

WORKING EFFECTIVELY WITH YOUR NEPALESE PARTNER

Overall Context ♦ ♦ ♦

Canadians are likely to form partnerships with Nepalese in government, non-governmental organizations (NGOs) and academic institutions, most of which are located in Kathmandu Valley.

The public sector, which includes government and semi-government agencies, is by far the largest employer in the country. Permeating every sphere of Nepalese life, it has a marked impact on the country's social and economic development. It is common to find the government's bureaucratic way of working reflected in the NGO and private sectors. The relatively Large Power Distance in Nepalese society reinforces this phenomenon.

Nepalese are culturally diverse though they share certain cultural characteristics. They differ depending on their specific job context and their ethnic and caste background. Understanding the local context and cultural heritage of your Nepalese partners will help you understand their behaviour and attitudes.

Over the last few decades, the Nepalese have become more accepting of foreigner advisors.

Your Nepalese partners are likely to fall into one of the following categories: public sector bureaucrats, NGO professionals, technical professionals, and teachers and academics. We describe each category in the sections that follow.

Public Sector Bureaucrats ♦ ♦ ♦

Context

Government service is the first career choice of Nepalese, owing to its security, pension, gratuities, medical allowances, liberal leave policies, overseas training and education opportunities and, above all, the status, power and prestige that comes with many jobs in the public service. Although salaries are low, many

public servants find ways of supplementing their incomes, especially those in positions of power.

NGO and private sector employment are becoming increasingly attractive to young Nepalese. Some NGOs and businesses offer more money, challenges, opportunities and better work environments than government.