CHAPTER TWO

METHOD AND PROCEDURE
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Introduction

This chapter includes the design of the study, sampling procedure, data collection and the statistical techniques used to analyse the data gathered for the study.

Design of the Study

The present study entitled A STUDY OF WOMEN'S AFFAIRS TRAINING PROGRAMME: A STRATEGY FOR RURAL DEVELOPMENT IN NEPAL is an evaluative research, which is partly ex post facto or 'Outcome Evaluation' and partly 'Impact-Effectiveness Model'. Ex post facto research is systematic empirical inquiry, and aims to find out things after treatment. Ex post facto research is conducted without hypothesis, without pre-conditions, a research in which data are collected and then interpreted (Kerlinger, 1978). 'Outcome Evaluations' are studies intended to measure the effects of an agency's existing projects or programmes on their direct participants, other designated groups or specific institutions (Williams, 1972).

Evaluative study tries to assess the capacity of a programme to cause changes in those who are exposed to it (Fisher, in Rossi and Williams, 1972). Further the study is evaluative in its approach because it collects evidences
systematically from a representative sample of the unit concerned, translates the evidences into quantitative terms and compares them with the criteria that were set and draws conclusions about the phenomenon under the study (Weiss, 1978).

On the other hand, in 'Impact Effectiveness Model', the effectiveness of the programme is measured mostly in terms of respondents' opinions. The respondents are those who are directly or indirectly involved in the programme (Houston Jr. in Rossi and Williams, 1972). The nature of the present study is such as it involves some aspects of each of the above mentioned models. Hence, the design of the present study is a product of all the models combined.

The present study is essentially an exploratory-cum-descriptive as well as evaluation in research. It is exploratory in the sense that no study of such nature regarding the evaluation of Women's Affairs Training Programme (WATP) is found to have been done so far in Nepal. It is descriptive in the sense that the study attempts to describe the programme as it is being implemented. It is evaluative in the sense that an attempt has been made to measure the effects of the programme against the goals it set out to accomplish and to suggest measures to improve and modify the programme on the basis of the opinions and reactions of the
In order to assess the usefulness, relevance and adequacy of the course contents developed for preparing the women workers, the ex post facto design was adopted and employed by taking three groups - WW, UT & PT. The WW was treated as criterion group, the PT as control group and the UT as experimental group. If the WW and UT were found to have achieved in the test better than the PT, the course contents were to be taken as relevant and adequate. On the other hand if the PT was found to have done equally good or better than the other two groups in the test, the course contents were to be considered to be in need of modifications and enrichment. Considering the time factor, the same group could not be treated as criterion, control or experimental group. With the preceding support, the design of the study has been presented in figure 2.1.
Before conducting the study, the programme goals were analysed and specified. The impact defined in terms of constructs were dichotomized as the behaviours to be developed in (i) trainee (WW), and (ii) rural women through WATP and FTP respectively.
In accordance with the objectives of the study, the relevant tools (questionnaires and test) were locally prepared, for each of the responding groups in order to collect relevant information.

All the groups of the subjects were dichotomized as benefactor group and beneficiary group. Benefactor group refers to that group of persons who make plan, formulate policies, arrange, organize and provide services and facilities in terms of finances, administration, training and assistance with a purpose of rural development. So the persons taken in this group as benefactor are Central Authority and Policy Makers (CAP), instructors (INST) of the Women's Affairs Training Centres (WATC) and Local authorities and persons (LAP) who directly or indirectly performs the above functions.

Beneficiary group refers to that groups of persons who benefit from those services and facilities provided by the benefactor group. This group consists of the chief women workers, Women Workers (WW) and Under Trainees (UT) and the rural women. The rationale for including WW and UT in beneficiary group is that they are also a part of rural population for whom the WATC are established. The purpose of the WATP is also to provide such facilities to these women.
Population of the Study

The population of the study included all the members of the benefactor group and beneficiary group who were directly or indirectly involved in the WATP.

Benefactor group consisted of Central authorities and policy makers (CAP), instructors (INST) and local authorities and persons (LAP).

1. Central Authorities and policy-makers refer to minister, secretary and joint secretaries of Ministry of Panchayat and Local Development, and members of the Panchayat Training Center Development Board (Policy-making body). CAP is used as abbreviation.

2. Instructors refer to all the principals and instructors of all the Women's Affairs Training Centers (WATC). Abbreviation used is INST.

3. Local authorities and persons refers to Local Development Officers, Chairmen and members of the District Panchayat, Pradhan Panch and members of the Village Panchayat, Secretaries of Village Panchayats, local teachers and social workers, LAP is used as abbreviated form.

Beneficiary group consists of Chief Women workers and women workers, under trainees and trained rural women.

1. Chief Women Workers and Women Workers refer to all Chief Women Workers and Women Workers who have received training in the WATC's and who organize field training programme (FTP) for rural women. Abbreviation used is WW.

2. Under trainees refer to those women who were receiving training or who were under training during the time the investigator was collecting data for this study. UT is used as abbreviation.
3. Trained rural women refers to only those women who have received training in the field training camps (or centers) organized by the WW. RW is used as abbreviation.

4. Potential Trainees (PT) refer to those rural women who have the basic qualifications at par with UT and WW, but who have not joined the WATC for WW training and who have every probability of being selected for WW training. Hence, they are treated as Potential Trainees (PT).

**Sampling Techniques**

The technique of sampling was purposive, incidental coupled with multistaged stratification. It was purposive in the sense that the specific subjects were picked up by the investigator in accordance with the requirement of design and objective of this study. Specific subjects refer to all those persons who are directly or indirectly involved in the WATP from policy-makers and decisions makers to executives and implementators, field workers to hardcore rural women for whom the programme was designed and developed. Therefore, the sample included from the concerned minister to members of the target group.

The high degree of selectivity coupled with multistaged stratification guarantees that all relevant strata would be represented in the research design (Black and Champion, 1976). The sample was stratified in the line of political divisions with respect to development region, zones, districts and village Panchayats. There are
five development regions, 14 zones, 75 districts, and 3090 village Panchayats in Nepal. In the sample selection the investigator exercised his judgement (hence, the process is judgemental) to include those subjects who were presumed to be typical of the given population, related to the WATP. Selection of villages was based on the availability of the trained rural women.

All the subjects who were included in the sample were selected incidentally. Incidental sampling here refers to that process of selecting all those subjects who were available during the time of data collection. While doing so, adequacy and representativeness of the sample were also kept in view, so as not to be affected by the elements of bias, though the present study has its own limitations.

There are altogether four WATC's in four development regions viz. Eastern, Central, Western and Mid-western. The field training programmes (FIP) were being run in 72 districts. The present study covered three out of five development regions, six out of 14 zones, 22 our of 75 districts, and 42 village in all. Only those villages where trained rural women are available were selected for the sample.

A chart showing the sample stratification is given below in Fig.2.2.
Figure 2.2

Ministry of Panchayat and Local Development (MPLD)

Panchayat Development Training Centre, Development Board

Women's Affairs Training Programme

Development Regions

Eastern Development Region

Zones

Sankhara

Nuwakot

Bhaktapur

Kathmandu

Lalitpur

Water

Janakaphel

Central Development Region

Zones

Mechi

Kosi

Sagarmatha

Moang

Dhankuta Bazar

Nepal

Gandaki

Dhulagiri

Western Development Region

Zones

Lumbini

Distriicts

Nuwakot

Bhaktapur

Kathmandu

Lalitpur

Water

Panchak

Central

Mid-Western Development Region

Zones

Gandaki

Dhulagiri

Kapilvastu

Gama

Far-Western Development Region

Zones

Note:

Subjects in the same represent the districts encircled.
Selection of Subjects

There are altogether seven groups of subjects classified as discussed above. The selection of subjects for each group is discussed below.

A. Central Authorities and Policy-makers (CAP)

There are eighteen members in the policy-making body and six (officials) authorities, secretary, additional secretaries and joint secretaries in the MJELD. As all the policy making body and authorities were very difficult to approach, only nine members of the policy making body and two members of the central authority were taken in the sample. Since most of the members of the policy making body are higher officials in the Ministry of Panchayat and Local Development, it was difficult to obtain data (opinions and reactions) from them. Thus, the investigator could obtain data only from eleven subjects in this group. Table 2.1 shows the position of population.

TABLE - 2.1
Population and Sample selection from Central Authorities and Policy-makers

<table>
<thead>
<tr>
<th>Respondents</th>
<th>Total number (CAP)</th>
<th>Number taken for try out</th>
<th>Number taken for main study</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central Authorities</td>
<td>6</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Policy Makers</td>
<td>18</td>
<td>2</td>
<td>9</td>
</tr>
<tr>
<td>Total (CAP)</td>
<td>24</td>
<td>3</td>
<td>11</td>
</tr>
</tbody>
</table>
B. **Instructors (INST)**

All the INST of WATC's of Kaski district of Western development region and Lalitpur district of Central development regions were taken on their availability in the centers during the time of data collection. In all, 26 out of a total of 48 instructors were taken in the sample.

The WATC of Dhankuta district of Eastern Zone could not be approached because of the constraints of time and resources. Moreover, as more than fifty per cent of the INST as well as WATC's were covered, the sample was presumed to be representative of the population. Table 2.2 shows the status of the population and sample of the INST.

<table>
<thead>
<tr>
<th>Respondents</th>
<th>Total number</th>
<th>Number taken for try out</th>
<th>Number taken for main study</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructors (INST)</td>
<td>48*</td>
<td>4</td>
<td>26</td>
</tr>
</tbody>
</table>

* According to Chaudhary and Bhadra (1983).

C. **Local Authority and Persons (LAP)**

From the local authorities (official is synonymously used for officers as LDO) and Local persons (people is
synonymously used in this study). Twenty four persons were picked up as the subjects for the sample. Of the 24, five of them are Local Development Officers (LDO), 10 Panchas (members of district Panchayat and Pradhan Panchas of village Panchayats), two village Panchayat secretaries, five local teachers and two social workers. The Pradhan Panchas, village Panchayat secretaries, social workers and teachers were picked up from those villages where there were RW.

Reasons for taking only 24 LAP

For data collection the field visits were conducted by the investigator during office hours. Most of the Panchas and other social workers were not usually available at the stations, because the Panchas need not go to Panchayat for attendance. Sometimes, none of the members of the LAP groups were available in the villages when visited by the investigator. So the Panches or social worker or teacher available on the spot were approached to be included in the sample. Village Panchayat secretaries were taken wherever the Panches were not available. In case of local officials, as their offices are stationed in the district headquarters, all the LDO's available at the time of field visits were taken in sample. Those who were not at their permanent
stations could not be taken in the sample. Due to all these reasons, the total number of the LAP is 24 in the sample. Table 2.3 shows the distribution of the population of LAP.

**TABLE - 2.3**

Population and Sample Selection from the Local Authorities and People

<table>
<thead>
<tr>
<th>Respondents</th>
<th>Total number for tryout</th>
<th>Number taken for main study</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Authorities and Local People (LAP)</td>
<td>Statistics not available</td>
<td>2</td>
</tr>
</tbody>
</table>

D. Women Workers (WW)

The WW were taken from 15 districts. Altogether 42 WW were taken from 15 districts. Although there are 425 trained women workers, but the total number of WW employed in that WATP is about 168 and they are spread in many districts. The number of WW posted at FTC ranges from one to three. Thus only 42 WW could be taken in the sample. In some centres, the WW were on leave at the time of field visits by the investigator. However, the present number in the sample is 25 per cent of the actual number employed.
TABLE - 2.4
Population and Sample Selection from Women Workers

<table>
<thead>
<tr>
<th>Respondents</th>
<th>Total number employed</th>
<th>Number taken for try-out</th>
<th>Number taken for main study</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women Workers</td>
<td>168*</td>
<td>4</td>
<td>42</td>
</tr>
</tbody>
</table>

* Based on Chaudhari and Bhadra, 1983. Total number of trained women workers was more than 400 but the employed WW were 168 in all. So 168 taken as the population for the group.

E. Under Training Group (UT)

During the field visit for the data collection for the present study, the training programme was being conducted in only one of the WATC with twenty trainees in all. There was no training given in other centres. So all the trainees undergoing training at the time were taken for the sample which also served the population. The age of the UT ranged from early twenties to early thirties. They had minimum required qualifications as specified by the WATC for the WW training.
### TABLE 2.5
Population and Sample Selection from Trained Rural Women

<table>
<thead>
<tr>
<th>Respondents</th>
<th>Population Number taken for try-out</th>
<th>Sample for main study</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trained rural women</td>
<td>Statistics not available</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td></td>
<td>86</td>
</tr>
</tbody>
</table>

F. Potential Trainees (PT)

Those rural women who had qualifications and equivalent background as specified for the WW or UT were taken as the potential trainees for the sample. The process of picking up the PT was incidental. Since all rural women with essential educational qualifications and in the same age range were not clustered at a particular place, any women with equivalent qualifications and socio-economic background in a particular village was picked up as a subject for the sample. These subjects are regarded as potential trainees (PT) because they fulfill every qualifications required for WATP. The number of PT taken for the sample is 26 in all. Their age ranged from early twenties to early thirties. They are either studying or had studied upto 7th or 8th grade.

Need for taking Potential Trainees

The sample of potential trainees were taken as a
control group to assess the relevance and adequacy of the course contents by giving the same test to the three groups - WW, UT and PT.

Justifications for Taking PT

1. The PT had the basic qualifications background and range at par with those WW and UT, and had every probability and capacity of being selected as the candidates for WW Training Programme.

2. It was assumed that the PT did not have those specific knowledge and skills which the UT were learning and WW had already obtained.

3. If any variable other than training component effected the achievement of the PT, the chances of effecting other groups, WW and UT were equally probable.

4. It was also assumed that prior to training, the abilities and performance (achievement) levels of all the three groups were equal.

Procedure of Data Collection

All the groups of respondents except PT were administered questionnaires designed separately for each group. The test was given to WW, UT and PT. An informal interview was conducted with the INST. Before distributing the test and the questionnaire to the respondents, the purpose, the nature, and the techniques of filling up the questionnaire, and answering the questions in the test were explained verbally to them. Moreover, the instructions as to how to respond were also given in the questionnaires.
As regards the interview, it was conducted in an informal way and the purpose was not conveyed to the interviewees. This was purposely done so as to ensure that the facts about the WATP and FTP would not be concealed. The responses were recorded by the investigator after the interview.

Collection of Data from CAP and INST

Questionnaires were distributed to CAP and INST at their respective offices personally by the investigator and the responded questionnaires were collected by the investigator. The investigator had to approach some of the respondents repeatedly to fill up the questionnaires.

Data Collection from LAP, WW, UT and RW

The investigator personally distributed the questionnaires among the LAP, WW, UT and RW, and requested them to fill up the questionnaire on-the-spot in all places except some of the villages of Kaski district. For that purpose, a colleague from the local college of Pokhara assisted the investigator in administering and collecting the questionnaires in Kaski district. He was oriented about the purpose, nature and the techniques of administering the questionnaires and test. After being fully convinced the investigator gave him the responsibility of collecting data. While the friend
was collecting data in Kaski district, the investigator was able to administer the questionnaires in other districts. The responded questionnaires from Kaski were sent to the investigator by post.

The reasons to seek help from the friend were that (i) the time was short, (ii) having more villages in other districts to be covered and (iii) it was not possible for the investigator to stay long at one place, and go to Kaski again and again because of the distance which is 200 Km between Kathmandu and Kaski and it takes about eight hours bus ride.

Data Collection from WW, UT and PT

A test based on the course contents designed for preparing women workers was constructed and administered to WW, UT, and PT to assess the relevance and appropriateness of the contents in the context of the objectives of the WATP. The assumption behind the test was that the PT would have but little of the knowledge and skills which WW had already learnt and the UT were learning when the test was being administered to them in the WATC. If the achievements of the WW and UT were found to be significantly better than those of PT, it was to be accepted that the courses intended for preparing women worker were adequate and relevant to the programme objectives. So the same test was used as a pretest to PT, progress test to UT and post-test to WW.
**Interview**

An informal interview with four of the INST was also conducted. The purpose of the interview was to supplement the data obtained through the questionnaires. The rationale of this interview was to ensure the facts. In a formal interview it was doubtful that the INST would give facts about the WATP. But in an informal discussion they express freely and have a feeling of anonymity. They were not told that they were being interviewed and their views are recorded. The interview proved fruitful because the interviewees expressed what they did not mention in the questionnaire even when they were assured of their anonymity.

**Statistical Techniques Employed**

In order to analyze the data and interpret the results in a meaningful way, the statistical techniques need to be employed. According to the nature of the data, each item had to be analysed and discussed separately, advanced level statistical techniques were not needed in accordance with the objectives of the study. Thus, the statistical techniques involved mainly the use of frequency percentages, and the mean of percentages (X%) for the analysis of the questionnaires. The test results were analysed with the help of mean, SD and t-ratios.
Comparison of Responses between the Groups and Within the Group

The effectiveness, usefulness and appropriateness of the courses designed for preparing the women workers were judged on the basis of the analysis of the data obtained through questionnaires, test and interview conducted with all the respondents of the benefactor as well as beneficiary groups.

The main purpose of the comparison of results between and within the groups was to see how the different groups of respondents perceived the impact and effectiveness of the WATP, and whether there was any concordance of opinions between the benefactor and beneficiary groups.

Between the groups comparison was done to see how the views, perception, comments and suggestions of the benefactor group (CAP, INST and LAP) differ with that of the beneficiary group (WW, UT and RW) regarding the WATP. This comparison helped to know what did the givers (benefactors) feel about the recipients (beneficiaries) in total perspective and about the implementation problems and the impact of the WATP upon rural life.

The within-group comparison was done with a purpose to comparing the attitudes of the CAP, INST, and LAP towards one another in relation to the WATP. The same type of
comparison was done within the beneficiary group (WW, UT and RW).

These comparison helped to know the total perspectives of the working of the WATP and its total impact upon the rural life.