

Balancing Work Life and Family Life: Problems and Remedies

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Abstract

Work-family balance” is a term that refers to an individual’s perceptions of the degree to which s/he is experiencing positive relationships between work and family roles, where the relationships are viewed as compatible and at equilibrium with each other. Like a fulcrum measuring the daily shifting weights of time and energy allocation between work and family life, the term, “work-family balance,” provides a metaphor to countervail the historical notion that work and family relationships can often be competing, at odds, and conflicting.

There was a time when the boundaries between work and home were fairly clear. Today, however, work is likely to invade our personal life — and maintaining work-life balance is no simple task. Family work balance is a complex issue that involves financial values, gender roles, career path, time management and many other factors. Every person and couple will have their own preferences and needs. The problem of maintaining a balance between work life and family life is not a new one. But in the recent few years social scientists have started paying more attention to it. Now there is growing concern in Nepal and experts are of the view that a constant struggle to balance both sets of life will have serious implications on the health of an employee.

The seriousness of this problem increases many times in the cases of women workers in our society which is a traditional one and where women are still supposed to have greater family responsibilities. They are expected to look after their children, entertaining the guest, taking care of their parents, in laws and other elderly members of their families as also managing kitchen and other household affairs. Neglecting any of these responsibilities for the sake of discharging work in office or in other institutions where they are employed is not tolerated by their husbands and other male members of the society. We talk of women empowerment but we fail to understand the problems which working women are facing in the tradition bound society like of ours.

The study is a pioneering work to investigate into this problem. It is a modest attempt to understand the manner in which women workers try to maintain balance between their work and family lives. The study also explores the ways and means by which female workers can be enabled to maintain proper balance between the two sets of their lives. The findings of this study may be of great use to employers, and business executives as well, who have now come to realize that the responsibility to maintain a healthy work life balance rests on both the organisation and employee.

Keywords: *Work-life; Family-life; Balancing of work and family life*

Prologue:

There was a time when the boundaries between work and home were fairly clear. Today, however, work is likely to invade our personal life — and maintaining work-life balance is no simple task. Still, work-life balance isn't out of reach. Family work balance is a complex issue that involves financial values, gender roles, career path, time management and many other factors. Hidden values and models from our cultures, original families and other sources influence our choices in ways that we often don't anticipate or understand and that have far-reaching consequences for our lives.

Like so many of the challenges and dilemmas of marriage, balancing family and work has no easy solution-no one-size-fits-all approach. Every person and couple will have their own preferences and needs. Family-work balance is a process, not a static achievement. It's important to make the 'big decisions' – selecting careers and jobs, timing children, allocating roles and responsibilities, etc. that will provide the opportunity for balance. The real task of balance takes place on a weekly and daily basis, even from hour to hour. This is where couples hold the line to protect family time or allow it to evaporate where they opt to take advantage of a family opportunity or allow other priorities to interfere.

The process nature of balance means that we can and must adjust as required. No decision, plan or approach need be permanent. If it's not working or satisfying, we can reconsider and make changes. In fact, constant tactical adjustment and flexibility to keep on target toward our goals and priorities (but not to accommodate outside demands where limit-setting is usually more in order) is a hallmark of couples who are satisfied with their balance.

The problem of maintaining a balance between work life and family life is not a new one. But in the recent few years social scientists have started paying more attention to it. Now there is growing concern in Nepal and experts are of the view that a constant struggle to balance both sets of life will have serious implications on the health of an employee. Work life balance remains the buzz word in the corporate parlance and it is a well acknowledged fact that having a good work life balance is essential for the well-being of the organization and its employees. It is actually crucial for employee engagement and productivity. But with the advancement of technology and changing work place dynamics, the line between one's work life and personal life is narrowing down rapidly and the struggle for striking the right chord between office duties and familiar commitments has become a day to day affair for many people. Many a times it so happens that concentrating on one affects the other. The seriousness of this problem increases many times in the cases of women workers in our society which is a traditional one and where women are still supposed to have greater family responsibilities. They are expected to look after their children, entertaining the guest, taking care of their parents, in laws and other elderly members of their families as also managing kitchen and other household affairs. Neglecting any of these responsibilities for the sake of discharging work in office or in other institutions where they are employed is not tolerated by their husbands and other male members of the society. We talk of women empowerment but we fail to understand the problems which working women are facing in the tradition bound society like of ours.

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between their work and family lives. The study also explores the ways and means by which female workers can be enabled to maintain proper balance between the two sets of their lives. The findings of this study may be of great use to employers, and business executives as well, who have now come to realize that the responsibility to maintain a healthy work life balance rests on both the organisation and employee. The organisation needs to support its employees by creating an environment that enables them to maintain healthy balance. By taking suitable measures they would be able to maintain a stable and committed set of employees in their organisations. The findings of this study make women workers of all grades aware of the various facets of this problem and may help considerably in improving the quality of their family life.

Justification of the Research Paper:

There were different objectives have been taken into consideration to complete this paper, which are as follows:

- a. Nature of problems and difficulties are examined which are encountered by women workers arising out of their struggles for maintaining balance between the two sets of their working and family lives;
- b. Quality of family life of the respondents as perceived by them were discussed and analyzed the level of their satisfaction with their work life as measured by them;;
- c. Different factors which can said to be responsible to imbalance between the work life and family life of the respondents;
- d. Different measures taken by employers are explore to facilitate their women workers in maintaining balance between their work and family lives;
- e. The nature of assistance and support were investigated which women workers expect from their employers as well as family members;
- f. Main findings from facts are collected and analyzed in the previous stages; and
- g. Few suggestions are put forward with a view to helping organisations to provide relief to their women employees and also to enable family members to give necessary support to them.

Universe of the Research Paper:

The study has been conducted in the city of Kathmandu. Attempt has been made to cover women employees of all status i.e. illiterate women workers, working in unorganized sector and also those educated employees working in different establishments of organized sector like- schools, colleges, post-graduate departments, telecommunication service, police services, medical professions and other offices located within the municipal jurisdiction of Kathmandu.

Research Methodology:

The present study was based on a survey of about 240 women workers drawn from randomly selected 100 establishments situated within the Territory of Kathmandu city. Attempt has been made to cover at least 5% of women work force from each of the establishment.

For the purposes of collection of data a questionnaire has been prepared which has been pre-tested and then finalized. Personal contacts combined with guided interviews at work places or homes has been preferred as face to face discussions help in reading the sub-luminal clues of the respondents besides obtaining their replies to the questions. Interviews have been conducted only after seeking prior appointments with the respondents as well as employing organization where it was felt essential. The respondents and their work organizations have been assured that information supplied by them shall be used only for academic purposes and data shall be so manipulated and used in the thesis that no personal identification will be possible and high degree of confidentiality will be maintained.

The questionnaire or interview schedule has the following components:

- i. Personal Data Sheet
- ii. Family Data Sheet
- iii. Work Organization Schedule
- iv. Job Information Schedule
- v. Family Activities Schedule ; and
- vi. Index of satisfaction with work and family life

The data so obtained have been tabulated and processed electronically. For reviewing the literature on the topic concerned the Researcher has consulted books, magazines, journals in libraries and has also taken help from internet and websites.

The whole research paper have been divided into two section to conclude the finding- problems on home front and problems on work front which have analysed below:

A. Problems Faced by the Working Women on Their Home Front:

Famous social psychologists believe that in order to manage well both family and home they need to possess dual personality as its commonly believed that assuming a flirtatious and bubbly character at work results in wider acceptance among male workers whereas at home they are expected to be more reserved.

Total 240 working women were interviewed during survey work to know about the work life and family life of the working women in the city of Kathmandu. However, the interview was conducted at the place of employment. But the collected information is focused about the different aspects of the working women. One important aspect relating to the working women is problems faced by the working women due to family lives. Out of 240 working women 178 were belonging to nuclear family and 55 from joint family. But 7 working women were belonging to joint family but living alone with their children due to employment. Some important information in this regards are as follows:

A1. Preparation of Meal or Food Materials:

It was the prime duty of most of the working women to prepare break-fast, lunch as well as dinner for the family members as well as self. However some working women opined that in joint family the other family members provide help in different domestic work and they take care of children also during preparation of meal or food materials. The working women belonging to nuclear family or residing alone were uncomfortable. The opinion of these working women was that we take helps of maid servant because the preparation of meal takes more time, it is daily routine work and we cannot ignore

our child. The women belonging to joint family also said that during our working period the family members take responsibility of preparation of meal and caring the children so that we could be able to continue the employment.

Table-A1

Preparation of Meal or Food Material by the Working Women

S.N.	Preparation of Meal or Food	Number of respondents	%
1	No	10	4.17
2	Yes, in regular manner	201	83.75
3	Yes, in irregular manner	14	5.83
4	Yes, occasionally	15	6.25
Total		240	100

The data shows that most of all working women prepare food or meal for the family in regular manner. It is an additional work or dual responsibility on the working women. However male employees are found free from such responsibility even their wives are working women. Some working women also opined that the choice of quality and types of food also differ person to person then we feel an additional burden of work load on ourselves during preparation of meal or food.

A2. Quarrel in Family:

Difference in thinking, perception, views, ideas, opinion, mentality etc. is the nature of human generation. Some working women were in view that sometimes the psychological difference with husband or in-laws is being arisen due to which a kind of quarrel among family develops. Out of 240 working women most of all were accepted the situation of quarrel in family but frequency of the quarrel was different either between wife and husband or between the family members. The collected data also information regarding quarrel in the family which is given below:

Table- A2

Quarrel in family of the Working Women

S.N.	Quarrel in family	Number of respondents	%
1	Yes	234	97.50
2	No	2	0.83
3	Sometimes	3	1.25
4	Rare	1	0.42
Total		240	100

Out of 240 working women 234 respondents accepted about quarrel in family which constitutes 97.5% of the total respondents. The data indicates that quarrel is a normal feature of every family. However the frequency and impact can be found different.

Basically all working women were accepted the quarrel with husbands and sometimes with or within the family members. The main subject matter of quarrel between wife and husband was caring the children, domestic work, mentality

differences on any subject, etc. They also feel that due to work load or tension of work as well as other subject matters the situation of quarrel arises. It means the settlement of quarrel can said to be very easy task but it affects the working women.

A3. Fooding and dressing children:

The working women residing with children also furnish the task of fooding and dressing the children. The opinion of some working women in this regard also goes in favour of father-in-laws or other members. Some working women belonging to nuclear family were accepted that our husbands also help in this work. The collected data also information has analysed below:

Table- A3
Fooding and dressing the children by Working Women

S.N.	Fooding and dressing children	Number of respondents	%
1	Yes	166	75.45
2	No	37	16.82
3	Sometime	7	3.18
4	Occasionally	10	4.55
Total		220	100

Out of 220 working women 166 working women opined that we do the fooding and dressing work for our children so that they could able to go school timely which constitutes 75.45% of the total respondents.

A4. Serving food to family members:

Different opinions have been received by the respondents regarding the serving of food. The working women were feeling problems due to serving food to the family members. The responses given by the respondents were as follows:

Table- A4
Serving food to family members by Working Women

S.N.	Serving food to family members	Number of respondents	%
1	Yes	198	82.50
2	No	7	2.92
3	Sometime	35	14.58
4	Occasionally	Nil	Nil
Total		240	100

Out of 240 working women 198 working women opined that we serve food to the members of family which constitutes 82.50% of the total respondents. Out of 240 working women 178 were belonging to nuclear family then it is obvious for them to serve the food to the family.

A5. Problems due to Social Relations:

Every person belongs to any particular society. The social norms and values

can also found different in different society. The society also controls and affects the behaviour of human being. The working women have to maintain social relationship with different persons belonging to the family, society, place of employment, etc. The responses given by the respondents were as follows:

Table- A5

Problem of Social Relationship to the Working Women

S.N.	Problem due to Social Relations	Number of respondents	%
1	Yes	145	60.42
2	No	68	28.33
3	Sometime	27	11.25
Total		240	100

The working women were also given response about the problems due to social relationship. Out of 240 working women 145 working women were feeling hindrance due to social relationship but they cannot ignore it as a social animal which constitutes 60.42% of the total respondents.

A6. Problem due to Participate in any Ceremony of Relatives or Closed Persons:

The working women felt disturbance due to participation in any ceremony or occasions of relatives or closed persons. The responses given by the respondents were as follows:

Table- A6

Problem due to participation in any Ceremony by the Working Women

S.N.	Ceremony Participation Problem	Number of respondents	%
1	Yes	174	72.5
2	No	52	21.67
3	Sometime	14	5.83
Total		240	100

The data indicates that more than 75% working women were found sufferer of the problem of participation in ceremony of relatives or closed person either regularly or sometimes. It is a vital and crucial problem before the working women in the city of Kathmandu. The families of most of the working women were found residing in rural areas and they occasionally visit at native place to participate in such type of ceremony. Most of all working women were also considering the education of their children and disturbance in daily routine work, if they participate in ceremony of relatives or closed persons.

A7. Problem due to arrival of Guests or Relatives:

Guest may refer to a person who is given hospitality. Some working women said if any guests or relative comes alone then we can easily manage the fooding, shelter, facility of entertainment etc. But if relatives come with friends or other persons then we feel more uncomfortable to provide required services to them. The responses were

as follow:

Table- A7
Problem due to arrival of Guests or Relatives of the Working Women

S.N.	Guests or Relatives	Number of respondents	%
1	Yes	105	43.75
2	No	100	41.67
3	Sometime	35	14.58
Total		240	100

The data indicates that more than 50% working women were found sufferer of the problem due to arrival of guests or relatives either regularly or sometimes. It is also a problem before the working women in the city of Kathmandu. The families of most of the working women were found as nuclear family and maximum working women were have school going children so they were feeling problem due to arrival of guests or relatives.

A8. Problems due to behaviour of husband or in-laws:

We have heard some time ago that in developed countries like America, the couples do household works together, but it is not the case in Nepal. Here, women have to do the household works alone while the husbands sit in front of the TV or read the newspaper slouching in a couch. After about six to eleven hours of work, a typical working woman has to return home and make food for the rest of the family. The opinions of working women on the problem due to behaviour of husband or in-laws were as follow:

Table- A8
Problem due to behaviour of husband or in-laws of the Working Women

S.N.	Problem due to behaviour of husband or in-laws	Number of respondents	%
1	Yes	62	25.83
2	No	30	12.5
3	Sometime	123	51.25
4	Not applicable	25	10.42
Total		240	100

The data indicates that near about 75% working women were found sufferer of the problem due to behaviour of husband or in-laws either regularly or sometimes in the city of Kathmandu. The working women belonging to below 30 years of age, joint family, having infant, less than 10 years conjugal life, etc. were found more sufferer due to the evil behaviour of either husbands or in-laws. But the working women who had longer conjugal life, unmarried, having young children, etc. were found no problem due to behaviour of husband or in-laws.

B. Difficulties Encountered by Working Women at Work Places

The working women are faced different problems related to their terms and

conditions of employment and at the place of employment. Total 240 working women were interviewed during the survey work belonging to different organizations of public sector and private sector undertakings in the City of Kathmandu. The opinions of working women regarding difficulties at work place have been analyzed below:

B1. Problems Related to Mental Harassment:

It is an age old convention that women are less capable and inefficient in working as compared to men. Traditionally women are seen as the house-keepers and child bearers. A woman could still bear up with these problems if she controls over money that she earns but in most cases, their salary is handed over to father, husband or in laws. Therefore, main purpose for seeking employment to get independence is nullified in many cases. The responses were as follow:

Table-B1

Mental Harassment of the Working Women

S.N.	Mental Harassment	Number of respondents	%
1	Yes, always	219	91.25
2	Yes, some times	21	8.75
3	No	Nil	Nil
Total		240	100

The data indicates that most of all working women feel mental harassment (91.25) and they have to take more precaution to balance the work life and the family life.

B2. Problems Related to Sexual Harassment:

Sexual harassment, which was an invisible problem until quite recently, has now become a major social problem with the widespread entry of women in to the labour force. Today, almost all working women are prone to sexual harassment irrespective of their status, personal characteristics and the types of their employment. The responses were as follow:

Table-B2

Sexual Harassment of the Working Women

S.N.	Sexual Harassment	Number of respondents	%
1	Yes	122	50.83
2	No	64	26.67
3	Sometimes	54	22.5
Total		240	100

The data indicated that most working women were feeling sexual harassment (50.83). The problem of sexual harassment of working women is growing in service sector and in the urban areas. In this regard some working women opined that in case of our loose talk with the males, they try for sexual harassment and if we follow to keep ourselves reserve then the chance of sexual harassment reduced. Similarly some

opined that any working women can not disclose her sexual harassment in the family as well as in the society to consider the prestige and recognition.

B3. Discrimination at Workplace:

There are different types of discrimination found with women at place of employment and related to payment of wages, amount of wage, promotion, transfer, training or development, hours and period of work, leave, etc.

Table-B3

Discrimination with the Working Women

S.N.	Discrimination	Number of respondents	%
1	Yes	127	52.92
2	No	75	31.25
3	Sometimes	30	12.5
4	Not applicable	8	3.33
Total		240	100

The data indicates that near about 52.92% women feel discrimination on working place. It was also found that no discrimination with working women is found in public sector but it is a normal feature in case of private sector. However the working women employed as teacher in government schools on contract basis were feeling wage discrimination due to lump sum payment of salary.

B4. Problems of Working Women during Travelling:

Generally women have to suffer the worst due to misconduct or eve teasing by co-passengers. Sometimes they have to wait for hours on the bus stop to board a bus. Typically, the orthodox mindset in the Nepali society makes it difficult for a working woman to balance her domestic environment with the professional life. The responses were as follow:

Table-B4

Travelling problem of the Working Women

S.N.	Travelling problem	Number of respondents	%
1	Yes	62	25.83
2	No	112	46.67
3	Sometimes	58	24.17
4	Not applicable	8	3.33
Total		240	100

The data indicates that approximate fifty percent working women were found sufferer of travelling problem either regularly or sometimes. There are no separate bus or transportation facilities specially provided for working women in the city of Kathmandu. They are forced to travel with males. Due to travelling problems some working women become the victim of sexual harassment also.

B5. Women Issues:

Woman's monthly period and related issue is very important issue which is deliberately ignored in our "conservative" Nepali society since even talking about it could be a taboo subject. There are many women who suffer pain of varying degrees during the monthly period. Some can't even work. But no one is listening in Nepal. The responses were as follow:

Table-B5

Problem related to Women Issues of the Working Women

S.N.	Women Issues	Number of respondents	%
1	Yes	195	81.25
2	No	27	11.25
3	Sometimes	18	7.50
Total		240	100

Out of 240 working women 195 working women were replied 'yes' about the problem related to women issues which constitutes 81.25% of the total respondents. These working women were opined that in every month at least four days we feel to perform normal duty. Some working women also opined that due to scissorian delivery we feel some problems in our mensuration.

B6. Job Security:

The most serious Problem faced by the working class in the era of globalisation is the increasing threat to job security. The workers in the informal sector, a large number of who are women, have no job security. Work is often unskilled or low skilled and low paid. Availability of work is irregular; when work is available, they have to work for long hours. The responses were as follow:

Table-B6

Problem related to Job Security of the Working Women

S.N.	Job Security	Number of respondents	%
1	Yes	159	66.25
2	No	63	26.25
3	Sometimes	10	4.17
4	Not applicable	8	3.33
Total		240	100

The data indicates that there is least problem regarding job security in public sector undertakings but in case of private sector undertakings there is lack of job security. However the women employed on officer rank in private sector were feeling little job security so they opined as sometimes.

B7. Relationship with Colleagues:

The efficiency of a working woman is always suspected. Even though she has

proved her efficiency, they think twice before promoting her. Even if she is given a chance, there is always a remark that she has been given the position because she is a woman. The responses were as follow:

*Table-B7**Problem related to Relationship with Colleagues of the Working Women*

S.N.	Relationship with Colleagues	Number of respondents	%
1	Yes	134	55.83
2	No	70	29.17
3	Sometimes	16	6.67
4	Not applicable	20	8.33
Total		240	100

The data indicates that most working women were suffering from the problems related to colleagues. It can be said that such types of problems improve the mental tension and other psychological impact on working lives and also indirectly affect the familiar lives of the working women in urban areas.

B8. Problem of Evil or Indecent Behaviour of Boss or Colleagues:

Decency at work is not a set standard. It may vary according to the work that we do. The workplace is a different situation to social situations, but just as we moderate our behaviour according to different social occasions, we need to do so for the workplace. The responses were as follow:

*Table-B8**Problem of Evil or Indecent Behaviour of Boss or Colleagues*

S.N.	Evil or Indecent Behaviour	Number of respondents	%
1	Yes	98	40.84
2	No	62	25.83
3	Sometimes	72	30
4	Not applicable	8	3.33
Total		240	100

Out of 240 working women 98 working women were replied 'yes' about the problem of evil or indecent behaviour of boss or colleagues which constitutes 40.83% of the total respondents. These working women were employed as receptionist, sales personnel in show-rooms, clerks in offices, etc. under the private sector undertakings. These working women were found between the 20 to 30 years of age and some were unmarried. The self employed women play the dual role of boss and subordinates so there is no any question of problem related to relationship with boss.

B9. Problem of Absenteeism:

Absenteeism is a habitual pattern of absence from a duty or obligation. More recent scholarship seeks to understand absenteeism as an indicator of psychological,

medical, or social adjustment to work. The responses were as follow:

Table-B9

Problem of Absenteeism of the Working Women

S.N.	Problem of Absenteeism	Number of respondents	%
1	Yes	159	66.25
2	No	67	27.92
3	Sometimes	6	2.5
4	Not applicable	8	3.33
Total		240	100

Out of 240 working women 159 working women were replied 'yes' about the problem of absenteeism which constitutes 66.25% of the total respondents. These working women were employed as receptionist, sales personnel in show-rooms, clerks in offices, etc. under the private sector undertakings. These working women also opined that due to limited leave facility and familiar problem as well as social folkway, we become absent on duty and several times our amount of wages for those days have been deducted by the employers.

Main Findings:

1. Most of all working women (83.75%) prepare food or meal for the family in regular manner.
2. The data indicates that quarrel is a normal feature of every family (97.50%). However the frequency and impact can be found different.
3. More working women (56.81%) were involved in washing and cleaning their baby prior to going for the jobs.
4. Total 75.45% Working women opined that we do the feeding and dressing work for our children so that they could able to go school timely.
5. Washing the clothes is a prime duty as well as a burden for most of the working women (74.58%).
6. Most of the working women (82.50%) serve food to the members of family.
7. Working women were feeling hindrance due to social relationship (60.42%).
8. More than 75% working women were found sufferer of the problem of participation in ceremony of relatives or closed person in the city of Kathmandu.
9. More than 50% working women were found sufferer of the problem due to arrival of guests or relatives either regularly or sometimes.
10. More than 75% working women were found sufferer of the problems due to school going children either regularly or sometimes.
11. Near about 75% working women were found sufferer of the problem due to behaviour of husband or in-laws either regularly or sometimes.
12. Most of all working women feel mental harassment (91.25%) and they have to take more precaution to balance the work life and the family life.
13. Sexual harassment is a serious problem faced by working women. The data indicated that most working women were feeling sexual harassment (50.83).

14. Near about 52.92% women feel discrimination on working place.
15. Approximate 50% working women were found sufferer of travelling problem either regularly or sometimes.
16. About 81.25% working women were feeling problem related to women issues.
17. There is least problem regarding job security in public sector undertakings but in case of private sector undertakings there is lack of job security.
18. Most working women (62.50%) were suffering from the problems related to colleagues.
19. More than 75% working women were sufferer due to problem of safety and security.
20. Total 40.83% working women were feeling problem of indecent behaviour of boss or colleagues.
21. Total 66.25% working women had the problem of absenteeism.

Conclusion and Suggestion:

Some important suggestions regarding balancing the working life and family life are as follows:

1. While the number of women who stay on the job without having children has increased, most women quit working life after the birth of child even today. So, the facility of crèche should be provided at place of employment.
2. The social security should be provided to all working women either they are employed in private sector or public sector and working either on permanent basis or contractual basis in any job capacity.
3. The sexual satisfaction should also be considered for balancing the work life and family life. In this regard the members of the family may cooperate the working women and the physical situation of working women should be also considered by the husbands also.
4. Abuse can take the form of physical, emotional, and sexual abuse. In addition to physical assault, one can abuse another through incessant humiliation and insult, or through the constant expression of rage. It should be neglected or controlled at upper level.
5. In case of teen ager working women the husbands feel cheating so such working women should be communicate or share the day by day events of working life with the husbands.
6. A greater flexibility in working arrangements may be possible, depending on the nature of the work. If not, remember to negotiate with the husband for a sharing of family tasks that may ease the burden.
7. Even today, looking after the family and children is generally perceived to be the primary responsibility of women. The husbands should be cooperate to their wives considering such situation.
8. The stress of working women should be shared and redressed by the husbands as well as family members or relatives.
9. The strict behaviour should be adopted by the working women at place of employment as well as out of home. Similarly do not try to meet to boss or any colleagues alone in the chamber because it may arise several

- complications.
10. Special transportation facility for women only should be started in the city of Kathmandu so that the sexual harassment,snatching or theft could be prevented during travelling of all women or girls.
 11. At least the facility of lunch room should be provided at place of employment for all employees so that they could to take lunch in absence of canteen.
 12. The social security schemes for working women were found not up to mark, it should be incorporated for all working women either as social insurance or social assistance by the government.
 13. The discrimination with working women in any form should be made rigid punishable offence and it should be applied quickly in case of discrimination.
 14. Disciplinary action should be taken against evil or indecent behaviour of boss or colleagues by the employer if anyone highlight such type of information even without complaint of the working women.

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