

STATUS OF CONTACT WORKER IN KATHMANDU NEPAL

**(A CASE IN DAILY WAGE CONSTRUCTION WORKER OF
TARAKESHWAR MUNICIPALITI)**

A Thesis

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LETTER OF RECOMMENDATION

This entitled STATUS OF COTNTRACT WORKER IN KATHMANDU, NEPAL (A Case in Daily Wage Construction worker of Tarakeshwar Municipality) has been prepared by Mr. Nabraj Singh Bohara under my supervision. I hereby, recommend this thesis for examination by the thesis committee in a partial fulfillment of the requirement for the Degree of Master of Art in Economics

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Dr. Rashmee Rajkarnikar
Thesis supervisor

March 2019

LETTER OF APPROVAL

This is certify that the thesis entitled STATUS OF CONTRACT WORKER IN KATHMANDU, NEPAL (A case in Daily wage construction worker of Tarakeshwar Municipality) submitted by Mr. NABRAJ SINGH BOHARA to the central Department of Economics Faculties of Humanities and social sciences, Tribhuvan University, in partial fulfillment of the requirement for the Degree of Master of arts has been found satisfactory in scope and quality. Therefore, we accepted this thesis as a part of the said degree.

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ABBREVIATIONS/ACRONYMS

CA	=	Contract Act
CBS	=	Central Bureau of Statistic
DC	=	Developed Country
ERP	=	Employment participation Rate
FGD	=	Focus Group Discussion
FY	=	Fiscal Year
GoN	=	Government of Nepal
LB	=	Labour Based
LA	=	Labour Act
ILO	=	International Labour Origination
LEF	=	Labour and Employment Policy
LFPR	=	Labour force Participation Rate
LDC	=	Less Developing Country
MoF	=	Minister of Finance
NLFS	=	National Labour Force Survey
NPC	=	National Planning Commission
NPHC	=	National Population and Household Census
NRB	=	Nepal Rasta Bank
TUA	=	Trade Union Act
WTO	=	World Trade Organization

CHAPTER: I

INTRODUCTION

1.1 Background

Contract' is defined as an agreement enforceable by law concluded between two or more parties for performing or not performing any work. Labour as a factor of production that is available for an economy consists of all those able and willing to work, including the self-employed the unemployed workers. Labour force is the number of people that are available for paid employment, also referred to as the workforce or manpower.

In macro terms all human physical and mental efforts used in creation of goods and services is called labour force. It is a primary factor of production. Labour is a physical or mental exertion, especially when difficult or exhausting work. It is productive activity; especially for the sake of economy gain. Labour are those persons engaged in such activities, especially those working for wages (ILO, 1994). The situation of the labour market existent in a particular place plays a vital role to develop the contract labour system of that place. In labour market, following situations may mainly evolve:

A. Surplus Labour Supply Situation: If the economic growth rate is unsatisfactory or declining, the market cannot create more demand for growing population. Labour in such situation prioritizes to migrate for better situation and opportunities inside or outside the country, if not they work for any conditions that are set by the employers.

B. Tight Labour Supply Situation: When some opportunities of business grow extensively and local labor supply does not meet the demand, then migrated (in country or out-country) labour are used to cope up with the business expansion.

1.1.1 Historical Development

Employing worker on job contract or wage contract is not a new phenomenon in Nepal. The history of contracting of job in Nepal backs to 1950's, the government of Nepal initiated its planned development through infrastructural construction of road, bridges, airports, dams, hydropower and buildings. In 1960s, the industrialization process initiated in the country with the establishment of state-owned enterprises that normally hired all

workers on pay roll. The only labour law of the period- the Nepal Factory and Factory Workers Act enacted and enforced from 1960 which constrained opportunity of social dialogue between employer and worker.

From 1980's, private sector enterprises got opportunity to export carpet and garments to European and American market, remarkable numbers of workers were involved in wage earning activities (Chapagain, 2000). Immediately after the restoration of the democracy in 1990s with a firm advocacy from all corners, two labour laws were enacted and implemented. The Labour Act 1992 was intended to cover the rights and welfare of the workers of other sectors beside the manufacturing sector like tea-plantation, construction, travel and transportation.

1.1.2 Construction Worker in Nepal

In Nepal, the economic development has a short history. Some instances of contract labour system do exist in carpet, textiles, tea-estates, construction and other industries. Some studies on informal sector also provided information to understand the contract labour situation in Nepal. The Nepal Labour Force Survey (NLFS III), conducted by the Central Bureau of Statistics in 2017/18 was the third Labour Force Survey and followed NLFS I in 1998/99 and NLFS II in 2008. There are approximately 20.7 million working population and approximately 7.1 million are employed and 908 thousand are unemployed. The unemployment rate is 11.4 percent. Females reported a higher unemployment rate of 13.1 percent, which is 2.8 percentage points higher compared to males. There are huge disparities in other labour market indicators between females and males, female employment-to-population (EPR) is 22.9 percent, which is 25.4 percentage points lower than male EPR. The female labour force participation rate (LFPR) was 26.3 percent compared to the male LFPR (53.8 percent). One in every five people who had jobs in Nepal, are employed in agriculture, which is a biggest employment industry. Trade industry had the second largest share of employment (17.5 percent), followed by construction (13.8 percent). The informal sector has a bigger share of 62.2 percent. Nepalese usually work 44 hours on average per week and those in transport and storage industry usually work the longest hours (55 hours per week). Other industries where people work excessive hours (i.e. more than 48 hours) include accommodation, food services and construction. Males usually worked more hours (48) on average compared to females (39 hours).

1.1.3 Construction Work in Nepal

Construction work in Nepal is generally carried out by "A" to "D" class of contractors and some nominal self-employed technicians like carpenters, mason, plumbers etc. Contractors are involved in large-scale infrastructure building like hydropower, road, bridges and commercial public and residential buildings. The issues of contract labour system are almost similar to the other sectors. As the construction works is a time bound project, the workers are hired on contract through intermediary who is generally an intermediary petty labour only contractor. Even the wage rate for working is haphazardly fixed by the petty contractor. Generally, the contractor takes care of the food and sheltering of the labour on site contract at is generally far from the workers resident. On the completion of project, the contractor either shifts the labour to another site where he gets another labour- only supply contract, or he simply sends the labour back home.

Generally, in Nepal, from the union's perspective, the contract labourers are found in the following three forms; "Karar"; a fix time contract "theikka"; a fix job contract "Piece-rate"; wages fixed as per production. The easiest way to recognize the contract labour is through its triangular employment relationship. The principal employer asks some contractor, intermediary, or thekedar for worker. The intermediary then supplies labour to the principal employer. This is one of the simplest forms of contracting labour through intermediary.

Labour is mobile factor of production that can contribute much to the development of the country if organized, development and motivated. There is a positive and direct relationship between labor satisfaction and performance.

1.2 Statement of the Problem

The government has started adopting liberalized economic policy in trade and investments. Business is more competitive and globalized. The permanent nature of employment system may not be able to compete in the worldwide competition. In this context, there is a chance of implementing contract based labor system and the chances of exploitation by the employer are high. Globalization is not an intention but a necessity to live in this millennium. Now it is right time to initiate for developing some mechanism to safeguard the rights and welfare of this vulnerable working population.

Due to earthquake, many people are homeless; they are seeking for favorable working situations to migrate to urban areas. They are involved in labour work for their daily needs. People choose labor works rather than agriculture because of immediate return to their work. Limited land and large population creates difficulty to solve their daily needs.

The informal sector serves as an alternative entry to employment when formal sector jobs are difficult to find. It also serves as an alternative for vulnerable groups, including women, and those with low education profile. The informal sector is important as it provides employment to the most vulnerable groups and may serve, as a stepping-stone into formal sector employment informal sector (non-agriculture), on the other hand, comprises those employed in enterprises that are neither incorporated nor registered with authorities. Those employed in private households are regarded as in the informal sector.

It helps to know about the effect of labor work on their children, internal migration, work place problem, wage discrimination, education and skilled, working age, frictional unemployment. It also helps to study about the return from foreign employment in golf country. Other indicators showed unfavorable results in that 8 in every 10 workers in non-agricultural jobs in Nepal. Only 15 percent of employees have covered by social security.

1.3 Objective of the Study

The major objective of the study is to know socio-economic status of contract construction sector worker in Tarakeshwar municipality in Kathmandu district. To achieve the goal of general objective, following specific objectives have been drawn,

- To know about the socio-economic condition of contract construction worker in Tarakeshwar municipality.
- To study the challenges and opportunities of contract construction worker in Tarkakeshwar.

1.4 Significance of the Study

Labour is active force of the society. However, they face many problems in work place. Due to poverty and unemployment in rural sector, number of youth comes to the urban areas, most of these migrant find a job in industries, and garments factories, hotels and restaurants, and the rest are in construction sector. They are deprived from education, entertainment, recreation and other necessities of life.

Several studies have been done about labour force in various sectors, but there are few studies that have dealt with labour who are working in contract construction sectors. Therefore, it is now time to understand the present situation of construction laborer and clearly recognize their status and problems. The objective of study is to find out the condition of labour who is working in construction on contract, their wages rate. It is important to find out the socio-economic condition and status of contract daily wage worker.

It is very important to study labour's role and their condition in developing country like Nepal. Youth participating in construction sector is one of the burning issues in the third world countries including Nepal. Due to their low economic status and hand to mouth problem, they are forced to work beyond standard working hours. Unemployment is the reason behind huge number of youth migration from country to foreign country seeking employment.

This study is also important for investigating the prospects of contract construction workers and their role in developing nation. Study helps to know economic, social status of contract construction worker in Tarakeshwar municipality area. It is important to study in detail about the process of wage determination in contract construction worker.

This study has attempted to explore the status of contract construction sector labours and overall situation of contract labour employed in Tarakeshwar. This study is also important to all concerned persons, government and non-governmental organizations interested to know about the facilities given to contract construction labour within the premises of and the problems that employer faces on employing these labours. This study also provides some information about the functioning of a labour market in Nepal. The study was concentrated on the socio-economic, political, cultural situation of construction sector labour.

This study examines how illiteracy and poor economic status of labour family compels to participate on construction risking their life and health for minimal wage. The study is focused on study of labour condition and challenges facing different kind of harassment abuse, violence, hate and not get their wage easily in the time.

1.5 Limitation of the Study

The study is based upon primary data and secondary information as well as necessary. It is known about contract construction sector labour and Informal employment by sector. Due to lack of time, resource, money, availability of the data constraint, this study has confined within limited things, which are as follows:

1. Only contract construction worker are taken for study.
2. Contract workers only from ward no.10 are taken for the study.
3. Interview is taken only contract worker during working period.

1.6 Organization of the Study

The first chapter of the study is the introduction chapter. It contains is general background , statement of problem, objective of study, significance of study, limitation of study, and organization of study. In second chapter, review of the literature is present, theoretical and empirical review. Third chapter the research methodology includes research design, source of data and data procedure. Chapter forth describes demographic status of municipality in, household, caste and ethnicity and household head on sex and age and data analysis and interpretation. The fifth chapter contains the finding summary, conclusion and Recommendation.

CHAPTER: II

REVIEW OF LITERATURE

This chapter covers the review of literature related to the study area. This part of study is concentrated on review of the related books. Various literature reviews have been reviewed and it is presented here after.

2.1 Theoretical Review

2.1.1 Dependency Theory

The present study entitled “Working and Income Condition of contract construction worker in Tarakeshwar Municipality” is associated with Marxist perspective, Dependency theory. Marxist theory focuses on the domination of workers by the ruling class. It involves class domination, oppression and conflict in both intra-national and international social relation (Marx in Rubin, 1975). In the capitalist society, the bourgeoisie and proletariat are dependent upon each other however; the mutual dependency of these two classes is not a relationship of equality and of respectable reciprocity. Instead, it is a relationship of exploiter, exploited, oppressor, and oppressed. The capitalist class gains at the expenses of the labour class and there is therefore a conflict of interest between them. Marxism thinks social class as the crucial mechanism for changing social system.

There must also be a physical concentration of masses of people, easy communication among them, and repeated conflicts over economics rewards and the growth of class-consciousness. Marx focus the workers are alienated because they are simply ‘cogs’ in the means of production, they are just another investment on the part of capitalism.

Dependency theory deals about unequal economy and political relationship and there dominate position of the system. Economically and politically poor workers are on their periphery of the system. There economic, politics, and other aspects are controlled and exploited by the core (owners) if we want to understand why a labour remains periphery, we must understand how it is exploited by core (Frank, 1967).

Dependency can also mean that LDC’s adopt DC’s education system, attitudes, pattern; dress etc. Dependency theorist critically argues that the labour suffering from problems is not from the result of backwardness but the result of exploitation. Dependency theory also

called the Neo- Marxist theory which theoretical view accepted that unequal status existing as the outcome of exploitation. This theoretical view focus the core has become successful to earn more profit and collect the capital by exploiting the periphery (Todaro, 1993).

2.1.2 Lewis Theory

The underdeveloped economy consist of two sector: a traditional, overpopulated rural subsistence sector characterized by zero marginal labour productivity - a situation that permits Lewis to classify this as surplus labour in the sense that it can be withdrawn from the agricultural sector without any loss of output - and a high productivity modern urban industrial sector into which labour from the subsistence sector is gradually transferred. The primary focus of the model is on both the process of labour transfer and growth of output and employment in modern sector. Both labour transfer and modern sector employment growth are brought about by output expansion in that sector. The speed with which this expansion occurs is determined by the rate of industrial investment and capital accumulation in the modern sector. Such investment is made possible by the excess of modern sector profit over wages on the assumption that capitalist reinvest all their profits. Finally, the level of the wages in the urban industrial sector assumed to be constant and determined as the given premium over the fixed average subsistence level of wages in traditional agriculture sector. (Lewis assumed that urban wages would have to be least 30 percent higher than average rural income workers to migrate from their home area.)

2.2 Empirical Review

Many studies have been conducted on condition of labour. In order to make the study more reliable a few available dissertations, articles, bulletins, reports and other studies about condition of labour of contract construction sector have been reviewed. Literatures related to labour are far more below. Some are present below.

NLFS III (2019) the third round of Nepal Labour Force survey followed NLFS I in 1998/99 and NLFS II in 2008. This report presents the results of the 2017/18 survey. Nepal had a population of 29 million at the time of the survey of which 53.5 percent were females. The majority of the population, 63 percent (18.3 million) resided in urban areas while the remaining 37 percent (10.7 million) were rural dwellers. The working age population (15 + years) had a share of 71.5 percent (20.7 million) of the total population of which 55.6 percent were females. There were approximately 20.7 million people of the

working age and approximately 7.1 million are employed while 908 thousand were unemployed. This translated into unemployment rate of 11.4 percent. Females reported a higher unemployment rate of 13.1 percent, which is 2.8 percentage points higher compared to males. There are huge disparities in other labour market indicators between females and males, in that female employment-to-population (EPR) is 22.9 percent, which is 25.4 percentage points lower than male EPR. The female labour force participation rate (LFPR) was 26.3 percent compared to the male LFPR (53.8 percent). One in every five people who had jobs in Nepal, are employed in agriculture, the biggest employing industry. Trade industry had the second largest share of employment (17.5 percent), followed by construction (13.8 percent). The informal sector had a bigger share of 62.2 percent. Nepalese usually worked 44 hours on average per week and those in transport and storage industry usually worked the longest hours (55 hours per week). Other industries where people worked excessive hours (i.e more than 48 hours) included accommodation and food services and construction. Males usually worked more hours (48) on average compared to females (39 hours). Nepalese employees earned an average (mean) of Rs.17,809 per month. However, gender disparities were obvious in the mean monthly earnings gap between males and females of Rs. 5,834 in favors of males.

ILO (2017) decent work Studied found more than 90 per cent of the total labour force in Nepal comprises workers and employees in unorganized and informal sectors. Unfortunately, there are no any social schemes for them. The social insurance schemes benefit only workers in the formal sector. These include pension and gratuity benefits, the Employees' Provident Fund and the Citizen Investment Trust as well as insurance for disability, maternity leave, work-related injury, sickness and survivors' benefits. The pension and gratuity benefits and cash transfers has financed through general tax revenue. The modest social assistance programmers that exist today include social cash transfers, in-kind transfers, primary health care and basic education. Labour market interventions include an employment program in Karnali Zone, rural community infrastructure works, technical and vocational education training, skill and entrepreneurship development programmer, and child labour elimination and labour law reform programs. Social security costs consume 15 per cent of the current expenditure for which funding remains a concern. Therefore, it is strongly recommended that workers and self-employed contribute to the improvement and extension of social security benefits during the period of their employment. Until now social security, schemes have been introduced one after another

without any systematic policy framework. Governed by their own law, regulations, directives and guidelines, there is no systematic institutional strategy to implement and monitor them. It is hoped that passage of the proposed Labour and Social Security Bills will create the legal basis, inter alia, to implement a comprehensive social protection system for the private sector.

Khadka (2017) according to Khadka Coverage of the social security system is very limited in Nepal. The pension benefit is available only to public sector employees. There is no social security scheme of any kind for workers and employees in the unorganized and informal sectors who make up more than 90 per cent of the total labour force in Nepal. No provision for social security has been made for Nepali citizens working abroad (or for foreign citizens working in Nepal). Social security provisions in the 2015 Constitution

Right to employment every citizen has the right to employment or to choose employment. Rights regarding labour every citizen has the right to engage in appropriate labour, to receive appropriate remuneration, to work in decent working conditions and to contributory social security. Social security matters are also included under article 51 of the Constitution, which deals with state policies. Under these policies, the State has responsibility to: ensure easy, convenient and equal access of all citizens to quality health services; provide health insurance to all citizens; guarantee social security, in line with the concept of decent labour; abolish all forms of labour exploitation, including child labour; encourage the productive mobilizing of capital, skills, technology and experience gained from foreign employment; and regulate and manage the labour migration sector in order to make foreign employment free from exploitation and safe and to protect the labour rights of workers. Social security schemes were introduced one after another in the past without ensuring their effectiveness. These schemes are each governed by their own law, regulations, directives and guidelines are scattered across several sectors. While some social security schemes are declared under the budget speeches of various fiscal years, their design and benefits are not spelled out. Social security policies have also been included in various periodic plans. For instance, the long-term vision stipulated in the Thirteenth Plan (fiscal year (FY) 2013–14 to 2015–16) offers every Nepali citizen a guarantee of social security to live a decent life. This scattered situation underscores the need for a systematic policy framework. A social security tax has been in place since FY 2009–10 to finance several social security schemes announced through speeches. The details of these schemes, including benefit packages, have never been designed, however.

The FY 2016–17 budgets proposed work-related injury insurance, maternity benefit, medical care and sickness benefit. This budget also announced several other social security- budget related measures, including accident insurance for informal sector workers, a national health insurance scheme and a contributory pension scheme.

ILO (2017) conducted report the 7.6-magnitude earthquake and more than 300 aftershocks claimed close to 9,000 lives and more than 20,000 injuries. Estimates suggest that the earthquake affected eight million people, close to one-third of the total population. The devastation was widespread as 14 out of 75 districts were badly affected, while 17 others were partially affected. Furthermore, private and public infrastructure was severely damaged; crippling lives and hampering delivery of public services. According to the Post Disaster Needs Assessment (PDNA) Report, the earthquake and the after-shocks completely damaged more than 500,000 private houses and partially damaged another 270,000 houses (14 per cent of all houses in Nepal). Likewise, close to 1,000 government buildings were destroyed and another 3,000 partially damaged. According to the Ministry of Education, more than 7,000 classrooms were completely destroyed. The sheer scale of the disaster, the worst since 1934, has had an enormous economic and labour market impact on the country – \$7 billion in damages and losses, affecting 5.6 million workers.

Gautam (2017) claimed that contribution in GDP is increasing continuously and migration of Nepalese youth towards the foreign employment. This migration of youth decrease in the product of agricultural goods of the nation, which is harmful in long run economy, Moreover, foreign employment helps in the increasing of the life standard of the people, in reducing of poverty and remittance is main source for improvement of the education and their life style. Remittance plays vital role in increasing socio-economic status of people.

A study by NRB (2016) found that the national average salary and wage rate index increased by 5.8 percent in FY2015/16 as compared to rise at 8.4 percent in previous year. In review year, salary index rose by 0.8 percent while the wage rate index witnessed a rise of 7.0 percent as compared to the rise of 8.4 percent in the case of salary index and wage rate index. each in the previous year the average annual index of wage rate increased by 9.7 percent in the case of construction labourer , and 8.3 percent in the case of agricultural labourer and 3.6

Pariyar (2015) found that Labour based methods do not merely mean involvement of many workers, but employment of locally available and unskilled worker including men and women. Since the principle objective of Labour based methods is to benefit local people, labour based projects require hiring ordinary people from local communities usually close to a construction site and create case income generation directly to them. In addition, labour-based methods often prioritize the use of locally available material, which contribute to the local economy.

Bharati (2014) claimed that foreign employment and remittance are important component of national economy. Cause of pull and puss factor people are migrating one country to another. Foreign employment helps to large amount of remittance into national economy. Remittance is not only improving the standard of living of the people by reducing poverty level also giving the entry of experienced human resources, technical knowledge and it personnel to the country. Remittance directly helps in the empowerment of women, enrollment in primary level reached in zenith position and people of the country could easily access to the new technology like mobile, computer, other electronic appliances. Remittance has positive impact on national economy as well as household economic condition. Therefore, every nation should have given more priority to these issues recently. It is the real fact that remittance safeguards the nation`s economy but it is not becoming possible development until and unless youth`s energy is conserved and brain drain come to halt.

Rajkarniker (2014) claimed that globalization has eased labour and capital mobility, remittance flow have increased immensely to become the second source after FDI for developing countries. Remittance, the number of the migrant workers and their remittances globally has increased sharply over the past decade remittances increased from US\$31.2 billion in 1990to US \$166.9 billion in 2005. The annual global remittances were around US\$ 400 billion in 2012. Ove59 million migrant workers from Asia representing one third of all remittance developing countries remitted well over US \$260 billion accounting 63 present of all remittance flows to developing countries India, China, Philippines, Mexico Egypt, Bangladesh, Pakistan, Vietnam, and Lebanon are top ten remittance receiving country in the world.

Khadka (2012) claimed that remittance have emerged as one of the premier source of foreign exchange in Nepal. Recent years, they have been one important revenues of

support for family member remaining at home. It seems migrant workers is an effective tool for poverty deduction. Though freeing employment is boon to economy, the facilities are inadequate to back of the increasing trend of migration. From his studies, it concluded economic condition of migrant worker is poor. Therefore, they gone to the foreign country through loan and most of the people spend their earning in payment of debt. Because of uneducated and unskilled work force, they are facing many kinds of problem. There is male dominated society, if so about 100 percent take place by male migrant for foreign employment in the study area.

NPHC (2011) show the of labour force has increased from 54 percent (12310968) in 2001 to about 57 percent (15091848) in 2011 showing the population structure is shifting for enjoying demographic dividend in the country .

Srivastav (2010) studied on remittances and foreign employment and mentioned that remittance has contributed substantially to maintain the macroeconomic stability of developing economy. He found that remittance has been leading in the external sector in the recent years. Since last few years, remittance has been playing the main role for the foreign currency earning and favorable impact on balance of payment. In micro level, the biggest contribution of remittance for Nepal has been reported to be welfare and improvement in the livelihood of remittance receiving household.

Shrestha (2009) concluded that the percentage ratio of the remittance per GDP is increased year by year and helps in the maintaining the balance of payment of the country. Recently, the economists, academics and policy makers, which previously have been ignored, have recognized importance of remittance. recently, Nepalese economy is known as ‘remittance economy’ the contribution of remittance to the different sector economy is much more than that of official figures and information reflects because large portion of remittance come through non-official channel .due prevailing political instability which reflected in weak invest opportunity that has increased unemployment problems with in country. Recently, many Nepalese labours have started coming back and their demand in employment generating countries has been decreased.

Shrestha (2008) analyzed the contribution of foreign employment and remittance to Nepalese economy. He concluded that remittance send by migrant workers are an effective tool for poverty reduction. Though foreign employment is boon to the economy, the

facilities are inadequate to back up the increasing trend of migration. The government should play proactive role to promote foreign employment by inducting and adhering to the policy of economic diplomacy.

Dhahal (2007) explained the potential positive effect of remittance the country has accord benefits from these transfer. But informational sector has been developed and of flourished due to ineffective commercial systems most of the Nepali workers who went abroad used to send remittance through informal channel as hundi need for a quick and effective money transfer system gave rise to informal hundi system . Since, when such informal sector is utilized any direct or indirect tax revenues the government would gain from these transfers are lost. Except Hundi, the usual ways to send money are through friends, relatives, and carrying it by oneself.

Chapagain (2000) conclude that subject of contract labour is wider and deep in Nepal. Then the balance between the economic development and social justice may be derived on consensus. The following facts are, however, clear and un-doubtable. As Nepal cannot escape from the globalization phenomena a member of WTO, hence, to be competitive in the business environment, the flexibility in productions is essential. In Nepal, majority of the workers work in the informal sector, thereby, the enforcement of the existing laws is facing practical problems. Workers in the informal sector are exploited, not getting the legal recognition and are kept aside from the social justice intended by the government. Intermediary or labor are only contractor working as employment agent not following under any government's regulatory mechanism. There is no statistics available on the extent and magnitude of the contract labor in Nepal. In most of the developed countries, it is found that some system of regulating private employment agency is undertaken to safeguard all parties concerned; principal employer, intermediary, and contract labor.

2.3 Policy Review

Labor Act (2017) applies to companies, private firms, partnership firms, cooperatives, associations or other organizations (entity) in operations, or established, incorporated, registered or formed under prevailing laws to undertake industry or business or provide service with or without profit motive. It is also applicable to entities registered in foreign countries and engaged in the promotion of business, sale of products or promotion of other works in Nepal. Working hours continue to be 8 hours a day and 48 hours a week.

Overtime has been increased to 24 hours per week from 20 hours a week. Overtime pay is 1.5 times the regular remuneration. 30 minutes' break is provided after 5 hours of work, where the work can be interrupted. Where the work cannot be interrupted, break is provided after shifts. Facility of replacement (in-lieu-of) leave is available for workers working on public or weekly holidays Contribution: 10 percent of the basic remuneration of the concerned employee by employer and 10 percent by employee Eligibility: Permanent employee from the first day of employment. The amount should be deposited in the Social Security Fund. Gratuity: 8.33 percent of basic remuneration on a monthly basis. Eligibility: From the first day of employment. The amount should be deposited in the Social Security Fund. Accumulated annual leave up to 90 days and sick leave up to 45 days can be encashed at the time of discontinuation of service. Contribution: 1-month salary for every year of service. For employees employed for less than 1 year, the compensation shall be provided on a proportionate basis. Eligibility: Employees shall not be entitled to severance compensation if he/she is entitled to unemployment allowance under the Social Security Act.

NEP (2014) provide construction sector policies substantial improvements will be made in both quantity and quality of required training to develop skilled workforce in the infrastructure sector. Private sector construction entrepreneurs will be encouraged to provide in-country employment to capable people who have returned from abroad after gaining skills and experience in the field. Skill development programs will be developed as the main component of employment programs in order to create opportunities for sustainable employment. In the construction of rural roads, participation of the private sector will be encouraged to employ labour-intensive technology. In the construction of road infrastructure, as well as repair and maintenance, expansion and improving of road networks, priority will be accorded based on impact on employment. While designing road projects, emphasis will be given to employment creation through optimal use of local skills and resources. To create employment for both highly- and semi-skilled workforce, a favorable environment will be created for the implementation of feasible hydropower projects. Agricultural employment will be increased by putting focus on mobilization of local resources for development of irrigation facilities.

LEP(2005) the Labour and Employment Policy is to provide productive, non-discriminatory, exploitation-free, decent, safe and healthy work opportunities for citizens of the working ages by building an environment of friendly investments, in addition to building and managing a labour market that contributes to the national economy so that it can compete at the global level. Pave the path of sustainable economic development by offering opportunities of productive and full employment, for the entire workforce available in the country and by creating an investment-friendly environment. Augment productivity by eliminating forced labour practices, including bonded labour, as well as by establishing congenial labour relations through gradual introduction of international labour standards at the workplace in both formal and informal sectors. Make the labour market safe, healthy, competitive and open by developing a social security system that also encompasses the informal sector, as well as by promoting and developing occupational safety and health. Enhance the prospects of employment and self-employment by developing high-quality multi-skilled human resources. Ensure equal access of women, Dalits, indigenous nationalities and the displaced people to employment. Eliminate child labour. To make labour and employment administration smart, up-to-date, efficient and effective.

TUA (1993) provides an opportunity of freedom of association as per the spirit of International Labour Standards. Moreover, the first amendment of the Act has added the provision of right to form associations for the labour in the informal sector, too. This has given a good opportunity for trade unions to organize the contract labour working in informal sector. However, there is this practical difficulty of organizing the contract labour and bargain with employee for social justice. The principal employer is generally not visible. The intermediary or thekedar has flexibility to hire or fire the individual labour, because there is no permanent nature of bondage between the thekedar and the employee. At present, there is inadequacy of the Act that can provide the legal binding between the thekedar-employee relations. Hence, the provision given in the Trade Union Act with good intention can only create power lobby and advocacy support but cannot solve the real problems of the contract labour.

LA (1992) provides full rights and welfare benefits to all contract labour as per the regular labour. The working condition, social security and opportunity to bargain collectively is same for all labour, whether employed as permanent, temporary, piece-rate basis, or

contract (thekka, or Karar) labour. [Section - Definition 2 (Gha)] Two problems may clearly observe here. The Labour Act, 1992 is applicable only to the formally established organization which employes 10 or more employees. Therefore: a) If the contract labour has employed by the unorganized informal sector, the Act is not operative. b) Even within an organized establishment, if the principle employer employs less than 10 intermediaries with shundreds of contract labour, the Act is not operative. The Labour Act with these practical difficulties is not efficient to safe guard the interest of millions of contract labour working in organized as well as informal sector.

Contract Act (1967) has enacted to safe guard parties involved in mutual contract to buy or sell goods and services. It is applicable to the contract labour for legally binding employer and contract labour. The articles 7(Kha 1 & 3), 8 (Ja) and 9 (Ka) of the Contract Act, 1967 have provisions which may not help the contract labour. Due to impractical provisions spelled out in the Contract Act, 1967 many amendments have already made and will enacted in near future. May be, after the amendment and enactment of this Act, contract labour can be provided more social justice. However, it will not be an easy job to enforce in such a complex contract labour system operating mostly in the informal sector.

2.3 Research gap

From the literature review related to the study, it is seen that the study contract Labou play mean role of construction. Research on contract worker in construction sector held low level in Nepal. The available research condition of the contract worker in tarakeshwar is not held yet. Therefore, this study has done in this area. It helps to known about the status of the contract labour.

CHAPTER: III

RESEARCH METHODOLOGY

This chapter explains the research methodology to know status of contract construction worker in Tarakeshwar Municipality of Kathmandu. It describes research process, research design, source of data and analysis of data.

3.1 Research Design

Research design is the framework for controlling the data. Designing provides to entire research has been designed to fulfill the objective set in first chapter of this study. This is case study of Tarakeshwar municipality. In this research, it has issued descriptive and exploratory research design. The research is descriptive in the sense that research described the socio-economic aspect of contract workers in Tarakeshwar municipality area. Moreover, research is explorative in the sense that is also explored the condition and status of contract construction workers in this area. Primary as well as secondary data has used in this study.

3.2 Selection of Study Area

The study area selected for the socio-economic contribution of contract labour of construction on Tarakeshwar Municipality is ward no.10. Large numbers of contract workers are working in this ward. Resident new houses are building in large number. So many causes demand for worker is increasing in this municipality.

Tarakeshwar Municipality is established at 2014/11/17 decision of Government of Nepal. There are 11 wards. Its name has taken from religious place Tarakeshwar Mahadev. It is 34.95 square km. Tarakeshwar Municipality population is 81,443 (census 2011) male 41373(50.8%) and female 40067 (49.2%).

Municipality is the good employers for informal sector and contract construction labourers. Tarakeshwar Municipality has been providing employment opportunities in construction sector. In this area development infrastructure are doing fast by local government after reconstruction of federal state .In other hand, people are making their houses, which has damaged caused by earthquake. Migration from rural to urban population is increasing for resident new houses are building in large number. So many

causes demand for worker is increasing in this municipality. Different cause's internal-migration of labour force is rapidly increased.

Table 3.1: Population of Tarakeshwar

Description	No. people	Percent
Male	41373	50.8
Female	40067	49.2
Total	81443	100

Source: CBS, 2011

3.3 Sample Size and Sample Procedure

Only Tarakeshwar ward no 10 has involved in the study and it only covers the contract construction labour in Tarakeshwar. On The findings may not been generalized to other area of nation. It has done for thesis purpose. In study, involve 7constructing houses of 40 labour in 12 man and 28 woman are taken as sample. On limit budget, manpower, and resources have been used.

Table 3.2: Sample size

Ward No.	Male	female	Total	Percent	
				male	Female
10	12	28	40	30	70

Source: author's calculation

In the table total sample are 40 among them 12 are male and 28 female (70 percent) are taken. Ward no. 10 has selected

3.4 Method of Data Collection

Information is obtained by using structured questions from the different construction labour working in Tarakeshwar municipality. Different websites related to this topic has been used in this research. Opinion survey technique has been adopted while collecting primary data. It facilitates the research work and provides reliability and validity to it.

3.4.1 Source of primary data

To meet the objective of the study, different worker of contract construction sector, have been interviewed during the survey period. To generate the primary data, the structured questionnaire and field observation as well as focus group discussion (FGD) were applied. Observation and interview were the techniques of primary data collection. Secondary data were collected from different information provided on different websites, books etc.

Observation and interview techniques are used for primary data .The secondary data has been collected from different Journals books related to the labour, official page of Ministry of labour and employment and economic surveys. In order to describe the social-economic condition of labour of Tarakeshwar Municipality area the research would be done in descriptive and exploitative form. It has tried to explore the condition of construction sector labour in Tarakeshwar municipality. Primary as well as secondary data are being use in this research study.

The nature of this research contains both qualitative and quantitative research. Furthermore, information was obtained by using structured questions from the following; workers/labour of Tarakeshwar. Observation, Interview and survey are primary source of data.

The researcher has collection primary data using open questioner (see annex 1). The interview has taken both male and female worker in order to fill questionnaire.

3.4.2 Source of Secondary Data

Secondary data and information were collect from the various source mentioned bellow:

- I. ILO Report,
- II. Employment act/ policy
- III. Trade union act/policy
- IV. Nepal labour force survey
- V. Department of Foreign Employment of the Ministry of Labour and Employment

3.5 Data Analysis

Data processing mainly focuses the three processes, Editing, Coding, and Tabulation and classification of data. Data analyzes from qualitative and quantitative methods. Qualitative method focuses on the statistical tools for data analysis .In the research all the process has done to find out the conclusion .statistical comparison and explanation are quantitative and field observation, explanation and descriptions are qualitative.

Descriptive method is used for interpretation of data. The Interpretation of data is done through table and explanation of qualitative information in organized way. For data analysis, descriptive tools such frequency description, mean, percentage, from tabulations be them the variable were used some chart bar-diagram were used to meet the study result.

CHAPTER- IV

DATA ANALYSIS AND INTERPRITATION

A brief note on the status of contract labour in Tarakeshwar is prepared based on secondary information and discussion with the representative of concerned associations. The status here is studied under three major issues- working condition, social security, and employer/employee relations.

a. Working condition:

The status of working condition depends solely on the attitude and interest of the employer. As most of the contract workers are employed without any formal or legal contract the chances of raising a voice for this is minimum. The wage earned by the contract labour solely depends on the labour market supply/demand situations. There is no legal binding to the employer to be precautionous on the safety and health of the contract labour. It again depends solely on the attitudes of the employer. All contract labourers have deprived from social holidays and most important factor is that there is no fixed working time for contract job. The unskilled labours that are in surplus position and working in the informal sector are not receiving even the minimum wage set by the government. Construction sector is without paying a single paisa to the workers who worked for wage. The wage depends mostly on the capacity of the contract labour. Generally, it has learnt that in the case of accident or sickness, with little first aid or no treatment at all, the labour is freed from the job. In an organized establishment, definitely the position of safety and health is at par of other regular employee. The safety and health condition of contract labour working in the organized establishment is better than the one working in the unorganized or informal sector. Factor is there is no fixed working time for contract job. As the contract worker gets wage, based on his output, in most cases he works as much as he can.

b.) Social Security

Generally, there are no social security benefits to the contract labor. There is no provident fund or gratuity payment scheme, on leaving the job. In carpet, garment factory and tea-estates some provisions are made for residential quarters. Construction workers working as contract worker gets some shelter as residence. A Social Security Fund has established in

June 2011 under the Ministry of Labour and Employment; however, it has not been able to take a leading role in the sphere of social protection. Weak coordination between agencies, poor information management systems and a lack of institutional capacity are critical problems. Social security costs consume 15 per cent of the current expenditure and 10 per cent of the total expenditure, whereas the ratio of this cost to the gross domestic product is 2.4 per cent. Funding is and will remain a concern. The pension and gratuity benefits and the cash transfers has financed through general tax revenue. Coverage of the social security system is limited. The pension benefit is available only to public sector employees. There is no social security scheme of any kind for workers and employees in the unorganized and informal sectors who make up more than 90 per cent of the total labour force in Nepal. No provision for social security has been made for Nepali citizens working abroad (or for foreign citizens working in Nepal).

c.) Employer/Employee relations

In contract, labour system, in most of the cases, there is a triangular relationship between employer and employee. Principal employer asks the intermediary or thekedar to hire labour. The thekedar or the labour contractor then hires or supplies labour to the principal employer. The intermediary plays a role of guardian of employee and settles any disputes immediately without even giving notice to the principal employer.

Informal employment has been defined as “the total number of informal jobs, whether carried out in formal sector enterprises, informal sector enterprises, or households, or as the total number of persons engaged in informal jobs during a given reference period” by the International Labour Organization (ILO – 17th ICLS, Geneva, 24 November – 3 December 2003). In the Nepal Labour Force Survey, those in informal employment have identified and the residual is those in formal employment. Informal employment includes employers, own-account workers and contributing family workers who has employed in informal sector establishments, as well as employees and paid apprentices / interns who do not have paid annual leave or sick leave benefits and whose employers do not contribute to their social security. Contract worker are manly work on informal sector they are not coverage this scheme.

This chapter consists of various calculation and interpretation of the data. The relevant data and information are present and analyzed keeping objective in field survey. Contract

labour in construction in Tarakeshwar Municipality is present by Table, chart and figures. The Chapter begins with study area profile, which would help us understanding the real situation of study area.

4.1 Introduction of Tarakeshwar Municipality

Tarakeshwar Municipality is one of them 11 municipality of Kathmandu district including (KMC).It is Situated northwest of Kathmandu district. This municipality was established at 2014. Its name has taken the famous religious place Tarakeshwar Mamadev. There are 11 wards. It is surrounding 34.95 km²in the area. Nagarjun, Kathmandu, Tokha neighbor municipality, Dhading, and Nuwkote district are its border. It has linked by ring road so that huge possibility of tourism to increase growth rate.

The municipality is the good employer of worker for contract construction sector. There are many possibility of the employment. Due to earthquake many houses are destroyed some are partially damaged. On the back of the earthquake that struck Nepal in 2015. In terms of the impact on the labour market, estimates suggest that 5.6 million workers were affected by the earthquake, impacting livelihoods and reducing incomes. So, contract construction work are increased and labour are working in this sector.

According to 2011 census there are 20158 household and population of municipality is 81443. Among the total population 41376 are Males and 40067 are female. There are different communities people are living in Municipality. Chhetri, Brahman, Magar, Gurung, Newar, Rai and Kami are major castes living in the municipality.

4.2 Demographic Status of the Tarakeshwar

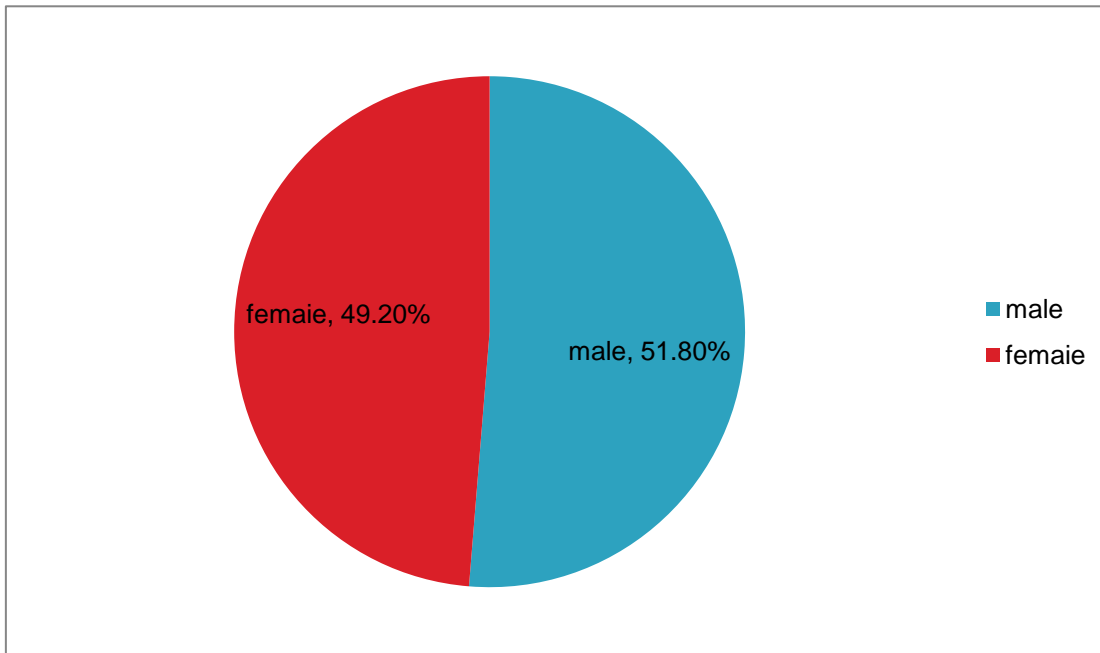
Human resource is only dynamic means of production. Skilled manpower is foundation of development of the place. For the economic, social and physical development, it is necessary to know actual demography of the area. Our local level government can use labour intensity technology to reduce poverty and increase opportunity of employment. Proper utilization of human resource can aid on the development of municipality. The population is distributed as follow:

Table 4.1: Demographic status of Municipality

S.N.	Ward No.	Place	Male	Female	Total
1	1	Sangla	18123	1810	3622
2	2	Kaveresthili	2364	2410	4764
3	3	Jetpurphedi	2499	2636	5135
4	4	Goldhunga	4643	4388	9031
5	5	Goldhunga	3682	3461	7143
6	6	Dharmasthali	3250	3280	6530
7	7	Phutung	2365	2427	4792
8	8	Manamaiju	5227	5055	10282
9	9	Manamaiju	3890	6558	7548
10	10	Manamaiju	5092	4758	9850
11	11	Manamaiju	6592	6144	12736
TOTAL			41376	40067	81443

Source: Municipality Profile of Tarakeshwar, 2017

Figure 4.1: Demographic Status on Sex



Source: Municipality profile, 2017

The population composition of the municipality shows that, 51.80% of total population are male and 49.20% of total population are female.

4.3 Household population in Tarakeshwar

There are 11 ward in this Municipality. Its population is 81443 among them male are 41376 and female are 40067. the describe household ,area of ward ,total number of ward, area of ward and density are is taken for data.

Table: 4.2: Household Population In Municipality

Ward no.	Name	Household	Male	female	Total	Area km ²	Density
1	Sangla	808	1812	1810	3622	5.98	605
2	Kaversthali	1007	2364	2410	4774	8.54	559
3	Jitpurephedi	1103	2499	2636	5135	8.95	573

4	Goldunga	2273	4643	4388	9031	0.91	9924
5	Pre.Goldunga	1533	3682	3461	7143	4.24	1684
6	Dharmasthali	1421	3250	3280	6530	1.86	6510
7	Phutung	1064	2365	2427	4792	1.42	3374
8	Manamaiju	2734	5227	5055	10282	0.44	23348
9	Manamaiju	2014	3890	3658	7548	1.74	4337
10	.Manamaiju	2706	5052	4798	9850	0.45	21888
11	Manamaiju	3495	6592	6144	12736	0.42	30323
	Total	20158	41376	40067	81443	34.95	

Source: Tarakeshwar Municipality Profile, 2017

There are 20158 household in the municipality. Its total area is 34.95 square kilometers. The data replicates the low low density of population is in Keversthali i.e. 559-person/square kilometer and high in Manamaiju ward no.11 having 30323 persons/square kilometer. The average family size is 4.05.

4.4 Demographic on Caste/Ethnicity

People of different cast and religion are living in the municipality. some of the major cast of population living in the municipality are chhetri , Bharman Taraee, Mager Tamang, Rai, Lilbu' Newar, thakuri, Sarki, Serpa ghale. Hindu, Bauddha, Eslame, Kirat, Krichian, and Prakriti are the major religion that people follow. We can see diversity in religion and cast in the municipality. Culture and value play a major role upon development of society. The major cast of people living in the municipality is shown as follow–

Table 4.3: Distribution of Population on Caste

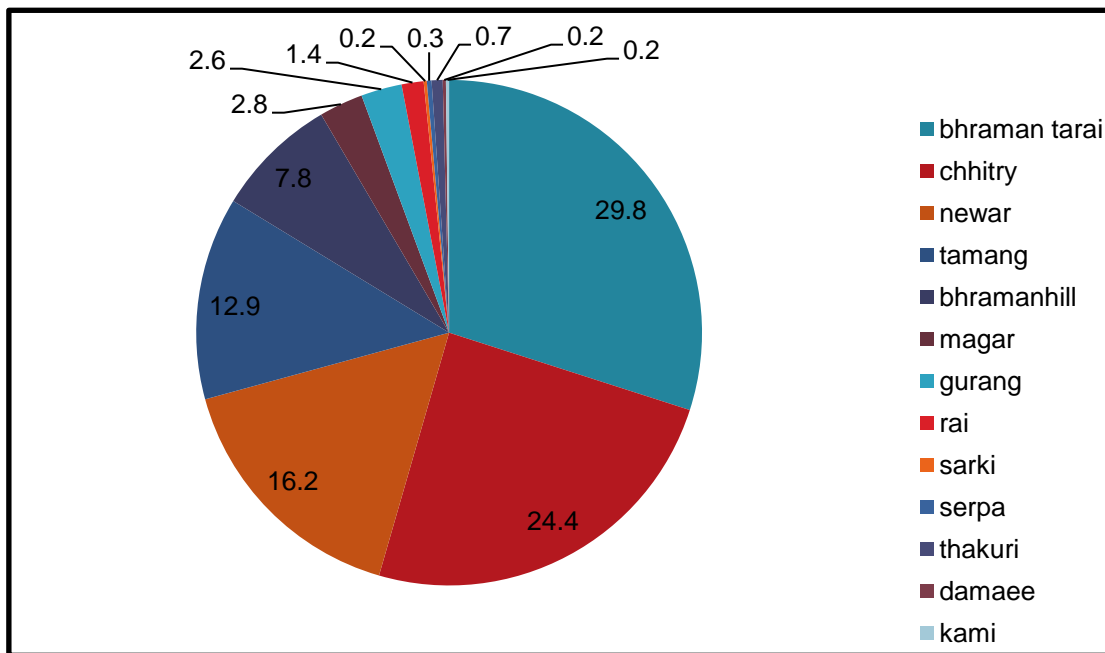
S.N.	Caste	Population	Percent
1	Chhetri	19854	24.4
2	Bhraman Hill	6354	7.8
3	Mager	2305	2.08
4	Tamang	10466	12.9
5	Newar	13217	16.2
6	Kami	202	0.2

7	Rai	1109	1.4
8	Gurung	2082	2.6
9	Damaee	200	0.2
10	Lambu	23	0.0
11	Thakuri	584	0.7
12	Sarki	282	0.3
13	Serpa	222	0.3
14	Bhraman Taraee	24308	29.8
15	GHALE	235	0.3
	TOTAL	81443	100

Source: Tarakeshwar Profile, 2017

There are Bhraman with the majority of 29.8 percent of total population followed by Chhetri 24.4, Newar 16.2, Tamang 12.9, Bhraman Hill 7.8 percent, MAGER 2.08 percent, Guring 2.6 percent; Rai 1.4 People are lived here. Following pie chart demonstrates the cast wise composition of population:

Figure 4.2 Demographic On Caste



Source: Tarakeshwar municipality profile, 2017

There is various castes living in municipality. The major cast of people belongs to Bharman Tarai 29.8 percent, is Chhetri 24.4 percent, Newar 16.2 percent, Tamang 12.9 percent, Braman hill 7.8 percent, so there are many caste and ethnicity of people living in municipality. Manger, Gurung, Rai, Sarki, Serpa, Tharuri, Lambu are the major ethnic groups living in municipality. Different community has different cultural value and custom. If these cultures and traditions are well preserved then, it can help on socio economic development of society.

4.5 Household head on sex and age

In the Nepalese culture, society is mostly paternal based. However, some community follows maternal culture. To achieve social development goals it is necessary to know about their culture value and condition. The following table presents household head by sex and age.

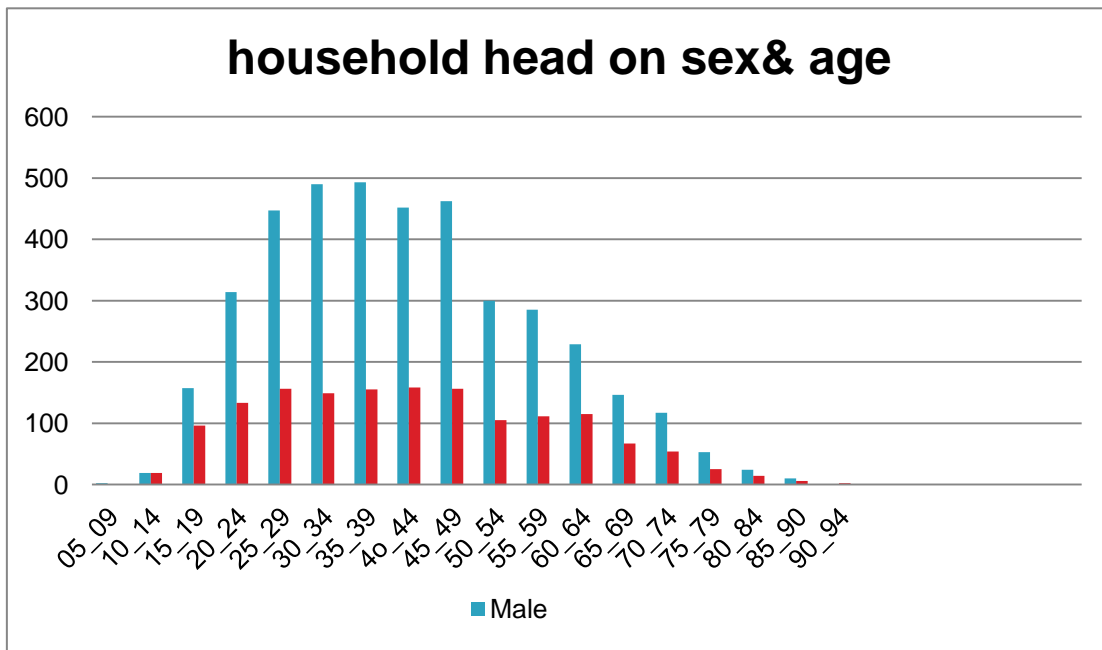
Table: 4.4: Household head by sex and age

S.N	Age	Total	Household number	
			Male	Female
1	05-09	3	2	1
2	10-14	38	19	19
3	15-19	243	157	86
4	20-24	447	314	133
5	25-29	603	447	156
6	30-34	639	490	149
7	35-39	648	493	155
8	40-44	610	452	158
9	45-49	618	462	156
10	50-54	405	300	105
11	55-59	396	285	111
12	60-64	244	229	115
13	65-69	213	146	67
14	70-74	171	117	54
15	75-79	78	53	25
16	80-84	38	24	14
17	85-89	16	10	6
18	90-94	2	0	2
	Total	5512	4000	1512

Source: Tarakeshwar Municipality Profile, 2017

In the table, total household head are 5512 and male are nearly threefold greater than female. The data is present on diagram below.

Figure 4.3: household head on sex and age



Source: Municipality Profile, 2017

In the figure, most household head are male i.e.4000 and female are 1512. There is small number of household having women as head of the family. It shows the situation of right of female on Property. For Social, economic and cultural development of society people must be educated.

4.6 Sex and Age group composition

Age group and sex is the important indicator of socio economic condition of contract labour. Youth force is the only active human resource of development in the nation. During the data collection in field survey, age and sex respondent was asked, which was classified as below while the producing data.

Table 4.5: Age and sex group of composition

S.N.	Age group	Number of respondent			Percent
		Male	Female	Total	
1	16-20	1	2	3	7.5
2	21-25	2	4	6	15
3	26-30	3	7	10	25
4	31 -35	2	5	7	17.5
5	36 -40	3	5	8	20
6	41 -45	1	3	4	10
7	46-50		2	2	5
Total		12	28	40	

Source: Field survey, 2019

From the above table we can conclude that most of the workers are female. Taken 40 respondents, female are 70 percent and male are 30 percent. 26 to 30 age group people are involved in contract work. Comparatively with NFCL report, Lack of Awareness and socially back warded female leave the school after they get employment opportunity. Economic problem is another major cause for increasing number of the worker. Male migrate abroad for employment.

4.7 Education Status of the Worker and Their Children

Education is known as the third eye of the people, which helps people to develop good habit and ethics. Education is important for up lifting people's life standard and helps in the formation of the good society. It helps in the formation of civilized society.

To find out the education status of respondent, they were asked whether they are literate or illiterate & asked about their education level. The finding of education status is classified into four groups are shown below.

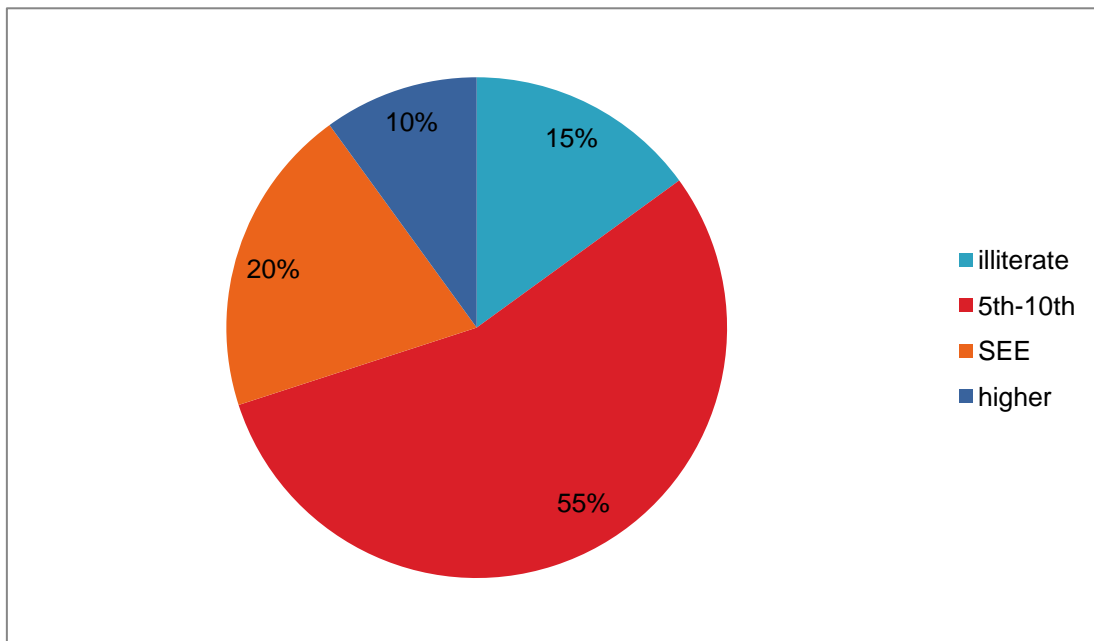
Table 4.6: Education Status of Worker

SN	Education Level	NO. of respondent	Percent%
1	Illiterate	6	15
2	Grade 5 th –grade 10 th	22	55
3	Grade 10 th –SEE Passed	8	20
4	+2 and Above	4	10
Total		40	100%

Source: field survey, 2019

The data of the table shows that 40 respondent i.e. 15 percent are literate, 55 percent have completed their study between grade 5th- to10th, 20 percent are see passed and 10 percent are +2 and higher education passed. The education level of respondent is also presented in chart in below-

Figure: 4.4: Education Status



Source: field survey, 2019

The data from the table is illustrated on the pie chart, which shows that 15% are illiterate, 55% are between 5th to under SEE, 20 percent have completed their SEE and 10 percent are higher educated worker involved in construction industry. Unemployment was their primary reason for involvement in construction industry.

Education of Children

Everyone wants quality education for his or her children. For economic and social development, education is compulsory for children. Large numbers of children are out of school in Nepal. Main cause of children being deprived from education are economic and social causes. Education changes the status of the family in the community. It is one of the main indicators for the measurement of the life standard of the family. The following table shows the education of children:

Table4.7: Education Status of Children

Category	Before working	After working
Normal education from public school	32	15
Quality education from private school	13	30
Total	45	45

Source: Field Survey, 2019

The table shows that the status of quality education has increased after earning from working. However, some extent of positive impact can be seen on education sector due to earning form working. Study shows that the contribution on education is increasing day by day due to the awareness of the guardians. Above table shows that, the change of educational status from normal education to quality education through private school. Among the 45 children, 32 went the public school before working and 15 children went private school after working.so, from help of the table we can find that the contribution of working parents of children for quality education is positive.

4.8 Caste composition

Social development is possible after knowing actual situation of communities' religious and cultural value of the caste. We have a tendency of generalizing poor people as labour class people. Therefore essential factor is the caste for labour involvement in this sector. Among them most are Janjati, Chhjetri, Braman, Muslime and Dalit are entire on this sector. Who are backward community and lack of education, Skill and awareness? In the other hand, most of them are the victims of 2015 earthquake. Other youth who are in the process to migration for foreign employment are found in this field. In this field survey, Respondents asked about their caste/ethnicity. The finding are shown following table

Table: 4.8 Caste Composition of Respondent

S.N	Caste/ethnicity	No. of Respondent	Percentage
1	Dalit	3	7.5
2	Janjati	25	65.5
3	Muslime	4	10
4	Chhetri/ Braman	8	20
Total		40	100

Source: field survey, 2019

From the above table of the respondent we find that Dalit are 7.5%, Muslim are 10%, Chhetri and Braman are 20 % and large number is occupied by Janjati having 65 % of representation in construction in Tarakeshower 10 Manamaiju. This data shows lower class people are working in contract construction. On the other side, people from backward communities are more active in this sector.

4.9 Annual income

Income is the main part of determinant of lifestyle of human being. Labour is low-level income earning group. Their annual earning was studied during the research. The annual income has been presented as the below table.

Table 4.9: Annual Income of Respondent

S.N	Range of Annual Income (NPR)	Number of respondent	Percentage %
1	1,00,000-1,50,000	5	12.5
2	1,51,000-2,00,000	11	27.5
3	2,01,000 -2,50,000	12	30
4	2,51,000- 3,00,000	7	17.5
5	3,01,000-3,50,000	5	12.5
Total		40	100

Source: field survey, 2019

From the table we observe that 12.5% have 1,00,000-1,50,000 NPR, 27.5 % respondent have 1,51,000-2,00,000 NPR earning in the year, 30% have earning between 2,01,000-2,50,000, 17.5% have earning between 2,51,000- 3,00,000 NPR in annual. 12.5% of people earn above NPR 3,01,000 in a year, analyzing above data middle income population is high (30%), less income group and high income group are same 12.5 percent.

4.10 Annual Expenditure

The total expenditure of household within the year is taken, as the annual expenditure in different topics, like as on education health, clothing, food, entertainment repayment of the loan etc. it helps to know about the expenditure pattern of the household in the year. Most of the household spent their income in the repayment of the loan, which has higher interest rate than bank and other financial institutions. Then the second most expenditure is in the field of food because they have not agriculture land for the business of agriculture. Most of them spend their income on food for their family.

Table 4.10: Annual Expenditure in Different Topic

S.N	Statement	Expenditure	Percentage
1	Education	55,265	16.10
2	Food	1,44,590	42.12
3	Health	45,725	13.32
4	Clothes	33,800	9.84
5	Payment of lone	48,600	14.17
6	Other	15,300	4.46
Total		3,43,280	100

Source: field survey, 2019

From the information received from respondent, most of their income spends in their food for their family, which is dependent on wage income source (42.12 percent) of total expenditure. Second more expenditure is in the education, which is 16.10 percentages this shows increase the awareness of the people, third is payment of loan and interest taken from different purpose. So on health, the expenditure is 13.32 percent; clothing 9.84 percent and other expenditure is 4.46 percent.

The expenditure pattern shows that the household of lower income is increasing on fulfillment of their basic needs. Increasing expenditure is process of mobilizing of money which is known as the velocity of the money. Most of family have not maintained their daily needs from their daily income and are unable to send their children. They are unable to spend on their children's education. Because they are unable to fulfill their basic needs. Their main aim is to maintain every day fooding for their families.

4.11 Type of worker of current resident

In the survey, most respondent are internally migrated from other district. Most are seeking employment in capital city due to destruction of the earthquake. Main trend of migration of worker is from rural to urban area. Following table represents the migration status of workers:

Table: 4.11: Type of Worker in current Resident

	Male	Female	Number of respondent	Percent%
Local	2	2	4	10
migrant	10	26	36	90
Total	12	28	40	100%

Source: Field Survey, 2019

From the survey we came to find that 10% labour are local people. Higher numbers of worker are migrants from other part of country in Tarakeshwar 90 percent worker are migrant. On the one side, there is a great challenge of management resources for migrant population, in other side there is great prospectively of development of the municipality through utilization of skilled and unskilled worker for the construction. The great roles of migrant contract workers are in construction. Proper utilization of migrant labour force is huge contribution in development of Tarakeshwar. Comparison NLFS III report internal migration accounted for a larger share of total migration in Nepal, with 91.9 percent migrating from one VM / municipality to another within Nepal and 8.1 percent of migrants coming from outside Nepal. Of the migrants currently residing in urban areas, 87.9 percent had moved from rural parts of Nepal, 4.8 percent from other urban areas and 7.4 percent from outside Nepal. A similar picture was observed for those currently residing in rural areas, where a larger proportion (86.8 percent) of migrants had moved from a rural area (rural to rural migration), and 3.1 percent had moved from urban areas to rural areas and 10.1 percent had moved from another country. This pattern also observed within different sexes.

4.12 Type of Houses of Respondent

This topic is focused to know about the contract workers residence. Respondent were asked about their housing situation, if it was own or rental. The ownership of the houses indicates the economic position of the worker because most labour migrates from neighbor district and part of nation. It is present in following table-

Table: 4.12: Type of the Houses

S.N.	Type of houses	Number of respondent	Percent
1	Own House	4	10
2	Rental house	31	77.5
3	Cottage in working place	5	12.5

Source: field survey, 2019

We came to find that, 10 percent are living in their own house, 77.5 percent are living in the rental house and 12.5 percent are living in cottage in working place made with Jasta for temporary purpose. The presented data shows that few labors are local worker living in their own house belonging to middle- class. Large number lived in rental house whose large amount of income is spent on rent. Other 12.5 percent have made temporary cottage near working place. Their children are affected by cold and hot season. They are losing the schooling and have high risk to meet disease.

4.13 Source of Drinking Water and Sanitation Condition

Water is necessity for the life. Without water, there is no existence of human being. For healthy life, clean drinking water is necessary. Therefore, the study covered the sector of drinking water. Following table shows the situation of drinking water.-

Table4.13: Source of the Water

S.N.	Source of water	NO. of Respondent	Percentage
1	Tap	12	30
2	Well/ boring	8	20
3	Supply by Tanker	4	10
4	Jar	16	40
Total		40	100

Source: field survey, 2019

From the above table we observe that ,the tap user are 30 percent, well is 20 percent , tanker 10 percent ,and more labor were dependent on jars water i.e. 40 percent of total respondent.

Toilet and sanitation is sign of the civilized society for economic development. Most disease is caused by improper use of toilet. It is essential know about situation of toilet and sanitation. In the study area, most of respondent manage toilet in their living place, which indicates that people awareness in health and hygiene. Table shows the type of the toilet that respondent used.

Table 4.14: Type of the Toilet

S.N	Source of water	Number if respondent	Percentage
1	Improved water sealed	35	87.5%
2	Pet	5	12.5%
Total		40	100%

Source: field survey, 2019

The above table showed that 87.5 percent respondent have improved water sealed toilet.12.5percent used pet for the toilet.

4.14 Source of Cooking Fuel

Cooking fuel is the necessary goods for daily use. It help easier and comfortable our living style. In the Nepal, most people use firewood for the fuel. Causes by the pollution effected on our family health. To improve the life style should be used modern sources of the fuel for cooking. In this case, to use modern fuel economic condition should be improved of the workers. The table presents the user of the fuel-

Table4.15: source of Fuel

S.N.	Source of cooking energy	Respondent	Percentage
1	Kerosene	5	12.5
2	LPG gas	32	80
3	Electricity	3	7.5
Total		40	100%

Source: Field Survey, 2019

In the above table, the type of fuel that respondents used for cooking is summarized. We came to find that 12.5 percent workers are kerosene user, 80 percent are LPG gas, and 7.5 percent used the fuel of cooking.

4.15 User of Communication Means

Now days for every work, information is as much as necessary with education and health for human development. In the age of technology, information is also a human right. Taking information, they take benefited of occupation right and skill development program by the government. The type of means of communication they use is presented below -

Table 4.16: Communication Means Used By Respondent

S.N.	Means of communication	No. of respondent
1	Dish home, radio, mobile	5
2	Mobil phone	31
3	Television	3
4	Others	1
Total		40

Source: Field Survey, 2019

Above table shows that among the sampled 36 respondent,5 respondent have DISH home +Radio, Mobile all things of communication, only mobile user are 27,only television user are 3 and other communication technology user are found in survey.

4.16 Training or Skill

Large numbers of population are entering the labour market each year without specific technical and vocational skill. Unskilled labour work hard but they get low wage rate. Therefore, economic development of skilled workforce is necessary. In absence of the proper skill, they often end up working as the unskilled labour in various sector of economy in every field.

During the construction, skilled and unskilled labours are needed. Among them, some are taking training from institute but some are doing by learning, some are semiskilled and some are unskilled. Following table represents labors according to their skill-

Table: 4.17 Skill of Respondent

S.N.	Statement	No. of respondent			Percent
		Total	Male	Female	
1	Skilled	9	6	3	22.5
2	Semiskilled	10	2	8	25
3	Unskilled	21	4	17	52.5
	Total	40	12	28	100

Source: Field Survey, 2019

In the table, skilled male are 6 and female are 3 in total 22.5 percent are found in contract construction. Skilled workforce is resource of economic development of the nation. Semiskilled are 25 percent found in the survey. They are taking skill from working. However, large numbers are unskilled. Among the respondent, more than half of them are unskilled in 52.5 percent. They are work hard but get low-level wage rate. Unskilled female are get wage less than male for the equal work.

4.17 Wage Rate Discrimination

In construction, sector worker is paid different wage rate in same work. In the survey period wage rate is different between skilled and skilled, skilled and unskilled, so on male and the Female wage rate. The survey is concentrate on wage rate discrimination between male and female on same work in same working time. The following table presents the data:

Table 4.18 wage rate status

Statement	Time in hour	Wage rate Rs	
		Male	Female
Skilled	10	1200-1500	1100-1300
Semiskilled	10	950-10000	900-950
Unskilled	10	800-850	700-800

Source: Field Survey, 2019

From the data in table we observe that skilled male get 1200 hundred rupees and as same as work and time female get 1100 rupees only. Semiskilled receive 950 rupees for man and

900 for female. Unskilled worker males wage is 800 rupees and females 750 rupees get for it woke for the same time. In this way, large discrimination between male and female wages rate is found in survey. Comparison with national labour force survey III Nepalese employees earned an average (mean) of Rs.17,809 per month. However, gender disparities were obvious in the mean monthly earnings gap between males and females of Rs. 5,834 in favour of males.

4.18 Other Finding dimension on Contract Worker

In Nepalese economy, wage-earning workers have large share on GDP. Most of them are working in formal sector; they are recorded in national data but other labour who are working in informal sector they are missed from counting. Their contribution is also missed from record. Every year large number of youth enters in labour market with skill or without skill. Seeking for employment large population is migrating from rural to urban and abroad. Internal migration is also a burning issue for population management and economic growth. Day by day youth force migrates for employment to the foreign country as much as national labour market huge number is involved. In the study, internal labour market large number of workforce is involving on contract construction and they have employed informally in this sector. Labors who return from foreign employment are also found in contract worker who do skilled and semi-skilled work.

- Some female are working with children so they can meet disease.
- Nobody used safety during working time.
- Large number are return from foreign employment is found in this sector.
- Most of workers are couples work in construction

4.19 Challenge and issues of Contract Worker

Labour is one of the factors of production. It makes other factors of production functional and dynamic. Labour merits a prominent place in traditional as well as modern growth accounting. Economic growth and development are critically interlinked. When we talk about development, labour is both the means and end of development. Therefore, a country's development largely depends on the efficient and effective development and deployment of labour. Nepalese labour and employment sector has a number of unresolved issues, which have historically undermined national development endeavors.

These issues range from national manpower planning to research and development. With the emergence of a positive scenario in our economic sphere (growth rate of about seven percent) recently, these pertinent issues need to be highlighted and addressed quickly to pave the way for economic take off.

Despite the planned development experiences of more than six decades, we do not have a manpower plan which clearly spells out the demand and supply situation of human resource in the country. This lacking misses the interface between education and labour market, making our education system ineffective. The available data reveals that most of our labour force is unskilled. Even many of the school and college graduates are lacking required skills for the contemporary labour market. Developing labour market information system has also been a critical issue in the Nepalese labour market. The lack of such a system undermines the efficient and effective labour market operation and the productivity of the whole economy. Workers are unaware of job availability while the employers are unaware of labour availability. The other issue is about labour laws and regulations. Since this issue is related to labour governance, it affects the smooth mobilization of labour and determines the productivity of labour. There is a persistent need to carry out a host of labour market reforms. Another issue is about creating approximately five lakh jobs annually in the economy. As the sustainability of foreign employment is critically weak, there is no alternative to generating domestic employment opportunities massively. While labour-intensive industrialization is by far the most prominent alternative to create jobs, policy reforms should also induce the creation of jobs in the primary and tertiary sectors. The most important issue is related to ending informality. Only four per cent of Nepal's labour force works in the formal sector. Informal sector largely characterized as lacking decent-working conditions such as social security, minimum wage and occupational safety and health. Under such a situation, Nepalese labour force cannot contribute much to the national economy, rather a situation of disguised exploitation prevails. Work must be liberating and freedom giving to realize the essence of human development. Only formalization of employment can ensure this. Identifying employment elasticizes and promoting domestic and foreign investment in job-intensive sector consideration. The state must know where it should invest to create more jobs. Capital-intensive technology might be portable from the business point of view, but the issue of growing unemployment cannot be undermined from the larger perspective of social harmony and stability. The other is about a thorough implementation of National

Employment Policy, 2014. For this, there is an urgent need of mainstreaming employment in sectorial development policies. This is a momentous task, which demands for critical coordination and accommodating mindset from various sectorial agencies. Designing and implementing National Employment Guarantee Schemes has been identified as the pertinent issue for our labour and employment sector. Nepal needs to promote gainful labour diplomacy, given the fact that our foreign employment dependency has dramatically escalated over the years. Ensuring productive, secure and descent foreign employment should be our goal until we fail to create enough domestic employment opportunities. For new light, improvement and lesson learning, there is an urgent need to carry out labour and employment-related research, monitoring and evaluation. The policy of establishing a labour academy has not yet materialized.

Challenges and Issues of Contract worker in Tarakeshwar

Nepal will not develop without developing the informal part (contract labour) of the economy because the formal sector has been growing very sluggishly in comparison to the growing labour force participation in the overall economy. Poverty in Nepal would not be reduced if issues within the informal economy are not addressed. The issues in the informal economy are discussed in terms of increasing employment, bringing about decency in work and raising standards of both the enterprises and the workers.

It should also be noted that the informal economy does not exist in isolation from the formal sector. In fact, workers continually go in and out of formal and informal employment depending on such factors as the time of the year, economic situation and the demands of the workers survival situation. Many workers in Nepal have been performing formal and informal activities simultaneously with one or the other as the main job.

Some of the observed problems in the informal economy are poor infrastructure, lack of resources and financing, lack of skills, small-scale businesses cannot buy inputs in bulk and hence have to buy in retail and demand factors leading to irregular cash flow. The issues of the informal economy therefore emanate from these problems. These problems raise local government infrastructure issues, government rental policies and markets, infrastructure provisions for traders and area-based management in order to harness the hidden potentials of the informal economy and raise their standards. To be precise, four broad issues have to be taken into consideration:

- The issue of capital and financing,
- The issue of managerial-entrepreneurial efficiency,
- The issue of minimum wages and minimum level of protection, and
- The issue of harmony and sound and Worker relations on humanitarian ground.

Specific Issues

In addition to the above-mentioned broad issues, there are also several specific ones which are presented as given below:

1. **Lack of Organization:**

The informal economy, by definition, is unorganized. This is true not only in terms of production but also in terms of the organization of workers. It is not that informal workers cannot organize themselves or are prevented from being organized, but there are some difficulties in their being organized. Perhaps the most vexing issue is that of identifying informal workers who are, especially they are women, still invisible, geographically dispersed and moving in and out of different economic activities. Identity cards may be issued, but such cards are generally enterprise/occupation based and many informal workers are multiple jobholders with no fixed workplace or occupation. Identity cards can be issued through local VMs and Municipalities. This would help to give them visibility and legitimacy. By virtue of their invisibility and lack of organization, they fail to be counted and are overlooked in important consultation processes. Again, organizing workers at the local level only is not enough. For a policy influence, there is a need to federate to higher levels. Organizations should operate in a fully democratic and participatory way.

2. **The Government's General Outlook:**

The governments in most countries do not hold a positive view regarding the informal activities with Nepal being no exception. They consider that informal economy producers evade tax, produce and sell contraband goods and generate health threats to the general public due to lack of standards (particularly in food and beverages). On the other hand, the government does not have any specific program for the welfare of wageworkers in the informal economy. Street vending

as an informal activity in urban areas is also considered incompatible to the modern image of the city.

3. Infrastructure:

Although there is no readily available data to state that the incidence of informal activities increase as one moves from easily accessible areas to extreme remote areas, this conclusion can be drawn from the fact that the presence of state authorities (which are either present to provide basic formal services or regulate the activities) diminishes in the remote areas. This study shows that the possibility of contract labor activities is greater, in terms of numbers, in the rural than in urban areas. Subsistence activities are more in remote areas, but the informal economy is denser near market-accessible areas. Hence, the remoteness of an area has to be eased with infrastructure development (roads, communication, extension of market) for supporting the informal enterprises.

4. Financing:

Establishments in the informal economy need capital investment and, by virtue of their scale, the investment needs are small. Hence, the formal financing institutions find it costly to lend. This is observed in practice as the government's mandatory provision since the mid-1980s to the formal banks in the country to allocate at least 7.5 percent of the time deposits in the priority sector, almost fully dominated by informal activities, is largely being circumvented by the banks. This has led the investors in the informal economy to rely on informal borrowing, despite the exploitative interest it may carry.

5. Insurance:

Insurance can provide a form of protection, if it is fully or partially supported by the state or other entities. Informal enterprises and workers need easy and affordable access to a range of other financial services including insurance and other support services. The poor are vulnerable to different types of risks and adopt various strategies to reduce such risks. Insurance services are essential for low-income households to cope with uncertainties and emergencies like illness or injury, death, natural disasters, theft and life cycle needs. Formal insurance services are not accessible to the poor because of high premiums and complicated procedures. Insurance in itself is a lucrative business

6. Displacement:

It was indicated earlier that most governments do not hold a positive view towards informal activities for various reasons. One major reason besides some illegal activities is the evasion of state's tax base. However, even formal sector big enterprises and big business groups evade taxes due to the weaknesses and corrupt nature of tax administration. However, the government sometimes intervenes towards formalizing the informal works, thus bringing these into the tax/revenue net.

7. Training:

Considering the low levels of skills and technologies in informal activities, the training needs in the informal economy are substantial. The lacks of skills are associated with low productivity and efficiency resulting in lack of competitiveness. Since these small enterprises cannot always afford to pay part or full costs of such training, some concessions/ subsidies from the state may be warranted. The formal sector needs to support the informal sector by way of providing concessionary training in areas of technical skills, management and accounting. Quality and adequacy are important elements in training. Informal businesses are characterized by the mixing of enterprise and household accounts, which blurs the economics of informal enterprises. So accounting training is important.

7. Corruption and Black Markets:

There is a high level of corruption and exploitation in the Nepalese economy. Informal enterprises need to draw on services from the formal sector and such corruption has negative effects on informal economy functioning. There has been no assessment of the amount of corruption and black marketing, which by themselves are informal

8. Social Security:

Although social and economic insecurity in the informal economy is a global phenomenon, this is the weakest link in Nepal's informal economy. Security needs to be dealt with under different relevant heads. Social and employment security in Nepal is confined within public sector employment and, to a relatively smaller extent, in the corporate sector and formal private establishments.

Globalization has tended to lead to many new and atypical types of formal and informal jobs. Globalization could be particularly beneficial to the small economies and small enterprises by way of opening developed country markets even without the knowledge of the state, e.g. through e-Commerce. If part of the increased transactions of small informal businesses is also translated into more jobs for workers, higher wages and other protection contributions, then workers can also benefit from globalization. Globalization, however, may curtail employment in the marketing chain. The effect of globalization may be different in different country contexts and hence there is need to constantly monitor its effect on the economy and labour markets.

8. Minimum Wage:

It is the state's responsibility to legislate and enforce minimum wages in the informal sector. The government, in the most part, has complied with the former but not the latter thus rendering the legislation void. The minimum wage should be fixed in such a way as to enable workers to make a decent living. Protection and social justice for Dalit workers are especially important in the face of widespread discrimination prevalent in the country. Social justice, equality and elimination of discrimination together with special protection measures are necessary for Dalit groups among the working poor.

9. Migration:

Migration of households, both internal and external has both positive and negative implications on the informal economy. Migration reflects the mobility of people to harness work opportunities. In Nepal, migration is gender-biased, as there are far more male migrants than female. In internal migration, forced migration from villages to District Headquarters and to the capital city is more visible in recent years.

CHAPTER V

SUMMARY, CONCLUSION AND RECOMMENDATION OF

5.1. Summary of Findings

This study shows the status of labour in Nepal. Large numbers of population are migrating from rural to urban area for employment. They get employment on formal and informal sector. Contract construction is informal sector for the employment of the labour. All the labour does not easily get employment opportunity in other sector. It is easy to get the work in private house building. There is a huge contribution of workers participation on the in-fracture development. Every works is not possible to do with the machine that can easily do by the labour. After the earthquakes many people are dead, large number are disabled, many houses are damaged and most people are homeless. Most people affected by the earthquake are found in this sector. Through contract construction, they solve their daily need for the food.

- I. Jananjati and low-level class people are involved in contract construction. The Janjati are 65.5 percent of total labor involved. Among the 40 respondent, Dalit are 7.5, Muslim 10 and Chhetri /Bramin is 20 percent working in contract construction.
- II. Income is the main component for the change of the life style. in the calculation of the data 30 percent are earning 2,01,000 to 2,50,000 which is high income group, other 1,51,000-2,00,000 are 27.5 percent. Low income group are 12.5 percent and high is also 12.5 percent
- III. Large part of their income is spent on consumption of food, 42.12 percent of total expenditure. The expenditure on education is increasing; it shows that 16.10 percent, on health is 13.32 percent, on clothes, 9.84 percent. Large amount of income is spent on payment of loan i.e. 14.15 percent.
- IV. There is not equal distribution of wages for skilled and unskilled male and female worker. It shows the discrimination of sex in our society.
- V. Most of workers are unskilled in this sector. They are 52.5 percent. In the Nepal unskilled labour force, enter to labour market every year. It is found that skilled are 22.5 percent, semiskilled are 25 percent.

- VI. The cooking fuel user, LPG gas user are 80 percent, kerosene user are 12.5 percent, and electricity user are 7.5 percent.
- VII. In the modern time, communication is the essential for occupational progress. Among them dish- home, radio user are 5, mobile phone user are 31, television user are 3 and other is 1 user among 40 respondent.
- VIII. Studying the Participation of sex on contract worker female is 70 percent, male are 30 percent.
- IX. Education status of the worker, illiterate are 15 percent, grade 5th to 10th is 55 percent, SEE passed are 20 percent and +2 and above are 10 percent.
- X. The condition of house of respondent, 10 percent worker live in his or her own house, large number of workers live in rental house (77.5 percent). Rest of them 12.5 percent is staying in cottage in working place.
- XI. The 30 percent of labor used tape for drinking water, other 40 percent used jar for drinking water, well and boring was used by 20 percent and 10% depend for other sources.
- XII. Conditions of toilet; improved water sealed user are 87.5 and pet for toilet user are 12.5 percent.
- XIII. Most worker in this sector are migrant they are 90 percent, other 10 percent are local worker in construction.
- XIV. Children of worker before working went to public school is 32 and 15 are in private school after working their children going for quality education in private school are 30 and public school to the 13. In Nepalese view private school is quality education.
- XV. Common issues are Nepalese contract worker are followed-lack of organization, the governments general outlooks, infrastructure, financing, insurance, displacement, training, corruption and black markets, social security, minimum wage and migration. These are main issues of workers in tarakeshwar finding.

5.2 Conclusion

In the Nepal, contract construction is the main employer. In Nepalese Labour Market, large number of labour force enters every year. In this case, the opportunities are not increased in this ratio. Most of youth also migrate to foreign employment. Due to lack of

industrial development, new opportunity of employment cannot be discovered. Our resources are not utilized properly they are in useless condition. Other side, large population based on agricultural that is traditional and subsistence farming in rural area. They are migrating from rural to urban for employment that are 90 percent. Among them most are unskilled. They face more problems in the city. They are facing discrimination in the work places. Most of female worker face the problem of sexual harassment in destination places by these people and male work- partner. They face other discrimination problem in wage and suffer from employer and mediator.

Unemployment is major problem In the Nepal. Contract construction is mean source of employment in the nation. This is informal sector of employment. This sectors employment is not recorded but it helps reducing the increasing unemployment problem. In addition, it is difficult to say that contract workers income play significant role to the productive activity of rural economy. There are not significant changes after income through working in saving. This result might have several reasons behind it such as small sample size, representative response. Although, the effect of wage on living standards of people have not shown much response to their productive activities except than maintaining their life standard. Income is using in non-productive field. To create employment opportunity the government should give the occupational training for upgrading their skill. For creating self-employment environment for youth, it is also necessary to provide vocational training to youths. Training is also necessary for women empowerment. In rural area, the poor and worker-oriented programs are done for poverty alleviation.

In the contract construction worker male and female are involved. From working income, they can solve their daily necessary needs food, clothes and other. The income play vital role in increment of education sector and health. Large part of income spent on the rent. Informal sector worker is out of contribution based social security program. Every sector labour should be included on this program.

- In Nepal, majority of the workers work in the informal sector, thereby, the enforcement of the existing laws is facing practical problems.
- Workers in the informal sector are exploited, not getting the legal recognition and are kept aside from the social justice intended by the government.

- Intermediary or worker -only contractor is working as employment agent not following under any government's regulatory mechanism.
- There is no statistics available on the extent and magnitude of the contract labour in Nepal.

5.3 Recommendations

The labour act 2017 and contribution based social security program is a positive aspect but the law and policy implementation is great challenges and informal sector worker cannot be covered in this policy. It is bad news for the informal sector contract workers who are in large number. Government should strictly implement laws and policy. Some recommendations from the above study are as follow:

- Equal wages for equal work and working hours should be continued.
- Government should provide the training to the employee for improving skill
- Government should take the action about different type of discrimination in the working field.
- Government should create the employment opportunity in rural area to decrease poverty and rural to urban migration.
- Most of Nepalese people are come from low-income level. Therefor the government should make favorable policy to facilitate them by providing loan in minimum interest rate and encourage them for self-employment.
- Looking views of the labour work is hateful to change the positive attitude for labour work and respectable occupation.
- Informal sector contract worker should be coverage in the labour policy.
- Social security schemes applicable to the private sector (such as work-related injury insurance, maternity benefit, medical care and sickness benefit schemes), including the benefit package and eligibility criteria, and implemented in a phased manner;
- Social security regulations, amended labour regulations, explanatory notes, training materials and education materials;

- Training programs for officials of the Social Security Fund and employers in private sector enterprises;
- Education campaign for stakeholders, including employees of private enterprises;
- Necessary preparations regarding the creation and operation of social security funds for various schemes;

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Appendix

ANNEX I

Status of contract worker in kathmandu Nepal
(A Case in daily wages Contract Worker of Tarakeshwar Municipality)
(Questionnaire for Household survey 2019)
Central Department of Economics T.U. For the purpose of M.A. thesis

Name..... Age.....

Sex..... Address.....

Education.....

1. What type your family?

- a. Nuclear b. composite

2. How many members in your family have?

- a. 2 b.3 c.4 d.5 and above

3. Structure of your family

Gender/Age	0-5	6-14	15-59	60+	Total
Male					
Female					

4. How many children are in your family?

5. What does your family member does?

- a. Agriculture b. Business c. Labour d. Gov. Job e. Others...

6. Have you another source of income?

- a. Yes b. No

7. What is the main source of income without labour work?

8. Whom much money earn in year?

- a. 25000 b.50000 c. Lakh and above

9. Have you solve daily needs with this income?
a. yes b. no
10. After doing this work change occurs.
a. Yes b. No
11. Are you save your income?
a. Yes b. no
12. Are you save your money in co-operative or bank?
a. Yes b. No
13. How long do you have this work?
a. 1 year b. 2 year c. 3 year d. above
14. How old are you starting this work?
a. Below 14 b. above 15
15. Are you promoting doing this work?
a. Yes b. no
16. Are you satisfied with your income?
a. Yes b. no
17. What type of labour work? Based in training
a. Skilled b. Unskilled
18. What the cause is of involved in lobour working?
a. Poverty b. Unemployment
c. Lack of skill d. Lack of education
19. Do you have taken vocational or short-term training?
a. Yes b. No
20. Are you meet any problem cause of lack of skill?
a. Yes b. No

21. How many hours do you work in the day?
 a. 8 b.10 c. 12 d. Above
22. How much is your wages of the day?
23. Are you getting your wage in the time?
 a. Yes b. No
24. WHAT is relation among owner, bidder and worker in working period?
 a. Good b. Worse
25. Are you comeback from foreign employment?
 a.Yes b. No
26. Which school your children are studying?
 a. Government b. boarding
27. Which level of school your children leave?
 a. Basic level b. High school c. Higher level
28. What is the cause of leaving school?
 a. Financial b. To support family c. Other
29. Is there school near your living place?
 a. Yes b. No
30. Are you able maintain your children`s educational expenditure?
 a. Yes b. No

31. Educational status of children

¹ S.N.	NAME of children	Age	Sex	Level

32. Where are from?

District

Village municipality /municipality

Province

33. Which is your community?
- a. Brahmin/Kshatriya
 - b. Aadibasi/janjati
 - c. Madeshi
 - d. Dalit
 - e. Muslim
 - f. Other
34. Where are you living in working period?
- a. Rent in concrete house
 - b. Own house
 - c. Working place in cottage
 - d. In tent
35. What is situation of toilet in house?
- a. Permanent
 - b. Temporary
 - c. Others
36. What is the position of drinking water you have?
- a. Tape
 - b. Well
 - c. River
 - d. Source
 - e. Others
37. Where are you taken from health service?
- a. Health post
 - b. Hospital
 - c. Dhami/jhakri
 - d. Others
38. Is your standard of living increased after working?
- a. Yes
 - b. No
39. Are you using means of communication radio, television, mobile phone?
- a. Yes
 - b. No
40. Are you used safety in working?
- a. Yes
 - b. No
41. Are you taken a membership of organized union?
- A. Yes
 - b. no
42. Do you want start any business using your income?
- a. Yes
 - b. No

43. Annual expenditure format

Particular	Expenditure
Education	
Food	
Health	
Clothing	
Other	
Total	

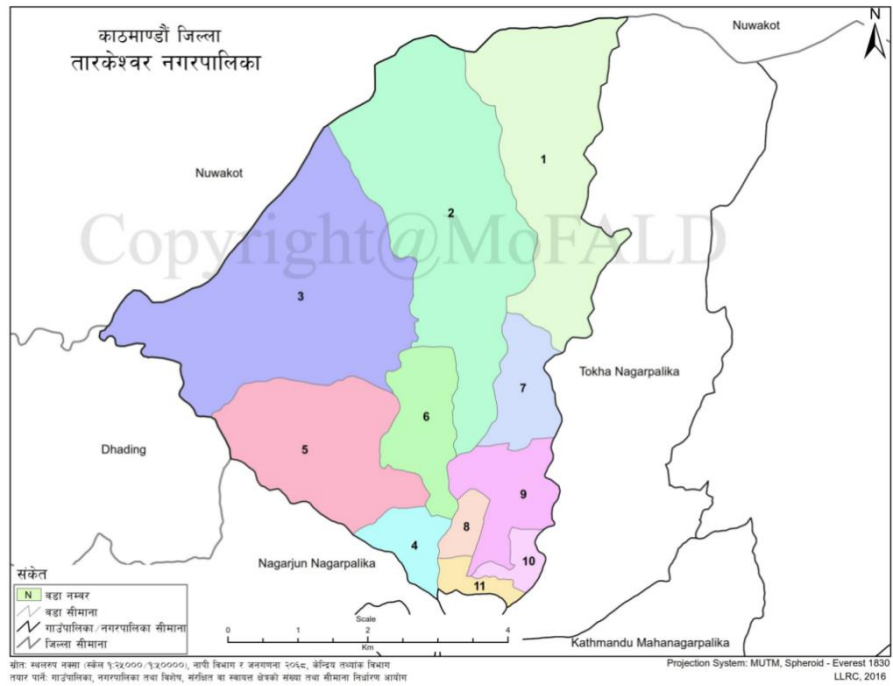
44. What is your future plane?

- a. Business b. foreign employment c. Small industry d. Others

45. Which means of communication do you use?

Photo gallery

Tarakeshwor municipality



Tieing the rod for beam and sla



Making beam

Concreting Slab of House



Digging The Foundation of House

