

Gender Roles in Reproductive, Productive and Community Spheres: A Comparative Study of Khudi, Pokhara

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Abstract

Gender roles are important in shaping social and economic life, particularly in developing societies. To explore the importance of gender role, this study examines the association between gender and participation in reproductive, productive, and community roles in Khudi, Pokhara Metropolitan City, Nepal. Based in Social Role Theory, this study aims to provide a general understanding of how gendered labor divisions are constructed and sustained across interconnected scopes of daily life. For this, a quantitative research method was employed, with data collected from 161 married and co-residing households using a semi-structured questionnaire. Descriptive statistics and Chi-square tests were applied to analyze gender-based differences in role allocation. The findings revealed that women were responsible for reproductive labor, including childcare, elder care, and household chores, while men maintain greater control over financial management and formal community roles. Women's involvement in agricultural work and informal community development activities was significant, yet decision-making authority continues to support men. Although some tasks are increasingly shared, the imbalance between labor contribution and control persists. Demographic factors such as education and marital status showed limited influence on overall household engagement, underscoring the strength of structural and cultural norms. In sum, gender inequality in Khudi was maintained through interconnected reproductive, productive, and community roles. Policy interventions are needed to adopt integrated, gender-transformative approaches that promote shared responsibility, recognize unpaid care work, and strengthen women's decision-making power to foster equitable and sustainable social development.

Keywords: Reproductive Roles, Productive Roles, Community Roles, Patriarchy and Gender

Introduction

The socially constructed norms, expectations, behaviors, and responsibilities assigned to individuals based on their perceived gender rather than biological differences are the gender roles. Gender roles are constructed through complex processes of socialization, cultural transmission, institutional arrangements, and economic structures, and they vary across societies and historical periods (Leach, 2004; World Health Organization [WHO], 2009). Further, gender roles are dynamic social arrangements that evolve in response to socio-economic change, policy interventions, and shifting cultural norms.

However role divisions often place women at a systemic disadvantage by assigning them disproportionate responsibility for unpaid care and domestic work while privileging men's participation in paid employment and community leadership (Marini, 1990; Gibbons & Best, 2024).

Scholar suggests gender roles within three interrelated spheres. They are reproductive, productive, and community spheres. This framework provides a holistic lens for examining how labor and authority are distributed within societies that is rooted in feminist political economy, gender and development (Cernea, 1978; Oppong & Abu, 1985). Further, the reproductive

sphere include unpaid labor essential for household maintenance and social reproduction, such as childcare, cooking, cleaning, water and fuel collection, and care for the elderly and sick. Though very important for survival of households and societies, reproductive labor is frequently seen as invisible and undervalued in economic accounting and policy discourse (Rodríguez Menéndez, 2011). These responsibilities of women limit their time, mobility, and opportunities for engagement in paid employment and community life, contributing to persistent gender inequalities. Additionally, the productive sphere refers to income-generating and subsistence activities, including wage labor, agriculture, self-employment, and informal economic work. The women's participation in productive activities has increased globally; however it accounts disparity such as occupational segregation, lower wages, and unequal access to productive resources such as land, credit, and training (Upadhyay, 2002; Joshi et al., 2020). Similarly, the community sphere involves participation in collective decision-making, leadership roles, social networks, and community-based organizations beyond the household. Despite women's significant contributions social, economic sectors and leadership, men continue to dominate formal leadership positions and public decision-making forums (Fernández Álvarez, 2006; Gavilán, 2023). The allocation of responsibilities across these three spheres was not gender neutral. It reflects deeply rooted social norms and power hierarchies that privilege men's engagement in paid work and public authority while women are assigned to primary responsibility for unpaid care and domestic labor (Marini, 1990; Lusasi & Mwaseba, 2020). In sum, the gendered division of labor across reproductive, productive, and community spheres serves as a major indicator of social equity, empowerment, and overall community well-being.

Based on these ground this study used Social Role Theory, originally articulated by Eagly (1980), which states that gender differences in behavior emerge from the differential allocation of men and women. Over time, these role distributions generated gender stereotypes that become internalized through socialization processes and institutionalized in social expectations,

making gendered behavior appear natural and inevitable (Eagly et al., 2012; Gibbons & Best, 2024). The Social Role Theory was useful for understanding gender roles in semi-urban contexts like Khudi, Pokhara, where traditional norms coexist with increasing education, labor mobility, and economic diversification. Similarly, functionalist theory historically interpreted gender role differentiation as a complementary and efficient system necessary for social stability (Bales, 1995). From this perspective, men's instrumental roles and women's expressive roles are viewed as mutually reinforcing. In contrast, conflict theory, rooted in Marxist analysis and expanded by feminist scholars, states gender roles as outcomes of structural inequality and exploitation (Marx, 1884). These theories highlights how gender role are distributed socially.

Scholarly studies from both developed and developing countries show that women double burden of unpaid care work together with paid employment (Moos & Goñalons-Pons, 2024; Kwigizile et al., 2022). Similarly, in the productive sphere, gender inequalities noticed through occupational segregation and unequal access to resources. Agricultural studies from Nepal explored that men dominate high-value activities such as land preparation, marketing, and financial decision-making, while women are involved in labor-intensive but less-valued tasks such as transplanting, weeding, and post-harvest processing (Upadhyay, 2002; Joshi et al., 2020). Similar patterns have been documented in sub-Saharan Africa, where women's agricultural labor is substantial but undervalued (Balgah et al., 2019; Tham-Agyekum et al., 2023). Likewise, gender disparities are equally evident in the community sphere. Men are more likely to occupy formal leadership positions, while women's participation remains constrained by domestic responsibilities and patriarchal norms that associate authority and leadership with masculinity (Fernández Álvarez, 2006; Gavilán, 2023). In context of Nepal, the body of literature suggests the persistent influence of patriarchy in shaping gender roles at household and community levels. Studies in peri-urban Kathmandu reveal that women contribute the majority of labor to household activities with limited authority over household decisions (Dhakal et al., 2020; K.C., 2021). Similarly, studies of

rural communities illustrate that men keep control over land, income, and strategic decision-making despite women have equal contribution in these areas (Upadhyay, 2002; Adhikari & Sharma, 2022). Here, the existing literature focuses on either rural settings or national-level analyses, a significant gap remains in localized, integrated studies examining gender roles across reproductive, productive, and community spheres in Nepal's rapidly transforming semi-urban areas. Therefore, study of semi urban areas like Khudi in Pokhara, are particularly important for understanding the gender roles in different sphere.

Nepal's Constitution provisions and its commitment to international governance guides the equitable Nepalese society where roles and responsibilities are not predetermined by gender instead opportunities should be equally accessible and valued with inclusive and participatory community governance (Agustina et al., 2025; Welch, 2019). However, empirical realities are different from this ideal since earlier studies show different scenarios such as women continue to shoulder the majority of unpaid care work, limiting their participation in paid employment and community leadership, while men dominate decision-making across productive and community spheres (Lusasi & Mwaseba, 2020; Badstue, 2020). Legal reforms and development interventions have often failed to transform household-level power relations, where gender roles exhibit remarkable resilience. Therefore, the core problem lies in the disconnect between formal commitments to gender equality and the lived realities of gendered labor and power relations. A critical analytical gap exists in understanding how reproductive, productive, and community spheres interact and mutually reinforce inequality in semi-urban contexts such as Khudi, Pokhara. In this regard, this study intended to address this gap by providing an integrated, comparative analysis of gender roles across all three spheres in Khudi, Pokhara. The aim of this study was to conduct a comparative analysis of the factors associated with gender in the distribution of roles across the reproductive, productive, and community spheres within households in Khudi, Pokhara.

Data and Methods

Study Site and Rationale of Selection

Pokhara Metropolitan City-30, Khudi, located in Kaski District, Nepal was selected for this study. This area was purposively selected to explore gendered role dynamics within both urban and semi-urban setting. The selected area exhibits notable ethnic, cultural, and socio-economic diversity, which provides a suitable context for examining variations in gender roles across reproductive, productive, and community spheres. The absence of prior focused research on this topic in the selected ward further justified its selection. According to ward-level records from the National Statistics Office (2023), the area comprises 2,768 households with a total population of 10,823. This population size and composition was an adequate socio-demographic base for generating meaningful quantitative evidence relevant to gender analysis at the local level.

Nature and Source of Data

The study used the quantitative data to examine the association between gender and roles performed in different spheres of social life. Primary data are the main source of information and were collected directly from respondents through structured questionnaires. Moreover, secondary data were collected from ward-level population records from the National Statistics Office (2023), relevant academic literature, policy documents, and previous studies on gender roles and division of labor. The integration of primary and secondary data within the broader demographic and theoretical context was core base of this study.

Research Design

The study used the qualitative research design with cross sectional data. The structured questioner was prepared from the base of previous study, theoretical context, research gaps and knowledge of the researcher. The Questioner was validated from the experts. Face to face interview was used for the data collection. Final results were found through the statistical analysis of the gathered data.

Population and Sample

The total population of the study area was 2,768 households. From this population, married individuals are selected for the study as they are directly involved in household decision-making and role

performance. The sample size was determined using the Raosoft sample size calculator, applying a 95% confidence level and a 7.5% margin of error. Based on these parameters, a sample of 161 households was considered statistically adequate to represent the population.

Research Instrument

The structured questioner was used for the collection of data. The questioner was prepared in reference of existing literature, theoretical basis and expert consultation. The questionnaire consisted of four major sections. The first section contains socio-demographic characteristics such as age, sex, education, occupation, and household composition. The second section contains questions related to participation in household activities, the third section examined involvement in reproductive, productive, and community roles. The final section addressed perceived constraints related to role performance. The questionnaire contains closed-ended questions to facilitate quantitative analysis, along with a limited number of structured response options to capture variations in participation.

Validity and Reliability of the Research Instrument

To ensure the validity and reliability of the research instrument, a pre-test was conducted with 16 respondents, representing approximately 10 percent of the total sample, in a neighboring ward with similar socio-economic characteristics. The pre-test helped identify ambiguities, inconsistencies, and culturally inappropriate wording in the questionnaire. Similarly, feedback obtained from respondents, along with expert consultation, was used to revise and refine the instrument. Further, content validity was conducted by aligning questionnaire items with the study objectives and established gender analysis frameworks.

Data Collection Methods

Primary data were collected through face-to-face interviews conducted at the household level. Interviews were conducted in a respectful and culturally sensitive manner, using the finalized structured questionnaire. Respondents were informed about the purpose of the study prior to participation. Data collection took place

over a defined period to maintain consistency across responses.

Data Analysis

Collected data were coded, entered, and analyzed using Statistical Package for the Social Sciences (SPSS) version 20. Both descriptive and inferential statistical techniques were applied. To summarize socio-demographic characteristics and patterns of role participation descriptive statistics, including frequencies and percentages were used. The Chi-square test of independence was used to examine the association between gender and participation in reproductive, productive, and community roles. Cross-tabulations were generated to illustrate gender-based distributions and relationships across different activities. The results were presented and discussed as per the study objectives.

Ethical Approval of the Study

Ethical considerations were addressed in each steps of the research process. Prior to data collection, respondents were informed about the objectives of the study, the voluntary nature of participation, and their right to withdraw at any stage without consequences. Verbal informed consent was obtained from all participants before conducting interviews. Additionally, confidentiality and anonymity were strictly maintained by avoiding the collection of personally identifiable information and by using the data solely for academic purposes. The study adhered to accepted ethical standards in social science research, ensuring respect, privacy, and dignity of all respondents during and after the research process.

Results and Discussions

Table 1 presents the socio-demographic characteristics of the respondents. The data shows the majority of households were male-headed. Similarly, most respondents fell within the economically active age group of 30–49 years. Further, Janajati constituted the dominant caste/ethnic group followed by Brahmin/Chhetri. Hinduism was the predominant religion covering 60.2%. Likewise, a large proportion of respondents were married, i.e. 79.5%. Furthermore, secondary-level education was most common with 39.1% of share and only 8.7% had attained a master's

degree. The major occupation of the respondent was private company employment, followed by business and then agriculture. These demographic data reflected the mixed livelihood structure in the study area.

Demographic Variables

Table 1

Demographic Characteristics of Respondents

Variables	Number	Percent
Sex of the household head		
Male	108	67.1
Female	53	32.9
Sex of the respondents		
Male	72	44.7
Female	89	55.3
Age (Years)		
20-29	9	5.6
30-39	51	31.7
40-49	59	36.6
50 and above	42	26.1
Caste/ethnicity		
Brahmin/ Chhetri	38	23.6
Janajati	107	66.5
Dalits	10	6.2
Muslim	6	3.7
Religious		
Hindu	97	60.2
Buddhist	48	29.8
Muslim and Christians	16	10.0
Marital status		
Married	128	79.5
Divorce	10	6.2

Variables	Number	Percent
Sex of the household head		
Separated	9	5.6
Widower/Widow	14	8.7
Education status		
Illiterate	13	8.1
Basic Level	44	27.3
Secondary Level	63	39.1
Bachelor's degree	27	16.8
Master degree	14	8.7
Occupation		
Agriculture	29	18.0
Business	31	19.3
Government employees	22	13.7
Private Employees	34	21.1
Homemaker	23	14.3
Others	22	13.7
Total	161	100

Associations between reproductive role and gender

Table 2 shows the association between gender and reproductive roles. Results show the statistically significant association between gender and the responsibility of caring for children and elderly family members, with women being more involved than men. However, healthcare-related responsibilities did not show a significant gender difference, which suggests relatively shared participation in this activity. Overall, reproductive roles were predominantly performed jointly, although women's individual involvement remained higher in caregiving tasks.

Table 2

Factors association between reproductive role and gender

Reproductive Role Variables		Gender		p-value
		Male	Female	
Care of children and elderly members	Male	0(0.0)	3 (3.4)	0.025
	Female	9 (12.5)	23 (25.8)	
	Both	63 (87.5)	63 (70.8)	
Health care	Male	5 (6.9)	5 (5.6)	0.414
	Female	11 (15.3)	21 (23.6)	
	Both	56 (77.8)	63 (70.8)	

Association between productive role and gender

Table 3 illustrates the association between gender and productive roles. Result explored the significant gender

differences in managing family finance, engagement in agricultural activities, and

Table 3

Factors association between productive role and gender

Productive Variables	Role	Gender		p-value
		Male	Female	
Planning family finance	Male	7 (9.7)	8 (9.0)	0.186
	Female	3 (4.2)	11 (12.4)	
	Both	62 (86.1)	70 (78.7)	
Managing family finance	Male	8 (11.1)	13 (14.6)	0.032
	Female	1 (1.4)	10 (11.2)	
	Both	63 (87.5)	66 (74.2)	
Agricultural activities	Male	6 (8.3)	2 (2.2)	0.013
	Female	12 (16.7)	31 (34.8)	
	Both	54 (75.0)	56 (62.9)	
Selling of the household production to the market	Male	13 (18.1)	13 (14.6)	0.036
	Female	6 (8.3)	21 (23.6)	
	Both	53 (73.6)	55 (61.8)	

Source: Field Survey, 2023

Association between community role and gender

Table 4 presents the association between gender and community roles. Results show that, most community activities such as attending meetings, participating in cultural programs, and social activities did not show statistically significant gender differences. However, significant associations were

found in mutual help within family and society and participation in community development activities, where women's involvement was comparatively higher. This suggests that although formal community participation appears gender-neutral, women play a crucial role in informal and development-oriented community engagement.

Table 4

Factors association between community role and gender

Community Role Variables		Gender		p-value
		Male	Female	
Attending meeting	Male	17 (23.6)	10 (13.9)	0.354
	Female	21 (23.6)	20 (22.5)	
	Both	45 (62.5)	48 (53.9)	
Participation in cultural programs	Male	8 (11.1)	14 (19.4)	0.168
	Female	13 (14.6)	27 (30.3)	
	Both	50 (69.4)	49 (55.1)	
Participation in community activities	Male	10 (13.9)	9 (12.5)	0.180
	Female	15 (16.9)	20 (22.5)	

Participation in social activities	Both	53 (73.6)	54 (60.7)	0.147
	Male	9 (12.5)	9 (12.5)	
	Female	10 (11.2)	22 (24.7)	
Mutual helps with family and society	Both	54 (75.0)	57 (64.0)	0.004
	Male	7 (9.7)	4 (5.6)	
	Female	5 (5.6)	22 (24.7)	
Participation in community development activities	Both	61 (84.7)	62 (69.7)	0.045
	Male	7 (9.7)	4 (5.6)	
	Female	9 (10.1)	16 (18.0)	
	Both	61 (84.7)	64 (71.9)	

Source: Field Survey, 2023

Association between engagement of on household chores and gender

Table 5 shows the association between engagement of on household chores and gender. As shown it was, women were predominantly responsible for cooking, cleaning, washing, welcoming guests, and shopping for household groceries, although many tasks were jointly

performed. Statistically significant gender associations were found for collecting fuel, p value less than 0.05, control over family arguments with p value less than 0.05, shopping for household groceries with p value less than 0.05, and decision-making on family savings with p value less than 0.5. These results confirm that reproductive labor and several household decisions remain strongly gendered.

Table 5

Association between engagement of on household chores and gender

Household chores variables		Gender		p-value
		Male	Female	
Cooking	Male	0(0.0)	1 (1.1)	0.646
	Female	42 (58.3)	53 (59.6)	
	Both	30 (41.7)	35 (39.3)	
Cleaning the house	Male	0(0.0)	1 (1.1)	0.216
	Female	34 (47.2)	52 (58.4)	
	Both	38 (52.8)	36 (40.4)	
Washing	Male	0(0.0)	1 (1.1)	0.296
	Female	32 (44.4)	48 (53.9)	
	Both	40 (55.6)	40 (44.9)	
Collecting fuel	Male	30 (41.7)	20 (22.5)	0.001
	Female	4 (5.6)	21 (23.6)	
	Both	38 (52.8)	48 (53.9)	
Control over family argument	Male	9 (12.5)	14 (15.7)	0.024
	Female	4 (5.6)	17 (19.1)	
	Both	59 (81.9)	58 (65.2)	
Welcome guest	Male	2 (2.8)	4 (4.5)	0.051
	Female	7 (9.7)	21 (23.6)	
	Both	63 (87.5)	64 (71.9)	
Shopping for household groceries	Male	5 (6.9)	7 (7.9)	0.029
	Female	39 (54.2)	48 (53.9)	
	Both	28 (38.9)	34 (38.2)	
Shopping for household supplies	Male	10 (13.9)	6 (6.7)	0.791
	Female	20 (27.8)	42 (47.2)	
	Both	42 (58.3)	41 (46.1)	

Household chores variables		Gender		p-value
		Male	Female	
Allocate & spend in household income	Male	8 (11.1)	10 (11.2)	0.269
	Female	20 (27.8)	29 (32.6)	
	Both	44 (61.1)	50 (56.2)	
Decision on family saving	Male	11 (15.3)	7 (7.9)	0.005
	Female	10 (13.9)	17 (19.1)	
	Both	51 (70.8)	65 (73.0)	
Control over household assets	Male	7 (9.7)	14 (15.7)	0.330
	Female	4 (5.6)	19 (21.3)	
	Both	61 (84.7)	56 (62.9)	
Producing household food resources in farm	Male	4 (5.5)	4 (4.5)	0.330
	Female	21 (29.2)	36 (40.4)	
	Both	47 (65.3)	49 (55.1)	

Source: Field Survey, 2023

Association between situation of household activities and demographic variables

Table 6 shows the association between the overall situation of household activities and selected demographic variables. No statistically significant association was

found between the level of household activity engagement and sex ($p = 0.538$), marital status ($p = 0.140$), or education level ($p = 0.882$). This indicates that while specific household tasks are gendered, the overall intensity of household engagement is relatively similar across demographic categories.

Table 6

Association between situation of household activities and demographic variables

Variables		Situation of household activities		p-value
		Low	High	
Sex	Male	32 (44.4)	40 (55.6)	0.538
	Female	40 (44.9)	49 (55.1)	
Marital status	Married	61 (47.7)	67 (52.3)	0.140
	Others	11 (33.3)	22 (66.7)	
Education status	Illiterate	5 (38.5)	8 (61.5)	0.882
	Up to secondary	48 (44.9)	59 (55.1)	
	Above secondary	19 (46.3)	22 (53.7)	

Source: Field Survey, 2023

Discussions

The findings of this study suggest the prevalence of gendered divisions of labor across reproductive, productive, and community spheres in Khudi, Pokhara. The statistically significant association between gender and caregiving responsibilities particularly childcare and elderly care demonstrates that reproductive labor in Khudi remains heavily feminized. Women's major involvement in caregiving reflects well-documented national and international patterns in which unpaid care work was predominantly assigned to women,

regardless of their participation in productive activities (Marini, 1990; Dhakal et al., 2020). This illustrates the women's constraints of time to engage in income generating activities and community roles. Similarly, from the perspective of Social Role Theory, women's higher engagement in caregiving tasks strengthens the social expectation that care work was inherently feminine, thereby normalizing inequality and reproducing gendered stereotypes across generations (Eagly, 1980). These expectations were internalized through family socialization and reinforced by community norms.

The findings of gender and productive roles revealed both continuity and gradual transformation in gender roles. Women's significantly higher involvement in agricultural activities supports previous studies in Nepal that emphasize women's central yet underrecognized contribution to farming systems (Upadhyay, 2002; Joshi et al., 2020). This reveals that women were not marginal participants in production but are integral to household livelihoods, particularly in semi-urban contexts. However, gender disparities persist in areas of economic control and market engagement. Men's greater involvement in managing family finances and selling household products indicates that authority over economic decision-making remains gendered. This pattern reflects patriarchal norms that associate financial control and external market interaction with masculinity (Adhikari & Sharma, 2022). These findings underscore an important distinction between participation and authority in women's economic roles.

The result of gender and community roles illustrates the mixed pattern in community participation in Khudi. The relatively gender-neutral participation in formal activities such as attending meetings and cultural programs suggests that social norms are often undermined in these contexts. However, women's significantly higher involvement in mutual help and community development activities highlights the gendered nature of informal community labor. While these activities are essential for social cohesion and collective well-being, they are undervalued, and excluded from formal leadership pathways (Fernández Álvarez, 2006; Gavilán, 2023). Here, men's continued dominance in formal decision-making roles was consistent with prior research in Nepal showing that women's community engagement was frequently confined to supportive or service-oriented functions rather than positions of authority (Adhikari & Sharma, 2022; K.C., 2021). Therefore, even when women are active in community work, their reproductive responsibilities and normative expectations regarding leadership limit their capacity to challenge male dominance in formal governance structures.

Further, the findings on household chores illustrates the unequal gendered division of reproductive labor. Women's

core responsibility for cooking, cleaning, washing, grocery shopping, and fuel collection reflects both national and cross-cultural evidence on unpaid domestic labor inequality (Marini, 1990; Lusasi & Mwaseba, 2020). These tasks remain socially constructed as women's duties, while men's participation was often viewed as voluntary or supplementary. Although several household activities were reported as jointly performed, joint participation does not necessarily imply equal responsibility. Decision-making related to savings and household assets continues to favor men, indicating that authority within the household remains unevenly distributed. This finding aligns with conflict-based interpretations that emphasize the persistence of patriarchal control structures even in contexts where women contribute significantly to household labor and income (Marx, 1884; Adhikari & Sharma, 2022).

In sum, these findings highlighted the gendered nature of reproductive, productive, and community roles. Women's heavy reproductive burden limits their time and energy for productive and community participation, while men's socially reinforced identity as primary earners continues to exempt them from domestic responsibilities. This interdependence supports the central argument of this study that gender inequality cannot be effectively addressed through isolated interventions in a single domain. Instead, it must be understood and addressed holistically across all spheres of social life (Eagly, 1980; Cernea, 1978). By situating household practices within broader social structures, this study demonstrates that gender roles in Khudi, Pokhara are not merely individual choices but are embedded within enduring systems of social norms, power relations, and institutional expectations. Addressing gender inequality, therefore, requires transformative approaches that challenge normative role expectations across reproductive, productive, and community spheres simultaneously.

Conclusion

This study concluded that gender roles in Khudi, Pokhara continued to be structured by deeply embedded social norms that differentiate responsibilities and authority across reproductive, productive, and community spheres. Although joint

participation between men and women was increasingly visible in household and community activities, women remain disproportionately responsible for unpaid reproductive labor and continue to face constraints in economic decision-making and formal community leadership. Further, the findings underscore that participation alone does not ensure equity when underlying role expectations and power relations remain unchanged. Similarly, the persistence of gendered divisions of labor highlights a significant gap between policy-level commitments to gender equality and the lived realities of households in Nepal. Despite legal frameworks and development initiatives aimed at promoting women's empowerment, everyday practices continue to reflect patriarchal norms that privilege men's authority in productive and community spheres while assigning women primary responsibility for reproductive work (Lusasi & Mwaseba, 2020; Adhikari & Sharma, 2022). The study further demonstrates that inequalities across reproductive, productive, and community roles are interconnected, such that disadvantages in one domain reinforce constraints in others. This interdependence supports the argument advanced in the literature that gender inequality cannot be effectively addressed through isolated interventions focused on a single sphere (Cernea, 1978; Oppong & Abu, 1985). Moreover, addressing gender inequality in Khudi, Pokhara and in similar semi urban settings requires more than policy reform. It requires sustained efforts to transform the social meanings attached to gendered work, responsibility, and power across reproductive, productive, and community spheres. The gender equity can only be achieved through integrated, context-sensitive, meaningful and enduring progress.

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