's work and their involvement in agricultural productivity.

i. Agricultural Policy (2004)

The Government of Nepal developed a National Agriculture Policy in 2004 to reform the agriculture sector. The policy states that the participation of women farmers is to be 50 percent in all possible areas of the agricultural extension programme. It emphasizes arranging on-the-spot farmer training and collection of sex-disaggregated data to maintain and update records in the agriculture sector.

ii. Agri-business Promotion Policy (2006)

The Agri-business Promotion Policy highlights the diversification, commercialization and promotion of the agricultural sector with private sector involvement in commercial farming. It emphasizes living standards and helps to run a special program to establish agriculture enterprises for women and Dalits.

iii. The Sixth Five-Year Plan (1980-85)

In this plan the Government of Nepal stated the need to integrate women in its development planning. The plan aimed at increasing participation of women in agriculture development through training and the expansion of marketing facilities through cooperatives.

iv. The Seventh Five-Year Plan (1985-90)

The plan specifically emphasized policy for women's participation in agriculture. The plan adopted a policy of a fixed quota of women in agriculture training and cooperatives to enhance women's participation in agricultural development. However, the plan failed to treat women farmers as economic producers. On top of that, the lack of mechanisms and strategies to translate policy into action was one of its major shortcomings, leaving its achievement unsatisfactory.

v. The Eighth Five-Year Plan (1992-97)

The Government of Nepal officially adopted a commitment to equal and meaningful participation of women in this plan. The role of women in general and women farmers in particular was given top priority in this plan. To fulfil its commitment, a Women Farmers' Development Division (WFDD) known as the gender equity and environment division was established under the Ministry of Agriculture in 1992. WFDD's mandate is to mainstream gender issues in all agricultural policies and programmes and to increase the participation of women farmers in the ministry's activities and programmes. The WFDD in consultation with the NPC prepared detailed policies for women farmers included in the plan. In establishing the concept of Farmer Groups, priority was given to organizing women's groups, especially

in kitchen gardening, poultry-rearing, goat-keeping, mushroom production, silk production, nurseries and bee-keeping.

vi. Agriculture Perspective Plan (1995-2014)

The overall priority of the plan was poverty reduction and food security. Emphasis was given to enhance women's status in the agricultural sector by intensifying their involvement in dairy production and other high-value cash crops with a focus on their access to credit, training, research and extension activities. Priority input areas were irrigation, fertilizer, technology and the roads and power for livestock, high value crops, agri-business and forestry sector growth.

vii. The Ninth Five-Year Plan (1997-2002)

The plan aimed at the development of policy to increase women's participation in agricultural development programmes and activities. Emphasis was also laid on women's empowerment through equal rights over land ownership and elimination of gender inequality in the farm household decision-making process.

viii. The Tenth Five-Year Plan (2002-2007)

The Poverty Reduction Strategy Plan emphasizes social inclusion by addressing gender and ethnic/caste-related disparities as one of the four pillars of the poverty reduction strategy along with broad-based economic growth, social development and good governance. The plan spelled out the need for empowering women by removing social, legal, economic and other constraints that have traditionally hampered their access to and use of productive resources. To support poverty reduction, separate policies and programmes on human rights were incorporated through social inclusion of women, children, Dalits, Janajati and Adhibasi.

ix. Three-Year Interim Plan (2007-2010)

The plan emphasised employment opportunities for rural youth, women, Madhesi, persons with disability, Muslims and other deprived groups through launching a rural agriculture employment program with a priority for the creation of village self-employment.

x. National Agriculture Policy, 2016

In a revision of the 2004 policy, this policy underlined the commitment to achieve 50 percent women's participation in agricultural production and productivity; provide mobile agricultural training to reach close to villages and homesteads; ensure flow of communication on data and information about women's participation in agricultural development programmes; and identify and classify resource-poor smallholders so that they could benefit from the allocated facilities.

xi. Agriculture Biodiversity Policy, (2004, revised 2014/15)

This policy underlined the Government's commitment to explore, promote and utilize indigenous knowledge in agriculture by including women, indigenous people and the poor and to implement sustainable agro-biodiversity income generation programmes.

xii. Gender Mainstreaming Policy (2004)

This policy set a goal of equal male-female participation in all administrative mechanisms including MoAD's Divisions, programmes, committees, boards and companies. It aimed to increase women's skills in commercial agriculture as part of women's economic empowerment and institutionalization of gender issues.

xiii. Promotion of Mechanization of Agriculture Policy (2014/15)

This policy set out to identify and promote adoption of women- and environment-friendly technologies and machines to reduce the drudgery of women's work as well as to attract more youth and women to mechanized agriculture, thereby increasing their productivity.

xiv. Agriculture Development Strategy (ADS), (2014/15)

This strategy aims at the fuller recognition of women farmers as independent farmers and seeks adequate budget provisions for them and for their access to productive resources. It specifically promotes women's leadership. ADS promoted the establishment of sustainable social community development programmes to address marginalization of indigenous groups in natural resource management and patronage. It recommends an equal wage rate for men and women in agriculture work; guides to manage and update national data on gender, social and geographic inclusion; strengthens accountability of the right holders on GESI as well as the central and district level accountability systems; encourages quantitative and qualitative participation of women and men farmers in agriculture development programmes; makes all district-level agriculture extension programmes GESI friendly; allows access of groups marginalized by gender, social, economic or geographical reasons to the resources essential for agriculture development; and expands GESI-friendly agriculture research, processes, approaches and development throughout the country.

xv. Irrigation rules 1999 (Registration of Users' Association)

Every Irrigation Users' Association is to have 33 percent women members, including two from Dalit and other marginalized communities.

9.3 Nepal's commitments in International treaties

Nepal has undertaken commitments on various human rights and women's health-related conventions and protocols. Its ratification of international treaties is shown in Table 45. In 2015 Nepal adopted the United Nations Sustainable Development Goals that include a pragmatic vision and agenda to tackle challenges such as poverty, gender inequalities and economic growth.

Table 45 Nepal's key international human rights and women's health commitments

Key International Human Rights treaties and women's health and development commitments	International Adoption	Year of accession/ Ratification
Convention for the Suppression of Traffic in Persons and of the Exploitation of Prostitution of others	1950	1995
Convention on the Political Rights of Women	1954	1966
Supplementary Convention on the Abolition of Slavery, the Slave Trade and Institutions and Practices similar to Slavery	1956	1963
Convention on the Elimination of All forms of Racial Discrimination (CERD)	1965	1971
Convention on Economic, Social and Cultural Rights (CESCR)	1966	1991
International Covenant on Civil and Political Rights (CCPR)	1966	1991
Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)	1979	1991
Convention on the Rights of the Child (CRC)	1989	1990
Optional protocol to the Convention on the Elimination of All Forms of Discrimination against Women	1999	2007
Convention on the Rights of person with Disabilities (CRPD)	2006	2010
Nepal's key international human rights and women's health and development commitments		
Alma Ata Declaration	1978	
International Covenant on Economic, Social and Cultural Rights	1991	
International Covenant on Civil and Political Rights	1991	
International Conference on Population and Development Programme of Action	1994	
Beijing Declaration and Platform for Action	1995	
Millennium Development Goals	2000	
Paris Declaration on Aid Effectiveness	2005	
International Health Partnership Compact	2007	
Global Strategy for Women & Children's Health	2010	
2030 Agenda for Sustainable Development (Sustainable Development Goals)	2015	

CHAPTER 10: GENDER-RESPONSIVE BUDGET (GRB)

The Government of Nepal introduced gender responsive budgeting beginning with the fiscal year 2007/2008. This was preceded by a series of gender and gender budget audits of several sectors and intensive preparation within the Ministry of Finance with assistance from UN Women (MoF, 2017). Gender-responsive budgeting is expected to hold government accountable for its commitments to gender equality and women's rights and ensure that progress on gender mainstreaming in development programmes is monitored as part of the regular annual budgeting process.

- Under Nepal's GRB guidelines, each proposed program has to be scored in accordance with criteria developed by the Gender Responsive Budget Committee (GRBC) led by the Ministry of Finance. The criteria used to measure the gender responsiveness of different activities/expenditure lines are:
 - Women's participation in decision-making roles and program planning
 - Their capacity building
 - Benefit sharing by them
 - Women's increased access to employment and income-earning opportunities
 - Reduction in women's workload.

Twenty marks are allocated to each aspect. Programmes scoring 50 marks or more are classified as "directly responsive" to gender, those scoring 20 to 50 percent are "indirectly responsive" and those scoring less than 20 percent are marked as "neutral". Nepal also requires all programmes/projects costing more than NRs 50 million to have a gender audit report. During the time that the GRB has been in place, the percentage of programmes directly responsive to gender has more than doubled -- from 11.3 percent in 2008 to 23 percent in 2016 (MoF, 2017).

Integration of GESI strategies in local development

The Ministry of Finance has formulated and circulated to DDCs a number of policies and guidelines that are both gender- and inclusion-sensitive. Such directives and guidelines include District and Village Development Committee Grant Operational Guidelines (2009):

- Both grant operation guidelines require mandatory representation of women and minority groups on various committees and 35 percent of the budget to be allocated to women and other disadvantaged groups.
- The VDC grant operational guideline includes provision for a Village-Level Integrated Planning Committee (IPC), where women, Dalit and Janajati organizations, NGOs, school management committees and local political parties should be represented. In the case of women, the representation must be 33 percent, while other disadvantaged population groups must be represented in proportion to their population in the area.

At the DDC level, 10 percent of funds have to be allocated for programmes benefiting poor women, another 10 percent for poor children and at least 15 percent for socially disadvantaged groups (women,

Dalit, *Adhibasi Janajati*, youth, differently capacitated and other disadvantaged groups including the girl child and the elderly). Similarly, at the VDC level at least five percent of the investment must go to women, five percent to children and 10 percent to elderly and other disadvantaged groups.

Sectoral ministries are required to categorize their programme budgets accordingly to support gender equality (Table 46).

Table 46 Gender responsive budget, by years

SN	FY	Directly Responsive		Indirectly responsive		Total	
		NR Amount (in billions)	%	NR Amount (in billions)	%	NR Amount (in billions)	%
1	2007/08	19.09	11.3	56.03	33.2	93.87	55.5
2	2008/09	32.91	13.9	83.58	35.4	119.53	50.6
3	2009/10	49.46	17.3	104.16	36.4	132.32	46.3
4	2010/11	60.61	17.9	112.65	36.3	154.64	45.8
5	2011/12	73.33	19.1	176.21	45.8	135.35	35.2
6	2012/13	87.07	21.5	178.63	44.2	139.11	34.4
7	2013/14	112.05	21.8	227.30	43.9	177.4	34.3
8	2014/15	135.56	21.9	278.38	45.0	204.15	33.0
9	2015/16	182.51	22.3	393.16	48.0	243.79	29.8
10	2016/17	242.30	23.1	508.20	48.5	298.41	28.5

Source: MoF, 2017.

SECTION 3: OUTCOMES

CHAPTER 11: KNOWLEDGE SOCIETY OUTCOMES

11.1 Women in knowledge society decision-making

Nepal took a leap with the election of Bidhya Devi Bhandari as the first female President, after the formulation of Constitution in 2015. This is the first time that a woman has become head of state in Nepal. The two other women firsts were Sushila Karki who was elected as Chief Justice of Nepal and Onsari Gharti Magar elected as Speaker of the Parliament. Even though the dramatic changes can be seen in the prominent roles of women in politics and in decision-making at the central level, the condition of most women in rural areas remains wretched. Despite various reform attempts, women face discrimination on the basis of gender in various spheres of their lives.

11.1.1. Management participation

The participation of women in decision-making roles as members of the Constituent Assembly has increased dramatically from 2000 to 2012, in line with the constitutional provision of 33 percent female representation. From a low of six percent in 2000 and 2005 the percentage of women in parliament has increased with the start of the revolutionary movement in the country in 2007. By the year 2012 female representation reached 33.2 percent (Table 47).

Table 47 Percentage of parliamentary seats in single or lower chamber occupied by women

Year	2000	2005	2007	2008	2009	2010	2011	2012
Women	6	6	17	33	33	33	33	33.2

Source: UNSC, 2017

The percentage of women officers in the Public Service Commission is minimal in comparison to that of men. The percentage of Graduated Officers is only 8.8 percent while that of Non-Graduated Officers is 14.3 percent. The number of women in the judiciary system remains lower than 10 percent. The number of women in top positions in political parties is under 20 percent for the three major parties, and political party members remain predominantly male. Even though there is a mandate of 33 percent female candidates in all political parties, it has not been implemented (Table 48).

Table 48 Women's representation in political parties

Parties	Level	Women	Men	Total	Percent Female
Nepali Congress	Officials	1	6	7	14.3
	Central Committee	6	66	72	8.3
	Office Management team	-	6	6	0
CPN UML	Officials	2	12	14	14.3
	Permanent committee	-	-	-	-
	Politburo	-	-	-	-
	Central Committee	31	133	164	18.9
CPN Maoist	Permanent Committee	0	16	16	0
	Politburo	7	43	50	14
	Central Committee	22	129	151	14.6
Madhesi Forum	Permanent Committee	7	56	63	11.1

Parties	Level	Women	Men	Total	Percent Female
	Advisor Committee	4	19	23	17.4

Source: RSN & UNIFEM, 2009

Despite the increased representation of women in parliament, the representation of women in the civil service is strikingly lower than that of men. Women are most numerous in gazetted civil servant posts (13 percent) than at other levels, but still vastly outnumbered by men (Table 49).

Table 49 Women in civil service employment

Level	Men	Women	Total	Men %	Women %
Non Gazette	13,292	1139	14,431	92.1	7.9
Gazetted	25,181	3822	29,003	86.8	13.2
Non-classified	18,603	1500	20,103	92.5	7.8

Source: RSN & UNIFEM, 2009

There are no women heads in District Administration Offices (DAO) or District Development Committees (DDC). According to 2009 data, the representation of women in District Administration Offices and District Development Committees, the robust local body, is nil. More women are found as heads of Municipalities, but at a paltry 2.3 percent (Table 50).

Table 50 Women chiefs of DDCs and municipalities

Office	Major Position	Number of offices	Women head	Men head	Women %
District Administration	CDO	75	-	75	0
District Police	ASP/DASP	75	1	75	1.3
District Education	DEO	75	1	74	1.3
District Development Committee	LDO	75	-	75	0
District Forest	DFO	74	1	73	1.4
Municipality	Officer	130	3	127	2.3

Source: RSN & UNIFEM, 2009

The status of women in the police force follows the same pattern as that of other sectors. Table 51 shows that there are no women police officers in the three top-level positions in the police. At lower ranks such as Senior Superintendent and below there are women officers but no more than eight percent in all cases (Table 51).

Table 51 Women in the police force

Position	Total	Number of women	%
IGP	1	-	0
IGP (Additional)	8	-	0
Deputy IGP	34	-	0
SSP	75	4	5.3
SP	131	3	2.3
DSP	367	14	3.9
Inspector	1224	46	3.8
Sub Inspector	3628	157	4.3

Position	Total	Number of women	%
Assistant Sub Inspector	6652	243	3.7
Head Constable	12,559	625	5.0
Constable	39,349	2848	7.2
Followers	2259	183	8.9
Recruit, trainee inspector, trainee sub inspector	1000	N/A	N/A
TOTAL	67,287	4,123	6.1

Source: RSN & UNIFEM, 2009.

The numbers of women in the police overall, the Armed Force and the army are miniscule, at percentages ranging from less than three to six percent. Data shows that women's representation in the Nepal Army (2.9 percent) is lower than that in the Nepal Police (6.1 percent) and Armed Force (Table 52).

Table 52 Women in security forces

Agency	Total	Women	Women %
Nepal Police	67,287	4,123	6.1
Armed Force	36,759	1,375	3.7
Nepal Army	91,823	2,674	2.9

Source: RSN & UNIFEM, 2009.

There is no more than one woman in head position at most important civil and public agencies except for at the Commission for Investigation of Abuse of Authority where there is none (Table 53).

Table 53 Women in important agencies

Agency	Total	Women	Men
NPC	9	1	8
Public Service Commission	3	1	2
Commission for Investigation of Abuse of Authority	2	-	2
Election Commission	5	1	4
Human Rights Commission	5	1	4
National Information Commission	3	1	2

Source: RSN & UNIFEM, 2009.

Women account for only 16.2 percent of those working in science and technology (S&T) at any level. While women constitute 25.5 percent of those in managerial positions, they comprise a minimal 7.8 percent in research. The data shows that the women have less participation in decision-making and technical positions than men (Table 54).

Table 54 Women in various levels and positions in S&T in Nepal

Positions	Total	No. of Women	Percentage of women
Manager	1477	229	25.5
Researcher	5123	399	7.8
Technician	12,053	1839	15.3
Teaching staff	3568	641	18.0

Positions	Total	No. of Women	Percentage of women
Supporting staff	19,690	3695	18.8
Total	41,911	6803	16.2

Source: AASS, 2015.

Women comprise only 16.2% of the number of men in various S&T positions. High-level government and non-governmental positions are male-dominated, with a small number of women throughout (Table 55).

Table 55 Human resources in S&T by sex and duties

Sectors	Managers		Researchers		Technicians		Teaching staff		Support staff		Total	
	M	F	M	F	M	F	M	F	M	F	M	F
Government	733	72	3,600	203	9074	1,034	91	12	8,721	1,406	22,219	2,727
Higher Education	235	38	378	100	430	255	2,478	460	1,586	892	5,107	1,745
Business	118	10	514	29	326	34	193	39	4,538	838	5,689	950
Private and non profit	145	103	201	57	294	495	165	130	962	519	1,767	1,304
Others	17	6	31	10	90	21	0	0	188	40	326	77
Total	1,248	229	4,724	399	10,214	1,839	2,927	641	15,995	3695	35,108	6,803

Source: Singh, 2013.

The Government of Nepal provides vocational and technical training in three sectors as represented in the table below. Most women completed their training in health rather than in agriculture and engineering (Table 56).

Table 56 Percentage of women in different sectors trained by CTEVT

SN	Sectors	Percentage
1	Agriculture	6
2	Engineering	9
3	Health	85

Source: CTEVT, 2016.

The representation of women researchers in various scientific fields is also less than their men counterpart. More of the women are represented in medical field (139) than other scientific fields. Women are at near parity with men as researchers in medicine, but at less than half the number of men in other fields (Table 57).

Table 57 Researchers in scientific fields by gender

SN	Different field of science	Men	Women	Total
1	Medical	141	139	280
2	Agriculture	11	8	19
3	Environment	44	28	72
4	Food	23	19	42
	Total	219	194	413

Source: AASS, 2015.

11.1.2. University research leadership

In Nepal, there are very few women at the leadership level in academia, with the exception of Tribhuvan University, where 20 percent of the deans and 25 percent of the department chairs are women in 2014. Tribhuvan is the only university in Nepal with a post-graduate programme in Women's Studies (TU, 2017).

11.1.3. Shares of women in professional and technical positions

Cultural and economic factors contribute to the paucity of women in knowledge economy sectors. Lack of formal education or alternative livelihood opportunities restrain women's participation in the country's economic growth. It also means that women continue to undertake a disproportionate level of unpaid care tasks, which further constrain their choice, including type and location, of paid work.

There are more male than female teachers, with the male rate increasing at each increased level of education. While women are 42 percent of teachers at the primary level, they constitute only 16 and 16 percent at secondary and higher secondary levels (Table 58).

Table 58 Teachers by level and sex

Level	Female (%)	Male (%)	Total
Primary	42	58	185,562
Lower Secondary	28	72	522,349
Secondary	17	83	38,861
Higher Secondary	16	84	19,179

Source: MoE & UNESCO, 2015.

Furthermore, the number of women earning degrees is less than that of men at all levels, but particularly low (11.4 percent) at the doctorate level. Even at the bachelor's degree level, where most women are concentrated, their percentage is less than 50 percent (Table 59).

Table 59 Percentage of degrees earned by women

Degrees in all fields	Women	%	Total
Bachelor	146,542	44.2	331,768
Master	23,570	31.4	75,034
Doctorate	58	11.4	508

Source: AASS, 2015.

11.2 Women in science & technology and innovation systems

There are fewer women (12 percent) receiving doctorates in science and technology fields than their male counterparts. However, it appears that virtually all the women getting bachelor's degrees continue on to get master's degrees. Even at the doctorate level the drop is only three percent (Table 60).

Table 60 Qualifications of persons in S&T by gender in Nepal

Sectors	Men	Women	Total	% Women
Doctorate	383	54	437	12.4%
Master	2194	409	2603	15.7%
Bachelor	1969	369	2338	15.8%

Source: AASS, 2015.

11.2.1 Female researchers

Female academicians comprise 11.3 percent of the membership in the Nepal Academy of Science and Technology (NAST, 2017).

Science Academies

Those young women who complete high school are generally not encouraged to apply for higher education in engineering or science, with the exception of medicine. Strikingly the highest percentages of women in university programmes are in medicine and education (both at 56.8 percent of the students). Females comprise 48.9 percent of enrolment at the bachelors' level and 40 percent at the masters'.

Business leadership

According to the International Finance Corporation, Nepalese women own 14,300 small and medium enterprises in the country and employ more than 200,000 individuals. So far, 22,500 women in the country have registered businesses with government agencies (ND, 2017).

CHAPTER 12: CONCLUSION

National and international women-centric commitments made through various conventions and treaties in the health and economic sectors and gender rights have improved women's status in Nepal. Similarly, at the national level, the Constitution of Nepal has guaranteed women's rights in every sphere of their lives. The overall status of women in this report depicts that women's integration and participation in decision-making level in the national level started after the revolutionary movement in 2006. Women are involved at high governmental decision-making levels, and Nepal ranks high globally in the percent of women in the legislative parliament. The policy of women's representation has seen the achievement of the 33 percent goal that otherwise would have been hard to reach given the patriarchal social structure.

After the formulation of enabling policies, Nepal has been able to address issues of gender and social inclusion in most sectors. The Constitution of Nepal has guaranteed women's rights as fundamental rights of every woman in the country. On the basis of the Constitution, the specific issue-related policies that deal with the issues such as violence against women, gender equality and social inclusion, free education and safe motherhood have let women in Nepal exercise their rights. Though free education policy deals with the education for girl children up to primary level, it has been taken as the initiative towards reducing illiteracy among women. Moreover, the tax exemption policy regarding buying property (land) in women's names has increased women's property holdings. Though control of property is another aspect, at least in the initial stage women are able to hold properties in their names.

However, women continue to have a low life expectancy, influenced by maternal and child mortality due to HIV infections, maternal malnutrition, poor access to the health care services and early pregnancy. The trend of early teenage marriage has lifelong physical, psychological, social and economic complications for women. The instances of teenage pregnancy impact the health of teen-aged mothers, increase rates of maternal mortality and put economic burdens on households. Despite extensive awareness raising programmes by government as well as non-governmental organizations regarding legal provisions for women and providing information on health complications through mass media, women continue to suffer from different forms of violence and gender inequality. SGBV is still prevalent in some parts of Nepalese society, with women being victimized by various gender-based crimes including rape, "eve-teasing"¹¹, domestic violence, trafficking, early marriage and allegations of witchcraft.

The Government has undertaken numerous initiatives to empower women through different ministries and programmes. However, when employed in paid work, women face significant wage differentials in comparison with men. The gap between them is seen especially in terms of economic productivity. Women spend much more time on unpaid care work than men. It is a hindrance to economic growth that the long working hours of women are frequently unseen and regarded as without economic value.

¹¹ Eve-teasing is a euphemism used throughout South Asia for public sexual harassment or molestation of females.

The labour participation of both the men and women is equally important for economic growth. Structural changes in the social or economic management, agricultural transformation, industrialization and legal efforts in policy have widened the role and importance of both men and women.

Due to male out-migration, rural Nepal is witnessing a process of feminization in agriculture that has a deep and wide-ranging impact on agricultural productivity. Several farm activities such as ploughing traditionally carried out by men are also being undertaken by women, further increasing women's workload. Male migration has had a major effect on the working opportunities open to Nepalese women giving them greater access to jobs than their counterparts in other South Asian countries and resulting in Nepalese women having the highest labour force participation rate in the region. Given their multiple workloads, time, however, remains their major constraint (Harvard University, 2017).

Women's literacy rate is still low compared to that of men. Women's involvement in science, technology and innovation still needs to go long way due to the fact so many have not had even basic education. Previous education policy and societal attitudes denying education to girls has resulted in higher dropout rates for girls and lower literacy rates of women.

The paucity of information on reproductive health rights and health safety followed by low nutritional security remain challenges for the healthy life of women in Nepal. Despite significant supportive policies, women are still subject to patriarchal attitudes that limit their opportunity and their resources, including their health. Distortion and discrimination through their social life restrict girls' and women's options for enrolment in higher education, access to senior positions and their representation in decision-making. At the same time their rates of property ownership are still quite low.

These are the challenges that face the realization of gender equality in Nepal. It is hoped that the data compilation and key findings of this report can pave the way for further gender analysis in the present context and for the future of Nepal.

BIBLIOGRAPHY

GOVERNMENT DOCUMENTS

Central Bureau of Statistics. 2009. Report on the Nepal Labour Force Survey 2008.

http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-kathmandu/documents/publication/wcms_118294.pdf.

Central Bureau of Statistics. (2011a). National Population and Housing Survey. National report. Survey 2008. National Planning Commission Secretariat, Kathmandu.

<http://cbs.gov.np/image/data/Surveys/2015/NLFS-2008%20Report.pdf>.

Central Bureau of Statistics. (2011b). Nepal Living Standards Survey 2010/11. (2011) Statistical Report. Vol. I. http://siteresources.worldbank.org/INTLSMS/Resources/3358986-1181743055198/3877319-1329489437402/Statistical_Report_Vol1.pdf.

Central Bureau of Statistics. (2014). Population Monograph of Nepal. Vol.I (Population Dynamics). Kathmandu, National Planning Commission Secretariat.

Central Bureau of Statistics (2015). Annual Household Survey 2013/2014. Major Findings. Kathmandu.

<http://cbs.gov.np/image/data/Surveys/2015/Report%20on%20Annual%20Household%20Survey%202013-14.pdf>.

Central Bureau of Statistics. (2016). Annual Household Survey 2014/15. Major Findings. Kathmandu. <http://cbs.gov.np/image/data/2016/Annual%20Household%20Survey%20Report%202014-15.pdf>.

Central Bureau of Statistics & the United Nations Children's Education Fund. (2015). Multiple Indicator Cluster Survey 2014. Key Findings & Tables. National Planning Commission Secretariat. Kathmandu. <http://unicef.org.np/uploads/files/597341286609672028-final-report-nmics-2014-english.pdf>

Council for Technical Education and Vocational Training. (2016). CTEVT Annual Report 2071/72. Bhaktapur.

Ministry of Agricultural Development. (2009). Women's Role in Production of Main Food Crops. Kathmandu.

Ministry of Agricultural Development. (2015). Gender Equality and Social Inclusion. Annual Report 2071/72 [2014/2015]. Kathmandu.

Ministry of Education. (2009). School Sector Reform Plan 2009-2015. Kathmandu.

Ministry of Education. (2012). A study on the Status of Teacher Management in Community School in Nepal. National Center for Educational Development. Thimi.

Ministry of Education. (2013). Information and Communication Technology (ICT) in Nepal. Master Plan 2013-2017. Kathmandu.

Ministry of Education. (2015a). Nepal education in figures-2015.

<http://www.moe.gov.np/article/520/nepal-education-in-figures-2015.html>

Ministry of Education. (2015b). Non-formal Education In Nepal. Status Report 2014-2015.

<http://www.nfec.gov.np/main/publications/NFE%20%202014-15%20Status%20Report%20.pdf>

Ministry of Education & United Nations Educational, Scientific and Cultural Organisation. (2015c). Education for All. National Review Report 2001-2015. Kathmandu.

Ministry of Finance. (2017). Gender Responsive Budget. Retrieved on January 3, 2017 from <http://www.mof.gov.np/en/gender-responsive-budget-76.html>

Ministry of Health and Population (2011). Nepal Demographic and Health Survey. Kathmandu.

Ministry of Health and Population. (2015a). Annual report 2071/72, Department of Health and Services, Kathmandu.

Ministry of Health and Population. (2015b). Country Progress Report Nepal. National Centre for AIDS and STD Control.
http://www.unaids.org/sites/default/files/country/documents/NPL_narrative_report_2015.pdf.

Ministry of Labour and Employment. (2016). Labour Migration for Employment. A Status Report for Nepal: 2014/2015. Kathmandu.

Ministry of Women, Children and Social Welfare. (2014). National Review on the Implementation of the Beijing Declaration and Platform for Action (1995) and the Outcomes of the Twenty-Third National Special Session of the General Assembly (2000).
https://sustainabledevelopment.un.org/content/documents/13142Nepal_review_Beijing20.pdf

Nepal Academy of Science & Technology. (2017). Academician [sic].
http://nast.gov.np/new/index1.php?option=e6r5wIVM8od_u.

Nepal Police. Department of Crime Investigation. (2017). Women and Children Service Directorate.
<https://cid.nepalpolice.gov.np/index.php/cid-wings/women-children-service-directorate>.

OTHER DOCUMENTS

Acharya, S. (2014). Gender, Jobs and Education: Prospects and Realities in Nepal. Kathmandu. The United Nations Educational, Scientific and Cultural Organization.

Action Aid. (2013). Making care visible. Women's unpaid care work in Nepal, Nigeria, Uganda and Kenya. Johannesburg. Action Aid.

Amnesty International. (February 2014). Nepal: Hundreds of thousands of woman suffering uterine prolapse. <https://www.amnesty.org.uk/press-releases/nepal-hundreds-thousands-women-suffering-uterine-prolapse>.

Association of Academies and Societies of Sciences in Asia. (2015). Women in Science and Technology in Asia. Gyeonggi-Do. The Association of Academies and Societies of Sciences in Asia (AASSA).

Avert. (2017) Women and Girls, HIV and AIDS. <https://www.avert.org/professionals/hiv-social-issues/key-affected-populations/women>.

Budlender, D. (2008). The Statistical Evidence on Care and Non-care Work Across Six Countries. United Nations Research Institute for Social Development.
[http://www.unrisd.org/80256B3C005BCCF9/\(httpAuxPages\)/F9FEC4EA774573E7C1257560003A96B2/\\$file/BudlenderREV.pdf](http://www.unrisd.org/80256B3C005BCCF9/(httpAuxPages)/F9FEC4EA774573E7C1257560003A96B2/$file/BudlenderREV.pdf).

Bachmann, G. (1995). Urogenital ageing: An old problem newly recognized. Maturitas, 22, S1-S5.

CARE International. (2015). Gender Relations in Nepal Overview. Kathmandu. CARE International Nepal.

- Central Intelligence Agency [USA]. The World Factbook. 2016.
<https://www.cia.gov/library/publications/the-world-factbook/fields/2018.html>.
- Department for International Development [UK]. (2012). Gender Audit of Nepal's School Sector Reform Programme. The Department for International Development, UKAid. Cambridge.
- Frost, M. D., Puri, M., & Hinde, P. R. A. (2013). Falling sex ratios and emerging evidence of sex-selective abortion in Nepal: evidence from nationally representative survey data. *BMJ open*, 3(5), e002612.
<http://bmjopen.bmj.com/content/3/5/e002612>.
- Harvard University. (March, 2017). Evidence For Policy Design: Epod In Nepal: Smart Policy For Women's Economic Empowerment. <https://epod.cid.harvard.edu/epod-nepal-smart-policy-women%E2%80%99s-economic-empowerment>.
- Henderson, J.T; Puri, M; Blum, M; Harper, C.C; Rana, A; Gurung, G; Pradhan, N; Regmi, K; Malla, K; Sharma, S; Grossman, D; Bajracharya, L; Satyal, I; Acharya, S; Lamichhane, P; Darney, P.D. (2013). Effects of Abortion Legalization in Nepal, 2001–2010. *PLoS ONE*. 8(5),1-7.
- International Labour Organisation & Central Bureau of Statistics (Nepal). (2012). Nepal Child Labour Report. Kathmandu. http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-kathmandu/documents/publication/wcms_182988.pdf.
- Inter-Parliamentary Union. (2008). Women in Parliament in 2008: the year in perspective.
<http://www.ipu.org/pdf/publications/wmn08-e.pdf>.
- Inter-Parliamentary Union. (May 2017) Women in national parliaments. <http://www.ipu.org/wmn-e/classif.htm>.
- International Telecommunication Union. (2016). ICT Development Index 2016.
<http://www.itu.int/net4/ITU-D/idi/2016/>.
- Mittra, S. & Bachhan, K. (2004). Encyclopaedia of Women in South Asia. Kathmandu. Delhi: Kalpaz Publications.
- Nepal Academy of Science & Technology. (2017).
http://nast.gov.np/new/index1.php?option=e6r5wlVM8od_u8Y0CdwsDiTfg0cohLLpEcNS8hphu-0&id=hEW7MDkT5i2bUNZaubtDpwVwQcZyid7FWT6avdaGcoE.
- Nepal Dispatch. Nepalese Young Entrepreneurs' Forum to organize Young Women Entrepreneurs Summit Nepal Dispatch. Kathmandu, Nepal. <http://www.nepaldispatch.com/2013/03/nyef-to-organize-young-women-entrepreneurs-summit/>.
- Nepal Health Economics Association (2014). Discover. Share. Present.
<https://www.slideshare.net/dekarki/universal-health-coverage-uhc-day-121214-nepal-42647059>.
- Nepal Police. (2017). Department of Crime Investigation, Women and Children Service Directorate
<https://cid.nepalpolice.gov.np/index.php/cid-wings/women-children-service-directorate>.
- Parajuli, K. & Ghimire, P. (2010). Epidemiology of malaria in two Eastern districts of Nepal. Kathmandu University Medical Journal. 8(29), 45-50.
- Ranabhat, C., Kim, C. B., Choi, E. H., Aryal, A., Park, M. B., & Doh, Y. A. (2015). Chhaupadi culture and reproductive health of women in Nepal. *Asia Pacific Journal of Public Health*, 27(7), 785-795.
- Ramnarain, Smita. (2011). Women's Cooperatives and Peace in India and Nepal.
http://coopscanada.coop/assets/firefly/files/files/Annas_PDF/WOMEN_CO-OPS_AND_PEACE_IN_INDIA_AND_NEPAL_2011_CCA.pdf.

Renaissance Society Nepal & United Nations Development fund for Women (UNIFEM). (2009). Women's Political Participation, Empowerment and Inclusions in Nepal: Survey Report and Strategic Action Plan. Kathmandu.

Singh, A. (2013). Women in Science and Technology: Nepal's Experience. Second Summit of the Science Academies of South Asia.

http://www.ias.ac.in/public/Resources/Initiatives/Women_in_Science/Anjana_Singh.pdf(%)

Shrestha, S. M. (2013). Agricultural Mechanization in Nepal.

<http://uncsam.org/Activities%20Files/A1310TC9/np.pdf>

Shrestha, S. M. (2009). State of Microfinance in Nepal. Institute of Microfinance, prepared for presentation in SAARC Micro-credit Summit in Kathmandu.

<http://inm.org.bd/saarc/document/Nepal.pdf>.

Tamang, Sujata, Paudel, Krishna P & Shrestha, Krishna K. (2014). Feminization of Agriculture and its Implications for Food Security in Rural Nepal. Journal of Forest and Livelihood 12(1).

<http://www.forestation.org/app/webroot/js/tinyMCE/editor/plugins/filemanager/files/JFL%20VOI%2012%20%281%29/tamang%20et%20al.pdf>

Trading Economics. (2014). Nepal Prevalence of HIV, total (% of population ages 15-49).

<http://www.tradingeconomics.com/nepal/prevalence-of-hiv-total-percent-of-population-ages-15-49-wb-data.html>

Tribhuvan University (2017). Faculty of Education. Retrieved on February 10, 2017. <http://tribhuvan-university.edu.np/faculties/faculty-of-education/>.

United Nations. (2015). Data Query. Sex ratio of the total population (males per 100 females). :

Department of Economic & Social Affairs. Population Division. <https://esa.org/undp/wpp/DataQuery/>.

United Nations Development Programme. (2016). Human Development Report.

<http://hdr.undp.org/en/2016-report>.

United Nations Development Programme & National Planning Commission. (2014). Nepal Human Development Report 2014 Beyond Geography, Unlocking Human Potential. Kathmandu.

UN Habitat. (2014). Project Information Sheet Empowering Women for Women (W4W): Access to Land for Sustainable Peace in Nepal. <http://unhabitat.org.np/?publications=project-information-sheet-empowering-women-for-women-w4w-access-to-land-for-sustainable-peace-in-nepal>.

United Nations Population Fund. (2013). Adolescent pregnancy: A Review of the Evidence. New York.

https://www.unfpa.org/sites/default/files/pub-pdf/ADOLESCENT%20PREGNANCY_UNFPA.pdf.

United Nations Statistical Commissions. (2017).

<https://unstats.un.org/UNSD/demographic/products/indwm/default.htm>.

United States Agency for International Development (2015). Fact Sheet: Gender Equality, Female Empowerment, and Social Inclusion. Kathmandu. <https://www.usaid.gov/nepal/fact-sheet/gender-equality-female-empowerment-and-social-inclusion>.

Women in Global Science and Technology (WISAT). 2017. Gender Equality in the Knowledge Society.

<http://wisat.org/what-we-do/gender-equality-knowledge-society/>.

World Bank. (2014). The World Bank. IBRD-IDA. Health Expenditure total (percent of GDP).

<http://data.worldbank.org/indicator/SH.xPD.TOTL.ZS?view=map>

World Bank. (2015a). World Development Indicators. Prevalence of HIV, females, %, ages 15-24. <http://databank.worldbank.org/data/reports.aspx?source=2&series=SH.HIV.1524.FE.ZS&country>.

World Bank. (2015b). GNI per capita, Atlas Method. <http://data.worldbank.org/indicator/NY.GNP.PCAP.CD>.

World Bank. (2017a). Labor force participation rate, female (% of female population ages 15+). <http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>.

World Bank. (2017b). Personal remittances received, % of GDP. <http://data.worldbank.org/indicator/BX.TRF.PWKR.DT.GD.ZS?page=3>.

World Economic Forum. (2015). Global Gender Gap Report. Geneva. <http://www3.weforum.org/docs/GGGR2015/cover.pdf>.

World Economic Forum. (2016). The Global Gender Gap Report. Geneva. http://www3.weforum.org/docs/GGGR16/WEF_Global_Gender_Gap_Report_2016.pdf.

World Health Organisation. (2013). The World Health Report. Research for Universal Health Coverage. Luxembourg. <http://www.who.int/whr/2013/report/en/>.

World Health Organisation. (2015). Country Statistics. Country Health Profile. <http://www.who.int/countries/npl/en/>.

World Health Organisation. (2016). Health Statistics 2016. Monitoring Health for the SDGs.

World Health Organisation. (2017). Nepal Statistics. <http://www.who.int/countries/npl/en/>.