# WOMEN PARTICIPATION IN LIBRARY PROFESSION IN NEPAL:  THEIR STATUS AND CHALLENGES

**A thesis submitted to
the Central Department of Library and Information Science in
Partial Fulfillment of the Requirements for the Master of Arts Degree in
Library and Information Science
Tribhuvan University**

Submitted By

## MIN KUMARI DALLAKOTI

**Central Department of Library and Information Science
Faculty of Humanities and Social Sciences
Tribhuvan University, Kirtipur, Kathmandu
Nepal
November 2008**

# LETTER OF RECOMMENDATION

This is to certify that Ms. Min Kumari Dallakoti has prepared this dissertation entitled "**WOMEN PARTICIPATION IN LIBRARY PROFESSION IN NEPAL: THEIR STATUS AND CHALLENGES**", under my supervision and guidance. I recommend this dissertation for final approval and acceptance.

Date: November 2008

……………………….
Dr. Madhusudan Karki
Thesis Supervisor (HOD)

# LETTER OF ACCEPTANCE

The thesis here to attached, entitled "**WOMEN PARTICIPATION IN LIBRARY PROFESSION IN NEPAL: THEIR STATUS AND CHALLENGES",** prepared by Ms. Min Kumari Dallakoti in partial fulfillment of the requirements for the Masters of Arts Degree in Library and Information Science is hereby accepted and approved.

…………………………

Dr. Madhusudan Karki
Thesis Supervisor
Head of Department

………………………….

Mrs. Nirmala Shrestha

External Examiner

# ACKNOWLEDGEMENTS

November 2008                                                     Min Kumari Dallakoti

# ABSTRACT

As there is lacking record of women library professionals, the title "Women Participation in Library Profession in Nepal: Their Status and Challenges" has been chosen. To full fill the above mentioned problem objective of the study is fixed. The objective of the study is to find out the consolidated number of women; their academic qualification, their status, challenges and their attitude towards the profession. This study has been described and analyzed the level of qualification of women that begins with an introduction of Library and Information Science and also provides some historical background of libraries. In the past library was regarded merely as a store house but now the concept has been changed and library is regarded as a service institution. The study gathers the entire professionals obtaining B. Lib. I. Sc. and M. Lib. I.Sc. Degree and working in the libraries throughout the country. Restricted by time and resources, this study doesn't include the male professionals and female Para-professionals. Literature related to women issues found in periodicals, journals books has been reviewed. Not surprisingly but sadly, it is found that women have been, in many ways suppressed. Ms. Durga Ghimire regrets the low number of women, participating in political and many other sectors in Nepal. Following this suite, Das Gupta, in his article, talks about the hierarchical discrimination in India against women's position in librarianship, where men occupy higher positions and women section head or lower. Like this Mrs. Nirmala Shrestha has been pointed out the Library Science Education trend in Nepal in her article entitled "The role of the Tribhuvan University in developing library and information science education: past performance and future commitment" where she has mentioned that education dropout trend is more male than female. In focus of study historical movement of both Library Science Education and TUCL, and evolution of modern library profession in Nepal have been briefed. At the same time, the status of women librarianship and their job satisfaction has been described in detail. The status of women's participation in library and information work should be measured on the basis of positions they occupy, not on the number basis it's because power, prestige and privilege are attached to the higher position and status.

The study was conducted using a survey research method. Two set of questionnaire were prepared. One set is for library professional whether 28 questions are included and another set is for Chief Librarian that may be male or female which is divided in three sections. Three methods i.e direct telephone conversation, email and personal visit to the respondents were made for data collection. Data are collected from both primary and secondary sources. Eighty percent responded were participated. The data are presented in tables and graphs. This study found that the majority of women librarian has got permanent job, maximum numbers of women are in officer level, the maximum numbers of women are working in Academic Libraries easily oust the number of the women working in Public Libraries, Special Libraries and Missionaries Libraries. The study has covered altogether the 30 libraries. Surprisingly it was found that in Kathmandu University Central Library and Nepal Sanskrit University Central Library there are no professional women in library. In this research the status and working experience of women, their best things and challenges in the professions have been analyzed by tabulating data and providing figure. Most of respondents said that they are facing problems due to the traditional working style, and are unable to be recognized by mature of profession. In one hand this study presents the consolidated number of women in the profession and on the other hand it shows their position, problem and possibility, with recommendation and suggestions. The suggestions made by respondents are that traditional working style should be changed. It attempts to persuade us that now time has come to change the way we work adopting modern approach and technology.

Min Kumari Dallakoti
CDLIS, T.U., Kirtipur

# DEDICATION

**To My Parents,**

**To Respected teacher late Lila Dahal and**

**To my teachers**

**For their inspiring wisdom, endless support and enduring love.**

# PREFACE

The study entitled *"Women Participation in Library Profession in Nepal: Their Status and Challenges "* focuses on those women who are in library profession. Besides that it has been included the consolidate number of women and their current status in library profession women have been played significant role in written history in different sector so, it is crucial job  to find the women's participation in library profession. The library profession is a noble profession. A dedicated service and strong sense of professional commitment are the need of hour to collect organize and dissemination of information. In the world today, information work is in core of the stage in the emerging "informational society". That means information production, handling, processing, dissemination and storage have been globally recognized as vital components in economic and social development. Regardless of business, government, an individual or an organization, it is difficult to catch the mainstream without information in this fast paced modern world. Information transfer, the core of profession, has crucial role to play as the knowledge is most reliable power, and obviously, skilled information professionals with their achievement, are important human resource for development.

This study consists of six chapter the first chapter has been described the background of study, statement of problem, objective, scope and limitation of the study, significance of the study , definition of term and organization of the study. The second chapter has been dealt with related literature review about women participation. Both national and international journals, books and article are reviewed. The third chapter has dealt the focused of study where general information of three universities such as, Tribhuvan University Central Library, Kathmandu University Central Library and Nepal Sanskrit University Central Library. Moreover, it also provides the general information about the Central Department of Library and Information Science. Research methodology, research design, population sampling procedure, data collection procedure etc have been included under the chapter fourth. Similarly data analysis, presentation and interpretation of collected data are presented under the fifth chapter. Moreover, many tables and figures are also included under this chapter, the summaries of finding, conclusion and recommendations have been included in the last chapter six.

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# LIST OF ABBREVIATIONS

| | | |
|---|---|---|
| B.Lib.I.Sc | | Bachelors in Library and Information Science |
| BPKIHS | : | B.P.Koirala Institute of Health Science |
| BPKMCH | : | B. P. Koirala Memorial Cancer Hospital |
| CDLIS | : | Center Department of Library and Information Science |
| CEDA | : | Centre for Economic Development and Administration |
| HOD | : | Head of Department |
| ICIMOD | : | Integretaed Centre for Integreted Mountain Development |
| KUCL | : | Kathmanud University Central Library |
| LIS | : | Library and Information Science |
| LISSA | : | Library and Information Science Student Association |
| M. Lib.I.Sc | | Master in Library and Information Science |
| MOES | : | Ministry of Education and Sports |
| NSUCL | : | Nepal Sanskrit University Central Library |
| NUTA | : | Nepal University Teacher's Association |
| TU | : | Tribhuvan University |
| TUCL | : | Tribhuvan University Central Library |
| TULSSAA | : | Tribhuvan University Library Science Student Alumni Association |
| UNESCO | : | United National Education for Scientific and Cultural Organization |
| WEC | : | Water & Energy Commission |

Chapter- 1

INTRODUCTION

## 1.1  Background of the Study

### 1.1.1  Libraries

At one time, a library was regarded as a storehouse and books were meant for preservation. The librarian was supposed to be custodian, who did not encourage the use of books. The readers were expected to use the library on their own. At the most, if a reader asked for a book, then so called librarian would pass on the book and leave him alone. Libraries tended to be passive and archival institutions. (Krishan Kumar, 1978, p.1)

Now, the concept has been changed over the time. Merely storehouse doesn't fulfill the user's need because the flow of information is growing rapidly. So the library should be established in such a way where all relevant information are arranged in a systematic way for public use.

According to Ranganathan, a library is "a public institutions or establishment charged with the care of a collection of books, the duty of making them accessible to those who require the use of them and the task of converting every person in its neighborhood into a habitual library goes and reader of books." (Ranganathan, 1998, p. 25)

Thus, a library is regarded as a public institution, which is also expected to convert the potential readers into actual readers. This is the concept of modern library. In this definition 'public' refers to the community to be served. The term 'book' refers to documents of different types such as printed, handwritten and engraved materials, including books, periodical publications etc.  Except that non-printed materials are also called information which should be organized in a systematic way so the user can be benefited with advanced information with out

any delay. In this way it can be said that library is such bridge which helps to it's user to shift from dark to lighten world.

"Library is a social enterprise whose mission is to offer specialized services to students, professors, researchers and managerial staff in order to satisfy their educational and information needs by means of human and technological resources, which contribute to improvement of plans and programs for instruction at pre and postgraduate levels and for research."(http://emeraldinsight.com)

Library should have mission and objective about to whom it is targeted. Relevant material should be collected on the basis of its objective so the more users are benefited with the relevant, pinpointed and exhaustive information. For that purpose a library should have at least three things; staff, user and collection.

Thapa states "Library is a trinity of its collection, users and the staff. It can not run properly in absence of any of its element and every element has its relationship with other element". The collection can be of no use if there is no user and the user alone can not reach up to the desired information contained in the documents without well trained staff. Therefore staff plays a vital role in good library service. In the age of information, the role of a librarian should be active enough so as to attract more users to the library. The staff or the librarian should have good knowledge of library and information science education in order to run a library in a proper way.

### 1.1.2  Library and Information Science

Library science is an interdisciplinary science incorporating the humanities, law and applied science to study topics related to libraries, the collection, organization, preservation and dissemination of information resources. Historically, library science had also included archival science. This also covers how information resources are organized to serve the needs of select user groups and people to interact with classification systems and technology. Similarly, it studies how information is acquired, evaluated and applied by people in and

2

outside of libraries. Besides that it also concerns how people are trained and educated for careers in libraries, the ethics that guide library service and organization, the legal status of libraries and information resources, and the applied science of computer technology used in documentation and records management.

There is no generally agreed distinction between the terms library science, librarianship, library and information science and information science, and to a certain extent they are interchangeable, perhaps differing most significantly in connotation. The term library and information science (LIS) is often used; most librarians consider it as only a terminological variation, intended to emphasize the scientific and technical foundations of the subject and its relationship with information science. LIS should not be confused with information theory, the mathematical study of the concept of information. LIS can also be seen as an integration of the two fields library science and information science, which were separated at one point (http://en.wikipedia.org/wiki/Information_science, accessed 10th Aug 08)

### 1.1.3   Librarian / Library Professionals

The term "Librarian" is used often and incorrectly to refer to anyone who works in a library. Para-Professional or clerical staff working in a library is more properly referred to as Library Clerks, Library Assistant, or some equivalent title. Professional Librarians are those who have achived their graduate or post-graduates degree in Library and Information Science, who are expert in library management. They are often called Librarians, Information Scientist, and Libraries Managers and so on. The main job of Librarian is to guide the readers how and where to find out the material and to acquaint them with the hide and seek character of most of the books which baffle even the high-ups. (http://www.wikipedia.com accessed on 23th June 2008-07-30)

"Librarianship is the profession developed to applying theory and technology of the creation, selection, collection, organization, management, preservation,

dissemination and utilization of information in all forms and formats." (http://www.cilip.org.uk/google/index.htm accessed on 25th June 2008)

Role of Library is to provide the information to the visitors/ readers. The age is age of specialization. To fulfill the specific objectives, library is also established with the objectives of providing specific information to the specific users with specific way. But duties of Librarian may vary on the basis of the nature and services of the libraries.

### 1.1.3.1 Public Librarians

Public libraries can be found in big cities, small towns, and rural areas. A public librarian might work at a bustling reference desk, teach classes in researching on the Internet, or drive a bookmobile that brings library materials to people living in the country (http://www.careers.stateuniversity.com/pages/900/Different-Kinds-of-Librarians.html/ accessed on 12 Sept.2008). Since public libraries are open to everyone, public librarians help people of all ages, races, and backgrounds. Some choose to work mainly with children, and some work with teens or adults.

Public librarians provide important services to their communities. They plan library programs that educate and entertain the public. Almost all libraries provide computer access, and librarians teach people how to use computers and the Internet. Public librarians organize many types of reading activities. These activities include book discussion groups for adults and summer reading programs for children. Librarians also plan special events such as puppet shows, concerts, and readings by authors.

### 1.1.3.2 Academic Librarians

Academic librarians work in college or university libraries. Teaching students how to find information is often part of an academic librarian's job. Karen Beck, a librarian at a law school, spends nearly half her time on the job teaching law

students how to do legal research. She shows her students how to use computers to find law cases and teaches them how to do research for the articles they write. She also helps professors find information needed to teach their classes and answers questions at the reference desk.

Many academic libraries contain collections of rare books or other historical items. Along with her other responsibilities, Beck is the curator, the person in charge, of the law school's rare book collection. She talks with rare book dealers and helps decide which books to buy. Putting together public exhibits of the rare books is one of her favorite jobs. As she explains, "I love to be among the books and think of all the lawyers from hundreds of years past who have handled these books and used them in their lives. And the books themselves are very beautiful and very special. It's fun to be able to bring them into people's lives" (ibid).

### 1.1.3.3 Special Librarians

A special library is a library that focuses on a particular subject. There are over nine thousand special libraries in the United States. They can be found in a wide range of places, from art museums to zoos. Some companies and law firms have their own libraries. Special librarians are hired to run these libraries. For example, librarians who work for newspapers show reporters how to find facts needed for their stories. Government librarians help elected officials and members of the public find information (ibid).

Special libraries often contain books as well as periodicals, publications printed at fixed intervals, but some have other special collections related to their fields. Special libraries focus only on certain subjects; they can cover those subjects in much greater depth than a general library could. Lawrence Currie, a librarian at a science museum, works with a large collection of books, maps, and journals that all relate to natural history. He points out that not many general libraries could buy an expensive book on single-celled plants because not many people would use it. However, in a special library focused on natural history, there would be greater demand for such a specific book.

*1.1.4   Library Profession in Nepalese Context*

Nepal, as a developing country in the globe is also marching towards the development of library and information profession in recent years due to impact of information explosion and application of modern information technology. The marriage between traditional librarianship and modern information technology, as an information science has created a global village atmosphere in information field. The library and information professionals of our country are little bit behind to develop the profession as in the case of other countries. The knowledge that has gained yesterday is not sufficient for today and knowledge of today also will be incomplete for tomorrow, because the application of modern information technology has dominated the traditional work procedures of the professionals. The people involved in information repackaging to retrieve cycle in library and information services are lacking proper policy, plans, rules, regulations act, education, training, budget etc for the professional development.

In Nepal the history of library science education has begun only after multi-party democracy took place in 1990. No courses were offered in library science within the country up to the period of eighties. People were used to be sent to India or other countries for library science degree. It could only after 1990s that the TU gave attention towards the manpower need of librarians and information technologists in Nepal. Realizing these needs TU initiated to start the library and information science education in the country in 1991. In 2048 B.S (1991) a working committee was constituted under the chairmanship of the Dean Professor Dr. Tulsi Ram Vaidya, the Faculty of Humanities. The working committee was consisted of five library experts including Mrs. Nirmala Shrestha. On the basis of the recommendations of this very working committee, the present Central Department of Library and Information Science was established in 1995 and launched Bachelor in Library and Information Science. This can be taken as a milestone in this field of library science education (Shrestha, Nirmala, 2003, p.27). Then it started Master in Library and Information Science (M. Lib. I. Sc.) Program from 2003. The program has been continued till date. About 164 graduates, 56 post graduates and 2 Ph. D. holders (Dr. Madhusudan Karki and Dr.

Mohan Raj Pradhan) professional are there in Nepal. This is how the library and library professionalism have been initiated in Nepal. It is expected that considerable numbers of women are involved in Library profession. The study endeavors to highlight the status of women in library profession and the challenges they have been faced to sustain and make their career in this field. The result of this research is certainly beneficial to women, library professionals, planners, educators, parents, libraries (of different sectors) etc. which is the significance of this research.

## 1.1.5   Librarianship as a Profession for Women

The social stereotype is clearly reflected in the division of professions which need specific training and higher education. Academia, Scientific Profession, Research, Law etc. is male oriented and male dominated professions whereas teaching, social work and later librarianship have been considered as service professions which are suitable for women. It has always been mentioned in both the developed and the developing countries that women by nature and upbringing can support the service professions better. The main dichotomy of the situation is that when it comes to the higher positions there is a hierarchical discrimination because the decision makers allege that the women bearing poor health, lack of business and decision making ability justified their second rate status within the profession. Through various surveys it has been seen that in more developed countries women still accounted for more than 80% of the library profession. But in most countries there is a dual career structure for men and women. In the Indian context the situation is slightly different. Women were admitted in the professional arena mainly during the first half of the 20th century. (http//www. iflanet, accessed on 10th June 2008)

In UK, women participation in the library profession is considerable. The sexual segregation of the library and information services (LIS) workforce is well established, most workers in the LIS profession are women and yet the higher salary and status levels are occupied by men. .

The Department of information of the University of Havana employs the total of 60 personnel of whom 80 percent are women. They are qualified professionals and technical staff with ample experience which has made it possible for them to participate in the process of change with good quality work and excellent capacities in their functions. (http://www.ifla.org/IV/ifla65/papers, accessed on 1 July 2008)

In Nepal, participation of women in any profession is directly related with education, skill and opportunity they get. Nepali women have to face social discrimination by birth. Nearly 75.4 percent of women above 15 years of age have never been to school. The number of women getting the opportunity of education up to secondary level is only 4.6 percent while that of men is 13.2 percent. (gefont, accessed on 1st July 2008 )

### 1.1.6   First Library Professional Women in Nepal:

Mrs. Shanti Mishra played a significant role to establish the TUCL. She is first female Chief Librarian of Central Library of TU. She was appointed as a chief librarian in 1964 after completing her Master Degree in Library and Information Science in 1963. She is the first person who has obtained Master degree in library and information science in Nepal. She has obtained her Master Degree from USA. In the capacity of Chief Librarian of TUCL, she contributed a great deal of efforts to convert the traditional library into modern library even she faced a lot of challenges for that purpose at that time. She introduced DDC system in Nepalese library. She says "It was great challenges to convince the people and make awareness about the importance of library at that time". However, with continuous and immense efforts made by her and her team, it had been succeeded over the time. As a result, TUCL has been developed as a multifold library. The TUCL is famous not only inside the country but also in the world. She added "To get equal respect from others women should be competent themselves." (Source: Shanti Mishra)

### 1.1.7 First Library Professional Women Teacher in Nepal

Mrs. Nirmala Shrestha made history of being first library professional women teacher in Nepal. She obtained her Master of Library Science from University of the Philippines in 1983. She has been teaching in Central Department of Library and Information Science since 1995. She stood as a first woman Head of Department of CDLIS. She headed the Department from 2001 to August 2008. Moreover, she had worked as a Librarian in various organizations like RECAST, Kirtipur Multiple Campus and Sanothimi Campus. She also served as a member of the various Task Forces and Committees. Her contribution for the development of library education is remarkable. She has published many articles in various journals like TULSSAA, NUTA and another many more papers. She has been actively participated international and national workshops, seminar, and training and has contributed valuable ideas and presently she is the members of various organizations. It is the matter of pride to all women librarians in Nepal.

### 1.2 Statement of the Problem

There may arise various questions in our mind and on the basis of which the research problems are identified. The research is done as the solution to the problems. In this research, the main problem is to identifying actual women professionals and their status, the opportunity and challenges in the profession. The Library profession in Nepal stands in no comparison with other developed countries today. The profession is not given proper attention from concerned authority so that the pace of development of this education is being slow. In Nepal, the population of men and women is almost equal but women literacy is only 42.8% but men literacy is 65.5 % (CBS, 2001, p.15-50). The percentage is fed-up in higher education and even in the field of any academic profession resulting that the women participation in every sector of the nation is not equal to men. Only limited numbers of women have been obtained their master level education in Nepal. Women and men are two wheels of a cart. Society is a cart, which cannot run with men alone or women alone. Both have equal responsibility. In Nepal, many research work related to women was done. But yet no research work is found related to women library professional regarding their status

challenges in this profession. Here, problems which are related to women library professionals are numerically given below;

a. There is lacking of the proper record of women library professional.

b. Their status (Here status means the position held by them in library profession, their salary and benefits, recognition in the organization, decision making authority) in Library Science Profession is not known.

c. Challenges (working environment, gender partiality, and disregard by stakeholders) they are facing in this profession have not been pointed out.

d. The opportunity that they got in this profession is not identified.

To identity all these problems it deems necessary to carry out such type of research. This study endeavors to find the numbers of women who are involved **in** library profession, their current status in the profession and challenges they have been faced as a library professional.

## 1.3 *Objectives of the Study:*

Any research topic should have objective which should be set on the basis of statement of problem here the broad objective of the study is to find out the status and challenges of women library professional in the profession.

The specific objectives of the study are:

- To find out the consolidated no. of women, their name and their academic qualification involved in library profession.
- To find out the reason to join the Library and Information Science Education and the motivational factor to join in library profession.
- To find out the status (position) and challenges of women in this profession.
- To investigate attitude of women librarian towards the library profession.
- To examine the working environment that exists in library and provides suggestion to enhance the status of the women librarian.

*1.4 Scope of the study:*

- The study is focused on the library professional women who have passed B. Lib. I. Sc. and M. Lib. I. Sc.

- All women having a degree of B. Lib. I. Sc. and M. Lib. I. Sc. and that they are working as a Library profession inside the country has been considered the population of the study. Attempt to be made to send the questionnaire to the maximum number of women librarian as far as possible.

- Study aims to explore the status and challenges of women librarian.

- The study aims to include data up to 1st August 2008.

- Time limitation to reply the questionnaire is 1st September 2008.

*1.5 Limitation of the Study:*

Considering on topics of the dissertation and limited resources and time, the study does not include the followings:

- Para-Professional staffs working in Library.

- Non Professional Staffs working in Library.

- Male Staffs working in Library.

*1.6 Significance of the Study:*

Women have played a significant role in every sector in Nepal. They have duly fulfilled their duties and responsibilities. But the role and contribution of women find a little mention in the written history. Existing gender discrimination in our society is an obstacle to the recognition of female participation in the professional sector. To know the status of the women library professional the study may be a milestone. Since, this type of study being first, the significance of the study is greater. The study aims to highlight the status of women in library profession and the challenges they have been faced to sustain and make their career in this field. The research will be certainly beneficial to students, library professionals, planners, educators etc.

Thus, the study is significant to provide the findings on the basis of problems moreover; this study is also draws the conclusion and provides the recommendations for further suggestions. Therefore, this research is useful in shaping the library and information profession, not only in Nepal but also the world over, if some the recommendations are adopted.

## 1.7   *Definition of term*

| | | |
|---|---|---|
| **Library** | : | A building or room in which collections of books, tapes, newspapers, etc is kept for people to read study or borrow. |
| | : | Library is the trinity of three things; staffs, users and collections. |
| **Librarianship** | : | Art and science of managing libraries. 2. The profession of librarian. 3. It refers to application of knowledge and books and certain principles, theories and techniques to the establishment, preservation, organization and use. |
| **Job satisfaction** | : | General attitude of the workers constituted by their approach towards the wages, Working conditions, control, promotion related with the job, social relations in the work, recognition of talent and some similar variables, personal characteristics, and Group relations apart from the work life" (Blum and Naylor, 1986). |
| | : | Job satisfaction is the total of the sentiments related with the job that is performed. If the person believes that their values are realized within the job, they possess a positive attitude towards the job and acquire job satisfaction (McCormick and Tiffin, 1974). |

| | | |
|---|---|---|
| **Status** | : | Status is synonymous with power, prestige and privilege, and position of job. |
| **Status of women** | : | The status of women has to be measured by the actual position occupied by women in the society, family, and place of work and within the economic power structure. Since status is synonymous to power, prestige and privileges, the measurement of actual status of women in any society will obviously mean the power enjoyed, followed by the prestige and privileges attached to the seat of power. |

## 1.8   Organization of the study:

The study has been divided in six chapters which are as follows:

Chapter 1:  Introduction

Chapter 2:  Review of Literature

Chapter 3:  Understanding of the Subject (Focus of the study)

Chapter 4: Research Methodology

Chapter 5:  Presentation and Analysis of Data

Chapter 6:  Summary, Conclusion and Recommendation

Chapter one deals on the subject matter of the study which includes background of the study, statement of the problem, objective of the study, scope and limitation of the study, definition of term, significant of the study and the title itself falls under this chapter.

Chapter two deals the review of literature which includes review of various books, thesis, journals and others.

Chapter three deals on focus of study which focuses on the subject matter of study which provides detail information about it.

The fourth chapter explains the research methodology used in the research. The chapter includes Research Design, Population, Sampling Procedures, Data Collection Procedure, Nature of Data, Structured Questionnaire, Collection of Secondary Data, Data Analysis and Procedure of the Research.

The fifth chapter deals with the presentation and analysis of collected data. Data has been presented in a various forms and formats like table, Figure and charts. The data which are collected from various sources are tabulated analyzed and interpreted in this chapter.

The sixth chapter discusses the summary that puts the entire thesis in a nutshell. It also comprises conclusions and recommendations that are helpful to describe the major findings of the study and present the possible and viable recommendations for further improvement. Last but not least, essential appendices and bibliographic are cited therein at the end of the study.

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Chapter – II

REVIEW OF LITERATURE

## 2.1   *Review of Literature*

The review of literature is an integrated part of any kind of research work. The review of literature not only helps to researcher to complete his/her research work but also prevent him/ her repetition of the same work. "A collective body of work done by earlier scientists is technically called the literature".(Raj, Hans, 2000, p.396) In this section, an attempt has been made to review the various relevant literatures in relation to support the study to receive some ideas for developing a research design. Literatures are taken from various books, journal, websites, T. U. Library and some of the thesis report related to the women Library Professionals. This process of studying different materials, which are concerned with the selected topic of the research, is known as reviews of literature. "Review of literature is useful in research because it provided the insight and general knowledge about the subject matter of research.

Lots of efforts have been made to review previous studies such as periodicals, journals, books, published and unpublished documents through online search to get information.  Lots of research works are done for women in Nepal but no one has done research about women participation in library profession, their status and challenges.

Mr. Min Bista (2006) has conducted a study on "Status of female teachers in Nepal." The Ministry of Education and Sports (MOES) have adopted a policy of recruiting two female teachers in each primary school. It has been suggested to government to give priority to appoint females in vacant post.

Keshab Deep Thapaliya (2006) has stated about "Voices of Rural Women in Nepal: Impact of Literacy on the Lives of women." He has talked about the Muluki Ein legislation. Although it was passed by the government of Nepal in 1964, prohibits all sorts of prejudices, caste discrimination is still practiced in

communities where the majority of people are illiterate. Women, in particular, are affected by this tradition. Even today, women from remote areas, including the far Western regions, are forced to isolate themselves during menstruation. Women spend days in a separate shed, usually a cowshed with animals, because they are considered untouchable. According to reports they often fall victims to fatal diseases due to unhygienic conditions. Mr. Thapaliya further describes about women literacy in Nepal. He said that despite the governmental and non governmental organizations' (I)NGOs efforts to raise the women's educational status by organizing literacy programs throughout the country, women seem to have benefited little from them. As a literacy practitioner, "I have observed that most literacy programs are top down, short panned, and often organized in a community by outside literacy providers, usually males."

Census report based on data collection (2004) pointed out that in Nepal, women are marginalized in all areas, including education. The literacy rate among them is exceptionally low, standing at 42.8 percent as compared to 65.5 percent for males. However pervasive illiteracy among women is today, the female literacy rate has steadily increased from almost zero in the early 1950's to the current level. Yet, the gap between male and female literacy rate is significantly wide. In 1981, the discrepancy was 23.4 percent, which rose to 32.4 percent in 1993. (Shri Shakti, 1995). Although, recent data show that the gap has been narrow, the state of women literacy is far from satisfactory.

Majana Mabel (2003) has pointed out in The IFLA Round Table on Women's Issues, the American Library Association Committee on the Status of women in Librarianship and other such professional organizations have for many years advocated the need to study those factors, aspects and issues that impact on the professional life of female librarians. These organizations, among their other activities, have supported research and scholarship on women's issue.

Mrs. Nirmala Shrestha (2003) has been stated in her article entitled the "Role of Tribhuvan University in Developing Library and Information Science Education: Past Performance and Future Commitment" published in NUTA journal provided

the detail information about the historical development of library and Library Science Education in Nepal under the Tribhuvan University and its performance. Moreover, she has also presented trend of student's growth and admission, trend of passed students and trend of failed and dropout student comparing between male and female. She has been presented data in a more analytical way by proving many graphs and tables which is reliable source for this study. The presented data shows that females were more dedicated to complete the course rather than male up to 2002 (2059 B S). "The number of failed male candidate is double than that of the female candidate. In respect of drop out also, there are more male than female."

Mr. Airy (2002 has written an article about the historical development of library and librarianship in a journal of TULSSA. It is simply a description, which tells the development of library and librarianship in Nepal from Lichchhavi period to present date. But It doesn't tell anything about the participation and status of women library professionals.

Dr. Karki (2002) has said about the emergence and development of libraries and information centers and information professionalism in Nepal in his doctoral thesis. It has given detail information about history of library in Nepal. It tells when and how the libraries, information centers and information professionalism emerge and develop in Nepal. It also tells about the persons who were behind the progress of this sector and profession. Dr. Karki has also included the list of men and women library professionals, their degrees from where they obtained and the institutions where they work till 2001. After the date number of women has been obtained B. Lib. I. Sc. and M. Lib. I. Sc. from Nepal and abroad which are to be accounted.

Ms. Durga Ghimire (2002) in her paper "Women's Political Participation constraint and challenges" regrets the lower participation of women in decision-making worldwide. She blames 'men' for the situation. Ms. Ghimire has pointed out constraints, hindrance of meaningful participation of women in politics. But these women are untouched who are in library profession.

Narayan et al. (2000) have pointed out the positions Gender studies focus on discovering, reporting and fighting gender-based discrimination where by most gender activists ask for gender equity. Equity achievement is strongly linked not only to education, but also to economic power and male awareness.

Mrs. Nirmala Shrestha (2000) has highlighted the importance of library to the public in her article entitled "Role of public libraries in eradicating illiteracy from Nepal" which was published in TULSSA journal. According to her "Library employee must increase the knowledge to the subject and task of relieving illiteracy". However, this sentence doesn't talk about the women participation but it generally focused on whole library professional. It means that the library employer either male or female should have professionally sound to work any type of organization to provide the excellence service regarding with users.

Dee Garrison (1999) has stated in Journal of Social History about the "Feminization of public librarianship." This study focused on attraction of women in library profession which provides some guideline for this topic.

Mrs. Shanti Mishra (1999) has described her professional feeling in her book "Voice of Truth: the challenges and struggle of a Nepalese woman." As a former chief librarian of TUCL she has highlighted the struggle and challenges what she has faced.

 Asian Development Bank published a country briefing paper about women in Nepal (1999). This study has been trace out the participation of women in economic, political, government and non-government sector but does not throw any light on women participation in library profession their status and challenges.

Dasgupta K (1998) defines that in India, hierarchical discrimination against women's evident in librarianship where the highest positions are held by men while women rise only up to positions of section head. She further observes that in government, public, school and research libraries, many women can be found in the cadre above paraprofessionals but below decision-making levels. Dasgupta

further opines that though the number of women managers have increased, the concept of women as leaders in librarianship has not ye been fully accepted, so much so that a woman must over prove herself worthy i.e. be extremely qualified, must have proven records of accomplishment and be well prepared for the position to which they aspire, once in the position, women have to balance between their accepted behavioral pattern and the role of a professional in that position.

Ms. Prativa Subedi (1997) has written about Nepali Women Rising. In her book she has emphasized on vocational training for women. "Time is changed and women are participating in different sector, like education, agriculture." But this book doesn't mention those women who are in library profession.

Ms. Marilyn Carr (1996) has coated an article written by Karl, Marilee in her book about the "Women and empowerment: participation and decision making" This study is aimed to build awareness and promote the empowerment process, this sourcebook provides an overview of women's participation in politics and society. It contains analytical framework, discussion question, cross-country statistics, and lists of organizations and resources. The source book evaluates the extensiveness of gender discrimination in society and describes how women are participation in the life of their communities and in society. Specially, it explores forms of participation, obstacles to political participation (e.g. lack of education, the double burden of work), and channels of participation (e.g. electoral politics, politics, public life, NGOs and movements), and organizing strategies that women around the world are using, both at the grassroots level and at the international level, to gain political control. Political participation is central to the empowerment process. Specially, the empowerment of women involves the interplay of four interrelated and mutually reinforcing components: collective awareness- building, capacity building and skills development, participation and greater control and decision- making power, and action to bring about greater gender equality. The author also presents other approaches to empowerment, including the women's empowerment framework used by UNICEF.

Harris (1992) observed that the devaluation of female oriented fields results form the fact that women are not valued by society and so neither is their work. This agrees with the so called "feminization hypothesis" which contends that the extensive presence of women in librarianship has hindered the development of the field. Harris further explains that it is not the society, which devalues that which is associated with women. Rather, it is the women's qualities (meaning inferior) which are responsible for the status of women's work.

Cheda's observation concurred with Chuan C.S (1991) who surveyed 242, women academic library staff in Taiwan. Chuan found that compared to their male colleagues, women were paid less, held lower positions in the hierarchy, and were more likely to be in technical services rather than in automation, were younger and better educated.

At the 66th Conference, members of the Round Table discussed the Association of Research Libraries' Annual Salary Survey, 1999–2000 and noted that the average salary for female directors (USD 132,000) in United States university libraries was slightly higher than the average salary of male directors (USD 125,000) There is now the highest number of women in top administrative positions than there has been before: 54 women out of a total of 111 directorships.

This was of course the good news. The bad news was that the overall salary for women in research and academic libraries in the USA was still only 94 percent that of men. During the 19 years that statistics have been gathered women have been gradually closing the earnings gap, as in 1980 they earned only 87 percent, but it is a slow process. Overall, men represent only 35 percent of the workforce among professional librarians.

The Round Table felt it would be interesting to discover how this compared with salaries in other countries and other sectors. This could form the basis for some comparative statistics if other members of the group could follow up.

Although aware that delegates at IFLA conferences were not representative of the profession as a whole, it was felt that it might be possible to conduct a 'snapshot' project of delegates, women officers and committee members at IFLA's 67th conference to ascertain the status of women librarians internationally. Sandra Parker and Pat Gannon-Leary from the Information Management Research Institute, University of Northumbria School of Information Studies, obtained an IFLA small grant to undertake this work and to report on findings at the 68th IFLA conference.

Mr. Thapa (1988) has researched on "Job satisfaction among library professional in Nepal" in his MBA Dissertation. He covered both men and women library professionals in his study but status and challenges of women librarians are not covered.

Mr. Chopra (1989) has written about "Librarianship as profession in India." He has talked about the development of librarianship as a profession in India but has not spoken about women library professionals, their status and challenges that they have been faced.

(Fairchild, 1904) has stated Research in many parts of the world has shown again and again that there are wage differentials base on gender. It is a well established fact that women earn less than men, for the same work. This disparity has often been explained away as factor skills, hinting that women skills are not as high or cannot be as highly remunerated as those of men. Why it is that women do not have level skill and why is female oriented skills given low status? A series of empirical studies over the course of the twentieth Century have documented three themes of librarianship as women's work, clerical and low status, and low pay.

A study conducted by Bryan (1952) in the USA to establish the status of public libraries sampled 60 libraries that had 2,000 librarians. She found out that men held higher positions, were more likely to be married, did less domestic work, brought home higher salaries and were more satisfied in their work that their

women counterparts. Both genders believed that their sex had an effect on their carriers.

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Chapter - III

FOCUS OF THE STUDY

### 3.1  *Understanding of the Subject:*

Since the very beginning in Nepal women activities has been restricted by this or that way. This has resulted due to the male dominated nature of society. Top most posts of state like:  President, Vice President, Prime Minister, Chairman of Legislative, Chief Justice and other chief post of the Constitutional body are occupied by male. Even in the bureaucracy, one can hardly find a single women secretary. Similar situation is found in Army and Police force. Women are deprived in every sector of the society. Literacy rate of women is very low than men. After long struggle and advocacy for women rights, all political parties were forced to commit at least one third participation of women in major political and administrative positions which is written in interim constitution of Nepal-2063.

There are 156 women out of 601 seats in the Constitutional Assembly.  1, 64,250 (76%) male and 52,392 (24%) female are involved in various professions. (CBS: 2001)

### 3.2  *Women in Library and Information Science*

Going back to the history of librarianship, Shanti Mishra (Shrestha) is the first female Chief Librarian of Central Library of T.U. (Adhikari, 2008, p.52) She obtained master degree in Library and Information Science from USA in 1963. She has made the history to be one and only women chief librarians of TUCL till the date.

Like this, Mrs. Nirmala Shrestha made a history to be a first lady to Head of the Department in the Central Department of Library and Information Science in

Tribhuvan University. She obtained her graduation from India and master degree from Philippines and she headed the Central Department of Library and Information Science from 2001 to Aug. 2008

*3.3 Library Science Education in T. U.*

In Nepal the history of library science education has begun only after multi-party democracy took place in 1990. No courses were offered in library science within the country up to the period of eighties. People were then used to be sent to India or other countries for library science degree. It could only after 1990s that the T. U. gave attention towards the manpower need of librarians and information technologists in Nepal. Realizing these needs T. U. initiated to start the library and information science education in the country. In 1991 therefore, T. U. authorities constituted a seven- member TASK FORCE committee under the chairperson of the Dean, Faculty of Humanities and Social Sciences. On the recommendation of this TASK FORCE the present Central Department of Library and Information science was Established under the Faculty of Humanities and social sciences in 1995. The University campus of Kirtipur, from the same year started a post graduate bachelor degree course in library science of one year duration. The main aim department produces assistant librarianship. By the year 2001 the department produced only 116 bachelors in library science. Till that year the department produced only assistant librarian. But soon high level manpower with professional degree was felt. As information technology is developing fast. Well trained manpower is required in the management of information services in many fields of knowledge. Therefore, the bachelor's degree which was terminated and two years master level course is being conducted in the Central Department of T. U. as Kirtipur.

*The Objectives of the Department*

The objectives of the Central Department of Library and Information Science is to
1.  Train different categories of information personnel required for the country.

2. Provide information services to the users who attend the libraries of different types and sizes through professional support.

3. Conduct research in the library and information sectors.

4. Provide continuing of library and information science education to all categories of library and information workers.

5. Conduct seminars, workshops, research and consultancies in the field of library and information sciences.

6. Provide counseling services, guidance, suggestions in the policy and other related matters in the field of library and information science.

7. Suggest the concerned authorities for legalized library and information services in the country.

8. Produce high skill professional human resources in the field of library and information science.

9. Conduct faculty development programmed for quality education.

10. Present proposals, programmes and advises to the concerned organizations and government offices according to their needs and requests for the development of information sectors.

*Out lines of the Curriculum*

The curriculum of MLISc degree of T. U. is geared to produce information specialists or librarians of the completion of this two years degree programme. The standard will be competent to carry out the library or information services to grass root level as well as top management of special information of all categories of users. In these services the graduates will be able to trace out any information whether current or retrospective from outside the country by using different databases, e-mail, CD ROM, Internet.

*Course Content*

The curriculum is divided into two parts. The first part will be of one academic year consisting of the compulsory papers. In the second part four compulsory papers and one specialization paper are offered in the second part. The specialization paper are offered in second part. The specialization paper of part second may be chosen form the given list with the approval of the head of central

department. Paper IX of the part second is set for dissertation. In dissertation students are required to work 4 hours per week under the supervision of guide. Each paper will require approximately seven classes per week for lecture, problem solving practical.

*Objectives of MLISc. Course*

The objectives of MLISc courses are as follows.

1. To give knowledge of basic principles and laws of library and information science.

2. To provide basic skill of librarianship and information management of libraries and information centers.

3. To acquaint with social, cultural, educational and communication environment of libraries and information centers for competitive, effective and efficient information services.

4. To provide the knowledge and skill of management and administration of all types, sizes and subjects of libraries and information centers. (Shrestha, Nirmala, 2063 B. S. p. 151-154)

The researcher finds that there are altogether 232 library professional in Nepal out of this number of women are 85. Up to now with in three batches 15 women have obtained their master degree from Tribhuvan University, Central Department of Library and Information Science (CDLIS). These women are working in different types of libraries like Academic Libraries (T.U., K.U. and N.S.U. and their constituent campus and affiliated college libraries), Special Libraries (medical libraries, research libraries of both private and government's sector falls under this category), Public Libraries and Missionaries libraries.

Tribhuvan University Central Library (TUCL) was established along with the University in 1959. It began with a collection of 1200 volumes of books. Now, the collection exceeds 2, 90,000 volumes of books. In addition, there are more than 25,000 back volumes of periodicals. Over 450 titles of periodicals are received every year on subscription or as gifts. Many philanthropists and bibliophiles have contributed this library to grow into its present size. It is the

largest library in the Kingdom in terms of collection, services and the number of members.

Even though TUCL is an academic library established to support the teaching, study and research programmed of the university, it has extended its services beyond the limit of the university campus. Apparently, having no public libraries in the valley and respecting the need and sentiments of all the concerned, the TUCL started rendering services by offering memberships to the general public as well as to the foreigners residing in Nepal.

And in addition, the library also serves the government ministries & foreign diplomatic missions. Therefore, it functions also as a public library and to some extent as a National library.

Since 1965, the TUCL has also been working as the Depository Library in Nepal for the United Nations Organization and other International Organization's Publications. A separate section UN Depository Collection section containing more that 25,000 volumes has been set up to house the publications received from these organizations.

Since the beginning of January 2000, the library has also started functioning as the ISBN National Agency in Nepal to distribute International Standard Book Numbers for the books published in Nepal.

In addition to the usual Services, i.e., books circulation, Reference service and Special collections services, the TUCL also brings out Publications relevant to various subjects.

The library has maintained the traditional system of card catalogues for searching the materials. But in addition to this, since 1995, it has been providing in-house computer database searching facilities through OPAC (Online Public Access Catalogue) computer terminals to search the existing records of the library. The

work of retrospective conversion of the card catalogues into computer records has yet to be done.

On the basis of TUCL web site and interview with TUCL staff, in TUCL, there are 64 staffs. Among 12 women staffs, 8 are professional and 4 are Para-professional. Among 12 male staffs, 9 professional and 3 para professionals. Rest of 40 staffs are non professionals.  (Source:TUCL WebSite)

Kathmandu University is an autonomous, not-for-profit, non-government institution dedicated to maintain high standards of academic excellence. It is committed to develop leaders in professional areas through quality education. It is located in a mountainous landscape in Dhulikhel Municipality about 30 kilometers east of Kathmandu (KTM) having round-the-year pleasant climate and panoramic Himalayan Views. (Source: KU Web Site)

Kathmandu University Central Library (KUCL) is in Dhulikhel Campus, Management and Education Library in Lalitpur, for Music and Fine Arts in Bhaktapur, and for Medical Sciences KUMS Library in Chaukot, Panauti for Basic Sciences, for Clinical Sciences in B&B KUTH and Dhulikhel Hospital KUTH. All libraries hold books, video and audio cassettes, CD-ROMS, journals and magazines specific to the areas taught in their campus.

*Objectives of Kathmandu University Central Library*

- To provide information for the fulfillment of the objectives of the university.
- To provide information for teaching, research and management of the university.
- To provide learning materials both in conventional and e-resources for study and research.
- To adopt ICTs in housekeeping operations of the library.
- To be a full-fledged modern library.

*Collection of Information*

As per the information is provided in KUCL Website there are 45,500 - volume of books, 1100 - CD-ROMs, 200 - video cassettes, 160 - journal titles and newsletters and 75 - audio cassettes are in KUCL .

However while taking about the women participation in the library of KUCL, one may fall in the great surprise. There are all together 9 staffs (Source: website KUCL) in the library out of which there is only one professional male staff and two Para-professional male and others are non professional male staff. There is no women staff professional, Para professional or non professional) in this library moreover, women professional participation is not found even in its affiliated collages.

Like this, in Nepal Sanskrit University Central library established in December 1986 (NSUCL) situated at Dang District, Mid-Western Development Region. The university has 12 constituent and 13 affiliated Vidhyapithas (campuses) situated in different parts of the country. In NUCL there is not participation of women in library profession. According to chief librarian there is only one professional librarian except that there is not other staff neither male nor women. However, it seems that some professional women, who have obtained B. Lib. I. Sc. are working in constituent college of Nepal Sanskrit University at Dang as well as in Kathmandu also.

## 3.4 Status of women

In a paper presented at the 63rd IFLA council and general conference observes that the status of women in library and information work should be measured by the positions occupied by women because power, prestige and privilege are attached to position, Positions of higher power, prestige and privilege represent high status. There fore the higher position and the more women occupying high positions, the better the status of women. (Source: Iflanet)

Women's role in all aspects of Nepali political, social and economic fields is undergoing positive changes. Nepal has National commissions for women which are responsible for dealing with women's issues arising in different situations. The constitution of the democratically elected urban and village level local administrative bodies with not less than one third of the seats occupied by women has provided tremendous boost to the empowerment of women in Nepal. When women start playing a major role at such levels the status of women in all fields will automatically change. Women will then become capable of coping with positions at higher levels in all professional fields also and librarianship will not be an exception.

## 3.5   *Job Satisfaction of the Librarians*

Job satisfaction of the librarians, who have an important place in the information society, will affect the quality of the service they render.

The concept of job satisfaction has numerous definitions. Some of these definitions may be listed as follows:

Job satisfaction is the total of the sentiments related with the job conducted. If the worker perceives that his/her values are realized within the job, s/he improvises a positive attitude towards his/her job and acquires job satisfaction (Mc Comic and Tiffin 1974:74).

In light of these definitions, we can define the job satisfaction as the sum of all negative and positive aspects related to the individual's salary, his/her physical and emotional working conditions, the authority s/he has, the autonomous usage of this authority, the level of success s/he has maintained and the rewards given due to this success, the social statute maintained in relation with his/her job, and his/her relations with his/her colleagues and administrators. Individual elements do not result in the job satisfaction. Job satisfaction can only be mentioned if all these elements exist in a place in harmony. (Source: http://IFLA general conference-proceedings, 1995)

Libraries are the indispensable cornerstones of the society. The qualifications of the library personnel are the fundamental determinant of the development and organization of the service. Rendering effective service in libraries depends on the human source.

Job satisfaction of the librarians, who have an important place in the information society, will affect the quality of the service they render. In this respect, the question of how the material and moral elements affect the job satisfaction of the librarians gains importance.

In the field of librarianship, research shows that many factors affect the job satisfaction.

Delia has disclosed that factors related to the job itself such as using talents, creativity, responsibility, recognition have influence on the job satisfaction. D'Elia (1979: 283-302)

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Chapter - IV

RESEARCH METHODOLOGY

## 4.1   Research Design:

A research design is the arrangement of conditions for collection and analysis of data that aims to combine relevance to the research purpose with economy in procedure. "Research design is the plan, structure and strategy of investigations conceived so as to obtain answer to research questions and to control variation," ('Wolff and Pant, 2005, p. 92) The research design has been followed for the study is descriptive as well as exploratory. Exploratory research method is used to explore the status of women library professionals and descriptive method is used to describe their numbers in this field, their level of education, service period, and designation in the job and so on.

It is helpful to describe the facts of the entire observed and perceived women library professionals through the women's academic qualification, their designation, service period, their salary and benefits, reason and level of satisfaction and dissatisfaction, best thing they felt in organization, motivational factors and status and challenges faced.

## 4.2   Population:

There are altogether 232 library professionals in Nepal. Out of 232, T. U. has been produced total 122 numbers of library professionals where 85 have obtained B. Lib. I. Sc. Degree in four batches of B. Lib. I. Sc. program (2054/055 to 057/58) and 37 have obtained M. Lib. I. Sc. Degree within three batches of M. Lib. I. Sc. program (2060/061 to 062/63). Out of 122 no, 60 are female and out of 60 female 35 have obtained B. Lib. I. Sc. and 25 women have obtained M. Lib. I. Sc. degree from T. U. (Source: CDLIS ). Moreover, out of total 110 people taking various degrees (Ph. D, Post Graduate and Graduate) from India and abroad among them 29 are female. There is no female getting Ph. D, 11 get M. Lib. I. Sc. and 18 get

B. Lib. I. Sc. from outside the country. (Karki: 2002). The scenario of statistics of Library and information science is as follows. Only 37% are women in total population. Studied in abroad are 23% and inside the country are 49%. List of Women of library professional is presented in Appendix – 3.

Among 147 male library professionals, 50 have obtained B. Lib. I. Sc. and 12 have obtained M. Lib. I. Sc. degree from TU where as 65 have obtained B. Lib. I. Sc. and 18 have obtained M. Lib. I. Sc. and 2 have obtained Ph. D. degree from abroad. It is found that male have been dominated both inside and outside the country. The total population is found 232 to date. However 2 persons already passed away. For detail information see appendix-3

## 4.3   Sampling Procedures:

Researcher often uses a sample of selected people but generalize the results to the entire population. Due to lack of a comprehensive and current directory of librarians, it is difficult to establish the total number of women librarians in the country. Consequently, undertaking a complete enumeration of all women librarian is not possible and therefore the random sampling method is found to be more appropriate for the study. As per the source 232 people have obtained M. Lib I. Sc. and B. Lib I. Sc. including Ph. D. Out of total nos. 147 (63 %) are male and 85 (37%) are female. As per the information received, few are not in job, few are already retired and address of some person is not correct to contact them. In course of study of the status and challenges of the library women professional, attempt has been made to cover maximum number of population.

The researcher started by mapping libraries in the Universities, Colleges, public and private sector and identifying women librarians working in these institutions. It is not possible to establish the exact number of women librarians, especially those   who are working in the private sector like the public college, private college, non governmental organization. The population sample is drawn from University and College Libraries, special/research libraries and in Public

Libraries. Name of 50 people has been prepared requesting to participate in the study. List of respondents are shown in appendix - 4

## 4.4   Data Collection Procedure:

Questionnaires and personal interview are used for data collection. The combination of questionnaires and personal interviews let do the collection of meaningful and reliable data.

Respondents are scattered in different parts of the country, a self-completed questionnaire was used. It was found to be the most appropriate data collection instrument which could reach out to most of the respondents. A self–completed questionnaire was sent to each of the 50 respondents. To collect the data different ways has been followed. Mostly used procedures was to meet personally, second way was sending questionnaire though electronic mail and receiving the completed sheet either in electronic form or hard copy. Third way was telephone interview. Fourth way was sending questionnaire through courier and post office. A self-addressed envelope with stamps was enclosed for ease of postage. However, first three ways has been successful and last was not found successful.

Personal interview is used to elicit more information from respondents, and act as follow up to the questionnaire. This method is expected to clarify issues where inadequate to clarify issues and vague responses occurred in the questionnaire. It is not possible to hold personal interview with all the respondents. Only those within reach of the researchers are interviewed, the majority being from T.U. Central Libraries and T.U. Constituent Campus libraries inside the Kathmandu valley.

The research is based on exploratory and descriptive research design. Exploratory research method is used to explore the status of women library professionals and descriptive method is used to describe their numbers in this field, their level of education, service period, and designation in the job and so on.

Before sending the questionnaire, sample has been prepared covering all regions of Nepal as far as possible. In the Far East Region Mahendra Morang Adarsha Campus, in The Far West Region : Kailai Campus, Dhangadhi, in Mid West Region : Surkhet Campus and Nepal Sanskrit Campus, Dang, in Western Region : Lumbini Eye Hospital, Butwal Campus, Tribhuvan Campus, Palpa, and in Mid Region BPKMCH, Bharatpur, K.U., Kavre, and inside Kathmandu valley TUCL and various college and organization were selected and questionnaire were delivered to each respondent various ways : meeting personally, via email and by Moreover, telephonic conversations are also used.

## 4.5 Nature of Data:

The data used in this study are both qualitative and quantitative in nature and primary and secondary in source . To find out the status and challenges of women professional in Library sector, questionnaire and unstructured interview have been conducted to library professionals, and they have also been interviewed and asked them to fill up questionnaire also.

## 4.6 Structured Questionnaire:

Two types of Questionnaires have been prepared for data collection. The first one is prepared for professional women where the questions are divided in six parts and the second one is prepared for chief librarian either male or female which are divided in three parts. The questionnaire used for research has been presented in appendix-1 and 2.

Structured questionnaires have been used to collect the basic information of women library professional. It collects the personal thinking of women library professional, their status, their attitude towards the profession, facilities that they received, the challenges they have been faced and opportunity that they have got in this profession. Similarly, another questionnaire was prepared to find out the numbers of staffs male and female working in the library and their qualification. Chief of the Librarian was requested to fill the questionnaire even he was not female. Questionnaire was divided in three broad grouped such as: General Information, Educational History and Institutional Introduction.

## 4.7  Sources of Data

Both primary and secondary sources are used to collect data. A questionnaire was developed for obtaining primary data where two sets of questionnaires were prepared.  Set one was designed for library professional and set two was designed for chief librarian. For more detail see the appendices 1 and 2.

Secondary data have been taken from the Central Department of Library and Information Science, the directory published by Nepal Library Association, and some books. Beside that unpublished Ph. D. and master level thesis is also used as a source of data.

## 4.8   Data Analysis Procedure:

The collected data through various sources have been edited; coded, processed, analyzed and tabulated using simple mathematical, statistical methods like average, percentage, figures, charts and tables are used wherever necessary. In the first the data are tabulated in table and the tabulated data are described. And some graphs are presented under the table as required. Mostly pie chart and simple bar diagrams are used for graphical presentation.

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Chapter – V

DATA ANALYSIS AND PRESENTATION

*5.1  Presentation, Analysis and Interpretation of Findings*

The study, "Women Participation in Library Profession in Nepal, their Status and Challenges" is carried out to find out the actual participation of women in library profession and the status and challenges they are facing in this profession.

Presentation and analysis of data is one of the major parts of this study. The relevant data and information of women library professionals are presented and analyzed using descriptive and analytical method the tabulated data has been calculated on the basis of objective of the study. The major finding and suggestion through interview, user survey and record are analyzed and presented in this section.

To explore the multiple dimensions of women professional 2 sets of questionnaire have been prepared one for women professional and another for chief librarian where 28 and 15 questions are incorporated respectively. Out of 85 women professional, 50 (59%) women were selected for the study. Out of 50 librarians 40 respondents (representing 47%) of the total population participated on the study.

*5.2  Geographical Region and Number of Respondents:*

The respondents are working in both inside and outside of valley. Here the no. of respondent and non respondent are categorized on the basis of geographical region has been shown in table 1 below.

*Table 1 : Geographical Region and No. of Respondents*

| Types of Library | No. of Respondents | percentage | Non Responded | Remarks |
|---|---|---|---|---|
| Eastern Region | 2 | 5% | 1 | Ilam Campus |
| Mid Region | 35 | 87% | 4 | Thakur Ram Campus, Birgunj Nepal Law Campus, CERID, Acme College. Kathmandu |
| Western Region | 2 | 5% | 2 | Butwal Campus, Tribhuvan Campus, Palpa |
| Mid Western Region | 1 | 3% | 1 | MM Campus, Nepalgunj |
| Far Western Region | 0 | 0% | 2 | Kailali Campus, Dhangadhi |
| Total | 40 | 100% | 10 | |

*Source: Field Survey*

Out of 40 respondents, it is found that most of the women professionals are working inside the valley (Mid Region) and few are working outside. 87% respondents are working in Mid Region which is followed by 5% in Eastern and Western region and 3% in Mid Western Region. No response received from Far Western Region. It is shown below in the Figure 1

*Figure-1: Geographical Region and No. of Respondents*
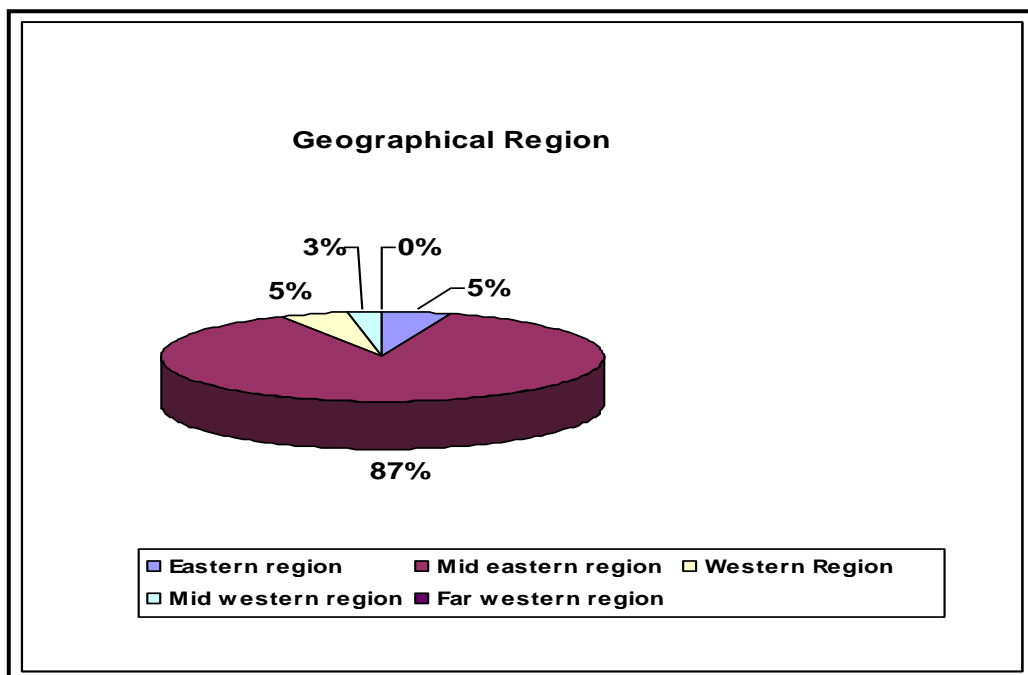
*5.3  Types of the Library:*

It is found that our respondents are working in different types of libraries. On the basis of their answer, the libraries are categorized such type: Academic libraries, Special libraries, Public libraries and missionary's libraries. However, there is no hard and fast rule of classification of libraries. The classification is based on the nature of the organization. Similar type of organization brought together to make easy the study.

- *Academic Library:* All universities and college libraries are included in this category.  University Central Library and its constituent college as well as affiliated college library are comprised in this group.

- *Special Library:* Library operated by medical hospitals, Research institutes, staff colleges, FNCCI, and Water and Energy Commission are included in Special Libraries.

- *Public Library:* Library operated by government and access for all general public such as: Kaiser Library and National Achieves are included in Public Library.

- *Missionaries Library:* Library operated by foreign government, foreign citizen, international organization and UN agencies are grouped separately in this category.

Number of respondents and types of libraries are shown in table - 2.

*Table 2: Type of Library and No. of Respondents*

| Types of Library | No. of Respondents | percentage | No. of Library | percentage |
|---|---|---|---|---|
| Academic library | 25 | 62% | 16 | 53% |
| Special library | 8 | 20% | 8 | 27% |
| Public library | 3 | 8% | 2 | 7% |
| Missionaries library | 4 | 10% | 4 | 13% |
| Total | 40 | 100% | 30 | 100% |

*Source: Field Survey*

Above table shows that, the study has been covered 30 libraries. Out of 30 libraries, 16 (53%) are Academic Library, 8 (27%) are Special Library, 2 (7%) are Public Library and 4 (13%) are Missionaries Library. Out of 40 respondents, 62% are working in Academic, 20% are working in Special, 8% are working in Public and 10% are working in Missionaries library. Majority of the respondents are working in Academic Library. Name of Library is shown in appendix 6

## 5.4   Position in the Organizational Hierarchy:

The respondents were asked to specify their status in the organization hierarchy. On the basis of their response level of position, number of respondents and percentage is given in the table 3.

*Table – 3: Position in the Organizational Hierarchy*

| Level of Position | No. | Percentage |
| --- | --- | --- |
| Managerial Level | 10 | 25% |
| Officer Level | 23 | 57% |
| Assistant Level | 7 | 18% |
| Total | 40 | 100% |

*Source: Field Survey*

The above table shows that out of 40 women library professionals 10 (25%) are in Managerial Level, 23 (57%) women are in Officer Level, and 7 (18%) are in Assistant Level. Assistant level means Library Assistant and Head Assistant, Officer Level means Library Officer and in Managerial level includes Deputy Librarian, Associate Librarian and Chief Librarian. As compared to Managerial level, Officer level and Assistant level, maximum number of women are in officer level which is followed by Managerial level and Assistant level respectively. This can be clear with figure 2

*Figure-2: Position in the Organizational Hierarchy*
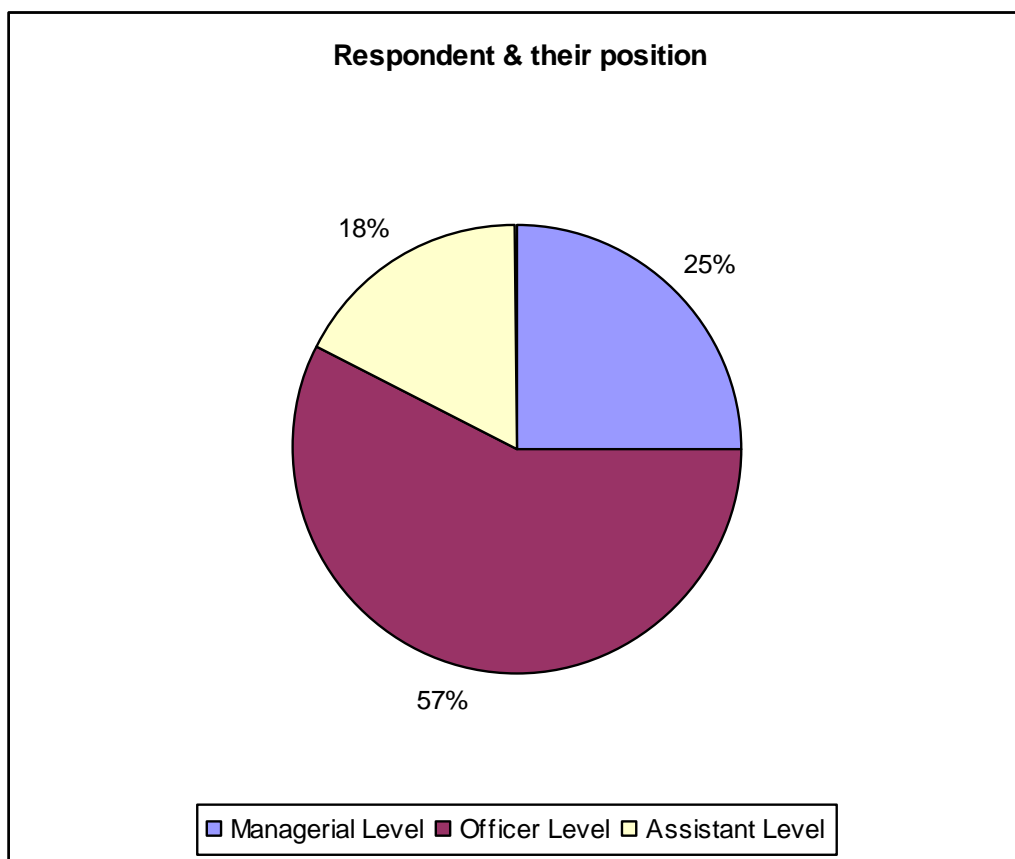


It is found that in the most of the college library, officer level staffs are assigned as a chief of the library. In TUCL, Chief of the Librarian is first class officer and the post is known as Librarian, in CEDA, associate Librarian is heading the library. But, it is found that some library doesn't have any hard and fast rules and regulation about the status of Head of the librarian. Somewhere, it is found that Assistant level staff is also heading the library. Her roles and responsibilities are seemed as a managerial level but she said that she is just an Assistant level staff.

Having a Graduate Degree in Library and Information Science, some of the respondents are working in Assistant Level however they have obtained graduate level of education.

## 5.5    Academic Qualification and Their Position

The number of respondents, their positions and their level of academic qualifications are given in the table 4.

*Table – 4: Qualification and Their Position*

| Level | B. Lib. I. Sc | Percentage | M. lib. I. Sc. | Percentage | Total | Total Percentage |
|---|---|---|---|---|---|---|
| Managerial | 6 | 25% | 5 | 31% | 11 | 28% |
| Officer | 14 | 58% | 8 | 50% | 22 | 55% |
| Assistant | 4 | 16% | 3 | 19% | 7 | 17% |
| Total | 24 | 100% | 16 | 100% | 40 | 100% |

*Source: Field Survey*

The above table shows out of 40 respondents 24 are B. Lib. I. Sc. holder and 16 respondents are M. Lib. I. Sc holder. Out of 24 B. Lib. Sc. Holders, 58% are working in the officer level, 25% are working in managerial level and 16 % are working in Assistant level. It can be said that most of B. Lib. I. Sc. holders women are in officer level rather than managerial level.

Similarly, out of 16 M. Lib I. Sc. holders 50% are working in officer level which is followed by the manger level (31%) and Assistant level (19%). Even though the lower qualification B. Lib. I. Sc. Holders are in higher in number in officer level than M. Lib I. Sc. holder. It also shows that women are not in managerial level in sufficient number though they have obtained their M.Lib. I. Sc. degree.

## 5.6  Additional Academic Degree relation to Present Position:

Library and Information Science is newly introduced subject in Nepal. To join the B. Lib. I. Sc. program one should have the Graduate degree in any discipline. The duration of course was for one year. The duration of the M. Lib. I. Sc. program is two years. Candidate should be at least Graduation level to admit the program. Attempt has been made to find out how many respondents

have obtained their extra master degree those who are in library and information science profession and their position on organization which is shown in table 5

*Table – 5: Additional Master Degree Holders and Their Position in the Organizational Hierarchy.*

| Level of Position | No. of Master Degree Holders in another Subject | Percentage |
|---|---|---|
| Managerial Level | 6 | 37.5% |
| Officer Level | 10 | 62.5% |
| Assistant Level | 0 | 0% |
| Total | 16 | 100% |

*Source: Field Survey*

The above table shows that out of 40 respondents, 16 respondents have obtained their extra degree including managerial an officer level. Out of 16 only 6 respondents have obtained extra degree are in managerial level. Like this, 10 respondents have obtained extra degrees that are in officer level. No extra degrees have obtained by those who are assistant level. Moreover, this table makes clear that maximum numbers of extra degree holder women are in officer level.

### 5.7    Service Period:

It is interesting that the service period of the respondents are widely varies. Some are working for 35 years however some are just starts their service one year before. The following table 6 shows that among 40 respondents, only 32 respondents replied the question but 8 respondents didn't reply their total service period in this profession. Keeping the 32 respondent's view in this table it is found that 53% respondent's service period is less than 11 years and 47% respondents service period is more than 11 years. Managerial level staff has maximum service period and Assistant level staff has minimum service period. The maximum service period among the respondents found 35 years which is actually more than the average service period.

*Table – 6: Service Period of the Respondents*

| S.N. | Service Period (years) | No. of Respondents |
|------|------------------------|---------------------|
| 1 | 1 to 5 | 7 |
| 2 | 6 to 10 | 10 |
| 3 | 11 to 15 | 8 |
| 4 | 16 to 20 | 0 |
| 5 | 21 to 25 | 3 |
| 6 | 26 to 30 | 1 |
| 7 | 31 to 35 | 3 |
|  | Total | 32 |

*Source: Field Survey*

*5.8   Impact of the Abroad Study of Staff in Her Position:*

Is the foreign university degree effective to reach the higher position to female? For detail information see the table 7.

*Table –7: Influence of the Abroad Study in their Position*

| Level / Position | No. of Foreign Degree Holders | | | Total Respondents | Percentage to total respondents |
|------------------|--------|-------|-------|-------------------|---------------------------------|
|  | M. Lib. | B. Lib | Total | | |
| Managerial | 3 | 3 | 6 | 11 | 55% |
| Officer | 1 | 3 | 4 | 22 | 18% |
| Assistant | 0 | 0 | 0 | 7 | 0% |
| Total | 4 | 6 | 10 | 40 | |

*Source: Field Survey*

The above table 7 shows that out of 40 respondent, 10 (25%) are foreign university degree holders. Considering 40 respondents, there are altogether 11 women in managerial level out of 11 six (6) women have obtained their post graduate and graduate from abroad. Similarly, out of 40 respondents, 22 are in officer level among them only 4 have obtained their graduated and post graduate from abroad. Here, this table shows that 55% post of managerial level is occupied by the foreign graduate holder.

This makes clear that up to this time almost women, who have obtained their graduate and post graduate degree from abroad, are in top position such as

manager and officer level. So, here questions may arise whether the abroad study is very useful to get higher position or not.

*5.9   Nature of Appointment:*

It was essentials to find out the nature of appointment since the objective of the research also correlated with the staffs appointments status, respondents were asked a question whether they have got permanent appointment or not. The answer of these respondents is listed in the table 8.

*Table –8: Nature of Appointment*

| Type of Service | No. of Respondent | percentage |
|---|---|---|
| Permanent | 35 | 88% |
| Contract | 2 | 5% |
| Temporary | 2 | 5% |
| No Response | 1 | 3% |
| Total | 40 | 100% |

*Source: Field Survey*

The above table shows that out of 40 respondents, 88% have got permanent appointment, 5% respondents are working in contract and temporary basis. One respondent didn't disclose the matters. This makes clear that most of women have got permanent job. It is very good news for all women that may provides the great inspiration for all women to join the profession. It can be clear by the figure -3

*Figure-3: Nature of the Appointment*
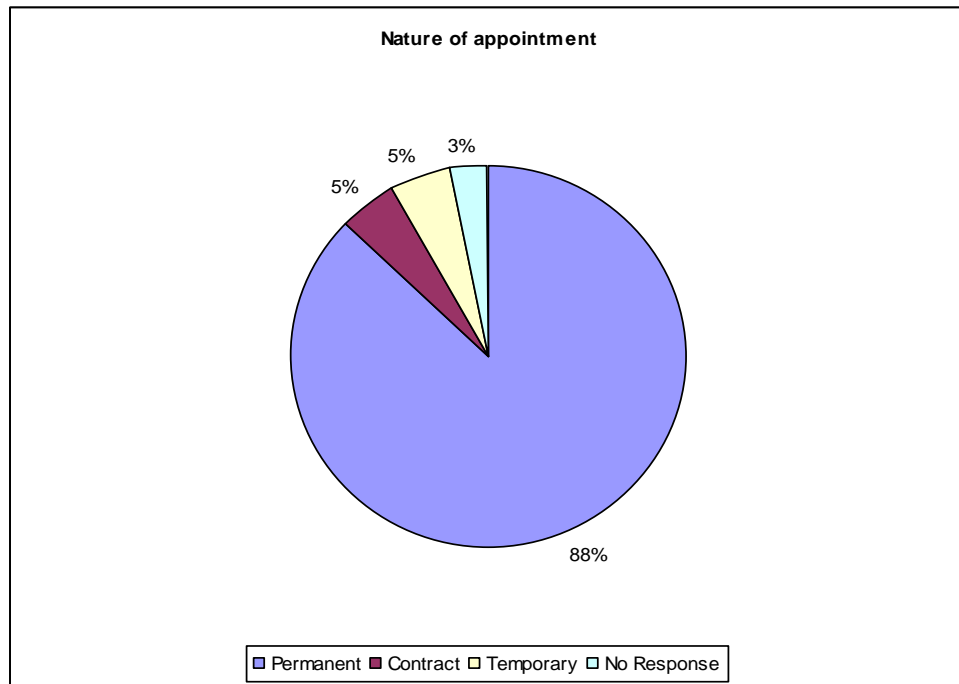


*5.10 Working Hours and Shift*

To know the working hour and shift, respondents were asked a question. Almost all respondents' working hour is 7 hours per day and working shift is in day time. However, few of them are working in rotation and others few are working for 8 hours per day. Details of the respondents working hours and shift have been shown in Table 9 and 10.

*Table – 9: Working Hours*

| Working Hours | No. | Percentage |
|---|---|---|
| 7 hrs | 37 | 92% |
| 8 hrs | 3 | 8% |
| Total | 40 | 100% |

*Source: Field Survey*

Table 9 shows that 92% respondents is only 7 hours per day. 8% respondents' working hour is 8 hours per day. In I/NGOs and Medical Hospital the working

hours is quite more than College and Government libraries. This is shown in figure –4

*Figure-- 4: Working Hours of Respondents*
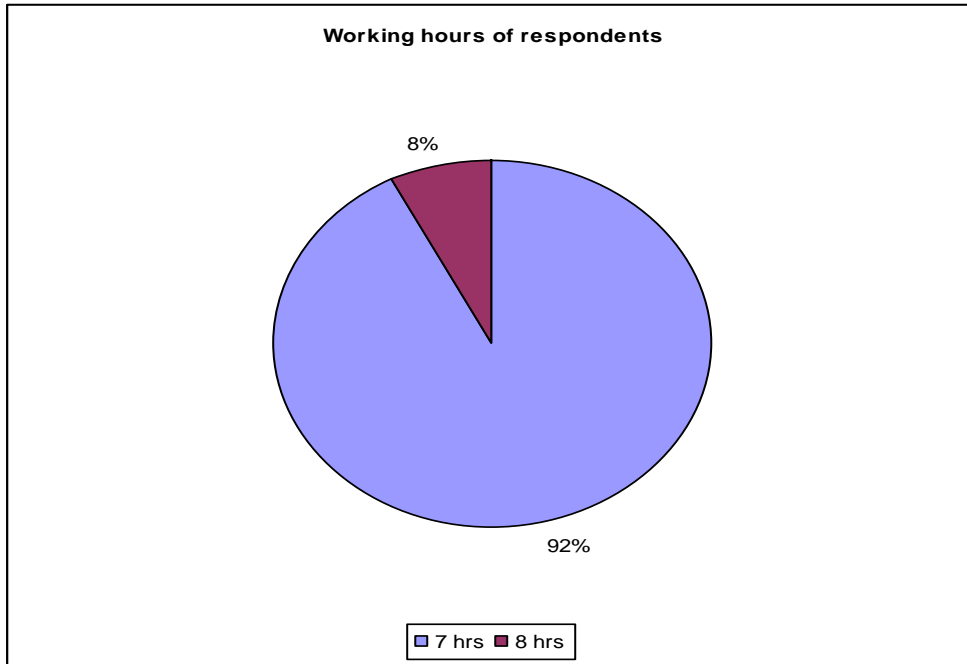


Table 10: Working Shift

| Shift | No. | Percentage |
|---|---|---|
| Morning  Shift | 3 | 8% |
| Day Shift | 32 | 80% |
| Evening  Shift | 1 | 2% |
| Rotation | 4 | 10% |
| | 40 | |

*Source: Field Survey*

The above table 10 shows that  8% respondents have been working in morning shift 80% respondents have been working in  dayshift and 2% and 10% respondents have been working in  evening shift and rotation  respectively. Thus, the study concludes that women professionals easily perform their duty in day time and it has also shown that except some special library like medical libraries

and other libraries all libraries have been opened in day time it is found that libraries are closed in public holiday. It is not good news for all because most of the job holders are deprived to use the libraries which are opposition of the five law of Ranganathan "Library is for all".

## 5.11   Salary & Allowances:

The main objective to join the profession is to receive the salary and allowances. Financial benefit plays the vital role to motivate the employees. To know the salary and allowances a question was asked to each participant. Only the 39 respondent mentioned their answer. As per their response, 39 respondent's monthly salary and allowance is mentioned in the below table 11.

*Table – 11:  Salary & Allowances*

| Salary & Allowance | No | Percentage |
|---|---|---|
| Below 7000 | 2 | 5% |
| Above 7000 to 12000 | 18 | 45% |
| Above 12000 to 17000 | 18 | 45% |
| Above 17000 | 1 | 3% |
| Not Response | 1 | 3% |
| Total | 40 | 100% |

*Source: Field Survey*

The above table shows that out of 40 women library professional 2 respondents got salary below Rs. 7000, 18(eighteenth) respondent's salary is between Rs. 7000 to Rs. 12000, and Rs.  12000 to Rs. 17,000.  Here only one respondent mentioned her salary more than Rs. 17000 and one respondent doesn't mention her salary. This is shown in figure. 5

*Figure-5 : Salary Range of Library Professionals*
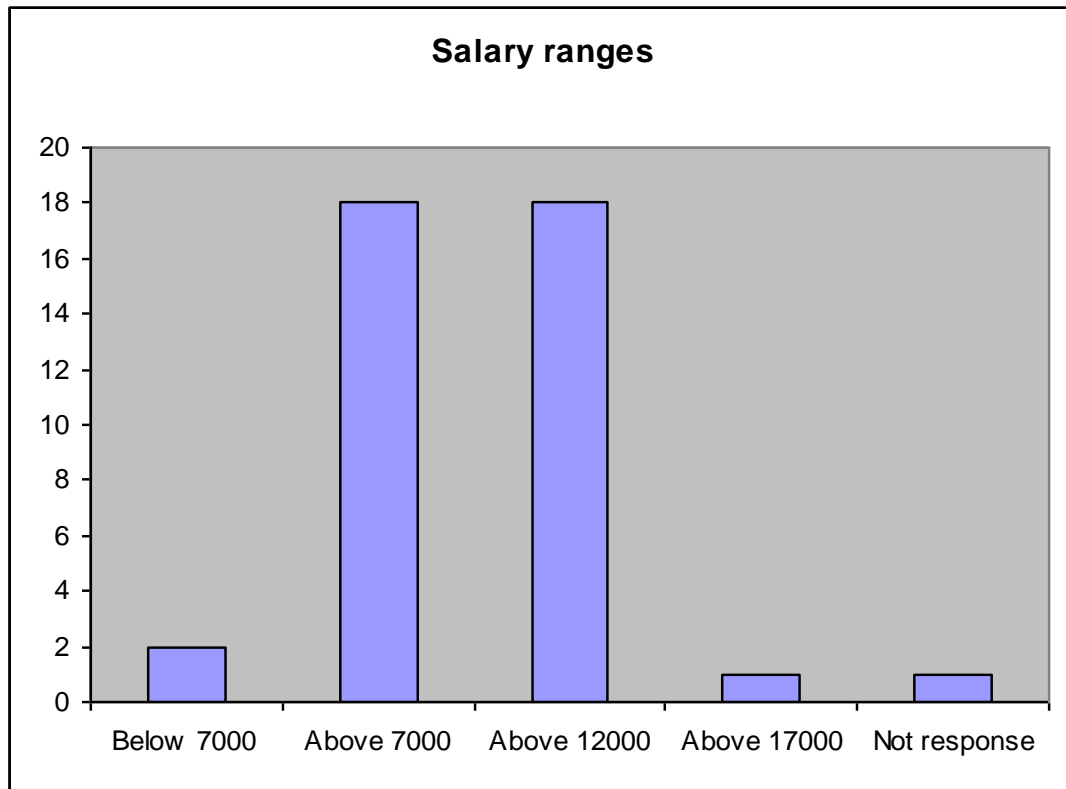
**5.12    Mean Salary of the Library Professional in Nepal**

On the basis of above table 11, an attempt has been made to find out the average salary of the staffs. It is assumed that the lowest and highest limit of salary is Rs. 5,500 and Rs. 19,500 respectively. Details calculation and procedures is described below in table – 12

*Table – 12:  Mean Salary & Allowances*

| Salary ranges | Average Salary ( X) | Frequency (f) | X x f |
|---|---|---|---|
| Below Rs. 7000 | 5,500 | 2 | 11,000 |
| Above Rs.7000 to Rs. 12000 | 9,500 | 18 | 1,71,000 |
| Above Rs.12000 to Rs.17000 | 14,500 | 18 | 2,61,000 |
| Above Rs.17000 | 19,500 | 1 | 19,500 |
| Total | | 39 | 4,62,500 |

*Source: Field Survey*

Mean (X) = $\dfrac{\sum fxX}{N}$

= 4,62,500 / 39    = Rs. 11,859

The study shows that the average salary and allowances of the librarian is about Rs. 12,000/- per month. Here, it is found that most of respondents are not so satisfied with their salary and allowances.

## 5.13 Types of Facilities and No. of Recipients:

Except salary and allowances staffs are provided fringe and benefits in package. In private organization the facilities is differed from organizations to organizations. With few examples like: medical, leave encashment, gratuity, pension and loan are given in the questions to find out their economic level in service. The response is presented below in table 13a and 13b.

*Table -13a: Types of Facilities and no. of Recipients*

| S.N. | Types of Facilities | No. of Recipients | Percentage to total respondents |
|------|---------------------|-------------------|---------------------------------|
| 1 | Medical | 27 | 68% |
| 2 | Gratuity | 16 | 40% |
| 3 | Pension | 23 | 58 % |
| 4 | Loan | 22 | 55% |
| 5 | Leave encashment | 15 | 38% |
| 6 | Other | 1 | 2.5% |

*Source: Field Survey*

The above table shows that the facilities are given to staff play the vital role in an organization. Table -13a demonstrated staffs facility which is categorized under Medical Facilities, Gratuity, Pension, Loan, and Leave encashment and other. Among 40 respondents 68% gets Medical facilities, 58% gets pension, 55% gets loan, 40% get gratuity and 38% get leave encashment. Beside that, 2.5% get other facilities also. The above table doesn't explain how many facilities get by the single respondent. To know more about this matter, table 13 b tries to solve the curiosity.

*Table -13b: Types of Facilities*

| S.N. | Types of Facilities | No. | Percentage to total respondents |
|------|---------------------|-----|-------------------------------|
| 1 | Single Facility | 8 | 20% |
| 2 | Two types of Facility | 9 | 22% |
| 3 | Three types of Facility | 7 | 18% |
| 4 | Four types of Facility | 8 | 20% |
| 5 | Five types of Facility | 5 | 13% |
| 6 | No facilities | 3 | 8% |
| | Total | 40 | 100.00% |

*Source: Field Survey*

The above shows that out of six facilities mentioned in the table 13a, 8 respondents said that they are getting just single facility, 9 respondents have been getting two types of facilities, 7 respondents have been getting three types, 8 respondents have been getting four types of and 5 respondents have been getting 5 types of facilities. Three respondents said they had not got any facilities. This can be clear through this Figure 6.

*Figure-6: Respondents facilities in percentage*
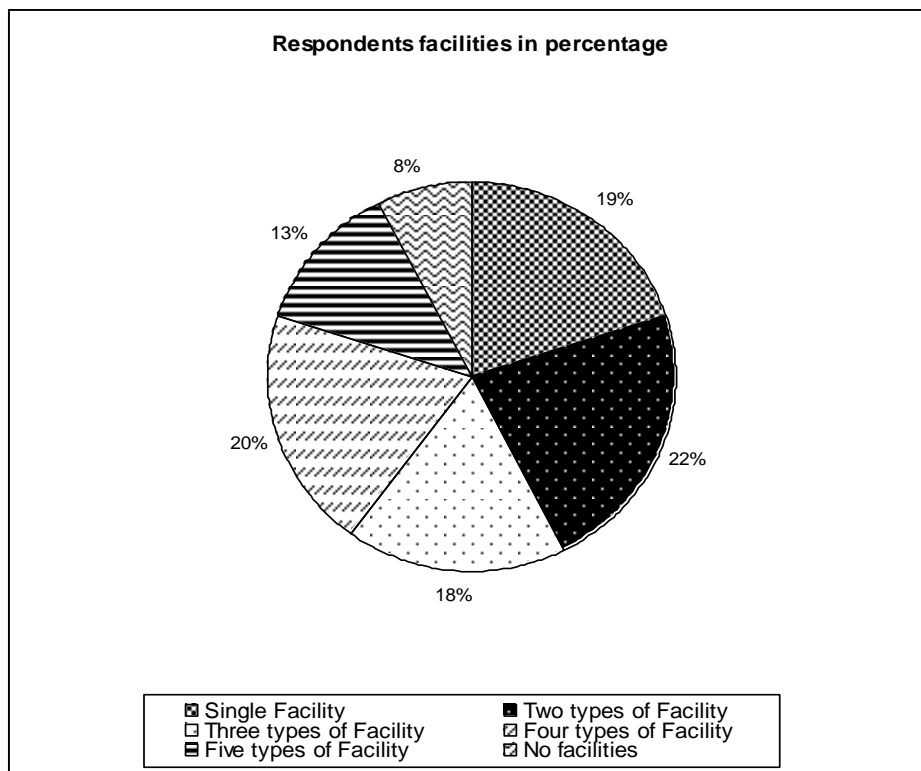
*5.14 Salary Compare to Male Staffs Working in Similar Status:*

A question was asked whether the salary between male and female is equal or different. The salary compare to male staff is shown in table 15.

*Table -14: Salary compare to Male Staffs*

| S.N. | Reasons | No. | Percentage |
|------|---------|-----|------------|
| 1 | Equal to Male | 38 | 95% |
| 2 | Less than Male | 2 | 5% |
|  | Total | 40 | 100% |

*Source: Field Survey*

This table shows that out of 40 respondents, 38 respondents said that they have been received equal salary with male staffs however 2 said that they are getting lower salary than that of male staffs receipt. It is very good things because in other countries like Kenya, Australia, Denmark and even in India many article has published about the issue of equal salary for male and female library staff. In Nepal also there is not equal salary for male labor and female labor. But on the basis of study the situation of library professional is satisfactory.

*5.15 Reasons of Study Library & Information Science:*

To find out the status of women librarian, it is essential to know the reason of study of Library & Information Science. Four options were given and respondents were instructed to choose at least one option. However, if one felt that there are more than one factors can mark more than one options. Table- 15 exhibits the response.

*Table -15: Reasons of study Library & Information Science*

| S. N. | Reasons of Studying Library & Information Science | No. | Percentage to total respondents |
|-------|--------------------------------------------------|-----|--------------------------------|
| 1 | Suitable for women | 20 | 50% |
| 2 | Curiosity due to new subject | 20 | 50% |
| 3 | Chance of getting job easily | 10 | 25% |
| 4 | To get better career opportunity | 21 | 52.5% |

*Source: Field Survey*

The above table shows that out of 40 women 50% women chose the option 'suitable for women', and 'curiosity due to new subject', 25% respondents chose the option 'chance of getting job easily' and 52.5% women chose the option 'To get better career opportunity. This makes clear through figure 7.

*Figure-7: Reason for Studying Library and Information Science*
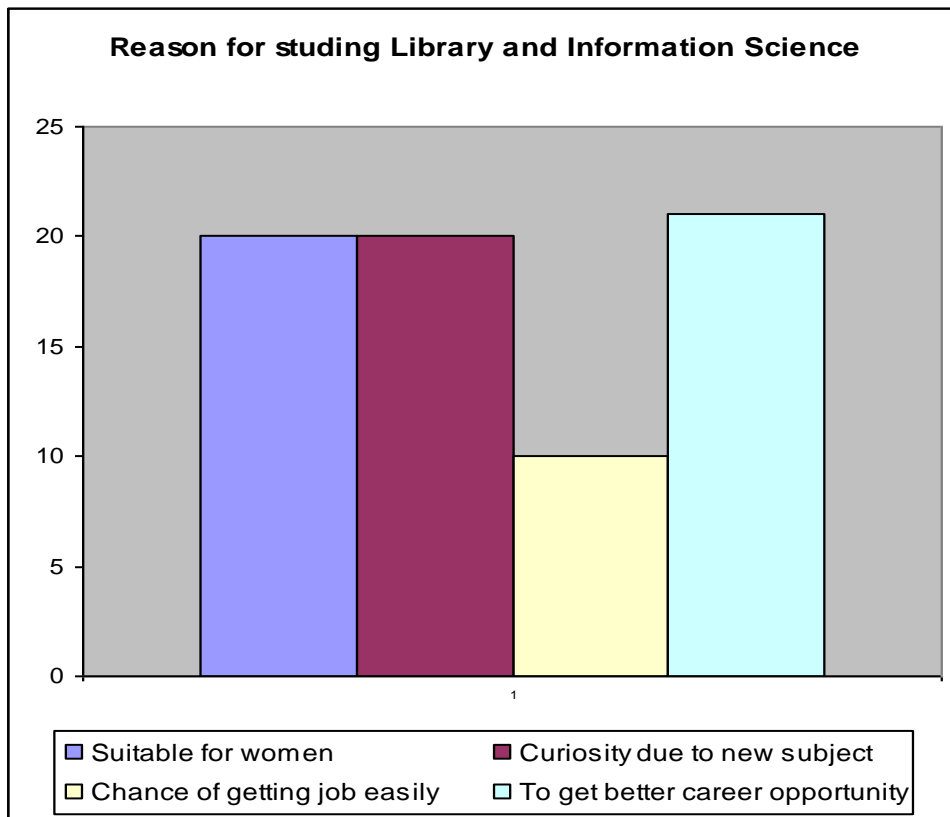


Out of 40 respondents, 17 mentioned only one reason to join the Library Science education, 16 respondents mentioned 2 reasons, 2 respondents mentioned 3 reasons and 4 mentioned all of the four reasons. However, a respondent submitted her different views "to contribute in this field" which is actually appreciative answer. According to her "She stayed in same position more than 27 years" which proves that the attitude of management towards the library profession seems negative. She is really very perfect in her profession she also said "I chose library profession leaving Ph. D. in another subject". It is very admirable job. On the basis of interaction with her the researcher found that she is quite dissatisfied.

*5.16  Reason of Joining the Library Profession:*

It is a great matter of curiosity why women prefer the library profession as a career. The question was asked to all participants and the answer has been shown in table 16.

*Table -16: Reason of Joining Library Profession*

| S. N. | Reasons of Joining Library Profession | No. | Percentage to total respondents |
|---|---|---|---|
| 1 | Prestigious in Society | 15 | 37.5% |
| 2 | Easy to get job | 10 | 25% |
| 3 | I enjoy the profession | 26 | 65% |
| 4 | Because there is not other alternatives | 0 | 0% |

*Source: Field Survey*

The above table shows that 65% respondent preferred the profession because they enjoy the profession, 37.5% think that the profession is prestigious in society, 25% said that the job is easy to find and join. No one agreed with the option "because there is not other alternative".

*5.17  Satisfaction with Salary & Facilities:*

To find the level of satisfaction of salary and facilities four level of options were given. The views of the participants have been presented in table 17

*Table -17: Satisfaction with Salary & Facilities*

| S. N. | Alternative | No. | Percentage to total respondents |
|---|---|---|---|
| 1 | Totally Satisfied | 4 | 10% |
| 2 | Quite Satisfied | 14 | 35% |
| 3 | Not So Satisfied | 17 | 42% |
| 4 | Totally Dissatisfied | 3 | 8% |
| 5 | Not Response | 2 | 5% |
| | Total | 40 | 100% |

*Source: Field Survey*

The above table shows that out of 40 respondents 42% said that they are not so satisfied with their salary and facilities, 35% said that they are quite satisfied, 10% said that they are totally satisfied and 8% said that they are totally dissatisfied. 5% didn't answer. This is shown in figure 8.

*Figure-8: Satisfaction with salary & facilities*



**Satisication with salary & facilities**

☐ Totally Satisfied ■ Quite Satisfied ☐ Not So Satisfied ☐ Totally Dissatisfied ■ Not Response
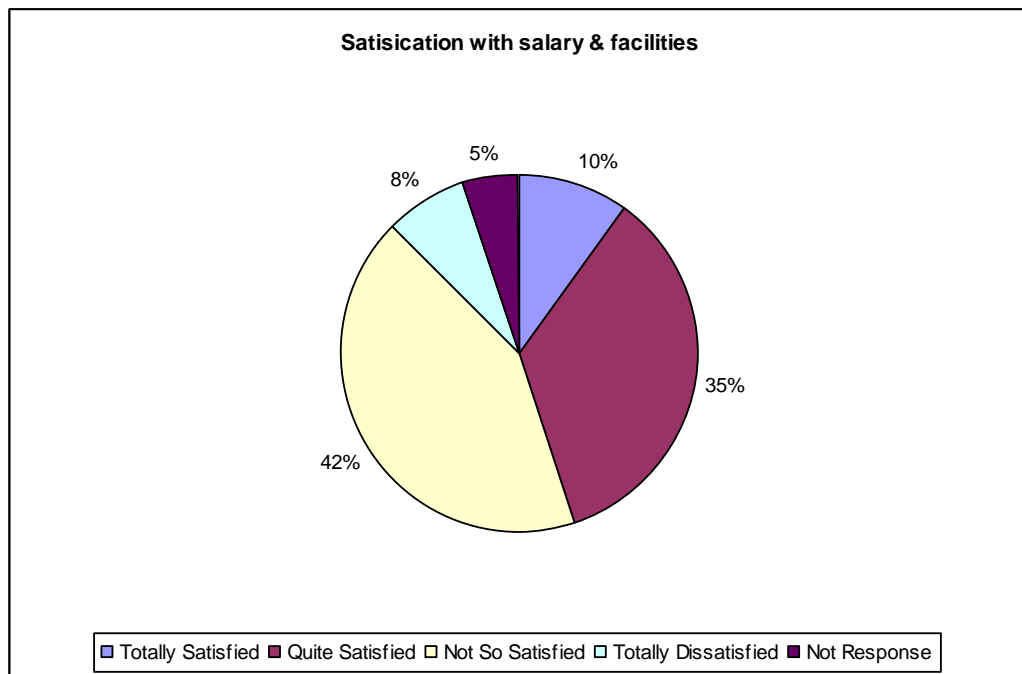
*5.18 Satisfaction with Working Environment:*

The major element affecting the status of the workers is working environment. To find the level of satisfaction with working environment four levels were given. The views of the participants have been presented in table 18

*Table – 18: Satisfaction with Working Environment*

| S. N. | Alternative | No. | Percentage to total respondents |
|-------|-------------|-----|--------------------------------|
| 1 | Totally Satisfied | 4 | 10% |
| 2 | Quite Satisfied | 17 | 42% |
| 3 | Not So Satisfied | 16 | 40% |
| 4 | Totally Dissatisfied | 2 | 5% |
| 5 | Not Response | 1 | 3% |
| | Total | 40 | 100% |

*Source: Field Survey*

On the basis of the above option out of 40 respondents, 10% respondents said they are totally satisfied with the working environment 42% said they are quite satisfied, 40% said they are not so satisfied and 5% respondents said they are totally dissatisfied in this profession and 3% respondents don't response. This is shown in Figure – 9.

*Figure-9: Satisfaction with Working Environment*
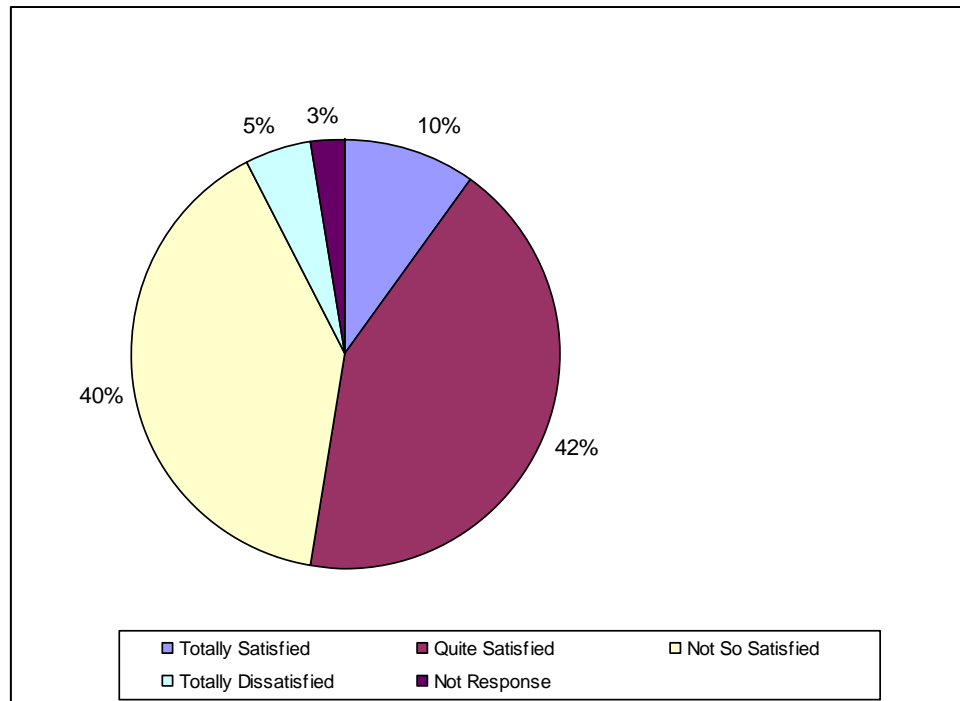


*5.19 Reason of Satisfaction to the Present Job:*

Those respondents if they are satisfied in the present job a question was asked to know the reason of satisfaction by providing many options which are listed in table 20. Respondents were very optimistic to get chances of further study by the organization. 27.5% agreed on this alternative whereas 22.5% were agreed on getting authority in decision making process and recognition by management. 12.5% agreed on not so work load where 2.5% agreed access on information first among office staffs and 2.5% agreed on more chance to get training and participates in workshop. 4 respondents didn't respond that is shown in table 19.

*Table – 19: Reason of Satisfaction from Present Job*

| S. N. | Alternative | No. | Percentage to total respondents |
|-------|-------------|-----|--------------------------------|
| 1 | Getting Authority in Decision Making process | 9 | 22.5% |
| 2 | Chances of further study by the organization | 11 | 27.5% |
| 3 | Recognition by Management | 9 | 22.5% |
| 4 | Not so work Load | 5 | 12.5% |
| 5 | Others | 2 | 5% |
| **6** | No Answer | 4 | 10% |
| | Total | 40 | 100% |

*Source: Field Survey*

*5.20   Reason of Dissatisfaction from Present Job:*

To find out the reason of dissatisfaction four optioned questions were asked. Out of 40 respondents, 30% respondent agreed that management doesn't recognize the profession as other profession, 20% agreed on maximum working load, 13% said that they have no decision making authority, a respondent said that some staffs cheated the work hence some others worked hard. The option and list of respondents are given in table 20.

*Table -20: Reason of Dissatisfaction from Present Job*

| S. N. | Alternative | Number of respondent | Percentage to total respondents |
|-------|-------------|---------------------|--------------------------------|
| 1 | The job is not suitable as per my academic qualification | 6 | 15% |
| 2 | Maximum Working Load | 8 | 20% |
| 3 | I have no decision making Authority | 5 | 13% |
| 4 | Management doesn't recognize the profession as other profession | 12 | 30% |
| 5 | Others | 1 | 3% |
| 6 | Not Response | 8 | 20% |
| | Total | 40 | 100% |

*Source: Field Survey*

The above table shows that out of 40 respondents 6 respondents said the job is not suitable as per my academic qualification, 8 respondents chose the option maximum working load, 5 respondents chose the option no decision making authority where as 12, 1 and 8 respondent chose the options management doesn't recognize the profession, others and not response respectively. This can also be clear through this Figure.

*Figure-10: Reason of Dissatisfaction in the Present Job*



**Reason of dissatisfaction in the present job**

- The job is not suitable as per my academic qualification
- Maximum Working Load
- I have no decision making Authority
- Management doesn't recognize the profession as other profession
- Others
- Not Response

## 5.21 Best things in the Profession:

To join any profession people may think about charming things towards the profession. So to know the best thing in the library profession it is very essential which may help people whether to enter in this profession or not. To know the best thing in library profession 4 optioned questions were asked. Among them, 45% of the respondents agreed that they have got more opportunity to learn, 33% said creativity in the job, and 30% believed that they are respected from readers and staffs. 20% said that more exposure is also the best thing in the profession. This shows the details in table 21.

*Table -21: Best things in the Profession*

| S. N. | Alternative | No. | Percentage to total respondents |
|---|---|---|---|
| 1 | Respect from Readers / Staffs | 12 | 30% |
| 2 | Creativity in the job | 13 | 33% |
| 3 | More exposure | 8 | 20% |
| 4 | More Opportunities to learn | 18 | 45% |
| 5 | Others | 6 | 15% |
| 6 | Not Responses | 3 | 8% |
| | Total | 40 | |

*Source: Field Survey*

It is made clear by this Figure 11

*Figure-11: Best Thing in the Profession*
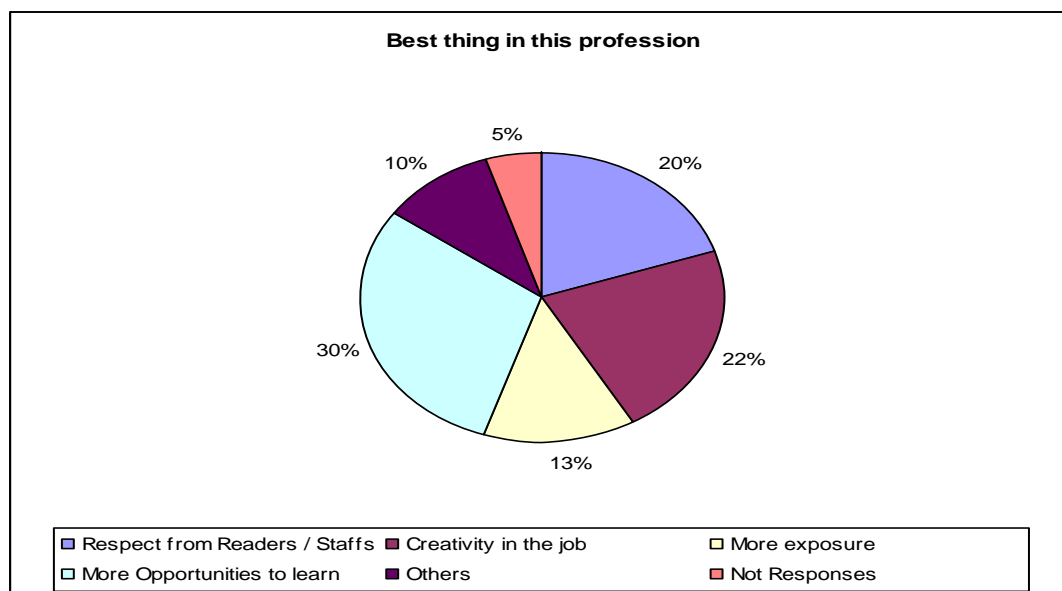


*5.22 Challenges to be faced in the Job:*

In every kind job the problem and challenges have to be faced obviously library professional is also not an exceptional. To know the challenges and problems in these profession nine options were asked to the respondents. In this question respondents could choose more than one option. The answer given by respondents is presented in table –22.

*Table – 22:  Challenges to be faced in the Job*

| S. N. | Options | No. | Percentage to total respondents |
|---|---|---|---|
| 1. | Not promotion in time. | 19 | 48% |
| 2. | Traditional working style | 19 | 48% |
| 3. | Lack of library materials | 15 | 38% |
| 4. | Low salary / facilities | 13 | 33% |
| 5. | Non recognition by management | 13 | 33% |
| 6. | Maximum work load | 12 | 30% |
| 7. | Not enhance the capacity providing training | 6 | 15% |
| 8. | Not getting permanent appointment yet | 4 | 10% |
| 9. | Not allowed to take leave easily | 4 | 10% |

*Source: Field Survey*

The above table shows that the problem of 48% respondents was not promotion in time and traditional working style. 38% suffered from lack of library materials, 33% are suffered from low salary and facilities and not recognized by management, 30% disappointed due to the maximum work load. 15% respondents said that capacity enhancement training is not provided to the staffs. 10% were distressed due to temporary and contractual job and difficult to take leave. However, there are numbers of problems they are facing which was mention in separately.

Among nine questions, six are related to the salary, facilities and appointment, work load and training which is kept in group A, one question is related to recognition kept in group B and working environment and resource in library related two questions are grouping in group C. This is shown in the following figure 12.

*Figure-12: Challenges to be faced by Women Librarian*
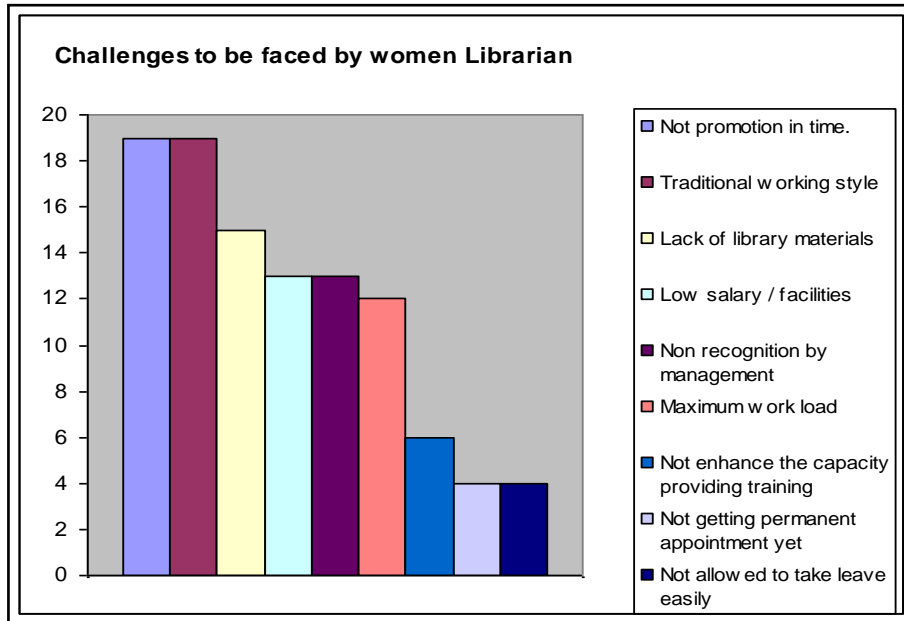


This figure shows that two options not promotion in time and traditional working style is chose by maximum numbers of users whereas not getting permanent appointment yet and not allowed to take leave easily is chose minimum numbers of respondents.

*5.23 Suggestions received from Respondents:*

Suggestions of respondents are very essential to complete study for not only to draw the conclusion but also to provide the valuable recommendation for further betterment and improvement in any organization. Those things which are not covered in questionnaire, respondents can mention their ideas in form of suggestions. Respondents are encouraged to mention their suggestions regarding this topic. Most of the respondents have been mentioned their suggestion, comments and opinion. Relevant suggestions and comments have been shown in below table 23.

*Table 23: Suggestions Received from Respondents*

| S. N. | Topics | No |
|---|---|---|
| 1. | Regular and advanced Training to the Librarian | 3 |
| 2. | Recognition to the Staffs from Management | 4 |
| 3. | Priority to Library Professional | 1 |
| 4. | Minimize the work load | 1 |
| 5. | Enough library resources to Library | 2 |
| 6. | Salary and Facilities to be increase to Librarian | 1 |
| 7. | Women friendly environment in organization | 2 |
| 8. | Authority to be given | 2 |
| 9. | Need to encourage ladies in library profession | 2 |
| 10. | Stop to dominate to female | 2 |
| 11. | Library must be develop in Nepal | 3 |
| 12. | Equally develop library in spite of geography | 1 |
| 13. | Librarian is not Gender based job | 1 |

*Source: Field Survey*

## 5.24 *Comparison of Library Professional Staffs among three University Central Libraries:*

To know the participation of women library professional in three universities central libraries a question was set for chief librarian to provide total staff. This is shown in table 24.

*Table 24:* Comparison of Library Professional Staffs among three University Central Libraries

| SN | Name of Organization | FEMALE | | | | MALE | | | | Total | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Prof. | Para Prof | NP | Total | Prof. | Para Prof | NP | Total | Prof. | Para Prof | NP | Total |
| 1 | TUCL | 8 | 4 | | 11 | 9 | 3 | | 12 | 17 | 6 | 0 | 23 |
| 2 | NSUCL | - | - | - | - | 1 | - | - | 1 | 1 | | - | 1 |
| 3 | KUCL | - | - | - | - | 1 | 2 | 5 | 8 | 1 | 2 | 5 | 8 |

Source: Field Survey

The above table shows that in TUCL there are altogether 17 professional staff out these 8 is women and 9 are male. There is only one male professional staff in KUCL and NSUCL. Surprising is that both Universities Central Library has no women staff. It seems that these universities are not giving any attention towards the library as well library professional neither they have given value towards women. So it seems that these universities should appointed the sound library professional both male and women. The data presented in table 23 is making clear by figure 13.

*Figure-13:   Comparison of Library Professoinal and Para Professional Staffs among three  Universities  Central Libraries*

Chapter – V I
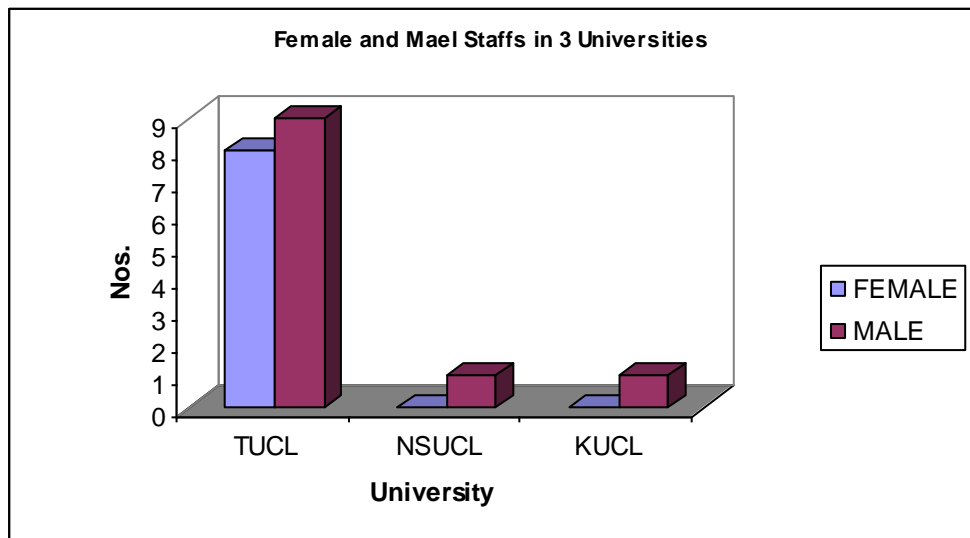
SUMMARY, CONCLUSION AND RECOMMENDATIONS

*6.1    Summary*

The study, "Women Participation in Library Professionals in Nepal, their Status and Challenges" is carried out to find out the actual participation of women in library profession and the status and challenges they are facing in this profession.

This research is completed within six chapters. There are 232 libraries professional in Nepal out of these number of women are 85.  Women are working in different types of library majority of women are in academic libraries. Number of 50 women is set for sampling on the basis of geographical division as well as types of libraries out of 50 only 40 women have been responded the questionnaire. Out of 40, 35 women are working in different libraries inside the Kathmandu Valley and only 5 women are working in other region of a country. This study was done as survey method and it is a qualitative nature. Data and response of respondents are tabulated and analyzed. The study has been covered altogether 30 libraries out of 30 majority of library is academic libraries. This study has also been presented trend of library professional in three universities central libraries such as: TUCL, KUCL and NSUCL. There is almost equal participation of male and female library professional in TUCL but in KUCL and NSUCL no participation of women library professional has been found.

*6.2    Findings:*

The findings of this study could get materialized only with combined study of data and information obtained from questionnaires, questions asked with various authorities and official records. The findings of this study have been presented below.

- Among the respondents, there are 40% Post Graduate and 60% are Graduates only.

- 13% respondents are the employee in out of Kathmandu valley and 87% are inside the valley.

- The study presents that among the 40 respondents, 62% are working in Academic Library, 20% work in Special Library, 8% work in Public Library and 10% work in missionaries library.

- The study shows that 25% are working in Managerial Level, 57% in Officer Level and 18% in Assistant level.

- It is also found that Graduated staffs are more than Post graduated staffs in total. But, in Assistant level, Post Graduated staffs are more than graduated staffs.

- It is found that 25% of total respondents are studied from foreign university. Among them 40% are post graduated and 60% are graduated from India and abroad. 60% are working in Managerial level and 40% are working in Officer Level. No one working in Assistant level.

- Out of 40 respondents, 40 % get Master Degree in another subject also. Among them 37.5% are in Managerial Level and 62.5% in Officer Level. None of them are working in Assistant Level.

- Out of 40 women 16 women have obtained extra Master Degree in another subject.

- The study shows that 42.5% professionals' service period is less than 10 years and 37.5% professionals' service period is more than 10 years.

- This study finds that 88% respondents said that they get permanent appointment and 10 % said that they didn't get permanent appointment yet.

- According to the study, that 92 % staff's working hour is 7 hours per day and 8% staffs' working hour is 8 hours per day.

- As per the study, it is found that 8 % respondent's working shift is morning, 80% are working in day shift and 2% in evening, 10% are working in rotation.

- Among the respondents 5% get salary and allowance below Rs. 7,000, 45% gets between Rs. 7,000 to Rs. 12,000 and 45% gets between 12,000 to Rs. 17,000 and 3% gets above Rs. 17,000.

- According to the study, 58% receive pension, 68% receive Medical facilities, 40% receive gratuity and 38% receive leave encashment.

- In the question whether the salary of male staffs in similar post is equal to female staff 95% said that it is equal but 5% said the salary is lower than male staffs.

- To know the reason of study of the Library science, four options were given, 50 % agreed on the course is suitable for women , 50% said that Curiosity due to new subject 25 % agreed on the chance of getting job easily and 52.5 % said they chose library science education to get better career opportunity.

- Employees of private college, I/NGOs and Medical Hospital are working in contract and temporary basis. Rest of the employees are permanent

- To know the reason why they are interested to join the profession, 37.5% respondent point out that the profession is prestigious in Society, 25% said that easy to get job, 65% said that they are enjoyed the profession and know one agreed on the statement "Because there is not other alternative"

- To know the level of satisfaction from the salary they received, 10% said that they are totally satisfied, 35% said that they are quite satisfied, 42% said that

they are not so satisfied, 8% said that they are totally dissatisfied and 5% did not response these options

- This study shows that 10% respondent are totally satisfied, 42% are quite satisfied, 40% are not so satisfied, 5% are totally dissatisfied and 3% does not response the question in the working environment of the library.

- 22.5% respondent said that they are getting authority in decision making process, 27.5% said that there is a chance of further study by the organization, 22.5% said that they and their profession is recognized by management, 5% said that work load is not so.

- Among the dissatisfied respondents, 15 % of respondents mention that the job is not suitable as per my academic qualification, 20% of respondents mention that maximum working load in office, 13% of respondents mentioned that she has no decision making authority and 30% of respondents mention that management doesn't recognize the profession as other profession.

- Among the satisfied respondents, 33% of respondents agreed that they found the job more creative, 30% of respondents agreed that they are respected from readers and staffs, 20% of respondents agreed that they get more exposure and 45% of respondents agreed that they get more opportunity to learn and 15% of respondents agreed that they feel the best thing in this profession.

- The study presents that 48% respondents are not happy because they are not promotion in time, 10% are not allowed to take leave easily, 32.5% feel that their salary and facilities is very low, 33% feel that the job is overloaded and 32.5% of said that they are not recognized by management, 10% said that they didn't get permanent appointment yet, 47.5% are disappointed because of traditional working style in library, 37.5 % are upset due to the lack of library materials and 15% of respondents are distress due to not enhance the capacity providing training.

- Among three Universities' Central library: Tribhuvan University (TUCL), Kathmandu University (KUCL) and Nepal Sanskrit University (NSUCL), participation of women library professional in Tribhuvan University is highest as compared to KUCL and NSUCL. There are 8 women and 9 men library professionals have been working in TUCL but there are women library professional in KUCL and NSUCL.

- The surprisingly thing is found in NSUCL is there is only one library staff.

- The surprised is found that in KUCL there are 8 staffs and these all are male.

- The study is found that in Nepal most of libraries are opened in dayshift and most of women are also working in day shift except in some hospital libraries.

## 6.3    Conclusion

The study concluded that the status of women librarians in Nepal has consistently been equal to men in terms of position and remuneration. Most of the staffs are permanent. However some problems of librarian also found such as low remuneration, delay in promotion, unsuitable working environment, un-reorganization nature of management and traditional working style. There is a need for concerted efforts to eliminate all forms of problem. This can be solved if proper supportive policies and legislation will be applied. Those who have obtained their B.Lib.I.Sc and M. Lib I. Sc degree from foreign university are in higher position in the organization. It shows that foreign university education is more effective up to this time.

## 6.4    Recommendations

- It is recommended that those women librarians who hold B. Lib. I. Sc. degree are encouraged to study M. Lib. I. Sc. to enhance their knowledge and to get better career opportunity.

- Majority of women librarians are only in Kathmandu Valley. So it is recommended that professional librarian should work also in outside of valley in order to establish a well manage library.

- It is recommended that not only TU but also other Universities should encourage women to participate in library profession by appointing them in managerial as well as officer level.

- It is recommended that post graduate women should be appointed in managerial as well as officer level.

- Women are encouraged to participate in Public as well as Special libraries also.

- Most of the libraries are yet operated by traditional working styles. Great changes are needed to make the library more advanced and I T friendly.

- Exposure to the library staffs in international arena helps them to achieve their goal easily. So library staffs are to be sent in foreign countries for the training, workshop and further study regularly.

- Salary of the Library professional is not sufficient as the salary of other professional. It should be increased so that librarian could contribute more in the field of library.

- The working environment of library is not satisfactory. It should be improved acquiring enough library materials, computers, furniture etc.

- This study finds that most of women are not respected by management. The feudalistic culture of the organization should be changed. Women are also the active partner of the every sector in the society. They also be respected and the library profession should be recognized like other profession.

- Very few women are getting decision making authority, however they reached in the managerial level. Authority to librarian should be enough so that they can develop the library as well as the profession.

- The salary for the post of officer is very low. It is recommended that the salary should be increased.

- Only 10% are satisfied from the job. The reason of dissatisfaction is various. Management should address the grievances of the staffs. The job provided to the women library professional doesn't suitable as per their qualification. They are doing the very simple job which can be performed by the Para professional staffs. So the job description should be updated as per the academic qualification of the staffs.

- The criteria for promotion should be more practical and women friendly. Staffs should be promoted time by time. If the staff is not suitable for the post necessary action to be taken. More than fifteen years of period working in the same post doesn't motivate the staffs to work with passion.

- Management should recognize the profession otherwise staffs will be unhappy in this profession. Society also doesn't perceive the profession respectful. It is behaved as a very small job which can be done easily without professional knowledge. Actually to manage the library and resource centre a person should possess the professional and technical knowledge to the sufficient extent.

- It is recommended that permanent appointment should be given to the staffs timely abiding the prevailing laws. It is not justice to work for the long period without appointment letter.

- The concept of library is changing rapidly; it should be updated to the library staffs. Regular training, workshop, seminar should be organized and appropriate information should be provided to the library personnel.

- It is recommended that Library staff should be increased in KUCL and NSUCL

- Women should be provided an opportunity to work in KUCL and NSUCL

- Staffs have been given more responsibilities. Their post is Assistant but their responsibilities are head of the library. The responsibility should be coinciding with their post.

- Most of the libraries are opened only in day time it is recommended that the library should be run for 24 hours so the must of user may be benefited and quality of education can be increased.

- Since the study finds that most of the women librarians are appointed permanently so it is highly recommended to all women to study library and information science.

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Date : ……………………..

Dear Madam,

I am writing a thesis on **"Women Participation in Library Profession in Nepal : Their Status and Challenges "** The objective of my study is to find out the involvement of women, status of women, challenges and opportunities of women Library Professionals in this field.  I shall be grateful to you for your valuable suggestions and views on this questionnaire sheet.  Your information will keep secret and strictly use only for research purpose. Your cooperation is highly appreciated.

Thank you

With regards,
Min Kumari Dallakoti
M. Lib. Sc., T.U

_____

Q. S. No. ….

1.  **Profile of Respondent:**

  a. Name: ……………………………… …………………………… …..… ……
  b. Address ………………………………………………………..……
   email : ……………………………………. Contact Tel : …… …
  c. What is  your level of education in Lib Science ? :
   i) B. Lib. Sc.  ii) M. Lib. Sc. , iii) M. Phil, iv ) Ph. D., v)

    ………………………….

  d. Name of University that you obtained your Library Science Degree :
  e. Country ……………………………………… f.  Passed year :

  g. Do you have any academic degree in other discipline(s)? please mention

   i) …………………………… ii) ……………………. iii) ……………

2.  **Job Profile :**
  a. What is your Present Designation: ……………………….…

b. Name of working organization: …………………………………

c. Mention the type of the Library : i) Academic Library, ii) Special Library, iii) Public, iv) Research, v) …………………………….

d. Please mark your status in the organization Hierarchy

   i) Chief of the organization

   ii) Managerial level

   iii) Officer level

   iv) Assistant level

e. Total Service Period in this Profession ( experience) : …………. years

f. Service Period in Present Designation :   …… …..years, / …………
   months

g. Nature of Service :

   i) Permanent, ii) Contract, iii) Temporary, iv) Part time v)

h. Working Hours per day :

   i) Below 5 hours,  ii) 5 to  7 hours, iii) 7 to 9 Hours, iv)  More than 9 hours

i. Working Timing :

   i)Morning,        ii) Day,        iii) Evening,      iv) Night,      v) Rotation

3. **Salary & Facilities in the current employment:**

   a. How much Salary & Allowances do you get per month (in Rs.) :
      i)   Below 7,000/-
      ii)  between 7,000 to 12,000;
      iii) Between 12,000 to 17,000/-
      iv)  More than 17,000/-

   b. What are the other facilities do you get? ( Please you can mark in a one or more than one options as required )

   i) Medical facilities, ii) Gratuity, iii) Pension,  iv ) Loan ,    v) Leave encashment,

      v) Others ( if any ) ………….……………

   c. Comparing with same position male library staffs salary, what is the status of your salary?

    i)More than Male Staffs ii) Equal to Male Staffs iii) Less than Male staffs

4.  **Motivational Factors:**

a.  Why did you study Library & Information Science? ( Please you can mark in one or more than one options as required )

   i) Suitable for women , ii) Curiosity due to new subject

   ii) Chance of getting job easily,   iv) To get better career opportunity

b.  Why did you join in Library & Information Science profession? ( Please you can mark in  one or more than one options as required )

   i)   Prestigious in Society, ii) Easy to get job,  iii) I enjoy the profession,

   ii)   Because there is not other alternative.

c.  Do you satisfied with the present salary and facilities?

   i)  Totally Satisfied, ii) Quite Satisfied, iii) not so satisfied, iv) Totally Dissatisfied

d.  Do you satisfied with present working environment?

   i)    Totally Satisfied, ii) Quite Satisfied, iii) not so satisfied, iv) Totally Dissatisfied

e.  If you are satisfied in present job, please mention the reason(s) of satisfaction. ( Please you can mark in one or more than one options as required )

   i)    Getting authority in decision making process,

   ii)    Chances  of further study by the organization

   iii)    Recognition by management

   iv)    Not so work load

   v)    Others: ……………………………………………………………

f.  If you are not satisfied in current profession, please mention the reason(s) of dissatisfaction? ( Please you can mark in one or more than one options as required )

   i)   The job is not suitable as per my academic qualification

   ii)   Maximum working load

   iii)   I have no decision making authority

   iv)   Management doesn't recognize the profession as other profession

   v)   Others ………………………………………………………

g.   What is the best thing do you feel in this profession?

   i) Respect from readers / staffs

   ii) Creativity in the job

   iii) More Exposure

iv) More opportunity to learn

v)   Others …………………………………………………………………

## 5. Status & Challenges: ( Please mark in one or more than one options ) :

a.   What are the challenges you have been faced ?
   i) Not promotion in time.
   ii) Not allowed to take leave easily
   iii) Low salary / facilities
   iv) Maximum work load
   v) Non recognition by management
   vi) Not getting permanent appointment yet
   vii) Traditional working style
   viii) Lack of library materials
   ix) Not enhance the capacity providing training

   x) Others ………………………………………..

6. No. of Library Staffs in your Organization:

| Gender | Professional Degree Obtained | Para professional Training Obtained | No Training Obtained | Total |
|--------|------------------------------|-------------------------------------|----------------------|-------|
| Female |                              |                                     |                      |       |
| Male   |                              |                                     |                      |       |

**Please mention your opinion / Suggestion / Comments :**

……………………………………………………………………………………………..

Thank you

Date : ……………………

Dear Madam,

    I am writing a thesis on **"Women Participation in Library Profession in Nepal : Their Status and Challenges "** The objective of my study is to find out the involvement of women, status of women, challenges and opportunities of women Library Professionals in this field.  I shall be grateful to you for your valuable suggestions and views on this questionnaire sheet.  Your information will keep secret and strictly use only for research purpose. Your cooperation is highly appreciated.

Thank you

With regards,

Min Kumari Dallakoti

M. Lib. Sc., T.U

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Q. S. No. ….

## Section A

### I.  General Information:

    1.  Name : ………… …………………………….. Age : ……… ….

    2.  Marital Status : i) Unmarried ii) Married iii) Single , Gender :  M / F

    3.  Home Address : ………………………………………….

    4.  Present Address : ………………………………………….

    5.  Highest Qualification (Library Science) : ………………………

    6.  Passed Year ……………………………………………..…

    7.  Name of University and Country studied ……… …… ……… ………

### II.  Educational History:

    1.  Indicate the highest academic level you completed prior to undertaking library and information Science education ( eg. B.Sc. , B  Com, B.A or M. Sc, M. Com, M. A. etc. ………………………………………

    2.  Academic Degree obtained in Library and Information  Science :

    3.  Name the academic institution (university) degree ………………..

4. Degree obtained year ……………………… 5. Country ………………

## III. Institutional introduction

1. Name of the institution (Library): ………………………….
2. Address: ………………………………………………….
3. Type : (put tick ✓ mark in the box)

   a. Academic   b. Special   c. Public   d. Government e. Others

4. Total number of library staff ………………………………….

| Gender | Professional | Para-Professional | Non-Professional | Total |
|--------|--------------|-------------------|------------------|-------|
| Female |              |                   |                  |       |
| Male   |              |                   |                  |       |
| **Total** |           |                   |                  |       |

Thank  you

*Appendix - 3: Figures of Library Professional in Nepal*

*3.1 Country of Study and Sex wise figure:*

| Total | | | | Abroad | | | | Nepal | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Sex | Total | Percent age | | Sex | Total | Percent age | | Sex | Total | Percen tage |
| Male | 147 | 63% | | Male | 85 | 77% | | Male | 62 | 56% |
| Female | 85 | 37% | | Female | 25 | 23% | | Female | 60 | 55% |
| Total | 232 | 100% | | Total | 110 | 100% | | | 122 | 111% |

*3.2   Study Country, Level and Sex wise figure:*

| Sex | Male | | | FEMALE | | | Total | | |
|---|---|---|---|---|---|---|---|---|---|
| Country | Nepal | Abroad | Total | Nepal | Abroad | Total | Nepal | Abroad | Total |
| B. Lib | 50 | 65 | 115 | 35 | 14 | 49 | 85 | 79 | 164 |
| M. Lib | 12 | 18 | 30 | 25 | 11 | 36 | 37 | 29 | 66 |
| Ph D. | | 2 | 2 | | | 0 | 0 | 2 | 2 |
| **Total** | **62** | **85** | **147** | **60** | **25** | **85** | **122** | **110** | **232** |

*3.3 Percentage of Country, Level and Sex wise figure:*

| Sex | Male | | | FEMALE | | | Total | | |
|---|---|---|---|---|---|---|---|---|---|
| Country | Nepal | Abroad | Total | Nepal | Abroad | Total | Nepal | Abroad | Total |
| B. Lib | 81% | 76% | 78% | 58% | 56% | 58% | 70% | 72% | 71% |
| M. Lib | 19% | 21% | 20% | 42% | 44% | 42% | 30% | 26% | 28% |
| Ph. D. | 0% | 2% | 1% | 0% | 0% | 0% | 0% | 2% | 1% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

*Appendix – 4: List of Respondents in the study*

| SN | Name of Respondent | Education |
|----|--------------------|-----------|
| 1 | Anju Rajbanshi | M. Lib |
| 2 | Aradhana Basnet | B. Lib |
| 3 | Bidhya Devi Manandhar | M. Lib |
| 4 | Bina Vaidhya | M. Lib |
| 5 | Champa Kumari Gurung | B. Lib |
| 6 | Chandrama Paudel | M. Lib |
| 7 | Chumban Gautam | B. Lib |
| 8 | Deepta Maskey | M. Lib |
| 9 | Dibya Tara Bajracharya | B. Lib |
| 10 | Gita Thapa Giri | M. Lib |
| 11 | Gyanu Rana | B. Lib |
| 12 | Huma Dhakal | B. Lib |
| 13 | Indira Aryal ( Dahal) | B. Lib |
| 14 | Indira Dali | M. Lib |
| 15 | Indira Ghimire (Koirala) | B. Lib |
| 16 | Janaki Karmacharya | B. Lib |
| 18 | Luna Shree Upadhaya | B. Lib |
| 19 | Mithila Shrestha | B. Lib |
| 20 | Neela Tamang | B. Lib |
| 21 | Neema Dhital | M. Lib |
| 22 | Neerana Shakya | B. Lib |
| 23 | NM ( Lila Dahal) | B. Lib |
| 24 | Nutan Dhungana (Gautam) | M. Lib |
| 25 | Pramila Karki | B. Lib |
| 26 | Prativa Manandhar | B. Lib |

| SN | Name of Respondent | Education |
|----|--------------------|-----------|
| 27 | Radhika Bajracharya | M. Lib |
| 28 | Ranju Pandey | B. Lib |
| 29 | Ratna Kumari Shrestha | B. Lib |
| 30 | Sabitri Baral | M. Lib |
| 31 | Sandhya Sharma | M. Lib |
| 32 | Sanoja Shrestha | B. Lib |
| 33 | Seema Giri | M. Lib |
| 34 | Shanta Khadka | B. Lib |
| 35 | Sheela Manandhar | M. Lib |
| 36 | Shila Manandhar Adhikari | B. Lib |
| 37 | Shiva Kumari Khanal | B. Lib |
| 38 | Sudha Risal Sharma | B. Lib |
| 39 | Sunita Budhathoki | B. Lib |
| 40 | Upasana Pandit | M. Lib |

*Appendix – 5: Name and their qualification of Women Library Professional in Nepal*

| S.N | Name | Qualification | Degree obtained from Abroad |
|---|---|---|---|
| 1 | Amarabati Pandey | M. Lib. I. Sc | |
| 2 | Anita Bhattarai | M. Lib. I. Sc | |
| 3 | Anjana Subedi | B. Lib. I. Sc | |
| 4 | Anju Rajbanshi | M. Lib. I. Sc | |
| 5 | Anju Sainju | B. Lib. I. Sc | |
| 6 | Aradhana Basnet | B. Lib. I. Sc | |
| 7 | Bel Maya Tamrakar | B. Lib. I. Sc | B. Lib |
| 8 | Bidhya Devi Manandhar | M. Lib. I. Sc | B. Lib |
| 9 | Bina Vaidhya | M. Lib. I. Sc | M. Lib. |
| 10 | Bindu Singh | B. Lib. I. Sc | B. Lib |
| 11 | Champa Kumari Gurung | B. Lib. I. Sc | B. Lib |
| 12 | Chandra Kala Shrestha | B. Lib. I. Sc | |
| 13 | Chandrama Paudel | M. Lib. I. Sc | |
| 14 | Chumban Gautam | B. Lib. I. Sc | |
| 15 | Deepta Maskey Karmacharya | M. Lib. I. Sc | |
| 16 | Dibya Tara Bajracharya | B. Lib. I. Sc | |
| 17 | Geeta Adhikari | B. Lib. I. Sc | |
| 18 | Geeta Devi Pradhan | B. Lib. I. Sc | |
| 19 | Geeta Gupta | B. Lib. I. Sc | |
| 20 | Geeta Thapa | M. Lib. I. Sc | B. Lib |
| 21 | Gita Thapa Giri | M. Lib. I. Sc | |
| 22 | Gyanu Guatam | M. Lib. I. Sc | M. Lib. |
| 23 | Gyanu Luitel | M. Lib. I. Sc | |
| 24 | Gyanu Rana | B. Lib. I. Sc | |
| 25 | Hira Laxmi Shakya | B. Lib. I. Sc | B. Lib |
| 26 | Huma Dhakal | B. Lib. I. Sc | |
| 27 | Indira Aryal ( Dahal) | B. Lib. I. Sc | |
| 28 | Indira Dali | M. Lib. I. Sc | M. Lib. |
| 29 | Indira Ghimire (Koirala) | B. Lib. I. Sc | B. Lib |

| S.N | Name | Qualification | Degree obtained from Abroad |
|---|---|---|---|
| 30 | Janaki Karmacharya | B. Lib. I. Sc | |
| 31 | Julum Vaidhya | B. Lib. I. Sc | B. Lib |
| 32 | Kamala Sharma | M. Lib. I. Sc | |
| 33 | Krishna Kumari Manandhar | B. Lib. I. Sc | |
| 34 | Kumari Gurung | M. Lib. I. Sc | |
| 35 | Lila Dahal | M. Lib. I. Sc | B. Lib, M. Lib |
| 36 | Lila Khwanju | B. Lib. I. Sc | B. Lib |
| 37 | Lila Nyaichyai | M. Lib. I. Sc | |
| 38 | Luna Shree Upadhaya | B. Lib. I. Sc | |
| 39 | Maya Karki | B. Lib. I. Sc | B. Lib |
| 40 | Menu  Shrestha | M. Lib. I. Sc | |
| 41 | Mithila Shrestha Pradhan | B. Lib. I. Sc | B. Lib |
| 42 | Neela Malla | B. Lib. I. Sc | |
| 43 | Neela Tamang | B. Lib. I. Sc | |
| 44 | Neema Kumar Dhital | M. Lib. I. Sc | |
| 45 | Neerana Shakya | B. Lib. I. Sc | |
| 46 | Nima Shakya | B. Lib. I. Sc | |
| 47 | Nirmala Shrestha | M. Lib. I. Sc | M. Lib. |
| 48 | Niru Bista | B. Lib. I. Sc | B. Lib |
| 49 | Nutan Dhungana (Gautam) | M. Lib. I. Sc | |
| 50 | Pramila Karki | B. Lib. I. Sc | |
| 51 | Pramila Nepali | M. Lib. I. Sc | |
| 52 | Pramila Rimal | B. Lib. I. Sc. | B. Lib |
| 53 | Pratima Pokharel | B. Lib. I. Sc | |
| 54 | Prativa Manandhar | B. Lib. I. Sc | |
| 55 | Radhika Bajracharya | M. Lib. I. Sc | |
| 56 | Rakhi Joshi | M. Lib. I. Sc | M. Lib. |
| 57 | Ranju Pandey | B. Lib. I. Sc | |
| 58 | Ratna Kumari Shrestha | B. Lib. I. Sc | |
| 59 | Renuka Khanal | M. Lib. I. Sc | |
| 60 | Romila Shrestha | M. Lib. I. Sc | M. Lib. |

| S.N | Name | Qualification | Degree obtained from Abroad |
|---|---|---|---|
| 61 | Sabita Basnet K.C. | B. Lib. I. Sc | |
| 62 | Sabitri Baral | M. Lib. I. Sc | |
| 63 | Sabitri Devi Sharma | B. Lib. I. Sc | |
| 64 | Sabitri Pokherel | B. Lib. I. Sc | |
| 65 | Sandhya Sharma | M. Lib. I. Sc | |
| 66 | Sanoja Shrestha | B. Lib. I. Sc | |
| 67 | Saraswati Bhattarai | M. Lib. I. Sc | |
| 68 | Saroja Shrestha | B. Lib. I. Sc | B. Lib |
| 69 | Seema Giri | M. Lib. I. Sc | |
| 70 | Shanta Khadka | B. Lib. I. Sc | |
| 71 | Shanti Joshi | B. Lib. I. Sc | |
| 72 | Shanti Manandhar | B. Lib. I. Sc | B. Lib |
| 73 | Shanti Mishra | M. Lib. I. Sc | M. Lib. |
| 74 | Sheela Manandhar | M. Lib. I. Sc | M. Lib. |
| 75 | Shiva Kumari Khanal | B. Lib. I. Sc | |
| 76 | Shreejana Baidya | M. Lib. I. Sc | |
| 77 | Shushila Dwived | B. Lib. I. Sc | B. Lib |
| 78 | Sita Shrestha | M. Lib. I. Sc | M. Lib. |
| 79 | Subarna Bajracharya | M. Lib. I. Sc | |
| 80 | Sudha Risal Sharma | B. Lib. I. Sc | |
| 81 | Sunita Baral | B. Lib. I. Sc | |
| 82 | Sunita Budhathoki | B. Lib. I. Sc | |
| 83 | Upasana Pandit | M. Lib. I. Sc | |
| 84 | Uttara Chatarji | M. Lib. I. Sc | M. Lib. |
| 85 | Yashodha Pathak | B. Lib. I. Sc | |

*Appendix – 6 : Category of the  Library & no. of respondents*

| Types of Library | No of respondents |
|---|---|
| 1.  Academic library | 25 |
| 2.  Special library | 8 |
| 3.  Public library | 3 |
| 4.  Missionaries library | 4 |
| Total | 40 |

1.  ACADEMIC LIBRARY

 (Total no. of academic library – 16, total no. of participants – 25)

1.  Aurved Campus
2.  Acme Engineering campus
3.  Balmiki Campus
4.  GEMS College
5.  Pulchowk Engineering College
6.  Nuring Campus, Maharajgunj
7.  Little Angles College
8.  Mahendra Ratna Campus
9.  Nepal Commerce Campus
10. Nepal Engineering Campus
11. Nepal Sanskrit
12. Padma Kanya
13. Saraswoti Campus
14. Sanothimi Campus
15. Thapathali Campus
16. Tribhuvan University Central Library

2.  SPECIAL  LIBRARY

(Total no. of special library – 8, total no. of participants – 8 )

1.  B.P.Koirala Institute of Health Science

2. B.P.Koirala Memorial Cancer Hospital

3. Centre for Economic Development and Administration

4. Federation of Nepalese Chambers of Commerce and Industries

5. Lumbini Eye Hospital

6. Nepal Administrative Staff College

7. Paropakar Hospital

8. Water & Energy Commission

3. PUBLIC  LIBRARY

( Total no. of public library – 2, total no. of participants – 3 )

1. Kaiser Library
2. National Archive

4. MISSIONARIES LIBRARY

(Total no. of public library – 4, total no. of participants – 4)

1. ICIMOD
2. Martin Chautary
3. UNESCO
4. US Library

**Ms. Min Kumari Dallakoti**
Kathmandu Metro – 14, Balkhu, Tel : 4335891 ( Res.),
Cell : 9841 438997, email : minadallakoti@yahoo.com

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**Education:**

| Year | Level |
|------|-------|
| 2008 : | Master in  Library & Information Science Tribhuvan University, Central Department of Library and Information Science |
| 2005 : | Bachelors in Arts (B. A.), Tribhuvan University, Birendra Multiple Campus, Bharatpur |
| 1999 : | Intermediate in  Arts, ( I. A.), Tribhuvan University, Shaheed Smriti Campus, Tandi, Chitwan |
| 1995 : | School Leaving Certificates (SLC), Chaturmukhi Secondary School, S.L. C. Board, Nepal |

**Experience:**

| | |
|--|--|
| 2007 to till date : | Assistant Librarian,  Social Science Baha, Battisputali, Kathmandu, |
| 2002 to 2003 : | Secretary, Modern Indian School, Chovar, Kathmandu |
| 1999 to 2000 : | Day Scholar Incharge, Nepal Ashahaya Bal Ghar, Chitwan |
| 1995 to 1999 : | Supervisor, Community Based Women and Child Health Project, Chitwan |

**Training Received:**

o  Family Planning, Mother Child Reproductive Health by WOREC, Kathmandu

o  Family Counseling among the Families of Street Children by, Child Hope Asia & Child Welfare Society

o  Family Planning and Community Based Distribution by WOREC, Kathmandu

**Computer Skilled:**

- MS Access, Visual Basics,
- CDSISIS, WINISIS Central Department, Library and Information Science, Tribhuvan University,
- Diploma in Computer Application (MS Word, Excel, Power Point, Outlook, & Utility Program)
- Diploma in Computer (PageMaker, Photoshop, Freehand, CorelDraw)
- Computer programming (Visual Basic & Ms Access)

**Association :**

| | |
|---|---|
| **Founder President** | : Centre for Library Promotion and Development, (CLPD Nepal) |
| **Former Executive Member** | : Library Science Students Association (LISSA, 2007 – 2008) , Kirtipur, Kathmandu. |

**Personal Detail:**

| | | |
|---|---|---|
| Nationality | : | Nepali |
| Marital Status | : | Married |
| Permanent Address | : | Shaktikhor VDC – 6, Chitwan District |
| Language Known | : | Nepali, Hindi, English, Chepang |