

**ISSUES AND CHALLENGES OF CONSTRUCTION SECTOR WOMEN  
WORKERS IN KATHMANDU**

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## DECLARATION

I hereby declare that this thesis entitled **Issues and challenges of construction sector women workers in Kathmandu** has been carried out by me, as in Partial Fulfillment of the Requirements for the Degree of Master of Arts in Labour Studies and contains no materials previously published. The result of this thesis is original and derived from field study. In addition, the authors' sources of information in the research have been acknowledged properly.

Bijaya Dahal

21 July 2023

## LETTER OF RECOMMENDATION

This thesis entitled “**Issues and challenges of construction sector women workers in Kathmandu**” has been prepared by Ms. Bijaya Dahal (Admission Batch 2020-2022) under my supervision for the partial fulfillment of the requirements of Master of Arts in Labour Studies. Hence, I recommend the thesis to the Evaluation Committee for final evaluation, and approval.

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21 July 2023

## LETTER OF APPROVAL

The thesis entitled “**Issues and challenges of construction sector women workers in Kathmandu**” prepared and presented as in Partial Fulfillment of the Requirements for the Degree of Master of Arts in Labour Studies by Ms. Bijaya Dahal (admission batch 2020-2022) has been evaluated and approved.

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## ABSTRACT

The informal sector, especially construction sector has varied factors to focus on. The more vulnerable population who are at risk includes women construction workers due to diverse working conditions and work environment. The social security provisions, concern of Labour rights and decent work practice is always and on-going discussion. In addition, the existing discourses of traditional roots that have strengthened patriarchal norms and values still prevail. Hence, this research has aimed to identify the issues faced by women construction workers in building construction. Along with the issue arise challenges so this research also has explored the challenges they encounter.

This research is exploratory research conducted in three construction sites of Kathmandu metropolitan city wards no 8. Research design is exploratory and qualitative in nature. The purposive sampling method is used for this research. Twenty-five primary respondents and 5 key respondents were the major source of field data. The semi-structured interview, interview with key respondents and one focus group discussion was conducted. The scholarly articles and diverse academic contributions were pertinent in framing the literature review.

The research has indicated on the presence of discernment between women and men construction workers. The discrimination includes wage-based discrimination, anti-feminine attitude/traits, workplace harassment, improper sanitation facilities, working conditions and embodied patriarchal mindsets. Furthermore, important issues such as occupational safety and health and skill enhancement of women worker are ignored. The registration of workers in the social security scheme is also not in practice. This study also attempts to show the prominence of women's contribution while performing the dual role (both household work and construction work). In addition, respecting and acknowledging women's contribution in the world of work is current requisite.

*Keywords: construction sector women workers, work environment, work conditions, decent work, anti-feminine traits*

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## ABBREVIATIONS AND ACRONYMS

ANCWU	All Nepal Construction Workers Union
ANTUF	All Nepal Trade Union Federation
BWI-NAC	Building and Wood Workers International – Nepal Affiliates Committee
CAWUN	Construction and Allied Workers Union of Nepal
CEDAW	Convention on the elimination of all forms of discrimination against women
CB	Collective Bargaining
CUPPEC	Central Union of Painters, Plumbers & Electro & Construction Workers Union
DECONT	Democratic Confederation of Nepalese Trade Unions
FCAN	Federation of Contractors Associations of Nepal
GEFONT	General Federation of Nepalese Trade Unions
GON	Government of Nepal
GSNI	Gender and Social Norms Index
ILO	International Labour Organization
JTUCC	Joint Trade Union Coordination Center
LGOA	Local Government Operation Act
NPC	National Planning Commission
NTUC	Nepal Trade Union Congress
OHS	Occupational Health and Safety
SD	Social Dialogue
SDG	Sustainable Development Goal
TU	Trade Union
UN	United Nations
UNDP	United Nations Development Programme

## CHAPTER ONE: INTRODUCTION

### 1.1 Background

Women in construction industry are found in minimal number. Women's workforce might have involved in diverse work industries; however, this particular industry still struggles advancement of women. Several barriers such as industry image, the career knowledge socialized since the early childhood and adulthood, male-dominated industry, skill divisions, recruitment practices and procedures could be reasons (Fieldan et al., 2010).

Construction industry is an essential aspect of nation's development. Saadi et al. (2016) highlight that construction industry has a large contribution in both social and economic development of a nation. A large number of employments is generated, and it generates wealth. Construction activities include building works, road works, tunneling, bridges and airfield (Nagapan et al., 2012). Afolabi et al. (2019) has identified diverse barriers women face in the labour market such as gender role socialization, stereotyping, harassment, and discrimination. The decent work practice in the construction industry is an important aspect to identify the issues of women's involvement in the sector. Decent work has been prioritized in the sustainable development goal 0 SDGs (number eight). It includes decent work and economic growth. SDGs are known as the global goals as it was adopted by all United Nations Member States in 2015. It is a united initiative and an action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030 A.D. Decent work was first introduced in 1999 in the International Labour Conference (ILC), 87<sup>th</sup> session. Its focus is on promoting opportunities for women and men and to obtain decent and productive work that is linked to freedom, equity, security, and human dignity The decent work has four strategic objectives: the promotion of rights at work, employment, social protection, and social dialogue (ILO, 1999).

The aspects of decent work can be viewed by categorizing into three levels It includes individual worker such as child and forced Labour. It can also be viewed at the level of the working environments that includes health and safety. Lastly, it can be

viewed at the aggregate level where social protection and legislation are considered. Furthermore, decent work cannot be operationalized at the individual worker or job. In addition, the gender gaps in job quality and the quality of employment for migrants also cannot be easily addressed (Burchell, et al., 2013). The gender gaps are an emerging crisis in the Labour force. A diverse factor it has included is the existing structural barriers, the socioeconomic and technological transformation, and economic shocks. The coronavirus pandemic was also a shock to economy which affected labor market. The diverse gender gaps in the workforce includes in the Labour-force recovery, in care work, in founding businesses, in leadership, by industry, in political representation, in wealth accumulation, in tertiary education, lifelong learning and skills prioritization, in stress levels and in income.

The gap between men and women are scrutinized on four categories: economic participation and opportunity, educational attainment, health and survival and political attainments. The global gender gap report has also covered South Asia clearly ranking it as the lowest region to close gender gap with only 62.3 % in 2022. Further it has indicated that Bangladesh and Nepal are leading in their regional performances to close their gender gaps and they have succeeded in closing gender gaps by 69% (Global Gender Gap Report, 2022). The Gender inequality also remains, and Gender Inequality Index (GII) has listed three dimensions as gender-based disadvantages; reproductive health, empowerment, and Labour market (UNDP, 2022).

## **1.2 Statement of the Problem**

The masculine works and feminine works determined by society has shadowed the contribution by women into the construction industry. Diverse aspects can be interrelated such as, the working hours, wage pay, the sanitation concerns, skills utilization, and discrimination at work, harassment at work, occupational safety, and health. This sector also has other cross-cutting issues such as the social dialogue supporting the essence of decent work in the world of work. Afolabi et al. (2019) has identified the prevalence of anti-feminine features in the construction sector. The anti-feminine attributes include assigning of minor works, wage pay gaps, sexual harassment, judging women's capabilities, symbolic intimidation, disrespect at work, inability to balance house and work and glorifying it as male dominated industry. The necessity to focus on women's concerns at work is significant. Hence, this research

aims to focus on the diverse issues and challenges faced by women workforce in construction sector, an informal sector in Nepal.

### **1.3 Research Questions**

This study aims to understand the issues of women workers in construction sector and the challenges faced by them. This study focuses on the informal sector especially in construction sector. In this regards this research aims to answer following questions:

- a. What are the diverse issues of construction sector women workers involved in Kathmandu?
- b. What are the challenges faced by women workers involved in construction sector?

### **1.4 Research Objectives**

General objective of this research is to explore the diverse issues of women and varied challenges faced by them while being a part of construction sector.

#### **Specific Objectives**

The objectives can be specified as:

- a. To ascertain the diverse issues of women workers involved in construction sector.
- b. To explore the challenges faced by women workers in construction sector.

### **1.5 Operational Definitions**

- Construction work: Labour Act (2017) defines “construction work as the construction of building, road, tunnel, internal or inter-state waterway, railway, construction work or construction of a power station, waterway, railway, construction work or construction of a power station, telecommunication, telephone or telegraphic structure and similar other structure, and this term also includes installation of any machine, tool or equipment in that structure”.
- Construction Labour: Construction Labour normally is considered as the daily wage workers related to building, woodwork, road, stone quarrying, brick kiln (ILO, 2004).
- Informal Sector: Informal sector is characterized by; easy entry, relying on indigenous resources, family ownership of enterprises, small scale of

operations, Labour intensive and adapted technology, Skills required outside the formal sector system and unregulated and competitive markets (ILO, 1972). Likewise, Sethuraman (1976) has also defined informal sector as all unregistered commercial enterprises, all non-commercial enterprises having no formal structure in terms of organization and operation and the criteria to identify informal sector enterprises.

- Informal employment: Informal employment includes employers, contributing family workers, informal sector’s own account workers who are employed in informal sector. It also includes employees and paid apprentices who do not have paid annual leave or sick leave benefit. Further it also includes those employers who do not contribute to their social security (Nepal Labour Force Survey, 2018)
- Decent Work: Decent work emphasizes works being carried out in the conditions of freedom, equity, security and human dignity. Achievement of these conditions can provide social foundations for the global economy (ILO, 1999). This emphasizes on decent work for all men and women. Its key components include employment conditions, social security, rights at the workplace and social dialogue.
- For this thesis construction work determines the construction of building and construction workers are those daily wage women workers involved in construction of building.

### 1.6 Conceptual Framework

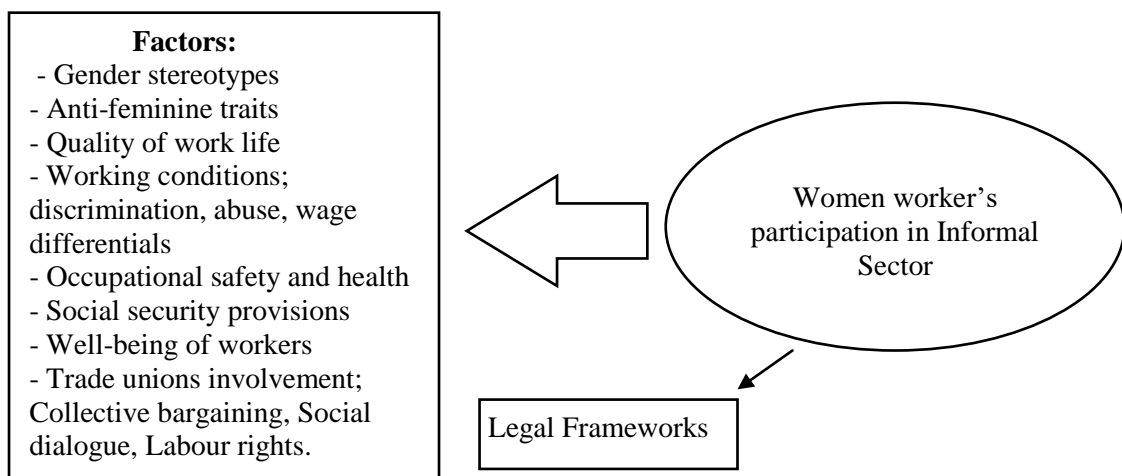


Figure 1.1: Adopted and Modified from Adenugba & Oderinde, 2017; Afolabi et al., 2019; Baruah, 2010



This study has identified diverse aspects of women worker's participation in informal sector. The informal sector has highlighted several perspectives. The factors have been acknowledged from scholarly articles. The factors include gender stereotypes, anti-feminine traits, quality of life meaning the role of women at work and home; double burden and lastly dimensions of working conditions.

Moreover, it also includes the well-being of workers, the occupational health and safety issues, principle of non-discrimination and social security provisions. Trade union and their role also is another factor which basically focuses on presence of collective bargaining and social dialogue as well as the Labour rights at human rights with emphasis to decent work. Lastly, the Legal framework is important as it is linked to all these factors. All these aspects have been an integral part of this research.

### **1.7 Importance/Significance of the Study**

The study will fill the gaps of understanding and knowledge of issues of women in workforce with special focus to the construction sector and the challenges they encounter. This study is an attempt to identify the role, participation, and work involvement of women workforce in construction sector. Diverse issues are already present in the workplace, and few are still in shadow. In this scenario, digging out those issues is a prime concern. This research purposes to identify the issues of women workforce, especially in the unorganized informal sector. In addition, a lot of crosscutting can be a part such as whether the social dialogue has benefitted or not can be identified. Hence, this research could develop some new insights in the field. This research cannot be generalized however it can contribute to academia for further research.

### **1.8 Organization of the Study**

This academic research has been organized into six different chapters. The first chapter of this thesis is an introduction that incorporates the background of the study, the statement of problem, research question, research objective, operational definitions, conceptual framework, importance/ significance of the study. The second chapter includes a review of various relevant literatures. This chapter includes both theoretical and empirical research; previous studies that have been conducted have been cited and incorporated. This chapter also provides diverse scholarly ideas

supporting the study. The third chapter includes various methods used to accomplish the research. It includes research design, the universe and sample size, details of the methods of data collection, the data processing and analysis, the limitations of study and the ethical considerations. The fourth chapter includes data presentation and findings. The fifth chapter is the analysis of the findings. Finally, the chapter six which is the last chapter presents the summary and conclusion of the research.

This thesis also has acknowledgments, abbreviations, and acronyms, a list of figures and table of contents in the front portion of thesis. Likewise, at the end of this thesis it incorporates the references and annexes.

## **CHAPTER TWO: LITERATURE REVIEW**

This chapter includes the summary and findings of various existing scholarly research on the construction workers with special concern to issues of women in construction sector. The literature review here has presented existing research by generating diverse sub-topics in the main topic. In addition, the constitutional provisions, the legal national and international instruments along with the institutional reports are also incorporated in this portion. The importance of literature review for this thesis is to study existing literature that has generated diverse lens in this topic. This review of literature is divided into several sub-topics as follows:

### **2.1 Informal Sector**

Informal Sector concerns began in the 1970s. The term informal sector was first coined by British anthropologist Keith Hart. His research was on economic activities of migrants from northern Ghana in Accra. His research was entitled “Informal Income Opportunities and Urban Employment in Ghana”. He highlighted on informal sector being a part of urban Labour force and these work outside the formal Labour market (Hart, 1973).

ILO in its employment mission to Kenya; World Employment Programme to Kenya developed a report entitled “Employment, incomes and equality” that brought the term informal sector into attention (ILO, 1972). The informal sector in Nepal had a share of 62.2 percent in which construction sectors contribution was 13.8%. Informal sector provides employment to vulnerable groups including women (CBS, 2019). People proceed to be a part of informal sector when they find difficulty to be a part of formal sector (Blaauw, 2005; in CBS, 2019).

The characteristic of informal sector is defined by few characteristics; easy entry, relying on indigenous resources, it has family ownership of enterprises, it is small scale of operation, is more Labour intensive with adapted technology, skilled acquired in informal settings and the market is more competitive and unregulated. This sector is unorganized, ignored, hardly supported, frequently regulated, and has limited support from government (Bangasser, 2000).

### **2.1.1 Informal Economy**

The informal economy refers to all economic activities by workers and economic units that are in law or in practice but is not covered or insufficiently covered by formal arrangements. This economy does not cover illicit activities in considerations to production, sale, or possessions. This indicates trafficking of drugs, illicit manufacturing of and trafficking in firearms, trafficking in persons, and money laundering as defined by international treaties (ILO Recommendation No 204, 2015).

### **2.1.2 Understanding Formal and Informal Economy**

Formal Economy has a legal provision for protection. It has a formal contract and letter of appointment. There is the regularity of employment. Fixed wage rates and fixed working hours indicate a formal economy. Informal economy has no existence of proper level of legal protection. There is a verbal contract and no appointment letter. Its nature is irregular employment, and the informal economy has long and uncertain working hours. In addition, low income, and uncertain wage rate (ILO, 2004).

## **2.2 Organizing in Construction Industry**

Jason (2008) in the research "Organizing informal workers in the urban economy "The case of the construction industry in Dar es Salaam, Tanzania" has highlighted construction work as unsafe and insecure and with fewer opportunities. The workers getting jobs in the construction sector is paid less and the common mode of payment included piecework and task work. In case of Tanzania the network connected individual to be a part of construction sector. The informal connection of friends and relatives connects to this industry. The findings from this research clearly indicate that employers were not being serious towards the use of safety equipment's at work also has increased the risk at work and has arisen the vulnerability nature.

The construction sector being informal in nature lacks social security. The individuals working on building houses do not benefit from social security whereas, workers belonging to groups are benefitted little in terms of social insurance schemes. However, the benefits seem inadequate. The trade unions exist in Tanzania that focuses construction sector workers. The Tanzania Mining and Construction Workers Union (TAMICO) finds difficulty to solve issues of construction sector workers as

there are no employers for informal construction workers and then arises question in considerations to collective bargaining. The reason behind being a part of informal economy includes not being skillful and unaware of use of tools and equipment's. It can be considered that existence of informality in agreement between the workers and clients remained where the verbal agreement was done without any legal enforcement causing the existence of vulnerability (Jason, 2008).

According to Suchitra and Rajasekhar (2006) the construction sector can be viewed regarding its migratory nature, it is involved of disadvantaged group and lastly there is the presence of numerous sub-contractors. This results in a communication gap as the main employer seems unaware regarding the actual workers working under the employer's supervisions. In addition, the workers are also unaware of the exact employer. This dilemmatic condition leads to influencing on diverse issues at workplace such as occupational health and safety practices, working conditions, presence of gender discrimination, the social security issues, and women worker's challenges at work.

### **2.3 Women in Construction Industry**

The presence of stigma determining construction sector to be a space of male is a masculine image created. This industry being characterized as challenging and dangerous has established the notions of male presence therefore the sexist behavior prevails. The male workers thus judge the female workers and promote the existence of sexist traits (Aboagye-Nimo et al., 2018).

Sharma (2018) in her research entitled "Situation of Women in Construction Sector: A Review" has emphasized on three main factors for employers making women a part of the construction industry. Firstly, she highlights in cheap Labour. Women are considered as the cheap laborers in comparison to men. The wage differentials exist between men and women despite the equal amount of work carried out. Secondly, the docile nature of women attracts employers to hire them. Women are more disciplined and socially acquainted. The third reason for hiring women in construction sector is the reluctance of male to perform certain work.

According, to Devi and Kiran (2013) women are considered to be unskilled laborers

and they face harsh conditions in relation to work. Discrimination in diverse form is a part of their workplaces. The presence of gender and sexual harassment, lower wages, unhealthy job relationship and never upgrading of skills remains. The research entitled “Status of Female Workers in Construction Industry in India: A Review” indicates that construction industry has a presence of large number of workforce both skilled and unskilled. The difficulties faced at workplace includes the issues such as health, job related stress, the injuries at work which links to occupational safety and health and many more.

Discrimination prevails in construction sectors, and it can be categorized as employment of women, partiality, or unfairness in considerations to gender in construction sector, wage differentials, the workplace harassment including sexual harassment, the social and educational facets and issues of the occupational health and safety. Women despite being considered as unskilled Labour force the construction industry attracts women workers. However, their skills are not upgraded and they are assigned with only certain types of works (Devi & Kiran, 2013).

Prevailing notion of gender stereotypes and differentiation in work has contributed to gender inequalities The work sector also has been categorized as the feminine sector and masculine sector. This indicates the occupational hierarchy dominated by men. The unequal working condition thus is interconnected to other various issues such as physical and psychological risk. The gender-related biological differences also has supported in increment of vulnerability. In the work the vulnerability nature might differ however women suffering from allergies, skin diseases, chemicals use and protecting gloves containing latex dust are found (Fasanya et al.,2020).

Women being a part of the construction industry normally belong to a disadvantaged group and are prone with poverty. The informal sector which is unorganized and is vulnerable has women construction workers in a manual work. The women workers are more in insecure conditions as they are not provided with equal wages for equal work. The construction industry is considered to have difficult jobs attracting men for more difficult jobs and few manual jobs to women (Sharma, 2018).

### **2.3.1 Working Conditions**

The working conditions are also not only affected by the unfavorable working environment where the basic facilities are lacking. In addition, the diverse issues of sanitation are also considered. Hygiene at workplace is a comfortable strength for stress free work. Ahmed and Rajeswari (2020) have emphasized that healthy work environment and health at work are an integral party of society. Their emphasis is on occupational safety and health. The ambience in the work area is also considered important. The improper water facilities and sanitation facilities in the workplace have led to urinary tract infection in women. The water facilities along with absence of toilet, shared toilet or separated toilet for men and women equally defines as one integral facets of working conditions. The construction sites also make women more at uneasiness due to absence of toilet facilities and childcare provisions. In addition, no provision of providing accidental insurance basic sanitation facilities and even drinking water represents severe working environment for women construction workers (Baruah, 2010).

### **2.3.2 Work Related Psycho-socio Concern**

Devi and Kiran (2013) in their research entitled “Status of female workers in construction industry: A review” has stated almost all being unskilled Labour faced diverse problems related to work. Wage discrimination, harassment, unhealthy job relationship. The skills of women are not upgraded, and they are allowed to perform only certain jobs and assist the male work force.

The work conditions can also sometimes generate stress in the workers. The unfavorable environment at work, especially at the construction sites is a reason behind occupational stress. Sometimes being unskilled at work also causes vulnerability at the workplace. The presence of sexual harassment and verbal abuses are major factors of anxiety at work. The exposure to hazardous environment at work is also considered one important factor (Oloruntoba & Olanipekun, 2021).

Rai and Sarkar (2012) in their research entitled “Workplace Culture & Status of Women Construction Labourers: A case study in Kolkata, West Bengal” focused on the existing practices of the anti-women attitudes at workplace. The hard work undertaken by the construction laborer and difficult working environment leads to

early ageing emphasizing on the vulnerable facets. The ability to bear and care a child can sometimes lead to consequences when women repeatedly give birth to a child. This also can lead to weakness making them unable to work for years.

The work in the construction affects both women and men as they age early because of the hard work and rough working environment. Women also suffer the consequences of repeated childbearing and rearing, making them weak and unable to work for too many years. The access to maternity leave is not provided to women construction workers.

The construction Labour are basically hired on contract basis hence, women are not benefitted by maternity leaves (Ahuja & Savita, 2012). The workplace related stress includes fear of losing job, continuous repeated tasks, the wage differentials, sexual harassment, ill treatments, anxiety related to health, incorrect posture at work, domination at work, lack of facilities such as sanitary, drinkable water and protective clothing (Ahmed & Rajeswari, 2016).

### **2.3.3 Wage Differentials**

In India diversification of workforce is found in consideration to presence of large number of unskilled workers as well highly skilled technicians and engineers. According, to Chedda and Patnaik (2016) in their research entitled “Wage-differentials in India’s Construction Industry” has come with the findings that work experiences influences wages. This is significant in the increment of wages. General education seems to play limited role in wage increment. However, the nature of work, geography of work and sector can influence wage increment. In addition, sometimes vocational and technical educating influences the wages of construction workers. Wage differentials are linked to the dimensions of human capital. Human capital can be considered as the skills, education, health, and training of individuals (Becker, 1962).

The wage differences may occur due to the differences in endowment and the productivity-related personal characteristics of the workers. This distinguishes regarding their different levels of human capital, occupational differences and other endowments. It is also witnessed that differences in remuneration occur despite



employees having same endowments (Iqbal & Nasir, 2009).

Adenugba and Oderinde (2017) in their research entitled “Wage Differentials and Discrimination against Women in Informal Construction Sites: A Study in Ibadan, Nigeria” has clearly concluded that existence of wage discrimination is among men and women laborer’s. Despite the performance of the same work, the gender wage discrimination prevails. Equal pay for equal work is absent. The differences of wages were found in both rural and urban areas informal building construction sites of Ibadan. The patriarchal notion is a major cause of wage differential in Nigeria. The prevalent gender factor considering the men being intractable and women being submissive has also strongly impacted on prevalence of wage differentials. Furthermore, men being in-charge of determining wages has also impacted the wages determinations.

Similar tasks and performances also lead to different wages at building construction sites. Moreover, the bricklayers those who are supervisors at sites are more satisfied with the work of male laborer’s than female laborer. Therefore, it clearly indicates that gender factors are considered while issuing wages on site (Adenugba & Oderinde, 2017). The gender pay gap clearly indicates the gender inequality prevalent. Theory of occupational crowding can be considered in determining women getting lower wages in the Labour market and being a part of discrimination (Bergmann, 1974).

#### **2.3.4 Health Aspects**

The construction site workers consider their occupation as hazardous because they are more prone to accidents and the presence of unhygienic and unhealthy environment remains a threat to health. The accident at workplaces includes the collapse of scaffolding, no proper care for fire and electrocution, no proper care while handling heavy equipment’s. The risk arises due to lack of training regarding health and safety at work (Rai & Sarkar, 2012).

According to Rouhanizadeh and Kermanshah (2021) the problems faced by workers are musculoskeletal and cardiovascular problems. In addition, the heavy workload and stress and depression remain. The lack of coping mechanism further escalates.

Rai and Sarkar (2012) in their research entitled “Workplace Culture & Status of Women Construction Labourers: A case study in Kolkata, West Bengal” also has pointed out on common health hazards. The exposure to chronic health hazards that is linked to hazardous wastes, chemicals, loud noises, the frequent lifting of heavy loads, awkward postures while working repetitive motions linking to electrocution and musculoskeletal disorders.

Ahmed and Rajeswari (2016) in their research entitled “Occupational health hazards of women construction workers in Coimbatore city” have stated that occupational related health hazards include respiratory problems such as asthma, bronchitis, allergic reactions and many more and it is cause mainly due to dust. In addition, skin problems and hearing problems also is a part of health hazards. They further indicate that women are prone to Gynecological disorders. These disorders include menstrual problems and miscarriage due to carrying heavy loads.

### **2.3.5 Abuse**

The sexual harassment is considered a serious concern and problem for women in this sector. The insecurity at work environment compels women to fall into being forced to please a subcontractor to get the work done. This makes them more vulnerable and susceptible to recurring sexual harassment (Rai & Sarkar, 2012). According, to Oloruntoba and Olanipekun (2021) in their research entitled “Socio-psychological motivational needs of unskilled women working in Nigeria’s construction industry” challenges faced at construction sites included sexual harassment, work stress, unfavorable working condition and verbal abuse. To some these challenges occurred daily at work whereas, some encountered it on occasional basis.

The sexual harassment is a frequent talk while considering the issues in workplaces. The linguistic notions can also determine the treatment of women at workplaces. The verbal demeaning comments, bullying attitudes of men can affect the women at work. It develops gender-based attitudes and discrimination (Norberg & Johansson, 2020). The forms of sexual harassment can be identified as few; hugging, inviting in an inappropriate manner, brushing, blowing whistle, and unwelcoming touch and brushing (Ahmed & Rajeswari, 2016).

According, to ILO (2004) sexual harassment at workplace has been recognized as the discrimination faced by women in their workplace. This has interconnectivity with the women's right to safety at work and the violence against women. ILO has prioritized the women's human rights and in this regards has formulated the violence and harassment convention, 2019. That is the ILO convention number 190.

The research entitled "Women's insecurities and the workplace in Nepal A study from Banke and Bara districts" has come up with the perception that male blamed women for inviting to be harassed. The way women dressed was questioned by men. One private security provider and employer in that research stated that women should avoid wearing tight clothes. They further blamed that women wearing tight clothes themselves invite to be harassed. The perception of men in the research has pointed women inducing harassment because of their attires. Fewer women also blamed women themselves are responsible inviting harassment according to the attire they wear (Coyle et.al, 2014).

### **2.3.6 Social Security Schemes**

According, to Suchitra and Rajasekhar (2006) in their research entitled "One-size does-not-fit-all: Employment insecurity of unorganized workers in Karnataka" has emphasized on the unorganized sector facing diverse difficulties in considerations to employment security. The social security needs are viewed in regard to old age, the injury at work, health crisis, illness and demise. Unemployment benefit also is a concern of social security schemes. The construction workers are vulnerable because of the nature of being unorganized. Workers in large numbers work under contractors for daily wages. This sector does not offer continuous employment, hence depicting difficulties in implementation of social security schemes.

### **2.3.7 Dual Role of Women**

The double work of women also creates burden. Women are often engaged with family commitments. They become pregnant, give birth to a child, they take care of child and in addition focus on all the aspects of family well-being. The care work can be both paid and unpaid. In the globe, women's labor force participation in the market work is low. It is lower than Labour force participation of men because women are involved into unpaid care work which indicates caring of children and families. This

reduces the available time to participate in the market. However, there are women who are gracefully undertaking both the tasks. The unemployment rate for women is higher than men in most of the countries in the world excluding North America and East Asia (ILO, 2017).

### **2.3.8 Anti-feminine Features**

In the research the construction industry has anti-feminine traits in existence. It can be distinguished in three forms; limiting the career growth of women, the existence of position gap as well as pay gap and the symbolic intimidation. The difficulty for women to balance the personal and career goals is common. Furthermore, the low career advancement occurs along with difficult working conditions due to the prevalence's of male aggressive behaviors. The pay gap also restricts women in their position advancements. In addition, the inflexibility in working hours, comments passed on the dresses worn by women workers and prevalent wage differentials also clearly signifies the presence of anti-feminine traits. The symbolic intimidation is another prevalent anti-feminine trait in the construction industry. The capabilities of women at work are questions, the prevalence of diverse sexual harassment occurs, the wage discrimination prevails, and the existence of male dominance facets determines the inability to compete with male (Afolabi et al., 2019).

### **2.3.9 Career Development**

According, to Navarro-Astor et al. (2017) in their research “Women’s career development in the construction industry across 15 years: Main barriers” has identified few gendered carrier barriers such as; balancing the work and family, dealing with the existing gender stereotypes, payment issues, promotion concerns, presence of harassment and disrespectful nature at work, lack of recognition, allocation of posts and activities, the prevalent sexist culture, lack of recognition, social networks and others. The main carrier barriers included the balancing of work life and family life.

Despite women acquiring skills like male, they prefer not being a part of male dominated jobs. The concern of flexibility at work becomes a prime factor. The basic facilities with diverse policy approaches can boost the career growth of women. The paid parental leave, sick leave is amongst few amenities (Addison et al., 2017).

The career development emphasizes on the progress and promotion at workplace. The skill enhancement and use of skill can upgrade the women in construction industry. However, the dual role of women and limited skill development opportunities pushes them behind. Every occupation is defined by KSA, knowledge, skill, and abilities. Moreover, the skill mismatch is also a major concern in the construction industry (Addison et al., 2019).

### **2.3.10 Acknowledging Women in Construction Sector**

There are few men who have genuinely acknowledged the notion of equal opportunity at work. They admired the skills and aptitudes bestowed by women and embraced the diversity. The right to choose work and right to be a part of the industry was also the version of few men. Despite, the progressive thoughts their emphasis was on allocation of works providing to women. The light works to women and heavy works to men making this sector maleness (Agapiou, 2002).

According, to Agapiou (2002) in her research entitled “Perceptions of gender roles and attitudes towards work among male and female operatives in the Scottish construction industry” has determined few aspects. The strength to lift heavy loads sometimes was difficult and women took help from their male counterparts. In this scenario male were happy to assist. Men also asked assistance to women in certain works. The contribution of women was also seen in identifying diverse options for accomplishing tasks. The alternative ways as a solution can contribute to work. In addition, women are considered smart at work as they mind their own business and easily can be a contributor in the construction industry. However, sometimes women have difficulties to Fit-in due to the traditional mindsets of work being divided in the masculine and feminine nature.

### **2.3.11 Bargaining Power of Women**

The wage works, incomes and home production are determinants of bargaining power of women. The income shared by a woman in her household also determines the bargaining power. If a woman has high share in the household budget contribution, she has higher decision-making power (Kibe, 2017).

Whereas the bargaining power at workspace differs. These days’ workplace is more

into creating female friendly jobs by incorporating women issues at the central bargaining point. The bargaining for women enriches and explores the female-centric amenities which are implemented. The diverse female related issues that are includes maternity and childcare, leaves in health crisis such as abortion, miscarriage, and workplace related issues such as harassment and discrimination (Corradini et al., 2022).

## **2.4 Decent Work**

“Experience shows that economic growth, on its own, is not sufficient. We must do more to empower individuals through decent work, support people through social protection, and ensure the voices of the poor and marginalized are heard” The quoted statement was by former UN Secretary- General Ban Ki-moon on World Day of Social Justice,2014.

### **2.4.1 Conceptual understanding of Decent Work**

The ILO Director General Juan Somavia in the report to the International Labour Conference in 1999 stated on the necessities and goal of ILO towards promoting opportunities for women and men for obtaining decent and productive work. This obtainment of decent and productive work depends on conditions of freedom, equity, security, and human dignity (ILO, 1999).

"Only decent work for all( that is work carried out in conditions of freedom, equity, security and human dignity can provide the social foundations for the global economy." This is the concept of decent work by Juan Somavia.

Decent work includes diverse opportunities for work which is productive, and it provides fair income. In addition, decent work also incorporates security in the workplace, emphasizes on social security for workers and their families. It provides space for growth on an individual basis and at work. The empowering nature is developed as it prioritizes freedom to express. In addition, decent work also includes participating and organizing for their betterments. This gives the prevue of existence of equality in terms of opportunities and treatment (ILO, 2007).

Decent work has four pillars. It includes international Labour standards and fundamental principles and rights at work, employment creation, social protection, and social dialogue and tripartism. The ILO has adopted a framework for decent work indicators. Measuring decent work includes ten elements and it is linked to decent work pillars. They are employment opportunities, adequate earnings and productive work, decent working time, combining work, family and personal life, work that should be abolished, stability and security of work, equal opportunity and treatment in employment, safe work environment, social security and social dialogue, employers, and worker's representatives (ILO, 2013).

Berten (2022) in the research entitled "Producing decent work indicators: contested numbers at the ILO" is an investigative article which has stated that decent work despite having been talked as an idea the policy impact of it remains weak. In addition, the international space provided regarding concern of decent work remains minimal.

According, to Standing (2008) the ILOs concern always is on promoting the good forms of work. This good form of work represents the informal sector also. The decent work emerged in the speech of Juan Somavia who was the former Director-General of ILO which also incorporates the prevalent informal sector.

The idea of tripartism, collective bargaining along with notion of social dialogue has supported the essence of establishment of ILO towards strengthening worker's agendas in the world of work.

## **2.5 Sustainable Development Goals (SDGs)**

United Nations (2015) in its United Nations General Assembly adopted resolution 70/1 "Transforming Our World: The 2030 Agenda for Sustainable Development." The Sustainable Development Goal (SDG) is a global agenda, and its main objectives are to strengthen universal peace. Its concern is on people, planet, prosperity, peace, and partnership. Three dimensions are focused; economic, social, and environmental the solidarity of all countries is towards the thematic notion of leaving no one behind. SDGs have 17 goals with 169 targets.

### **2.5.1 SDG Goal Number 5**

SDG's goal number 5 is gender equality. It emphasizes on achieving gender equality and empowering all women and girls. It has set a target to achieve this goal. Target 5.1 focuses on ending discrimination against women and girls. This is to end all forms of discrimination from everywhere. The target 5.2 is about ending all kinds of violence and exploitation of women and girls. This target indicates ending all kinds of violence and exploitation in both the public and private spheres, such as harassment and trafficking.

Target 5.4 clearly focuses on valuing unpaid care and promoting domestic responsibilities. It indicates in recognizing and valuing care work via diverse provisions, social protection policies and many other aspects that are contextually appropriate. In this goal number 5 the other target is 5.5 which focuses on ensuring participation leadership and decision making. This is for enhancing effective and full participation of women along with women being in leadership and at decision-making level. This decision-making level is in all spheres; political, economic, and public. The target 5.8 emphasized the use of technology. It has emphasized on technology as an empowerment approach for women (UN, 2015).

### **2.5.2 SDG Goal Number 8**

The SDGs goal 8 is specifically related to the world of work. Goal 8 included “promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”. The target 8.5 of this goal has an emphasis on achieving full and productive employment along with the presence of decent work. This is for all, men, women, young, people with disabilities. It further accentuates on equal pay for equal value of work.

The target 8.7 focuses on diverse aspects in the workplace. It has highlighted on taking immediate and effective measures to eradicate forced Labour, to end modern slavery and human trafficking. It further stresses on eliminating worst form of child Labour. This also includes recruitment of child soldiers. This target aims to end all forms of child Labour by 2025 (UN, 2015).



### 2.5.3 SDG Goal Number 10

UN (2015) SDGs goal 10 is on reducing inequality within and among countries. The target 10.7 focuses on regular and responsible migration. This requires the safe and orderly facilitation of mobility. Diverse well-managed migration policies, if implemented, can achieve this target.

There are other goals also that are a concern of women. SDG's goal number 16 is about peaceful societies. The target 16.2 focuses on peaceful societies in considerations to ending all forms of violence, ending all forms of abuses, ending all forms of exploitations, and ending all forms of trafficking. This further implies safe and sustainable reintegration.

### 2.5.4. SDG Goal Number 3, 4, 11, 13 and 17

There are other goals also interlinked. It includes goal number 17 on partnerships, and it also has a focus on migratory status. The goal is number 3 on health, number 4 on education, number 11 on sustainable cities and number 13 on climate action (UN, 2015).

## 2.6 Initiatives of International Labour Organization (ILO)

The International Labour Organization has three major conventions: fundamental, governance (priority) and technical conventions. The fundamental convention of ILO has several necessity provisions enlisted that protect the workers' right. In addition, it supports the protection mechanism lessening the vulnerability. The initiatives of ILO are mentioned below in the table.

**Table 2.1: Initiatives of ILO**

S.N.	No	Convention
1	Convention No 29	Forced Labour Convention, 1930 Protocol of 2014 to the Forced Labour Convention, 1930
2	Convention No 87	Freedom of Association and Protection of the Right to Organize Convention, 1948
3	Convention No 98	Right to Organize and Collective Bargaining Convention, 1949
4	Convention No. 100	Equal Remuneration Convention, 1951
5	Convention No 105	Abolition and Forced Labour Convention, 1957
6	Convention No 111	Discrimination (Employment and Occupation)

		Convention, 1958
7	Convention No 138	Minimum Age Convention, 1973
8	Convention No 155	Occupational Safety and Health Convention, 1981
9	Convention No 182	Worst Form of Child Labour Convention
10	Convention No 187	Promotional Framework for Occupational Safety and Health Convention, 1999
11	Convention No 190	Violence and Harassment Convention, 2019
12	Recommendation No 204	Transition from the Informal to the Formal Economy Recommendation, 2015

Forced Labour Convention determines forced or the compulsory Labour as all kinds of work or services done by any person in danger of any penalty. The involuntary and unwilling nature of an individual at work is seen. There is protocol of 2014 to the forced Labour Convention, 1930. This protocol emphasizes on stopping forced Labour, protecting victims, and providing them with access to remedies. In addition, this protocol also stresses on linkages between forced Labour and trafficking in persons (ILO, 1930).

Convention number 87 clearly emphasized on joining the organization. Both workers and employers can join an organization. They have the right to elect their representatives and have freedom to join federations and confederations of workers and employer's organizations (ILO, 1948).

Convention no. 98 clearly states protection against anti-union discrimination. No circumstances shall be developed that ignores an individual to be a member of trade union (ILO, 1949).

The equal remuneration convention emphasizes on the equal remuneration for both men and women workers for equal work for equal value. Remuneration here includes the non-discriminatory nature based on sex (ILO, 1951).

Abolition and Forced Labour Convention clearly stresses not using any form of compulsory Labour or forced Labour. Each member of ILO that ratifies this convention must abide against Forced Labour (ILO, 1957).

Convention no.111 defines discrimination as distinction made based on colour, race, sex, religion, political opinion, and social origin that affects the equality discourses at work and hinders the equality of opportunity. It clearly adheres to the principle of

non-discrimination and is against the practice of exclusion (ILO, 1958).

The minimum age convention strictly focuses on the minimum age at work, in considerations to mental and physical development of an individual at work. This convention is against the practice of child Labour (ILO, 1973). The convention on occupational safety and health aims in preventing accidents and occupation related injuries and hazards in the working environment (ILO, 1981).

The Convention on the Worst forms of child Labour has taken effective measures to secure the prohibition of worst forms of child Labour (ILO, 1999).

The promotional framework for occupational safety and health emphasizes on each member of ILO to continuously promote and improve occupational safety and health in consideration to diverse occupational injuries, diseases, and deaths (ILO, 2006). The International Labour Convention 190 is on violence and harassment. It is a legally binding international treaty. Human rights concern is considered while the issues of violence and harassment arise. Safety at the workplace is a measure concern, and this convention is also an integral initiative against gender-based violence. This convention is framed to close gap in considerations to workplace sexual harassment. It defines violence and harassment as unacceptable behaviors and practices at the workplace. This might result in physical, psychological, sexual, economic harm. It covers physical abuse, verbal abuse, bullying, mobbing, stalking threats, and sexual harassment (ILO, 2019). This convention has the concept of world of work also beyond the immediate physical workplace. This covers diverse situations arising from work such as places where workers have their meal, places where they take a break, places where they use sanitary, washing, places and where they have changing facilities. In addition, harassment during work-related trips, travel, training, events, or diverse social activities are also considered. Also, it covers the communication aspect linking the technology which also can be a tool of harassing. Furthermore, harassment can also occur in employer provided accommodation and while travelling to office and travelling back from office. Basically, the concern of harassment according to this convention is in both public and private spaces of work (ILO, 2019).

Recommendation number 204 emphasizes the factors that informal economy should be under the legal protections. It focuses on social insurance coverage and improves

protection mechanisms; the social safety nets and facilitates transition to formal economy (ILO, 2015).

## 2.7 Nepal's Legislative Frameworks

The Federal, Democratic, Republic of Nepal has progressive labor friendly policies in its different stages of legislative framework. Legal instruments are an essential entity. However, the implementation aspects have been a challenge. The Legislative frameworks are mentioned in the Table (2.2).

**Table 2.2: Nepal's Legislative Frameworks**

S.N.	Legal Documents
1	Constitution of Nepal, 2015
2	The Labour Act, 2017
3	The Social Security Act, 2018
4	Trade Union Act, 1992
5	Local Government Operation Act (LGOA), 2017
6	The Sexual Harassment at Workplace (Prevention) Act, 2014
7	Fifteen Plan of Nepal (2019/20-2023/24)

### 2.7.1 Constitution of Nepal

Constitution of Nepal (2015) has several fundamental rights. In its preamble it clearly highlights the elimination of all forms of discrimination and has emphasized on social justice. Article 16 is about the right to live with dignity and without discrimination. Article 18 in the constitution is on the right to equality; it states everyone being equal in the eye of law and getting equal protection of law is fundamental right. Article 21 of the constitution is on the right of victim of crime. It focuses on the right to justice to victims and talks about rehabilitation and compensation according to law. Article 29 of the constitution is on the right against exploitation. This clearly indicates that no one can be exploited in considerations to their religion, custom, traditions, values, practices etc. It also mentions that no one shall be subjected to trafficking and held in slavery or servitude as well as no one shall be forced to work against their will. Article 33 of the constitution focuses on the right to employment which ensures employment as a fundamental right and people can choose which employment they will opt for. It also has highlighted terms and conditions of employment and unemployment benefit. The article 34 is on right to Labour and clearly focuses on practicing of appropriate Labour as the right of an individual. It points out the concerns of appropriate remunerations, facilities, and contributory social security.

This article also bestows the right to form and join trade unions and workers can engage in the collective bargaining process. Article 38 of constitution of Nepal is on rights of women and this article focuses on employment and social security. Article 42 is on the right to social justice and article 43 is on right to social security.

Part 4 of the constitution includes directives, principles, policies and obligations of the State. It includes 6 points. The first point is about making the Labour force competent and professional while ensuring a situation enabling them to work. The second point is to guarantee social security while ensuring basic rights of workers and adhering to the concept of decent work. The third point is to abolish all forms of Labour exploitation including child Labour. The fourth point emphasizes encouraging participation of Labour in management. The fifth point is on regulating and managing the foreign employment sector; employment free from exploitation, safe and systematic and to guarantee employment and rights of the labors. The last point encourages on mobilizing the capital, skills, technology, and experience gained from foreign employment in the productive sectors (Constitution of Nepal, 2015).

### **2.7.2 The Labour Act, 2017**

This act prohibits the practice of discrimination as well as forced Labour. It clearly highlights that no Labour shall be discriminated based on religion, colour, sex, caste, tribe, origin, language, ideologies etc. It prohibits discrimination in remuneration for equal work. The discrimination shall not be made in remuneration for equal value of work regarding Sex. The Labour has rights related to Trade Union, and they can be a member of trade union and enjoy the accessibility provided by trade union. The types of employment enlisted are regular, work-based, time-based, casual, and part-time. It further prohibits employment without entering an employment contract (Labour Act, 2017).

The Labour act has provisions related to working hours. The working hours include eight hours a day and forty-eight hours a week. In addition, the labour have half an hour rest five hours of continuous work. In the case of continuous kind of work, the turn-by-turn rest provision is mentioned in law. Also, it includes additional thirty minutes break provisions for pregnant female employees and female employees with a child below 3 years of age. Overtime includes four hours a day and twenty-four

hours a week. Remuneration needs to be provided for overtime. Overtime payment includes 1.5 times the basic salary. The law also focuses on the arrangement of transportation to female Labour if the working hours begin after sunset or before the sunrise. The provisions for leave are also focused, sick leave, maternity leave among many (Labour Act, 2017).

Chapter ten of the Labour Act (2017) has made provisions relating to provident fund, Gratuity, and Insurance. It highlights the contribution for provident fund by both the employers and Labours. This act also focuses on providing medical insurance and accidental insurance. The important concern these days in the world of work is regarding Occupational Safety and Health. This provision has highlighted both the duty of employer and Labour. Safety and health standards are the priority as this act has special provision for occupational safety and health.

Chapter 13 of Labour Act has special provisions relating to construction Labours. It has enlisted obligations of employers towards construction workers. It includes.

- Providing sufficient quantity of tools, equipment and materials required for construction.
- It emphasizes on making arrangements for temporary quarters to those Labours who are far from construction workplace and the arrangement of clean drinking water and supply of necessary food items.
- Also, it gives emphasis to appropriate safety arrangement in the construction workplace.

This act prioritizes fair Labour practice and highlights conducting Labour audit. Misconduct and disciplinary actions are also the focus of this act. Moreover, this act also has prioritized dispute settlement provisions where the importance of collective bargaining is focused.

### **2.7.3 The Social Security Act, 2018**

This act ensures the right to get the social security allowances. It has mandated all the workers and employees to register with the social security fund. Few features included are to contribute 31% of the employer's basic salary to the fund, provide

citizens with the social security numbers, disburse protection schemes (health, accidents, retirement, etc.) to workers and benefits to recipients identified by government (Social Security Act, 2018).

#### **2.7.4 Trade Union Act, 1992**

This act was amended in 1999. It emphasizes the protection and promotion of workers' rights. The right to organize and freedom of association is an integral part of the Trade Union movement. The Trade Union act puts emphasis on the management of trade union. It focuses on regulating working conditions and has a concern in regard to benefits available under labor laws. This act also highlights the cordial relationships between employers and workers. In Nepal there are three tier system of trade unions: enterprise level trade union, trade union federation and confederations (Trade Union Act, 1992).

#### **2.7.5 Local Government Operation Act (LGOA), 2017**

This act has provisions on data management which includes collecting and recording data of both domestic and foreign Labours at local level. Secondly, it provides information and training and lastly emphasizes financial and skills training for the Labour force proceeding for foreign employment. LGOA also prioritizes returnee reintegration (LGOA, 2017).

#### **2.7.6 The Sexual Harassment at Workplace (Prevention) Act, 2014**

This act has a provision to protect employees and workers who are employed as well as clients who visit the workplace to receive services. This act includes sexual harassment as physical contact and advance, showing or displaying pornographic material, expressing sexual motives via writing, verbal, or non-verbal means, demanding for sexual favors and flirting or harassing with sexual motives. This act also incorporates the responsibilities and duties of the employer. The complaint mechanisms exist, and the punishment provision is also included. In addition, it also has victim protection related provisions, and it stresses on existence of the remedy available under other law (The Sexual Harassment at Workplace (Prevention) Act, 2014).

#### **2.7.7 Fifteen Plan of Nepal (2019/20-2023/24)**

This plan has focused on creating knowledge and skills-based employment

opportunities, it focuses on systemizing internal migration and urbanization through integrated settlements in rural and remote areas. It enhances the quality of the migration-related statistics via diverse approaches such as research, studies, surveys, projection, and analysis. Furthermore, it also has given emphasis towards implementing occupational safety and health standards in enterprises (NPC, 2020).

## **2.8 Trade Union in Nepal**

Trade Union in Nepal has played a major role in protecting workers right. The history of the trade union movement dates back to 1947 A.D. The restoration of multiparty democracy in 1990 brought several achievements. Before restoration of multiparty democracy trade unions were banned. Also, the awareness relating to workers' right was limited. The restoration of multiparty democracy in 1990 A.D. brought diverse achievements. The post-1990 scenario was different where Trade Unions strengthened themselves. Institutional development and capacity were increased, and voices of workers were brought into priority.

The achievement of the Trade Union includes training and education regarding the issues and rights of workers. The capacity for policy intervention is in strengthening the voices of workers. Similarly, workers are being organized to focus on welfare along with participating in national and international forums and consensus building via collaborative approaches (Gautam, 2005).

According to Dahal (2021) in his book entitled "Trade Unions Role and Industrial Relation in Nepal" he has highlighted few important achievements of Trade Union among many that include Dhulikhel Declaration and Lahan Declaration. Dhulikhel Declaration focused on the consensus on the prioritization of common agenda of three Trade Unions in Nepal General Federations of Nepalese Trade Unions (GEFONT), Democratic Confederation of Nepalese Trade Unions (DECONT) and Nepal Trade Union Congress (NTUC). DECONT has now merged with; NTUC. Among many the focus was on eliminating child Labour, promoting gender equality and empowerment, trade union rights in informal sector and collective bargaining capacity.

Trade union also was a part of peace building initiatives in Nepal. The decade long armed conflict (1996-2006) in Nepal ended by signing comprehensive peace accord. Trade Unions in Nepal contributed to restoring peace and democracy in Nepal. The



commitment was developed and Lahan declaration was signed by four trades unions: GEFONT, NTUC, DECONT and All Nepal Trade Union Federation (ANTUF). This declaration among many issues prioritized on ILOs Decent Work Agenda, workers right to organize, their freedom of associations, to ensure participation of women in the world of work, eliminate gender discrimination, enhance social protection, and promote social dialogue (Dahal, 2021).

## **2.9 Gender Gaps**

The gender gaps are an emerging crisis in the Labour force. A diverse factor it has included is the existing structural barriers, the socioeconomic and technological transformation, and economic shocks. The coronavirus pandemic was also a shock to economy which affected labor market. The diverse gender gaps in the workforce includes in the Labour-force recovery, in care work, in founding businesses, in leadership, by industry, in political representation, in wealth accumulation, in tertiary education, lifelong learning and skills prioritization, in stress levels and in income.

The gap between men and women are scrutinized on four categories: economic participation and opportunity, educational attainment, health and survival and political attainments. The global gender gap report has also covered South Asia clearly ranking it as the lowest region to close gender gap with only 62.3 % in 2022. Further it has indicated that Bangladesh and Nepal are leading in their regional performances to close their gender gaps and they have succeeded in closing gender gaps by 69% (Global Gender Gap Report, 2022).

## **2.10 Gender Inequality Index (GII)**

The gender inequality index has enlisted three dimensions as the gender-based disadvantages. It includes reproductive health, empowerment, and the Labour market. It ranges from value 0 to value 1. The Labour market indicators incorporate female and male Labour force participation rates (UNDP, 2022).

## **2.11 Gender Social Norms Index (GSNI)**

Gender social norm index focuses on gender bias as a contemporary problem of the globe. It quantifies biases against women. Furthermore, it shows the people's perception on the role of women. The four dimensions capturing people's perception

include; political, educational, economic and physical integrity. This index covers 85 percent of the world's population and its outcome clearly mentions that close to 9 out of 10 men and women hold fundamental biases against women. The biases are found across regions, income conditions, level of development, diverse cultures making it a major global concern. The women's capabilities are undervalued due to pervasive attitudes hindering the presence of equality and notion of empowerment (UNDP, 2023).

The report entitled "Breaking down gender biases: shifting social norms towards gender equality" has updated on latest GSNI reflecting findings from four dimensions. The political dimension has focused on importance of same rights of men and women for democracy. However, the perception clearly depict that men make better political leaders than women. The educational dimension highlighted on importance of university to men than for women. Furthermore, in economic dimension the responses mentioned that men should have more right to job than women as men make better executives than women. Lastly, the physical integrity has focused on proxy for intimate partner violence and proxy for reproductive rights. The GSNI includes data from 91 countries (UNDP,2023).

## **2.12 Social Dialogue**

Social dialogue is an important entity that supports minimizing differences at workplace. The underlying grievances on diverse issues at the workplace are settled by the process of social dialogue. The assurance of social stability and social interaction is gained by social dialogue. It is defined as the cooperation among social partners, state institutions and local governments. This process supports balancing the interests of different segments of society in both social and economic issues. Social dialogue is in two forms: bipartite and tripartite. Bipartite includes two parties in interaction whereas tripartite includes more than two parties (Visser, 2001).

Social dialogue in construction sector has been in practiced. Mostly the verbal forms that is informal nature of social dialogue exists however, written agreement and in formal nature also exists. During the Coronavirus pandemic a research entitled "Social Dialogue in COVID-19; A Study of Construction Sector in Nepal" was conducted. This study put an emphasis to social dialogue practices during the pandemic. The social dialogue was found in central, sectoral and provincial level. The

situational events led to follow certain modality that was both formal and informal based on meetings and discussions. The phases were distinguished. The initial phase focused on the humanitarian assistances such as; rescue and relief packages. The second phase was carried with determining formal agreements to efficiently and effectively deal with the pandemic. This research was an initiation to focus on the importance of social dialogue leading to welfare of construction sector workers.

The bipartite agreement carried out between the employers and trade unions affiliated to Joint Trade Union Coordination Center (JTUCC) is one key document that assured the welfare of workers in this pandemic. This bipartite agreement was related to providing wages to workers (Dahal, 2020).

### **2.13 The Beijing Declaration and Platform for Action**

The Beijing declaration and platform for action was a huge achievement in 1995. The declaration focused and prioritized on the gender equality. The 12 areas of concern include; women and poverty, education and training of women, women and health, violence against women, women and armed conflict, women and the economy, women in power and decision-making, institutional mechanisms for the advancement of women, human rights of women, women and the media, women and the environment and the girl child. Human rights of women was an integral agenda of this declaration (UN Women,2015).

While focusing on women and economy it has emphasized on the economic rights of women, access to employment of women, proper working conditions for women, eliminating all kinds of discrimination and segregation in regards to occupation. Furthermore, it also has stressed on the harmonization of work and family responsibilities of both men and women. At its 20 years also large gender gaps in Labour force participation still exists with only minimal improvement (UN Women,2015)

### **2.14 Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)**

CEDAW was adopted in 1979 by the United Nations (UN) general assembly. This is also known as the international bill for rights for women. It has focused on the principle of non-discrimination and its main agenda is to end all forms of

discrimination against women. The core interest of CEDAW is on fundamental human rights, human dignity and equal rights of men and women. CEDAW aims that women are equal in all spheres. The article 1 of CEDAW has defined the term discrimination as any distinction, exclusion or restriction made on the basis of sex, recognition, enjoyment by women, marital status, on basis of equality of men and women, human rights related and fundamental freedoms in the political, economic, cultural, social, civil or any other field (CEDAW,1979).

The international initiatives such as CEDAW and 1995 Beijing platform for action has emphasized on concerns of women's rights.

### **2.15 Climate Change and Informal Sector Women Workers**

Climate change has a linkage with the aspect of decent work. The research entitled "Climate Change, health and safety of workers in developing economies: A scoping review" has linked climate change and workers. It includes the consequences of climate change in the form of injuries, fatigue, mental stress at work, the psychological concern, diseases such as; cardiovascular, cancer and kidney diseases (W. Ansah et al., 2021). Heat stress is another major concern of climate change impact. Women working as hawker, working as vendor, daily wage earner, women working as maid/sweeper, construction sector workers and housewives are vulnerable and impacted by heat stress.

The study entitled "Impact of Heat Stress on Informal Sector Women Workers" has put an emphasis on women being more vulnerable to climate change. In addition, the study highlights on heat-related illness, heat exhaustion, heat rashes and heat strokes. Furthermore, the research findings depict the sleeping problems of women due to warm nights in summer in Delhi. In addition, the long exposure to sun in outdoor has put women at risk (IRADe, n.d.).

## **CHAPTER THREE: RESEARCH METHODOLOGY**

This chapter includes the methodologies adopted in conducting research. This chapter clearly depicts the research design for the accomplishment of research, the research area, universe and sampling, nature and sources of data, tools and techniques used for data collection, data analysis process, ethical considerations adapted and lastly the limitation for the research.

### **3.1 Research Design**

The research design is exploratory and is qualitative in nature. This study seeks to identify issues and challenges faced by the women workers in construction sector. The researcher has used the qualitative research approach as a methodology to accomplish this research.

### **3.2 Research Area**

The study has been carried out in building construction sites of Kathmandu Metropolitan City-8. Three construction sites were selected to study on the issues of women in construction sector and the challenges they face on daily wage works. Kathmandu Metropolitan City has 32 wards, and the research area is Ward number 8 (Kathmandu Metropolitan City). In the selected ward for the field study, construction works of many more houses are going on, and among them only three building construction sites are selected for this study.

### **3.3 Universe and Sampling**

The universe of this research is Kathmandu Metropolitan City, ward number eight. Purposive sampling is used for this research. The nature of sample size includes in-depth interview with respondents, focus group discussion and interview with key respondents. The in-depth interview was conducted with nineteen respondents. One focus group discussion was conducted with six respondents. The Key respondents were five. The Key respondents included trade union leaders representing Building Wood Workers International – Nepal Affiliates Committee (BWI-NAC); Construction and Allied Workers Union of Nepal (CAWUN), Central Union of Painters, Plumbers & Electro & Construction Workers (CUPPEC). The distribution of study respondents

is presented in Table 3.1.

**Table 3.1: Distribution of the Respondents by Types of Participation**

Interview	Respondents		Total
	Male	Female	
Individual In-depth interview with construction workers	2	17	19
Focus Group Discussion (one)	3	3	6
Key Informant Interviews	3	2	5
<b>Total</b>	8	22	30

*Source: Field Study, 2023*

### 3.4 Nature and Sources of Data

This study is developed blending data collected from both primary and secondary sources. Primary sources of data have been collected from field surveys such as focus group discussions, interviews (semi-structured) in-depth interviews and observations. Secondary sources of data comprised in this research are from journal articles, books, published and unpublished dissertations, legal frameworks published in authentic sources, concerned governmental and non-governmental organizations reports and documents.

### 3.5 Tools and Techniques of Data Collection

The primary data obtained from first-hand information from field are as follows.

- a) Interview: The semi-structured in-depth interviews were carried out. The questions asked were open-ended. The key respondents were also interviewed, and their diverse insights are mentioned in the findings. Recorder was used after taking consent of the respondents. The recorder helped in understanding their narratives. The note taking along with the use of recorder supported in proceeding with interview.
- b) Observation: Observation is an integral part of this research which has helped in identifying diverse issues of women working in construction sector. The work sites visited and their presence at work was observed.
- c) Focused group discussions: This helped in further identifying diverse aspects of research questions and framed research objectives. T

The secondary sources of data comprised in this research are from journal articles, books, dissertation published, legal frameworks published in authentic

sources, concerned governmental and non-governmental organizations reports and documents.

Data has been illustrated by using different tools such as tables, bar diagrams, pie-charts and linear graph.

### **3.6 Method of Data Analysis**

The data analysis process began with reading the transcripts and field notes. After that the field notes were translated, data were coded, rearranged, and organized. Then after the diverse concepts have been accentuated. The thematic area identified has been interpreted under several headings and subheadings.

### **3.7 Ethical Consideration**

It is an essential approach while proceeding with research. Ethical sensitivity and unbiased approach were practiced while collecting data as well as while expressing data in this thesis. The ethical issues implemented in field are included as follows;

- Respondents were informed about the purpose of this research. Their consent was prioritized before proceeding. Their willful participation was valued.
- Confidentiality and anonymity are also prioritized in this research.
- Do No Harm approaches was adopted, and privacy of the respondents was considered. In addition, sensitivity while approaching the respondents was followed.

### **3.8 Limitations**

Every research has a limitation so is similar to this research. This study has recognized certain areas and certain universe of sampling hence the outputs generated from this research cannot be generalized to another universe. However, this research can be a source for further research in this study theme.

## CHAPTER FOUR: DATA PRESENTATION, FINDINGS AND ANALYSIS

This chapter presents the details on the data collected. The data presentation, findings and analysis are presented in this chapter.

### 4.1 General Characteristics of Respondents

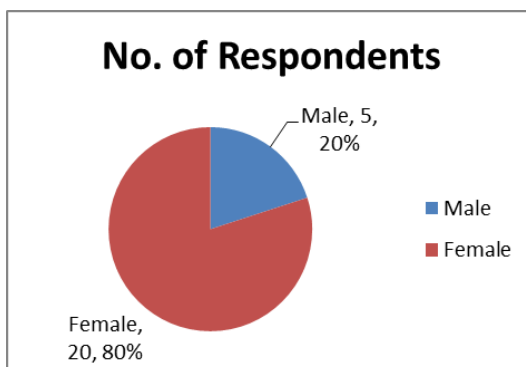
This section includes general demographic and socio-cultural compositions of the respondents. Demographic characteristics include age and sex composition, social attributes include educational and marital status, migration status and cultural attributes are caste/ethnicity and religion.

#### 4.1.1 Sex Composition

For focusing on the diverse issue of women construction workers the perception of male workers also is important, therefore of the 25 respondents, 20 percent (5 in number) male and 20 female workers are included in the study. Since, the priority of issues can be different according to the sex of respondents translating into gender-based discrimination.

Gender is an important aspect for this research. This research includes both male and female participation. Out of 25 respondents 20 represented female and 5 represented males. 80 per cent respondents were female and 20 percent were male.

**Figure 4.1: Sex Composition of Respondents**



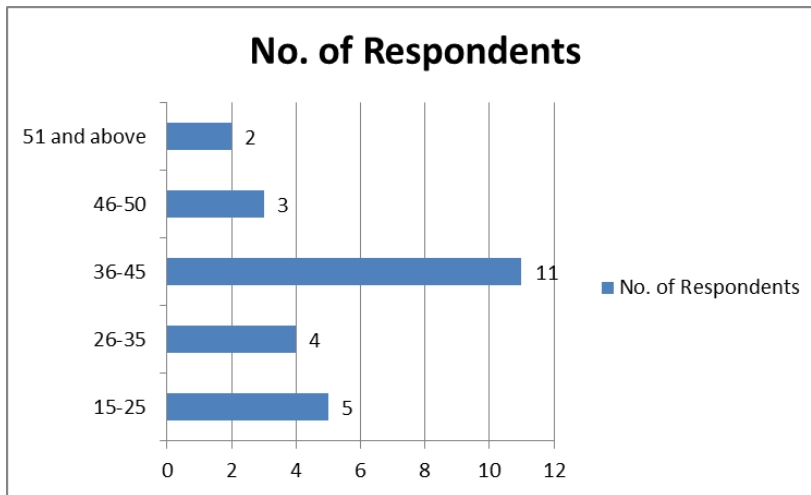
#### 4.1.2 Age Composition

Age is also an important factor to identify the working age population for this research. Age composition can also help identify whether the child labour exists or not.



The age for this research is categorized in five groups. The majority of respondents; 11 in number were in between 36-45 years' age group, five respondents were in the age group 15-25, four in the age group 26 – 35, three in the age group 46-50 and 2 respondents were in the category of 51 and above. The presence of child labour was not found as all 5 respondents between age 15-25 were above 18 years.

**Figure 4.2: Age Composition of Respondents**

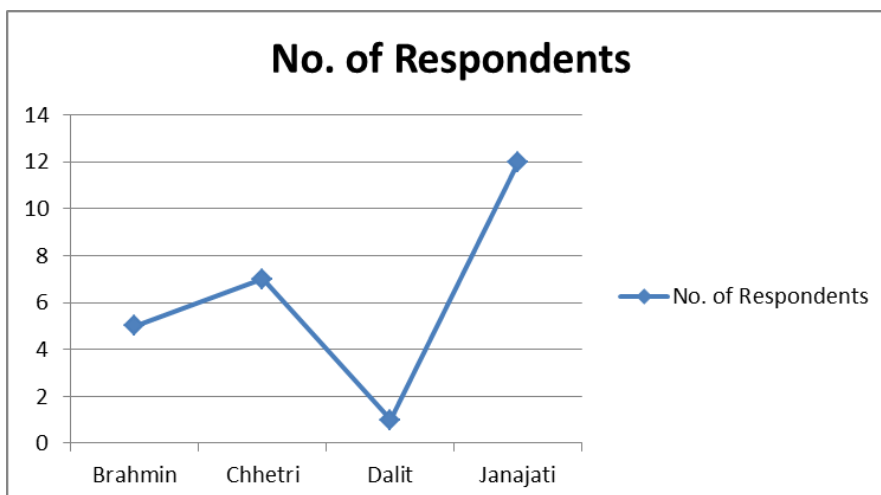


#### 4.1.3 Caste/Ethnicity Composition

Caste/Ethnicity of respondents depicts the diversity of workforce. The respondents represented diverse caste/ethnicity composition.

The 12 respondents out of 25 belonged to the indigenous population “*Janajati*”. They represented Tamang, Magar, Lama, and Shrestha. 5 respondents were Brahmin, 7 respondents were Chhetri, and 1 respondent represented Dalit.

**Figure 4.3: Caste/Ethnicity of Respondents**



#### 4.1.4 Religion of Respondents

**Table 4.1: Religion of Respondents**

<b>Religion</b>	<b>No. of Respondents</b>	<b>Percentage</b>
Hindu	18	72
Christian	4	16
Buddhist	3	12
<b>Total</b>	<b>25</b>	<b>100</b>

Source: Field Study, 2023

Table 5 and Figure 5 show the distribution of respondents by religion. Data shows that out of the total 25 respondents, 18 (72%) are Hindu, four (16%) are Christian and the rest three (12%) are Buddhist. Data showed that majority of the respondents followed Hindu as their religion followed by Christian and Buddhist.

#### 4.1.5 Educational Qualification of Respondents

The educational qualification of construction workers also can be connected to awareness level and skill. The awareness level seems to be very limited despite the diverse legal provisions and efforts taken. In addition, they are more vulnerable to undertake unskilled jobs in precarious conditions.

**Table 4.2: Educational Qualification of Respondents**

<b>Educational Qualification</b>	<b>No. of Respondents</b>	<b>Percentage</b>
Primary	22	88
Secondary	3	12
<b>Total</b>	<b>25</b>	<b>100</b>

Source: Field Study, 2023

Educational level can also help in determining the involvement of worker's in the construction sector. This can identify the qualification they have achieved. The data collection has shown that respondents with secondary education were only 3 out of 25 and 22 respondents only attended primary schooling.

#### 4.1.6 Places of Origin of Respondents

Workers have chosen internal migration for overcoming the poverty and sustaining the livelihood. The push factors for migration here is poverty and unemployment in the origin. The opportunities and large Labour market with diverse opportunities

attracted workers. However, the congestion in Labour market can disrupt the consistency.

**Table 4.3: Places of Origin of Respondents**

Places of Origin	No. of Respondents	Percentage
Koshi Province	10	40
Bagmati Province	7	28
Gandaki Province	5	20
Lumbini Province	3	12
<b>Total</b>	<b>25</b>	<b>100</b>

Source: Field Study, 2023

All the 25 respondents were not local; meaning they internally migrated from different provinces of Nepal. 10 respondents belonged to Koshi Province, 7 respondents to Bagmati Province, 5 respondents were from Gandaki Province and 3 respondents were from Lumbini Province.

#### **4.1.7 Marital Status of Respondents**

The marital status determined the dual work of women. Those women who were married had the dual workloads whereas; unmarried girls had no such burdens. Nevertheless, being a wage earner sustaining financially was their concern.

**Table 4.4: Marital Status of Respondents**

Places of Origin	No. of Respondents	Percentage
Married	23	92
Unmarried	2	8
<b>Total</b>	<b>25</b>	<b>100</b>

Source: Field Study, 2023

Out of 25 respondents; 23 respondents were married and 2 respondents were unmarried. Both unmarried were young girls of age 19 and 20 respectively.

## **4.2 Issues and Challenges of Construction Sector Women Workers**

### **4.2.1 Nature of Work of Respondents**

The nature of work clearly showed the distinction of work between men and women. Division of work as per the traits of work has created barrier to growth. The concerns of female construction workers are breaking the glass ceiling and being a part of

skillful human resources.

**Table 4.5 Nature of Work of Respondents**

<b>Nature of Work</b>	<b>No. of Respondents</b>	<b>Percentage</b>
Construction work/ helpers	15	60
Chip/Marble rubbing	5	20
Brick layers labourer	2	8
Mason	2	8
Scaffold labourer	1	4
<b>Total</b>	<b>25</b>	<b>100</b>

Source: Field Study, 2023

The category of work identified included Chip/Marble rubbing, Construction work/helpers, Brick layers Labourers, Mason, and Scaffold Labourers. Out of 25 respondents 15 were involved as a helper in the construction work. These all were female. Likewise, 5 female respondents worked in Chip/Marble rubbing. Two male respondents were involved as brick layers Labourers, two male respondents worked as mason and one respondent was a scaffold labourers.

Women shared their concern on upgrading skills however they seemed pessimistic towards their skill enhancement. The work distinction clearly depicted the macho culture of construction industry. It further depicted the anti-feminine features. In addition, it also focused on male dominated industry with light works considering as women's work.

#### **4.2.2 Working Conditions**

The working conditions were portrayed as an unfavorable working environment by the construction sector workers. The prevalence of discrimination was mostly agreed upon by the respondents. Out of 25 respondents all the respondents agreed upon the unfavorable working conditions at working sites. Even the 5 respondents; male among 25 agreed with unfavorable working environment. While asked them about diverse unfavorable working conditions they clearly prioritized on the discrimination at workplace. Discrimination was categorized in terms of work, in terms of wages and in terms of harassment. Male respondents mostly emphasized on types of work and wages whereas female respondents clearly mentioned the presence of abuse at

workplace. Working conditions are related to the overall growth of worker. The presence of unhealthy job relationships prevails in work sites.

#### **4.2.2.1 Work Distinction**

The women and men were categorized for certain jobs. Men were more involved in so called heavy works whereas, females were provided with so called light works. All the respondents accepted on work distinction between men and women at work sites. According, to this research also out of 25 respondents 15 women were involved as helper in construction sector. Their work was to carry bricks, cement, and support in necessary passage of materials. The men undertook jobs of scaffolding, bricklayers Laborer and mason. The Chip/marble rubbing was done by women. From this research the distinction as per the category of work is also highlighted. The traditional patriarchal root that views women as a submissive population remains.

#### **4.2.2.2 Wage Differentials**

The findings clearly depict the wage differential between men and women construction workers. All the 25 respondents emphasized wage differentials. When they were asked about why this was in practice; they shared that it is rooted traditionally and being in a patriarchal society this is common. Women construction workers were dissatisfied and even one of the respondents questioned the contractor regarding her wages; but she was verbally abused with demeaning words and tones. In addition, none of the respondents knew on how the wages were divided.

A women respondent narrated her experience regarding wage differential.

*“I work in rubbing chip/marble. The contractor had assured me of providing Nepali Rupees (Nrs) 1,000 but he only gave me Nrs 800. But to my fellow male worker he gave Nrs 1000. When I questioned, he accused me of not doing my task probably whereas, I had completed the assigned task without any flaws in allocated time.”*

Men are considered to have done hard working jobs whereas; women are not respected for the work they have done. While asking the male respondents on reason behind women getting lesser wages than men two respondents stated that:

*“They are women so obviously they get lesser wages”.*

Despite women work hard this mentality of discrimination still is found in the construction sector. The Constitution of Nepal has prioritized the principle of non-discrimination. Similarly, the Labour act also adheres to the principle of equal wages. International and national legal frameworks have clearly come up with provisions of equal pay for equal value of work and have abided to the principal of non-discrimination. However, in practice this still does not exist.

#### **4.2.2.3 Abuse at Work**

Regarding abuse at work all the 25 respondents; male and female agreed with the prevalence of abuse. The 5 male respondents only emphasized on use of demeaning words and bullying whereas; 20 female respondents they also focused on sexual harassment. The bullying attitude of men, whistling and teasing, demeaning comments, body gestures of men, unwanted touch made them more vulnerable.

*I and a few other workers were mixing sand and cement with shovel. There was one male labour working together. He touched my breast. At first, I thought he mistakenly touched. Later, again he touched my breast; It was an unwelcoming touch, so I looked at him and he showed a demeaning gesture through his face. I wanted to tell the immediate sub-contractor but due to fear of losing my job I ignored this issue. There are so many women like me who being afraid of being blamed and losing job just ignore and move on.*

Diverse kinds of abuse in the workplace have created depraved images. A secure workplace is an essential aspect to overcome the abuse at work. The implementation of violence free workplace is not seen despite the existence of legal instruments.

The continuous gazing and discomfort look also existed. One women respondent narrated that

*“When we are sometimes working some men gaze at us at our breast. Once it so happened that I was wearing kurta suruwal shawl. While working my shawl just slipped away. As I bend myself to catch my shawl the male worker continuously looked at my breast making me feel too uncomfortable.”*

### **4.2.3 Health Concerns**

One of the most essential facets to focus on in the construction sector is the health-related aspects. Occupational safety and health were not a priority at work. Out of 25 respondents all agreed that no proper precautions as such were provided. However, they further emphasized that sometimes the issues arise on necessity of protective equipment's when certain accident occurs. However, the issues are shadowed. The scaffolding Laborer also mentioned that harnessing belts were not provided they used the local cords.

Women who worked in rubbing chip/marble mentioned that use of chemicals could affect their health as they have no use of protective apparatuses. However, they were not aware about the health hazards that could risk their life. Two of the respondents have raised this concern; however, they were unheard. Construction helpers as well as mason workers are also not provided with any safety measures. Health conditions and the concern of safety is also one of the major issues at work.

#### **4.2.3.1 Occupational Health Hazards**

One women respondent said that she had been working in rubbing chip/marble and still she has not been provided with any safety measures.

*I have been working for 6 years in rubbing chip/marble. Earlier I worked as a construction helper. These days I have started coughing heavily and my eye irritates too. I assume that due to my work I am having this problem. I am scared if something happens to me how will I sustain my livelihood. I am the only wage earner in my family of three.*

Occupational health hazards have been a major concern in the world of work.

#### **4.2.3.2 Occupational Accidents**

The cases of accidents were mentioned by 15 respondents. Minor accidents at construction sites are addressed by first aid treatment. However, one respondent recalled the accident of scaffolding Labour.

*“While working in one construction site I saw a scaffolding labourer falling from height. He had tied cord; I don't know how he fell. Recalling that accident scares me.*

*He was rushed to hospital; later we came to know he survived with only a few injuries. Since then, I get scared sometimes.”*

All the respondents were unaware of the importance of OSH. However, they highlighted OSH would support their safety at work. Safety at work is always considered very important. The occupational safety and health support in establishing safe workplace. It motivates workers to work harder. The provision of accidental insurance provides the essence of social security.

#### **4.2.4 Psycho-socio Concern**

The work-related psycho-social concern was highlighted by all 25 respondents. They had their own briefing on diverse existing psycho-social concern. All of them emphasized on occupational stress such as working hard and not getting allocated wages, being disrespected and many more. The anti-female attitude and prevalent diverse harassments in the construction sites made women feel more at a vulnerable position. Similarly, the existing wage differentials and pressure to handle both work and family was a major highlight made known by all the respondents. Also not getting benefitted in their occupational safety and health issues also has emerged the psycho-social concern. 20 women respondents also pointed on handling work while having mensuration pain was difficult. They survive on daily wages; hence during such vital health conditions also they prefer doing Labour. In addition, 5 male respondents all respondents extended their concern more on social security facets and occupational safety and health. The anxiety and fear of losing work was also a concern of all 25 respondents. Overall, working conditions and work environment, managing the dual role by women (home and workplace) and certain circumstantial uncertainty in Labour market has arisen the psycho-social concern. This is an integral concern.

### **4.3 Benefits at Work**

#### **4.3.1 Social Security Schemes**

When asked about their registration in social security, all of them denied. Among 25 respondents 10 were unknown about the understanding of social security while others were aware, and they had no idea on the registration procedures. Nepal has social security act that clearly mentions about getting registered in social security schemes. However, the implementation is not found.



### **4.3.2 Lavatory and Drinking Water Facilities**

All the 25 respondents mentioned that earlier at work lavatory access was difficult. However, these days temporary lavatory is made while building houses. Women still were uncomfortable as the lavatory door was made of “Bora”. The heavy wind sometimes damaged the temporary door creating embarrassment and stress. However, still the concern of separate toilet among male and female is not found. The concern of women was regarding use of toilet during their mensuration. All the 20 respondents who were women expressed their difficulty to share the toilet during mensuration. They also were dissatisfied with disposing of the sanitary pads. They had a concern on sanitary. Regarding drinking water, all respondents were provided with drinking water. The jar water is provided.

The unhygienic practice and use of same Lavatory can create urine related diseases and other reproductive health issues to women construction workers. Use of hygienic and proper sanitation facilities falls under human rights. However, this issue has been less addressed.

Narrating an incident faced by one of the women respondents

*“ I was, I am and I will always be scared while going lavatory in the construction worksites. Once while I was in the lavatory all of a sudden a strong wind blew away the “Bora”.. Though only few people saw me I was so nervous and embarrassed. I cried a lot that day. Now while I use such lavatory I am very cautious and scared.”*

### **4.3.3 Hours of Work**

Out of 25 respondents 4 respondents were not aware about their hours of work. They worked more than 8 hours for less wages. They were dissatisfied with long work hours but compromised to sustain their livelihood. The practice of modern slavery can be determined by the longer hours of work than assigned by legal entity.

### **4.3.4 Lunch Break**

Regarding the lunch break, they were provided with half an hour. The basic human rights have been observed.

#### **4.3.5 Maternity and Paternity Provisions**

All the 25 respondents denied having the provision of maternity and paternity leave. 23 women respondents who were married explained the job loss due to no safety provisions. They emphasized losing job during pregnancy. Also, they stressed on difficulty faced in the post pregnancy phase. The two difficulties they face included weakness to work and second finding work in the market. Not providing leaves make women more vulnerable and disrespected. Also, male will also be away from emotional attachment with child as well as wife. The legal arrangements clearly have a timeline for paternity and, maternity leave. However, in practical approach this sector has ignored the importance of these provisions.

#### **4.3.6 Vaccination during COVID-19**

All 25 respondents received the vaccine. They were provided vaccines through the initiatives of Trade Unions. Those who hired them for work did not assist in receiving vaccination. The vaccine connected workers with each other through Trade Union. Health of workers was a priority of trade union rather than employers.

#### **4.4 Children's Accompanying Mother at Work**

The toddlers also accompanied their mothers. All the 25 respondents mentioned that women mostly come with their children in worksite as there is no one at home to care and feed them. In addition, one women respondent mentioned that breast feeding mothers also come to work for their survival. They mentioned that on the humanitarian ground breast feeding time is made flexible at work site. Furthermore, children play with materials at work site which could affect them. In addition, they expressed that children are at risk of getting electric shocks and being hit by construction equipment. This creates anxiety and stress for the mothers. Such a condition also affects the mental health of workers along with other cross-cutting concerns.

#### **4.5 Anti-feminine traits**

All respondents agreed upon the existing anti-feminine traits in the work sites. The disrespectful nature, the work division, wage differentials, ill-treatment, harassment, and demeaning gestures were common. The male misogynist still existed in this sector. Regarding the occupational segregation all the respondents stressed on the

presence of anti-feminine traits. The prejudice against women seemed prevalent. Respondents were against this anti-feminine trait that has been rooted in the structure of society and also they were worried on its glorification.

#### **4.6 Dual Role of Women**

5 male respondents mentioned that women have double work, but they did not emphasize on burden women have to handle family and work. 20 female respondents indicated pressure to accomplish task. The pressure of being active in the dual role affected them. 6 female respondents further acknowledge the support of their husband and in-laws to handle the pressure. In some houses the nature of understanding creates space for women to grow whereas, in other women seemed more suppressed.

#### **4.7 Skill Enhancement**

Only three respondents were provided with skill enhancement training. They participated in training through the initiations of the Trade Union. Amongst the three respondents no women were a part of this training. All the respondents put an emphasis on skills as it is linked to their increment in wages.

#### **4.8 Bargaining Power of Women / Involvement in Trade Union**

The bargaining power of women was not seen. One male respondent mentioned that women fear to speak because of losing work. So, despite being unsatisfied they remain silent and work. Hence, many cases on diverse issues are under shadow. Furthermore, 24 other respondents accepted this. 20 of the respondents were involved in the Trade Union. However, 10 respondents expressed that they had no idea why they were unionized.

Ignoring and accepting all things at workplace have made women in the submissive position and their growth has stagnant. The labour act has put an emphasis on collective bargaining however; such bargaining power has not been practiced.

#### **4.9 Acknowledging Women in Construction Sector**

No women respondents felt the acknowledgement. However, 5 male respondents mentioned that they were time and again acknowledged. The 5 male respondents focused on the supporting role of women while constructing the buildings. They

mentioned that construction workers as a helper are huge contribution. When asking the reason 20 female respondents blamed the patriarchal roots and male respondents were silent.

#### **4.10 Decent Work**

All the respondents were unaware about the term decent work. However, they mentioned that this term was for their Labour rights.

#### **4.11 Awareness on Legal Frameworks**

3 of the respondents were unknown about the legal frameworks developed to protect their rights and promote their well-being. Others knew few legal frameworks such as the Labour Act, Social Security Act, Constitutional rights.

#### **4.12 Coronavirus and its impact in women construction workers**

The pandemic affected the world of work. Its impact was seen on both men and women who were involved in construction sector. The few impacts on women in construction sectors have been identified from this research.

The findings have been divided into few categories.

- a. Employment: The women did not find any employment opportunity. The daily wage earning was halted, and women were into stress to overcome the burden of sustaining livelihood. Furthermore, already prevalent wage- differentials before the pandemic also impacted them.
- b. Lack of Awareness: Unaware about the issues related to the pandemic made them vulnerable and more at risks. The guidelines were not followed as they were not aware themselves nor did the workspaces made them familiar. The havoc created by the pandemic affected the construction sector workers.
- c. Uncertainty: The nationwide lockdown and not exactly knowing the timeline of end of COVID 19 created diverse challenges to the construction workers. The Construction work was stopped, and mostly affected workers were construction workers.
- d. Virus affected: Men and women workers were negatively viewed and ill-treated by their community. They were verbally abused by demeaning tones and languages. They could not sustain their livelihood without working

outside daily.

- e. Psycho-social concerns: The lockdown and uncertainty of reviving of construction sector led to economic problems and psychological trauma amongst the women workers.
- f. Disrupted Hiring Networks and overall Supply Chains: The pandemic created disturbances in the hiring networks and supply chains. The closure of international borders led to the disruption in functioning challenges of construction sector. Job loss occurred at this time and the outsourcing of workers was not done. Therefore, this led to women construction workers not getting job.
- g. Unlucky Timings: The busiest time in construction is from November till early June. The nationwide lockdown in Nepal began from March and continued for few months resulting in huge loss and affecting women workers.

#### **4.13 Current Scenario of Construction Sector**

They were worried as the Labour market could not provide enough work. All the respondents had the same voice. *“Finding work is difficult”* was the common voice. The pandemic largely disrupted the Labour market with job cut-offs and still the sector is reviving. The most affected groups are the daily wage earners belonging to the informal sector.

#### **4.14 Key Respondents**

Five key respondents from Building Woodworkers International-Nepal Affiliates Committee were interviewed. They represented Construction and Allied Workers Union of Nepal (CAWUN), All Nepal Construction Workers Union (ANCWU), Central Union of Painters, Plumbers & Electro & Construction Workers Union (CUPPEC) and with former president of Nepal Trade Union Congress (NTUC) Mr. Khila Nath Dahal.

##### **4.14.1 Key Respondents: BWI-NAC**

The works women were involved is mainly as construction worker/helper and in rubbing chip/marble. The women are into unskilled works and upgrading their skill is rarely seen. The respondents also focused on women being involved in mason and painting. However, only few among large population of construction sector women

workers are involved in skillful jobs. According to the respondent's diverse issues are found in the workplace. They primarily mentioned the issue of occupational safety and health. Secondly, they highlighted on wage differentials among men and women and thirdly, they focused on presence of workplace harassment and lastly, they focused on working conditions/work environment.

According, to the key respondents, Occupational safety and health has been a priority and certain protective equipment's are provided too. Sometimes workers themselves also neglect and don't use protective measures. The neglect of use of protective equipment's by workers included difficulty in performances of effective accomplishment of assigned works. Furthermore, the climatic conditions also hinder in the use of protective equipment's. The employers on the other hand also do not take seriously in this concern. However, certain occupational accidents and health hazards at workplace make them realize to prioritize it. But after a certain time this issue again becomes in shadow.

Regarding, wage differential they mentioned that women are differently paid just because she is a woman. The construction sector assumes that women and men despite they perform same work they are likely to be paid differently. Equal pay for equal value of work rarely exists. They further emphasized legal mechanisms such as equal remuneration, equal wages which guarantees the principle of non-discrimination and stated its weaker stances. The implementation of developed national and international legal frameworks has been a huge challenge.

In addition, key respondents emphasized the prevalence of harassment. The derogatory and demeaning words seemed common. Women workers they rarely share the cases of harassment as they feel they will be counter questioned. They also highlighted the presence of anti-feminine traits and presence of stress and anxiety. Moreover, the skill enhancement and career building attitude were not seen in workers as they were involved in two responsibilities; managing home as well as accomplishing work responsibilities. Asking respondents on some cases being proceeded to Labour Court they mentioned that settlement mostly took place outside court. Settling cases outside the court raise the question of social justice in world of work

Moreover, the respondents talked about the organizing women construction workers. They expressed that despite women leadership being an integral part of trade union movement; addressing diverse issues of women workers seems as a challenge for Trade Union movements.

#### **4.14.2 Former President of Nepal Trade Union Congress Mr. Khila Nath Dahal**

While interacting with the former president he clearly highlighted that women in large number are a part of constructions sector and they are not acknowledged, neither financially nor by appreciative measures. The appreciative measure here he emphasizes on the unpaid care work they perform at home and equally contribute to the Labour market. He further mentioned that formal and informal collective bargaining approaches are implemented in regard to worker's issues. But in this aspect challenges are also witnessed. The main challenges he highlighted is that verbal agreement has created a trust issues as verbally stated words might be taken back. He further mentioned that collective bargaining is seen in wage related concern, OSH concern, workplace harassment and other diverse circumstantial work environments. Mostly the informal approach of collective bargaining is seen in the informal sector. In addition, he emphasized the importance of social dialogue for the protection of Labour rights. In addition, he also put emphasis on the decentralization of Labour Court. Shifting from unitary to federal mechanisms the devolution of power is also an important necessity. This can create an ease towards addressing workers issues in an effective and efficient way.

Furthermore, he stressed on importance of women workers in construction sectors being registered in social security. Moreover, his key concern also was on the formation of Labour commission and social dialogue mechanisms to address the grievances of workers.

#### **4.15 Discussions**

The researcher observed the three worksites visited. All the three construction sites had similarities as work sites seemed congested. Women construction workers were involved in helping and rubbing chip/marbles. Women were carrying cement and bricks in "*Doko*". *Doko* is a Nepali word. It is made of bamboo sticks and it is easy to carry construction materials such as bricks, cements, stones and gravels. The working

conditions seemed to be quite crowded. The construction materials were piled up and managed on one side making the place more congested. All three worksites had male and female Labourers. While, talking about the Lavatory; it was temporary and was made by bamboo and tin and the doors were of white and brown bag which is called “*Bora*” in Nepali. *Bora* is basically a bag. In construction sites the cements are packed in *Bora*. After the use of cement for building purposes the *Bora* later are used for other purposes like making lavatory doors. Women were uncomfortable as the lavatory door was made of *Bora*. It seemed quite unhygienic as the water supply was limited. In addition, the lavatory was common to all the workers; so it mostly affected female workers especially during their mensuration time. The water provided seemed okay and workers had accessibility to drinking water.

The use of proper protective equipment’s was not seen. The use of demeaning words while giggling and laughing at work was heard amongst male respondents but the harassment to female respondents was not found. Children’s accompanying their mothers was observed. Children played with the sand, cement and gravel and ran here and there in the construction site. They were at risk of having electric shocks and being hit by construction related equipment’s. Mothers had a difficult time in managing their work and child. However, some male and female workers assisted the mothers in looking after children. The lunch break was also observed and in one worksite workers were also provided with certain money to have lunch. The observations also were an important facet of this research as it has helped to develop the analysis at the work sites.

#### **4.16 Relevance of Conceptual Framework**

The working conditions seemed unfavorable as the work site remained congested as well as there was existence of abuse at workplace. The verbal abuse and demeaning words were a part of daily work. Women also faced sexual harassment, but they remained silent due to fear of losing work. The anti-feminine traits were found along with presence of gender stereotypes. The work distinction between male and female was found. In addition, wage differentials existed. The quality of work life did not exist as stress, burden at work, difficulty in balancing home and work was a major concern of women workers. Moreover, children accompanying mother at work further made mother responsible towards children that created difficulty to perform well at



work. The women were mostly involved as a construction helper while men undertook jobs of scaffolding, bricklayers, Labourers and mason. The health risk remained as proper protective tools were not provided. The occurrence of occupational accidents also has made workers aware regarding the importance of occupational health and safety. The psycho-social concern remained as anti-female attitude remained in the work sites. Wage differentials between men and women were found. The workers are not registered in social security.

The involvement of the Trade Union was seen however the collective bargaining procedures were ignored. Despite the existence of diverse legal frameworks its application was not found. The conceptual framework developed for this research has complimented the findings and analysis highlighting on diverse issues and the challenges women face at work.

## **CHAPTER FIVE: SUMMARY OF FINDINGS AND CONCLUSIONS**

This chapter is divided into two sections. First is summary of findings and conclusion where overall research has been summarized and the concluding explanations are highlighted. Second is recommendation that incorporates the way forward for further research.

### **5.1 Summary of Findings and Conclusion**

The construction sector as a part of informal economy already has diverse challenges to address in implementing the decent work practice. The social security provisions and concern of Labour rights always remain. The traditionally rooted patriarchal thoughts of construction work link the men at work. Therefore, women are shadowed, and their issues and challenges are also less talked. This research hence is to focus on the issues and challenges of women construction workers especially in the building construction. The scholarly articles and diverse academic contributions was pertinent in framing the conceptual framework by adoption of diverse ideas.

The research is design is exploratory and is qualitative in nature. The universe of this research is three construction sites in Kathmandu Metropolitan City, Ward 8. The semi-structured interview, interview with key respondents and one focus group discussions was conducted. In addition, observation was also one methodological tools used. The literature reviewed has further supported in analyzing the data. The aim of this research was to identify the issues and challenges of women workers. This study has focused on women's participation in informal sector; especially construction sector.

The conditions at work seemed unfavorable with the presence of gender stereotypes and anti-feminine traits. Anti-feminine traits clearly depicted the prevalent male misogynist. Not all the respondents had prejudice against women however there were few men who strongly claimed that women and men's occupational segregation should exist. The workplace was congested. The abuse of diverse kind existed. Verbal abuse and demeaning words were used In addition, gazing, using humiliating tones, bullying remained. Women despite facing sexual harassment remained silent as they

had a fear of losing their work.

The work distinction was found. Involvement of women was as a construction helper. Women worked as a carrier by carrying bricks, cement in “*doko*” whereas men were involved in scaffolding, bricklayers, Laborers, and mason workers. Few women these days undertake work of chip/marble rubbing. Occupational health and safety issue concern was given less importance as proper protective gear, tools and equipment at work were not used. The psycho-social concern remained as anti-female attitude remained in the work sites. In addition, balancing the dual role by women (home and workplace) also pressurized them. Wage differentials between men and women were found.

Social security scheme is an important entity of workers’ rights however workers are not registered in social security. The concern of sanitary remained. Women had difficulty in sharing same lavatory during mensuration. Regarding drinking water, they were all satisfied. The long work hours with fewer wages persisted. Lunch break was provided. There was no existence of maternity and paternity leave. Women also worried on losing job during pregnancy and finding job in post pregnancy phase. The awareness of legal frameworks seemed lacking. The anti-feminine trait at work sites remained. Coronavirus also halted the work in construction sector and women were more vulnerable.

This research has few findings that clearly indicate the presence of work distinction between men and women workers according to the nature of work. The working conditions were of a discriminatory nature. Discrimination was categorized in terms of work, wages, and harassment. The growth of women worker was rarely seen as she had to bear the responsibility of home as well as work. Abuse at work seemed common and abuse was categorized in terms of demeaning gestures, verbal tones, disrespectful attribute, and unwanted touch. The occupational health hazards and occupational accidents were not prioritized at the workplace. Both the employer and employee ignored its importance. Stress, anxiety at work due to diverse reasons exists as a psycho-social concern.

Regarding the benefits at work, the registration was not done of construction workers

in social security hence the key respondents also put emphasis on the registration of workers. The legal framework exists, but its implementation has been a challenge. The basic facilities at the work site are not properly managed however; the initiations can be seen such as providing of drinking water. But again, the Lavatory related hygiene and ease to women construction worker is ignored. Maternity and paternity leaves are not provided whereas lunch break is given.

Dual role of women; bearing the responsibility at home as well as work also has affected her health and her work performance. Skill enhancement of women remains in dilemma. Their work upgrade is not seen. Furthermore, they have no bargaining power. Women are in fear and are not confident to share their demands, issues and challenges they have faced. They are always stressed about losing the work. Acknowledgement of women in the construction sector is not seen. The coping strategy women have adopted at work is not revolting but being silent. This silence has developed further repercussions and overcoming it is a huge challenge. The awareness of legal frameworks and decent work practice was under the veil. Despite women involved in Trade Union still it is necessity to strength the issues of workers right. In addition, the issues during the COVID 19 pandemic and now also are included in findings.

The framed conceptual framework has complemented the research findings. This study has overall dealt with diverse factors such as; gender stereotypes, anti-feminine traits, anti-feminine attitude, quality of work life, discrimination, conditions including abuses and work environment. Further has identified on well-being of workers in considerations to the occupational safety and health issues. This research also has highlighted the notion of equal pay for equal value for work which promotes the practice of principle of non-discrimination. The issue of children accompanying mother at work has created more stress and anxiety to mothers while handling both work and child. It further emphasized the social security provisions. In addition, the necessity of Trade unions in bargaining approaches and unionizing workers is also considered an essential factor. Lastly, the importance of Legal framework towards safe and sound workplace is considered.

Overall issues highlighted have raised concern on the diverse facets in the world of

work. It further has pointed the necessity of addressing issues and challenges of construction sector women workers in envisioning decent work practice.

## **5.2 Recommendations for Further Area of Research**

Based on the findings of this research, following recommendations are developed

1. Enhancing the skills of women construction workers:

Women construction workers are mostly involved as a construction helper and few are engaged in rubbing chip/marble and other works. There are rarely skilled women construction workers such as mason, painter, scaffold Labourer, brick layers and other skilled related works. Providing women construction workers skill related trainings can empower them. Women's contribution to the workspace, especially the informal sector always exists however skill trainings can further signify their contribution on the world of work. Government needs to prioritize skill-related training. For this the Government requires to coordinate with stakeholders who are training construction workers.

2. Awareness Activities:

Diverse issues are found in the world of work. The dissemination of knowledge on existing international and legal frameworks, court verdicts and Sustainable Development Goals (SDGs) is required. Capacitating women in construction sector helps them in bargaining (collective bargaining), addressing the diverse issues of harassment at workplace, wage differentials, social security issue and diverse facets of occupational health and safety among others. In addition, it is necessary to realize women's effort and contribution in both unpaid care work they perform at households and paid work they perform in construction sector. The dual role women have needs to be respected and acknowledged. Hence, the Government requires to conduct awareness activities by coordinating with Trade Unions and other concerned institutions.

3. Stakeholders and Institutional Coordination

The stakeholder's coordination and institutional coordination s is an effective approach towards addressing diverse issues faced by women construction workers. Hence, it is necessary to coordinate as the issue of women construction worker is a cross-cutting issue with varied linkages.

## ANNEX I: QUESTIONS FOR FIELD STUDY

### General Composition of Respondents

1. Gender Composition

Male                  Female                  Others

2. Age Group of Respondents

15-25                  26-35                  36-45                  46-50                  51 and above

3. Caste/Ethnicity of Respondents

Brahmin                  Chhetri                  Dalit                  Janajati

4. Religion of Respondents

Hindu                  Buddhist                  Christian                  Muslim

5. Educational Qualification of Respondents

Primary education                  Secondary education                  Undergraduate Graduate

6. Places of Origin of Respondents

Koshi                  Madhesh                  Bagmati                  Gandaki

Lumbini                  Karnali                  Sudurpaschim

7. Marital Status of Respondents

Married                  Unmarried

8. Nature of Work of Respondents

Chip/Marble rubbing                  Helpers

Brick layers                  Mason

Laborer                  Scaffold Labourer

Others

### Issues and Challenges

1. How long have you been working in this sector?
2. What is the work done by you in this construction site?
3. Is this the work you undertook since you began working? If no, why did you choose other one?
4. Are you happy with your Job?
5. Are there any criteria to be a part of this sector? If yes, what are the criteria you consider?
6. Does this work support you for meeting your needs for your survival? If Yes,

how?

7. Do you think this sector distinguishes the work between male and female? If yes, could you explain?
8. How do you find your workplace?
9. Are you discriminated at workplace? What is the discrimination you face?
10. Do you have any ideas on how is the wage divided? If yes, is their presence of equal value of equal work?
11. Is your payment done timely?
12. How many hours you have to work? Are you paid if you work overtime?
13. What are the benefits you get from the worksite?
14. Are you provided with a lunch break?
15. Is there any provision of maternity leave? If yes, how long?
16. Is there any provision for a child accompanying mother at her work? If yes, what are the provisions?
17. How is the work environment here?
18. Unhealthy job relationship, psycho-social stress of diverse kinds? If Yes, What?
19. Could you highlight the Issues of Sanitation/ Drinking Water/ Sanitary pads during menstruation/ Harassment free Workplace?
20. If Harassments exists; distinct what kind of such as abuses of diverse kinds; verbal abuse, unwanted touch, Bullying, demeaning words, demeaning gestures willing to avoid few persons at work but unable due to certain reasons, other reasons.
21. On OHS; Are you provided with protective equipment at work?
22. What are the health hazards at work? Have health hazards have been addressed? If yes, how?
23. Have there been any cases of accidental injuries in worksites? If yes, how those crises were tackled?
24. First aid or rushed to hospital.
25. If, there is presence of anti-feminine traits? If yes, what? Such as male aggressive behavior, male domination, disrespect.
26. Are you aware of the legal frameworks on workers' rights especially Trade Union rights?
27. Are you a part of the Trade Union? If yes then how are you benefitted?

28. Are you able to give time at home? How do they tackle their dual role?
29. Are you supported by family, or it is difficult?
30. Can you recall the situation of COVID 19? Did that affect your work?
31. Has the scenario changed in Post COVID 19?
32. Do you have signed a contract before working or not? If yes do you have any idea on written contract?
33. Are you sometimes provided training so that you could enhance skill?
34. Do you have any idea of being registered in social security?
35. How do you cope with the overall conditions at work?
36. Lastly, do you have anything to say?

### **Key Respondents**

1. What are the works women are involved in construction sector?
2. What issues are women workers facing in their work area?
3. Such as Wage differential/ Workplace harassment/ skill related/ Sanitation/ Drinking Water/ career development/OHS and Others.
4. What is the diverse workplace harassment faced?
5. Could you highlight a few important issues they have faced and how has it been addressed?
6. Has collective bargaining addressed these issues? If yes, what were the issues?
7. Was it informal or formal approach of collective bargaining?
8. Have any cases been referred to the Labour Court?
9. Do you think Labour is aware about Trade Union Rights?
10. Have workers been registered in Social Security?
11. What are the provisions at workplace envisioned in protecting and promoting women construction worker's rights?
12. Do women construction workers have a bargaining power in regard to their rights at work?
13. Are women acknowledged at construction work?
14. How do you organize the informal sector construction workers?
15. What are the difficulties faced while organizing them?
16. Have you involved informal sector workers in training so that they could upgrade their skill?
17. Are their women workers also involved in these trainings? If yes, what are the



trainings they take?

18. Can you highlight a bit on COVID-19 and Post COVID-19 situations of women in construction work?
19. Could you explain in detail on.
20. Occupational Safety and Health such as the use of Protective equipment's at work and diverse, health hazards in construction, maternity leave issues, sanitation aspects and safe drinking water concerns, anti-feminine traits at workplace, wage differentials related issues; Such as Equal pay for equal value of work. Psycho-social stress at workplace, skill enhancement issue and career development and dual role of women (managing home and work responsibilities)
21. If any other Concerns on issues and challenges?
22. How do women cope with such situations?
23. What are the efforts done to make friendly and safer workplaces for women construction workers?

### **Observations**

1. Worksite will be responsively observed.
2. Drinking water facility
3. Lavatory Use of Male and Female is same or different (Hygienic or not)
4. Prevention from Health Hazards such as use of protective equipment's or not
5. Mother with Children at work sites
6. What are the behaviors such as gestures and verbal tones is also important facet?
7. What are the works done by male and female at worksites?
8. Congested working area with safety issues or not

Any other things you want to share?

## ANNEX II: LIST OF POINTS PREPARED BY BWI-NAC FOR LISTING CONSTRUCTION SECTOR WORKERS IN SOCIAL SECURITY FUND

निर्माण क्षेत्रका श्रमिकहरूलाई सामाजिक सुरक्षा कोषमा सुचिकृत गर्न  
विडब्लु आई आवद्ध समिति नेपालबाट तयार गरिएका बुदाँहरू :

१. नेपाल सरकारबाट मान्यता प्राप्त निर्माण व्यवसायी कम्पनीहरूलाई सामाजिक सुरक्षामा सुचिकृत गरि उनिहरूसंग काम गर्ने श्रमिकहरूको समेत योगदानमा आधारित सामाजिक सुरक्षा कोषमा योगदान गराउनु पर्ने ।
२. व्यक्तिगत भवन निर्माण गर्ने श्रमिकहरूको योगदानमा आधारित सामाजिक सुरक्षा कोषमा सुचिकृत गराउने सम्बन्धमा : सरकारी मान्यता नपाएका स्वरोजगारहरूको मातहत काम गर्ने श्रमिकहरूको लागि नेपाल सरकारले निश्चित रकम (प्याकेजमा) योगदान गर्न निर्देशन गर्नु पर्ने।
३. निर्माण स्वरोजगारहरूलाई योगदानमा आधारित सामाजिक सुरक्षा कोषमा योगदान गराउने सम्बन्धमा : सरकारले निर्माण स्वरोजगारहरूको लागि काम लिने निश्चित मापदण्ड बनाउनु पर्ने र उनिहरूलाई समेत योगदानमा आधारित सामाजिक सुरक्षामा समेट्नु पर्ने ।
४. व्यवस्थापकहरूको तर्फबाट योगदानमा आधारित सामाजिक सुरक्षा कोषमा योगदान गराउने सम्बन्धमा : भवन निर्माणको नक्सा पास गर्दा नै सामाजिक सुरक्षा कर लगाई योगदान गराउनु पर्ने ।
५. नेपाल सरकारको तर्फबाट निर्माण हुने संरचनाहरूको लागि समेत सामाजिक सुरक्षा कोषका लागि कर कट्टि गरी सामाजिक सुरक्षा कोषमा रकम जम्मा गराउनु पर्ने ।
६. निर्माण क्षेत्रका गिट्टीबालुवा, ईट्टाभट्टा, ऋसर उद्योगमा काम गर्ने श्रमिकहरूलाई योगदानमा आधारित सामाजिक सुरक्षा कोषमा सुचिकृत गराउन नेपाल सरकारले विशेष प्याकेजको घोषणा गराउनु पर्ने ।
७. वनश्रमिकहरूलाई योगदानमा आधारित सामाजिक सुरक्षामा समेट्न सामुदायिक वन उपभोक्ता समितिहरूलाई सरकारले तत्काल निर्देशित गरि योगदान गर्न लगाउने ।
८. निर्माण श्रमिकहरूको तथ्याङ्कको लागि स्थानिय तहमा नै निर्माण श्रमिक पंजीकरण गरी परिचय पत्रको व्यवस्था गरिनु पर्ने । पंजीकरण गर्दा मान्यता प्राप्त ट्रेड यूनियनको शिफारिस अनिवार्य गर्नुपर्ने
९. श्रम क्षेत्रमा आउने समस्या समाधानको लागि स्थानिय तहमा श्रमडेक्स गठन गर्नु पर्ने ।

प्रदेश नं. १ श्रम, रोजगार तथा सामाजिक सुरक्षा मन्त्रालय  
विराटनगर, Morang, Jhapa and Sunsari  
वुटवल उपमहानगरपालिका, ५ नं. प्रदेश सरकार

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