



A Study of Population Sex Ratio and Violence against Women in working place in Kakarvitta of Nepal

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Abstract:

This study is population sex ratio and the prevalence of violence against women in the workplace in Kakarvitta, Nepal. As a prominent border town and commercial hub, Kakarvitta presents a unique demographic and socio-cultural setting influenced by cross-border trade, migration, and diverse occupational patterns. The survey employed both quantitative and qualitative methods, combining structured questionnaires with open-ended interviews to gather data from a representative sample of local residents and working women.

The analysis of population sex ratio provided insights into the demographic balance between males and females, highlighting patterns that may be linked to migration trends, employment opportunities, and socio-economic factors. The investigation into workplace violence against women revealed both overt and subtle forms of discrimination, harassment, and intimidation, as well as the coping strategies adopted by affected individuals.

Findings from the study indicate that while Kakarvitta's demographic structure reflects broader regional trends, workplace violence against women remains a pressing concern, shaped by cultural attitudes, lack of enforcement of legal protections, and limited awareness about gender rights. The study underscores the need for community-based awareness programs, stronger policy implementation, and integration of gender sensitivity into educational and workplace training initiatives.

Keywords: Population Sex Ratio, Violence Against Women, Workplace Harassment, Gender Discrimination, Gender Equality, Kakarvitta, Nepal.

1.0 Introduction:

The dynamics of gender equality and women's safety have become central concerns in contemporary socio-educational discourse. As future educators and social contributors, it is imperative for us to engage with real-world issues that shape the fabric of communities. With this vision, our B.Ed. trainee group undertook a field-based survey titled "A Study of Population Sex Ratio and Violence Against Women in the Workplace"

in Kakarvitta, Nepal—a bustling border town known for its diverse population, vibrant trade, and cultural intermingling.

This study was motivated by two pressing social parameters: the population sex ratio, which reflects the demographic balance between males and females, and the prevalence of violence against women in professional spaces, which mirrors the state of gender justice in society. Kakarvitta, with its unique blend of urban-commercial activity and cross-border influences, provided an ideal ground for understanding how these factors interact within a specific socio-economic context.

Our survey aimed not only to gather statistical insights but also to capture lived experiences—listening to voices often unheard, acknowledging the challenges faced by women in their workplaces, and reflecting on the socio-cultural undercurrents that influence both demographic trends and gender-based violence. By combining quantitative data with qualitative narratives, we sought to present a holistic picture that could inform awareness, dialogue, and positive change.

2.0 Objectives:

- To be able to understand the purpose of conducting a planned survey, the importance of data collection and the necessity of data analysis as an integral source for conducting a thorough analytical study.
- To determine the current sex ratio in the selected area.
- To be able to assess changes in the sex ratio compared to past census data (2011) in several spheres and procure findings.
- To identify age-wise sex ratio patterns, in different age group categories.
- To examine the socio-cultural and economic factors like education level, employment factor, income factor, marital status etc. that directly or indirectly affects the sex ratio in the region
- To assess gender-based violence or harassment in the different domains of occupation in the region.
- To understand the status and condition of women in the region through analysis of provisions and facilities offered at workplace.
- To be able to rule out the presence of gender disparities and inequality in the selected region based on the survey.
- To be able to form an understanding of the dominance of male population in the sphere of income and occupation.
- To understand the perspective and views of the people and formulate a well drafted study on its basis.

3.0 Location of the Study Area:

The location selected for the conduction of the study and survey was Kakarvitta, a neighborhood in Mechinagar Municipality in Jhapa District of Province No.1, Southeastern Nepal.

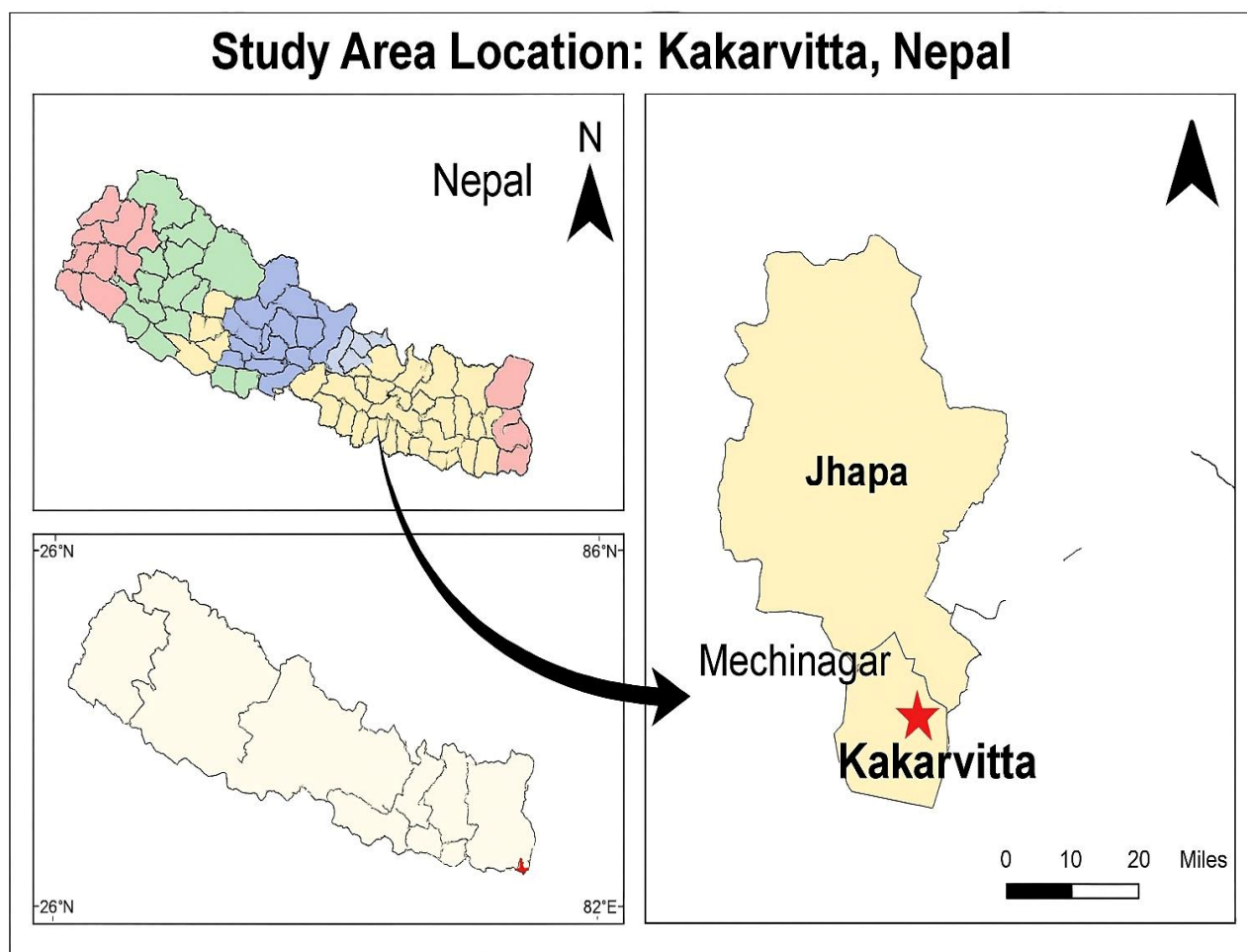


Figure: Location Of The Study Area

Location: Kakarvitta (also spelled Kakarbhitta) is a town located in Mechinagar Municipality, Jhapa District, in Province No. 1 (Koshi Province), eastern Nepal. It lies at the eastern border of Nepal, adjacent to Panitanki in the Darjeeling district of West Bengal, India.

Kakarvitta is a major entry and exit point for trade and cross-border travel between Nepal and India and also serves as a key route for international travelers heading toward Bhutan and Bangladesh via India.

Geographical Coordinates:

- Latitude: 26.6464° N
- Longitude: 88.1560° E

4.0 Literature Review

1. According to Pasang Sherpa, a resident of Kakarbhitta, Nepal “The caste structure in our area is still diverse, with the General caste forming the majority, but communities from Scheduled Castes, Scheduled Tribes, and Other Backward Classes are also part of the social fabric. While caste differences exist, people here increasingly share common occupations and educational opportunities, which reduces the sharpness of caste-based divides. Still, subtle social distinctions remain, especially in traditional practices and community interactions.”

2. According to Kavita Tamang, a resident of Kakarvitta, Nepal “Education in our days was limited and had no universal structure hence most of the people either middle aged or old aged are illiterate or uneducated. However, in today’s time much attention is paid towards sending every child to school and creating educated minds for the better future of these children as well as our country”
3. According to Suresh Rai, a resident of Kakarbhitta, Nepal, “The caste structure in our area is still diverse, with the General caste forming the majority, but communities from Scheduled Castes, Scheduled Tribes, and Other Backward Classes are also part of the social fabric. While caste differences exist, people here increasingly share common occupations and educational opportunities, which reduces the sharpness of caste-based divides. Still, subtle social distinctions remain, especially in traditional practices and community interactions.”
4. The National Population and Housing Census 2021 in Government of Nepal Office of the Prime Minister and Council of Minister National Statistics Office states that there were 64,001 menmales and 69,072 femalefemales in Mechinagar municipality, Nepal.
5. According to Tobias Volz, “Homogeneous Workforce: The data suggests that the workforce may be relatively homogeneous, with no women reporting migration from other places, which may impact the diversity of experiences and perspectives.”
6. According to Tobias Volz, The data reveals a population with a slightly larger female contingent, particularly noticeable in the older age groups and the 19-30 age bracket. The majority of the population falls within the 31-60 age range.
7. According to Dempsey et al. (2011), “The social component of sustainable development includes community participation, equity, and access to essential services.”
8. According to (Campbell, 1996), “Economic sustainability pertains to creating stable economic conditions and opportunities for local innovation and employment.”

5.0 Research Methodology:

Research Design:

The study employed a **descriptive survey design** with both **quantitative and qualitative approaches**. The quantitative aspect focused on demographic variables such as sex ratio, age distribution, education, caste, occupation, and income. The qualitative aspect explored workplace violence against women through open-ended interviews and narratives. This mixed-methods approach allowed for both statistical analysis and deeper understanding of lived experiences.

Data Collection Tools:

1. **Structured Questionnaire** – to collect household demographic data (sex ratio, age, caste, occupation, income, education, language).
2. **Interview Schedule** – to gather qualitative insights from women about workplace violence, harassment, and coping strategies.
3. **Observation** – field observations were used to supplement responses and verify living and workplace conditions.

Data Collection Procedure:

The survey was conducted on **26th June 2025** by B.Ed. trainee teachers of Trinity B.Ed. College under faculty supervision. Respondents were briefed about the purpose of the study, and verbal consent was obtained. Confidentiality and ethical considerations were strictly maintained, particularly for sensitive questions related to violence.

Data Sources:

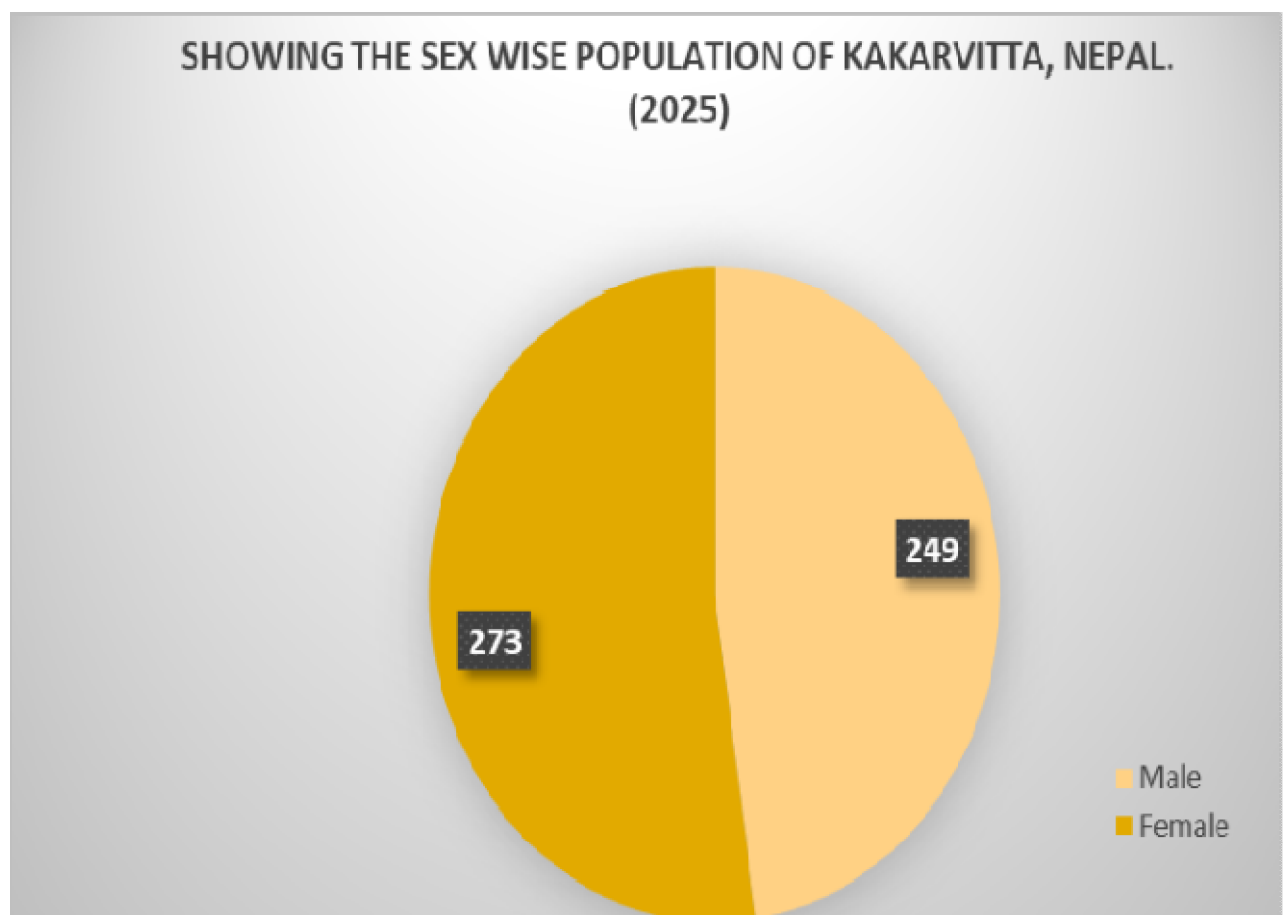
- **Primary Data:** Collected through household surveys, structured questionnaires, and interviews with working women.
- **Secondary Data:** Drawn from the **National Population and Housing Census 2011 and 2021**, policy reports, and scholarly literature on gender, migration, and workplace harassment in Nepal.

6.0 Data Presentation And Analysis

Table 1 - The Structure of Sex Wise Population

SEX-WISE POPULATION		
Male	Female	Total population
249	273	522

Source: Household survey (2025)



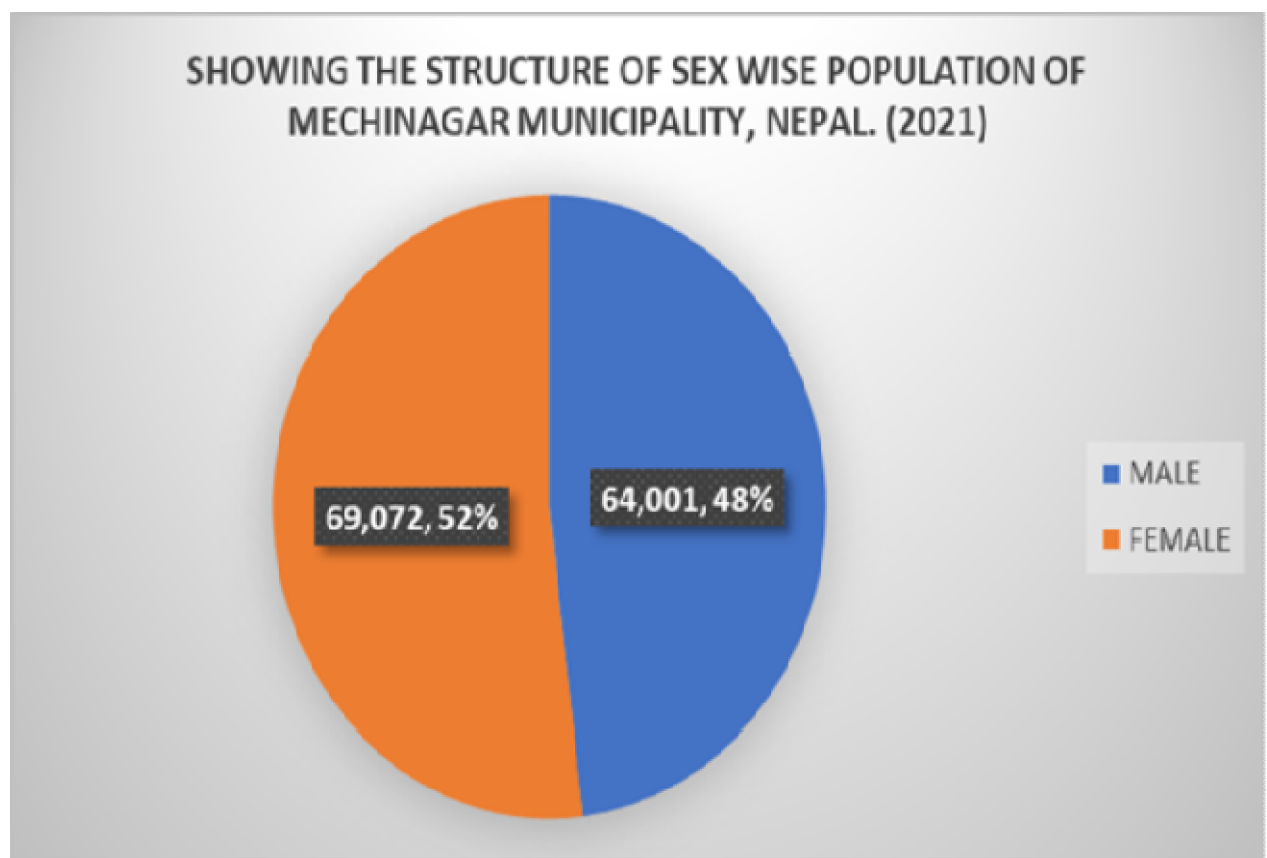
6.1.1 Analysis And Interpretation Of The Data

The pie chart representation of the sex-wise population of Kakarvitta, Nepal (2025) survey shows the number of male and female population, where there are 273 female and 249 male in a population total of 522.

6.1.2 Comparative Analysis with A Secondary Data

SEX-WISE POPULATION		
MALE	FEMALE	TOTAL POPULATION
64,001	69,072	133,073

Source- National Population and Housing Census 2021



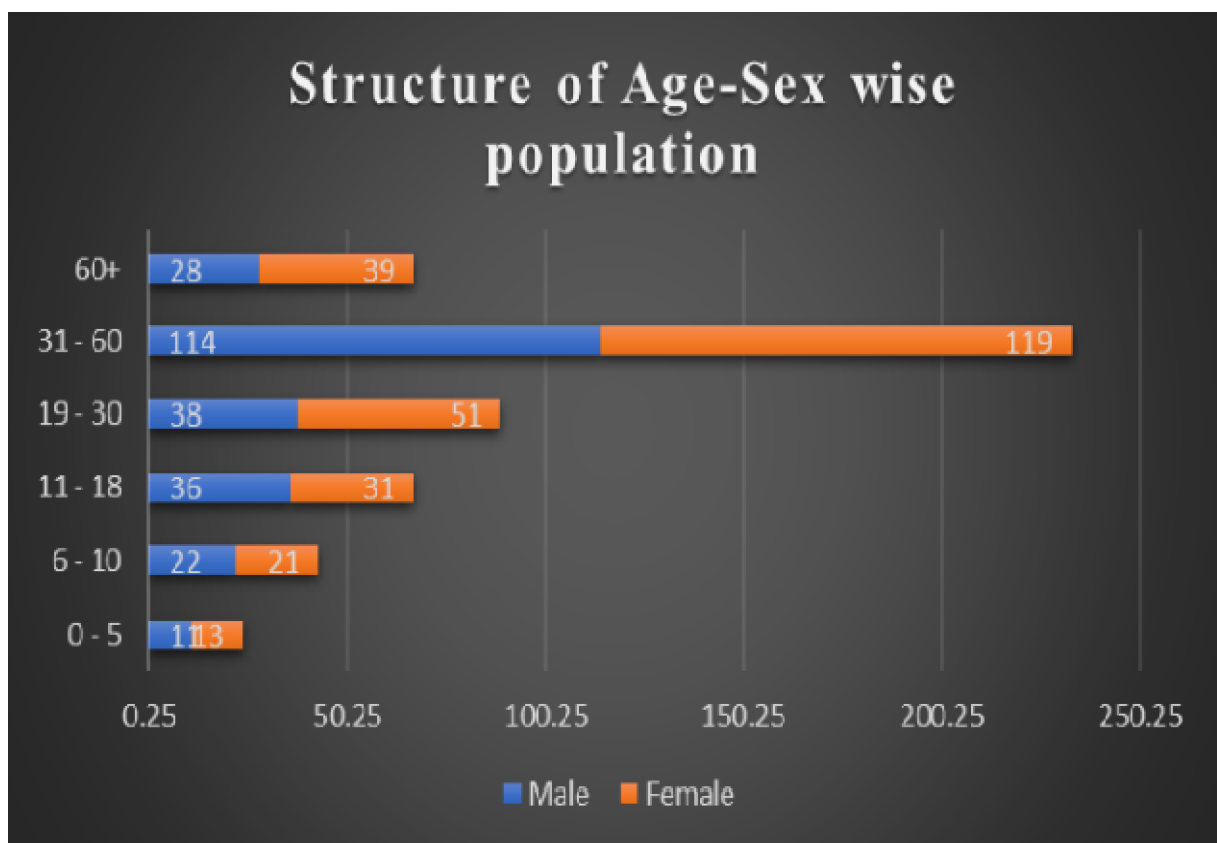
6.1.3 Comparative Analysis And Interpretation Of The Data With A Secondary Data

The pie chart representation of the sex-wise population of Mechinagar, Nepal (2021) survey shows the number of male and female population, where there are 69,072 female and 64,001 male in a population total of 133,073.

According to the comparison with **National Population and Housing Censes, 2021** with the primary household data collected, we find that although Kakarvitta is a small region of the Mechinagar Municipality it shows that there had been a female majority population in 2021 and it is still the same in the year 2025. It shows that Kakarvitta has a female-dominant society. **Mechinagar Municipality as a whole** exhibited a **female-majority population** in 2021, **Kakarvitta specifically continues to uphold this trend into 2025.**

6.2 Table 2 - Structure of Age-Sex Wise Population

Age Group	Male	Female
0-5	11	13
6-10	22	21
11-18	36	31
19-30	38	51
31-60	114	119
60 +	28	39
Total	249	274



6.2.1 Analysis and Interpretation of Data

The data in Table 2 shows the age- and sex-wise distribution of a total population of 523 individuals, consisting of 249 males and 274 females. Overall, females slightly outnumber males in most age groups. The largest proportion of the population falls within the 31–60 years age group, which comprises 233 individuals, almost equally distributed between males (114) and females (119). The younger age groups, particularly 0–5 years (24 individuals) and 6–10 years (43 individuals), have relatively small numbers, indicating a smaller

proportion of children in the population. In the adolescent group (11–18 years), males (36) slightly outnumber females (31), while in the 19–30 years group, females (51) clearly exceed males (38).

In the elderly group (60+ years), females (39) also outnumber males (28), which reflects the common trend of higher female longevity. The overall distribution suggests that the population is dominated by the working-age group, with a smaller youth population at the base. This pattern may indicate a declining birth rate or a shift in the demographic structure toward an ageing population. Additionally, the consistent female majority in several age categories could be the result of both higher survival rates among women and possible male migration patterns.

6.2.2 Interpretation with The Secondary Data:

The table shows the age- and sex-wise distribution of a population of 523 individuals, with 249 males and 274 females. The largest share is in the 31–60 years group (233 individuals), while the youngest age groups, 0–5 years (24) and 6–10 years (43), are much smaller. Females outnumber males in most age categories, especially in the 19–30 years group (51 vs 38) and in the 60+ years group (39 vs 28). This mirrors national-level census trends in many regions of India, where higher female life expectancy and male out-migration contribute to a female majority in certain age brackets.

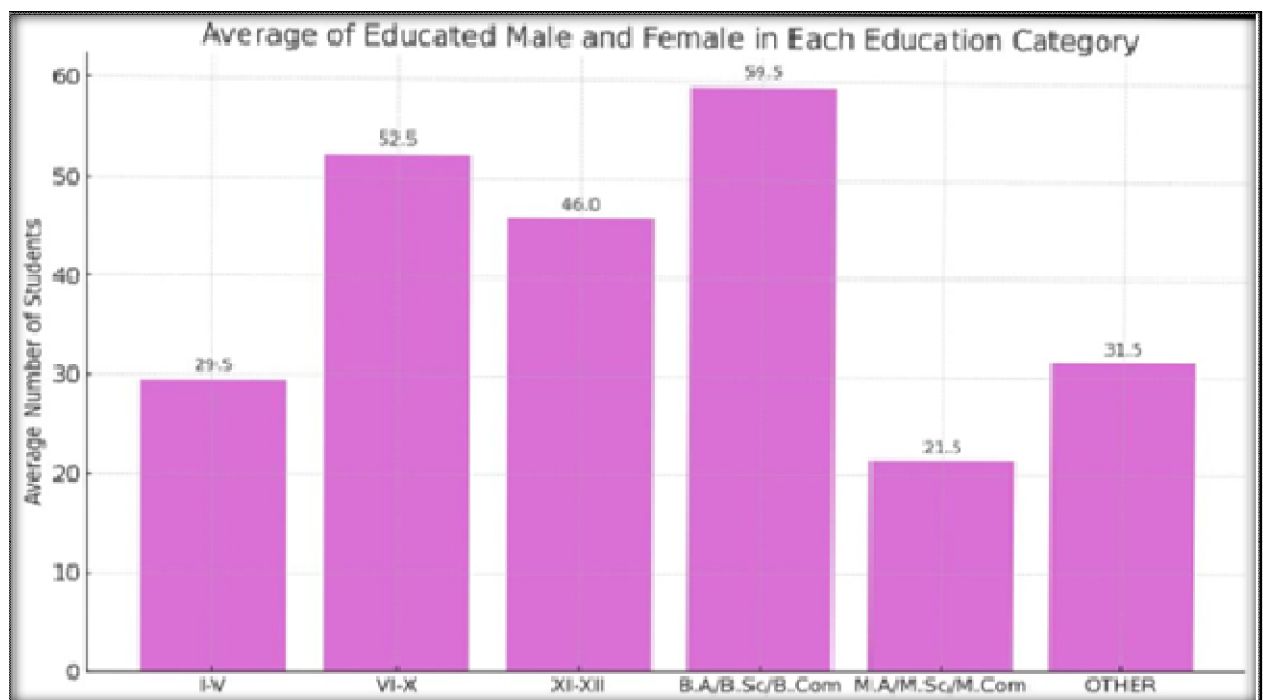
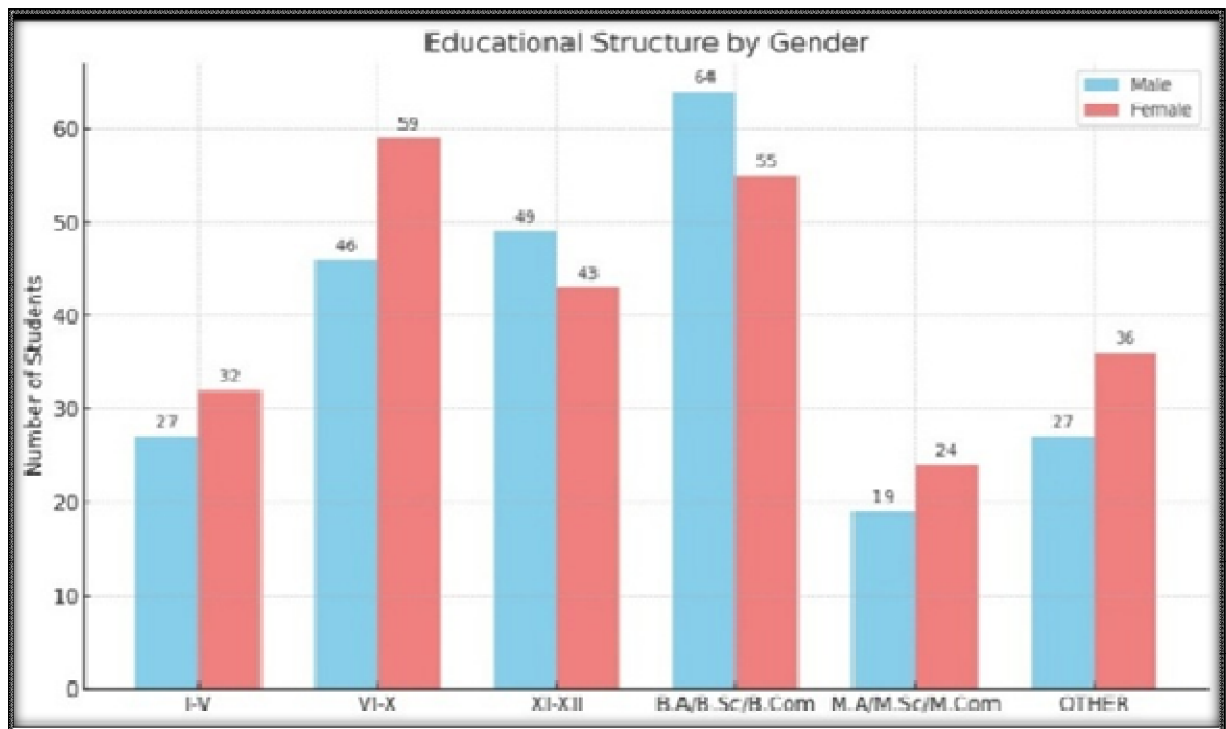
According to the Census of India 2011, the national sex ratio stood at 940 females per 1000 males, with many states showing higher proportions of females in older age groups due to longevity differences. Similarly, the smaller proportion of children in the present data reflects a decline in fertility rates observed nationally — India’s total fertility rate dropped to 2.0 in NFHS-5 (2019–21), below the replacement level of 2.1. This indicates a demographic transition toward an ageing population, with long-term implications for workforce size, dependency ratios, and social welfare needs.

6.3 Table 3 – Educational Structure:

TABLE : 03					
EDUCATIONAL STRUCTURE					
Class	Male		Female	Total	Average
I-V	32		27	59	29.5
VI-X	46		59	105	52.2
XI-XII	49		43	92	46
B.A/B.Sc/B.Com	64		55	119	59.5
M.A/M.Sc/M.Com	19		24	43	21.5
OTHER	27		36	63	31.5
			Total	481	

Table Showing the edion structure by gender of Kakarvitta, Nepal 2025

6.3.1 Graphical Representation of the Data



6.3.2 Interpretation:

From the given graphical analysis, it can be stated that the Primary level category (I-V) has moderate representation indicating that 29.5% of population have completed or is pursuing the early stages of education and also showing more female in number than male. In the category of secondary level education (VI-X) the analysis bring to information a total of 59.5 % population who have pursued or completed education past primary level with female exceeding male. The higher secondary level indicates a slight decline in the average of literate population i.e. 46.0% from previous level and shows male outnumbering

female, possibly reflecting on social factors and dropout rates in the way of female education. The highest Average is witnessed in the undergraduate education level (B.A, B.SC. B.Com) showing 59.5 % of population completing or pursuing education at this level. However, at the post graduate level (M.A, M.SC, M.Com) a sharp drop has been inflicted (21.5%) suggesting a decline in continuation of higher education as a result of factors including early employment, foreign settlement etc. The data suggest an average of 31.5% of population have opted for means apart of education, mostly showcasing a growth in number of female population in this category. Overall, the highest average of literate population is witnessed in Category B.A, B.SC, B.Com (59.5%) and the lowest is in the post graduation level (21.5%)

COMPARISION OF DATA (CENSUS 2011 And SURVEY 2025)		
Class	Census 2011	Survey 2025
I-V	23.50%	29.50%
VI-X	16.50%	52.50%
XI-XII	11.70%	46.00%
B.A/B.Sc/B.Com	30.50%	59.50%
M.A/M.Sc/M.Com	nil	21.50%
OTHER	nil	315%

6.3.3 Comparison of Data Collected with Census Of 2011

In order to witness or analyse any shift in the literacy rate or educated population of a small geographical area in Nepal i.e. Kakarbhitta, the survey data of 2025 for educational structure by gender has been compared with the data provided by the CENSUS OF 2011 undertaken in the Bhagmati Province, Nepal . Based on the data provided by the comparison sheet, the average population completing education at primary level have modestly increased. At the secondary level a great leap in the rate of literacy and number of people completing this level of education is witnessed as compared to that of the 2011 Census. The other two category i.e. the higher secondary and undergraduate level also indicates a great increase in the average population who have completed this level of education in comparison to the average provided by Census of 2011. A great advancement has been witnessed in 2025 data, as the population that had no record of completing postgraduation in 2011 Census now has has seen a great leap in this category increasing by 0% to 21.50% . The data for the other category has not been provided by the data of 2011 however in 2025 a good rate of people have taken to other means apart of education.

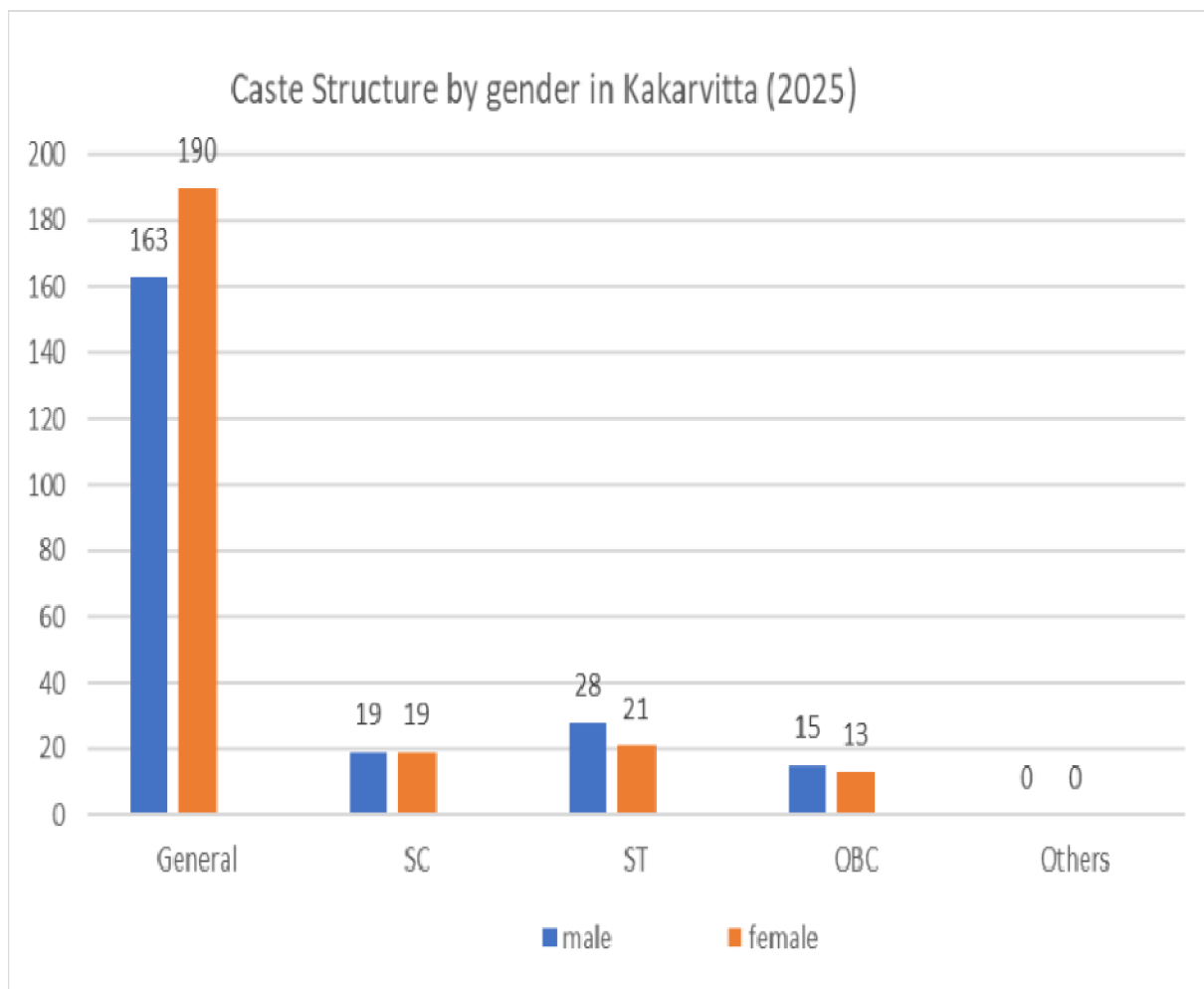
6.4 Table No. 4 Caste Structure by Gender

CATEGORY	MALE	FEMALE	TOTAL
General	163	190	353

Schedule Caste	19	19	38
Schedule Tribe	28	21	49
Other Backward Class	15	13	28
Others	0	0	0
Total	225	243	468

Source: Household survey (2025)

Showing the caste structure of male and female population in Kakarbhitta, Nepal (2025)



Here's the bar graph representing the caste structure by gender from the survey in Kakarbhitta (2025) – using color coded bars for males and females.

6.4.1 Analysis And Interpretation of the Data:

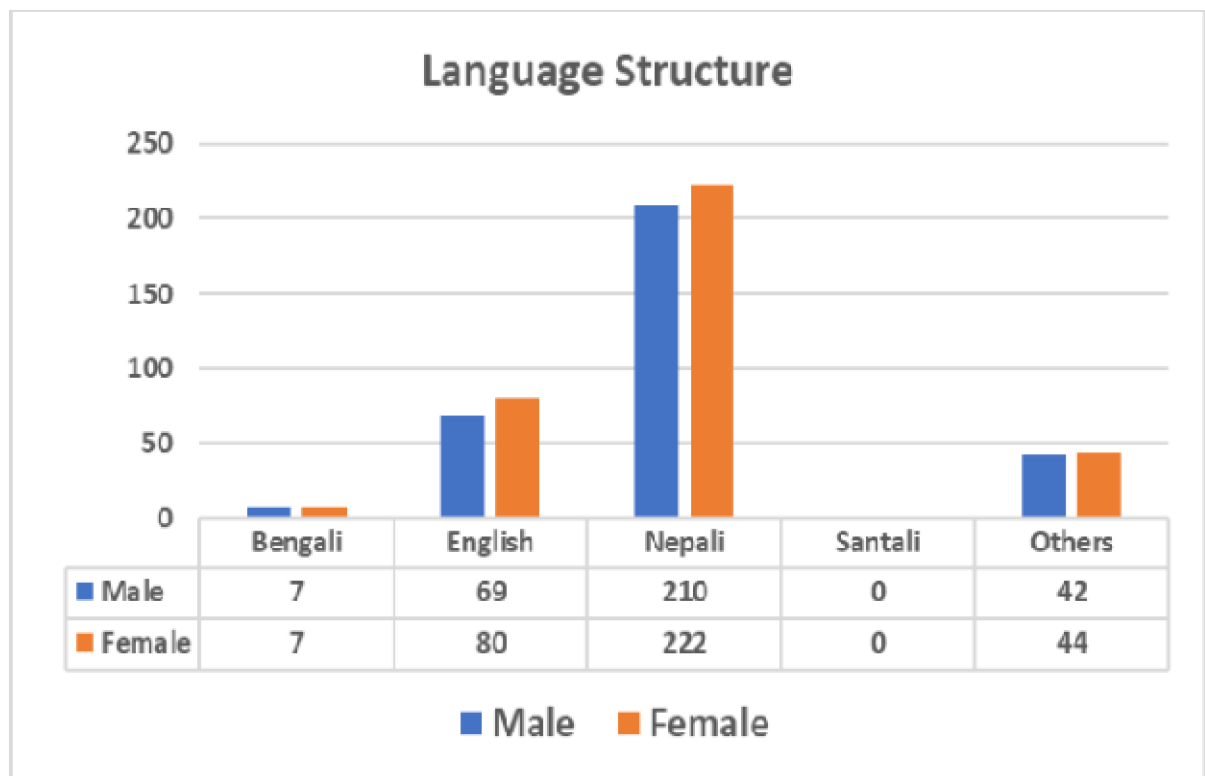
- The **General Category** has the highest population with **353 individuals**, **163 males** and **190 females** showing clear dominance in the community.
- The **SC(Scheduled caste)** population is evenly distributed with **19 males** and **19 females**, showing fair gender balance.

- The **ST(Scheduled Tribe)** group has **28 males and 21 females**, with slightly fewer females than males.
- The **OBC (Other Backward Classes)** population is small, with **15 males and 13 females**.
- The **‘Others’** category has no representation in this survey.
- Overall, females slightly outnumbered males in most caste groups.
- This caste structure highlights a social majority of the **General category**, while minority groups like **SC, ST and OBC** form smaller portion of the total population (**468 people**).

6.5 Table No. 5 Language Structure

Language	Male	Female
Bengali	7	7
English	69	80
Nepali	210	222
Santali	0	0
Others	42	44

Showing the Language structure of male and female population in Kakarbhitta, Nepal (2025)



The bar graph titled **“Language Structure”** presents the number of **male and female individuals** using different languages: Bengali, English, Nepali, Santali, and Others from the survey in Kakarbhitta (2025)

6.5.1 Analysis:

1. Dominance of Nepali Language:

- a. **Nepali** is the most spoken language among both males (210) and females (222).
- b. This indicates that **Nepali is the primary or native language** in the community or region studied.

2. English Usage:

- a. **English** is the second most common language, with **80 females** and **69 males** using it.
- b. The higher number of English-speaking females may suggest greater **female participation in education or formal sectors** where English is a medium.

3. Bengali Language:

- a. Very **limited use** of Bengali — only **7 individuals of each gender**.
- b. This suggests that **Bengali is not a dominant language** in this population, though present.

4. Santali Language:

- a. **No representation** of Santali speakers.
- b. Indicates either absence or very low number of **Santali-speaking tribal population** in the sample.

5. Other Languages:

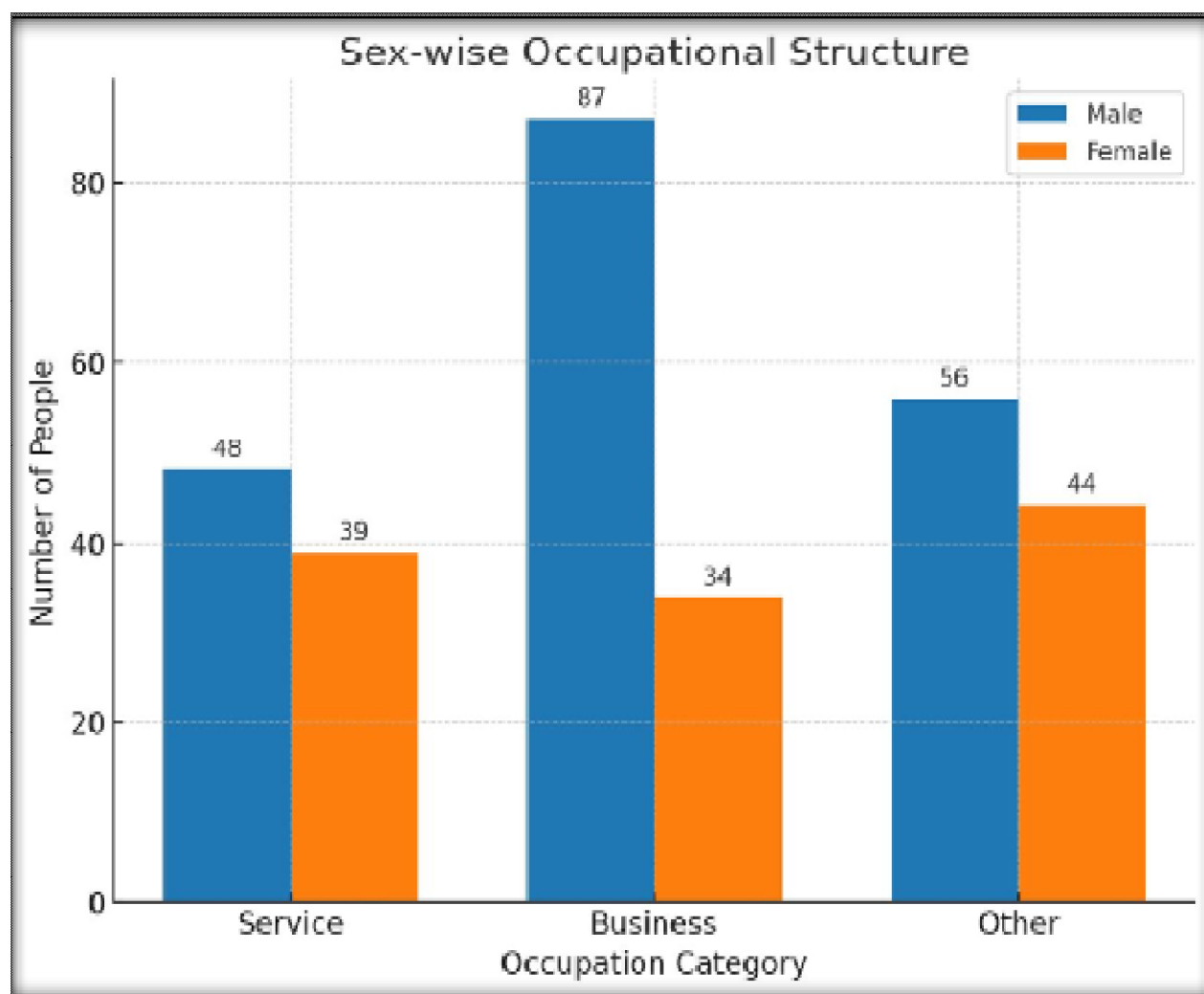
- a. A notable number of both **males (42)** and **females (44)** use languages categorized under “Others.”
- b. This highlights a **multilingual community** with **minority or local dialects** beyond the major listed languages.

6.5.2 Interpretation:

- **Nepali is the cultural and linguistic majority**, reflecting its strong social and educational influence.
- **English has a significant role**, potentially linked to formal education or aspirations for upward mobility.
- **Multilingualism** is evident, though some languages like Santali show complete absence.
- Slightly **higher female representation in English and Others** may indicate better outreach in education or literacy initiatives for women.

6.6 Sex- Wise Occupational Structure

Sex- Wise Occupational Structure			
Sex-wise	Service	Business	Other
Male	48	87	56
Female	39	34	44



Source- Household survey 2025

Analysis And Interpretation of the Data:

The data indicates a clear gender disparity in occupational distribution, with males consistently having higher representation across all three sectors.

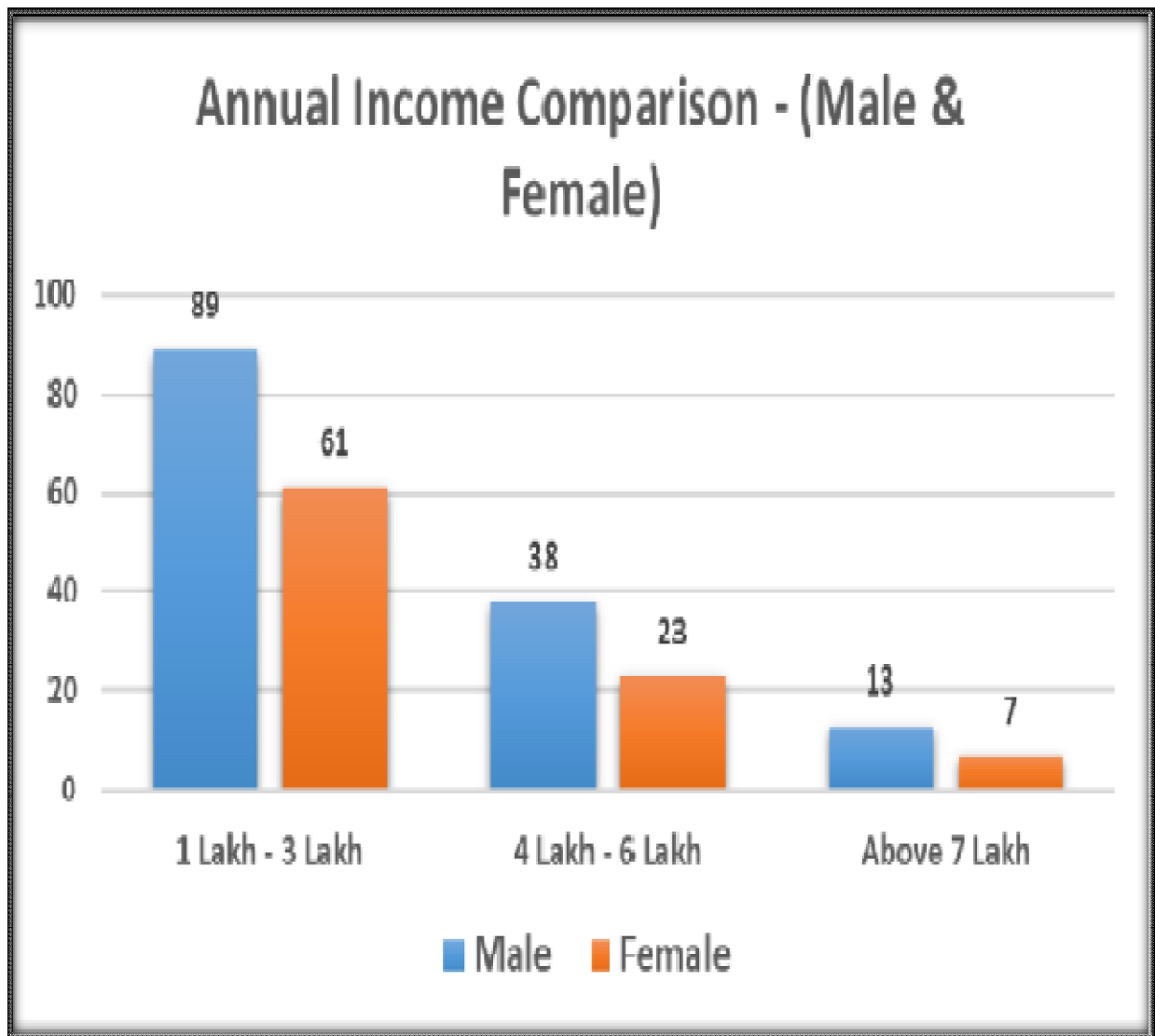
- The Business sector is dominated by males, suggesting either greater male participation or possible gendered opportunities in entrepreneurial and trade-related work.
- The Service sector shows a narrower gender gap, which might imply a more balanced participation of men and women in professional, administrative, and service-related jobs.
- In Other occupations, the gap is relatively small, indicating a closer balance between male and female engagement in non-service, non-business roles (which may include agriculture, informal sector jobs, or miscellaneous activities).

Overall, while women are present in all occupational categories, their representation is consistently lower than men's, pointing towards potential structural, cultural, or opportunity-related factors influencing workforce participation.

6.7 Table No. 7 Income Structure

Annual Income (Rs)	Male	Female
1 Lakh - 3 Lakh	89	61
4 Lakh - 6 Lakh	38	23
Above 7 Lakh	13	7
Total	140	91

Showing the Income structure of male and female population in Kakarbhitta, Nepal (2025)



The bar graph titled “Annual Income Comparison - (Male & Female)” shows the distribution of males and females across three income brackets from the survey in Kakarbhitta (2025)

6.7.1 Analysis: 6.7.1 Analysis and interpretation of data

- **Concentration in Lower Income Bracket:**

- The highest number of individuals (both male and female) fall into the ₹1–3 Lakh income range.
- **Males (89)** and **females (61)** dominate this category, indicating a large portion of both genders earn in the lower income bracket.
- However, **more males than females** are represented here.
- **Middle Income Bracket (₹4–6 Lakh):**
 - A drop is seen in both genders: **males (38)** and **females (23)**.
 - This reflects a common trend where fewer individuals transition to mid-income levels, possibly due to education, job access, or opportunity gaps.
- **High Income Bracket (Above ₹7 Lakh):**
 - The number drops significantly again: **males (13)** and **females (7)**.
 - Very few individuals, especially females, are in the highest income group.
 - The **gender gap** remains visible but is narrower in absolute terms at the top.

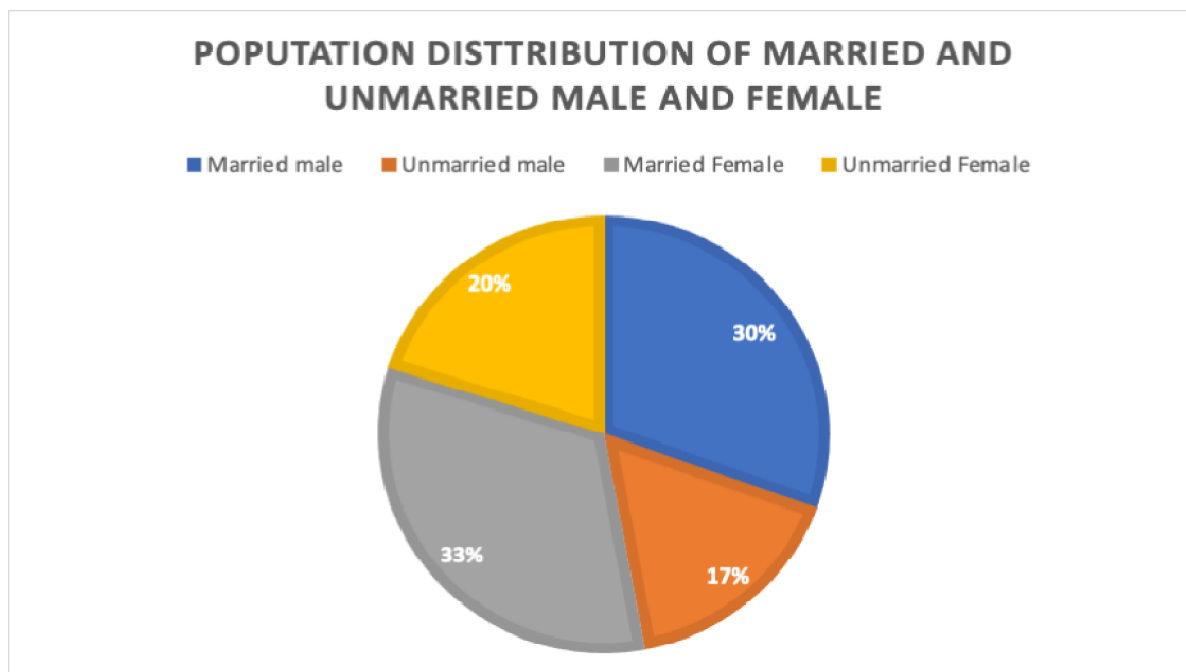
6.7.2 Interpretation:

- **Gender Disparity:** In all income brackets, **males consistently outnumber females**, which may point to:
 - Employment inequality
 - Gender wage gap
 - Societal roles affecting female participation in higher-paying jobs
- **Income Inequality:** A majority are clustered in the lowest income range, suggesting **limited economic mobility** or that many are in entry-level or informal sector jobs.
- **Need for Intervention:**
 - **Skill development** and **education opportunities**, especially for females, could help bridge the gap.
 - Policies targeting women's inclusion in higher-paying sectors may improve representation in the upper brackets.

6.8 Table 8 -Marital Status

Categories	Male	Female	Total
Married	152	164	316
Unmarried	83	100	183
Total			499

Source: Household Survey



6.8.1 Analysis And Interpretation of the Data:

Overall Marital Status

- A majority of the population (63.33%) are married, while only 36.67% are unmarried.
- This shows that the married population is nearly two-thirds of the total sample.

Gender-wise Distribution

- Among married individuals, females (164) slightly outnumber males (152).
- Similarly, among unmarried individuals, females (100) are more than males (83).
- This indicates a slightly higher female representation in both categories.

Pie Chart Analysis

- Married males: 30% of total population.
- Unmarried males: 17% of total population.
- Married females: 33% of total population (largest segment).
- Unmarried females: 20% of total population.

Key Observations

- Married females form the largest group (33%).
- Unmarried males are the smallest group (17%).
- Together, married males and females constitute more than 60% of the population, showing marriage is the dominant

6.9 Table 9 - Violence Faced By Women at Working Place:

Nature of Work	Violence	No. of Women Population
	Assault/Attack	
	Threat	
Market Work	Abuse	9
	Harassment	3
Teaching	Mobbing	2
	Social media	1
Total		15

Source: Household survey (2025)

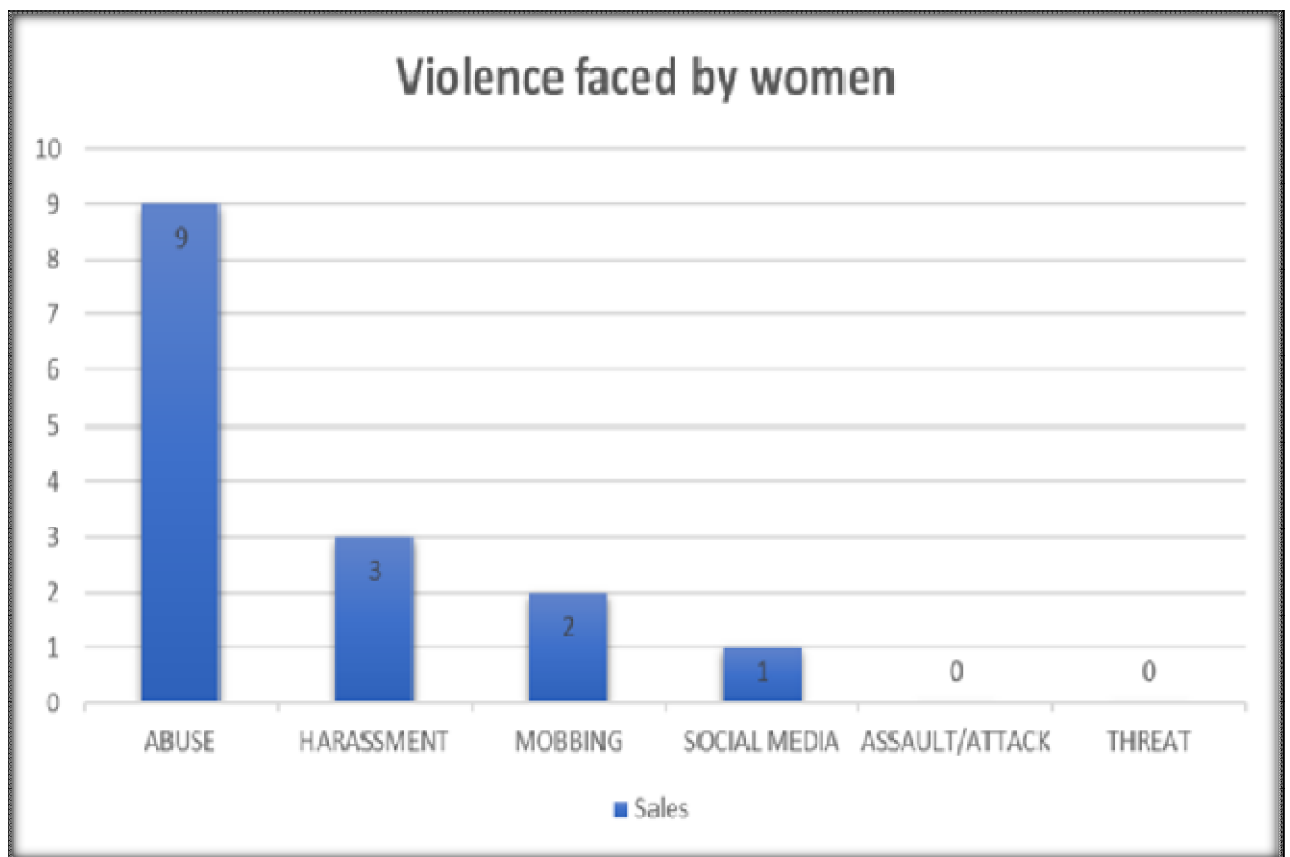


Table showing the violence faced by female population in Kakarbhitta, Nepal (2025)

6.9.1 Analysis And Interpretation of the Data

The table shows that **15 women** have reported experiencing different forms of violence, with the majority (**9 women**) facing **abuse** in the context of **market work**. Additionally, **3 women** reported **harassment** in market-related roles, indicating that the market work environment poses a significantly higher risk of abuse

and harassment. In contrast, the **teaching sector** had fewer reports, with **2 women** experiencing **mobbing** and **1 case** related to **social media** misuse or harassment. Notably, there were **no reported cases** of **assault/attack or threats**.

This data points toward a concerning trend of workplace violence, especially in market work settings, where women appear more vulnerable to verbal and physical abuse. The absence of cases in certain categories may not necessarily indicate safety but could reflect **underreporting** or **lack of awareness**. The findings highlight the urgent need for gender-sensitive workplace policies, better grievance redressal mechanisms, and awareness programs to ensure safer work environments for women across sectors.

This suggests that abuse is a major concern and needs immediate attention, possibly indicating a more open reporting culture or higher occurrence. The lack of reports in assault and threats may reflect underreporting or genuinely fewer cases.

7.0 Findings:

- **Lack of Reporting Mechanism:** There is no formal reporting mechanism for sexual harassment at the workplace, and no complaints have been reported.
- **Insufficient Support for Women:** There are no provisions or facilities for women to report or deal with harassment at the workplace.
- **Limited Communication:** Most women do not feel comfortable discussing harassment issues with their male superiors, highlighting a need for female leadership or support systems.
- **Financial Dependence:** A significant number of women (17) are financially dependent on someone, which may impact their ability to report harassment or leave their job.
- **Low Literacy Rates:** There is a notable number of illiterate individuals (12), which may affect their ability to understand and report harassment.
- **No Gender Inequality Reported:** Despite the lack of support systems and reporting mechanisms, none of the women reported facing gender inequality at their workplace.
- **Homogeneous Workforce:** The data suggests that the workforce may be relatively homogeneous, with no women reporting migration from other places, which may impact the diversity of experiences and perspectives.

8.0 Conclusion:

The study reveals a concerning lack of support systems and reporting mechanisms for women facing harassment at the workplace in Kakarvitta, Nepal. Despite this, none of the women reported facing gender inequality. However, financial dependence, low literacy rates, and limited communication with male superiors hinder women's ability to report harassment. The homogeneous workforce also lacks diversity in experiences and perspectives. Overall, the study highlights the need for establishing formal reporting mechanisms, providing support facilities, and promoting female leadership to address harassment and ensure a safer work environment for women.

To create a safer and more inclusive work environment, it is essential to address the underlying issues that prevent women from reporting harassment. This can be achieved by implementing policies that promote financial independence, literacy programs, and training for male superiors to become more approachable and

supportive. Additionally, efforts to diversify the workforce and promote female leadership can help to break down existing power dynamics and create a culture of zero tolerance for harassment.

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