

Involvement of Administrative Staff of Various Organizations in Transformation and Stability of Federal Governing System: A Cross-Sectional Study in Capital City of Nepal

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Abstract : The term federalism is originates from the Latin word foedus. The first documented federal system was that of the ancient Israelite tribes that came into being in the thirteenth century before the Common Era or over 3200 years ago. The federal system is often used as a way of uniting divided societies particularly where divisions are ethnic, linguistic, and religious, and develop governance systems in order to move ahead from violence and conflict in various countries including Nepal.

The study was conducted in Capital city of Nepal among 423 administrative staffs working in various organizations using quantitative approach. Data were collected through face interview technique using pretested questionnaire applying purposive sampling technique and analyzed in IBM SPSS-21 software by appropriate statistics. The data were disseminated using tabular/graphical and narrative form as per necessity.

Almost 2:3 ratio of female and male with majority (80.7%) of age 30-50 years (mean \pm SD= 38.3 \pm 7.5, range 22-69 years) were participated in the study. Out of them 69.0% were married, one-third were of +2 level education, 53.4% Hindus followed by 23.6% Buddhist. Two-third of them were from nuclear family and three-quarters had the income of Rs.26000 to 50000/month. Regarding the working position of the participant in current organization, almost half (51.1%) were officer level followed by 41.8% assessment level. Majority (38.3%) were working in the organization for 5- 9 years followed by 27% for 10-15 years. About 48% were found to be involved in professional organization, 66.0% had experience of involving in people's movement in different times out of whom, 75.4% participated for bringing the political change and establishment of federal system in the country. Almost one third (36.4%) of the participants had the experience of involvement in various policy making workshop and seminar regarding federal system out of whom 59.1% had played the major role. At conclusion the present study showed the satisfactory participation of the various level of staffs working in different organization in transformation and establishment process of federal system in Nepal.

Keywords: Administrative staff, capital city of Nepal, federal system, involvement, organizations, stability.

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I. INTRODUCTION

The term federalism is originates from the Latin word foedus, which refers to the fact that such a covenant is usually the starting point for the merger of two or more political entities. The first documented federal system was that of the ancient Israelite tribes that came into being in the thirteenth century before the Common Era or over 3200 years ago; [1]. The federal system is often used as a way of uniting divided societies particularly where divisions are ethnic, linguistic, and religious, and develop governance systems in order to move ahead from violence and conflict; [2] in various countries including Nepal.

Nepal is a highly divided society. In the past unity was secured through monarchy. Guardianship of monarchy backed by force of Nepal army and respect for command of King backed by divine right theory played a vital role in suppressing the inherent as well as artificially created differences; [3]. The long struggle between absolute monarchy and democracy in Nepal has now reached a very grave and new turn. Establishing peace by resolving the 10-year old armed conflict through a forward-looking political outlet has become the need of today; [4]. Therefore, implementing the concept of absolute democracy through a forward-looking restructuring of the state has become an inevitable need to solve the problems related to class, caste, gender, region, etc. of all sectors including political, economic, social and cultural, bringing autocratic monarchy to an end and establishing absolute democracy; [5]. From the year 2006 the political governing system of Nepal has been transferred People's republican country; [6]. The monarchy system of the history 250 years has been

dissolved and the new elected government is in functioning. The change is carried out due to the people's movement of Nepal 2006 in which various parties, professional organizations and millions of people of Nepal were involved. Though the political system has been changed, there might be challenges of making the stability of the new system. People have perceived the various challenges to make stability though there are some opportunities of the changed political system and people expect more in this system. Hence this study was conducted to assess the participation of various level administrative staffs working in various organizations in transformation and stability of federal governing system in Nepal.

II. METHODS

The study was conducted in Capital city of Nepal. The capital city covers the three district namely Kathmandu, Bhaktapur and Lalitpur. All together 423 administrative staffs working in various government and nongovernment organizations in Kathmandu, Bhaktapur and Lalitpur. A quantitative approach was with descriptive cross sectional design was applied for the study. The sample size was calculated using the statistical formula $n = z^2pq/d^2$ at 95% CI and selected using the purposive sampling technique. The questionnaire was pretested in similar situation before applying in the field. Data was collected systematically and presented formally for the purpose of reach in the appropriate decisions. The primary data was the main sources of data. Secondary data was also used for the verification and comparison purpose. The primary quantitative data was collected through interview using the pre tested structured and semi structure questionnaire. Intensive literature review was carried out using different sources like internet search, books, newspaper, scientific research journal and institutional reports and statistics for secondary information. All the collected data was checked and rechecked for its completeness and its missing item. Collected data were entered in the computer through double entry process in the same day of data collection. Computer based software SPSS version 16 was used to analyze the quantitative data applying appropriate statistics viz; frequency, percentage, mean /median, SD. Ethical clearance was taken from the institutional review board of the University. The data collected was kept confidential and the information gathered on these organizations was only used for an academic purpose. The respondents were informed about aim of the research and Verbal/written content was taken before administration of any instrument as we maintained in the above sections. The data were disseminated using tabular/graphical and narrative form as per necessity.

III. RESULTS

3.1 Demographic profile of the participants

In the present study, more than eight out of every ten (80.7%) participants were of 30-50 years age group (mean age \pm SD= 38.3 \pm 7.5, range of 22-69 years), almost 69.0%) were married, almost one third of the participants were higher secondary level (+2) education. 53.4% was Hindus and 23.6%Buddhist. Almost two thirds (66.0%) were from nuclear family near about three quarters of the family had the income of Rs 26000 to 50000 per month and near about one quarter (23.9%) had less than 25000 per month. Almost two 60.8% were male and 39.2% were female; (Table 1).

TABLE 1: DEMOGRAPHIC PROFILE OF THE RESPONDENT

Variables	Frequency	Percent	Cumulative Percent
Gender	Male	257	60.8
	Female	166	39.2
Age distribution in Year	20-29	47	11.1
	30-39	189	44.7
	40-49	152	35.9
	50-59	33	7.8
	\geq 60	2	0.5
	<i>Mean age: 38.3 years, SD: 7.5 years, Age range : 22 to 69 Years</i>		
Marital status	Married	292	69.0
	Unmarried	84	19.9
	Diverse	25	5.9
	Widow	22	5.2
Education level	Secondary	31	7.3
	Higher secondary	153	36.2
	University	239	56.5
Religion	Hindu	226	53.4
	Muslim	39	9.2
	Buddhist	100	23.6

Types of Family	Christian	57	13.5	99.8
	Other	1	.2	100.0
	Nuclear	279	66.0	66.0
	Joint	142	33.6	99.5
Income	Extended	2	0.5	100.0
	≤ Rs. 25000	101	23.9	23.9
	Rs. 26000-50000	303	71.6	95.5
	Rs. 51000-75000	12	2.8	98.3
	Rs. 76000-100000	5	1.2	99.5
	≥Rs. 100001	2	0.5	100.0
<i>Mean income: Rs. 34776.6/month, SD: Rs. 20091.3, Range: Rs. 15000.0 to 310000.0</i>				

3.2 Job situation of the participants

Regarding the working position of the participant in current organization, almost half (51.1%) of the participants were officer level followed by the assessment level with 41.8%. Similarly, majority (38.3%) were working in the organization for 5- 9 years followed by 27% for 10-15 years and 16.3% for 15-20 years. Regarding the job experience of the participants in current position, almost 2/5th of the participants were found to be working for 5-9 years where as 20.6% had the experience of less than five years. Almost 13% had the experience of 10-15 years followed by 4% for 15-20 years; (Table 2).

TABLE 2: WORKING PROFILE OF THE RESPONDENTS

Working profile		Frequency	Percentage	Cumulative Percentage
Working Institution	Political institution (ward office)	70	16.54	16.54
	Burocratic leader (government service holders)	70	16.54	33.08
	Academic leaders	70	16.54	49.62
	NGO/INGO/UN agency partner	70	16.54	66.61
	School /college faculties	70	16.54	82.7
	Other private organization	73	17.30	100.0
Working position	Assistant level	177	42	42
	Officer Level	216	51	93
	Undersecretary/ secretary level	30	7.0	100.0
Duration of working in the organization	<5 years	53	12.5	12.5
	5-9 Years	162	38.3	50.8
	10 -15 years	114	27.0	77.8
	15-20 Years	69	16.3	94.1
	>20 Years	25	5.9	100.0
Mean duration: 12.1 years, SD: 6.15, Range: 1-38 years				

3.3 Exposure of Administrative staffs in political activities

Exposure to political system is playing a crucial role to develop the legislation in the country which supports to carry the country in right tract and show the proper direction. Every people of the country should be known about the changing pattern of the political situation in the country which has the direct or indirect role to make the country politically stabilization and draw the road map of social and economic development. Our study tried to assess the involvement of the study participants in different political organization and its reason by covering the following aspects

- Involvement in professional organization(sangathan)
- Situation of involvement in political organization
- Duration of involvement in political organization
- Involvement in people's movement activities
- performing of responsibility in political organization
- participating in policy making workshop

3.3.1 Involvement in Professional Organization(sangathan), duration and its causes

Involvement and duration of PS: Out of the 423 participants, about 48% were found to be involved in professional organization; (table 14). Out of them almost half (49.8%) were involving in the organization for 5-10 years whereas, more than one quarter (28.5%) were involving within last five years. Remaining one fifth (22.2%) of the participants were involving for 10 to 20 years; (Table 3)

TABLE 3: INVOLVEMENT OF STAFFS IN VARIOUS PROFESSIONAL ORGANIZATION

		Frequency	Percent	Valid Percent	Cumulative Percent
Involvement status (n=423)	Yes	203	48.0	48.0	48.0
	No	220	52.0	52.0	100.0
	Total	423	100.0	100.0	
Duration of involvement (n=203)	<5 years	57	28.1	28.1	28.1
	5-9 Years	101	49.8	49.8	77.8
	10 -15 years	29	14.3	14.3	92.1
	>15 Years	16	7.9	7.9	100
	Mean years of involvement: 9 years, SD: 4 years, Range 1 years -27 years				

Cause of involvement in PS: Similarly regarding the cause of involvement in the professional organization, almost half of the participants were found to be involved for increasing the remuneration (25%) and establishment of the workers right (25%). Near about one third of the participants (31%) had plan of doing the politics in future and remaining one fifth were involved due to the request of the friends and coworkers; (figure 1).

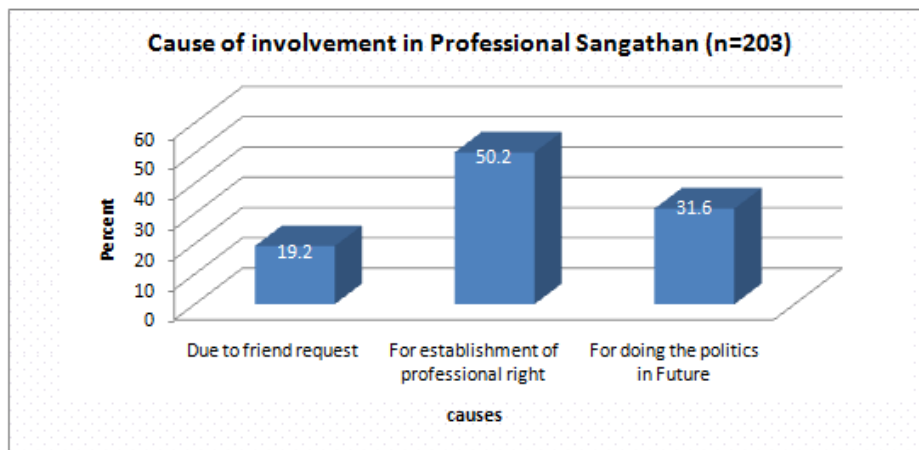


Figure 1: Cause of involvement in Professional Sangathan

3.3.2 Exposure to Political parties and future plan

Involvement: Regarding to involvement in political parties, almost 2/5th (41.6%) of the participants were found to be exposed in different political parties directly whereas very few (2.4%) did not want to share their involvement; (Figure.2).

Plan : Regarding the plan of involvement in political party in future, almost half of the participants have plan of involving in politics in future either actively (37.8%) or indirectly (13.0%); whereas, remaining half of the participants have no plan of involving in any types of politics in future; (Figure 3)

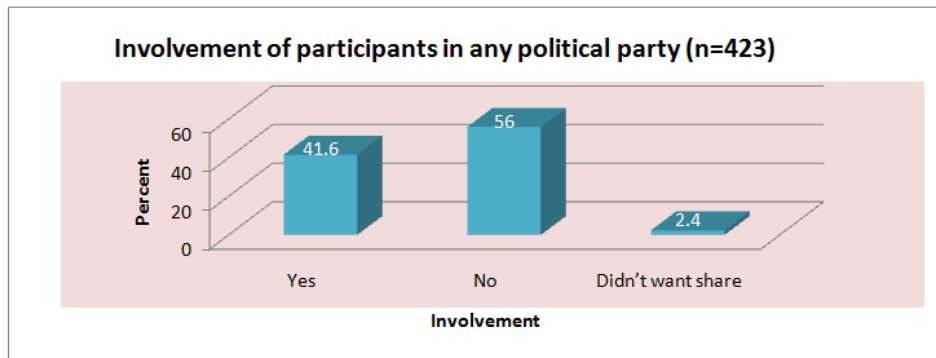


Figure 2: Involvement of participants in any political party

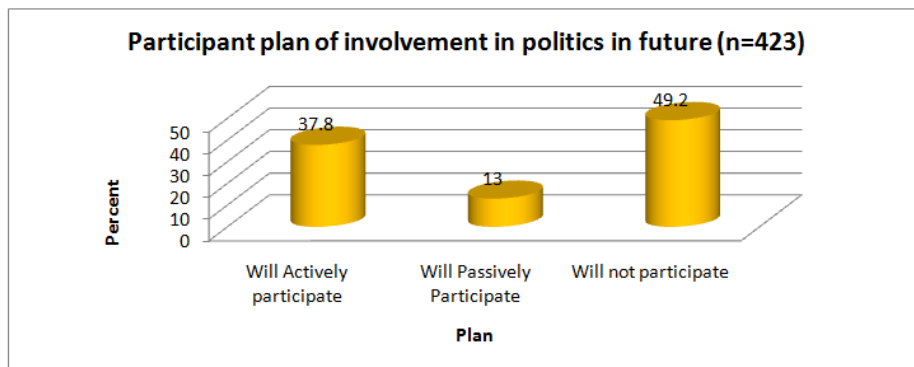


Figure 3: Participant plan of involvement in politics in future

3.3.3 Involvement in any peoples movement

Involvement: Regarding the involvement of participants in people’s movement activities in past, almost two third (66.0%) had experience of involving in such movement in different times whereas 7.1% did not want to share the activity; (Table 4).

TABLE 4: INVOLVEMENT IN ANY PEOPLE’S MOVEMENT AND ITS CAUSES

Description/Character		Frequency	Percent
Involvement status (n=423)	Yes	279	66.0
	No	114	27.0
	Do not want to share	30	7.1
Causes of involvement (n=279)	Just follow the politician	31	11.1
	For bringing the change in political system	211	75.4
	Due to political force	7	2.5
	Others	30	11.1

Cause of involvement: Similarly regarding the cause of involvement in the peoples’ movement activities, almost three quarters 279 (75.4%) of the participants who had involved in the peoples’ movement in past for bringing the political change in the country; (figure 4).

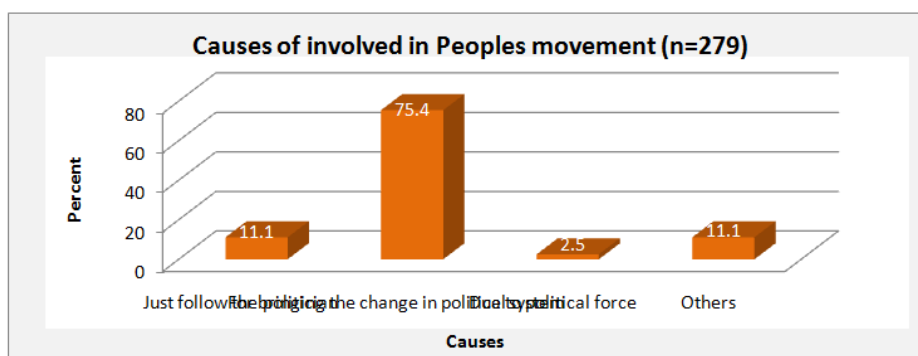


Figure 4: Causes of involved in Peoples movement

3.3.4 Participation on seminar and workshop related to policy making

Regarding the participating in the seminar and workshop relating to policy making only 154 (36.4%) of the participants had the experience of such involvement. Out of them almost two third (59.1%) had played the major role to develop the policy where they involved; (Table 5).

Table 5: Participation in seminar and workshop related to policy making

Description		Frequency	Percent
Exposure (n=423)	Yes	154	36.4
	NO	269	63.6
Role on policy development (n=154)	Major role	91	21.5
	Minor role	63	14.9

IV. DISCUSSION

Ever since the reestablishment of democracy in 2006 AD and evolution of peoples republican (Ganatantra) in Nepal in 2007, the Government of Nepal has made several efforts to establish the ruling system. Moreover, because of the in establishment of political system and variation of political party and their diversified interest, it is becoming difficult to drive the nation in tract. The present study tried to assess the challenges of transformation and stability of federal governing system in Nepal through the government elected by Nepalese people.

4.1 Socio-demographic features of the participants

Socio-demographic features are the most important parts of almost every research. It provides the general description of study participants. The present study has covered different socio-demographic variables like age, education, occupation, religion, marital relation and type of family, socioeconomic status and many other relevant variables of the participants. In the present study, slightly more than three fifth (60.8 percent) were male and remaining two fifth (39.2 percent) were female. There were more male compared to female, this is because of the nature of working environment like long hours of working for government institutions and NGOs. It can therefore be concluded that males dominated the organization. This finding was found to be in line with the study conducted in Somalia by Abubakar FarahFidow 2013 showed that there were 75 percent male and 25 percent females; [7]. Similarly, regarding the age of the participants, more than eight out of every ten (80.7 percent) participants were of 30-50 years age group. Mean age of the participants was (mean age \pm SD) 38.3 ± 7.5 years with the range of 22-69 years. The study showed that adult people comprise the active age brackets who would like to provide information about their jobs, education. It can thus be concluded that majority of the respondents were aged between 30-50 years old. This finding is supported by the study in Somalia. The study showed that the 20-39 years participants were involved in which the majority (59%) was of 20-29 years and the age above 50 were very less. The age range was 20-64 years.

Present study showed that $>2/3^{\text{rd}}$ (69.0 percent) of the participants were married and almost one fifth were unmarried. Majority of the respondent were married because, in Nepalese culture, there is tradition of doing the marriage after engaging in any type of job and there is feeling that, the job holders are ease to maintain their family need. Similarly, more than half of the participants had university level education followed +2 level education (almost one third) The highest population was those who had an educational background of university level. The participants (staffs) with undergraduate and postgraduate are significantly high because most of the organization focus the higher level education staffs for good performance in Nepal. This study is little bit oppose to the study conducted in Somalia; [6] and in line with the study conducted in Philippines [8]. The study conducted in Somalia showed that, the highest population were of an educational background of secondary level. The staffs with undergraduate and postgraduate are also few because of the political instability in Somalia and therefore most people have not been able to access education up to these levels.

Present study showed that more than half (53.4 percent) of the participants were Hindus. Some variations were seen in this finding when compared with similar other studies from abroad. The study conducted in Somalia showed that, the majority of the participants were Christian; [6].

present study showed that almost two thirds (66.0 percent) were from nuclear family and remaining one third was from either joint family (33.6 percent) or extended family (0.5 percent); This showed that majority were of nuclear family because, there is trend of separation of family in Nepal after becoming the dependent. The family who had any job in their hand they do not want to bear any burden in the larger family. Similarly, regarding the monthly family income, near about three quarters of the family had the income of NRs.26000 to 50000 per month and near about one quarter (23.9 percent) had less than 25000/month. This showed that majority of the participants have moderate level income and the middle type family. Though the

income level of the participants is lesser with compare to other countries, it is in increasing in trend as per time being.

4.2 Job description of the participants

Job and the professional profile of the respondents was other important area of this study. Our study participants were the staffs working in different organizations as administrative as well as technical staffs in respective organizations. Regarding the working position of the participant in current organization, almost half (51.1 percent) of the participants were officer level followed by the assessment level with 41.8 percent. Very few participants (3 to 4 percent) were under secretary/ secretary of director level. The finding showed that major portion of represented as sample were officer level, because, the officer level can explain and have more understanding on federal level governing system. Regarding the experience of working in the current/ previous position, the study showed that almost two-fifth (38.8 percent) of the participants had the experience of working in the organization for 5- 9 years and more than a quarter(27 percent) for 10-15 years. Almost one fifth (22.3 percent) of the participants have experience of working more than 15 years out of them almost five percent had the experience of 20 years. This finding is somehow similar to the study conducted in Somalia which showed that most of the respondents in the field have working experience of two (2) years and above; [6] This reveals that most people are in the age group bracket 20-29 years and this is because most government institutions are employed massively fresh graduate the Schools and universities.

4.3 Exposure to political system:

EPS plays a crucial role to develop the legislation in the country which supports to carry the country in right tract and show the proper direction. Every people of the country should be known about the changing pattern of the political situation in the country which has the direct or indirect role to make the country politically stabilization and draw the road map of social and economic development. Our study tried to assess the involvement of the study participants in different political organization and its reason by covering different aspects like Involvement in professional organization(sangathan), situation of involvement in political organization, duration of involvement in political organization, involvement in people's movement activities, performing of responsibility in political organization and participating in policy making workshop

Regarding the Involvement in Professional group,duration and its causes, the study prevailed that nearly half of the participants (48 percent) were found to be involved in in professional organization. Out of them almost half (49.8%) were involving in the organization for 5-10 years whereas, more than one quarter (28.5%) were involving within the last five years. and remaining one fifth (22.2 percent were involving for one to two decade. Regarding the cause of involvement in various sangathan, almost half for increasing the remuneration, about a quarter for establishment of the workers right near about one third of the participants (31 percent) had the plan of doing the politics in future and remaining one fifth were involved due to the request of the friends and coworkers. This finding is somehow in-line with the study in Somalia. The Somali people also found to be involved into various organizations for establishment of their political and professional right.

Regarding to involvement insister organization of political parties, almost two-fifth (41.6 percent) of the participants were found to be exposed in different sister organization of political parties directly whereas very few (2.4%) did not want to share their involvement; Regarding the plan of involvement in politics in future, almost half of the participants have plan of involving in politics in future (actively; 37.8 percent and indirectly ; 13.0percent) whereas, remaining half of the participants have no plan of involving in any types of politics in future. This trend is somehow beneficiary for the jobholder but not beneficiary for the country. If the trend of such involvement of the service holders in political party, sometime enforce to the government for fulfilling their unnecessary demand and misusing of the power.

Regarding the involvement of participants in people's movement activities in past, almost two third (66.0 percent) had experience of involving in such movement in different times whereas, 7.1 percent did not want to share the activity. Similarly regarding the cause of involvement in the peoples' movement activities, almost three quarters (75.4 percent) of the participants explained that they have been involved in such movement for bringing the political change in the country and establishing their political right. It was seen in many countries for bringing the change in political system, the involvement of the different professional organization had a crucial role.

Regarding the participating in the seminar and workshop relating to policy making only almost one third (36.4 percent) of the participants had the experience of such involvement; and out of them almost three fifth (59.1 percent) had played the major role to develop the policy where they involved. In almost all of the country, they bureaucrat have the crucial role for making the policy and plan of the country and they are also called as the permanent government of the nation. Various developed as well as developing countries like USA, Canada, India, UK etc. the bureaucrat provide the major advices to the government for policy making and implementation; [9].

V. CONCLUSION

The present study tried to assess perception on federal governing system in Nepal through. Study was carried out in Kathmandu valley with covering different organizations. All together 423 study participants were participated in the study. The findings of study was based on various variables like socio-demographic situation, involvement of the staffs in various professional organizations and political parties and movement for establishment of the people's federal system in Nepal. The study concluded that most of the staffs were found to be participated in above said organizations and groups for supporting the stability of the federal system in Nepal.

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