

Economic Activities in Nepal: A Gender Perspective

Gopal Khadka

Department of Rural Development, Patan Multiple Campus, Tribhuvan University, Kathmandu, Nepal

Corresponding author: Gopal Khadka

ABSTRACT: *Economic activities are the backbone of society. It determines superstructures of society. All aspects of human society are directly or indirectly affected by economic activities. To assess gender status in economic activities of Nepal and to explore measures of gender equality in economic activities, this study conducted with the title "Economic activities in Nepal: A gender perspective". It is mainly based on the secondary data of Nepal economic census-2018. Essential information collected through various search engines by simple literature review. The gender status in economic activities founded unequal and unbalanced in Nepal. Female participation in economic activities is increasing gradually. Governmental efforts through litigation approach can create positive results to reducing the gender gap. Gender equality in economic activities may become the panacea of all gender related problems. It is the strategic point addressing the overall social, economic and political issues to achieving the national and international commitment of Nepal. Happy and satisfied women can create prosperity in society. Economic empowerment of women is the prime concern of gender mainstreaming for achieving the aspiration of the present governing constitution of federal democratic republic of Nepal.*

Keywords: economic activities, feminism, gender, gender equality, Patriarchal

I. INTRODUCTION

Majority of women, even today, are living as a 'second grade citizen' becoming a victim of patriarchal domination. With the literacy rate of women standing at 65.9 percent according to Central Bureau of Statistics 2011, women are still confined into the domestic chores. Those who have stepped out in the job market have also been facing discrimination in various ways. Whether we refer to the issue of equal pay for equal work or the amount of respect they command from their male colleagues, these things become problematic for women (Pokhrel, 2020). Nepali women, as more than 50 percent of the total population, are still lagging in terms of meaningful participation and representation in political, social, economic and educational aspects of life. The provisions of constitution for the 33 percent quota system for female candidates in Nepal has indeed managed to increase their political representation, but it is not far from criticism, as it is seeing as having favored quantity over quality (Rai, 2017). This study believes on assumptions of liberal feminism and explore various measures to attaining gender equality, especially in economic activities within the present socio-economic structures of Nepal.

All activities related with production, distribution, marketing, and sales of goods or services are referred to as economic activities. That is the activities which are carrying out for profit or own consumption. Such activities will be contributing to the value added to the national production (CBS, 2020). It is mandatory to produce, distribute and consume resources without any discrimination. Economic activities, determines the level of production, distribution and consumption of goods and services. The owner, manager and person engaged in the establishment of economic activities play a determinant role in the economic status of people. Economic status and gender status of people are relating with one another. This study is helpful to find out the relation between these two variables on the basis of Nepal economic census-2018.

Multiple factors are in play for gender inequality such as historically institutionalized gender discrimination, patriarchal mindset, socially constructed exclusion and practices and economic status. Constitution of Nepal however, has guaranteed equal rights for every citizen and some special rights for women. The truth is that formal equality is not enough; as women are not equal footing to utilizing these formal opportunities (Rai, 2017). Gender equality must keep up in both private sphere and the public sphere of human

life. Economic status is reflection of social, educational, political, health, legal etc. variables of society. Gender is the common agenda of political parties, I/NGO, and governmental institution in Nepal since long time ago. This study tries to present the real result of their efforts.

The purpose of this study is to assess economic activities of Nepal through gender perspective and to explore various measures to create gender equality in economic activities through liberal feminism.

II. THEORETICAL FRAMEWORK

Liberal feminists accept that citizenship is depend on participation in public institutions; especially the labor market. The key to women's subordination is restriction of women to the private sphere. The traditional domestic division of labor is responsible for the sexual division of labor. The implications of this doctrine are that once women achieving economic independence, gender equality in the home will follow automatically. Women's legal right to property, including property in their own person, is the first step for emancipating of women. It accepts the proposition that contemporary advanced industrial societies are meritocratic, and that women as a group are not innately less talented or less diligent than men but are denied opportunities simply because of their sex (Bitman, 2001). The main causes of gender inequality are ignorance and socialization. They do not believe that social institutions are inherently patriarchal. They believe in a "March of Progress" view of gender relations. This means that they believe that men and women are gradually becoming more equal over time and that this trend will continue. Liberal feminists point to various legal reforms which promote sexual equality. Creation of equal opportunities is the main aim of liberal feminists (Thompson, 2016).

Liberal feminism claims that small biological differences, such as lactation give women an advantage in child rearing. Men become more productive at market work because gender specialization leads them to invest in their capacity to earn human capital, through education and on-the-job experience. This leads to a situation where men's wages are generally higher than women's, and any extra allocation of men's time to housework would oblige them to forgo a greater amount of income. By contrast, the 'shadow price' or opportunity cost of women's time spent in unpaid work at home is lower, because the cost of income forgone is smaller. This somewhat circular reasoning leads to the claim that men have a 'comparative advantage' in paid work, while women have a 'comparative advantage' in unpaid work (Bitman, 2001). In general, to deny women access to education and the professions was to deny development of their full human potential. Further, liberal feminists argued that society as a whole would benefit from the public contributions of women. During the twentieth century, the political agenda of liberal feminism moved beyond a focus on married women's property rights, divorce laws, and the suffrage to include labor laws, social issues including child-care, welfare, health-care and education, access to safe legal abortion, international development, distribution of economic resources, and human rights (Ackerly, 2001).

III. MATERIALS AND METHODS

Being the central government agency, central bureau of statistics (CBS) is responsible to publish reliable and valid data relating various dimension of nation. It serves as a national statistical organization of the Government. By conducting censuses and surveys, it generates timely, reliable and valid statistics of multiple dimensions. It conducted the first national economic census (NEC) from 14th April to 14th June at 2018 throughout the country. This study is mainly based on the secondary data. The data source of this study fully depends on Nepal Economic Survey (NEC-2018). Objective related information was collected through various search engines by simple literature review. Data analysis was conducting in descriptive way through the use of figures and basis of liberal feminist perspectives.

IV. RESULT AND DISCUSSION

The International Standard Industrial Classification of All Economic Activities (ISIC) consists of a coherent and consistent classification structure of economic activities based on a set of internationally agreed concepts, definitions, principles and classification rules. In practice, the classification is used for providing a continuing flow of information that is indispensable for the monitoring, analysis and evaluation of the performance of an economy over time. It is increasingly used also for administrative purposes, such as in tax collection, issuing of business licenses etc. (United Nations, 2008). The establishment is defined as an economic unit that engages, under a single ownership or control - that is, under a single legal entity - in one, or predominantly one, kind of economic activity at a single physical location - for example, a mine, factory or workshop. It is imperative to conduct an economic census covering all establishments conducting different sectors of economic activities as mentioned in ISIC revision 4 in order to know the real picture of the Nepalese economy (CBS, 2020). Nepal economic census provides data of 18 economic activities in terms of various aspects. This study focuses to present and analyze the gender status of owner, manager and person engaged in economic activities,

4.1 Agriculture, forestry and fishing

In the Economic Census 2018, only the agriculture, forestry and fisheries establishments registered at government agencies have been considered as economic activities (CBS, 2020). Fig-1; revealed that there are 5 folds more dominance of male owners (83.6%) than female owners (16.4%) in this group of economic activities. The male managers (85.1%) are 5.7 folds greater than the female managers (14.9%). People engaged in this section of economic activities for male (62.4%) is not doubled than female (37.6%). Female involvement as an owner and manager is in critical condition than engagement as a different level of employee.

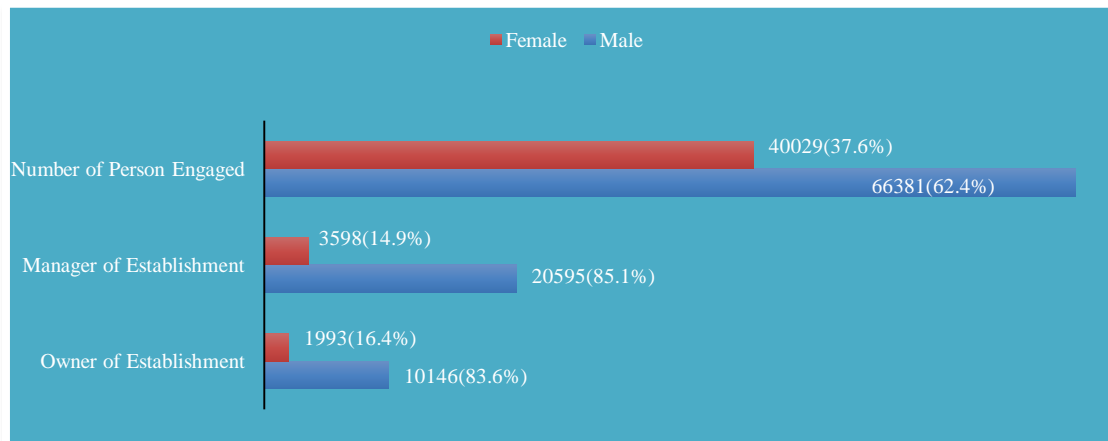


Figure 1: Number and percentage of owner, manager and person engaged in establishments by sex. (Agriculture, forestry and fishing industry). (Data source: NEC-2018).

4.2. Mining and quarrying

It includes the extraction of minerals occurring naturally as solids (coal and ores), liquids (petroleum) or gases (natural gas). These activities also include supplementary activities aimed at preparing the crude materials for marketing, for example, crushing and grinding, cleaning, drying, sorting, concentrating ores, liquefaction of natural gas and agglomeration of solid fuels (CBS, 2020). Fig-2; revealed that there are 3.5 folds more dominance of male owners (78.4%) than female owners (21.6%) in this group of economic activities. The male managers (79.6%) are 4 folds greater than the female managers (20.4%). People engaged in this section of economic activities for male (95%) is 19 fold greater than female (5%). Female engagement as an owner is in good condition than manager. Female engagement as a different level of employee is very low and critical compare to male.

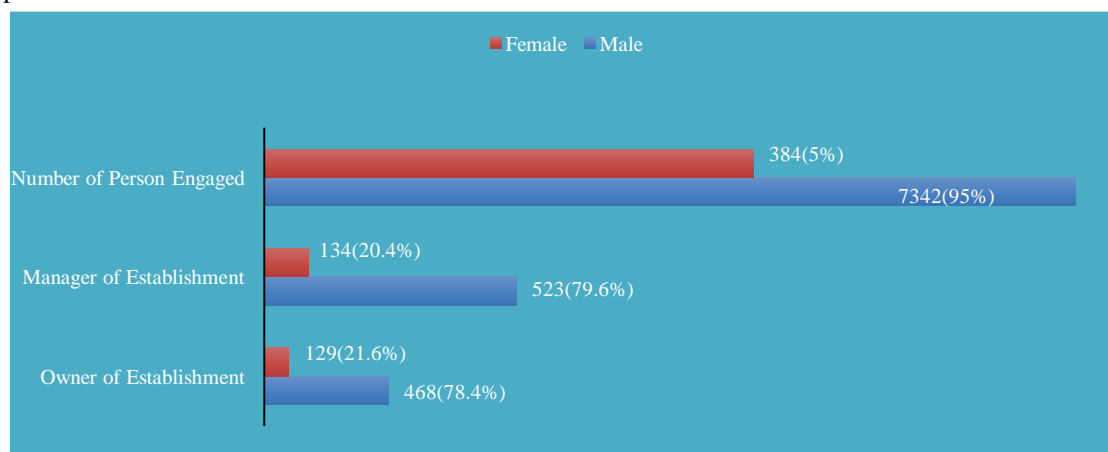


Figure 2: Number and percentage of owner, manager and person engaged in establishments by sex (mining and quarrying) (Data source: NEC-2018).

4.3. Manufacturing

It includes the physical or chemical transformation of materials, substances or components into new products. Substantial alteration, renovation, or reconstruction of goods is generally combined to be manufacturing (CBS, 2020). Fig-3; revealed that there are 3.4 folds more dominance of male owners (77.3%) than female owners (22.7%) in this group of economic activities. The male managers (77.7%) are 3.4 folds greater than the female managers (22.3%). People engaged in this section of economic activities for male (74%)

is 2.8 fold greater than female (26%). Female engagement as an owner and manager is in equal condition, but very low compare to male. Female engagement as a different level of employee is satisfactory compare to involvement as owner and manager.

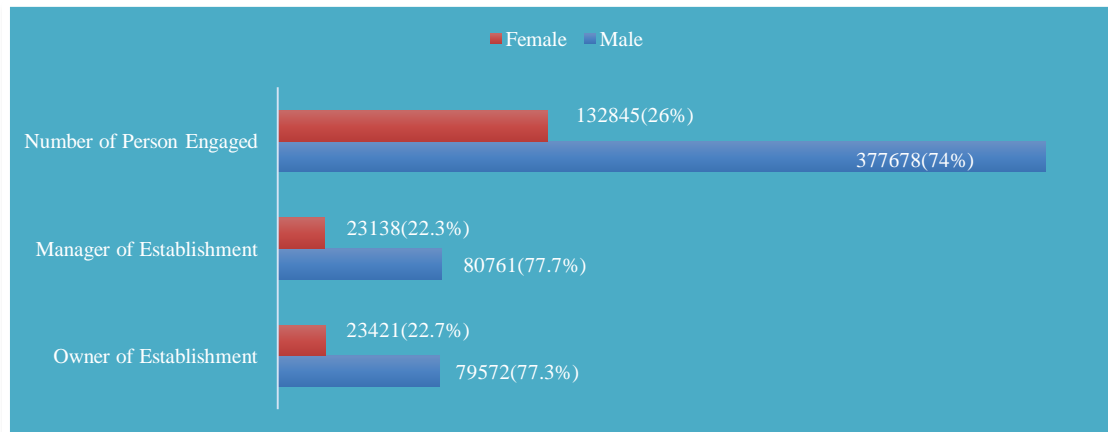


Figure 3: Number and percentage of owner, manager and person engaged in establishments by sex (manufacturing Industry). (Data source: NEC-2018).

4.4. Electricity, gas, steam and air conditioning supply

It includes the activity of providing electric power, natural gas, steam, hot water and the like through a permanent infrastructure of lines, mains and pipes. This section includes the operation of electric and gas utilities, which generate, control and distribute electric power or gas. It also included the provision of steam and air-conditioning supply (CBS, 2020). Fig-4; revealed that there are 16.8 folds more dominance of male owners (94.4%) than female owners (5.6%) in this group of economic activities. The male managers (97.5%) are 39 folds greater than the female managers (2.5%). People engaged in this category of economic activities for male (84.3%) is 5 fold greater than female (15.7%). Female engagement as an owner is a bit good than manager. The condition of female manager is very low and critical. Female engagement as a different level of employee is better than other two variables, but found very low compare to male in this section of economic activities.

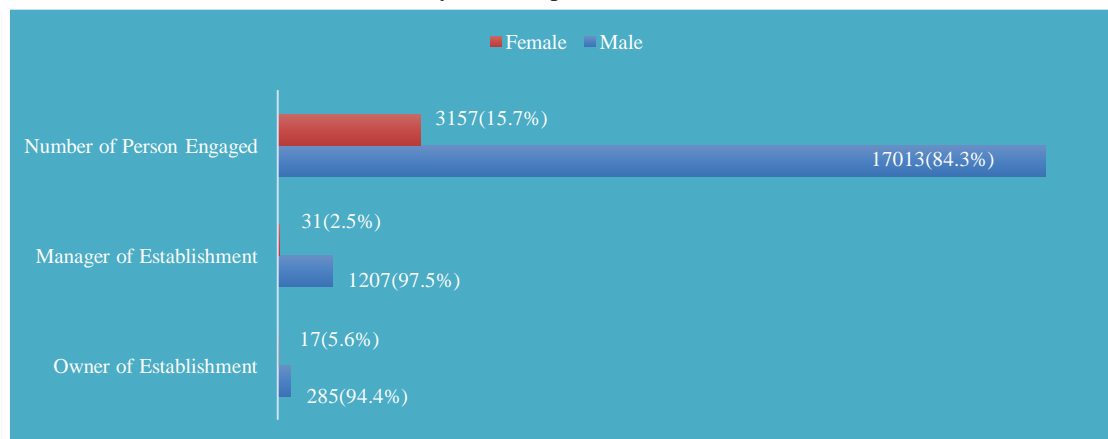


Figure 4: Number and percentage of owner, manager and person engaged in establishments by sex. (Electricity, gas, steam and air conditioning supply industry). (Data source: NEC-2018).

4.5. Water supply, sewerage, waste management and remediation activities

It includes activities related to the management (including collection, treatment and disposal) of various forms of waste, such as solid or non-solid industrial or household waste, as well as contaminated sites. Activities of water supply are also grouped in this section, since they are often carried out in connection with, or by units also engaged in, the treatment of sewage (CBS, 2020). Fig-5; revealed that there are 11 folds more dominance of male owners (91.9%) than female owners (8.1%) in this section of economic activities. The male managers (93.4%) are 14 folds greater than the female managers (6.6%). People engaged in this group of economic activities for male (75.5%) is 3 fold greater than female (24.5%). Female engagement as an owner is satisfactory than manager. The condition of female manager is very low and critical. Female engagement as a different level

of employee is better than other two variables, but found very low compare to male in this category of economic activities.

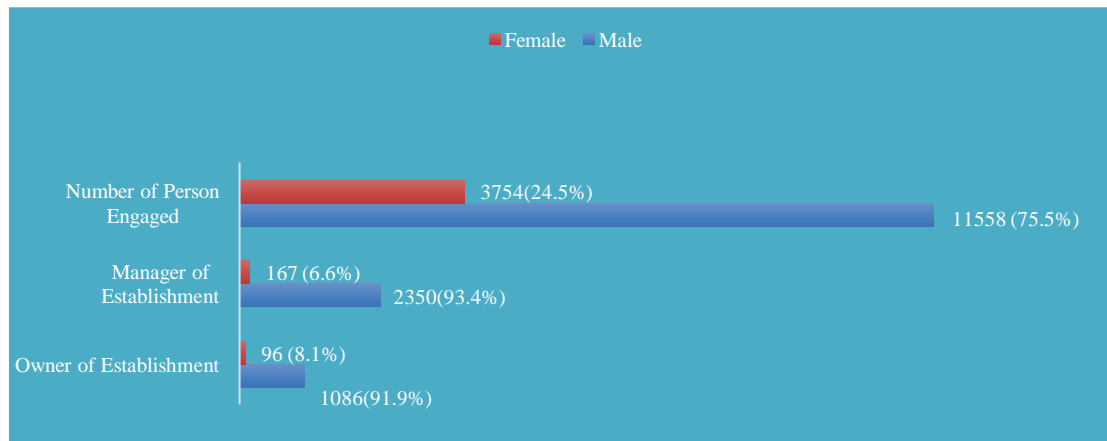


Figure 5: Number and percentage of owner, manager and person engaged in establishments by sex (water supply, sewerage, waste management, and remediation activities industry). (Data source: NEC-2018).

4.6. Construction

Construction section includes general construction and specialized construction activities for buildings and civil engineering works. It includes new work, repair, additions and alterations, the erection of prefabricated buildings or structures on the site and also construction of a temporary nature (CBS, 2020). Fig 6; revealed that there are 16 folds more dominance of male owners (94.1%) than female owners (5.9%) in this group of economic activities. The male managers (93.9%) are 15 folds greater than the female managers (6.1%). People engaged in this section of economic activities for male (85.5%) is 6 fold more than female (14.5%). Female engagement as manager is satisfactory than owner. The condition of the female as an owner and manager is very low and critical. Female engagement as a different level of employee in this group of economic activities is better than other two variables, but found very low compare to male.

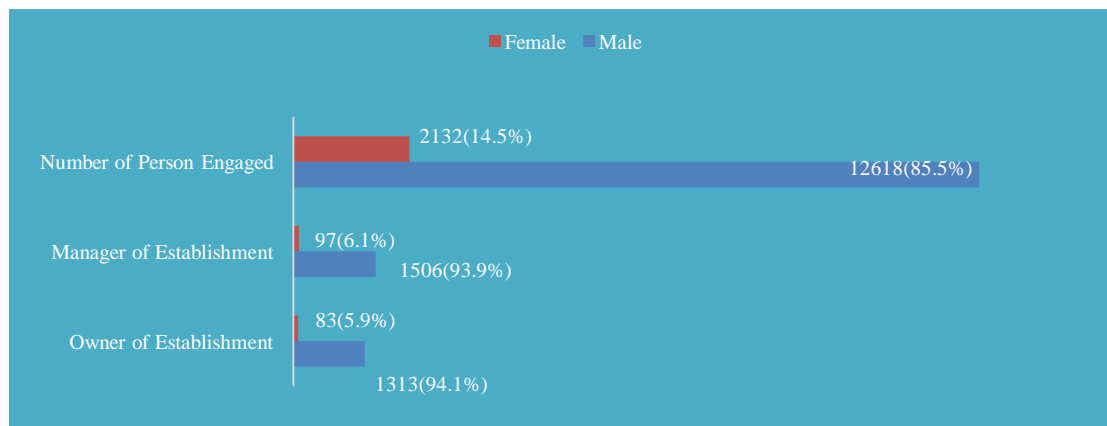


Figure 6: Number and percentage of owner, manager and person engaged in establishments by sex (construction industries). (Data source: NEC-2018).

4.7. Wholesale and retail trade; repair of motor vehicles and motorcycles

It includes wholesale and retail sale of any type of goods and the rendering of services incidental to the sale of these goods. Wholesaling and retailing are the final steps in the distribution of goods. Goods bought and sold are also referred to as merchandise. Also included in this section are the repair of motor vehicles and motorcycles (CBS, 2020). Fig-7; revealed that there are 2.2 folds more dominance of male owners (69%) than female owners (31%) in this category of economic activities. The male managers (68.3%) are 2.1 folds greater than the female managers (31.7%). People engaged in this section of economic activities for male (62.4%) is not doubled than female (37.6%). Female engagement as an owner and manager is low, but not in critical condition. Female engagement as a different level of employee in this category of economic activities is better than other two variables, but found low compare to male. The status of female is in satisfactory level in this section compared with above six categories of economic activities.

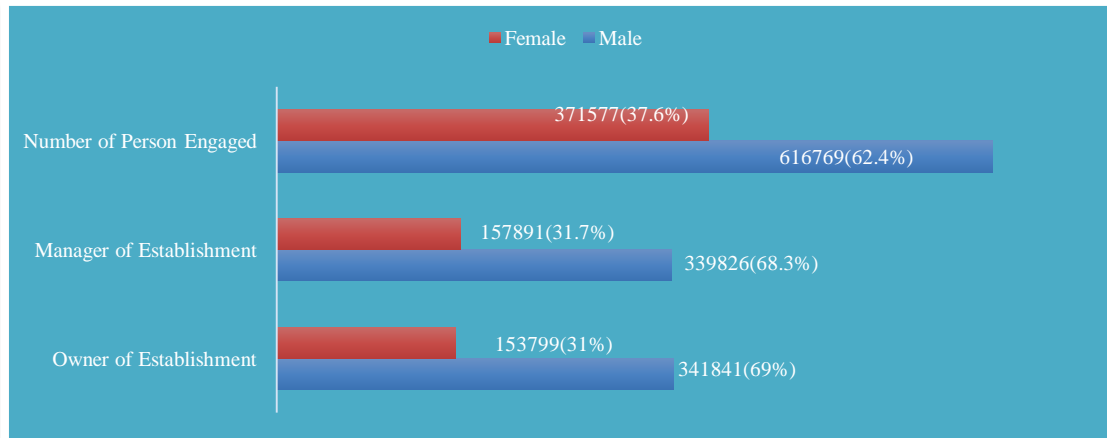


Figure7: Number and percentage of owner, manager and person engaged in establishments by sex (Wholesale and retail trade industry). (Data source: NEC-2018).

4.8. Transportation and Storage

It includes the provision of passenger or freight transport, whether scheduled or not, by rail, pipeline, road, water or air and associated activities such as terminal and parking facilities, cargo handling, storage, renting of transport equipment with driver or operator, postal and courier activities etc (CBS, 2020). Fig-8; revealed that there are 12 folds more dominance of male owners (92.4%) than female owners (7.6%) in this group of economic activities. The male managers (88.9%) are 8 folds greater than the female managers (11.1%). People engaged in this section of economic activities for male (80.6%) is 4 fold greater than female (19.4%). Female engagement as manager is in good condition compared with owner. Female engagement as a different level of employee in this group of economic activities is better than other two variables, but found low compare to male.

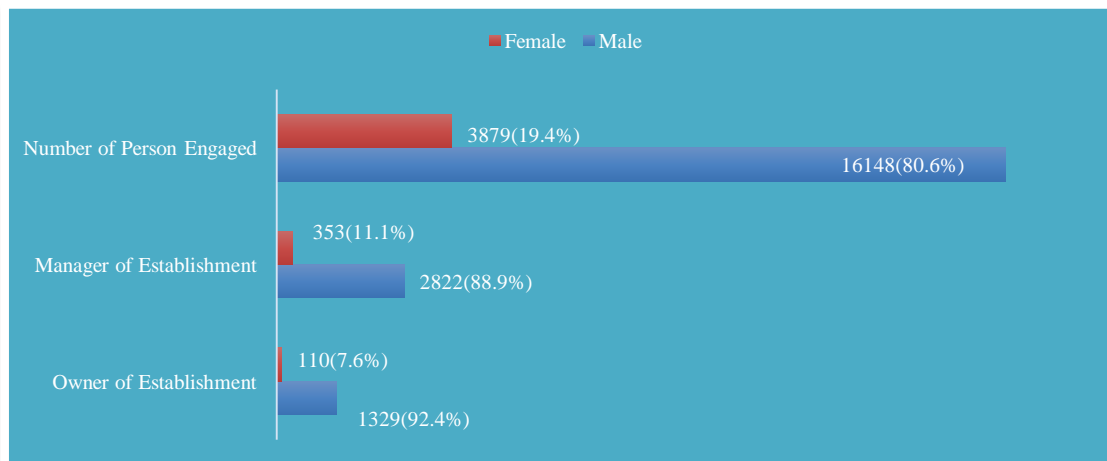


Figure 8: Number and percentage of owner, manager and person engaged in establishments by province (transportation and storage industry). (Data source: NEC-2018).

4.9. Accommodation and food service activities (hotel and restaurant)

It includes the provision of short-stay accommodation for visitors and other travelers and the provision of complete meals and drinks fit for immediate consumption (CBS, 2020). Fig-9; revealed that there are 1.5 folds more dominance of male owners (61%) than female owners (39%) in this group of economic activities. The male managers (59.7%) are 1.4 folds greater than the female managers (40.3%). People engaged in this section of economic activities for male (56.8%) is 1.3fold more than female (43.2%). Female engagement as an owner and manager is low, but in satisfactory level. Female engagement as a different level of employee in this section of economic activities is better than other two variables, but found low compare to male. The status of female is in good level in this category compared with above eight categories of economic activities.

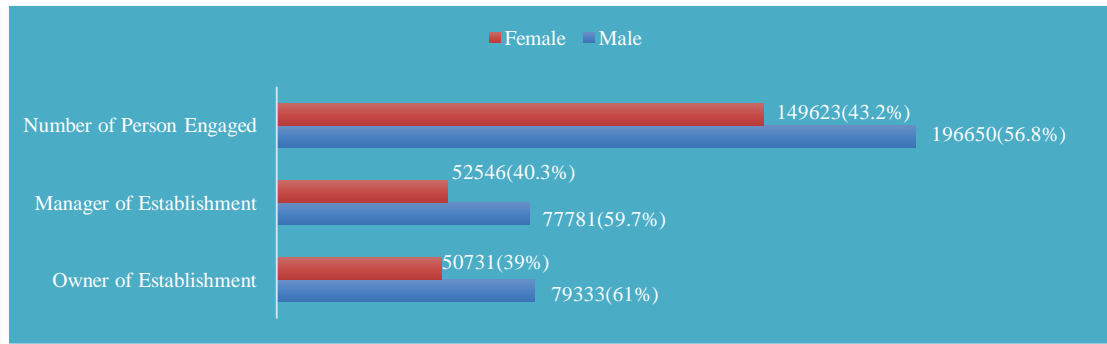


Figure -9: Number and percentage of owner, manager and person engaged in establishments by sex (accommodation and food service activities industry). (Data source: NEC-2018).

4.10. Information and Communication

This section includes the production and distribution of information and cultural products, publishing activities, including software publishing, motion picture and sound recording activities, radio and TV broadcasting and programming activities, telecommunications activities and information technology activities and other information service activities (CBS, 2020). Fig-10; revealed that there are 10 folds more dominance of male owners (90.9%) than female owners (9.1%) in this category of economic activities. The male managers (90.1%) are 9 folds greater than the female managers (9.9%). People engaged in this group of economic activities for male (74%) is 2.8 fold greater than female (26%). Male dominance is high in owner than manager. Female engagement as an owner and manager is in critical condition than engagement as a different level of employee.

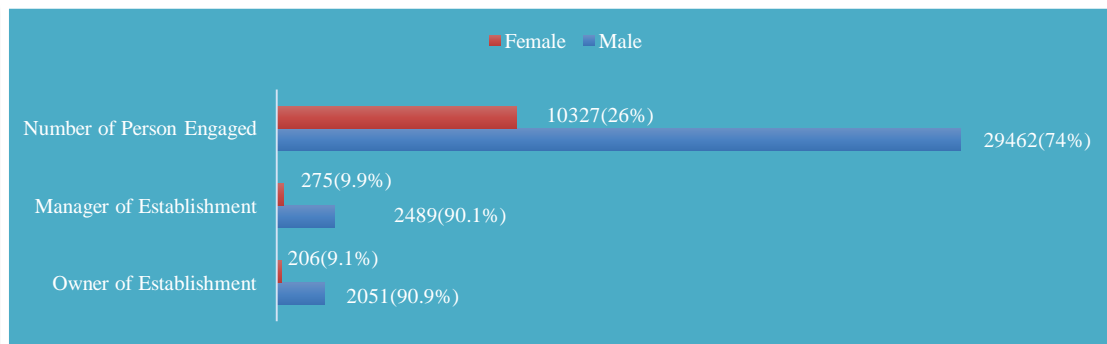


Figure10: Number and percentage of owner, manager and person engaged in establishments by sex (Information and communication industry) (Data source: NEC-2018).

4.11. Financial and insurance activities

It includes financial service activities, including insurance, reinsurance and pension funding activities and activities to support financial services (CBS, 2020). Fig-11; revealed that there are 4 folds more dominance of male owners (80.5%) than female owners (19.5%) in this category of economic activities. The male managers (75.2%) are 3 folds greater than the female managers (24.8%). People engaged in this group of economic activities for male (55.2%) is greater, but not doubled than female (44.8%). Male dominance is high in owner level than manager level of female. Female engagement as an owner and manager is in lower condition than engagement as a different level of employee.

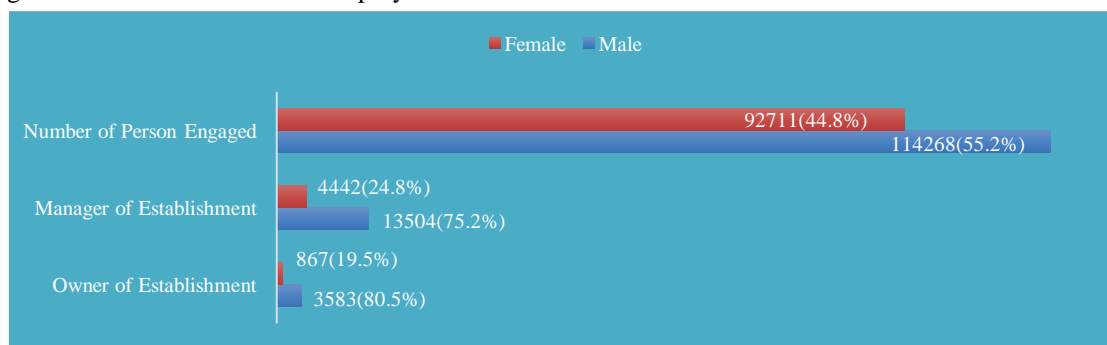


Figure-11: Number and Percentage of owner, manager and person engaged in establishments by sex (Financial and insurance activities industry). (Data source: NEC-2018).

4.12. Real estate activities

This section includes acting as agents and brokers in one or more of the following: selling or buying real estate, renting real estate, providing other real estate services such as appraising real estate or acting as real estate escrow agents (CBS, 2020). Fig-12; revealed that there are 21 folds more dominance of male owners (95.5%) than female owners (4.5%) in this group of economic activities. The male managers (94.1%) are 15.9 folds greater than the female managers (5.9%). People engaged in this category of economic activities for male (74.4%) is 2.9 fold greater than female (25.6%). Male dominance is high in owner level than manager level of female. Female engagement as an owner and manager is in critical condition than engagement as a different level of employee.

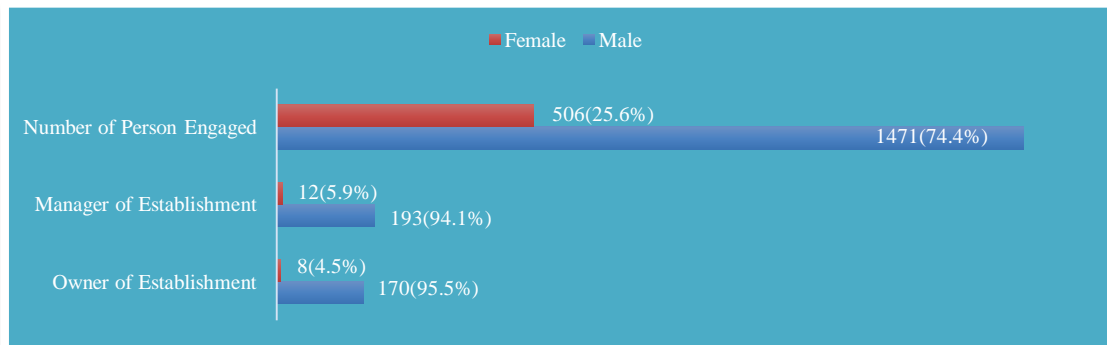


Figure12: Number and Percentage of owner, manager and person engaged in establishments by sex (Real estate activities industry). (Data source: NEC-2018).

4.13. Professional, scientific and technical activities

It includes specialized professional, scientific and technical activities. These activities require a high degree of training, and make specialized knowledge and skills available to users (CBS, 2020). Fig-13; revealed that there are 9.3 folds more dominance of male owners (90.7%) than female owners (9.3%) in this category of economic activities. The male managers (90.2%) are 9.2 folds greater than the female managers (9.8%). People engaged in this section of economic activities for male (73.8%) is 2.8 fold greater than female (26.2%). Female involvement as owner and manager is somehow common, but very lower than male. Female engagement as an owner and manager is in critical condition than engagement as a different level of employee.

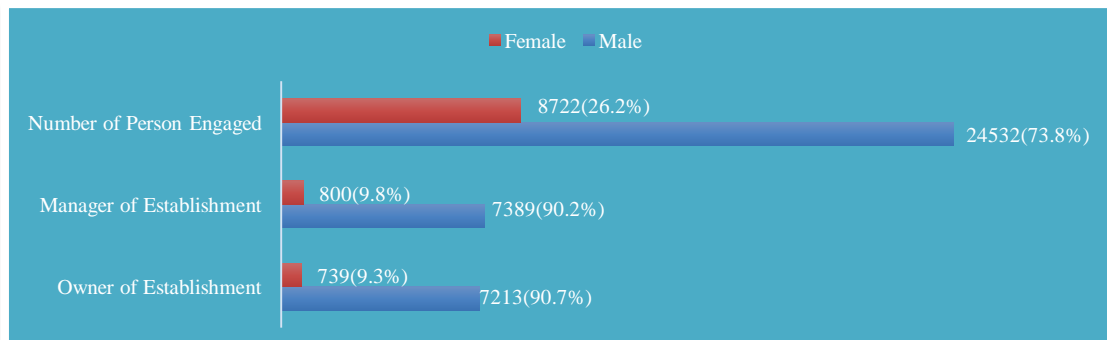


Figure-13: Number and Percentage of owner, manager and person engaged in establishments by sex (Professional, scientific and technical activities industry). (Data source: NEC-2018).

4.14. Administrative and support service activities

It includes a variety of activities that support general business operations. These activities differ from those in the section of Professional, scientific and technical activities, since their primary purpose is not the transfer of specialized knowledge (CBS, 2020). Fig-14; revealed that there are 10.3 folds more dominance of male owners (91.2%) than female owners (8.8%) in this group of economic activities. The male managers (90.9%) are 9.9 folds greater than the female managers (9.1%). People engaged in this section of economic activities for male (74.5%) is 2.9 fold greater than female (25.5%). Female involvement as owner and manager is somehow common, but very lower than male. Female engagement as an owner and manager is in critical condition than engagement as a different level of employee.

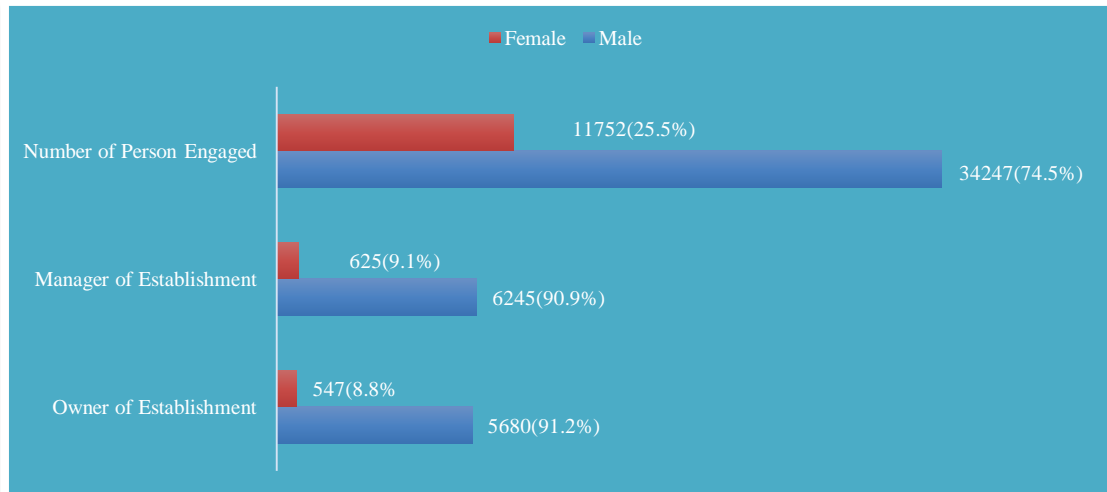


Figure14: Number and Percentage of owner, manager and person engaged in establishments by sex (Administrative and support services industry). (Data source: NEC-2018).

4.15. Public administration and defense; compulsory social security

It includes activities of a governmental nature, normally carried out by the public administration, such as Legislative activities, taxation, national defense, public order and safety, immigration services, foreign affairs and the administration of government programs, compulsory social security activities. In the NEC 2018, the activities under this section have not been covered (CBS, 2020)

4.16. Education

It includes public or private education at any level or for any profession, oral or written as well as by radio and television or other means of communication. It includes education by the different establishments in the regular school system at its different levels as well as adult education, literacy programs, religious education (madrashas), technical education, computer education, professional coaching centers, training centers, military schools and academies, prison schools etc (CBS, 2020). Fig-15; revealed that there are 4.8 folds more dominance of male owners (82.8%) than female owners (17.2%) in this section of economic activities. The male managers (83.7%) are 5.1 folds greater than the female managers (16.3%). People engaged in this category of economic activities for male (57.1%) is not doubled than female (42.9%). Female dominance is high as owner than manager in this section. Female engagement as an owner and manager is in lower condition than engagement as a different level of employee.

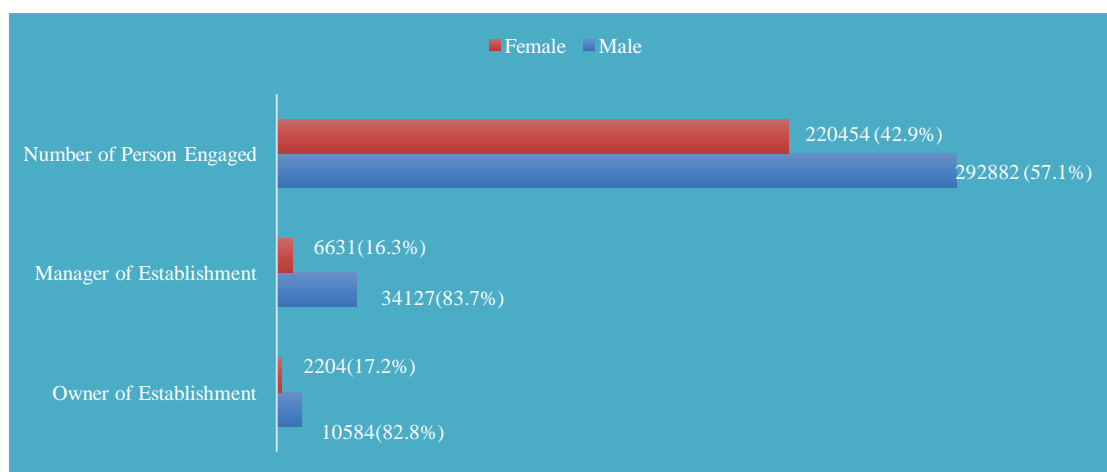


Figure15: Number and percentage of owner, manager and person engaged in establishments by sex (education industry). (Data source: NEC-2018).

4.17. Human health and social work activities

It includes the provision of health and social work activities. It includes a wide range of activities, starting from health care provided by trained medical professionals in hospitals and other facilities, over

residential care activities that still involve a degree of health care activities to social work activities without any involvement of health care professionals (CBS, 2020). Fig-16; revealed that there are 3.3 folds more dominance of male owners (77.2%) than female owners (22.8%) in this category of economic activities. The male managers (59.8%) are 1.4 folds greater than the female managers (40.2%). People engaged in this category of economic activities for male (43.2%) is 1.3 fold lower than female (56.8%). Female dominance is high in this sector as a person engaged in establishment. As a manager female compete with male neck to neck. Female engagement as an owner is lowers than male, but not in critical condition.

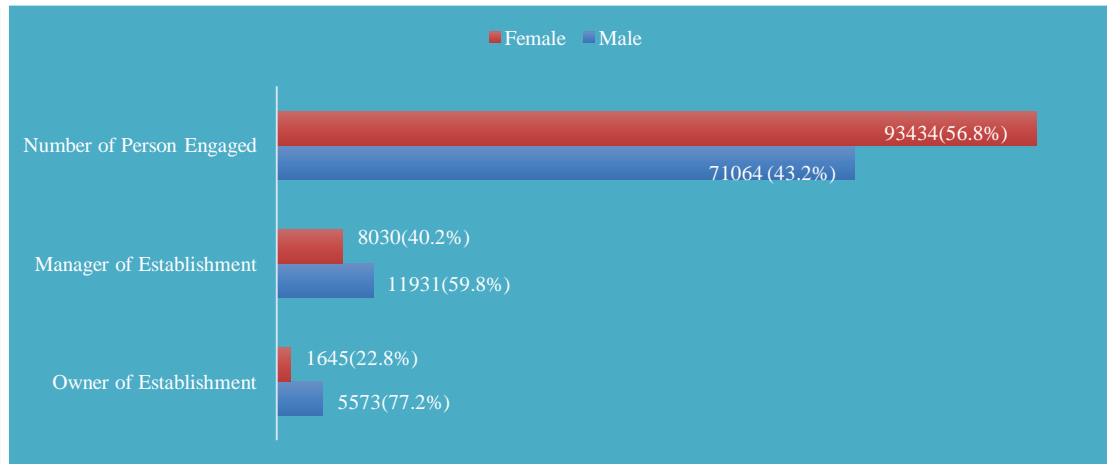


Figure-16: Number and percentage of owner, manager and person engaged in establishments by sex (Human health and social work activities industry). (Data source: NEC-2018).

4.18. Arts, entertainment and recreation

Arts, entertainment and recreation section includes a wide range of activities to meet varied cultural, entertainment and recreational interests of the general public, including live performances, operation of museum sites, gambling, sports and recreation activities (CBS, 2020). Fig-17; revealed that there are 14 folds more dominance of male owners (93.4%) than female owners (6.6%) in this group of economic activities. The male managers (92.6%) are 12.5 folds greater than the female managers (7.4%). People engaged in this category of economic activities for male (70.3%) is 2.3 fold greater than female (29.7%). Female engagement as an owner and manager is in critical condition than engagement as a different level of employee.

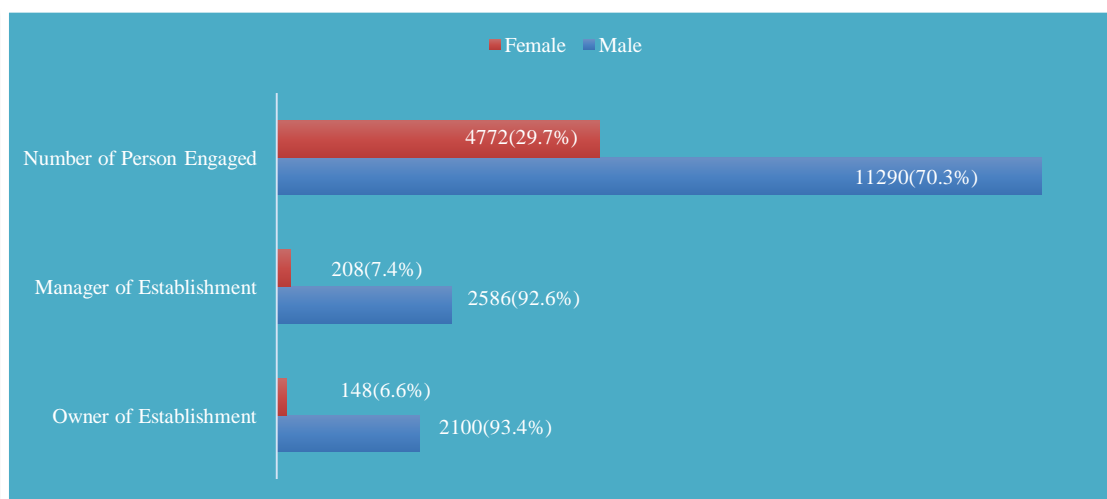


Figure-17: Number and percentage of owner, manager and person engaged in establishments by sex (Arts, entertainment and recreation industry). (Data source: NEC-2018).

4.19. Other service activities

Other service activities (as a residual category) section includes the activities of membership organizations, the repair of computers and personal and household goods and a variety of personal service activities not covered elsewhere in the classification (CBS, 2020) . Fig-18; revealed that there are 2.7 folds more dominance of male owners (73.2%) than female owners (26.8%) in this groups of economic activities. The

male managers (74.8%) are 2.9 folds greater than the female managers (25.2%). People engaged in this category of economic activities for male (62.4%) is 1.6 fold greater than female (37.6%). There is more dominance of male manager and owner in this sector of economy. Female involvement as an owner and manager is very low than engagement as a different level of employee.

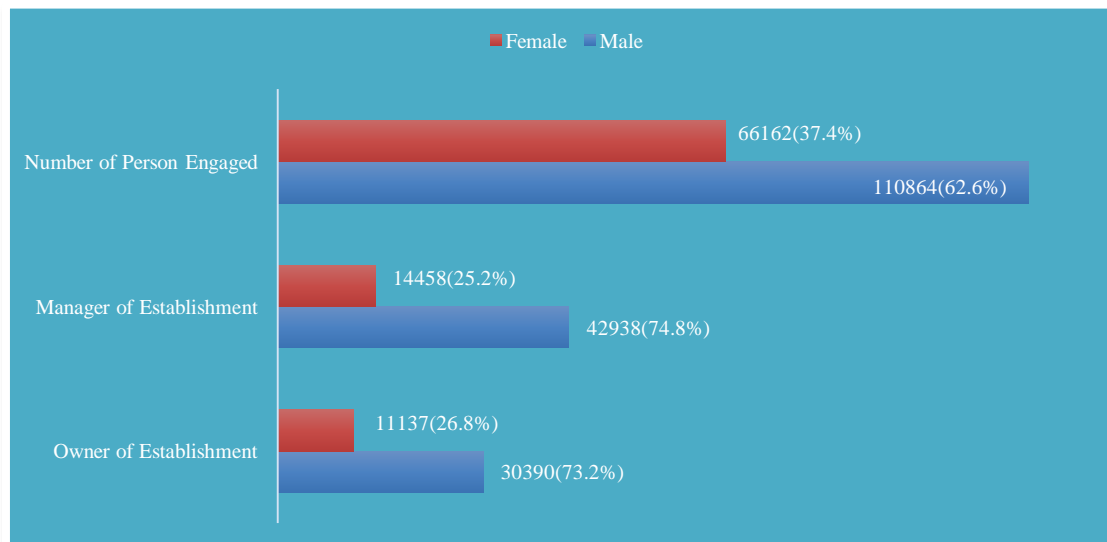


Figure 18: Number and percentage of owner, manager and person engaged in establishments by sex (other service activities industry) (Data source: NEC-2018).

4.20. Activities of households as employers; undifferentiated goods and services producing activities of households for own use.

It includes activities of households as employers of domestic personnel such as maids, cooks, waiters, valets, butlers, laundresses, gardeners, gatekeepers, stable-lads, chauffeurs, caretakers, governesses, babysitters, tutors, secretaries etc. This section also includes the undifferentiated subsistence goods-producing and services producing activities of households. Households should be classified here only if it is impossible to identify a primary activity for the subsistence activities of the household. If the household engages in market activities, it should be classified according to the primary market activity carried out. In NEC 2018, the activities under this section have not been covered (CBS, 2020)

4.21. Activities of extraterritorial organizations and bodies

It includes activities of international organizations such as the United Nations and the specialized agencies of the United Nations system, regional bodies' etc. It also includes activities of diplomatic and consular missions when being determined by the country of their location rather than by the country they represent. In NEC 2018, the activities under this section have not been covered (CBS, 2020).

4.22. Total economic activities

It indicates total number of establishment of economic activities recognized by NEC-2018. Fig-19; revealed that there are 2.3 folds more dominance of male owners (70.2%) than female owners (29.8%) in this category of economic activities. The male managers (70.3%) are 2.4 folds greater than the female managers (29.7%). People section in this category of economic activities for male (62.3%) is 1.6 fold greater than female (37.7%). Categorically female involvement is good as person engaged followed by owner and manager in total economic activities. As a person engaged, female has 38 % share in total economic activities. As an owner and manager, female has 30 % share in total economic activities.

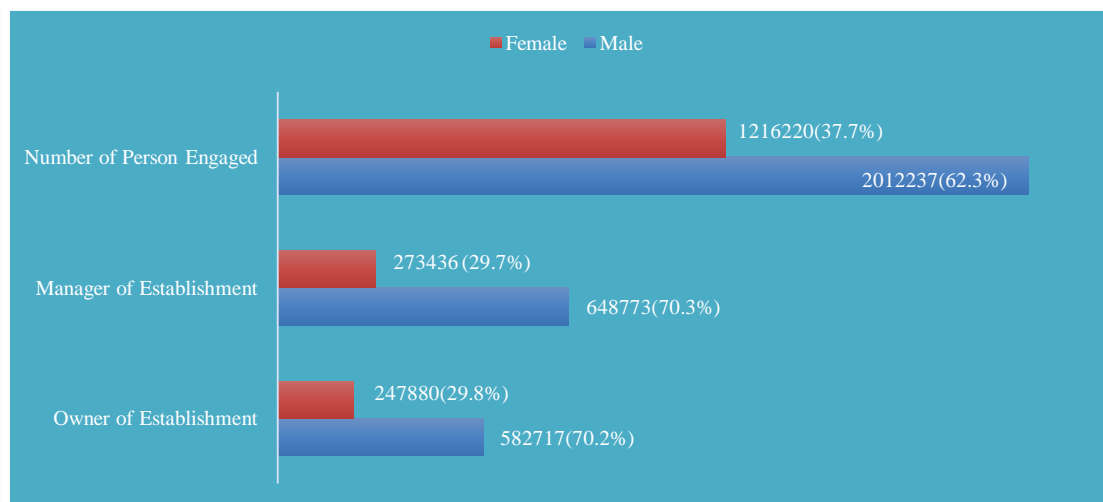


Figure-19: Number and percentage of owner, manager and person engaged in establishments by sex (Total economic activities). (Data source: NEC-2018).

4.23 Measures of gender equality in economic activities in Nepal.

Uplifting the status of women would need equipping them with necessary skills, attitude and values to grow as a professional. Although reservation could be a viable option in the short run, this will have negative repercussions for the state and society in the long run. Hence, focus should be on empowering women so that they can compete with men on equal footing. Counting the household contribution of women in the national GDP would elevate their economic status. Creating an enabling environment for women to realize and develop their full potentials is the shared responsibility of every male members of the society. Ushering policy changes to promote gender friendly policies is a must for systemic change in the field of women equality and empowerment (Pokhrel, 2020).

Various formal and informal approaches should be applied to exercise equal rights and opportunities. This should include the effective implementation of the constitution through the formation of proper laws with enforcement mechanism. Differential treatment and positive discrimination, advocacy for changing mindset, beliefs norms and practices towards women, can help to practically rebalance the power. Balancing power relations, reducing disparities, ensuring equal rights, opportunities and respects for all people regardless of their sex of social identity is a must to bind a nation together and set up the foundation for social development and nation building (Rai, 2017).

V. CONCLUSION

Men and women are considering as two wheels of the same cart in Nepal. The status of these two wheels must equal for its effective operation. By analyzing the status of men and women in economic activities through the valid data produced by economic census-2018, this study conclude that there is unbalance and extreme male dominance situation in each sector of economic activities in Nepal. Women engagement as a staff is found higher than owner and manager. Low educational and economic status of the female is responsible for that case. Dedicated nature; hardworking mentality; less ambitious attitude; sincerity; and punctuality, makes women perfect in economic activities. The priority given by economic institutions for women prove that female engagement as owner, manager and staffs will increase in satisfactory level in coming days.

Three tier government of Nepal must formulate and implements women's favors economic policy in their jurisdiction. Policy of equal pay for same work; industrial licensing fees waiver policy for female; incentive package for women initiated economic activities; provision of soft loan for women group ; provision of industrial training for female; exposure of industrial visit for female; provision of essential raw materials; free insurance policy for female worker; control of women violence on work place; scholarship scheme for female in higher education; provision of safe and decent working environment etc. will be beneficial to increase women involvement in economic activities.

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**Corresponding author: Gopal Khadka
Department of Rural Development, Patan Multiple Campus, Tribhuvan University,
Kathmandu, Nepal*