

Chapter -One

INTRODUCTION

1.1 Background of the Study

Nepal is a multiethnic, multilingual and multicultural country. It is a landlocked and underdeveloped country as well. So, it has low levels of living, absolute poverty, low per capita income, low rates of economy, high death rates, dependence on foreign economic growth, and limited freedom to choose between variables that satisfy human wants. Nepal is an agro-based country. More than 30 percent of its population lives below the line of poverty. Most of the Nepalese are involved in agriculture. Nepali economy is predominantly agricultural with 86 percent of the population living in rural areas and 81 percent deriving their livelihoods from agriculture (CBS, 2003/04 and ADB, 1999:19). Even though Nepal has enough natural resources, the available resources are not used properly to enhance the development. The development works are depended upon natural resources. The resources are not used properly. Nepal is depending upon other foreign countries.

In Nepal, women constitute half of the total population. But their living standards are very low. Nepal lacks the proper mobilization of human resources. Even after having self-standing of their own, they cannot go for their own decision. In Nepal, most of the Females are guided by males. Even energetic and educated women cannot do their works without the assistance and guidance of their male partners. More than that legal rules, property rights and so on are also in favour of males.

The Interim Constitution guarantees fundamental rights to all citizens without discrimination based on ethnicity, caste, religion or sex including property inheritance. Nepalese women have made significant gains in social indicators, such as the female literacy rate (6 years and above) has reached 42.5 percent in 2001 compared with 25 percent in 1991. The mean age at marriage of girls has increased by more than 2.3 years during the period 1971 to 2001 (CBS, 2003). The total fertility rate has declined from 4.2 in 1996 to 3.1 in 2006. The maternal mortality ratio has declined from 539 in 1996 to 281 per 100,000 live births in 2006 (NDHS, 2006). Both males and females infant and child mortality rates have fallen significantly. The life expectancy of women has increased by more than 15 years between the periods 1981 to 2001. Likewise, the economic activities have increased sharply for female than male in 2001, and it also indicates that larger

proportion of females as compared to males have engaged in manufacturing industries (CBS, 2003).

Despite these achievements, there are persistent problems combined with emerging issues such as increasing female trafficking and the feminization of agriculture. In the health sector, the situation of women in Nepal is still acute, particularly in rural areas. In the educational sector, both the low level of women and the gender gaps in literacy rate, enrollment rates, and attainment rates are still obtained. Household income, workload for girls, and the level of concern of parents with the purity of the female body which leads to their early marriage are important variables to make decision of sending girls to school. When resource constraints arise in the household, the first casualty is the female child's education. Women in the high mountains, remote hills and economically disadvantaged groups face greater accessibility problems than women in the better-off households, urban areas and the Terai plains in general.

A substantial proportion of Nepalese women are economically active, and most of them are employed in agricultural sector. They work primarily as unpaid family workers in subsistence agriculture with low technology and primitive farming practices. Likewise, the women participation in non-agricultural sector has also increased especially in tourism and manufacturing sectors. But in these sectors they are concentrated at lower levels due to educational disadvantages and management biases. Their working conditions are poor. Lack of training at appropriate levels, dangerous working conditions—environmentally and in terms of health—and wage discrimination are the major gender problems faced by workers in the manufacturing sector. The social attitude towards women, backed by their low socioeconomic status in general, has led to many cases of gender-based violence both in the domestic as well as in the public arena. Women's access to political and administrative decision-making positions have been minimal due to the lack of access to education and economic resources, social expectations for exclusive household responsibilities and restricted mobility as compared to the male counterparts.

After the 1950 democratic movement, both the government as well as the private sectors have invested much effort to establish the different industries. During this period, different kinds of industries have been established in different parts of Nepal especially in urban areas. These factories and industries require a huge number of manpower. So, people of different caste/ethnic groups, both men and women are working in different factories and industries. Mostly, those who are poor have low economic status, and have

low or no access to the economic sources and production that are involved in this field. Usually, economically backward people living in the nearby area of the industries get employment. Thus, the increasing industrialization has created employment opportunities to economically poor people.

Among the factories and industries established in Nepal, the number of food industries is truly significant. These food industries require efficient workers in terms of work rather than strength. So, most of the food industries have employed a high number of female workers. The percentage of female workers in food industries is higher than that of male in Nepal.

A large number of women work in different types of industries including food industries. Women constitute almost half of the labour force in Nepal and more than half in food industries. Hence, they play vital role for development. Although Nepalese women can play key role in every sector of development, their efforts are generally not recorded or rewarded. Due to the dominance of male, the female workers suffer from different discriminatory activities.

Most of the women working in factories and industries are economically poor. They are of lower caste groups and from rural areas. The women workers are illiterate mostly. Their family size and requirements are also high. There is gender discrimination in terms of pay and promotion. Their implementation in higher numbers in food industries may be higher because they can be paid low, they are not only more stable and work for a longer period of time with greater activeness and more efficiency, but also easier to be handled by supervisors and management.

This study will try to identify the problems of working women in Pokhara Food Industry in Kaski district. Especially, this study attempts to find out socio-economic and cultural problems of working women in the Pokhara Food Industry of Kaski district.

1.2 Statement of the Problem

All human beings are born free and equal in dignity and rights according to the human rights declaration. But this is not so in the case of our country. Nepalese society is very much influenced by feudal culture and social norms and values. Women have been left behind in terms of socio-cultural, economic and political position in society. Nepalese women are still found to be suppressed, exploited and neglected because of illiteracy, poverty, orthodox tradition and discriminatory legal system. Moreover, lack of proper

vision and strategies of the government and the higher authorities are also the main reasons for the continuation of such discriminatory activities.

Women have been strongly restricted in domestic circumstances. They are solely responsible for household as well as unpaid works which are not counted as work under GDP even by present democratic nations. According to National Labour Force Survey (1998/99), only 7.7 percent of total women labour force is engaged in paid work. Out of the total labour force in organized sector, women constituted about 24 percent in comparison to 76 percent men and receiving only 57.6 percent of men's wage in average (Pandey, 2001; quoted in Pandey, 2002:3).

Though the constitution has declared that no discriminations should be on the basis of sex, but in practice, a lot of discriminations exist between men and women in terms of job opportunity and treatment even at the organized sector.

According to the study done by Meena Acharya (2000;quoted in Pandey,2002:3), lack of education, training opportunities, employer biases and limited mobility due to social responsibilities combine to keep women at lower level of the industrial hierarchy. The census of manufacturing establishment 1996/97 reported that 21 percent women were involved in overall production sectors.

Working women everywhere suffer form discrimination typically in pay and promotion. They have not been provided with appropriate or minimum facilities and are not satisfied with their job. Women related in these sectors have their own problems. Keeping this point in view, this study aims to look into the women worker's problems and find out their difficulties, aspirations and needs. This study examines the situation of the women working in the Pokhara Foods Pvt. Ltd., the facilities provided by the industries for the women, the behaviour of male workers, etc. Therefore, some of the fundamental questions that need to be explored in connection with women are:

-) What is the present condition of women working in the Pokhara Foods Pvt. Ltd.? What is their socio-economic condition?
-) What kind of employment opportunities are provided by the industry to the poor people especially to the women?
-) What are the problems faced by the women workers in the industry?
-) Is there any discrimination against women in the industry? If yes, what kind of discrimination?

1.3 Objectives of the Study

General objective of the study is to analyze the socio-economic condition of the women working in Pokhara Foods Pvt. Ltd. Specifically; the study has examined women's participation and role in the industry, and tries to identify their problems.

The specific objectives of the study are:

-) To analyze the socio-economic condition of women of different castes/ethnic groups who are working in the Food industries.
-) To analyze the facilities provided by the industries for the local women.
-) To find out the problem faced by women workers in the study area.

1.4 Rationale of the Study

Based on the problem statement, this study will help to make clear on many questions surrounding the gender arena, and give a change in conventional perception on women's role in many sectors. At the same-time, the study report will serve to fulfil part of the gender needs at workplace. It may help to correct the conventional errors in working people's mind based on gender differences at workplace.

A large number of women work in different types of industries. Women constitute almost half of the labour force and more than half in food industries in Nepal. So, such industries have been providing employment opportunities for women workers. So, this study is intended to identify the existing working condition and problems of the women. Since Pokhara Foods Pvt. Ltd. Pokhara is a renowned food industry of the eastern region of Nepal and has been employing a huge number of women, it may be the representative one. Though it is a small academic effort to sketch the real picture of women workers in the industry, it is expected that it would facilitate the concerned organization to formulate policies and strategies on women related matters.

Finally, the study will help all the social partners including trade union, employers and government to be more sensitive on gender issues come-up with new policies, programs and go into practice at the workplace.

1.5 Limitations of the Study

Despite the study's best intention to be informative and objective enough in the analysis of women and their working condition, it suffers from some obvious limitations. Some limitations identified here are as follows:

-) This study has been done to meet the partial fulfilment for the degree of Masters of Arts in Sociology/Anthropology. So, it may be performed under the limitations of time, money and resources.
-) This is a study of only Pokhara Foods Pvt. Ltd. Thus, the findings may not be generalized for all industries lying throughout the country. Hence, the generalization may not be valid in the context of the other parts in other regions of the country.
-) The research is totally based on the response of the respondents.
-) Basically only economic and socio-cultural (ideology, norms, values) variables are used to analyse the existing condition of working women.

1.6 Organisation of the Study

The study is divided into five chapters:

-) The first chapter **Introduction** gives the general introduction of the study and contains background, women related information, problems, importance, limitations, etc of the study.
-) The second chapter is **Literature Review**, where previous works related to women are reviewed, analysed and discussed. The theoretical link of the study is also shown here reviewing some theories.
-) The third chapter **Research Methodology** describes the type of research, sampling procedures, sample size, types and sources of data and data collection techniques and the methods of data analysis and interpretation.
-) The fourth chapter **Physical Features of Research Area** gives the introduction and description of the research area and the research industry.
-) The fifth chapter **Data Analysis and Interpretation** is the core of the research work. The collected data and information are presented, analysed and interpreted to draw the research conclusion.
-) The sixth chapter **Summary, Conclusions and Recommendations** describes the list of all information documented in dissertation. The main conclusion drawn from the research is presented here. Similarly, recommendations are given at the last part of the thesis.

Chapter- Two

LITERATURE REVIEW

2.1 General Review

All over the world, women play a vital role to industrial output. Over 200 millions women are employed across all industrial sectors with half of this number in developing countries. Their work not only sustains their families, but also makes a major role in socio-economic progress. Most women are employed in low-skilled and poorly paid positions. The creativity and talents of all women are an invaluable resource that can and should be developed both for their own self realization and for the benefit of society as a whole (UNIDO,1995:2).

Pandey(2002:9) says women have entered paid employment in enormous numbers since 1900 in a century which saw many economies move from being dependent on agriculture to industry and then to a predominance of services. But the more important story concerns the dramatic change in women's status notwithstanding the glaring inequalities that remain. That change has helped to provoke a wide-ranging debate on the appropriate roles of men and women, but also deep reflection on basic human values including the place of work in life as a whole. Drawing together the results of analysis by philosophers, economists, lawyers and statisticians, we can better understand the process under way and what is needed to achieve equality in practice which is in the interest of us. All The campaign on "Women's right is the human" is one of the major agenda of the worldwide campaign today. ILO has included its convention No. 100 on equal remuneration and 111 on equal opportunity as basic workers right convention that is very much arguing on the behalf of women workers. Since women's participation is increasing in the workplace all over the world, but most of them are working in the vulnerable condition having low wage, unskilled work like sex-segregation at the workplace. Among women also, there are discrimination against age and marital status. Mostly young and single women are preferred to hire as workers.

According to TGF (2000; quoted in Pandey, 2002:5), at the world level, the distribution of female employment has about 47 percent in 1985, which has been changed only slightly to 46 percent in 1995. While industries are invaluable sources of employment particularly for women, employment opportunities have generally been concentrated in the lower range of qualifications, and very often, in countries with limited

alternative job opportunities. They have mainly been provided opportunities for unskilled workers. Tending to occupy positions in simple production, women have not recently played a significant role in higher positions of responsibility. Whatever the share of female in total employment in this industry, one thing seems universal that women's wages in the industries are lower than those of men.

Workers mostly women are not covered by labour laws and regulations. They are not entitled to get social security and welfare. They get no promotion, no training, anything else than wage according to the quantity of work. This is called "flexible of work" in the new term. They have been exploited a lot as cheap labour and living under docile and vulnerable condition (www.labournepal.com).

According to the ILO survey 2001, wage discrimination is not very apparent between male and female workers in the workplace, but there exists vast discrimination in terms of work opportunity and most of the women work in the subordinate position. It further mentions that sexual exploitation and harassment also exist in the workplace rampantly.

Although the Constitution provides protections for women including equal pay for equal work, the Government have failed to take significant action to implement its provisions even in many of its own industries. Women face systematic discrimination particularly in rural areas, where religious and cultural tradition, lack of education and ignorance of the law remain severe impediments to their exercise of basic rights such as the right to vote or to hold property in their own names.

According to the 1991 census, the female literacy rate is 26 percent compared to 57 percent of men. Human rights groups report that girls attend secondary schools at a half rate of that of boys. There are many NGOs focused on integrating women into society and the economy. These NGOs work in the areas of literacy, small business, skills transfer and prevention of women and girls' trafficking. There are also growing number of women's advocacy groups. Most political parties have women's groups. Members of Parliament have begun working for the passage of tougher laws for crimes of sexual assault, but have had little success so far (www.onlinewomennepal.org).

According to Meena Acharya(1994;quoted in Karki,2006:7), the females are concentrated in low paid and low status jobs. Only a small percentage of women are involved in sales and service sectors. The concentration of women in low paid, unskilled job may be attributed to low literacy rate and also to social biasness regarding the appropriateness of employing female workers for certain job but not for other. A survey

of 5.0% of existing industries in 1987 concluded that employers were biased against female employees. Among the reasons provided for women being under represented in industries were low literacy, reluctance of families to send females after 6pm, the unwillingness of educated female workers to migrate/travel to work or to be engaged in dirty jobs, lower work efficiency of the female workers, etc.

Jyoti (1998;quoted in Karki,2006:10) says poverty is gender specific, and is not gender natural because women suffer from systematic social injustice due to their gender. They are exploited and oppressed not only as human being but also as women. Their economic subjugation and dependant position is the result of rigid distinction in man's and women's role in society and leads to exploitation.

Thus, most of the poor household women have double roles at the same time. They are involved in both household chores and wage earning activities. On the contrary, the overall fact is that: women work more than men, women does not play major role on decision making, women have no control over the property, women have no equal access to resources, education, power, etc. and women are in subordinated position.

2.1.1 Women in employment and discrimination

Margaret and Mittel (1994; Cited in Pandey, 2002) says, "As a workforce, women's attraction to investors has been that they are cheap and supposedly docile". Bai (1985; Cited in Pandey, 2002) reveals that a number of studies in recent times highlight the fact that in several Asian countries notably in Korea, Singapore, Hong Kong and Malaysia there was significant increase in the employment of women within the manufacturing sectors specially in the period since the early 1970.

The contribution of women in reproduction is unrecognized. Women's role in society is crucial to the issues of equality, efficiency, productivity that underlies macro policies. This is because gender relations influence the distribution of work, income, wealth and productive inputs and the behaviours of agents. Women spend greater portion of income on productive improving consumption like health, nutrition and education. Improvements in these factors are correlated with increased levels of productivity and hence economic growth (Panday, 2002).

Women's participation in formally defined labor force has increased substantially between 1981 and 2001. Much of the defined problems in the economic activity rates are also being taken care slowly. As per the Census 2001, women constitute more than 43

percent of the labor force, 73 percent in agriculture and 27 percent in the non-agricultural sectors. Women's proportion has increased almost in all occupations to some extent. But their greater concentration in agriculture is also visible. A positive trend is also visible in their empowerment as reflected in their increasing proportion among the professionals and technicians as also in administration and management (Acharya, 2003).

Although employment is assumed to go hand in hand with payment for work, not all women receive earnings for the work they do, and also are not paid in cash. One in seven (14 percent) receives payment in cash only, and one in five (21 percent) receives both cash and in-kind payment. Two in five (41 %) receive payment only in kind (NDHS, 2006). The variations are seen in the proportion currently employed by place of residence and region. Rural women are more likely to be currently employed than urban women (75% compared with 49%). Women in the mountains are more likely to be economically active than women residing in the other ecological zones. Women in the far-western, western and mid-western regions are more likely to be currently employed (84 %, 80 % and 78 % respectively).

In accordance with the socio-economic condition and the phase of development, Upadhyaya (2002) found that women involvement differs in comparison to the male workers. As our society is still dominated by feudal socio-economic relations, the proportion of women in paid work is less whereas that of women as unpaid family workers is very high. On the other hand, the number of self-employed women workers seems low in comparison to that of males. It is because of the fact that activities of males are counted and those of females are hardly counted to that extent. Therefore, merely around 8 percent of the female labour force is in paid employment and 29 percent as self employed. But a high majority of altogether higher than 63 percent of the total female labour force is working under the status of unpaid family workers. If we compare the position of women in different job status, no one can deny the domination of male over female. Moreover, interesting is the average monthly income in various types of work if we compare sex-wise.

Table 2.1: The gender disaggregated employment status of the population aged 15 and above, NLFS, 2008

Indicators	1998/99	2008
Literacy rate		
Male	64.5	74.7
Female	35.8	53.1
Employment rate		
Male	88.3	85.5
Female	80.5	78.5
Paid employee		
Male	76.0	73.9
Female	24.1	26.2
Average hours per week in the paid job		
Male	42.6	43.1
Female	36.3	34.8
Average monthly earning (Rupees)		
Male	2389	5721
Female	1368	3402

Source: CBS, 2008

The literacy status of women was poor with compare to male. In 2008, around 75 percent of male were literate with compare to around 53 percent for female. The literacy and education level of individual determine the employment opportunities. The employment rate of male was slightly higher for male than female in both surveys. However, the percentage of paid employment was significantly different between men and women. It indicates that majority of women was involved in non paid economic activities. The average hour per week in the paid job was 43.1 hours for male and 34.8 hours for female in 2008. However, the average monthly income differed when it was based on gender. In 2008, the average monthly income for male was Rs. 5724 in comparison to only Rs. 3402 for female.

Upadhyaya (2002) says that the connection with the terms of employment, discrimination in formal sector is visible on recruitment, training and promotion. Employers do not like to employ women in key posts on the one hand and do not like to employ in lower jobs mainly because of their family works and reproduction (Maternity leave and child care) possibilities. So, women employment in casual category of jobs has been higher than in other categories. As such, the issue of job security is more relevant for women workers in comparison to that of males. In agricultural sector, the society is traditionally accustomed of discriminating even in providing *khaja* and *khana* (breakfast & lunch) to the workers in the work-field.

Interim constitution of Nepal, 2063 (2007) has announced the rights regarding employment and social security in part 3 article 18 as:

- (1) Every citizen shall have the right to employment as provided by the law.
- (2) Women, laborers, the aged, disabled as well as helpless citizens shall have the right to social security as provided by the law.
- (3) Every citizen shall have the right to food sovereignty as provided by the law.

The article 20 tells about right of woman as:

- (1) No one shall be discriminated in any form merely for being a woman.
- (2) Every woman shall have the right to reproductive health and other reproductive matters.
- (3) No physical, mental or any other form of violence shall be inflicted to any woman, and such an act shall be punishable by law.

2.1.2 Current situation

Nepal is ranked 119th in the world and 3rd in South Asia on the gender related development index and 83rd ranked on gender empowerment index (UNDP, 2009). According to public administration Nijamati Kitabkhana 2004, the share of women in government special class is zero, first class is 1 percent, second class is 3.7 percent, third class is 5.7 percent, non gazette first class is 9.3 percent, non gazette second class is 9.1 percent, non gazette third class is 24.1 percent, and non gazette fourth class is 3.2 percent. Likewise, the numbers of women in judiciary in district court are 2, appellate courts 1 and Supreme Court 2.

As given in the Three Year Interim Plan (2007), various programs targeted women's development, women rights and gender equality. Those programs all based on the national work plans and in line with the commitments of the government are in operation. There are many tasks being performed by the NGOs and the civil society in the fields of social and economic empowerment of women. The interim parliament has passed a bill to ensure at least 33 percent women's representation in all the state machinery. Gender analysis and audit have been carried out for some line ministries' programs. In the planning and execution of local development, women's participation has been made mandatory. In the ministry of finance (MoF), a gender responsive budget committee is functioning to look into gender issues in development programs, budgeting and their implementation.

Currently many programs have been conducted to enable women of socially and economically marginalized groups to have access to employment. In addition, there is a wider involvement of NGOs scale in the programs like economically empowering women of rural and poor communities controlling girls trafficking and rising awareness on reproductive health.

In spite of these efforts, the indicators of gender development and gender empowerment in Nepal are only 0.520 and 0.351 respectively. The participation of women and men in labor is 48.9 and 67.6 percent. Majority of women are engaged in informal subsistence and domestic labor without wage or with low wage. The contribution of women to economic activities outside their homes is 36.3 hours every week while that of men is 42.6 hours. On the other hand, weekly contribution to in-house economic activities by women is 42.5 hours and that of men is 46.5 hours. Outside home non-economic activities of women occupy 25.1 hours of labor and that of men occupy 9.7 hours a week. On the whole, aggregate hours spent in economic and non-economic activities every week by women and men are 103.9 hours and 98.8 hours respectively. In income earnings and administrative services, women share 30 and 12.7 percent respectively (NPC, 2007).

2.1.3 Approaches to women and gender issues in Nepal

Nepal has made specific policy declarations to integrate women in development since the early 1980s. Successive five-year plans have made appropriate policy declarations for improving women's status. Such efforts have focused on credit and employment generation, education, and health. A few women's mechanisms have been set up including the Ministry of Women and Social Welfare (MWSW), the Women's Division in the National Planning Commission and the Women and Development Division in the Ministry of Local Development. Initiatives have been taken towards some legal reforms making women's right to property a little more secured and strengthening measures against violence.

First, in the late 1970s, it was small women's components in development plans and programs. In the 1980s, it was women and development (WAD). Since early 1990, it is GAD. Since the Beijing Conference, voices have been raised for empowerment of women and a fundamental change in the socioeconomic structure.

Nepal also committed itself to the Platform of Action for the UN's Fourth World Conference on Women in Beijing. A recommended Action Plan prepared recently by

MWSW for the implementation of the platform expands what is laid down in the platform and specifically pins down the responsible agents for each action required.

The Ninth Five-Year Plan Approach Paper (1998) sets triple objectives of mainstreaming eliminating gender inequality and empowering women along the lines proposed by the Beijing Platform for Action. Each of the three sections strategically targets key areas to be improved. The issue now is how to translate the policy into practice.

The government of Nepal has endorsed the Millennium Declaration. Being committed to achieve the MDGs, the government has incorporated the MDGs into its strategic framework of the country's Tenth plan/ Poverty Reduction Strategy Paper (2002/03-2006/07).

In the Nepalese context, the status of women is very low due to the lack of decision-making power. So, the decision-making power of women should be increased. Most of Nepalese women do not have power of decision due to the culture. To empower women, social injustice and gender disparity in socio-economical as well as decision-making process should be addressed and there by raising the socio-economic status of female in the society.

2.2 Theoretical Review

The socio-economical condition of women depends on various factors. It is a multidimensional aspect affected by several other aspects. So, it is directly or indirectly dependent on other aspects.

Thus, the study can be linked with several theories. Regarding the condition of women in the Pokhara Foods Pvt. Ltd. and hence in Nepal the study has been linked with "Marxist approach" and "Liberal feminism".

2.2.1 Marxist Approach

Marx uses the word "materialism" since he has given more emphasis on materialistic part of life. This means his emphasis is in economy. So, Marxist approach says economic structure is the main foundation of the society, and the rest like social, political and ideological structure depends upon the economic structure of the society. Thus, the main point of this approach is economic determinism.

Similar type of situation is found in the Nepalese societies and in turn in the women's status. Economic condition is the determining factor for the rest of the aspects in the Nepalese societies. That is the economic status which provides other status such as social, political, etc. So, those women who are economically strong are said to have higher status and those who are economically poor are said to have lower status.

2.2.2 Liberal Feminism

Kamala Bhashin (1985) says feminism as a perspective, a political theory, a spiritual focus or a kind of activism. Feminism may be defined as a movement seeking the recognition of the world upon a basis of sex-equality in all human relations. It is a movement which could reject every differentiation between individuals upon the ground of sex that would abolish all sex privileges and sex burdens, and would strive to set up the recognition of the common humanity of women and men as the foundation of law and customs.

Liberal feminism is a theory which argues to claim for gender equality. It stresses on the equality between men and women for equal opportunity and strives for equal rights of women. It points out that women should be equally involved in the labour market as men. It stresses on women's self-improvement and encourages women to get into decision-making position. It does not give importance to sexual differentiation between men and women on the social differences emerging from the former. Somewhat similar situation is found in the Pokhara Foods Pvt. Ltd. and amongst the workers working there. There is no gender based discrimination. Male and female workers are equally treated by the management. So, a liberal situation can be obtained in the industry. Now, we can also summarise and link the concept of WID, WAD and GAD as a perspective of women welfare approach.

Chapter -Three

METHODOLOGY

3.1 Selection of the Study Area

Pokhara is the regional headquarter of Western Development Region. Pokhara is one of the four sub-metropolitans of Nepal. Many people are migrated from the different areas because of the different job opportunities and facilities. There are several industries in Pokhara valley which have provided different job opportunities for people.

The research was conducted at Pokhara Food Industry, Pokhara, Kaski. The industry is one of the renowned food industries of Nepal, and has been providing employment opportunities to a large number of economically poor people especially women of nearby rural areas. So, the study represents the situation of working women in different food industries in this area.

3.2 Research Design

The research was basically designed to identify the socio-economic status of working women in Pokhara Food Industry. The overall research design of this study consists of a combination of observation, field work, case study, data collection by questionnaire. The research design was descriptive and analytical in nature particularly based on quantitative information although qualitative information also used to support to research findings.

3.3 Nature and Sources of Data

This study includes both primary and secondary data. The primary data has been included a large amount of assorted information items collected from the study area. The primary data was the major source of information of this study which was collected from December 1-20. Likewise, secondary data was collected from articles, books, and public and unpublished journals and reports.

3.4 Census and Sampling Method

The total number of women employed in Pokhara Food Industry was the study population. There were 150 employees in this factory. Out of them, 81 (54%) were males

and 69 (46%) were females. The total number of women (69) employee in this industry was considered as respondents for the research purpose.

3.5 Data Collection Techniques

Various methods have been used to collect the primary data. The methods used are as follows:

-) **Interviews:** Interviews have been conducted with the respondents to collect general information about their socio-economic condition, status, income and expenditure, facilities provided, problem faced, etc. Both qualitative and quantitative information was collected.
-) **Questionnaires:** Questionnaires have been made including a number of questions to be asked to the respondents, as per the research objectives. Since a significant number of women were illiterate, the questionnaires were filled by researcher himself asking questions to the respondents.
-) **Observation:** The researcher has been involved in close observation to obtain qualitative information. Participation observation method has also been used to gather important data. Their attitude, behaviour, activities, etc. were observed. The behaviours of management, supervisors, male co-workers, etc. towards women were also observed.
-) **Key Informant Interview:** There were several key informants like male workers, union leader, administrative officers, accountants, supervisors, guards, peons, etc. through whom broad information was collected by means of interviews, conversations, discussions, etc.
-) **Case Study:** Some case studies have been prepared by interviewing with women workers recording their life history. It helped to supplement information on the past and present situation of the women workers, also to find out their feelings or attitude towards the industry.

3.6 Data Analysis and Interpretation

The data collected through different methods have been analysed by using different technique. The gathered data have been processed manually and analysed in descriptive ways. Quantitative data have been presented on percentage basis and various statistical tools were used such as tables, pie charts, bar diagrams, etc.

Qualitative data collected from the interview, discussion, observation, etc. have been used in the process. This information has been used in the discussion and analysis process based on relevancy. Since the qualitative information has been counter-checked between workers and management on various issues during the process, it has been more emphasised in the analysis process.

Chapter- Four

PHYSICAL FEATURES OF STUDY AREA

Pokhara valley lies in the frontier face of Fishtail and Annapurna peaks. This is also a district, zonal and regional headquarters. Until the mid 1960s, Pokhara valley was a small bucolic town with a population of 5413 people. It was a major trading center in the central hills. Large number of tourists, urbanization, commercial growth, and proliferation of slum are the characteristics of this town.

4.1 Geographical setting

Location: Its precise geographical location stretches between 28° 10' N to 28° 16' N latitude and 83° 58' 30" E to 84° 02' 30" E longitude. The town actually spreads in a valley of some 123 sq km. surrounded on all sides by mountain and hills. The floor of the valley is nearly flat but tends to slope towards the south.

Landforms: An understanding of the vegetation, crops, and to some extent, the settlement patterns of Pokhara require some insight into its landforms. The landforms of the Pokhara valley have been created by various deposits of materials brought from the Annapurna region by Seti River at different periods in the history and laid down in different parts of the valley. Accordingly, the landforms of the valley are very divergent. The valley floor and river terraces of Pokhara comprise compactly consolidated, weakly stratified mixtures of boulders and pebbles joined by calcareous materials.

Rainfall: The monsoon that originates in the Bay of Bengal, far to the southeast, experiences no real barrier before it reaches the Himalayas where it cools off and is prevented from moving further north. As a result, the water vapor or rains carried by the clouds pour down in Pokhara. Pokhara receives about 300 cm of rain in a year, the highest rainfall in Nepal. Eighty percent of which occurs in the four summer months. Intense rainfall within a short span of time causes surface erosion. The heavy rainfall of Pokhara valley and its periphery is promoting the expansion and acceleration of natural greenery in this region.

Soil: The composition of the upper layer of the soil is different in Pokhara from that other valley in the middle hills. The upper surface of the soil in Pokhara consists mainly of

glacial and river gravel deposits. However, there are wide variations in the soils within the valley. The valley floor slopes gently to the south falling on average about 100ft in a mile, and the valley itself has a northwest to southeast orientation (Gurung, 1965). The average height of the valley above sea level ranges from 730 meters to 1030meters.

Lakes: Pokhara valley is famous for its lakes. It has eight lakes (Tals) – Phewa, Rupa, Begnas, Dipang, Maldi, Khaste, Gunde and Neurini. These lakes are important from the point of view of environmental conservation and for tourism particularly for bird watching. There exist contrasting arguments and interpretations regarding the origin of lakes. Pokhara's water features include not only the lakes, but also deep and narrow gorges formed by rivers. The Seti River has formed gorges in three places within the town section of the valley. All of above discussed geographical features have affected the growth and development of Pokhara.

Climate: Annual temperature in Pokhara valley ranges from maximum 36° Celsius to minimum 8° Celsius. The summer mean temperature generally exceeds 36° degree Celsius. Within the valley, the temperature regime differs from one location to another. The northern part of Pokhara, for example, is relatively cooler than the southern and eastern parts. In general, the climate of Pokhara as a whole is considered humid sub-tropical, but temperature differences vary considerably from valley floor to hilltops.

Population: Pokhara is a beautiful valley town in the hills of western development region with a population of 5400 until the 1961 census. It was major trading center of the western Hills. At present, the size of population in Pokhara valley has reached 250,000 (estimated) in mid July 2005. Slowly and gradually, the valley is growing as a major trading center of western development region. The major caste/ ethnicity are Brahmin, Chhetri, Newar, Gurung and Magar.

Migration history: As in the case of other towns in the western hills of Nepal, Pokhara's growth as a market center was closely linked to the geographical spread of Newars westwards from Kathmandu during the later half of the eighteenth century. The Newars were traders, and had artisan skills also were involved in small-scale manufacturing and processing. The in-migration process in Pokhara valley mainly started after 1960s and rather faster since 1970s. The connection of roads linkages accelerated the process of in-

migration in the valley. The construction of motorable roads links Pokhara first to India and then to Kathmandu that serve to facilitate the rapid movement of goods and people to integrate it and its hinterlands decisively into the world economy.

Chapter-Five

DATA ANALYSIS AND INTERPRETATION

5.1 Social Condition of Respondents

5.1.1 Caste/Ethnic Composition

The women workers working in industry are of different castes and ethnic groups. According to the National Report of the Population Census 2001, there are 103 caste/ethnic groups in Nepal. But the women workers in Pokhara Foods Pvt. Ltd. can be divided into 6 different groups.

Table: 5.1

Distribution of Respondents by Caste/Ethnic Group

<i>S. No.</i>	<i>Caste/Ethnic Group</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Brahmin, Chhetri	37	53.6
2	Gurung	8	11.6
3	Giri	3	4.3
4	Magar	10	14.5
5	Newar	3	4.3
6	Dalit	8	11.6
	Total	69	100

[Source: Field Survey, 2010]

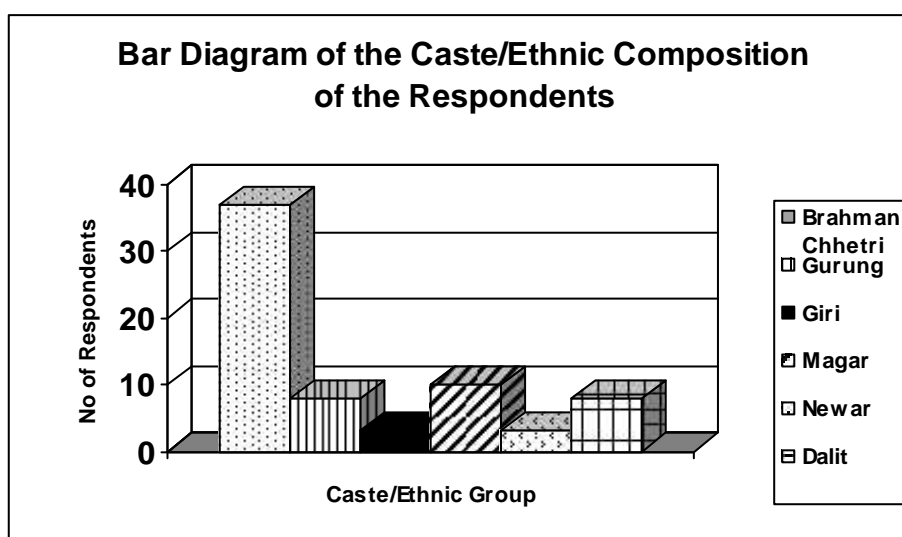


Figure: 5.1

The table and the diagram show that the majority of women workers are Brahmin and Chhetri. These castes constitute almost half of the women population in the industry. Brahmins constitute second largest group in the industry. Other groups are Magar, Gurung, Giri, Newar and Dalit. This shows that upper caste groups are predominant in the industry while there is very low participation of lower caste groups.

5.1.2 Age Distribution

The women working in the Pokhara Foods Pvt. Ltd. are of different ages. The ages of the respondents varies from 20 years to 45 years. The workers have been categorised in five different age groups.

Table: 5.2
Age Distribution of Respondents

<i>S. No.</i>	<i>Age Group</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Less than 25	15	21.7
2	25-29	11	15.9
3	30-34	27	29.1
4	35-39	13	18.8
5	40 and Above	3	4.3
	Total	69	100

[Source: Field Survey, 2010]

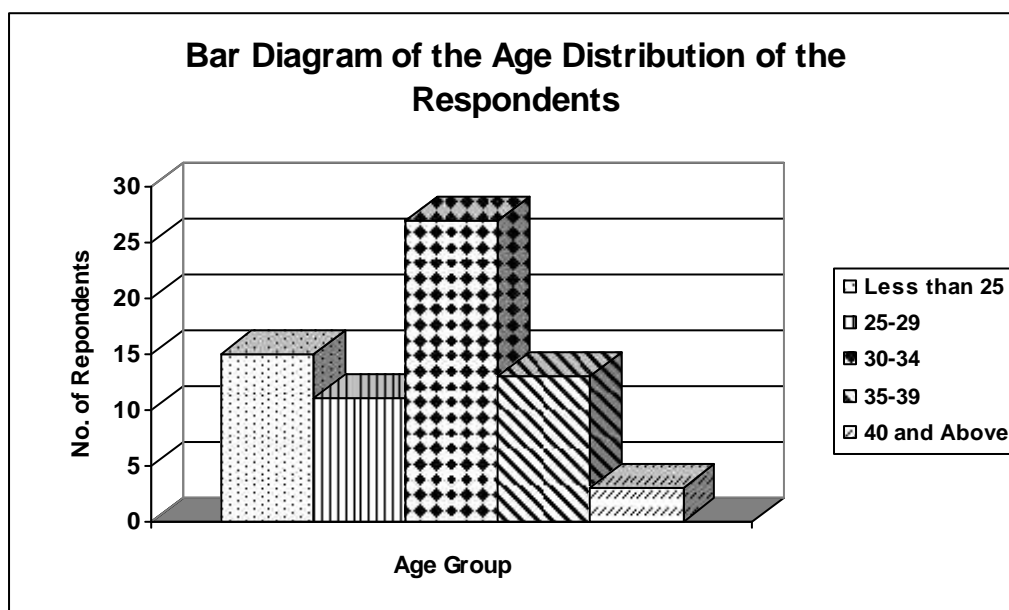


Figure: 5.2

The table and the diagram reveal that maximum women are of middle aged (i.e. between ages 30 to 34). 29.1 percent of total women population belong to this age group. There are no cases of child labour. Even there are no workers who were below 20. Some women are of age 40 and above. This data shows that the middle aged women have greater responsibility towards their family. So, they have been working with greater stability as well as maturity.

5.1.3 Religion

The women working in the Pokhara Foods Pvt. Ltd. have been categorised into following religious groups:

Table: 5.3
Religious Distribution of the Respondents

<i>S. No.</i>	<i>Religion</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Hindu	62	89.9
2	Buddhist	7	10.1
3	Christian	0	0
	Total	69	100

[Source: Field Survey, 2010]

The table shows that all the workers belong to either Hindus or Buddhists. Most of the women working in the industry are Hindus (89.9%), and they are followed by Buddhists (10.1%). According to the national census 2001, there are 86 percent Hindus and 7 percent Buddhists in our country. This reveals that the percent of Hindu women is predominant in the industry. Comparatively, very low numbers of Buddhists are found in this industry.

5.1.4 Marital Status

Marriage is an important aspect of Nepalese society. There is strong cultural pressure and belief in Hindus that a man or a woman becomes a full member of the society only after marriage. The women working in Pokhara Foods Pvt. Ltd. are categorised in four different groups on the basis of their marital status. They are unmarried, married, divorced and widow.

Table: 5.4

Distribution of Respondents by Marital Status

<i>S. No.</i>	<i>Marital Status</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Unmarried	8	11.6
2	Married	61	88.4
3	Divorced	0	0
4	Widow	0	0
	Total	69	100

[Source: Field Survey: 2010]

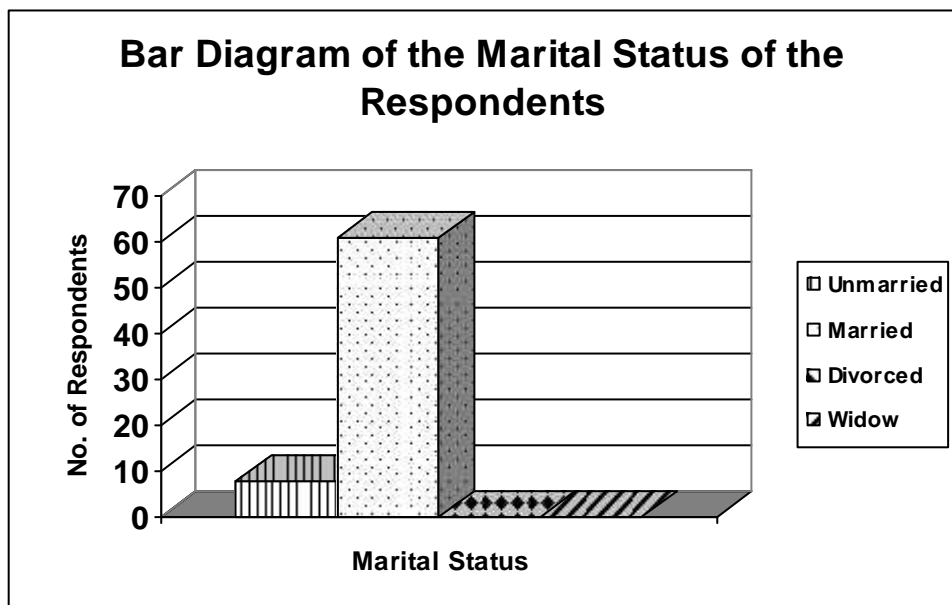


Figure: 5.3

The table and the diagram show that maximum workers are married (88.4%). There are very less unmarried workers. Even though the workers are not too young, some of the workers are still unmarried even after crossing the suitable as for marriage. In the context of Nepal most of the girls get married below 20 years. There are no divorce cases found during our research even the cases of single woman and widows are minimized.

5.1.5 Educational Status

Education enlightens the human. Education influences overall life pattern of human being. It helps to attain a quality life. So, it is very important part of modern life. Education helps to improve the skill levels of the work force and is determinant factor of success or failure. In turn, it boosts activities in human led strategy to increase the

productivity of the workers. The level of productivity is found to be low because of lack of adequate education, skills and training facilities. The educational status of women workers is not satisfactory.

5.1.5.1 Literacy

According to the Census of 2001, the Literacy rate of Nepal is 53.7%. However, the Literacy rate of Female is 37.05%. The women working in Pokhara Foods Pvt. Ltd. are obviously divisible into literate and illiterate.

Table: 5.5

Distribution of Respondents by Educational Status

<i>S. No.</i>	<i>Literacy</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Literate	54	78.3
2	Illiterate	15	21.7
	Total	69	100

[Source: Field Survey: 2010]

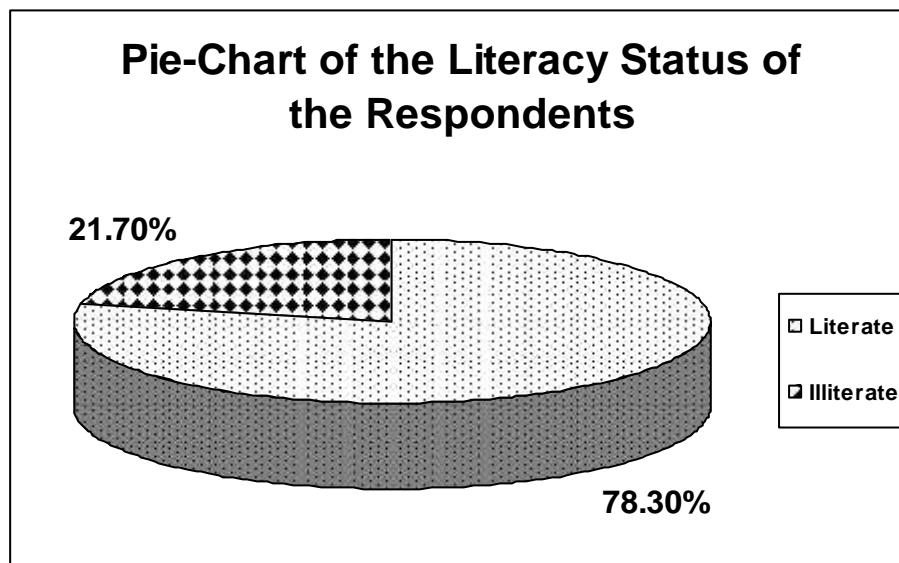


Figure: 5.4

The above table and the chart show that more than 78.3 percent of women are literate. It is because Pokhara Sub-Metropolitan City is one of the developed cities of Nepal. There are almost all the facilities available in Pokhara. So, there is a great probability of people being conscious in educational matters. "Educating a man is educating an individual, while educating women is educating a family (Rao, 1985)". This slogan somehow finds its home in the context of Pokhara Foods Pvt. Ltd.

5.1.5.2 Schooling

In Nepal, few girls are enrolled in schools. It is because of the concept of people that women are born only for household works, and they are the machine for the child production. The women working in Pokhara Foods Pvt. Ltd. are categorized into 4 different categories on the basis of the levels of schooling they have.

Table: 5.6

Distribution of Respondents on the basis of Schooling

<i>S. No.</i>	<i>Schooling</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	No Schooling	15	21.74
1	Primary (1-5)	17	24.64
2	Secondary (6-10)	26	37.68
3	SLC and Above	11	15.94
4	Total	69	100

[Source: Field Survey, 2010]

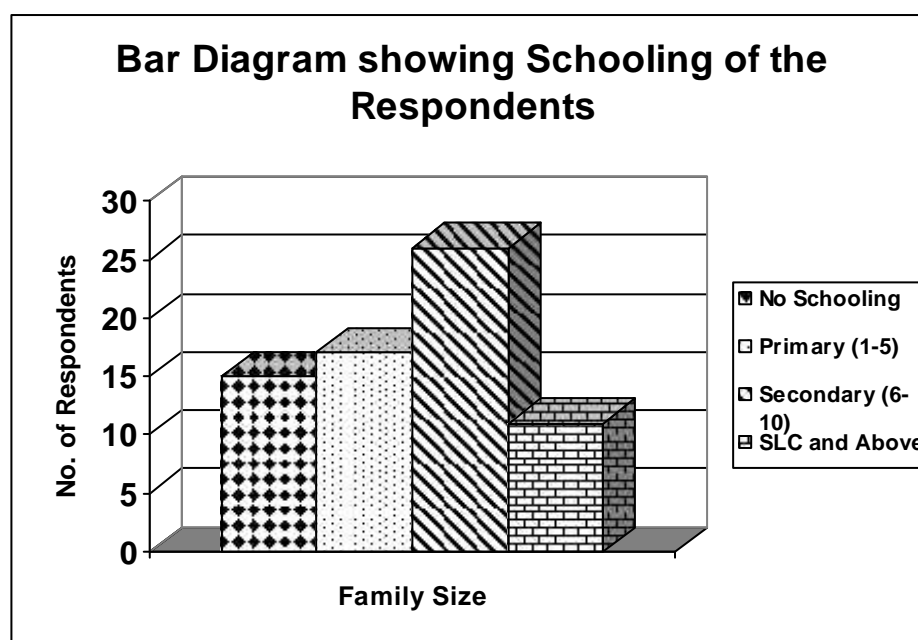


Figure: 5.5

The above table and the diagram show that maximum numbers of women are enrolled in schools. Few have attained SLC and higher education. This shows a very low level of academic status among women workers.

The attitude of the respondents towards educating their children is positive. Most of the women are aware about the importance of education in their life. All women are

sending their children to school. All of them desire their children to be highly educated citizens. Above all poverty, work load and cultural perception remain the major factor for hindering female education. The theory of educating of woman still does not find its realistic ground.

5.1.6 Family

5.1.6.1 Family Size (on the basis of no. of individuals)

The family size affects the work of women. It also affects the economic condition of a family as well as individuals. According to the Census of 2001, the average family size in Nepal is 5.44. The family size of each women working in the Pokhara Foods Pvt. Ltd. varies from 2 to 10.

Table: 5.7

Distribution of Respondents by Family Size

<i>S. No.</i>	<i>Family Size</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Less than 4	41	59.4
2	4-5	15	21.7
3	6 and above	13	18.8
	Total	69	100

[Source: Field Survey, 2010]

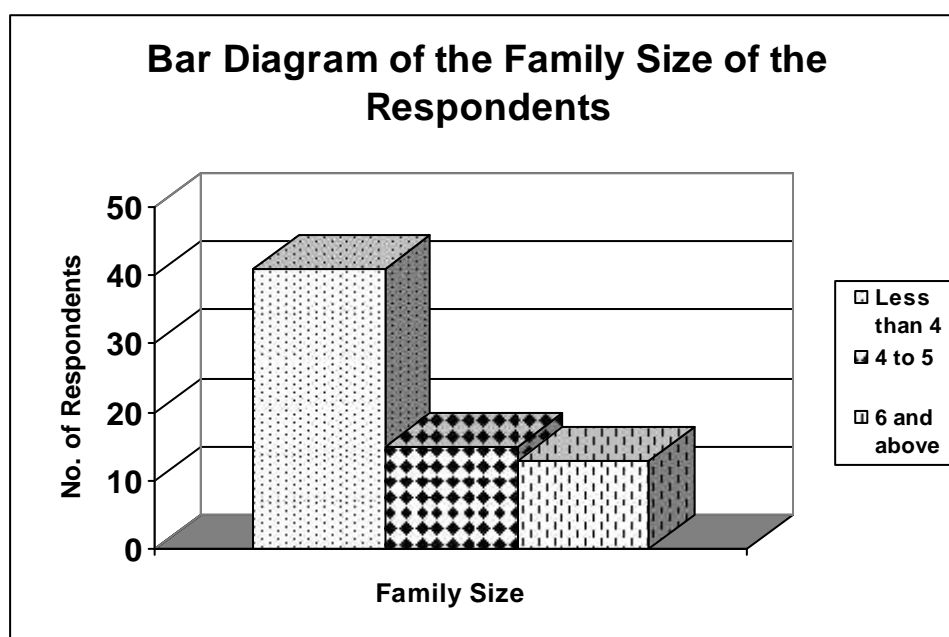


Figure: 5.6

The table and the diagram reveal that most of the families are small in size. But there is a significant number of families which are bigger in size. This shows that the workers are conscious of the disadvantages of having large family size. It seems they are aware of the proverb “Small family is the symbol of happiness”. However, many factors play role for the increasement of numbers in family.

5.1.6.2 Family Type (on the basis of residence)

In Nepal, we can find nuclear and joint family though there is a system of nuclear family in the city.

Table: 5.8
Distribution of Respondents by Family Type

<i>S. No.</i>	<i>Family Type</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Nuclear Family	52	75.4
2	Joint Family	17	24.6
	Total	69	100

[Source: Field Survey, 2010]

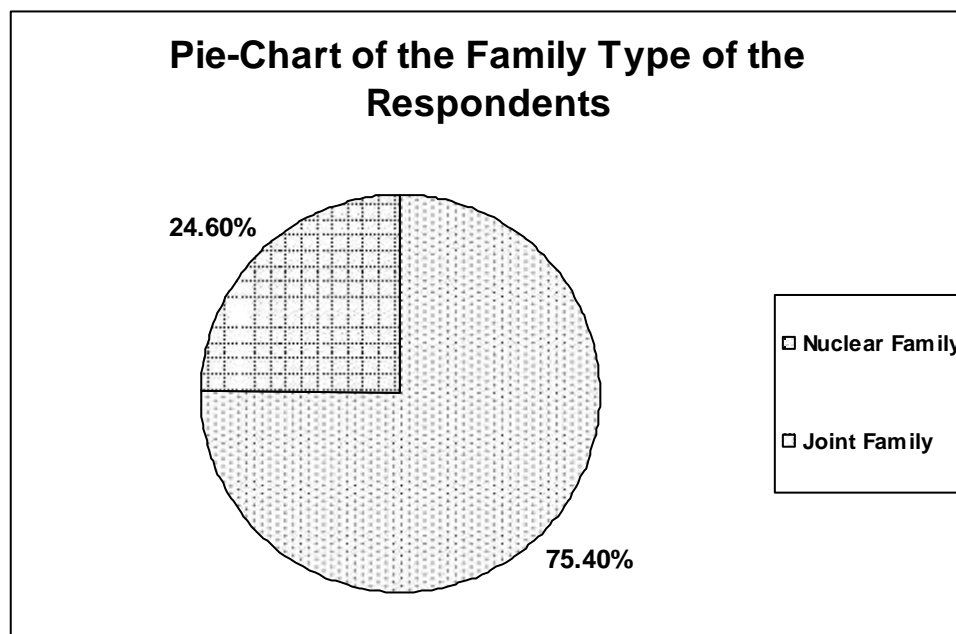


Figure: 5.7

The table and the chart show that almost 75.4% of the respondents have nuclear family, and rest have joint family. This again reveals that the workers are conscious about the advantages of having small family. Nuclear families are mostly small and hence

requirements are also less. It is easy to maintain a nuclear family whereas joint family become a burden to manage it properly. In the context of Nepal, joint family may become a crowd.

5.1.6.3 Household Head

Male dominated families are mostly found in Nepal. It is because of traditional patriarchal system. The owner of the house and the land is the man, but the woman does not own the property. Even for a small work, she has to depend on male members of the family. In all aspects of socio-economic activities of society, we can find the domination of males over females.

Table: 5.9

Distribution of Respondents by Household Head

<i>S. No.</i>	<i>Household Head</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Male	50	72.5
2	Female	19	27.5
	Total	69	100

[Source: Field Survey, 2010]

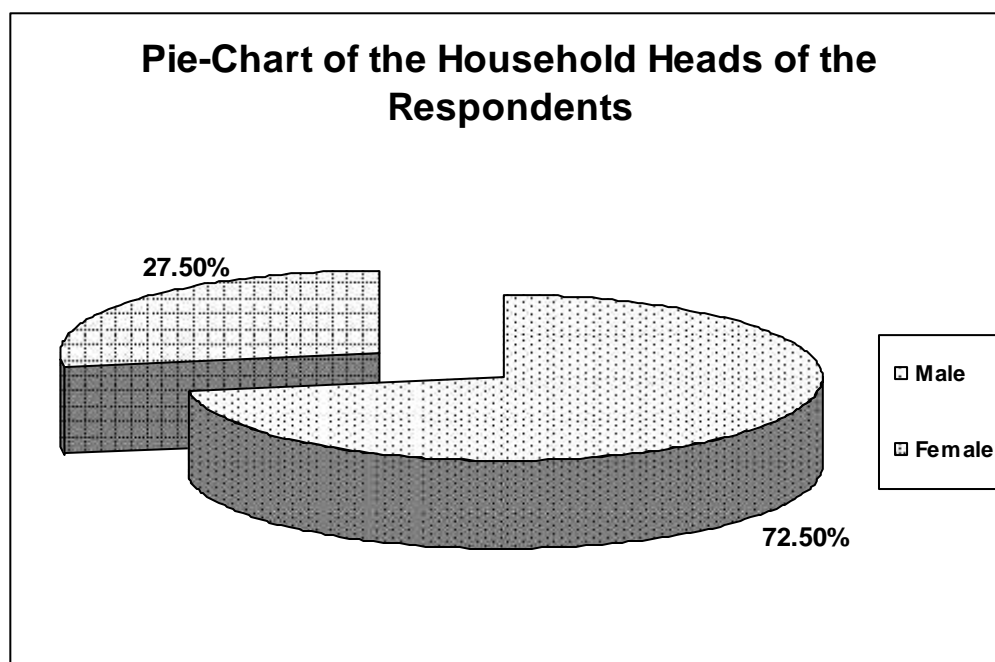


Figure: 5.8

The table and the chart show that most of the families are headed by males, but still a significant number of families are headed by females. Because of the government

policy, woman access in house and land is slowly increasing. At the time of purchasing land, tax will be reduced for females. However, males are playing economically major roles in many families because it has a long tradition which cannot be crumbled easily.

5.1.7 Child Bearing Situation

The women working in Pokhara Foods Pvt. Ltd. bear different number of children. The number of children ranges from 1 to 6.

Table: 5.10

Distribution of Respondents by Child Bearing Situation

<i>S. No.</i>	<i>No. of Children</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Childless	9	14.8
2	1	13	21.3
3	2	25	41.0
4	3 and Above	14	23.0
	Total	61	100

[Source: Field Survey, 2010]

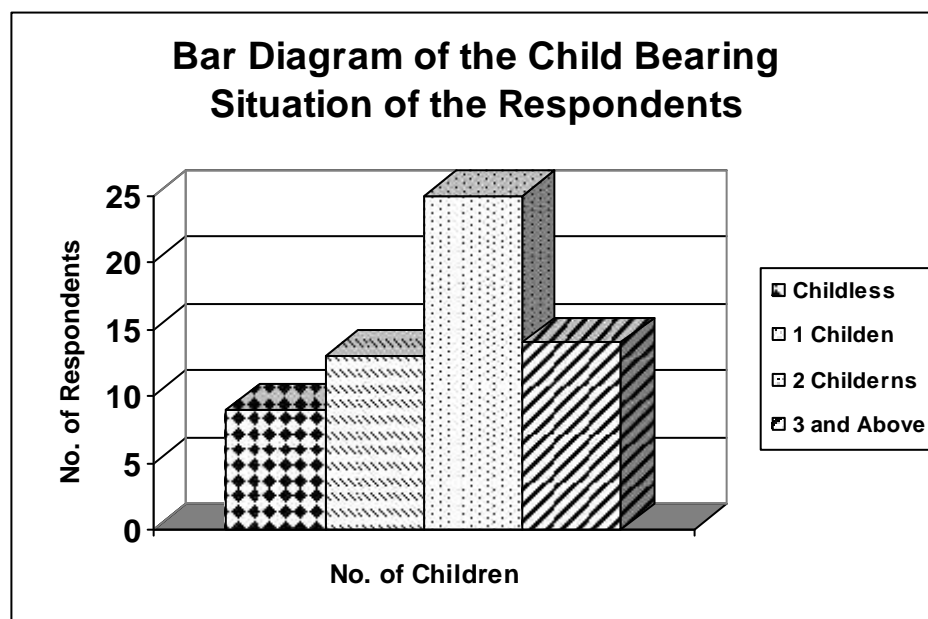


Figure: 5.9

The table and the diagram show that only few women are childless. 21.3 percent women have single child, and 41 percent women have two children. Because of this, they have small family mostly nuclear family. The husbands of the workers go for foreign employment. That's why some workers produced fewer children. It is because they are aware about family planning measures. Still a huge number of women bear more than three children (23%). This is because of lack of education and illiteracy as well as lack of

awareness about family planning. Other social, cultural aspects of Nepalese society also play the significant roles for the production of plural children. The aspects like the importance of a son in a family, early marriage are root causes for this growth.

5.2 Economic Condition

5.2.1 Employment

Pokhara Foods Pvt. Ltd. has been providing employment to a large number of women who are economically poor and marginalised.

5.2.1.1 Nature of Employment

The women working in Pokhara Foods Pvt. Ltd. are provided with three types of employment: permanent, temporary and piece rate. As we generally know about permanent are temporary rules and regulations. Piece rate signifies the payment according to the packing they complete in a day.

Table: 5.11

Distribution of Respondents by Nature of Employment

<i>S. No.</i>	<i>Nature of Employment</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Permanent	43	62.3
2	Temporary	19	27.5
3	Piece Rate	7	10.1
	Total	69	100

[Source: Field Survey: 2010]

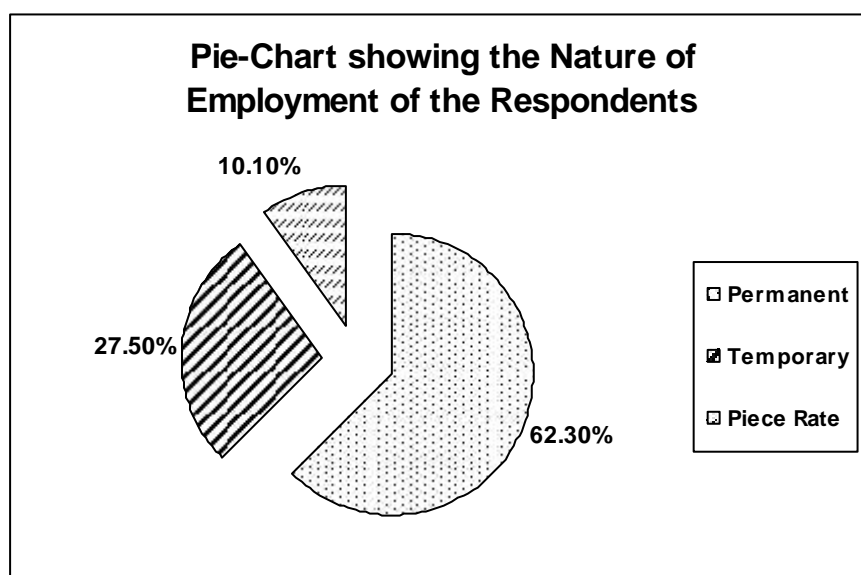


Figure: 5.10

The table and the chart shows that almost all women workers are appointed as permanent workers. This shows the democratic behaviour of the management towards the workers. Moreover, this helps to increase the stability of the workers which ultimately leads the company on to the stage of its betterment.

5.2.1.2 Employment Duration

Different women have been working in Pokhara Foods Pvt. Ltd. for different durations. The employment duration is categorised into 5 different categories.

Table: 5.12

Distribution of Respondents by Employment Duration

<i>S. No.</i>	<i>Years of Service</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Less than year	23	33.3
2	1-2 yrs	9	13.0
3	2-5 yrs	12	17.4
4	More than 5 yrs	25	36.2
	Total	69	100

[Source: Field Survey: 2010]

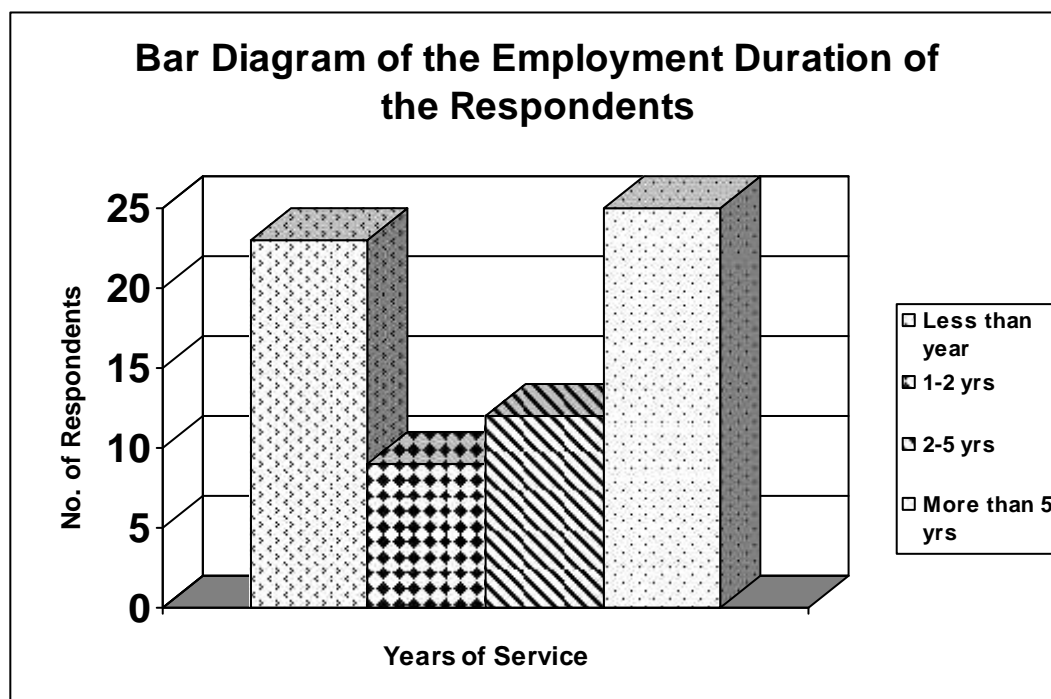


Figure: 5.11

The table and the diagram show that there is no one below four months of service. Most of the women have been working on the industries for more than ten years. Some are even working there since the establishment of the industry. Very less are more than ten years of service. This indicates the high stability of women workers in the industry. Moreover, the workers who have been working for longer duration are said to be more skilled and experienced. This empowers the company. It also plays a significant role in the filed of labour division.

5.2.2 Property

The property owned by a person denotes his current economic status. It also determines the class.

5.2.2.1 Residence

The women working in Pokhara Foods Pvt. Ltd. are found to have either quarter, own house or found to live in a hired room.

Table: 5.13
Distribution of Respondents by Residence

<i>S. No.</i>	<i>Residence</i>	<i>No. of Residence</i>	<i>Percentage</i>
1	Quarter	3	4.4
2	Own House	29	42.0
3	Hired Room	37	53.6
	Total	49	100

[Source: Field Survey: 2010]

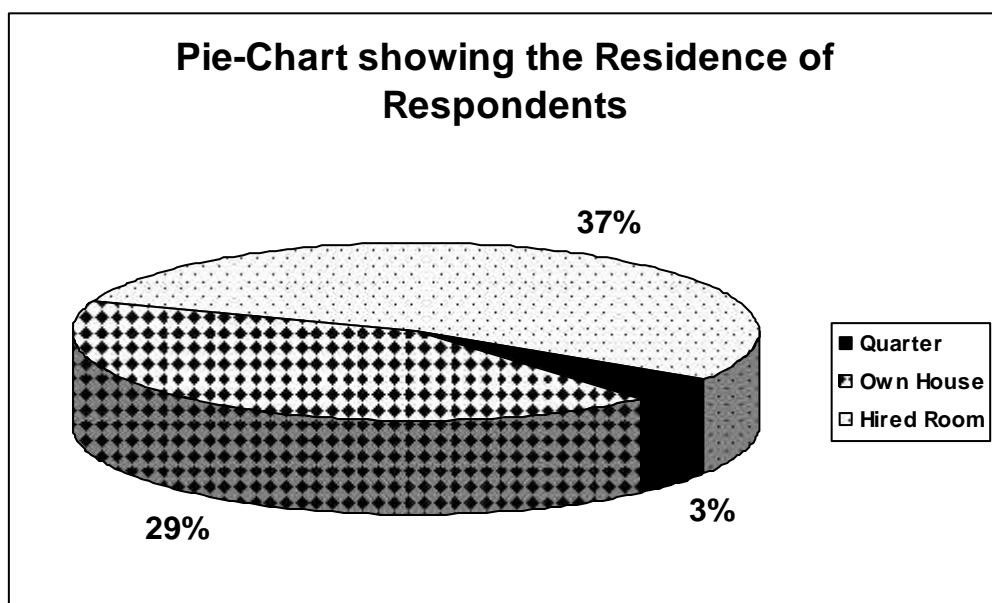


Figure: 5.12

The table and the chart highlight that most of the workers have more than 50 percent of women live in hired house. Few live in quarter. There are no facilities of quarters for all workers. Less than 45 percent of women live in their own house.

5.2.2.2 Land Ownership

Since the workers are mostly poor, they do not have a large area of land. But they have small piece of land which is categorised in 5 groups.

Table: 5.14

Distribution of Respondents by Land Ownership

<i>S. No.</i>	<i>Land Area</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	No Land	15	21.7
2	Less Than 1 Ropani	38	55.5
3	1-4 Ropanis	11	15.9
4	5 and Above Ropanis	5	7.2
	Total	69	100

[Source: Field Survey: 2010]

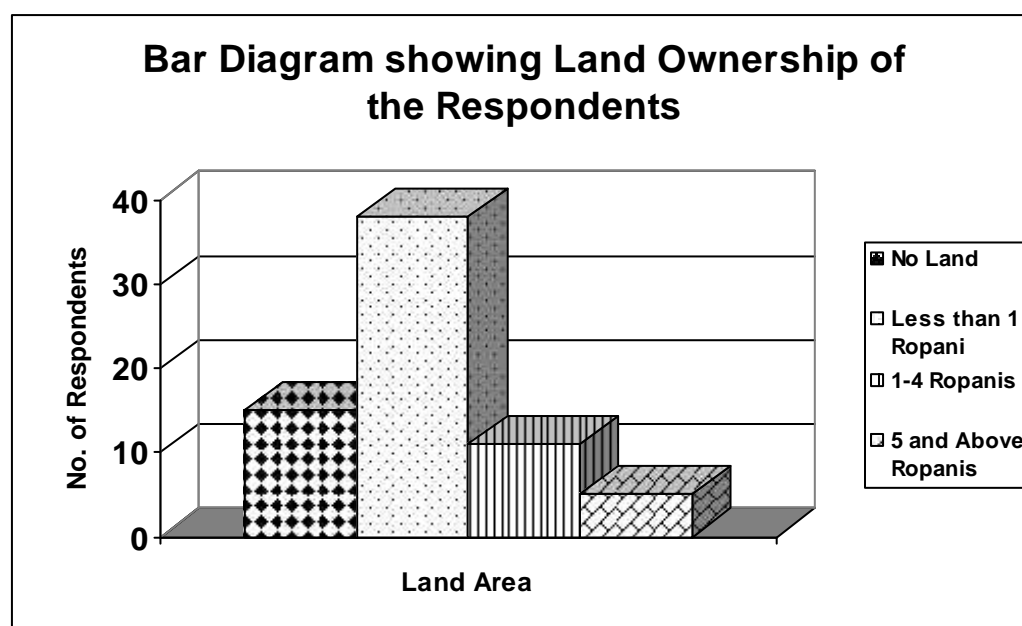


Figure: 5.13

The table and the diagram reveals that 21.1 percent workers are landless. More than 50 percent of workers bear very small amount of land just less than one Ropani. Some have one to four Ropanis. This shows low economic status of the workers.

5.2.3 Income

The economic status of a family or a person depends on income. If income is high, automatically the status increases. It also increases the classes as well. The salary of the women working in Pokhara Foods Pvt. Ltd. ranges from Rs 3000 to more than Rs 8000.

Table: 5.15
Distribution of Respondents by Income

<i>S. No.</i>	<i>Monthly Salary (Rs)</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Less than 3000	18	26.1
2	3000-4000	14	20.3
3	4000-5000	19	27.5
4	More than 5000	18	26.1
	Total	69	100

[Source: Field Survey: 2010]

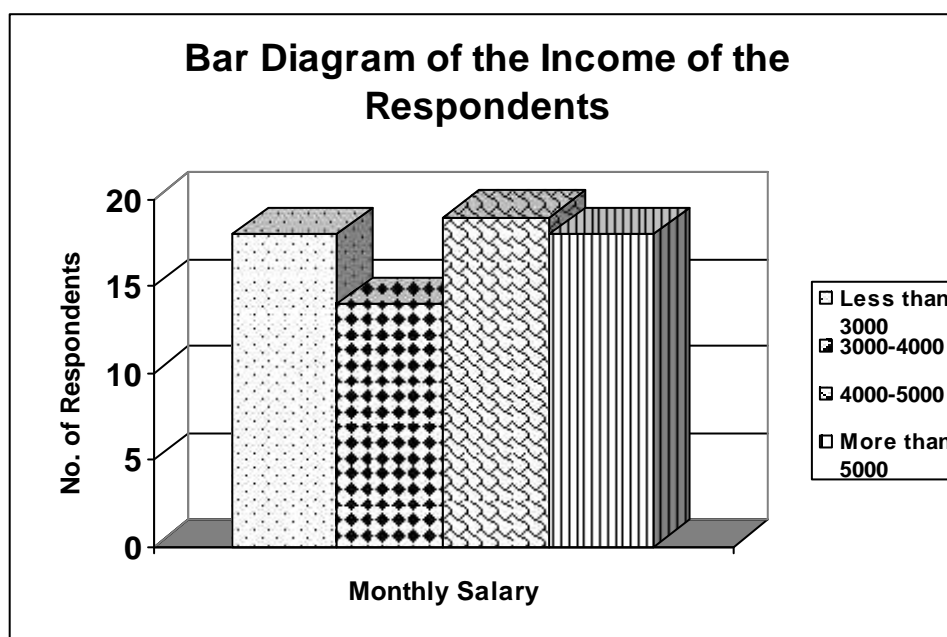


Figure: 5.14

The table and the diagram show that around 26.1 percent of the women workers have monthly salary less than Rs 3000. Around 20.3 percent have salary between Rs 3000 to 4000 and very few have above Rs. 5000. There are no differences in terms of the post, position, gender and status among the workers. The variation in the salary is due to the variation in the employment duration because every year their salary increases due to

addition of certain Grade. Apart from the salary, there is also the provision of overtime works when needed. The duration of overtime works depends on the available raw materials. Usually they get overtime works only during peak seasons. The workers are paid 1.5 times of their normal per hour salary for their overtime works. So, sometimes overtime works increases their income. Workers welcome overtime work wholeheartedly.

5.2.4 Presence or Absence of Other Income Sources

Economic condition also depends on the numbers of dependents and number of independents in a family. If there are more dependent members, then the status becomes lower, and if more earning members, it will become economically sustainable family.

Table: 5.16

Distribution of Respondents by Presence or Absence of Other Income Sources

<i>S. No.</i>	<i>Description</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Having other earning members in the Family	57	82.6
2	Having no other earning members in the family	12	17.4
	Total	69	100

[Source: Field Survey: 2010]

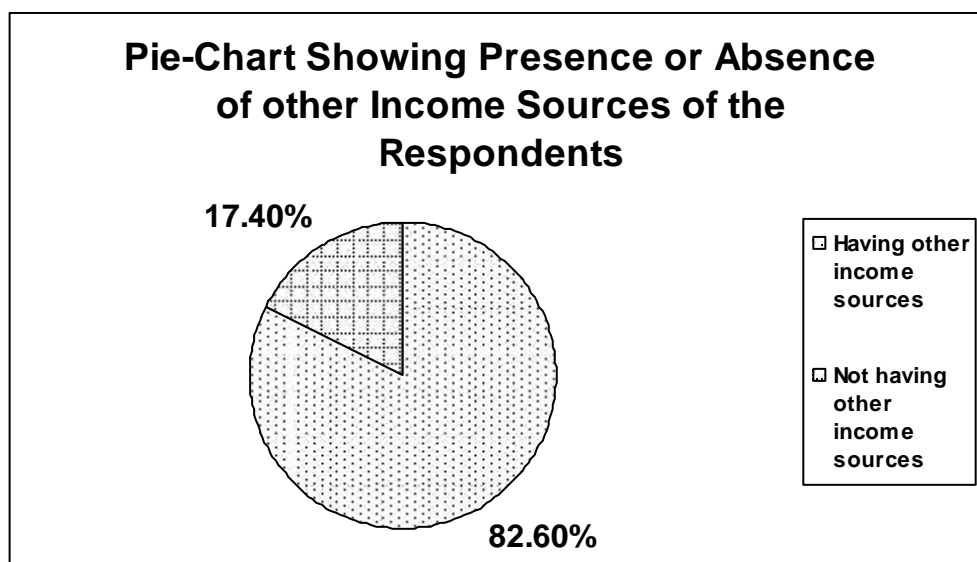


Figure: 5.15

The table and the chart show that more than 82.6 percent of women have other members in their families who are earning. This shows that even though they are poor,

their economic condition is not hopeless. But 17.4 percent of them have their other family members totally dependent on them. So, their economic condition is very fragile.

5.2.5 Expenditure

The expenditure pattern depends upon the types of need, size of family, etc. So, different women have different levels of expenditure.

Table: 5.17

Distribution of Respondents by Expenditure

<i>S. No.</i>	<i>Monthly Expenditure (Rs)</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Less than 5000	18	26.1
2	5000-8000	37	53.6
3	8000-10000	11	15.9
4	More than 10000	3	4.3
	Total	69	100

[Source: Field Survey: 2010]

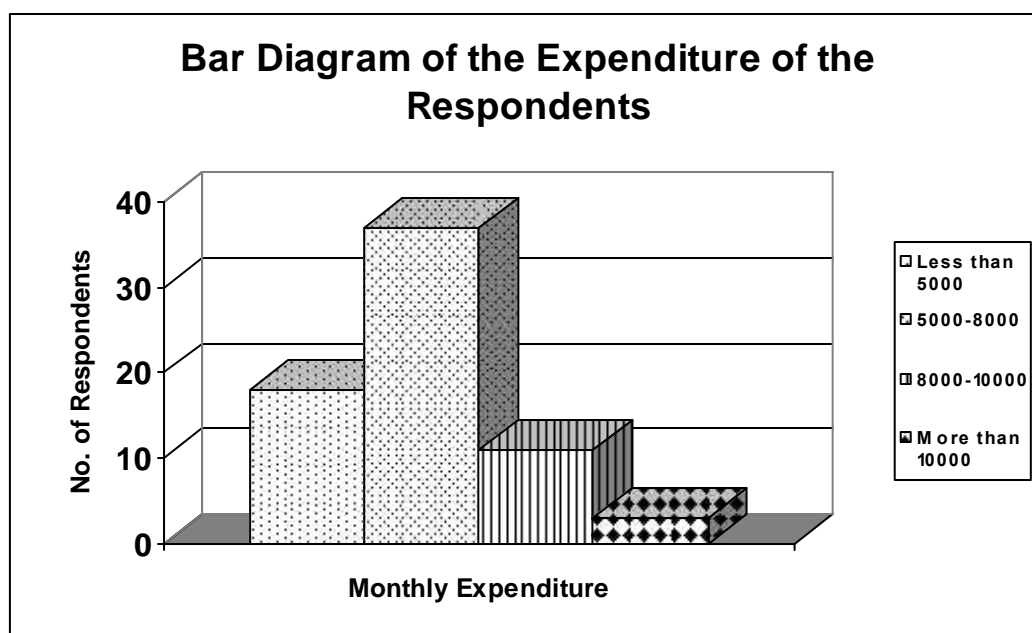


Figure: 5.16

The table and the diagram explain that most of the women have high expenditure levels. Their salary and expenditure levels show that most of them cannot run their families with their salary only. It is because of the regular increment in the prices of daily

necessary goods. Very few have low expenditure level which is because of their smaller family sizes, and it is due to their ability to adapt to the existing economic situations.

5.2.6 Reason for Working

It is obvious that every human works to earn. To earn something, one needs a job. So, job is the basic concept to earn money in present society. This concept holds a truth in the context of Pokhara Foods Pvt. Ltd. also. There exist some reasons behind being employed especially in case of women. The main reasons identified in the research industry are: poor economic condition, to increase earning capacities and to be self dependent.

Table: 5.18

Distribution of Respondents by Reason for Working

<i>S. No.</i>	<i>Reasons</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	To Increase Earning Capacity	15	21.7
2	Poor Economic Condition	18	26.1
3	To be Self Dependent	36	52.2
	Total		100

[Source: Field Survey: 2010]

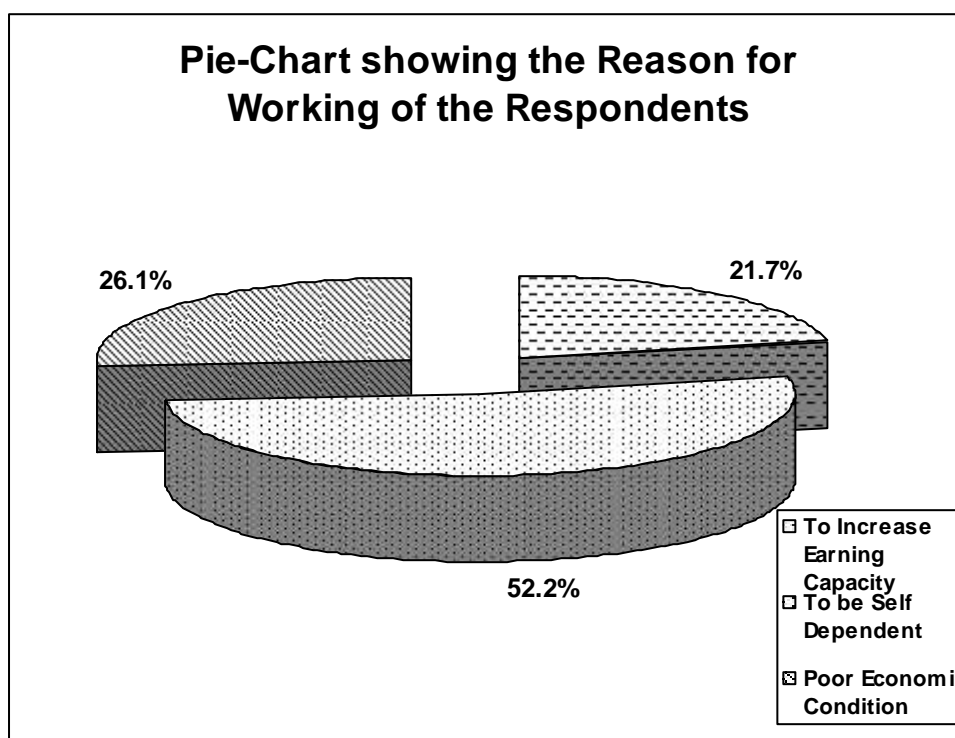


Figure: 5.17

The table and the chart show that most of the women are working status to be self dependent. A significant number of women are working because of the poor economic condition and the desire to increase the economic status of their families. It is for those who have larger families, and who do not have any other income sources.

5.2.7 Job Satisfaction

Workers must have satisfaction with their job. Only in that case they can work with higher efficiency. So, management must provide the necessities to make them satisfied. The satisfaction status in Pokhara Food Industries Pvt. Ltd. is as follows.

Table: 5.19

Distribution of Respondents by Job Satisfaction

<i>S. No.</i>	<i>Job Satisfaction</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Satisfied	21	30.4
2	Not Satisfied	48	69.6
	Total	69	100

[Source: Field Survey: 2010]

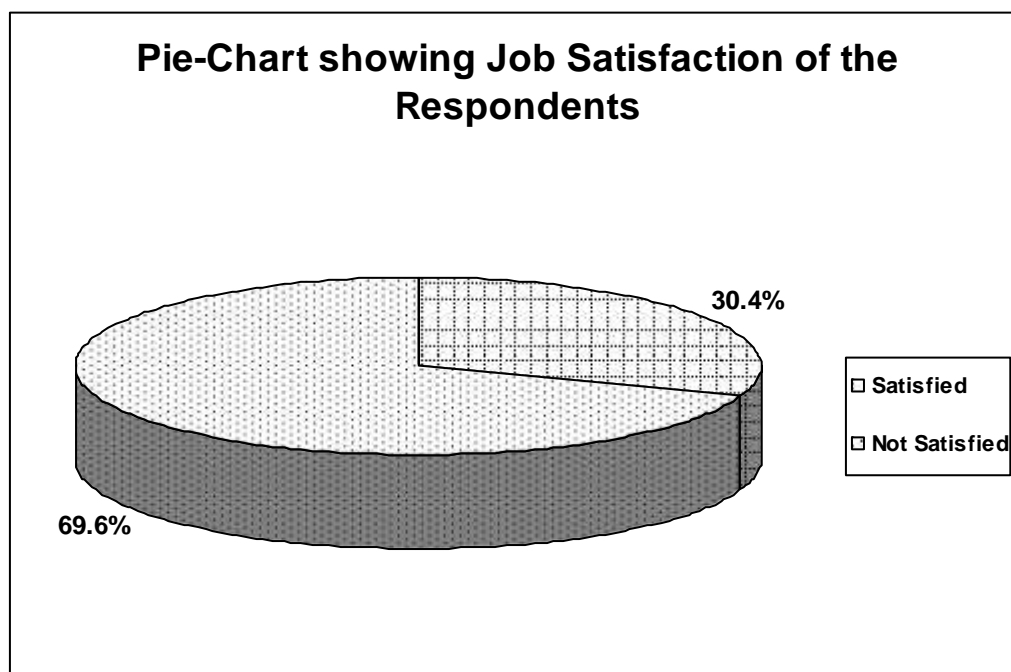


Figure: 5.18

The table and the chart show that maximum workers are not satisfied with their jobs. They are not satisfied with the facilities provided by the industry keeping their

qualification level into account. Most of the workers think that they have been exploited. However, around one third of the women workers are satisfied. Even those who have been newly turned as permanent workers this year are not satisfied with their salaries. Their salary is lower than others who have been turned permanent previously. Likewise, some piece rate workers are not satisfied with the management as they are about to declare as low income by the management. They want to make their job permanent and want job security.

5.3 Discriminatory Activities

Out of 150 employees of the industry, 69 are women (i.e 46.0%). Among the total employees, 96 are labours, and women in management and administration are very few. Only a woman has been employed as computer assistant. Another woman has been employed as peon in administration, and the rest of the women have been employed as labours. It is because they are uneducated.

Table: 5.20

Discriminatory activities in women employees

<i>S. No.</i>	<i>Discrimination</i>	<i>Frequency</i>	<i>Percentage</i>
1	Yes	20	29.0
2	No.	49	71.0
	Total	69	100

[Source: Field Survey: 2010]

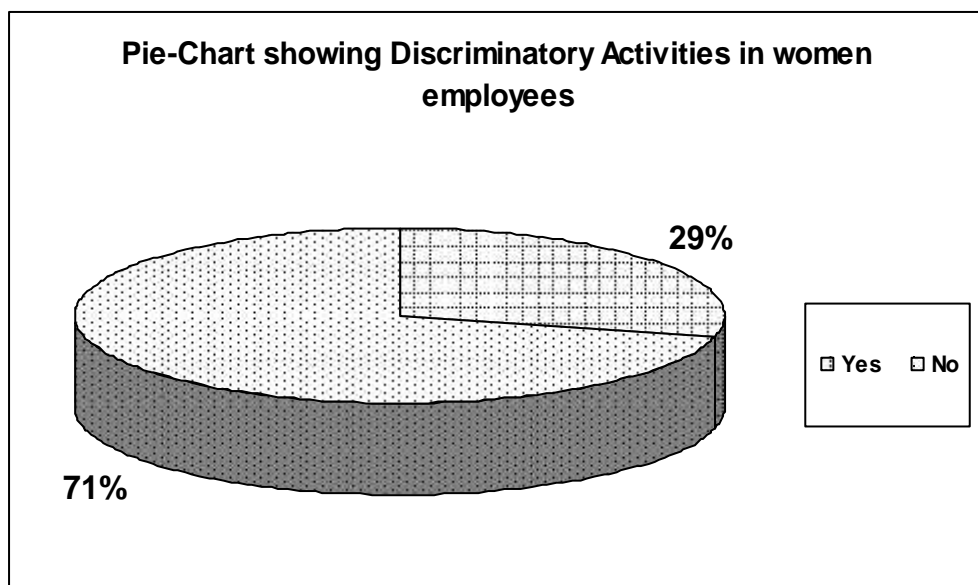


Figure: 5.19

Table: 5.21

Type of Discrimination of woman worker

<i>S. No.</i>	<i>Types Discrimination</i>	<i>Frequency</i>	<i>Percentage</i>
1	Gender Discrimination	5	25.0
2	Different Salary for the Same work	9	45.0
	More working hour for woman	3	15.0
4	Discrimination under work	3	15.0
	Total	20	100

[Source: Field Survey: 2010]

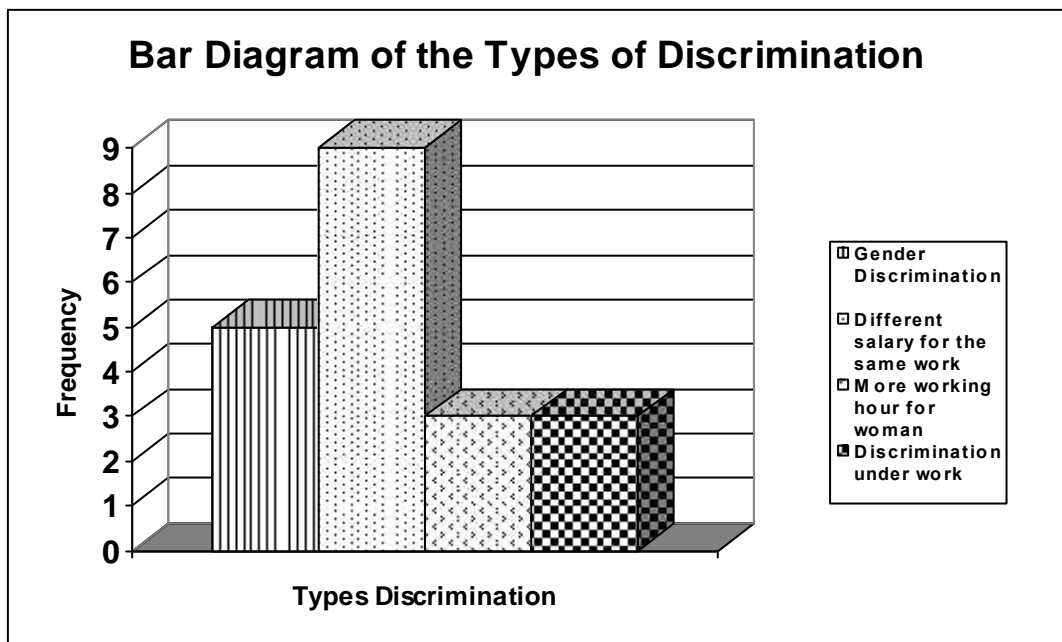


Figure: 5.20

There is no gender based discrimination in the industry. The work for men as well as women workers is the same. All kinds of works are to be done equally by male as well as female workers for e.g.: cleaning, packing, carrying, filling, washing, cooking, etc. No ranking system has been observed. There are promotion systems for the workers. All workers are treated equally. There is no case of seniority and inferiority. But their salaries differ according to the duration of employment (in fact date of permanent appointment). Every year, they get certain grade added to their salary.

5.4 Other Facts about the Industry

The daily working is eight hours per day. During peak seasons and when there are excess raw materials, the workers get overtime duty. The remuneration per hour for the overtime work is 1.5 times of the normal per hour salary. The earning of workers for overtime work is not fixed.

-) There is night shift duty for women workers.
-) Almost all women workers are appointed as permanent worker.
-) There is no training system for the workers. The workers learn by doing.
-) No cases of sexual harassment are found.

5.5 Facilities provided by the industry

The industry has provided following facilities to the permanent workers:

-) Provident Fund
-) Dashain Allowance (one month salary extra)
-) Rs 25 per day to all the workers (for Food)
-) Free tea and snacks for the workers working in the night
-) Rs 12 per day to all the workers (for Tea)
-) Yearly grade to all the workers (amount as per their salary)
-) Yearly leaves (15 days casual leave and 30 days sick leaves)
-) 52 days maternity leave
-) Worker Insurance facility
-) Aprons for the workers
-) Medical treatment for the workers in case of any kind of accident and hazards inside the industry
-) Loan for the workers in emergency conditions deducted regularly from the monthly salary
-) One soap for workers every months
-) One umbrella for workers early

5.6 Problems of Women Workers

Normally the women workers are not satisfied with their jobs. However they are satisfied with the management committee though many of them take the industry as their

hired room, they behave management and administration committee as their parents and rest of the employees as their own family members. So, there is homely environment.

The wages provided by the industry to the industry workers are nearly equal to the wage specified by the government for the labours. But some group of women especially those who have been just turned as permanent workers are satisfied with their wage level. Lack of training and lack of transportation facilities are other problems of the women workers.

5.7 Case Studies

5.7.1 Case Study I

Radha Adhikari

Radha Adhikari is a thirty-six year old married woman born in Lekhnath. She has been working in the industry for eight years. She is married to a man who is an employee in the same industry. She lives in Pokhara and her family is a nuclear family. There are four members in her family including two sons. She and her family believe in Hindu religion. Her husband is the head of her family.

She finished her school education. So, she is literate. She is conscious of her children's education, and rightly points that as far as there is possibility, she will give good education to all of her children.

She has been working in the industry for a long time as a permanent worker. She has less than One Ropani land and a small house in Lekhnath. Her family status is poor. Her salary is Rs 6000 per month. The income of her husband is 9000 per month. The monthly expenditure of her family is around Rs 8500. She is actually satisfied with her salary. She is happy as the industry is providing employment to her, and she is able to play a significant role to increase the earnings and to support her family. Moreover, she is getting all the facilities which are provided to the permanent workers of the industry.

5.7.2 Case Study II

Huma G.C

Huma G.C is a 38-year-old married woman born in Bhalam-3 Kaski. She has been working in the industry for twelve years. She is married to a man who is a labour in a construction company. She lives in Pokhara Sub metropolitan -5. Her family consists of six members who include three children- two sons and one daughter. She and her family believe in Hindu religion. Her husband is the head of her family.

She was literate with primary level of education. She has positive attitudes towards the importance of education. She has planned to provide all possible facilities to their children for better education.

She worked in the industry for a long time on piece rate and as temporary worker. Finally, in 2055 BS she was appointed as permanent worker. Now, she has two ropanis land and a small house on the same land. However, the land is in Bhalam V.D.C. of Kaski. Her family status is poor. Her salary is Rs 6000 per month. The income of her husband is not fixed, and is somewhere around Rs 5000 per month. The monthly expenditure of her family is around Rs 8000.

She is actually not satisfied with her salary since the price of everyday necessary goods is increasing. Even then she is happy as the industry is providing employment to her, and she is able to play a significant role to increase the earnings and support her family. Moreover, she is getting all the facilities which are provided to the permanent workers of the industry.

Chapter- Six

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

6.1 Summary

The involvement of women in economic activities has been increasing over the year. They have been participating in different fields except agriculture, and have a great economic support to their family. After the reestablishment of democracy, many factories and industries have been established in Nepal. These industries are providing employment opportunities to both men and women. However, due to the low level of education, skills and traditional social norms and values, most of the women are concentrated in low-skilled and low-paid employment. They have been suffering from gender based discrimination especially in pay and promotion.

So, this study explores the condition of women workers in the Pokhara Food Industry, Kaski. It is a renowned food industry of the western region of Nepal. It has been providing employment to 150 people of which 69 are women (46%). A descriptive and explorative research design has been used in the study. The study is based on both primary and secondary data. The primary data has been collected from field study and the secondary data collected from articles, books, and public and unpublished journals and reports. Different methods such as questionnaire, interview, observation, case study, etc. have been used for the collection of primary data. The collected information have been classified, coded, entered, tabulated and interpreted by using simple statistical tools like percentage, average etc. Different social and economical aspects have been analyzed.

Regarding caste and ethnic group composition, the majority of the women are Brahmin/Chhetri (53.6%) and followed by Janjati (34.7%) and Dalit (11.6%). The proportion of women is higher for the age group 30-34 years (39.1%) and is followed by 35-39 age groups (18.8%) respectively. Likewise, 89.9 percent of women follow the Hindu religion, and the remaining (10.1%) believe in Buddhism. In terms of marital status, 88.4 percent of women are married and 11.6 percent are unmarried. Regarding literacy, 78.3 percent of women are literate. Out of the total literate, 48.1 percent has secondary level of education followed by primary level of education with 31.5 percent.

Family size is one of the factors that affect the economic condition of a whole family. Around 59 percent of women's family size is less than four members and 21.7 percent has 4-5 members. Likewise, 74.5 percent of women have reported that their family types are nuclear and only 24.6 percent have joint family. Around 72 percent of women have reported that the head of the households are male members. The average number of children of the married women is 1.7 children. The 41 percent of women have two children and have been followed by three and more (23%), one (23.3%) and no children (14.8%) respectively.

The residence of 53.6 percent women is hired room, and 42 percent have their own house. Around 55 percent of women have less than 1 Ropani land and 21.7 percent of women have no land. Out of the total women workers, 72.5 percent have been appointed as permanent workers, and 27.5 percent have been appointed on a contract basis.

Around 48 percent of women earn Rs. 3000-5000 per month without overtime, and it has been followed by less than Rs. 3000 with 26.1 percent. However, with included overtime income, around 38 percent of women earn Rs. 5000-7000 per month and 30.4 percent earn Rs. 3000-5000 per month.

Out of the total respondents, 82.6 percent respondent have reported that their households have other income sources, and the major sources of income is labour, foreign employment and service for other member of households. However, 17.4 percent respondents have reported that their households have not any other income sources.

The monthly household expenditure of 53.6 percent respondents is in the ranges Rs 5000 to 8000, and it is followed by less than Rs. 5000 Rs 8000-10000 and above Rs. 10000 with 26.1 percent, 15.9 percent and 4.3 percent respectively.

Different reasons have been identified for the workers to work in the industry. Around 52 percent are working to be self dependent, 21.7 percent are working to increase the earning capacity of the family and 26.1 percent are working due to the poor economic condition of their family. Around 67 percent of the women are dissatisfied with their job with compared to 30.4 percent satisfied. The major reasons for dissatisfaction are low salary (83.3%), low wages for hard work (12.5%) and no job security (4.2%) respectively.

The industries have provided the over time facilities, snacks and tea, Dashain allowance and quarter facilities. Around 96 percent of the women have reported that they have found overtime facilities. Around 52 percent have reported that they have found snacks and tea facilities during working period.

The management committee claim that they have given equal treatment to male and female workers. However, 29 percent of women have reported that they have been discriminated and the major discrimination is the different salary for the same work, more working hours for women. Likewise, 49.3 percent have reported that they have been exploited. The major types of exploitation are labour exploitation and wage exploitation. The major agencies of exploitation are governments, manager and officials.

Most of the minimal necessary facilities have been provided by the industries to the workers. Most of the women have involved in medium difficulties works. The major types of works are filling and packing for women and carrying, loading and unloading for men.

Some of the women take the factory as their own home and the workers and staff as their family members. So, quiet pleasing environment has been observed with higher levels of cooperation amongst the workers. However, some problems have also been identified such as low wages, no promotion and wage discrimination.

6.2 Conclusions

The human development index and gender development index of Nepal is very low with compared to other countries. However, the trends suggest that the situation is improving over the years. The female workers in the industry are from different socio-cultural background and mostly poor. Both married and unmarried women get preference for job in this sector. Majority of the females are working to support their families. Married working women tell that they have to work because the occupations of their husbands are less prestigious and semi-skilled. So, they have to work for the education of their children and to support the family.

A large number of the respondents have been engaged in low paid activities in the factories. The work in the food industry is not too hard. The works include cutting, peeling, cleaning, washing, cooking, mixing, filling, packing, carrying, etc. So, women work with greater activeness and more efficiency. The family sizes and types show that they are aware and willing to make small and happy family. Economically, the condition of most of the women is not worse. They are poor but active and strong enough to support and take responsibility of their families.

The attitude of the owners and colleagues is good. Likewise, the attitude of the relatives and member of society is also good. Most of the working women are educated

though the level of education is low. It indicates that the trend has been changed and educated women want to work outside to share the economic burden of the family. Taking into account all the facts, it can be concluded that the attitude of the people towards working women has been changing. The males want that the females get education and do jobs outside the home. Thus, a good employment opportunity has been provided by the industry. The facilities provided to them are satisfactory. So, many of the women are satisfied with their jobs. The major problem for married women is to look after their children. Most of the women have low salary but they are working longer hours.

6.3 Recommendations

Based on the findings of the present study, the following recommendations have been made:

-) Ignorance is the most important cause behind the lower status of women. So, special emphasis should be given for female education.
-) Illiteracy and lack of education are the main reasons behind the lower status of women causing their involvement in low-paid and low-skilled works. So, female education can increase women's participation in managerial and administrative works.
-) Provision of regular training programme should be made to the workers to develop their skills. Other vocational trainings could be provided by government and NGOs and INGOs to uplift the status of women workers.
-) No developmental works can succeed unless both men and women participate cooperating each other. So, women should also be given productive roles on the family. Thus, in all aspects, women and girls need to be given high priority as a critical point of the society.
-) Wages should be based on the present cost of living of the society. In order to ensure increased output, proper incentives should be provided to the workers. Thus, steps should be taken to increase the efficiency of the workers by encouraging them.
-) Transport facilities should be provided to the workers as it saves time and energy.

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QUESTIONNAIRE

Situation of Working women in Pokhara Food Industry

A. Personal Information

1. Respondent name:

2. Sex:

3. Age:

4. Caste:

5. Religion:

6. Address: Municipality/VDC:

Ward No:

District:

Zone:

Place of Birth:

7. Marital Status: (a) Married (b) Unmarried (c) Divorced (d) Widow

8. If married, number of children: (a) Son (b) Daughter (c) Total

9. If don't have children, what would you prefer? (a) Son (b) Daughter

10. Educational Status: (a) Illiterate (b) Literate

11. Completed level of education: (a) No Schooling (b) Primary level (1-5)

(c) Secondary level (6-10) (d) SLC and above

12. Household head: (a) Male (b) Female

13. Family type: (a) Nuclear (b) Joint

14. Family size:

B. Work, Wage Opportunity and Benefits

15. Experience of work (years of working):

16. How many hours do you work per day?

(a) Less than 8 hours

(b) 8 hours

(c) More than 8 hours

17. Rank of your work:

33. If yes, please specify: Topic of training:
 Training year: Duration:
34. Is there any overtime duty? (a) Yes (b) No
35. Do you receive money for overtime, do you work more than Eight Hours?
 (a) Yes (b) No
36. If yes, what is the overtime payment rate?
 (a) As regular work (b) 1.5 of regular work (c) Other
37. How much do you earn from overtime work? NRs
38. Is there any night shift works in the industry? (a) Yes (b) No
39. Do women workers work at night in your factory? (a) Yes (b) No
40. If yes, are there any protection measures/extra facilities for them such as:
 (a) Extra Allowance? (b) Transportation? (c) Snack/Tea? (d) Other
 (Specify)?

C. Family situation

41. Are you satisfied with your salary? (a) Yes (b) No
42. If not, why?
 Ans.
43. Can you afford your family with your income? (a)Yes (b) No
44. Is there any other member in your family who is employed? (a) Yes (b) No
45. If yes, who and what kind of occupation?
 Ans.
46. And how much is their earnings? NRs _____
47. Do you have your own house? (a) Yes (b) No
48. How much land do you have?
 Ans.
49. How much is your family monthly expenditure? NRs. _____

D. Facilities

50. Where do you stay? (a) Quarter (b) Own house (c) Hired room
 (d) Relatives (e) Other

51. Is there any school for the labour children? (a) Yes (b) No

52. Is there any hospital for the labour? (a) Yes (b) No

53. What are the facilities you have been provided by the industry?

Ans.

54. Do you have enough reserve water? (a) Yes (b) No

55. Do you think of the need of any other provisions? (1) Yes (2) No

56. If yes give your opinion

Ans.

E. Others

57. What are the problems faced by the women in the industry?

Ans.

58. What are the attitude, behaviour and concept of the management towards the women workers?

Ans.

59. Have you ever heard about any kind of sexual harassment taking place in the factory?

(a) Yes (b) No

60. If yes what kind of SH and who is responsible for that?

Ans.

61. Are you exploited? (a) Yes (b) No

62. If yes, what kind of exploitation?

Ans.

63. And who is exploiting you?

(a) Government (b) Managers (c) Officials

- (d) Male co-worker
- (e) Others

64. What is the reason for you to work in the industry?

- (a) Poor economic condition
- (b) To increase earning capacity
- (c) To be self dependent
- (d) Other

Name of the Interviewer:..... Date:.....

Thank you for your Kind Information