

CHAPTER - I

INTRODUCTION

1.1 Background of the Study

Nepal is an agro based developing country where about 75 percent of the population is depends on agriculture sector. So, the agriculture is the main resource of livelihood of the Nepalese community. The agriculture sector contributes around 27.6 percent of the total GDP and plays crucial role in the Nepalese economy (Economy Survey, 2017/18). Tea cultivation and production contributes cash crops in eastern part. The role of agriculture sector is important mainly because it has been creating employment opportunities to the entire rural communities and providing to make the agriculture sector efficient through the mean of comparative and competitive production by commercializing and diversifying this sector in today's open market of global context. On the basis of available means and resources agriculture sector has been accorded top priority since the fifth five year national plan of Nepal. Among the every periodic plan has given special emphasis given to the formulation of time-conductive agriculture policies and their role in implementation together with their regular monitoring and evaluation for its development. The entire programs of agriculture development are directed towards bringing positive changes in the lifestyles of majority of agricultural communities by enhancing overall agricultural production and productivity (MoF, 2017).

The Nepalese agriculture is dominated by small scale subsistence farming majority of household are dependent on agriculture. In terms of women in the economy a substantial proportion of idel work 40 percent is economically active most of them are employed in agriculture although women contribute substantially to agriculture both in terms of labour input and decision making - women's access to land is limited due to the patrilineal inheritance system. Nevertheless, in Ilam agriculture is primarily dependent on women due to male migration from the Ilam and women operate most of the farms. Many women are engaged in tea farming in proportion of female labour force in tea farming has increased now a days (Acharya and Berutt, 2012).

The status of women was performed around services of cultural and economic factors such as resources use, ownership, control ideological structures and education and in formations (Hadded, 1994).

Nepalese women in works household and male are working in outside the household. In Ilam municipality, total population is 290254 out of which 48.60 percent (141126) is male and 51.40 percent (149128) is female (CBS, 2011). The total population was 85 percent women works in agriculture, higher the Female works in agriculture than Male. Ilam municipality women works 85 percent of agriculture, 4 percent in sale worker, 4 percent Elementary occupation, 3 percent professionals and 2 percent manager etc. It is very difficult for most women to explain exactly which of their many occupations (raising children, taking care of the house, doing farm work, helping their husband with other income-generating work, and so on) housewives are not considered as doing anything of economic value.

Tea farming workers are total of Nepal 14898. Women are more than 10000 and other male. The majority of women is higher than male in working of tea framing. Ilam district tea workers in 6985 people and Ilam municipality were 559 workers working in tea farming. Women also perform paid labor know” how to cook, clean, raise children and manage a household, these are not considered skills or talents that women work hard to acquire from their mothers as young girls, but are rather considered trivial, unskilled tasks. This attitude towards women’s unpaid work belittles women’s status in the family, society and the nation.

1.2 Historical Background of Tea Cultivation

Nepal has a history of tea cultivation, initiated with the establishment of Ilam Tea Estate in the hill area of Ilam Bazaar in 1863. However, it is believed by historians that the first Tea plantation in Nepal was grown from seeds which were given as a gift by the Chinese Emperor to the Nepalese Prime Minister Jung Bahadur Rana. After the democratic movement of 1950, economic floor was widening for investment in the tea estate industry. As a result, the stagnant tea industry witnessed an inflow of public and private

investment. First Tea Plantation in private tea sector at Terai was established in 1959 and was registered with the name of Bhudhakaran Tea Estate.

The boom that propelled the successful development of the tea industry before liberalization was as a result of land distribution in the early years of independence, favourable global prices, breakthrough in research on tea, efficient extension services that led to adoption of recommended technologies, favourable agricultural and macroeconomics policies that facilitated the expansion of the industry, increased demand for the Nepal tea in the global market, and lower operational costs.

Tea is a significant source of foreign exchange earnings which improves living standard of tea growers and supports the national economy. There are number of challenging bottlenecks in production which hamper production and expansion of cultivation, commercialization, modernization and industrialization to satisfy the growing worldwide demand, where national tea policy 2000 is not sufficient in terms of study research, technology generation, and dissemination, adoption and competitive quality tea production. Liberalization are help to rise in different forums by politicians, planners, bureaucrats, researchers, extension workers, farmers and entrepreneurs. In Nepal, there are two government institutions involved in tea industry namely, National Tea and Coffee Development Board (NTCDB) and National Agriculture Research Council (NARC). Proper linkage between these institutions is somewhere lacking, resulting in duplication of rural & development programs. NARC has got the national mandate for the technology generation while, NTCDB acts as the bridge for dissemination of new technologies to farmers and other stakeholders, and oversees the overall management and development strategies.

1.3 Statement of the Problem

Tea cultivation is not so new concept on cash crops. It is one of the major exportable and refreshing modes of domestic consuming beverage. Even though the tea cultivators or farmers are facing several kinds of problems on tea cultivation and selling process. Many people in society are dependent on agriculture tea farming but very few research or studies have been conducted. In this context, it is necessary to study about the tea farming in different climates and altitudes to identify the actual preferable tea species

recommended. Most of the women are employed in agriculture. They carry continuous. On this backdrop, this study answers the following research questions:

- a) What is the trend of exports and imports of tea in Nepal?
- b) How is the tea farming contributing in household income and employment generation in the study area?
- c) How do women contribute in tea farming in the study area?

1.4 Objectives of the Study

- to know trend and pattern of tea farming in Nepal.
- to examine the contribution of tea farming to household income and employment in the study area.
- to explore the contribution of women in tea farming in the study area.

1.5 Significance of the Study

The study focused on the exiting scenario of the women contribution on tea farming, tea imports and exports and thereby making income and employment generation in the study area. So, the study visualizes the overall current situation of tea cultivation in the study area. Thus, it is beneficial not only for tea estate, tea farmers, readers, students and researchers but also significant for the government, economic planners and policy makers and researchers in the tea sector. Similarly, the study helps to make plan and strategies to promote the tea farmers, tea estate and improve the quality of tea production for sustainable income to support national income.

1.6 Limitations of the Study

This study is fully based on data and information collected from the tea farmers, tea producers of the study area, officially published data within some boundaries. So, the study has some given limitations as follows:

- a) This study is only a case study Tea State Illam Municipality, so it may not be generalized to all tea production sector of Nepal.
- b) This study is a micro level of study, in case of primary data, biasness of respondents may distort the reality.

- c) The case study of this research covers only those households which are producing tea not only for private consumption but also for sales.

1.7 Organization of the Study

The study is organized in six chapters and each chapter deals with the specific aspects of the study which are as follows. The first chapter is the introduction that consists of background of the study, history of tea production, statement of the problem along with research questions, objectives of the study, signification of the study, limitations of the study and organization of the study. Second chapter is the review of literature that deals with conceptual framework, international context, national context and research gap. The third chapter is the research methodology that includes research design, selection of the study area, nature and sources of data, population and sampling, tools and techniques of data collection and presentation and data analysis.

The fourth chapter is the trend and pattern of tea farming in Nepal which is the body part of the study. The chapter explores the trend of tea imports and exports of tea in Nepal. Five chapter also examines the contribution of women in tea farming to uplift income and employment of households in the study area. The last chapter is the summary, conclusion and recommendation of the study. The summary on the study are presented in brief for convenience of the readers and implication of such findings will be stated as recommendation. This section will also in corporate an outlet for future research.

CHAPTER - II

REVIEW OF LITERATURE

Review of literature is basic stock taking of available literatures in the field of research. The textual constraints would help the researcher to support the area of research in order to explore the relevant and true facts for the reporting purpose. While conducting the research study, previous studies cannot be ignored, as that information would help to check the chances of duplication in the present study. Thus, one can find the research gap.

2.1 Definition and Concept of Tea

Tea Plant and its Origin: In its wild state the tea plant is a small tree or shrub. It was first named *Thea sinensis*, and is now known as '*Camellia sinensis*'. According to Nguyen Ngoc Kinh (1979) tea can be classified into the following four types:

- a) Chinese big leaf tea (*Camellia sinensis* var. *macrophylla*).
- b) Chinese small leaf tea (*Camellia sinensis* var. *bohea*)
- c) Shan tea (*Camellia sinensis* var. *Shan*)
- d) Indian tea (*Camellia sinensis* var. *assamica*)

According to Muraleedhara (1991), the tea plant originates from the triangle formed by Naga, Manipuri and Lushai along the border between Assam and Burma, stretching to China, and southeast to the hilly areas of Burma to Thailand and Viet Nam. Djemukhatze (1976) did a survey on wild tea plants in a number of places in Viet Nam (Ha Giang, Nghia Lo, Lao Cai, and Tam Dao) and based on the biochemical evolution of the tea, he concluded that the tea was originates from Viet Nam. In summary, the tea plant originally grew in mountainous forest areas, and then gradually moved to lower areas, where the ecological systems are different from.

World Tea Market: Nepal Tea Development Corporation was established in 1966 by Government of Nepal to support the development of tea industry. Originally tea leaves harvested in season but were sold very low cost in Darjeeling due to unavailable tea factories in Nepal. Only in 1978 first factory was established in Ilam for the

processing of Tea leaves and a few years later another factory was set up in Suktim, Ilam (NTCD, 2016). From 1978 to the 1990s, various efforts were made by the Nepal Tea Development Corporation to encourage the participation of small and marginal farmers in the growth and production of Tea as a cash crop. Slowly, the stagnant Tea industry was evolving into a fully commercialized industry, contributing the country's economic and socio-economic development. To further aid in the development of its Tea industry, in 1982, Government of Nepal under the reign of the then King Birendra Bir Bikram Shah Dev, declared five districts Jhapa, Ilam, Panchthar, Dhankuta and Terhathum as a Tea Zones of Nepal (NTCD, 2016). Since Nepal Tea Development Corporation was a profit-oriented organization, for the further development of Tea industry, need of non-profit public organization was identified. And hence National Tea and Coffee Development Board were formed by Government of Nepal in 1993.

There are mainly three sectors which are actively involved in tea production in Nepal, they are: government, private and small farmers. Nepal tea development Corporation had been producing tea in Nepal at the government sector but which has been privatized now. On the other hand, more than 100 private estates have been producing tea in Nepal. Private tea estates are mostly located in Jhapa, Ilam, Panchathar, Dhankuta and Morang district. The third types of producers are farmers who depend on small farming development project. The project is implemented in Ilam (Fikkal, Jasbire and Mangalbare), Panchthar (Lalikharka), Terhathum (Solma) and Dhankuta (Guranse) (Tea-a-Tea 2008). Private sectors have been more effective than government in tea production (NTCD, 2016).

Tea Health Benefits: Studies on tea have observed that much of the health benefits of tea is due to its strong antioxidant properties, which can be attributed to the presence of substances like, catechins, polyphenols and flavonoids. All these substances have been observed to be powerful antioxidants, which can help in minimizing the damaging effects of free radicals on the body cells and tissues. Free radicals are known to be highly reactive and to oxidize the cells and tissues of the body. Antioxidants help to prevent such oxidative damage caused by free radicals. This in turn can prove immensely helpful

in reducing the risk for certain life threatening diseases. Tea, if taken in moderation can provide a number of health benefits, which are enlisted below:

- Tea can help to manage the level of cholesterol in the body. This in turn, can help to reduce the risk for heart attack and strokes.
- Tea can increase the rate of metabolism, which may prove helpful for those trying to lose weight.
- Green tea can be especially helpful to burn extra calories. Know more about green tea benefits.
- Tea may also be beneficial for preventing diabetes, as it can improve insulin sensitivity or glucose tolerance.
- Tea, if taken regularly can help to provide protection against cardiovascular diseases. It can reduce the stiffness of the blood vessels and lower blood pressure, which can improve cardiovascular health.
- Due to its antioxidant properties, tea can provide some protection against cancer, especially gastric, skin, ovarian and esophageal cancer.
- In addition to these, tea can strengthen the immune system, make the bones stronger, increase mental alertness, treat the depression symptoms and lower the level of stress hormones in the body.

However, a discussion about nutrition facts of tea would be incomplete without mentioning some of the possible adverse effects, associated with over consumption of tea. Excessive consumption of tea and other caffeinated beverages can cause several side effects, which are usually associated with caffeine overdose or addiction. Apart from caffeine, tea contains oxalate, which in excess amount can adversely affect the kidneys. Even fluoride, which is found in tea, can cause several health problems, if present in a high level. So, tea should be taken only in moderation to realize its wonderful health benefits, as well as to avoid the side effects that can result from over consumption.

The tea cultivation needs a special geographical condition. Tea is mainly grown in tropical and sub- tropical regions of the world. The following are the graphical limitations beyond which the cultivation of tea is almost impossible.

- a. **Topography:** Tea can thrive both in hill and Terai up to 2100 meters of altitude. Water logging area is performed for tea cultivation. Tea can be cultivated in the plain area only where good drainage system is.
- b. **Climate:** tea can grow at tropical and moon-soon climate. Mostly hot and warm climate is favorable for cultivation. Irrigation facility is also needed for it. Therefore, it can grow in such area where it is wet and warm.
- c. **Soil:** for rapid growth of tea plant, soil must be permeable and well drained. The elements like phosphorus, potash, iron and nitrogen are essential in soil for tea cultivation. Acidic soil is suitable for tea. Soil which has 17 to 24 percent of water capturing is equally suitable for tea cultivation.

When cultivation is continued for a long time fertility of soil goes on decreasing. So, the cultivators annually use nitrogen, phosphate and potash because these chemical fertilizers help to grow the plant rapidly. But virgin soils need less chemical fertilizer. (Ghimire, 1995)

Phase of Tea Cultivation

Like other agriculture industry, tea industry has also two phases namely agriculture and industrial processing. The processing of agricultural aspects is performed in the tea garden. On the other hand, industrial processing are performed on factory.

- (a) **Cultivation Phase / Agriculture Phase:-** Tea industry is an agro-based industry and tea plants are cultivated in the gardens. Therefore, the tea cultivation is determined by some basic factors which affect and govern agricultural production. Tea cultivation also depends on climate, altitude of area, fertilizers, kind of bush etc. The following are the main aspects of agriculture phase of tea cultivation.
 - (i) **Nursery Raising and Planting:-** Tea plants are allowed to grow full fledgedly. During this initial stage firstly seeds of tea are tested. When their seeds are ripe they fall to the ground. These seeds are preserved for plantation which is called nursery. In order to make seeds, they are put in bucket full of matter in which the useless empty seeds float on the seeds remaining at the bottom of the bucket are used. In the field of tea is planted at a distance of 1.4 and 1.6 meter of each others. In general practice, one year old seeds are transplanted in field.

- (ii) Pruning:-** The plantation of tea seeds is followed by the pruning. Pruning is important for tea plant and its production. It is done after the the one year of the planting. The main stem is cut across at above 15 to 20 cm above the ground, which helps to cheek excessive growth of plants. After 3 to 4 years of pruning, the plants are maintained at a required height of 30 to 40 centimeters because it becomes more convenient for the pluckier to collect leaves (Koirala, 1983).
- (iii) Plucking:-** Plucking of tea plants is done different years in different regions. It starts usually 3 years after planting in Tarai. Similarly, plucking of tea leaves starts 4 years after planting in hill side. Plucking is restricted to the terminal buds and top two expanded leaves, that is two leaves and a bud but sometime up to 3 leaves are also plucked. In the context of Nepal, plucking of tea leaves usually beings from March to December at about 7 to 10 days interval.
- (b) Industrial Phase:-** After finishing the agriculture stage, industrial phase is the second main stage in the tea production. This phase is capital intensive in nature because in this phase mainly capital intensive technologies like machineries are used. There are some sub-phases of industrial processing of tea production which are given below.
- (i) Withering:-** The plucked tea leaves are partially dried or withered, so that the leaves will roll well and twist. At the end of wither, about four percent of the total solid matter of the leaf is list. That means when the fresh leaf is withered, it losses some of its water. The withering period is normally between eight to ten hours. The rate of wither depends upon the thickness of spread the air movement. For withering of tea leaves, every tea industry has a place where green leaves of tea are spread and hot air is given to it for drying the leaves, the leaves talk can bend without cracking, which maintain the quality of tea.
- (ii) Rolling:-** Withering is followed by rolling process in which the tea left is damaged which speeds the flavor in the leaf. The objective of rolling green leaf is to rupture and cruch its cells. Due to rolling cellular sap comes out to the surface of leaf and exposed in the air. It cause initiation of oxidation process determines the liquoring properties i.e. briskness, brightness, color, strength and quality of the made tea. There are a number of factors which determines the rolling process for example roller speed, degree of pressure,

temperature, amount of fine extraction, types of leaf, number of rollers and period of rolling etc. (NTCDB, 2015/16.p.51)

(iii) Fermentation:- This is the next phase in which the tea leaf is decomposed; color and taste are the results of this process. The leaves are sufficiently oxidized until their color changes. During fermentation, leaves are thinly scattered to keep them in a cool temperature.

(iv) Drying or Firing:- Fermentation is followed by a firing process. In this stage, the fermented tea is fed in drying machine. There are lamination chambers inside in which trays move from top to bottom on a moving belt. A continuous blast of hot air is forced in the chamber through which the trays of tea pass. This prevents tea from further oxidization and excessive moisture. During drying moisture is removed from the fermentation leaf. The main objectives of drying less are:

- To stop the enzymatic action of fermentation in leaf.
- To reduce the moisture of fermented leaf to 2.5 to 3 percent.

Drying should be done by controlled temperature and controlled moisture evaporation otherwise it will affect the quality (NTCDB, 2016).

(v) Sorting and Grading:- This is a mechanical process. The objective of this process is to classify tea according to the size of the particles. Broadly saying that there are four grades of tea like whole leaf, fanning, rolling and dust. These four groups are again subdivided into several categories like OP, FOP, GFOP, TGFOP, etc. (NTCDB, 2016).

Type of Tea

Tea is divided in many ways on the different base.

(a) On the Basis of Species:- In most cases the planters recognize three varieties like China, Assam and Indo-China. There are place specific varieties, not classified with botanical character. Moreover, there are other sub branches in each of them.

(i) Chinese:- It is a hardly plant able to withstand the cold winters of northern China, Japan and the hot spring drought of northern India. It is not a good yielder compared with Assamese species.

(ii) Indo-Chinese:- It is a freely hybridized with the Assamese and Chinese species.

- (iii) Assamese:-** It is grown mainly in Assam, north eastern part of India, as well as in Jhapa and ilam districts of Nepal. It has five sub species like the Assam, light and dark, Manipur, Burma and Lushai. (NTCDB, 2015/16)
- (b) On the Basis of Trade:-** In this case, mainly three types of teas are found in the world, these are identified by their colour.
- (i) Black:-** It is produced mainly south Asian countries like India, Sri-lanka, Bangladesh as well as Nepal. It is black in color. The color is designated during the fermentation process. It is also divided into two groups on the basis of pices and process of rolling, which are orthodox and CTC (Curling, Tearing and Cursing). Manufacturing process causes these two types of tea. Orthodox tea is made by traditional method and CTC is made by modern technique.
- (ii) Olang Tea:-** This types of tea is called also brick color tea. This is semi-fermented tea. This tea is more popular in Taiwan and some parts of Japan and China.
- (ii) Green Tea:-** Green tea is mainly produced and used in China, Jhapa and Taiwan. It is unfermented tea and except rolling and drying whereas, other processes are same as black tea.

2.2 Review at International Context

Fafchamps (1982) found that agricultural policies had reduced their income and their families' well being. The competition for arable land between cash crops and food crops means that women depend increasingly upon cash to buy food they no longer produce themselves. Because cash is necessary to buy commodities not produced at home and is necessary for children's school fees, women farmers are allocating more of their labour time to the production of crops that bring a cash-value.

Davison (1988) said that tea as a cash crop production is largely a family affair, often though not always orchestrated by male household heads, as their work is mainly supervisory. An exception to this pattern is the female-headed compound where women bear the major responsibility for agricultural tasks regardless of gender norms.

Charlton (1989) claimed that third world countries have been increasingly drawn into the international trade in foodstuffs, because many governments actively encourage the

production of crops that can be sold for badly needed foreign currencies. Women are most disadvantaged by this policy when they have no choice but to continue working in the subsistence economy with few resources and no institutional support. Worldwide, men are often in better positions to exploit new cash crops, and thus women become increasingly responsible for food crop production (Safilios-Rothschild, 1988). Changes in production strategies seem to have resulted in increased work and decreased access to cash for women in many developing countries.

Collier (1989) explained about the general pattern of labor allocation by sector and gender by using an example of Kenya. The differential constraints that women face make them less mobile intersectorally than men and this poses a policy problem since the goals of the structural adjustment programme cannot be achieved without labour mobility. He argues that women are concentrated in two activities, food production and the provision of non-tradables such as marketing services. Overall, women are under-represented in export agriculture compared to food agriculture, due to the constraints that were discussed above. Women are also underrepresented in the public sector and in private sector wage employment, as compared to food agriculture.

Sorensen & Bulow (1990) analyzed the gender relations and that negatively affected to small holder tea production and lead to low productivity. They said that tensions arise as a result of conflicts over the control of proceeds of tea sales, as the smallholder controls the labour of the household members only to the extent that they also benefit from production. As women make up large part of the labour force in small holder tea schemes, it is vital to consider gender in relation to extension service, transfer of skills, choice of technology and 24 effects of subsistence crops. The small holders are unwilling to subdivide the tea holdings to their children past high school age despite the children doing most of the work on the farms. This acts as a disincentive for them to work on tea farms. There is need to develop a proper rewarding system for the family labour and to attract the younger generations into tea production.

Palmer (1991) emphasized that women farmers face pressing time constraints. They may not necessarily spend more time in farming activities than men, but their working day becomes longer due to other tasks, including child care and domestic chores. Women's

labour is very demanding during the planting and weeding seasons. Furthermore, support services at the farm level tend to favor male farmers. Women farmers' yields are generally lower than those of male farmers in cases where the same crop is grown due to poor land use by women, credit constraints, and the lack of new technology or information. Apart from being involved in farm activities, farming women are also often involved in other off-farm income-generating activities such as beer brewing (Palmer, 1991:36–38). Palmer argues that stabilization and structural adjustment programmed can only achieve efficiency by properly costing resources, and that this must include women's labour, both paid and unpaid.

Fafchamps (1992) argued that other things being equal, a risk-averse farmer whose share of food in total expenditure is large will produce proportionally more food than a similarly risk-averse farmer whose share of food in total expenditure is small. Only farmers with low share of food in total expenditure will devote a significant amount of resources to cash crop production. Therefore, the most likely relationship between farm size and cash crop emphasis is positive. Women spend the bulk of their time cultivating and harvesting tea yet it is the owner (the husband) of the land and tea crop who largely benefits from production. Cash cropping and increased income does not necessarily lead to increased welfare for women and children.

Julin (1993) contend that modernization efforts in the Kenyan agricultural sector have been directed towards cash crop production and introduction of modern technologies, areas that are traditionally dominated by men. Men's productivity has therefore increased resulting in decreased demand for male labour, while the demand for female labour by men has increased due to the larger land areas prepared by men and the increase in the number of crops. Women's ability to produce their own food and cash crops has diminished due to lack of time. Women work as unpaid family workers on their husband's fields and have no control of the profit from this work.

Bruce (1994) has said that women have to struggle even to peruse their personal goals and simple survival in the face of strong restricting social, economic and legal forces which confine them to merely reproductive roles and nurturing their children. Men's preferences for sons were raising risks and insecurity faced by women.

Angelique (1995) found that people in Kenya who really pick the coffee are not men but women and children. But when time comes for the payment, the people who actually collect the money are men, not women. The labour is for the wife and the children, but the money is for the husband. The state and transnational corporations continue to regulate women's labour by giving credit to male title deed-holders to encourage horticulture. This is a labour intensive and chemically dependent type of export production.

Besteman (1995) noted that the commercialization and mechanization of agriculture leading to increased production of cash crops, has had both positive and negative consequences for women of the Third World. The benefits lie primarily in enabling them to earn cash income in an increasingly cash-based economy. Yet, as more productive land is dedicated to cash crop production, which is often controlled by male farmers, women are left with less land and with increasingly marginal land. In Africa, cash crop production has been a major factor in shifting land tenure systems from use rights on community land to the individualization and consolidation of land rights. In this process, women lose their traditional use rights.

Longhurst (2000) said that the role of women in decision-making is reduced significantly with cash crop farming. Specific characteristics of non-food cash crops may imply certain household food security and nutritional effects. For example, if a cash crop that is also a food is introduced, has several products, has a short maturation period, fits into existing cropping patterns, women have a role in farm decision-making and marketing systems are efficient, the crop may have a positive impact on food security and nutrition. On the other hand if a cash crop introduced is a non-food, is backed up with a comprehensive research, extension and marketing service which ignores all the food crops, inputs may be subsidized to the exclusion of the staple crops, has a long maturation period, revenues from it are lumpy and is controlled by men, does not fit with the existing cropping patterns, it may have a negative impact on food security and nutrition.

Tisdell, Roy, & Regmi (2001) found that whereas the wife has control over the food that she grows for the family, she has little or no control over cash. It is generally contended that non-cash food production is under the control of the wife and directly used for family nutrition. However, cash income is not, and it is considered that husbands are less likely to use cash for the welfare of wives and children.

Hasid & Khan (2002) has conducted a study on the economic feasibility of tea in Pakistan from start to till date. The study found out the following findings, The flourishing of the tea industry in Pakistan in its present form, many attempts have been made so far on Government level and in private sector as well from the last 50 years. The serious efforts began in the late 80's. With the governmental encouragement tea was started to its blooming and the replacements of other crops in the area were made accordingly. Recently new and more extensive plantations are being built-up, under the auspices' of PARC / NTRI in the Northern part of Pakistan. Based on the above findings the following conclusion and recommendation were traced out. The successful growths of tea plants in the area have been ascertained. The yield potential and quality of made-tea have been assessed to be economically viable, the extent of suitable area has been indentified and finally, the production package from growers has been evolved.

Agarwal (2003) has noted that Kenya is one of the poorest countries in the world and also one of the most heavily indebted. The study said that Kenyan women make up of 52 percent of the entire population of between 60 percent -70 percent of the poor. Several factors have contributed to this feminization of poverty. They include: Property rights and control over assets. Legal regulations and customary rules often restrict women access to and control over assets that can be accepted as collateral such as land or livestock, women are much less likely to have land titled under their name, even when their families own land and are less likely to than men to have control over land even when they do formally own it. Biased inheritance rights often bestow land to male relatives leaving both widows and daughters at a disadvantage.

Asopa (2004) has studied were competition and competitiveness in global tea trade. The study has been achieved though detailed country specific global analysis of production, export and imports. The analysis is for tea in commodity form since data available on

valued added tea are limited. Using that analysis, competitive positions in the import markets have been studied. In the final step, product market strategies are discussed and illustrated through a case study of India. This report is based on secondary data and published information sources. The major findings of the book are world black tea production and consumption would both increase to 2700 million kg level by 2005. In 2005, the net export availabilities are projected to reach 1292 million kg and most of this increase would come from Asia. World tea imports are projected to increase to 1270 million kg in 2005. Developing countries would import more tea, reaching 626 million kg level. Finally Asopa has concluded the books on the consequences of uncompetitiveness could be disastrous for all countries as well as firms depending upon how important tea exports are to their economies. Global competition in black tea is mainly between India, Sri Lanka and Kenya.

Ratri & Widiyanti (2007) emphasized that to document tea state of trade of the Indonesian tea commodity at the national and international levels. To increase knowledge of supply chain, market of Indonesian tea commodity and to analyze the extent of social responsibility of tea companies, particularly towards smallholders in the tea sector. To analyze critical issues in the tea sector and give recommendation for these. This study reaches to the major findings the supply chain in the Indonesian tea sector puts the highest pressure on small holder smallholders/growers. The market structure characteristic of monopsony puts smallholders at the bottom end of a long supply chain without bargaining power to set prices of their own product. The government hardly intervenes in the tea sector favoring free market regulation which seems beneficial to the more powerful actors in the supply chain

Terry & Sampanvejsobha (2008) explained in simple terms that how tea came about, what is involved in tea cultivation, processing and marketing, as well as point the way for what might be done in support of the industry. The authors concluded the study that, the Tea production and marketing is a growth area for Thailand. While the fad for bottled cold tea has diminished somewhat, tea retains an important role in the beverage sector. For Thailand to become a major player in world markets, several factors are necessary. The first is government attitude and support for the industry, which could be greatly

enhanced if all involved formed some sort of association. The second is the possible intervention for biotechnology to improve yield and quality for smallholders, similar to what Indonesia has undertaken. Finally, as more evidence comes forward regarding the health benefits of tea, innovative ideas and products should be tested and introduced, according to market demands.

Gladwin (2012) examined the Structural Adjustments Programs (SAPs) designed to stimulate benefits of cash crop production to men more than women. Women often have little access to the vital agricultural inputs necessary to increase production. SAPs that focus on those factors, without also focusing on increasing their availability to women, do not benefit women directly and may serve to decrease food availability as prices rise and supplies diminish. Women are the major food producers for families in many developing countries. At the same time, they increasingly have a need to generate cash income for commodities and services such as education and the health services required by their children, that they cannot directly provide. In areas where a cash economy has taken hold, women's agricultural labour at the compound-house hold level is likely to be under-compensated or not compensated at all.

Tisdell & Roy (2013) said that women often do not have adequate land and labour to produce their own cash crops with increasing family responsibility for subsistence. In most cases, women work as unpaid family laborers in their husband's cash crop fields. But, tea farming directly helps them to solve family responsibility.

Johnson (2014) said that household's responsibility of man and women were different in urban society than that of rural areas. Women's status is intrinsically tied to a male figure during every phase of the life cycle to her father as a daughter, to her husband as a wife to her sons as mother.

Gupta & Dey (2015) stated productivity improvement strategy to overcome the challenge of high competition from other emerging tea producing countries like Sri Lanka, Kenya, China, Bangladesh and Indonesia in the global level. With this backdrop this paper attempts to propose a relatively simple productivity measurement model suited to tea

industry. For this, productivity accounting model is used and suitably given the form so as to fit for a tea industry. A case study, conducted in a tea industry in Assam, India, to analyze the performance of the model is presented. The study reveals that the model is comprehensive and satisfies the six criteria of measurement theory such as validity, comparability, completeness, timeliness, inclusiveness and cost-effectiveness. Further, the study reveals that the proposed model identifies the areas of poor resource utilization responsible for measured total productivity decline in the tea industry. These resources are labour, material and energy and a number of suggestions have been put forward as a mitigating measure.

Martorie (2015) has concluded that it is important to note that the status of women in society-social, political, legal economic has being fundamentally the same across history for a majority of the world's populations. Except for surface, differences in manner and style. The basic arrangement for division of labor and power between men and women has been the same across the world. A women's right concerning the major decisions about her children's future, places of residences, marriage inheritance, employment and the like have been severally curtailed in most of the world during, most of the human history until the beginning of the 20th century when New Zealand became the 1st country to provide the women the right to vote. There was no place on earth women shared in the political process nor did they have the same chance to train for a job, get a job or once having gotten it recives equal pay, indeed. In some of these areas especially in the area of the ownership of land, Muslims women forced better than women in the west.

Ahooja & patel (2015) concluded that women supported a large amount of the world economy by 'Free services' at home and the community. Women have always been at work only the definition of work and 'workplace' in history has not been realistic enough to include their contribution to the economy and society.

Klasra (2016) has conducted a study to know history of tea production and marketing in turkey. The paper reports slow but steady rise and popularity of tea cultivation in the Eastern Black Sea region of Turkey. The report covers the time when it was not accepted by the farmers due to large number of socioeconomic factors and lack of proper technical

guidance, to a time when it is considered a highly profitable and economic crop of the region. At the start of tea cultivation in Turkey, the primary goal was to meet the domestic demand only. It looked very difficult to introduce the new crop in the area and it was popularly understood that the effort was going to end up in fiasco. However, in a relatively brief space of time, the tea trade and industry have undergone sweeping changes due to the consistence efforts. Today, Turkey holds a significant place among the world's largest tea producers and ranks sixth in world production of tea (FAO, 2003) such that the farmers have no reservations about tea cultivation.

UNDP (2016) enrollments have increases faster for girls than the boys over the past few decades. There is still plenty of room for improvements. Recent focus of group of children revealed corporal punishment, unprofessional teacher behaviors and sexual harassment of female situations as secondary school dropout rates and others adverse outcomes.

2.3 Reviews at National Context

Acharya (1994) explained that women in Nepal were among the poorest and disadvantaged group due to social, legal and intra-household discrimination. As a result of which education, health and nutrition status of women including girl child are much lower than that for men particularly in rural areas. They work harder and longer than men, women rarely own land because land is 11 hours as against 8 hours per day of men. Even, then, women rarely own land because land is inherited patriarchally. This hinders the women from obtaining credit. Lack of credit limits access to improved technology, agricultural input and information. Therefore, there is a need of such programs for women which can make equal access to the economic activities and resources and other social programs to activate them to meet contemporary rural development program.

Rai (2000) has shown the current production trend of Himalaya Goodrick Pvt. Ltd. Rai analyzed the total supply of tea made a big contribution in revenue and employment generation in Himalaya Goodrick Pvt. Ltd. Economic contribution is comparatively better other than private tea farming. Rai has done a descriptive research. Due to royal tea

farming its tea market is very widely in domestic market. Himalaya Goodrick Pvt. Ltd is suffering from lack of trained manpower, tea specialist, lack of chemical fertilizer, irrigation etc. The production of tea is gradually increasing and employment status is very satisfactory. If government would help in financial, technical and other aspects of the tea industry, it will ultimately reduce the import from India. This would increase the government revenue by creating employment opportunities

Gartaula (2001) has concluded that tea is far better than other caral crops from economic point of view and also suggests hilly soil for tea cultivation. The study mainly concerned the case study of Fikkal VDC and the researcher found various facts about tea cultivation. The researcher has concluded that lack of proper government policy, lack of technical knowledge, lack of skill labour, lack of irrigation facility etc are the major problems tea cultivation and also suggested that government should play vital role to develop the sector.

Shrestha (2003) analyzed about the contribution of women to economic activities in various fields was no less than that of men. To understand the actual economic condition of women obstacle that continues to make recognition of women's full potential steams from obstinately held narrow concepts regarding women. In a patriarchal society rather we envision a human society of men and women where the other does not dominate the personality of one sex. The mere difference in physical structure does not make it necessary for one sex to lose complete human identity and live in surrender to the other sex in order to bring about true gender equality in the attitudes of the family and society towards women. This can only be brought about when the women themselves-their own ideas and feelings. Such sharing of real feelings among women will bring them into the process of empowerment. Nowadays development workers have started talking a lot about women's participation because they have finally realized how important women's involvement is in every aspect of daily life.

Thapa (2005) has identified the suitable geographical areas for expanded tea cultivation and set production targets, To study on cultivation practices (planting, pruning, irrigation, use of pesticides, fertilizer, plucking, processing etc) for the production of quality organic tea, To develop human resource for the industry (managerial/technical/manual) and

explore employment opportunities for rural women and unemployed poor, To make a comprehensive study about financial requirements to meet the production targets for 2020 and about financing methods and credit facilities, The Major Findings of the study are studying the credit requirement of small tea growing farmer and tea estates. There is a Provision of loan to buy land and to establish tea gardens in a nominal interest rate with long grace period. Encourage the banks other than ADB/N to invest in tea cultivation

Khanal (2009) found that tea is one of the major cash crops for the farmers of eastern part of Nepal. Private and small farmers are two sectors involved in tea production. Nepal has started to export tea for long time. However, the amount of the tea export is fluctuating. Consumption in local market is slowly increasing every year.

Yadav (2009) has analyzed about the sustainable bio tea farming and its implication in Nepal. Bio-dynamic farming is an eco-friendly management. Integrated usages of all possible organic and inorganic sources of plant nutrients and pesticides in balanced level on the basis of tested.

Joshi (2010) said that although Nepalese women constituted more than half of the total population, they are still far behind from the access to many opportunities which could help them to uplift their overall status. The rural women's contribution to household economy like firewood gathering, water fetching, child rearing and also the income generating activities such as food processing, agricultural products, trading and handicrafts productions are quit significant. But none of their works is viewed from an economic perspective.

Gavin (2013) observed the improvement in women's status as reflected in their legal rights, political participations, employments, educations, health and family decisions making power, has a discernible impacts on poverty and development. In the regions, pertinent laws and politics have been promulgated, leading to progress in reducing the gender gap. However, the gains have been uneven and the levels of development, particularly in educations have remained relatively low in many countries.

Shrestha (2014) has studied by following qualitative research method with the help of secondary data for analytical study of Nepalese tea industries. The main objectives of this study were to give an overview of current supply chain activities in the tea sector, to identify the critical issues and bottlenecks regarding the final tea market and to classify the importance of sustainable agriculture practices in Nepalese tea industry in order to achieve competitive advantages in the international markets. Shrestha found that Nepalese orthodox tea has the potential and competitive advantage of being an agricultural export product, which has already established its way to the international markets.

New ERA (2015) analyzed the impact which provided the opportunity for gainful employment, changed their living standard i.e. made them able to pay the children's school fees, health care medicines, food items, clothes and building / repairing. Similarly, women were able to invest in additional economic activities. Their education and health, nutrition status had enhanced. They know more about personal hygiene and sanitation. They had more money at their disposal for the medical expenses of their family members. All above facts had positive bearing on running the status of women.

Malina (2015) stated that the important of socio-economic status of the women constrains were found as limited access to education, limited access to productive resources and scarcity of time to undertake remunerative work. Despite the constrains and affecting socio-economic status of women, the fact is that the promotion of cash income earning capacity of women will have a major impact on family well being. It is because they undertake a very large share of households agricultural production, they exercise considerable control and influence over their performance and production within the household economy and they are as primary care takers of households and as major changes agents in health, nutrition, sanitation and family planning.

Demography Health Survey (2016) stated that women in Nepal were responsible for three types of works reproduction, management of the household and employment. However, reproduction is not treated as work and management of the household is not considered as a productive work. Moreover, women in Nepal work for longer hours than men and have

much lower opportunity for gainful employment and possess extremely limited property rights. Female employment is high in Nepal with more than four fifths of women employed at time of the survey. The more educated women are less likely to be currently employed. Most working women (90 percent) are in agricultural sector. Only 15 percent of working women earn cash for their work, while majority of working women (71 percent) are not paid. Four-fifths of women (79 percent) enjoy a degree autonomy in spending their cash-earning should be used. Fifty four percent of women contribute to half or more of the household expenditure.

UNDP (2017) stated about women in Nepal as else whereas hold the triple work responsibilities of reproduction house holding and framework. However reproduction is not treated as work and the house holding is not considered as productive work by government system. Women also suffer from discriminatory practices in opportunities for education, personal mobility which is required among other for skills development and independent decision making.

2.4 Research Gap

Researcher has examined the overall aspects of tea cultivation such as prospect and challenges of tea cultivation, present status of tea production, economic contribution of tea farming etc .In previous thesis, some are focused on income and employment are oriented on industrial aspect of tea farming. In course of reviewing (previous literatures) this study, included the agricultural as well as industrial aspect of tea farming. Here, also analyze the contribution of women in tea farming in uplift income and employment of tea farmers. After analyzing the above literatures, it is found that various efforts are made by the government as well as private sectors for the expansion and development of tea cultivation. Despite of this, satisfactory progress has not yet achieved to contribute women of tea cultivation.

CHAPTER - III

RESEARCH METHODOLOGY

This chapter provides the methodology of the study. It gives the specific procedures that are followed in undertaking the study. The research site, research design, population, sample size and sampling procedure. Data collection methods and data analysis are described in this chapter.

3.1 Research Design

This is an explanatory as well as descriptive type of study which involves interpretation of the data, facts and information of tea state. The study is based on both of primary and secondary data and information.

3.2 Selection of the Study Area

This study is mainly concerned with eastern districts of Nepal. Ilam is producing a large amount of tea since a long decade. Tea estate municipality was mainly focused on case study of this research. This is because it is very easy to access due to time and financial constraint. Tea estate municipality is leading Ilam district since beginning for tea cultivation which protect environmental conservation attracting domestic tourism. Tea cultivation is main occupation of the farmers and logistic service providing to the visitors of this municipality. So, this study attempt to find out the actual situations of tea area farming commodities and personal.

3.3 Nature and Source of Data

This study is based both on primary and secondary data and information. The primary data are collected through field survey with the help of a structured questionnaire. Similarly, secondary data are collected from various published and unpublished sources like books, booklets, research reports, journals, magazine, dissertations, articles, and news papers etc. as following sources.

- Economic Survey published by MoF, Govt. of Nepal.
- Published and unpublished documents of National Tea and Coffee Development Board and other Tea industries
- Publish document of central bureau of statistics
- Thesis available at Central Library of Central Department of Economics, TU
- Newspaper and various Journals.

- E-mail, Internet etc.

3.4 Population, Sample and Sampling Procedure

The population of the study is 15 tea factories functioning in the Ilam Municipality out of which 10 tea factories were taken as sample factories. The selected sample factories were established in various time period. Similarly, there were 559 workers are employed in 15 tea factories. Out of which 90 workers were taken as sample units from the selected 10 tea factories in which 9 workers were taken from each tea factory. Similarly, 35 workers were female out of 90 sample units as shown in given table. However, all sample factories and sample workers were drawn randomly through lottary system.

Table 3.1: Male and Female Respondents

Gender	Total	Percentage (%)
Female	35	38.89
Male	55	61.11
Total	90	100.00

Field survey, 2017.

The table shows that 61.11% ($N_F = 55$) of the respondents were male and 38.89% ($N_M=35$) were female. It means a majority of respondents were male workers but also female workers are involved in majority in tea estates. The table shows however the study was carried out in off season for tea cultivation at November, December. Although this is a in line with the purpose of the study which was to assess the role of women in tea farming.

3.5 Tools and Techniques of Data Collection

As the study is based on both primary and secondary data and information, primary data and information were collected form field survey through a structure questionnaires detail questionnaire is given in (Annex – I and II), for reliable & validity data Focus Group Discussion (FGD), field observation also took place. On the other hand, secondary data and information were collected by the researcher herself by visiting various libraries and concerned offices.

3.6 Sample Period Covered

The study used 22 years as a sample period from 1994/95 – 2015/16 for secondary data. The sample period is taken from 2094/95 as the records of tea exports, imports, and other information were made in Nepal only from the specific year. Similarly, the field survey is taken during February 2017.

3.7. Data Organization and Processing

The collected raw data and information were organized and processed in such ways that it helps to provide answers of the given research questions and justify the given objectives.

3.8 Tools and Method of Data Analysis

The study used various types of statistical and mathematical tools like tables, graphs (line diagram, bar diagraph, pie chart), percentage, ratio, average, etc. Collected data were coded and categorized and converted into various requirements.

CHAPTER - IV

Trend & Pattern of Tea Farming In Nepal

This chapter incorporates nature, trend, income, employment status of workers, and contribution of women in tea farming, descriptive data is used by presented graph, table, and mean value.

4.1: Trend of Tea Exports and Imports in Nepal

When Ilam and Suktim tea estates were established, the tea cultivation had started in Nepal. Before this attempt, tea cultivation could not establish in a hidden condition. When, the private tea cultivation started in 1959 from there tea cultivation had been increased rapidly. As a result, Nepal Tea Development Corporation (NTDC) was established in 1966 to lunch cultivation of tea formally in our country. Similarly, when National Tea and Coffee Development Board (NTCDB) established in 1993, it started keeping the records of tea production in Nepal. The records of exports and imports of tea kept from the fiscal year 1994/95. The objectives of NTCDB were to promote and strength tea and coffee sector, and tea cultivation area has been expanding continuously. The following table shows total tea export and import in different years from the fiscal year 1994/95 to 2015/16.

Table 4.1: The Yearly Table of the Export and Import of Tea.**Tea Exports and Imports (in NRs.)**

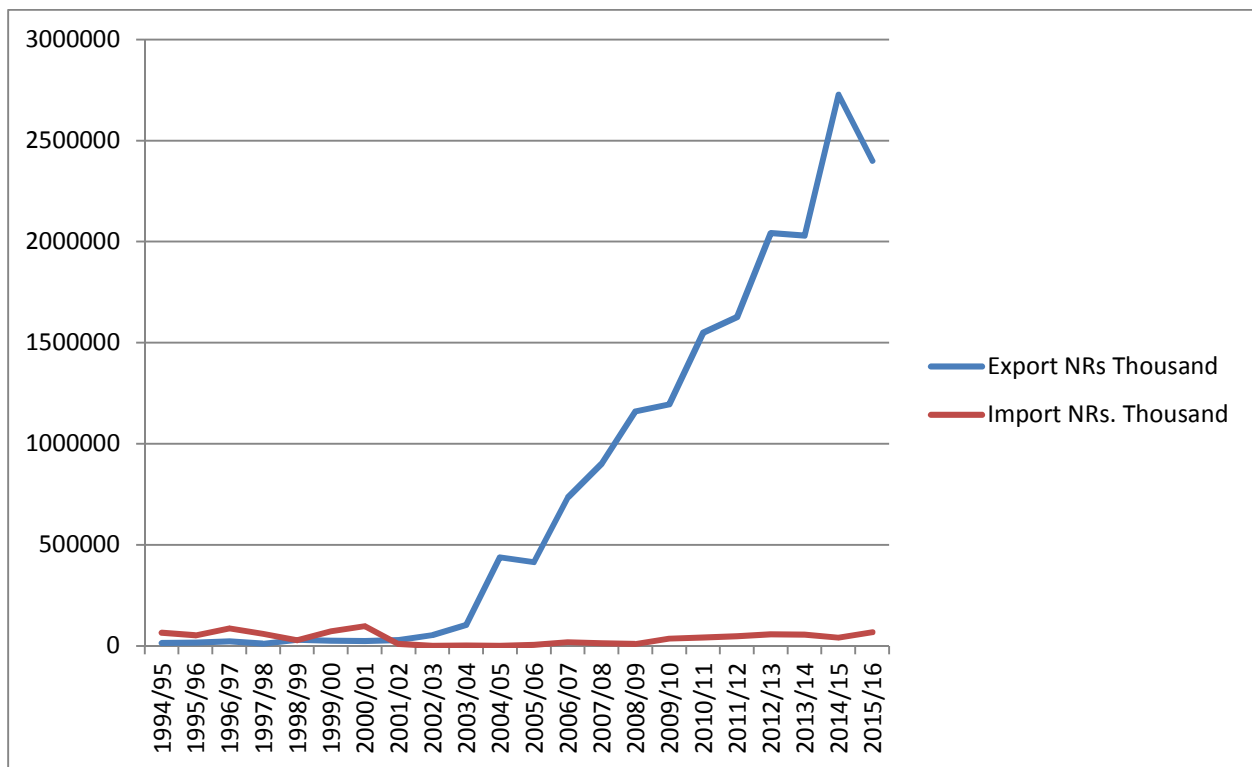
Fiscal year(AD)	Export NRs Thousand	Import NRs. Thousand	Gap(Export- Import)
1994/95	13574	65208	-51634
1995/96	15516	52171	-36655
1996/97	22617	86971	-64354
1997/98	11745	60218	-48473
1998/99	30081	27831	2250
1999/00	25722	73277	-47555
2000/01	23084	98000	-74916
2001/02	27987	8838	19149
2002/03	53907	468	53439
2003/04	104822	992	103830
2004/05	438771	419	438352
2005/06	415632	5005	410627
2006/07	734285	19000	715285
2007/08	902122	13123	888999
2008/09	1160593	9624	1150969
2009/10	1195319	36116	1159203
2010/11	1549891	40804	1509087
2011/12	1627589	47801	1579788
2012/13	2043220	57516	1985704
2013/14	2029439	55770	1973669
2014/15	2728800	40804	2687996
2015/16	2400119	67971	2332148
Average	797947.05	39471.23	7584758
total	17554835	867927	1668608

Source: Nepal Tea and Coffee Board Development, 2016

The table 4.1 shows that the highest rupees of tea exports out of total production were in the FY 2014/15 and lowest tea exports in the FY 1997/98. The average export of tea was 4.55 in the study period. There were 13 study periods that have less exports than the average exports and 9 study periods that have above the average exports of tea. The general trend of tea exports was fluctuation about in every four years of study periods but from the FY 2005/06, the trend of tea export is gradually increasing.

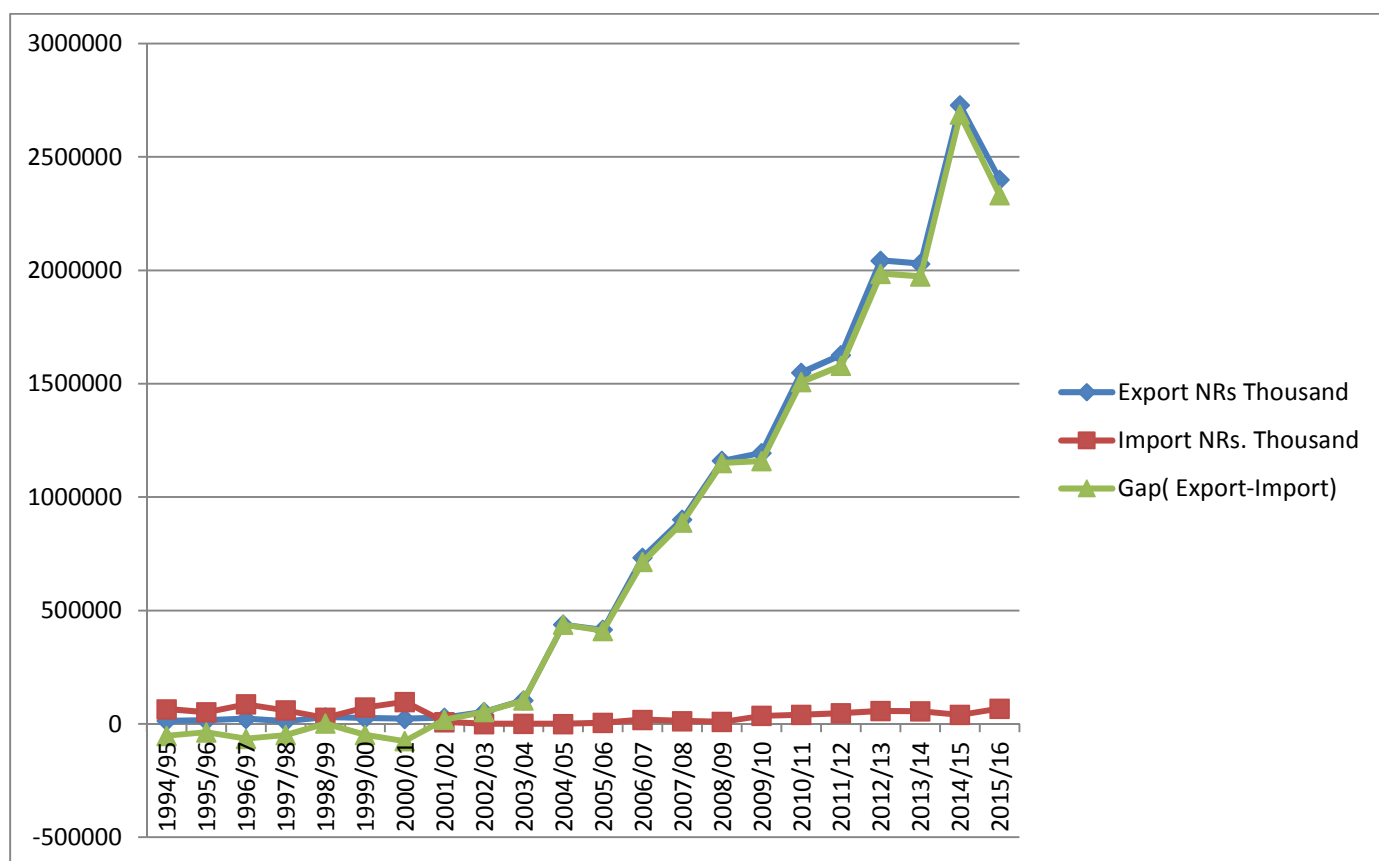
Table shows that the highest amount of tea imports was in the FY 1996/97 and lowest tea imports in the FY 2002/03. The average import of tea was 4.55 in the study period. There were 10 study periods that have less imports than the average imports and 12 study periods that have above the average imports of tea. The general trend of tea imports was fluctuation about in every four years of study periods. The table related to the tea import and export can be shown with the help of following diagram.

Figure 4.1: Tea Exports and Imports Out of Total Production (Rs. Thousand)



The figure shows that FY 1994/95 low export and high level import until 2001/02. Then 2001/02 starts export slowly increase than import. While analyzing the presented data it seems to conclude that, at beginning years the import amount rate is higher than export amount i.e. in FY 1994/95 the import amount rate NRs thousand 65208 and export rate is 13574. However, chronologically following years the exporting was in increasing nature. In the FY, 2002/03 the export and import nearly with in equal situation. Additionally, the data clearly reflected that in last FY 2015/16 the export higher than import that is NRs 2400119 thousand and 67971 thousand respectively. Exports and imports gap is shown in figure below.

Figure 4. 2: Trend of the Export and Import of Tea



The above figure shows that different year's tea import and export compared in price. In FY 1994/95 tea product is export of amount NRs 13574 thousand and imports NRs 65208 thousand respectively. In FY 2002/03 tea product is export of amount NRs 53907 thousand and import

NRs 468 thousand, the trend showed that the export increase than import. In FY 2015/16 tea product of NRs 2400119 thousand were export and NRs 67971 thousand imports. This year export was higher than import. Both export and import of tea remained stable until fiscal year 2003/04. However, both import and export increased continuously until 2015/16 in which the rise in export of tea was more than import in Nepal. Therefore, the data shows that Nepal has a high potential to earn revenue by exporting tea products in other countries.

From the interpreted of mention table and bar graph, the data shows the amount of last year 2015/16 was higher in export than import that shows in amount gaps increasing in between. Another finding was from the FY 2002/003 the exports amount was increasing. In FY 2014/15 graph shows that great gap between export and import was NRs 2687996.

In the meantime, the export promotion programme will have to start immediately, focusing its assistance on CTC units willing to diversify their markets, large and medium processing units producing orthodox tea that comply with overseas market requirements, and competitive small processing units willing to be exposed to the international market. A specific trade fair programme will be put in place to participate in major tea trade fairs and organize buyer-seller events. TEPC should be in charge of the coordination and management of the programme given its mandate and experienced staff.

4.2 Contribution of Tea farming to GDP in Nepal

Nepal is the nature's home having wide range of varied agro-climatic and agro-biodiversity which provided tremendous and unique opportunity for agriculture occupation and professionals. National Trade Integration Strategy (NTIS) 2016 has identified Tea, Ginger, Large cardamom, Lentils, Medicinal and Aromatic Plants, Coffee and Jute, as the major export potential agricultural commodities for Nepal (GoN/MoC, 2016). Among them, tea (*camellia sinensis*) a perennial plant, is known as the high value of agricultural commodity. Tea is the popular and chief drink most consumed in the Nepal and also one of the oldest non-alcoholic beverages. It is not only a versatile source of income generation, but also the viable labors incentive agribusiness that provides year round employment opportunities around 2.43 per day per hectore. Based on tea farming, it is an estimated that 64000 workers seems to have been directly or indirectly

employed in around 15000 small holder farmers and tea estates in Nepal (NTCDB, 2017). Tea sector contributes 0.17 percent of GDP and 6.48 percent of total agricultural export (CCD, 2011). It impart a multidimensional contribution to the national economy via farmers income generation, fostering industrial development, diet/medicinal value, soil conservation, eco-friendly, aesthetic and eco- tourism values. The tea sector economy analyzing in three years of production and productivity are shown in below table.

Table no. 4.2: Contribution of Tea farming to GDP in Nepal

Economy Year	Production (kg)	GDP %
2015/16	23187000	3.1
2016/17	24702000	6.5
2017/18	24653000	-0.2

Source: Economy survey 2074/75

Above table shows the tea production contribution in GDP, initial two years increase production and highly contribute GDP but last 2017/18 year little decrease in production and GDP in respect of expanding new cultivation area. Because tea price decrease, lack of government subsidy, markets management and others.

4.3 Employment Status of Tea Farming Nepal

The Ilam tea gardens were started by the Rana's regime, influenced no doubt by its cultivation in Darjeeling in the hills of West Bengal, where British estate owners had established the precedent. Several decades after tea farming begun in Nepal, other farmers started gradually with a commercial intent. The government paid an attention only when the Nepal Tea Development Corporation was established. Initiated as 'a family business' in a single location for several years, the labour and technical personnel was at first limited in numbers. Even after its

development for commercial reasons, around 40 percent of the output came from small farmers and expansion of the labour input at this level was provided mostly by the family members. Only the tea estate sector hires wage workers (NTCBD, 2017).

The share of small farmers is over 70 percent in the tea cultivation districts. Therefore, the hiring of wage labour or ‘pluckers’ in tea sector has different characteristics compared to other CTC tea producing large garden dominated on farming systems. In the hill districts, 38,955 members of 7,791 households were dependent on tea cultivation (NTCDB 2017), whereas Warakaulle and other (2017) mentioned that 30,000 people are directly involved in the industry with a large percentage being rural women. Therefore, this industry has the potential to empower rural women through poverty alleviation and has become the focus of attention of many international organizations and many NGOs (Warakaulle et al, 2007:17). For a long time wage rates in the tea sector remained low compared to other sectors. The government eventually reformed the wage rates for the tea sector in 2008, after a month-long tea sector labour strike was settled following the fixing of the daily rate at NRs 95 (US \$ 1.27 approximately) for all types of garden labours. Both males and females working in same garden now received the same wage rate. However, in the small-holder farming sector the wage rate is not fixed but is usually higher than in the gardens. This was the result of irregular employment. It was also reported that the farm owner usually works together with wage labour. Shown the table below related district-wise tea plantation, production and employment.

Table no. 4.3: Employment Status of Tea Farming Nepal

SN	Districts	Garden		Small Farmers			Total	
		Plantation Area (ha)	Production (Kg)	No. of small Farmers	Plantation Area (ha)	Production (kg)	Plantation Area (ha)	Production (kg)
1	Jhapa	6590	11143801	2871	3702	6706902	10292	17850703
2	Ilam	1542	762443	6142	4502	1818198	6044	2580641
3	Panchathar	413	131888	1055	518	179821	931	311709
4	Dhankuta	235	60810	480	229	78291	464	139101
5	Terathum	68	14560	635	249	55683	317	70243
6	Others	1762	65698	801	310	58271	2072	123969
	Total	10610	12179200	11984	9510	8897166	20120	21076366

Source : District-wise Plantation, Production and Employment (fiscal year 2070/071, 2013/014) NTCBD

The table shows the tea production area in hector, production in kg and number of small farmers in different districts. The number of tea estate and small farmers with plantation covered area are higher in Ilam than other hilly districts in Nepal. It is, therefore, employment status and opportunities are also relatively greater.

4.3.1 Employment Pattern of Women in Tea Farming of Nepal

In Ilam municipality total population is 290254 in which (141126) 48.60 percent is male and (149128) 51.40 percent is female (CBS, 2011). The total population was 85 percent women works in agriculture, higher the Female works in agriculture than Male. Ilam Municipality women works 85 percent of agriculture, 4 percent in sale worker, 4 percent Elementary occupation, 3 percent professionals and 2 percent manager etc. It is very difficult for most women to explain exactly which of their main occupations (taking family care, doing farm work, helping their husband with other income-generating works, and so on). The housewives are not considered as doing anything of economic value. Yet housewives' activities include food processing, food preparation, care of family members, shopping, household management, and maintaining of accounts, is their primary occupation.

Tea industry with a 70 percentage being rural women. Small farming of tea workers are total of Nepal 14898. Women are more than 10000 and other male. The majority of women then male are in working of tea framings. Ilam district tea workers in 6985 people and Ilam municipality were 559 workers working in tea farming. Therefore, this industry has the potential to empower rural women through poverty alleviation and has become the most focus of attention of many international organizations and many NGOs (NTCDB, 2017).

For a long time workers wage rates in the tea sector remained low compared to other sectors. The government eventually reformed the wage rates in 2008. Both males and females working in the same tea garden approved the same rate of wages. The contributions of women labours are in these industries seem higher than male. There is a lack of recorded data of workers involved, that 90 percentages of labours working at the field level were women. The women labours are basically handling planting, plucking, weeding, fertilizing and pruning works. In the processing

factories, women are seen in sorting out the graded products with leveling and packing goods (field survey 2017).

In general, the women are not interested to going labour works in abroad on many reasons but maintaining personel and family expenditures are challenging. The women works in locally sometimes on spare time by managing domestic works and family care makes significant economic contribution provides tea farming.

4.3.2 Cast Based Employment in Nepal

Tea farming area was working is the mixture of different cast and cultural groups Brahmin, Chhetry, Tamang Newar, Rai and Limbu are the major caste living together and some other caste of people also inhabitant. When analysis the qualitative data of caote employments in the tea family all casts have the equal participation. There is not majority of the particular casts. All casts such as Chhetree, Brahman, Newar, Tamang, Rai, Limbu and other have the nearly equal in numbers in the tea production sector.

It could be said Ilam district is a garden the mixture of multi casts bounding socioeconomic together. There is no more research carried out on cast based employment pattern in Nepal. Although, the locations of tea estate or farming surrounded by majority casts are, could be the large number of workers. It can be say, all casts have a equal contributions in tea production and farming development in Ilam.

CHAPTER - V

Contribution of Women in Tea Farming

5.1 Brief Introduction About Ilam

Ilam district lies in the far-eastern part of Nepal. Ilam is one of the hilly district of far-eastern development region of Nepal, which is bordered by Sikim India in the east, Morang in the west, Panchthar and Jhapa in the north and south. Ilam district covers 1703 sq. km. area (CBS). The district headquarter is Ilam, about 14 hours by bus from Kathmandu. Ilam is linked to the rest of the country by both telephone and road. It is approximately 682 km from Kathmandu (CBS 2073) and linked by black topped road. There are no domestic airports in the district, there were nearest airport in Bhadrapur Jhapa. In Ilam, there the political scenarios are as; 2 Constitutional Areas, 3 Municipality, 7 rural municipality (CBS 2073). According to the census 2011, total households of Ilam district is 142480 and total population is 290254, in which (141126) 48.60% is male and (149128) 51.40% is female (census, 2011). Ilam district is multi caste, multi ethnical and multi religious. In Ilam 44.49% population is Hindu and rest is other religions (CBS, 2011). According to ethnical composition 18.3% is Brahmins, 27% is Chhetri, 9.4% is Newar and rest are others (CBS, 2011). The major occupation of Ilam district is agriculture (79.58%) and rest are others (CBS, 2011).

a) Population Scenario of the District.

Following table was presented the population belong with different wards. That was submitted of the population of male and Female and numbers of houses of those located wards.

Table 5.1: Population Scenario of the District

Ward No.	Total HHs	population					
		Male	% of Male	Female	% of Female	Total	% of Total
1	195	401	4.5	396	4.1	797	4.28
2	1240	2137	23.9	2198	22.7	4335	23.27
3	667	1132	12.7	1266	13.1	2398	12.87
4	340	702	7.8	830	8.6	1532	8.22
5	420	888	9.9	940	9.7	1828	9.81
6	574	1240	13.9	1294	13.4	2534	13.60
7	328	643	7.2	745	7.7	1388	7.45
8	438	809	9	918	9.5	1727	9.27
9	530	994	11.1	1100	11.4	2094	11.24
Total	4732	8946	100	9687	100	18633	100.00

Source: CBS, 2011

The table shows the population of Ilam according to ward numbers in the catchment area of tea production. In ward no. 1 the total male were 401 i. e. 4.5 percent and females were 396 and 4.1 percent. Similarly, in the ward 2 male 2137 that is 23.9 and females were 2198 and 22.7 percent. Word no three 1132 were male that is 12.7 percent and females 1266 i.e. 13.1 percent. In ward four males 1532 i.e. 7.8 percent and females were 830 that come 8. 6 percent. Similarly in five males 888 and that was 9.9 percent and females were 940 and 9.7 percent. Furthermore, ward six has 1240 and that was 13.9 percent and female 1294 and 13.4 percent and in seven ward there males was 7.2 percent and female was 7.7 percent. Similarly, in the ward eight males was 9.0 percent and females that was 9.5. In the ward nine was 11.1 percent and females was 11.4 percent.

c) Ethnic Composition of Ilam Municipality

The study area is the mixture of different cultural groups Brahmin, Chhetry, Tamang Newar are the major caste of the study area Rai, Limbu and other caste's people can also be found in the study area the ethnic composition of given in the table.

Table 5.2: Ethnic Composition of Ilam Municipality

Ethnic Group	Total Population	Percentage
Chhetree	5038	18.39
Brahman	3419	12.48
Tamang	1748	6.38
Newar	1748	6.38
Rai	1522	5.55
Limbu	1419	5.18
Others	12506	45.64
Total	27400	100

Source: CBS, 2011

The presented table shows the populations of the Ilam district according ethnic casts. There was the high population of Chhetree that was 18.39 and more people belongs other cast by 67.1. Similarly, other particular casts belongs of this district. Brahaman's populations 3419 and it has within 12.48 percentage. Tamnags' population of 1784 and that comes 6.68 percentage of the total population. Newar casts contains equivalent same with Tamang castes. The total population of Rai was 1522 and 5.55 percentage of the total population. Limbu was the lowest population among other casts population that was 1419 and come 5.18 % of the total population. From the table we could say Ilam has the multi casts district. There high people that belong other language. so the there was not particular casts which means it the mixture of different casts. In the research the topic have the special value because casts also associated with the tea production. The Tamang, Rai and Newer cast were the so called marginalized casts also lie in the same district. All casts have equal contributions in tea production and tea farming development.

d) Literacy Status

Literacy status is one of the major indications of women role and socio-economic status. Which is given bellow in the table:

Table 5.3: Literacy Status of

Status	Male	% of Male	Female	% of Female
Can't read & write	618	7.46	1680	18.56
Can Read only	163	1.97	192	2.12
Can Read and Write	7467	90.16	7180	79.32

Source: CBS, 2011

The above table presents the literacy status of Ilam District in term of reading and writing of Nepali language. 618 of the male cannot read and write Nepali language that was 7.46 percent of the total population. Similarly, 1680 female cannot read and write Nepali that was 18.56 percent. Among them male 163 could read of 1.97 percent and 7467 people could read and write of 90.16 percent. Furthermore, 192 female could read only that was 2.12 percent and 7180 could read and write that was 79.32 percent of the total population. While analyzing the data the females were more illiterate than males. In this way the males were educated than females.

Educational Status

Education is one of the major indication of role and socio-economic status. The following table shows:

Table 5.4: Educational Status

Status	Male	% of Male	Female	% of Female
S.L.C.	1095	14.53	1151	15.93
Graduate	545	7.23	327	4.53
Post Graduate	257	3.41	75	1.04

Source: CBS, 2011.

The table shows the academic or education status of male and female differently. S. L. C. passed male were 1095 which was 14.53 percentages and female were 1151 which was 15.93 percentages. Graduate populations of male were 545 that was 7.23 percentage and female were 327 that was 4.53 percentage. In addition, the male population 257 was the post graduate and 75 female were post graduate which was 3.41 and 1.04 respectively.

e) Health Facilities Status

The below table shows health facilities in Ilam district.

Table 5.5: Health Facilities Status

S. N.	Particulars	Status
1	Health post	4
2	Health Facilities	1 Hospitals
3	Medicine	Sufficient
4	Examination facilities	Good
5	Most common disease	Diarrhea, Dysentery, Jaundice, Typhoid, delivery cases, blood pressure, Asthma, TB, Leprosy

Source: Field Survey, 2017

The economic activity of the study area is based on agriculture. Horticulture is also practiced by some household to some extent. But this doesn't contribute significantly to their economy due to lack of market facilities for goods, low price level, low production etc. Agriculture, mainly consists of cereal grain production supported by livestock. The main crop of this Municipality is tea followed by large Cardamom, Ginger, Some pulses, oil seeds, potatoes etc. are also produced.

The majority of the people depend upon agriculture for their primary source of livelihood. This is mainly because in all sorts of surveys or interviews conducted by the authorities (Municipality authority, census authority) the question is usually asked to the head of the household and only his occupation is asked. The other members of household are taken as dependents to the household head. Neither they are asked nor do they ever report their occupation as agriculture because it is already told by the head members of their family. This is the reason behind the data enumerating very low percentage of people reporting agriculture as their occupation.

f) Major Occupation and Economically Active Population Involved

Table 5.6: Occupation and Economically Active Population

Types of Occupation	Total Pop ⁿ	Male	Female	% of total	% of Male	% of Female
Armed force	323	312	11	0.23	0.43	0.02
Managers	1981	1037	943	1.42	1.41	1.42
Professionals	4120	2774	1346	2.95	3.79	2.02
Technical and associate professional	1719	1202	517	1.23	1.64	0.78
Office assistance	849	622	227	0.61	0.85	0.34
Service & sale worker	5635	2898	2737	4.03	3.95	4.11
Skilled Agri., forestry & fishery Workers	111262	55142	56120	79.58	75.24	84.36
Craft and related trades workers	3480	2899	582	2.49	3.96	0.87
Plant & machine operators & assemblers	1427	1292	135	1.02	1.76	0.20
Elementary occupation	5063	3065	1998	3.62	4.18	3.00
Not stated	3953	2045	1908	2.83	2.79	2.87
Total	139813	73288	66525	100.00	100.00	100.00

Source: CBS, 2011

The table presents the profession and occupation with in different positions in the tea production factories catchment area. From the data the male and female in relatively in equal in different positions. Armed force there was 0.23 percent of the total population and 1.41 percent were in manager position. Furthermore, 2.95 percent male and female work at technical position and 0.16 percent were the office assistance posts of job. Among all population 4.03 percent worked in service and sales worker. In the located areas the high populations work as agriculture, forestry and fishery workers that were 79.58 percent. Some people worked at the posts of craft and related trades workers that was 2.49 percent and 1.02 percent worked at machine assemble of the total population. 3.62 percent worked as the as elementary occupation and 2.83 percent peoples' occupation is not stated. There were total 139813 people engaged different working positions.

Form the data I analyzed the report of their occupation as agriculture, are not fully employed by agriculture sector, and followed by occupation of these males are to migrate which is 11.59 percent of total population. Many of them are either dependent or disguised employees. Most of the migrant or absentees do not mentioned their jobs because they are temporary wage laborer in various part of India. The few percent of

the absentee population are working in Gulf Country, but their individual data is not available.

The data shows high rate of migration. Many males are migrated from each home that shows the greater number in male migration. The new generation is also motivated to go abroad for the hope of better future.

Out Migration Population

In this district out migrant population is shown in the given below table.

Table 5.7: Out Migration Population

Status	Total	Male	Female	% of Male	% of Female
Absent Population	1120	958	162	85.5	14.5

Source: CBS, 2011

The table shows the migration of the population that as called absent population in that 958 of people were absent of the total population 1120 the come 85.5 parentage. Female 162 were absent of the total population that was 14.5. According to the data the male were absent than female for the different reasons. Of the prominent cause of the male absent that was went abroad for working.

5.2 Economic Contribution of Women in Tea Farming of Ilam

Municipality

In Ilam municipality total female population (149128) 51.40 percent (CBS, 2011). The total population was 85 percent women works in agriculture include 4 percent in sale worker, 4 percent Elementary occupation, 3 percent of professionals and 2 percent women are manager etc. It is very difficult for most women to explain exactly which of their many occupations (raising children, taking care of the house, doing farm work, helping their husband with other income-generating work, and so on) housewives are not considered as doing anything of economic value. Yet housewives' activities include food processing, food preparation, care of family members, care of clothing, shopping, household management, and maintenance of accounts, is their primary occupation. Once a woman becomes a mother, and in fact usually prior to this, she has so many occupations that it is impossible to label any one as 'primary.' But national statistics are arranged so as to ignore 'non-primary' occupations, thus essentially eliminating consideration of the contributions of women. If a woman states

that her primary occupation is housework and secondary occupation is tea farming, other works, then she is considered as not contributing anything to the economy.

Women were working on the three phase of production system that is input, process and production. In the nutshell, women expand of their income for children education, treatment, and household work. They have got an opportunity to earn some in a leisure time as even they have low income as a consciousness and the economic upliftment of the family, society and whole of the country as well.

5.2.1 Employment opportunities to women in tea farming

Tea farming workers are total of Nepal 14898. Women are more than 10000 and other male. The majority of women then male in working of tea framings. Ilam district tea workers in 6985 people and Liam municipality were 559 workers working in tea farming. 100 these women mostly work in the fields in plucking, weeding and fertilizer application. There are plenty of opportunities for these women to go up the value chain if constraints are reduced through programmes that provide training and skills and aim for the sensitization of men.

5.2.2 Educational Status of Women Workers

Education is one of the major indications of women role and socio-economic status. This created in the process of modernization but also for communication with the outside word educational attainment has become most valuable social status.

Table 5.8: Educational Status of Women Workers

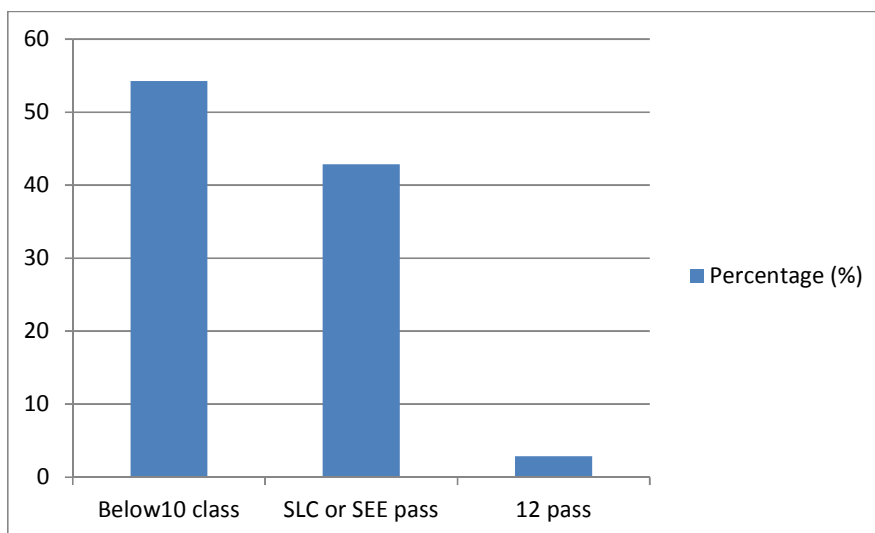
Educational Level	No of Women	Percentage (%)
Below10 class	19	54.29
SLC or SEE pass	15	42.86
12 pass	1	2.86
Total	35	100.00

Source: Field Survey, 2017

The table shows that, total 35 of 54.29 percent is below of class 10, SEE pass women is 42.86 percent and 12 pass is 2.26 percent. Shows the worked in tea garden same

salary in education level. Some women in below SEE pass, some women worked in SEE pass and low quantity was +12 pass which is shown in the column.

Figure 5.1: Educational Status of Women Workers



This column show that, higher numbers of 19 women is below of class 10 , SEE pass women number is 15, and lower number 1 women is 12 pass. High quantities were below SEE level education, some women in SEE pass and low quantities women were +12 pass. All women were same salary in worked in tea garden and factories.

5.2.3 Participation of Women in Tea Farming

Ilam municipality has got one of the oldest tea estate and inspiring many private farms. It is labour intensive works involving planting, weeding, composting, plucking, drying, sieving, grading, packing etc. Women workers are encouraged since beginning. Ilam was a multicultural mixed society closed to Darjeeling made wide range of women workers participation. At the beginning, women were limited on domestic works only had not accountable or either paid, but working on tea farms encouraged at least low wages. It helped to covered family affairs. also workers in Tea farming. Gradually, all types of works had been done by women. In study, 35 women are taken as sample and are divided in different part of works which is shown in the table below.

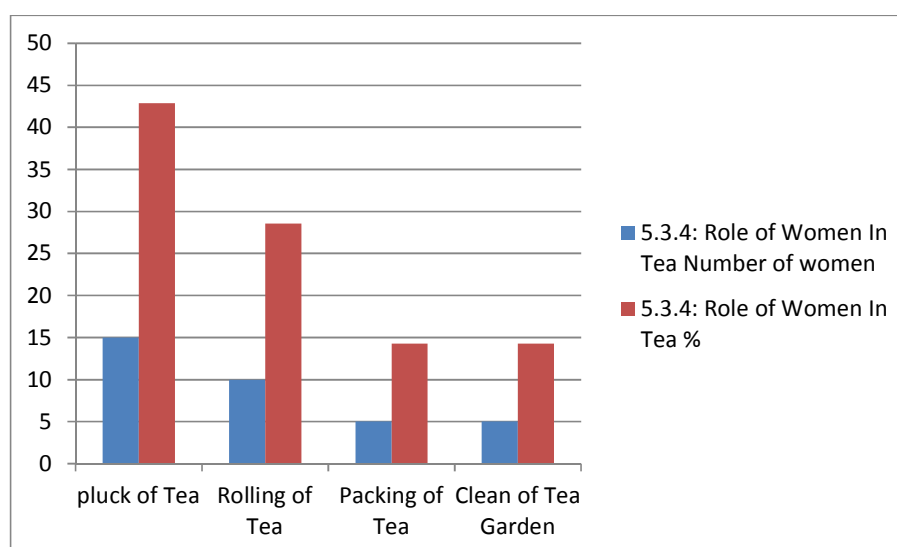
Table 5.9: Participation of Women in Tea Farming

Participation	No. of women	Percentage (%)
Plucking of Tea Leaves	15	42.86
Rolling of Tea	10	28.57
Packing of Tea	5	14.29
Clean of Tea Garden	5	14.29
Total	35	100.00

Source: Field Survey, 2017

This table shows that 42.6 percent women were worked in plucking of tea, 28.57 percent women works in rolling of tea, 14.29 percent women works in packing of tea and 14.29 percent women works in clean tea garden. This column shows, higher 42.6 percent women works plucking of tea, and lower percentage of women 14.29 percent are works in packing of tea and clean of tea garden. Higher number of women 15 is works in role of tea 10 number of women works in cutting of tea lower number 5 women works in packing of tea and 5 women works in clean tea garden.

Figure 5.2: Participation of Women in Tea Farming



Above figure shows that women are working in the tea garden in Ilam municipality. Women were mostly working in plucking the tea in garden. Women are rolling, grading and packing of tea in the factories and some women in cleaning the tea garden and cutting branches.

5.2.4 Role of Women in Organic Tea Production

The increasing production of organic tea is likely to have a positive impact on both women's health and incomes. Organic tea allows women to work with reduced risk to their health, especially when they are working in the fields during pregnancy, whereas in conventional tea cultivation there might be health risks in the case of incorrect use of pesticides.

Women offer most of the labors and this was supported by who also supported this as in most case that men are the only owners of land and that women are just helpers. The group discussion supported this as they said Meelan is no exceptional of beliefs and customs affecting women even in tea farming. Most land is owned by men, very few women own land. This affects women's decision making capacity as the men make all the decisions. That is so since women are not allowed to own land hence the title deeds are on the names of men and so they cannot seek for a loan as the title deed acts as a security in most cases. Women are expected to do house chaos and take care of the family, hence women get overburdened. They get involved in tea farming because most men dictate what should be planted on the farms and they choose tea. Others inherit the land with the tea bushes hence they continue with tea farming. For others, tea farming is rewarding, as they get good income from it and can be measured by the improved living standards. The weather in those areas is very conducive for tea growing and is manageable (Field survey 2017).

5.2.5 Women Income from Tea Farming

Women have golden opportunity to income, economic status because of the tea farming and its related jobs. From the income they could afford of their personal expenditure, children school's fee and added household expend.

The following data shows the working time and paying wages by the factory.

Table 5.10: Women Income Earning from Tea Farming

Wages	No. of women	Part time work	Full time work	Percentage (%)
5000-10000	25	15	10	71.43
10000-20000	10	10	-----	28.57
Total	35	25	10	100.00

Source: Field survey, 2017.

Women are working on tea farming as a part time that is they are many more responsibility of their home and another side the tea could be plucked two time at a year. At the time of tea plucking and producing there become a lack of labour. So, they have high chance to work on the tea farming. In the tea farming women have great chance of employment and maximum women were working of those surveyed tea farming.

The above table shows that the wages and workers relationship of tea farming. 25 women get the wages of Nrs. 5000 to 10000. Likewise, 10 women only get the salary of 10000 to 20000.

Especially, women works in plucking, processing, rolling, choose a best tea, packaging, cultivation tea farm. In this way, tea farming provided many types of works that made local people employed. Because of the employment that the local women getting chance to work. increase economic status and education level of the children due to getting the employment opportunities in tea farming. From the tea farming there could be provide work for the male and female of that farming catchment area. So, their life style economic was different than other people.

5.2.6 Expenditure Pattern of Women Employee

In Ilam Municipality there is major role of women. Women's income expenditure and how to spending income is shown in the below table.

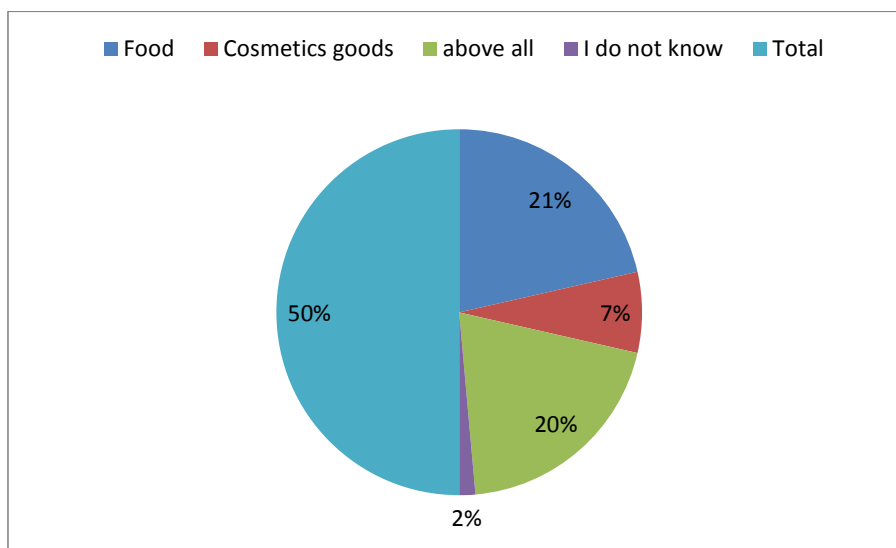
Table 5.11: Expenditure Pattern of Women

Expenditure types	No of Women	Percentage (%)
Food	15	42.86
Cosmetics goods	5	14.29
above all	14	40.00
I do not know	1	2.86
Total	35	100.00

Source: Field Survey, 2017

This table explains that total 35 of 42.86 percent women expenditure is food, 14.29 percent is cosmetics goods, 40 percent is all above and 2.86 percent Women said “we did not know.” Women working in tea garden earning the income use the very women used necessary goods and cosmetics goods, some women cosmetics goods and low quantities women said “I don't know.” Shows the pie chart

Figure 5.3: Expenditure Pattern of Women



Above pie chart shows the tea farming workers women expenditure. According to the pie chart there are more women's expenditure in food, some less women expenditure in food and cosmetics goods expenditure. This survey study main achieved women works in house and free time works tea garden or factories. The women benefits of part or free time works and increase income and pocket expenditure.

5.2.7 Utilization of Income by Women

Women also used money in household spending. Women's utilization of how to spend money on which region also expenditure in their income is shown in the below table.

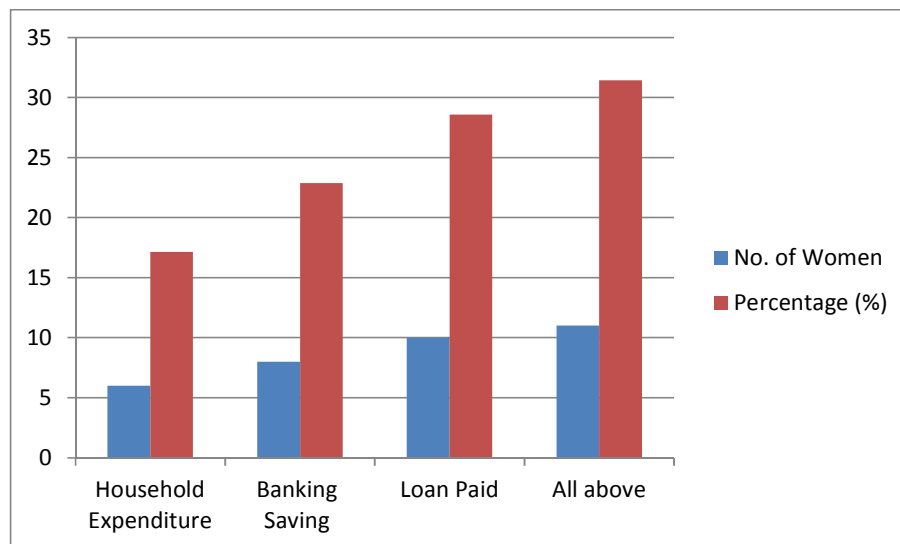
Table 5.12 : Utilization of Income by Women

Money Uses	No. of Women	Percentage (%)
Household Expenditure	6	17.14
Banking Saving	8	22.86
Loan Paid	10	28.57
All above	11	31.43
Total	35	100.00

Source: Field Survey, 2017

This table shows that, how to use of money in house. The total number of women is 35. 17.14 percent women give money to house, 22.86 percent save on bank, 28.57 percent paid loan and all above is 31.43 percent. Women used money in different sector. Women use to earn money in their free time this facility provide by tea factories and garden which is shown in the below chart

Figure 5.4: Utilization of Income of Women



This graph shows that higher women number 11 use money all above, 10 paid loan, bank saving is 8 and lower number 6 women uses house gives money in total 35. Higher use of money by all above 31.43 percent, paid loan is 28.57 percent, bank saving is 22.86 percent and lower uses of money house gives is 17.14 percent.

There is important role of women in tea garden and factories. Local or village men go to foreign countries. All types of tea production works have been done by women. After their time in household works like caring children, all types of household works, they use their free time in the works in tea production. The money earned from the production of tea is used in house works, children fee, wearing of dress, cosmetics goods, and all types of necessary goods as well as saving in bank and so on (Field survey, 2017).

Women have important role in tea production which helps them in their house expenditure. It is because by doing work of their home, by sending children to school, working in tea plant during the free time, also saving for other home expenditure, school fee, money for clothing and bank saving. Though they have to do their household works they earn money in their free time by working in tea production which helps them to survive their family (Field survey, 2017).

This report presents background information and research results from the study on the economic contribution of women through their unpaid work. The purpose of this research is to obtain an approximate figure of the economic value of the daily work performed by women in Nepal, work consisting of household tasks, farming etc, for which they receive no pay. The research included a survey and in-depth interviews with women and men, which aims to understand more about women's unpaid work and the daily regimen of their lives. Some key findings include that women typically work 16 hours a day; that most women have no leisure time; and that they bear most responsibility for household chores, including many tasks related to income generation. Most women, even if they have a servant, do their own cooking, and women generally assume full responsibility for tutoring and helping children with school work. Rural women perform a wider variety of tasks compared to urban women. While both men and women recognize that woman's household activities constitute important work, they do not grasp the extent of its economic value depending on the economic value assigned to the tasks women perform daily.

This research attempts to fill the gap in this area, and to contribute directly to further advocacy work on the important role played by women in Nepalese's society and economy. In this regard, it is important both to raise the attention of living standards, women's contribution and to increase the knowledge of society and family members of the general public on the economic contributions that women make through their unpaid work.

Calculating the economic value of the unpaid work performed by women, and adding that value to measures of national wealth such as GDP, would not only significantly increase the sum represented by GDP (in this case, GDP would more than double), but would increase the value or meaning of the figure, by including a long-neglected element, the unpaid work of housework of women and working time in tea farming earns some own, children fee and household expenditures. It would also contribute to making visible the currently invisible work performed by millions of women throughout the country. As a result, the status of women would increase, and the treatment of women by their family members, as well as officials, would likely to be improved, contributing to a more gender-equal society as well as a wealthier nation. It would also help people to understand that government's expenditures on women are not an expense but in fact an investment, resulting in significant financial as well as other yields to individuals, families, society and the nation.

In the context of Nepal, maximum women are engaged on the tea farming and tea garden area. Because of the reason low percent of male and male engaged other agriculture farming. Women play very crucial role for the economic upliftment related to tea farming and tea production. In tea farming women had contributed significant role than male workers because they are hardworking and it also help to uplift their family and economy. Another aspect is women work in such primary works such as plucking, planting, boding, rolling and other. Though we can say successive primary work gives low profit. The next, considerable things that they have payed low wages. Though women have payed low wages in tea farming and it is considered as low profit work, it had played important role for the family and their daily lives. And in general it uplift the nation economy as well. For these reasons women have a great

contribution in the economic development of the tea farming and sustainable development in Nepal.

5.3 Contribution of Tea Farming on Income and Employment Generation

Cash crop production is largely a family affair, often though not always orchestrated by male household heads, as their work is mainly supervisory. An exception to this pattern is the female headed compound where women bear the major responsibility for agricultural tasks regardless. A risk-averse farmer whose share of food in total expenditure is large will produce proportionally more food than a similarly risk-averse farmer whose share of food in total expenditure is small. Only farmers with low share of food in total expenditure will devote a significant amount of resources to cash crop production. Therefore the most likely relationship between farm size and cash crop emphasis is positive. Women spend the bulk of their time cultivating and harvesting tea yet it is the owner (the husband) of the land and tea crop who largely benefits from production. Cash cropping and increased income does necessarily lead to increased welfare for women and children.

Agricultural policies had reduced their income and their families' well being. The competition for arable land between cash crops and food crops means that women depend increasingly upon cash to buy food they no longer produce themselves. Because cash is necessary to buy commodities not produced at home and is necessary for children's school fees, women farmers are allocating more of their labour time to the production of crops that bring a cash-value.

Tea Farming Survey

Under this topic, researcher analyzed the sub-topic of starts tea production year, sell countries, tea consumption investment of factories for tea production, profit of factories for per month. For these sub-topics, researcher presented different table, pie chart, bar graph and interpretation on simple statistical tools.

5.3.1. Establishment of Tea Factories

Tea factories have been established in the study area over the hundred years. The process is still continuously going on. The presented table below shows the numbers

of factories from their tea production. There is tea production from beginning to above hundred years.

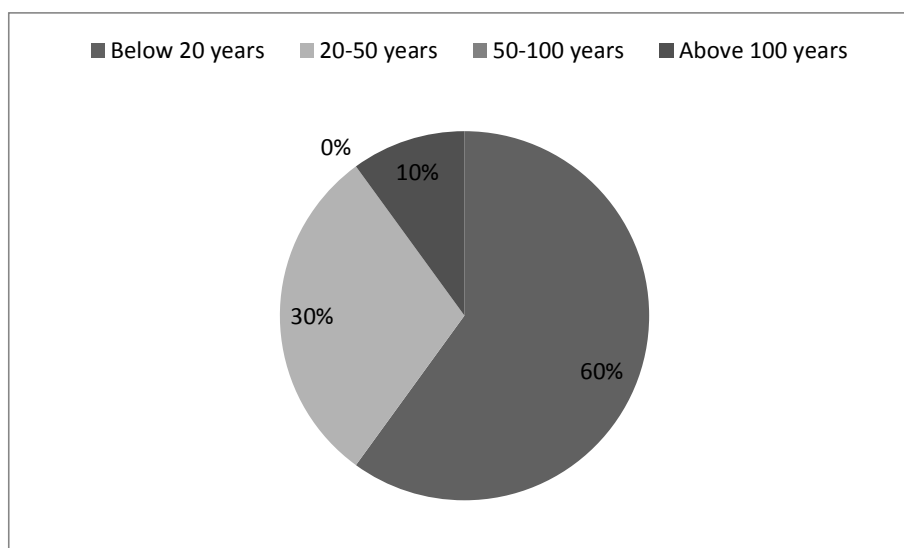
Table 5.13: Establishment of Tea Factories

Time Period	No. of Factories	Parentage (%)
Below 20 years	6	60
20-50 years	3	30
50-100 years	0	0
Above 100 years	1	10
Total	10	100

Source: Field Survey, 2017.

According with data the factories were newly established that was 60 percent and that is number of six. Three factories were as the age of 20-50 years that come in the 30 percent of the total factories one. Similarly, there did not established any factories during the period 50-100 years but above the hundred year there was only one factory of this surveyed areas. The above table shows the tea production more starts in last 2055 after in 60 percent and 30 percent in before 2050. Latest condition income increase in agriculture of tea. 10 percent tea industries were established in above 100 years in Nepal. It can be seen in the pie chart below.

Figure 5.5: Establishment of Tea Factories



According to pie chart the factories were newly established that was 60 percent and that is number in six numbers. Three factories were as the age of 20-50 years that was in 30 percent of the total factories one. Similarly, there did not established any factories during the period 50-100 years but above the hundred year there was only one factory of this surveyed areas. The presented pie chart shows the tea production more starts in last 2055 after in 60 percent and 30 percent in before 2050. Latest condition income increase in agriculture of tea 10 percent tea industry in above 100 years in Nepal. From the data we interpreted that the industries has been new established currently that was given the most of contributions in the tea export.

5.3.2 Supply of Tea by the Factories

The tea factories supplied their production both in Nepal and abroad. The following table shows the status of tea supply made by the sample factories in Nepal and abroad.

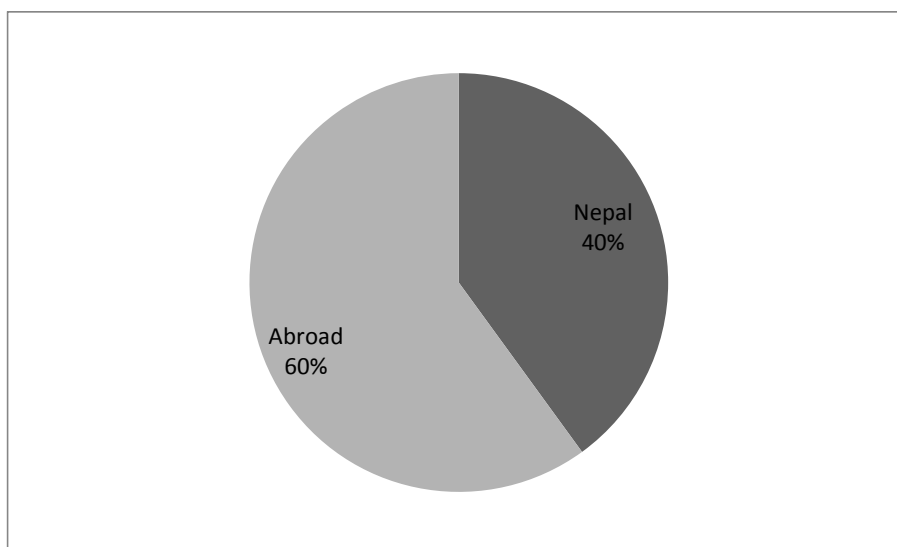
Table 5.14: Tea Consumption Status

Country	No of Factories	Percent
Nepal	4	40
Abroad	6	60
Total	10	100

Source: Field Survey, 2017

The table presented show the tea production consumes of the tea in the Nepal and out of Nepal. In four factories Nepal consumption 40 percent and six factories abroad supplied 60 percent of tea. The most of production would be export to the other countries that were 53.85 percent. The same presented data also could be shown in the following.

Figure 5.6 Tea Consumption Status in Ilam Municipality



The presented pie-chart shows the tea production consumes in Nepal and other countries. The product 40 percent consumed in Nepal and 60 percent tea supplied Nepal for the other countries. The most of production would be export in the other countries.

5.3.3 Investments of Tea Factories

The following data shows the factories investment in the tea productions. From the survey, I have found most of factories were micro level companies.

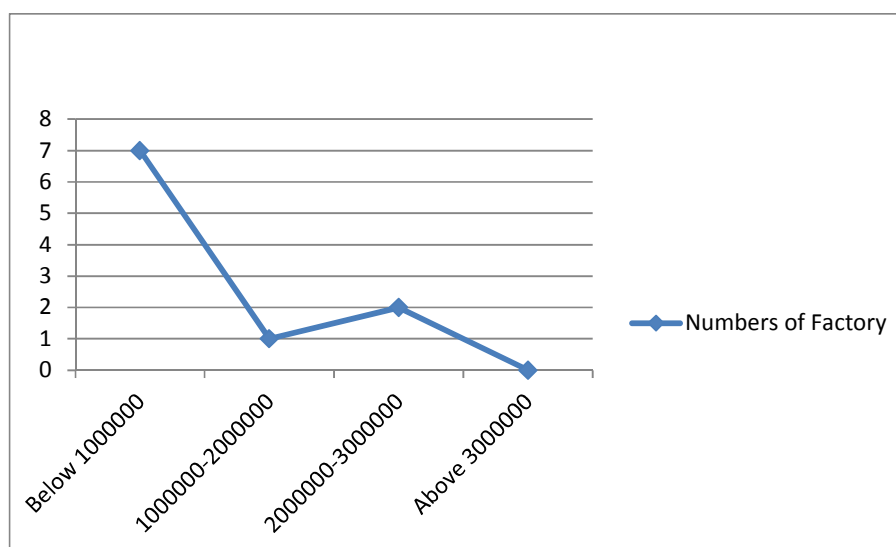
Table 5.15: Investments of Tea Factories (in monthly)

Amounts (Rs.)	Numbers of Factory	Percentage (%)
Below 1,00000	7	70
1,00000-10,00000	1	10
10,00000-20,00000	2	20
Total	10	100

Source: Field Survey, 2017

Above table shows, the 70 percent that were in seven numbers of factories monthly below Rs.100000 investment, 10 percent factories were that was single factory with Rs.100000-1000000 investment and 20 percent factory were Rs. 1000000-2000000 investment in tea production.

Figure 5.7: Investments of Tea Factories (in monthly)



Above graph shows the 70 percent that were in seven numbers of factories monthly below Rs.1000000 investment, 10 percent factories were that was single factory with Rs.1000000-1000000 investment and 20 percent factory were Rs. 1000000-2000000 investment in tea production.

5.3.4 Expenditure of Tea Factories

The monthly expenditure of factories in Ilam Municipality also was below 1000000 because factories are small which can be seen in the table below.

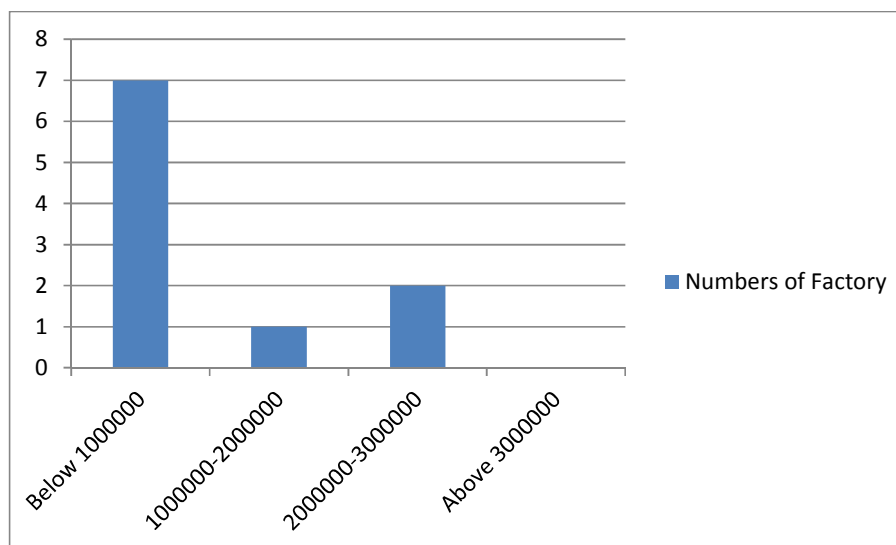
Table 5.16: Expenditure of Tea Factories (in monthly)

Amounts (Rs.)	Numbers of Factory	Percentage (%)
Below 1000000	7	70
1000000-2000000	1	10
2000000-3000000	2	20
Total	10	100

Source: Field Survey, 2017

With the table, by 70 percent or in seven factories expenditure to RS 1000000 and 10 percent factories had Rs.1000000-2000000 monthly expenditure. Similarly, 20 percent factories Rs.2000000-3000000 monthly expenditure 20 percent. Tea production average all factory were monthly expenditure are below Rs.1000000 as shown in below column.

Figure 5.8: Expenditure of Tea Factories (in monthly)



With the graph, by 70 percent or in seven factories expenditure below Rs. 1000000 and 10 percent factories had Rs.1000000-2000000 monthly expenditure. Similarly, 20 percent factories Rs.2000000-3000000 monthly expenditure 20 percent. Tea production average all factory were monthly expenditure are below Rs.1000000.

5.3.5 Profit of Factory Tea Factories

The table presents the monthly profits of those surveyed factories.

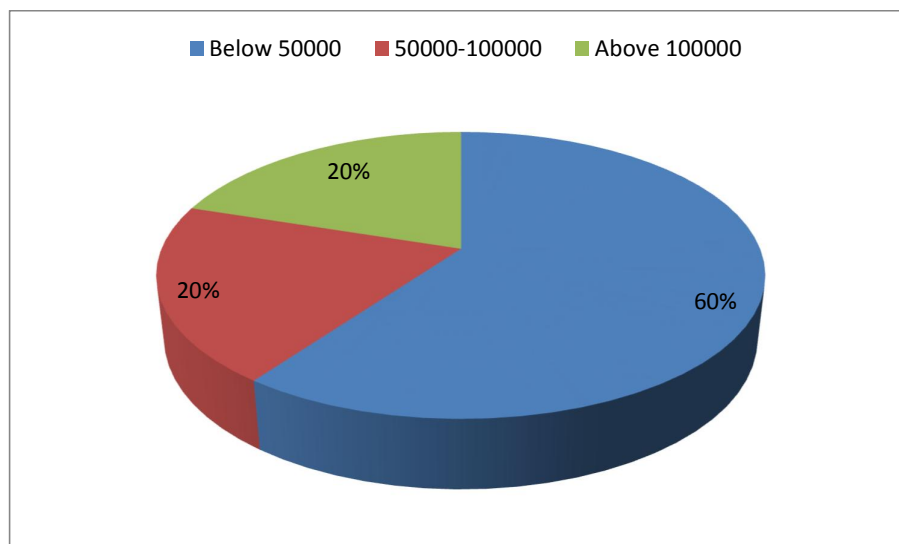
Table 5.17: Profit of Tea Factories (in monthly)

Amounts (Rs.)	No of Factories	Percentage (%)
Below 50,000	6	60
50,000-1,00000	2	20
Above 1,00000	2	20
Total	10	100

Source: Field Survey, 2017

Above table shows the monthly profits in tea production. 60 percent of factory are below Rs. 50000, 20 percent factories were Rs.50000-100000 in monthly profit and 20 percent factories were above Rs.100000 in monthly profit.

Figure 5.9: Profit of Tea Factories (Monthly)



Above pie chart shows the 20 percent factories have successes monthly profit Rs.100000 above profit, similarly 20 percent factories have Rs. 50000-100000 have earn in monthly profit and 60 percent factories have below Rs.50000 monthly earn profit because below Rs. 50000 monthly earn profit was of small factories which is of low investment and some population works.

In summary, this research is based on 10 factories out of 15 in Ilam Municipality as a sample which starts in last 2055 after in 60 percent and 30 percent in before 2050. Latest condition of income increase in agriculture of tea production. 10 percent tea industries were established almost 100 years before in Nepal. 54.5 percent of Tea production is consumed in Nepal and exports in 63.6 percent in other counties. 50 percent of population in Ilam are employed in tea production. The factory paid 50 percent labors monthly Rs. 10000-20000 salary, the factory paid 40 percent labors monthly Rs. 5000-10000 salary and factory paid 10 percent labor monthly Rs. 20000-30000 salary. 70 percent factories were below Rs. 100000 investment, 10 percent factories were in Rs. 100000-1000000 investment and 20 percent factories were Rs. 1000000-2000000 investment in tea production. Monthly expenditure was below Rs. 1000000 in tea production i.e. 70 percent, Rs. 1000000-2000000 monthly expenditure was 10 percent and Rs. 2000000-3000000 monthly expenditure was 20 percent. The average monthly expenditure of tea production of all factories were below Rs. 1000000. The monthly profits of tea production of 60 percent of factories are below Rs. 50000, 20 percent factories were Rs. 50000-100000 in monthly profit and 20 percent factories were above Rs. 100000 in monthly profit.

Work on tea production has rise on some income level than living in some places. The tea has been employed in the garden instead of wasting time at the time of lunch. Only local people have worked in their house after working for their work in the evening and after sending their children to school, they have helped them to work at tea. And working in the evening in the morning and in the field of work, tea is working in other districts. Local people often do their work in other working season and plant them tea during the spring and work at other places and districts (morning, afternoon and days) works.

5.3.6 Nature of Worker

Basically, there are two types of workers, full time workers and part time workers in the sample tea factories as shown in given table.

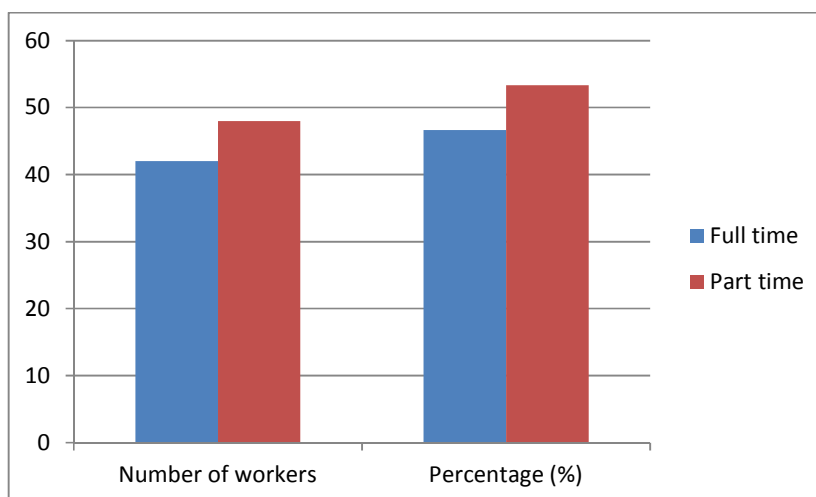
Table 5.18 Nature of Workers in Tea Garden

Time	Number of workers	Percentage (%)
Full time	42	46.66
Part time	48	53.33
Total	90	100

Source: Field Survey, 2017

In the tea production total labors are 559 and 90 labors are taken as a sample. The total sample 90 labors are 42 (46.67%) labor work in full time in tea garden and 48 (53.34%) labor work in part time in tea garden. The average high labor in work in part time in tea garden.

Figure 5.10: Nature of Workers in Tea Garden



Above table shows labor working in tea garden, 47 percent as full time and 53 percent are working as part time worker especially local people because local labors had to work on their own home and fields. Many workers came from other districts and work as fulltime but local people work as part time.

5.3.7 Income of Labour

The monthly income of the worker in tea garden and factories which they receive is shown in the given below table.

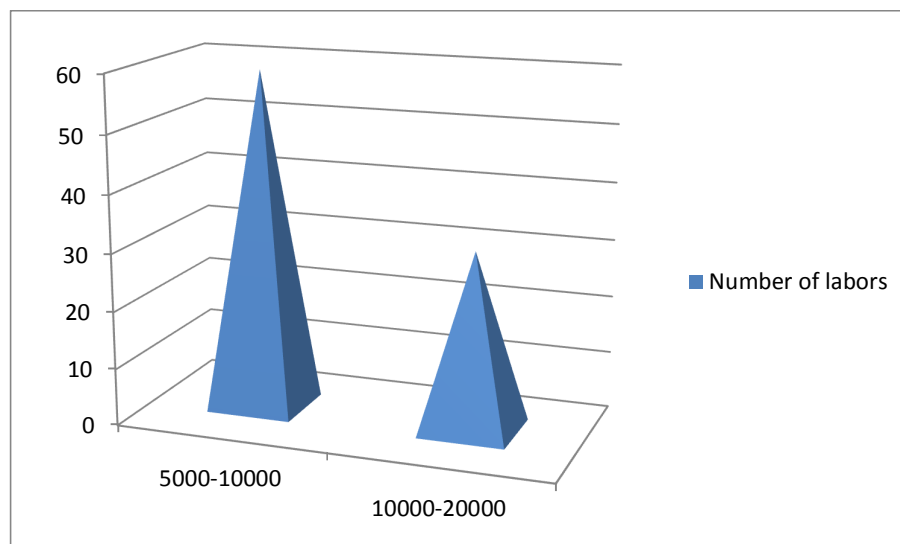
Table 5. 19: Income of Labour (in monthly)

Amounts (Rs.)	Number of labors	Percentage (%)
5,000-10,000	59	65.55
10,000-20,000	31	34.44
Total	90	100

Source: Field Survey, 2017

Tea Labors in Ilam municipality the total 59 labors have monthly 5000-10000 which come in 65.5 percent. and 34.5 percent labors monthly income is Rs.10000-20000 in tea production that are total 31 labors.

Figure 5.11: Income of Labour (in monthly)



Above table shows the salary of labors in which Rs.5000-10000 monthly salary is received by almost 55 labors. Almost 25 labors have received Rs.10000-20000 monthly salary. This pie chart shows that most of the labors with low salary are part time workers i.e. local people because they had to involve in their household and agricultural works too. It also shows that the tea factories can help in income and many local people engage in employment.

5.3.8 Monthly Saving of Labors

The below table shows the savings of income of Labors according to their income.

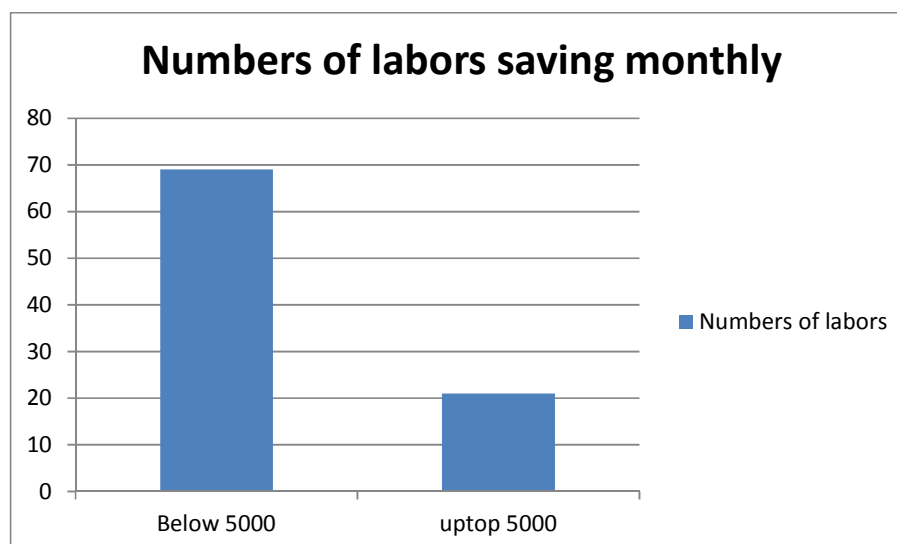
Table 5.20: Saving of Labour (In month)

Amounts (Rs.)	Numbers of labors	Percentage (%)
Below 5000	69	76.66
Up-to 5000	21	23.33
Total	90	100

Source: Field Survey, 2017

The table shown monthly saving in workers. 76.6 percent labor was below Rs.5000 saving in a month, 23.4 percent labor was up to Rs.5000 saving in a month. Show below column.

Figure 5.11: Saving of Labour (In monthly)



Above Column shows the labor saving in a month. The savings below Rs. 5000 is higher because a large number of labors have low salary. A very low number of labors have saved up to Rs. 5000 in a month. Most of the labors have low savings because they have more expenditure in household life.

5.3.9 Medical Facilities to Labour

Most of the labors working in tea garden check their health in health post, Government hospital, witch doctor and international hospital which is shown in the given below table.

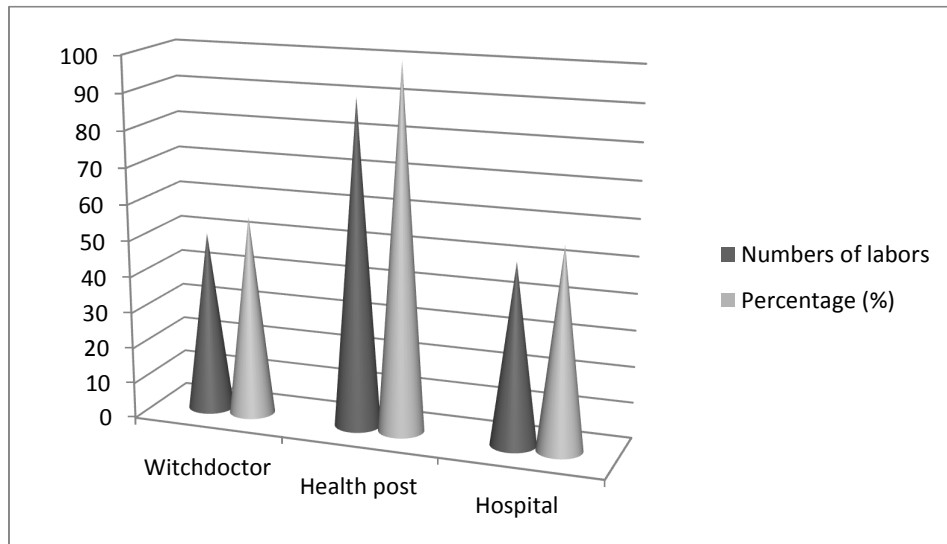
Table 5.21: Medical Facilities of Labour

Checks of health	No. of labors	Percentage (%)
Witchdoctor	50	55.55
Health post	90	100
Hospital	50	55.55

Source: Field Survey, 2017

Above table shows all labor checks their health in health post. When those labors fall sick they first go to witchdoctor, and if it doesn't work then only they go to Health post and if it also doesn't work for last time they go to 55.6 percent in Hospital. The figure below shows the facilities of health of labor.

Figure No 5.12: Medical Facilities of Labour



Above figure shows that all labors check in health post, some non educated labors go to witchdoctors, and some high income labors go to hospital. The reason of not going hospitals for checkup and going to witchdoctor is their low salary and unable to save their income and their expenditure in household.

In summary, in the tea production in Ilam Municipality total labors are 559, in which 90 labor are taken as a sample. Out of total sample 90 labors are 42(46.67%) labor work in full time in tea garden and 48 (53.34%) labors work in part time in tea garden. The average local people works as part time in tea garden.

In the Tea production in Ilam Municipality, 65.5% labors monthly income was Rs. 5000-10000 and 34.5 percent labor earns monthly Rs. 10000-20000. 76.6 percent labors save monthly below Rs. 5000, 23.4 percent labors saving were up to Rs. 5000 saving in a month. All labours checks of health in health post, when labor fall sick they were go to first in witchdoctor, not release the pain in second time go to Health post and last time not pain release in goes to 55.6 percent in Hospital.

In this Research, it is found that after finishing their house works and work in tea garden in their free time. This part time and full time works in tea factories and garden increase income and achieved employment as well as uplift income which helps to labours in tea production farming.

The technical characteristics of crops impinge on the ability of farm households to respond to changing price ratios in the short run. The characteristics of perennials

such as coffee and tea production give less ability in the short run to respond to price changes than is the case for annual crops such as carrots, potatoes, maize and beans. Coffee and tea represent a semi-fixed factor situation to a farmer who has switched to these. If after the switch is made and investments are made, the terms of trade between coffee and a competing crop shift in favour of the competing crop, then moving out of coffee is constrained in the short run. Production of tea and coffee will continue as long as variable costs are covered.

There are many advantages of working on tea farming especially for women who are unemployed. Tea farming provides a lot of employment that directly benefit for women got work in that field. The jobs categories of the work in the tea farming that were plantation of tea plant, cultivations and aggregation, medicating, composting, and fluorescing. So tea farming is a labour intensive agriculture farming.

CHAPTER - VI

SUMMARY, CONCLUSION AND RECOMMENDATIONS

6.1: Summary

Since ancient time, in Nepal, agriculture has been the main source of livelihood. It is the foundation of the national economy and provides employment about 75 percent of the total population. The majority of people depend on agriculture sector. It contributes 27.6 percent of GDP (Economy Survey, 2017/18). It is the most important source of food, income and employment particularly for rural poor people. The tea farming is thereby considered to be the best agro cash crops in eastern Nepal.

Eastern Himalayan corridor is endowed with several unique qualities for organic tea production related to soil, climate, topography, temperature and humidity. Eastern Nepal is agro climatic conditions prevailing highly conducive for growing this crops where producing varieties of orthodox Himalayan unique tea brands. Tea production is a labour intensive process that creates many employment opportunities of poor people, particularly, women in rural area of the country. It plays an important role on Nepalese economy by exporting abroad as an agricultural tea product to earn valuable foreign exchange. Tea garden on the top of hills and valleys provides ample scenic of beauty attract visitors to generate indirect income.

Tea, cultivation begun in 1863 but the first factory established in Ilam bazaar in 1878. The involvement of the private sector in tea cultivation started as commercial production from 1960. The Nepal Tea Development Corporation (NTDC) was established in 1966 however, the government declared as tea zones in 1980.

Ilam, Jhapa, Panchthar, Dhankuta and Terhthum are the leading districts on tea production. While opening the history of tea production in the context of Nepal in 1863 AD, started tea plantation from Ilam district as a kitchen garden. Gradually the farmers of Jhapa and Ilam district had begun tea cultivation inspiring Darjeeling tea estate. The Nepalese tea production capacity was in low profile until the 1990s, which unable to fulfill even domestic demand.

Decades Earlier, In 1966, The Nepalese Government had established the Nepal Tea Development Corporation. But the farmers are not encouraged sufficiently. The policy was reforms in 1993. The government has been launched a new policy by the end of 2000. This policy seeks to ease access to bank credit and land lease for tea farming with strengthening human capacity which promote better opportunities for tea export. Since the last decade tea processing factories have been established and working as a fully commercialized Industry. Ultimately, tea cultivation is turned into industries due to the increase in participation of small farmers as well as private sector. The farmers organized in the form of cooperative are able to secure relatively higher prices as compared to individual farmers.

Mainly two broad phases involves in tea production i.e. cultivation phase and industrial phase, each having sub-phases. They are planting, pruning, plucking, replanting and flushing related to cultivation phase. Withering, rolling, fermentation, drying, grading, storing and packing are related with the industrial phase. These phases are to be followed on a proper way.

The study shows Ilam municipality is one of the most popular for tea cultivation area where tea farming was begun. About 559 small farmers are involves in tea farming inspiring Ilam Tea Estate. Tea cultivation is labour intensive works created many opportunities for employment which generate to increase individual income. Eventually, it helps to covered personnel expenses as well as family needs. Most of the Ilam Municipality tea estates has been processing orthodox, black, green, white, olang and CTC graded tea. Due to the establishment of tea industries on local area the farmers are more encouraged for tea cultivation as a professional.

Women could play a major and significant role in the tea production in the study area where tedious works with low wages are encouraged. Women from over fifty percent of the workers, and are concerted in plucking operation that from up to seventy percent of the total work in tea production. Despite of discrimination, women doing most of the field works, working longer hours than men have been noted in estates. Representation of

women in trade union being is limited and weak labour rights easily side stepped are also some of the vulnerabilities.

Traditionally, women have depended on men economically, socially and culturally. Men work outside and earn while women look after home and family welfare. Women work for supplementary earning only. The attitudes and perceptions of women towards tea farming seems to clearly as have a positive attitude with low wages for tedious intensive works. Ironically, the women works in minimal rewards from the farms or estate income even mostly daily wages and this is influence by the cultural belief makes women go unrewarded for their efforts.

Tea production is one of the important cash crops and there is no question where women are involved in a tremendous works that has been shared significant amount of value to the family, society, and the nation. If women were ever to go on strike, the society would understand how much worth of the importance of their works. In fact, families would cease to function if women did not work, which is the precise reason why women cannot go on strike. Men are able to engage in paid labor because of all the work that women do in the home: cleaning the home, washing clothes, preparing food, washing dishes, and engaging in all the social functions. The above figures make it clear that women make an enormous contribution to the economy. Yet the women works do have no direct cash return; it is considered as their responsibility for their family. However, when it is looked at differently, women's unpaid work represents a subsidy to the entire national economy. Without this work, tea estate companies and other employers would have to pay a far higher salary to men to allow them to hire someone to do the domestic works. The domestic works of women, are not actual lack of importance, means that it is considered as directly unpaid cash only. However, tea farming is one of the opening opportunities for rural women. In Ilam municipality, tea workers paid equal rate of wages are advantage for women workers.

This study shows that plucking green leaves is the major works of tea production where mostly women are involved contributes around 40 % of total annual income of tea farmers. In the context of tea production of Nepal, tea estate of Ilam municipality, this

study shows that tea import is increases besides export decreases in 1994/95 and in 2001/2 started export increases and import decreases. The recent condition in 2015/16 shows that the Nepal tea and coffee board export 14% and import 7%. Its means, tea farming in Ilam Municipality and Nepal has industrial potential. The tea farmers and estates are pay attention on quality products as best of the world standard grade.

This research has tried to draw out finding from the interpretation and analysis the presented data that has shown in different table, pie chart and bar graph.

- The highest rupees of tea exports out of total production were in the FY 2014/15 and lowest tea exports in the FY 1997/98. The average export of tea was 4.55 in the study period. There were 13 study periods that have less exports than the average exports and 9 study periods that have above the average exports of tea. The general trend of tea exports was fluctuation about in every four years of study periods but from the FY 2005/06, the trend of tea export is gradually increasing.
- Table shows that the highest rupees of tea imports were in the FY 1996/97 and lowest tea imports in the FY 2002/03. The average import of tea was 4.55 in the study period. There were 10 study periods that have less imports than the average imports and 12 study periods that have above the average imports of tea. The general trend of tea imports was fluctuation about in every four years of study periods.
- Tea factories have been established in the study area over the hundred years. The factory process is still continuously going on. There are six others factories are newly established. Tea production is highly increased only since the year 2055.
- The tea factories supplied their production both in Nepal and abroad. The factory products of 46.15% supplied in domestic consumption and 53.85% are export in abroad.
- The monthly expenditure of small factories was below 10,00,000. Similarly, the monthly expenditure of one medium factory was Rs.10,00,000-20,00.000. Lastly, the monthly expenditure of two large factories was Rs.20,00,000-3000000.

However, the average monthly expenditure of sample factories was below Rs.10,00,000.

- It is found that maximum labors were in part time worker in tea garden and they earn 5,000 up to 10,000 in per month. Furthermore, the more labor nearly 76 percentage labors saves Rs 5,000.
- The labors were care about their health and 90% labor went in heath post for check up their health.
- To address the issue of employed workers, the tea garden are not reliable in wages and better residence for all of them.
- While analyses the women income increases, data shows women expend more amount in food is nearly 42 % and nearly 15% expend on cosmetic materials.
- The women use great money on paid loan which comes nearly 28% and they also save money on bank that is 22.86% in total.
- The women population was high in that areas nearly, 51.40% but their literacy rate was low and they have less responsibility in the expenditure of money transaction. Furthermore, In Ilam municipality women works 85% of agriculture sector, 4% in sale workers, 4% Elementary occupations, 3% professionals and 2% managers in total.
- Researcher found that 42.6% women were worked in plucking of tea, 28.57% women works in rolling, 14.29% women works in packing and 14.29% women works in weeding tea garden. This column shows, higher 42.6% women works plucking of tea, and lower percentage of women 14.29% are works in packing of tea and weeding of tea garden.
- Women should have to increase more responsibility of the family needs and sudden relief fund should be saved in bank.
- Convince government, lack of practical knowledge of the officials, to include women's works in economic measurements of the nation (such as GDP), and to incorporate an understanding of women's value when looking at programs to empower women strength (such programs representing a tiny return on women's contribution to society, rather than a net cost).
- Men give hand in domestic tasks in order to do reduce the burden on women.

There are some problems facing in tea production. Most of the tea farmers are cultivating tea without any technical knowledge. Some examples are due to the low rate of domestic consumption, lack of market facility, export problem, technical and financial support by government for tea cultivation.

6.2: Conclusion

Tea industries in Nepal are growing rapidly due to the active participation of the private sector and tea plantation. It gives the highest return compare to any other crops cultivated by farmers. The government recognizes that tea is an import and export agricultural commodity and it has high potentials to contribute for national income, employment and environment protection are cultivating eastern part of Nepal. Exporting tea in India and overseas countries is potentially a good source of revenue generation.

Among different districts Jhapa and Ilam are leading in tea production. In context of Nepal, Ilam municipality is one of the major leading pocket areas for the tea production since beginning. Both tea estate and small farmers are involving in tea farming as a professional industr

In the hilly districts, a large number of households were dependent on the tea cultivation. Whereas, over thirty thousand workers are directly involved in the tea industries with large percentage is being rural women. It is therefore, the tea industries has the potential to empower rural women through income generate. Both males and females are working together in same garden have equal wages make significant changes. It is also apparent that is gender equity to a certain level, and women continue to strengthen their position.

The study assessed that the trend of import and export of tea products are stable until in 2003/04. After that gradually the export of tea product is increasing. From this study, it is found that around 40 percent women are receiving income by tea cultivation. Eventually, the tea industry is playing a significant role of creation of employment opportunities for rural people. From this study it is concluded that although, the tea farming has prospective in many aspects, nevertheless, the government of Nepal has high priority of rural women workers of sustainable income development.

Consequently effects have been seen in tea farming development. Various efforts on agriculture cash crops sector have led to rapid change towards new perspectives. Today commercial agriculture offers an opportunity for many rural people to move above the poverty line. The growing of cash crops is now increasing rapidly and is seen as an important way to help small farmers provide income security and to improve their situation. This study is about documenting to what extent tea farming has become commercialized, the factors which have motivated farmers to adopt cash crops, and the role of gender especially in labor division and decision-making in agricultural activities.

6.4: Recommendations

After this research, it is the study of researcher to give suggestion about related subject to the related sector. During this research many aspect of tea production had been studied and find out so many facts about tea cultivation. Here following recommendation have been made for sustainable development of tea family and improve income and employment, contribution of women and import and export of tea.

Tea Farming is very important and there is need to address the challenges that come with it as it does not only benefit the individuals but the country's economic growth as well. Tea farming influences positively the lives of both men and women. Nevertheless, specific gender issues related to standards are centered on health and safety and maternity labour rights. There is no coverage or assurance of gender equity regarding works schedule, work load, division of work, wages and social benefits. Although, all the standards system mention minimum wage, there is no reference to 'living wage'. The need for wages is to meet living needs of family through workers earning. The income they get, even the bonus from the Government, does impact the living standards of the people. However, a lot needs to be done and I recommend the following:

- i) The tea price is dictated by Indian market due to the lack of market management. To solve this problem government should play an important role.
- ii) The non-governmental organizations need to address women issues that influence their participation like cultural beliefs.

- iii) Women need to be equipped with more knowledges on their rights and the law to deal with their challenges.
- iv) Gender education needs to offer at grass root levels to sensitize about gender priority in development
- v) Women (Farmers) do not know about technical knowledge of tea production. In such condition training, seminar and workshop should provide by farmers, tea estate or government and other intuitions.
- vi) To address the issue of employed farmers, the tea garden should provide reliable wage and provide better residence for all of them.
- vii) Sustainable livelihood option should be identified rather going foreign country for income generation. So, those communicate should be made sustainable locally by identifying appropriate livelihood alternatives.
- viii) We need to identify more potential tea growing areas in other parts of Nepal besides the exiting area. This will increase tea production to export and earning of foreign exchange.
- ix) Local market condition is not satisfactory to increase the consumption on local level, people should award about advantage of orthodox tea.
- x) Tea industry requires a large initial investment but gives return after 4/5 years. Therefore the government has to formulate an appropriate loan policy and should provide subsidies .
- xi) The government should have to make progress in the work of women increase salary and security.
- xii) Women should have more responsibility on family needs and sudden relief fund should be saved in bank.
- xiii) After increasing the wages rural people are able to stop from abroad going which provide more contribution on works in Nepal increase their income level and health safety.
- xiv) In the tea cultivation, the government will increase its investment input and to give priority for export on abroad will earn foreign currency.
- xv) Raise people's and policymakers' awareness of the importance of women's contribution, and that spending money on women is an investment in the economic wellbeing of the country rather than an expense;

- xvi) Convince government officials to include women's works in economic measurements of the nation (such as GDP), and to incorporate an understanding of women's value when looking at programs to assist women (such programs representing a tiny return on women's contribution to society, rather than a net cost);
- xvii) Everybody give hands on domestic tasks in order to reduce the burden of women oneself.
- xviii) Replicate this research study in other countries, to broaden international understanding of the issue in different contexts.

The government should come up with revised policies that influence the pricing of the tea at local levels and land ownership policies need to be reviewed so as to encourage more women owning and accessing property.

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Appendix - I

ECONOMIC CONTRIBUTION OF WOMEN IN TEA FARMING OF NEPAL

(A Case Tea State Ilam Municipality)

Tea Farmer Survey Questionnaire

Study Area : Ilam Municipality: Tea State

District: Ilam

Respondent information

Name:

Age:

Sex:

Education:

Religion:

Language:

Occupation:

Total member of the family:

Add:

1. When did you start tea plantation?

a.

2. In how much area you have tea plantation?

a.ha

3. How many years did this garden produce tea?

a. below 20 years

b. 20-50 years

c. 50-100 years

d. 100 years above

4. How many labors are employed in your tea garden?

a.

5. Have you taken any training for tea plantation and production?

a. Yes

b. No

a. below 1000000

b. 1000000-3000000

c. 3000000-6000000

d. above 6000000

17. How much earn in monthly profit?

a. No

b. Below 50000

c. 50000-100000

d. above 100000

18. How much quantity production in your tea garden?

a.

19. which your sell tea in per kg?

a.

20. Which place study in your children?

a. Village

b. urban

c. central

d. international

21. Which you used vichecal?

a. Walk

b. bike

c. bus

d. taxi

22. Do you have any suggestion?

.....

Appendix II

ECONOMIC CONTRIBUTION OF WOMEN IN TEA FARMING OF NEPAL

(A Case Tea State Ilam Municipality)

Worker (Labor) Survey Questionnaire

Study Area

District: Ilam Municipality: Tea State

Respondent information

Name:

Age:

Sex:

Education:

Religion:

Language:

Occupation:

Total member of the family:

Add:

1. How much time work in tea garden?

a. Full time

b. part time

2. What is your monthly income?

a. Rs.5000-10000

b. Rs. 10000-20000

c. Rs. 20000-30000

d. Rs. 30000 above

3. Do you feel any change in your economic condition after tea production?

a. Yes

b. No

4. What are the main source of income of your family?

a. Agriculture

b. Non agriculture

5. Is it easy to maintain family's livelihood with this income?

a. Yes

b. No

6. when did you work in tea garden?

a.....

7. How much saving in monthly?

a. loan

b. no

c. below 10000

d. above 20000

8. . In which school will you teach here children?

a. Boarding (private) school

b. Government school

9. Which hospital check up your health?

a. Health post

b. Hospital

c. Witchdoctor

d. International Hospital

10. Which you used vicheal?

a. walk

b. bike

c. bus

d. taxi

11. Which you live?

a. labor dhura

b. own house

c. rent

12. which you need tea consume?

a. your company

b. market

13. Which member work tea production in your family?

a.

14. Involve you labor union?

a. yes

b. no

15. When you receive wage?

a. 1 month

b. 6 month

c. two weeks

d. one week

16. Your children work in future tea production or other job?

a. tea production

b. other job

17. Your land in other place?

a. yes

b. no

18. Do you have any suggestion?

.....

Major Focuses Question in Women

19. What is expenditure in your income?

a Food

b Cosmatic goods

c All above

d I don't know

20. Which is gives your salary?

a House

b Saving bank

c Paid loan

d. all above

21. which is the role of women in tea ?

a. Rolling

b. Paking

c. cutting tea

d. Clean tea garden

22. Do you change your living stander and economic state?

a. yes

b. No

23. Do your any suggestion ?

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