

CHAPTER-1

INTRODUCTION

1.1 Background of the Study

Oxford Advanced Learner's dictionary defines a worker as a person who is employed in a company or industry, especially somebody who does physical work rather than organizing things or managing people. A worker is a person employed in return for payment of salary or wage in any production process or in the work of providing services, for building work, working on land with machinery, or any part there of used for the purpose ,or any work related or incidental thereto (Nepal Labor Act1992). The term includes workers who work on a piece rate contract or agreement basis. No doubt, a worker works physically to survive and to fulfill his basic needs.

Automobile labors have existed in different types of human society at different stages of history and continues to exist in many part of the world. In the developed country, there are good facilities to the labor. They have provided facilities to the labor to fulfill their basic needs and labor situation is good comparatively (Automechanic Association of Nepal, 2012). However, it has emerged as a major social problem in the less developed country where poverty and underdevelopment have compelled to labor to seek employment for the survival of families to which they belong (Gefont, 2001). On the other hand, the situation of labor including auto mobile workers is not good (ibid).

Along with development and modernization, lifestyle of Nepalese people has been changing. They have begun to use the private and public

vehicles excessively for their convenience. Due to the economic liberalization policy of Nepalese government there is promotion in the use of vehicles in Nepal. The multinational companies are launching new vehicles continuously and some financial companies are helping to grow the number of motor vehicles by providing the easy installment program and loan. Due to this, Nepalese people have started to use luxurious vehicles. The use of new vehicles is replacing the old vehicles and introducing the personal use of the new modern and luxurious vehicles.

The different types of vehicle companies are promoting the automobile business and its impact falls on the expansion of auto garage. The expansion of auto garage demands more workers. In one side, it is enhancing labor market in urban society. As a result, many people come to work in the garage as a laborer which creates new kinds of social relationship (NATU, 2011) among the people including workers and garage owner, workers and the auto vehicle owners in urban society including auto garages. More over, the process of capitalist urbanization replaced the existing social relation between people as well as their nature of works.

As we know that, automobile is important for the overall progress of any country. There is no doubt that it is one of the essential elements for the development. In this way automobile is necessary to all human being. So its importance is also high. In spite of all these facts that Government of Nepal has paid least priority for the development of automobile sector although 40% revenue is collected from this sector. However development of automobile sector is increasing and this certainly increases the number of garages. The rise of automobile increases the number of technician also. So it is important to study their real condition in general.

The different kinds of relationships exist among different classes in different mode of productions (Marx 1848). In the context of capitalist society, it is more miserable than other previous mode of productions. The nature of exploitation and alienation of workers is higher. Automobile is one of the major sectors of industrial sectors where we can find two types of classes; owner and workers. Therefore, there may be an exploitative relationship between owners and workers. Moreover, workers are also free labor i.e., they have right to shift their working place and owners have also right to remove the labor from their works. In this context, this study will try to find out the situation of labor and their nature of work at automobile garage. In addition, it also examines the existing relation between garage owner and workers.

1.2 Statement of Problem

In the context of garage worker, there are number of incidents, which are happening against the Human Right. Lack of the proper visions, strategies and commitments the government and other institutions have failed to solve the autoworkers problems practically. In such condition, it becomes necessary to go to the field research to find the exact situation of them. I found the automobile area extremely neglected by those researchers and writers. So, I am really fascinated to do research in this area to study the relationship between garage owner and garage worker mainly focusing on economic and social problem faced by the workers and owners.

Today automobile workers are free workers. They have no permanent job, earning low wages, working without safety equipment and safety

material. For instance, auto work is physically uneasy, nasty and dirty. These types of tasks are not distributed equally among all members of the worker in the garage. Instead, some individuals specialize in these trades (Dant and Bowles, 2001).

Labor exploitation is the reflection of the socio-economic reality of the country, which is also a consequence of the feudal land holding system, which is still a bitter reality of many Third World Countries (Pradhan, 1998). Thus, labor exploitation is a cause and effect of the exploitative socio-economic structure of the Nepal as well as of the world. Like other developing countries, Nepal is going through a painful period created by increasing social injustice, economic exploitation we can see it everywhere including auto-garage. There may be exploitative relation among the workers. They are working heavily in the auto garage but they can't fulfill their basic needs by the low wages paid by the owner.

Different societies have different types of relationships among the people and nature of relation is varied with worker and owner (Mishra, 2004). The growing migration among the rural population towards the urban area has also contributed to increase the magnitude to create the unemployment and that ultimately contributed to exploit the workers through low wage pay. In this way, the automobile sector may not remain far from this condition. In the capitalist society labors are free (Mishra 2004). If so, there may be a high chance of quitting the previous job and work in another auto garage. It is essential to examine it from sociological perspective.

In Marxist perspective workers are free to choose their job but market is controlled by capitalist where he goes and finds the same problem they

never find good and secure job. Based on this argument, it is argued that, there may be some problem faced by the auto worker at auto garage of Birtamode. Moreover, they may leave their job in search of the better job. They get better job in another garage or at abroad.

In the auto garage, there are two types of workers. Some workers have sound theoretical background while others have empirical background. There may not have any difference in behavior between them because owner lacks the education to judge the quality of worker. Owners may treat them equally because owners are from only empirical world. They do not respect the theoretical knowledge based worker because they do not know the importance of theoretical knowledge. He always wants practical based skilled manpower. In Birtamode, I found that most of the workers are from practical base and owners prefer to employ the practical based worker. He wants only the work not his other theoretical knowledge.

This study examines the relationship between owner and worker who are working at automobile garage in Birtamode. This is a type of work that exists in capitalist society. In capitalist society owners get surplus by exploiting the worker (Mishra, 2004). The owner has the means of production, forces of production so that handful owners employ the labor and exploit them as much as they can. But in the automobile garage what is their relationship between the owner and worker will be the main focus of this study.

However, in this society, labors are free because of they do not have means of production (Mishra, 2004). But they don't have any solution except to work under the strict surveillance of the owner. Likewise, in the garage workers are bound to sell their labor in petty amount of money and the

surplus goes in the bag of owner. Further auto workers are found to have been working under the strict surveillance of their boss. In the case of the owner, being a self-employed worker he works according to his desire, he may take rest, by watching the activity of workers but workers should work every time in duty hour.

In doing so, this research analyses the relation of workers and owners through the Marxist perspective in Birtamode area. And tries to find answer the following question.

1. What is socio-economic background of autoworkers working at auto-garage in Birtamod?
2. How did they become autoworkers?
3. What is the nature of work carried out by the workers?
4. What is their attitude towards their profession?
5. What sorts of relation is existing between owners and workers and among the workers themselves?

1.3 Objective of the Study

The general objective of this study is to analyze worker-owner relationship working at auto garage in Birtamode. The Specific objectives are:

-) To analyze socio-economic background of the automobile garage worker.
-) To examine the nature of work carried out by workers in auto garage,

1.4 Rationale of the Study

The contribution of the study will be to study about the condition of the automobile workers in Birtamode area. This study on the automobile worker is not the very new area; only a few studies have been done in this field. So, this study may be helpful for other researchers, academicians and other people who want to know about it.

In general, this study will be useful for those students and researchers who are interested in the topic to gain knowledge about autoworkers, nature of works, relation between workers and owners. It would be useful reference for the students of Sociology/Anthropology and interested others as an academic importance. This study also aims to know the overall situation of autoworkers that is directly involved in this field.

This study may help planners, policy makers and development organizations who are working in this field. Therefore, planners and policy makers can make their policy and plan to solve the problem faced by the worker. By studying this research, they can implement their plan in proper way. Therefore, this study will provide various types of knowledge about the problems and nature of exploitation in between the garage worker and owner.

1.5 Organization of the Study

The present study has been divided into seven chapters. The first chapter gives a general introduction on the study, statement of problem, objectives of study, rationale of the study and organization of the study. The second chapter presents the literature review that contains the review on

auto- workers in general. This chapter deals with some aspects of historical background of automobile development, definition and present situation in Nepal.

The third chapter deals with the research methodology applied to collect the necessary data required for the study. Chapter four deals the presentation of data in various ways. This chapter deals with socio-economic characteristic of the respondents. Moreover, chapter five presents situations of autoworkers. This chapter deals the existing situation of automobile workers and deals various types of problems faced by the workers. Likewise, chapter six presents the nature of garage workers. This chapter deals with the types of autoworkers, their importance, their job nature in auto garage and relation to their owner and among the worker with explanation. The chapter seven deals with summary, reviews major findings, conclusion as well. The bibliography used by for this study and appendices are shown at the end of this study.

CHAPTER-II

REVIEW OF THE LITERATURE

This chapter deals about the review of document existing on the issue of labor and labor in automobile. The chapter mainly is divided into four sub sections including conceptualization of the term labor, studies on automobile labor, and types of labor and history of automobile in Nepal.

2.1 Conceptualization of the Term Labor

According to Dhital (2000), "labor refers to the employment of labor for national income but in fact it is not a time framework or it is the time for overall development of their lives". In this definition, worker is the main pillar of the nation but this is not the ground reality. Capitalism always trapped them. So workers of this time are always manipulated and subjugated by the bourgeois so, they are not for the nation they are working for the bourgeois.

Desi has mentioned that labor is one element which helps in the increase of production (1994:43). But for this government must guarantee their employment and job security. This type of labor specially migrates to industrial city. In her sampling from the internal migration and labor status-internal migrant mostly agriculture worker and for job they move towards city. Due to their low profile qualification and unskilled manpower they failed to get good job. As a result, these workers, according to their qualities they get their employment.

Mishra has stated that a person is dynamic creature but capitalism transformed him/her into laborious worker. So, a worker doesn't work happily rather than works for others. From the capitalistic point of view labor remains free from the dependence because they are living without means of production. A worker gets the jobs or not it is beyond from the control of worker. In such freedom dynamic and laborious person frequently becomes unemployed. It is the outcome of capitalism (2004:43). Similarly, a labor feel to utilize his/her labor in appropriate work is facing painful difficulties in their life. Every aspect of one's life turns to be tensed, painful way of living. It's because of this unemployed labor face miserable, social, and economic problems (Mulyankan, 2064).

Workers in sales and service, who interact regularly with clients, are depicted as processing minimal technical knowledge and know-how but processing strong social and interactive skills. The technical experts who work in sale representing a special breed of front-line workers (*Frenkel et. al.1999*), combine social and technical skills to be implemented effectively, sales people must possess and manage social skills(Darf,PP.56).

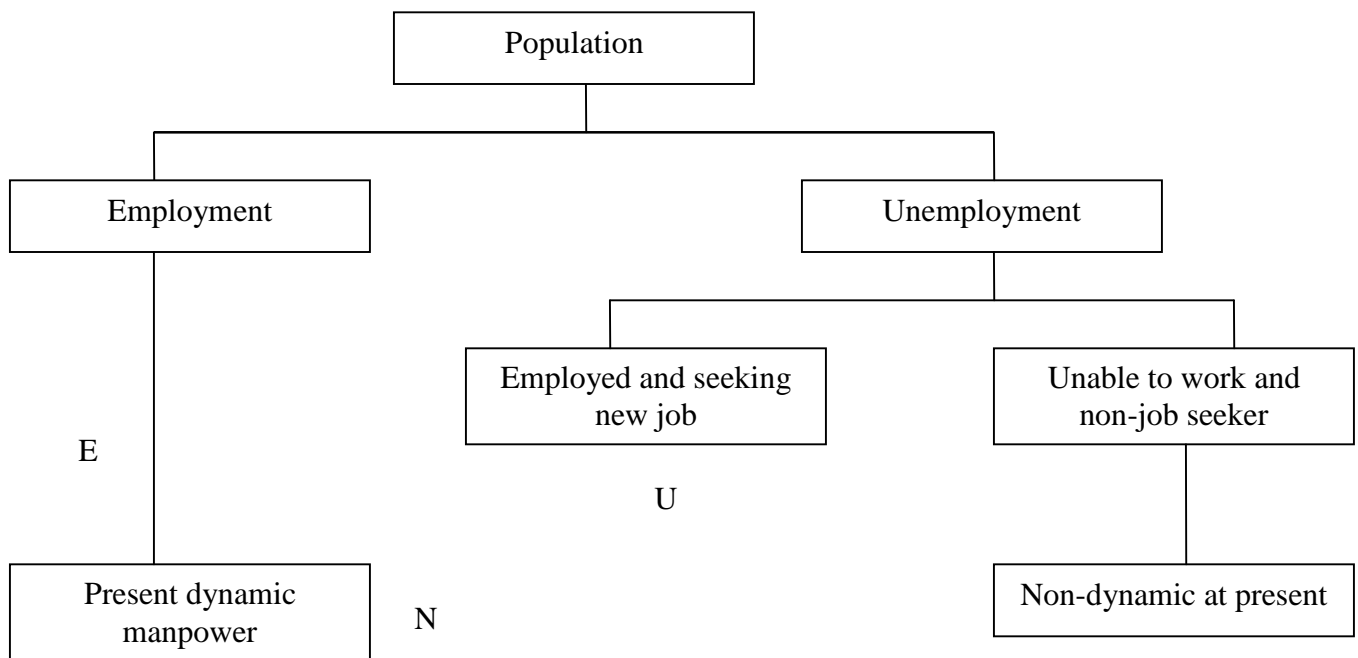
2.2 Types of Labor

The labor identifies all those people who are paid employment. The occupations found within this market (sector) are sometime divided into two large categories. Manual, or blue collar workers, work in occupation that involves physical labor often wearing protective cloths, working with material objects. These workers are often subdivided into there further categories worker: unskilled (such as packers), semi-skilled (such as shop

worker), skilled (such as electricians, plumbers) (*Andy Barnard et. al.,(20..),* The Interdependence of Social and Technical Skills in the Sale of Emergent Technology.

According to ILO, labors are divided into two class- self employed labor and employed labor. The Self Employed Labor are those people who for himself and for his family's future invest their money to establish industries and open business and he work completely for the benefit of his industries and business without being paid and the employed labors are those people who for himself and his family's sustainability sales his labor and in return is paid for his man power. (I.L.O. PP.37).

The I.L.O.(1986) have categorized active human population into different categories based on their nature of economy.



E = Employed

U = unemployed

N = Not in the labor force

Source: Survey of Economically Active Population (I.L.O. 1986, PP, 35-37).

2.3 History of Automobile in Nepal

In Nepal, the beginning of Automobile sector was started during the Rana period When Bir Shamsheer was the Prime-minister in 1943 B.S. People carried the motor parts to Katmandu through Bhimphedi, Makwanpur. It gave the rise of transportation and automobile in Nepal. From the same day one Mechanics, form Calcutta called Ganguli was brought in Nepal. After some time he trained some Nepalese called "Nakarmi" then, the history of Automobile Worker was started in Nepal.(*Documentary of Auto Mechanic,2064*).From this time history of automobile workers was started in Nepal. The further history according to Mahesh Bazracharya, president of Automechanic Association of Nepal, Katmandu remained inside the four walls of Raj Durbar and Singha Durbar. Only after the 2020 B.S. the few in number of auto garages were established within Kathmandu valley and outside the valley. No further statistics was found of the exact number of workshop and workers engaged in this field during that time.

In the case of automobile garage worker' of Birtamode, no research work have been done till date. Thus, this created a problem for the researcher to get the quantitative data and survey done in the field work. Due to its less priority sector this area of research was always neglected. For me as a researcher it was an opportunity as well as a challenge to choose this filed of research work. But my inner interest and my family's field made me take keen interest and tackle the entire hurdle that as a researcher I had to

overcome. My field work was specially focused in Birtamode, Jhapa where due to the increase in business growth the number of garage and the vehicles have increased in a surprising number. So, sociological study of this area of the garage worker was the need of time. And, this attempt to research about the garage worker can be supposed to be the first of its in sociological research according to my knowledge.

2.4 Studies on Automobile and Labor

There are few literatures available written about automobile in Nepal. These research work focus on the industrial worker, tempo driver, taxi driver and child worker. Though, they were not related to workers who were working at automobile garage. In addition, it helped to shape my objective to larger extent. In support of this idea I have below listed down some of my literature review in the course of my research work.

Bhattarai, (2008) has mentioned that Tempo Chalak (driver) women's social and economic condition is miserable in Kathmandu valley. They are not getting appropriate respect in the course of their duty hours. Lack of proper income, they do not facilitate to their family in the general. They worked 12 hrs daily. Due to this they lose their normal social interaction and are not able to give proper motherhood to their offspring and are losing their normal family life.

Pokhrel, (2056), states that, 'the condition of taxi driver of Pokhara Uptakya is miserable. They pass very normal life beside they invest more labor, they are not getting appointment letter by their taxi owner even they worked over 240 days, they are getting very low salary, their job is not

secure whenever the owner want they are fired from their job. Due to the long hours driving in a city they are victimized by different communicable diseases, they are not getting appropriate remuneration even after their death'.

Khanal, (2003), mentions that, increase of automobile in Lumbini Zone, creates the different causes like air pollution, sound pollution. In addition, in the name of import vehicle, fuel, huge amount of Nepalese currency is going out of the country and road accident is in increase. According to his research the condition of road is not satisfactory. Unfair competitions are growing in auto business. Due to this number of vehicle increases, its direct impact falls on the road sector and causes accident. Another is narrow road, lack of maintenance, unbalanced license distribution, lack of traffic rules and laws and old vehicle is main cause of road accident.

Likewise, Kamala Pandey (2005), states that, 'labor is the main source of industrial development. But the conditions of workers who are working in the industrial area are not good in general. In her research work she tries to analyze their social- economic condition and health aspects of the labor'.

In European countries auto garage worker have good social respect and high earning but in Nepal, auto workers are like a general labor. They always hesitate to say I am an auto technician. They earn low wages whereas they spent more labor. Their health is not in good condition. Their working condition is so miserable condition. They are working hard, tough, dirty places without any safety conditions and suffering from sound pollution, air pollution, skin cancer, slipping, and damage to eyes and so on. (AAN, Buletin, 2010).

...exploitation is occurring because someone else is making profit from his labor... they can't fulfill their basic needs by the low wages paid by the owner'(Mishra 2004).

CHAPTER – III

METHODOLOGY

This section discusses the study area and rationale for site selection, research designs, the universe and sample, nature and sources of data, data collection techniques, procedure of data analysis and limitation of the study. The researcher had employed various tools and techniques of sociological research for collecting primary and secondary data. The fieldwork was conducted on February to march in 2012.

3.1 Rationale of the Selection of the Study Area

Due to the modernization and development of road facilities, Birtamode became centre for Mechi Zone. Being a core area it became business centre for eastern hilly districts and of the Jhapa district. Birtamode is one of the busiest business hubs of Jhapa district, which is located west of the West Bengal state of India and north of the state of Bihar. International boundary is only at the 17 kilometer distance of the Birtamode in the east and nearly 35 kilometer in the south. This international boundary distance has direct business value for Birtamode.

When to talk about the national boundary Jhapa district is the most strategically important district of Mechi zone. Almost all of the food items, clothing, and other necessary modern gadgets reach in many hilly and Himalayan districts like Ilam, Panchther, Taplejung, and Terathum. In the vice versa different other food items fruits and other merchandises come

down to Jhapa district to reach other districts and international locations like Siliguri and Fulbari port of Bangladesh.

Birtamode is the location particularly of the Jhapa district where all of the aforementioned activities take place because Birtamode is the only location which has road link to the hilly and mountain districts mentioned above. Now it becomes evident that there is only one means of transport to do all these business activities: motor vehicles.

It becomes clear that Birtamode is already a hub of vehicles which results in the mushrooming of automobile garage as apart of side business of vehicle industry. It was the cause of growing labor market actually in auto garage. In auto garage, there are different kinds of trucks, buses, cars which engaged numerous of workers. So, this site is suitable for the researcher to understand about the condition of labor in auto garage and their relationship with their owner and within workers. Moreover, behind the selection of the site the researcher himself belongs to the field science 2000 A.D. Therefore, this area is suitable for researcher to find out the present situation of laborers and their economic value in auto garage.

3.2 Research Design

This study has used two research designs, descriptive in one sense as it documents the situation of automobile worker in Garage. The exploratory design has applied to explore some new fact regarding the socio- economic values and existing situation of automobile worker working in the garage. The study has been mainly based on the primary source of information

collected from the study area. A secondary source of information relevant to the research study has taken from office of the auto mechanic trade union, relevant journal, report etc.

3.3 Sampling Procedure

In Birtamode there are 82 workshops in total. Out of them 44 are in auto garages. Out of them 6 garages was purposively selected. During my study period there are 50 autoworkers working at 6 auto garages. All the autoworkers were selected for the detailed study to understand the nature of relationship between workers and owners, nature of work carried out by workers and relation between workers working at auto-garage.

3.4 Nature and Source of Data

Primary and secondary data were collected to obtain the goal of the present study. Primary data was collected through observation, field survey, and interview method from the respondents working at auto garage. Secondary data was collected through the office of the auto mechanics trade union, Birtamode. And other published/unpublished materials i.e. books, journals, articles, research reports and reports of different national and international organizations to the present study.

3.5 Techniques of Data Collection

The present study is mainly based on primary data. To gather the primary data, a field survey was conducted in the month of February to March 2012. During the field survey, I observed their condition many days long and tried to identify real nature of relationship between workers and

owners. Interview and observation were the main techniques used to collect the primary data.

3.5.1 Interview

The researcher applied the structured and unstructured interview in which some questions were pre-determined and some were not. Because lack of availability of appropriate material the interview may be the first priority for the researcher. Interview has been conducted among the workers in auto garages of Birtamode with the garage workers as per the question sheet. Maximum interviews were conducted in the lunchtime because it was two hours lunch time for the workers. This was more interactive in nature. In the time of interview, I used sound recorder, video camera, and still camera.

There were 50 workers working at the six auto garages at Birtamode during my field work. I have interviewed fifteen auto workers and five owners to obtain detail information. Through the interview sheet the researcher collected information about family background, previous education background, migration processes at auto garage, working condition, earning and expenditure, food and shelter, nature of the job, relation with the owner, future plan and personal feeling were collected.

3.5.2 Survey

The survey containing the set of questions were used to collect some of the basic data in terms of personal identification and population structure like family size, age, main occupation of their family etc. It was also useful to get information on working place, working time, job nature and socio-

economic condition of the respondent. I have used it after rapport building with respondents.

I had developed a survey sheet and filled up the answers of all the questions mentioned in the question sheet (see annex). In the initial phase of my field survey, most of the respondents did not believe me that I was a researcher. Because I also belong and working in the same field. But later, I recognized myself as a researcher and then they believe me. It was easy for them to share their views openly to me.

3.5.2.1 Case Study

Regarding the field study, I collected two case studies to acquaint more information about autoworker or to collect exhaustive as well as reliable information on their past and present identity and socio-economic situation of them. This helps to know the relation with their owner. In this study, two case studies have been taken which help to know the fact of their history, behavior, present condition, and relation with their master and their attitude in this field. From the two case studies, one was skilled mechanics and other was semi-skilled mechanics were carried out during the field study. And, I have presented these cases in main text of the writing (see).

3.5.3 Observation

During the course of study, the researcher observed the working condition, relationship between workers and owner, safety, their working place and security of the worker. Observation is the most effective way to collect qualitative data. In this method, I observed the behavior of the employers, physical appearances of the autoworkers, fooding and clothing,

lodging situations and their working environment during the course of field work. The relationship between owners and autoworker were also observed.

I worked with the worker some time. In the period of working, I asked them as friend different indirect questions to find out their owner's behavior towards them and their relationship with the owner.

3.6 Data Presentation and Analysis

After collection of data has been completed, the gathered data and information has been processed manually and analyzed in exploratory way to fulfill the objectives. Data don't speak themselves unless and until the researcher categorizes, manipulates, and places them in certain orders to make them easily comprehensible.

The qualitative data collected through various methods such as taking official document, narrative, interview, observation, photographs and video. Similarly, quantitative data have been categorized, tabulated and analyzed using simple statistical tools such as percentage and tables have been presented in the chapters where they are necessary.

3.7 Limitations

This study has certain limitations. To know the relationship of worker and owner and socio economic status of worker researcher taken selected methods of social research such as observation, case study, sampling and interview. This present study is the dissertation on the auto garage worker in Birtamode area. To conduct the study many limitation have been occurring such as spatial (geographical), temporal, financial, methodological to

achieve the goal. Besides this researcher have done this study. These limitations are as follows.

1. This study only includes the worker who works on the six auto garages in Birtamode.
2. This study is not a universal study because it covers a very small area.
3. This study includes only 50-workers from the garages to analyze the whole.
4. The research study presents the automobile workers employed in small garage, this study does not cover the whole sector of automobile where the suppression and exploitation and worst relation is prevalent.
5. This study may have various weaknesses and data gap because of lack of time, finance and other methodological limitations.
6. This study has temporal limitation because of researcher did have not enough time to conduct the research. This research has been done mainly February- March 2012. Besides researcher is a student who does not have previous experience of such social researches.

CHAPTER – IV

Socio- Economic Characteristic of Auto-Workers

This chapter presents the socio-economic status of the automobile worker in the study area. It is necessary to analyze the socio-economic situation of automobile worker to understand their relationship with owner and their job nature.

4.1 Socio-Economic Situation of the Automobile Worker

Socio-economy is characterized by caste/ethnic composition, age group, family background, education, occupation of family, which has important linkage with automobile worker. Therefore, it is necessary to analyze their present socio-economic situation and their relationship with their owner.

4.2 Caste/Ethnic Composition of the Automobile Workers

During the field work period, auto workers were found 50 respondent come from different caste and ethnic groups. The researcher found that, generally in the garage, different caste and ethnic group were working. Those are Brahmin, Chhetry, Rajbanshi, Chaudhary, Tamang, Dhimal and others. The table 1 presents the caste\ethnic composition of auto workers at auto garage.

Table 1: Distribution of Autoworkers by Their Caste \ Ethnic Backgrounds

Caste \ Ethnic	Number	Percent
Rajbanshi	17	34.00
Chaudhary	11	22.00
Chhetry	6	12.00
Newar	5	10.00
Brahman	4	8.00
Tamang	2	4.00
Limbu	2	4.00
Sarkar	1	2.00
Dhimal	1	2.00
Satar(Santhal)	1	2.00
Total	50	100

Source: Field Survey 2012.

There are majority of other casts/ethnic groups working in the garage such as Rajbanshi, Chaudhary, Newar, Chhetry, Brahman. The table 1 shows Rajbanshi is the main ethnic group having 34% of the total respondents. Poverty and illiteracy led to Rajbanshi and Chaudhary people towards the auto garage in Birtamode in search of job.

In traditional Nepali society, caste\ethnic status of the people directly influences their access to any occupation. Traditionally, Nepali society is based on caste based occupation. In Nepal working with the iron in

traditionally connected with ironsmith (*Kami*) casts. However, the collected data shows that tradition based occupation has been changing in this capitalist society including automobile sector. Here, data shows that no one *Kami* caste is working in the auto garage in Birtamode. All the respondents were from other caste\ethnic backgrounds. This clearly indicates that caste based occupation system has been totally breaking in the industrial society including auto garages.

It was informed me that, lack of economic opportunities, lack of alternative income sources, in the village level are the main factors for these ethnic groups to leave their ancestral place and to join in the auto garage for their survival. According to Ajay Dhimal, the only respondent from community, said that there is no job opportunity at Surunga, a small development town of Jhapa district from where Mr. Ajay comes.

4.3 Age and Sex Structure

Age and sex structure and Automobile workers are closely related to each other and they have to help their family. Generally, age and sex determine the task. Healthy and young human resources are more effective than other age and sex groups. In the field observation, it was found that owners of garage always wanted healthy and efficient worker because of their work difficult task. The table 2 presents the age and sex structure of the Automobile workers working at automobile in Birtamode.

Table 2: Distribution of Respondents by Age and sex

Years	Female	Male	Percentage
15-19	0	3	6.00
20- 24	0	20	40.00
25-29	0	16	32.00
30-34	0	5	10.00
35+	0	6	12.00
Total	0	50	100

Source: Field Survey, 2012.

During the period of research, the researcher found that all autoworkers were over 19 years in the garage. It was due to heavy physical task of auto garage. Moreover it was informed me that, owner want employs young worker to complete the task in time and to get benefit. The young worker can work heavy task easily. So, it clearly indicates that age factor is more important working in the auto garage.

When the owners were asked the reason 19 above age categories selection of the male workers many of them responded that auto garage is the field of strong force and only a person with strong physical capacity can be the fit person to the power work. This is beneficial for the owner because owner also demand healthy worker who faces difficulties in the garage easily. In the auto garage of Birtamod, I did not found below 19 years old workers. This is possible due to the strict rules of the trade unions. It is found that, owners always want to employ the young worker because they are energetic in one sense and are paid low salary in other. I was informed

that if owner employ the child worker in their trade the trade union punish them. As a result, they did not employ child worker in the auto garage of Birtamode.

During my field study I did not find female workers because of heavy job nature of garage. And also traditional value system of our society believes that a female should not work outside the home. Culturally auto work seems to have been the field of males. When asked about the female workers, can they work at the auto garage? The respondents laugh and replied me that it was not the field of females. Some of them said that by nature women are weak and unfit for this kind of job.

4.4 Family

Family is the most important and effective social institution. Many sociologists and anthropologists believe the primary function of family is to reproduce society either biologically, socially or both. That is why, it is very necessary to know about their family backgrounds or parental status who are involving as a autoworker in small garage.

The family size of garage worker is very important to determine the flow of autoworkers. Generally, the large family size is difficult to fulfill the basic needs of family. Therefore they seek alternative works for survival. I found that most of the workers are from large family and they are working to fulfill their family problems. The table 3 shows the family size of the garage worker in the study.

Table 3: Family Size of the Garage Workers

Family Size	Number	Percentage
7-9	18	36.00
4-6	14	28.00
10 above	12	24.00
Less than 3	6	12.00
Total	50	100

Source: Field survey, 2012.

The table 3 shows that most of the workers are from large family size. Table 3 measures that the percentage of nuclear family is only 12%. When I talked with the respondent, they informed me that large size family cannot afford sufficient food, clothing, education, health, and entertainments. To fulfill the basic needs of large family they are working in auto garage. They cannot get proper care and fine guidance from their parents along with basic education. This situation leads to seek the work in urban areas. We can see that the family size 7-9 above has the most number of autoworker, which is 36%. Therefore, it can be said that the larger family size leads to enter into auto garage.

Large Family Push People to Work as Free Market (Auto-Garage)

In the course of my research period I found one mechanic named Shyam Bahadur Tamang from Panchthar, was asked to answer about his interest to join this job, he replied that he has 8 members in the family. It was very difficult to feed them, to buy them cloth and education the unproductive steep land of Bharapa failed to sustain his family. In search of new alternative his wife got some money from the purse and rode to Phidim-Birtamode Yatayat Sewa. As he studies only up to class five no good job would welcome him. Therefore he chooses the easily available job at Balaram Motor Garage and begun to work as a worker.

This case clearly indicates that the burden of family size lead the rural people to work at outside the agriculture (non-farming work). Among them, auto garage may be one alternative for them.

4.4.1 Parental

Family background is also a strong factor to examine the causes of being autoworker. From the perspective of worker the family serves to locate children socially and plays major role in acculturation and socialization. Disharmony and break up of family structures also compel their offspring to work. Family background is also a strong factor to examine the causes of automobile garage worker. That is why it is important to examine whether they have parent or not during the course of the beginning at auto garage. The parental status of the sample respondents are shown in the table 4 as follow.

Table 4: Parental Status of Respondents while they began to Work at Auto Garage

Parent's Status	Number	Percentage
Both Alive	37	74.00
Father Dead	5	10.00
Mother Dead	6	12.00
Both Dead	2	4.00
Total	50	100.00

Source; Field Survey, 2006

It was found that majority of the workers' parent were alive while they begun to work at auto garage. Most of respondents of this study were from families of both parents alive. In the answer of the question why you came when both of your parents are there to support you, Bikas Rajbanshi from Charpane replied that his reason to join the garage was not financial in fact. It was rather filial that is social. He informed me that, reading was boring for him and he did not like to work in the rural setting where "face and smell vehicles" could not be seen and felt. Somehow spicy food of town also became the cause for him to come to Birtamode and joining work at motor garage.

It is definite that the death of any one of the parent bring stress and strain beyond the management of the people, and the family dissolution may the people and drive him/her away from the family. Therefore, parental status directly influences the socio- economic life of the members of the house. According to the Krishna Prasad Poudyal, worker of Mainali Engineering Workshop said he has six family members. When he was

twelve years old when his father died. He was elder son of his family. After that he became economic pillar of his family besides of his mother. Then he run away from his home earns money to fulfill his family basic needs. Where as garage was the ultimately destination of his life. This statement stated by respondents clearly indicates that there are multiple reasons to come at auto garage.

4.4.2 Primary Occupation of Autoworker's Family

The family occupation gives the background information of the workers. In addition, it also gives information about how socio-economic structure of Nepali society has been changing into automobile area. This research reveals that the autoworkers families have occupied different economic strategies for their survival. The table 5 presents the primary occupation of the respondents' family.

Table 5: Distribution of the Auto Worker's Family's Occupation

Occupation	Numbers	Percentage
Wage Labor	34	68.00
Agriculture	12	24.00
Others	4	8.00
Total	50	100

Source: Field Survey, 2012.

Table 5 shows agriculture, wage labor, painting the house, making handicraft were the main professions of most of the autoworkers' families.

However, most of the respondent (68%) had informed me that wage labor were main occupation of their families. But wage labor could not sustain them all around the year. The respondent informed me that their parents did not have good occupation. Their family was not able to provide the facility to their children. As a result, some of the family sends their children to the auto garage for the limit food of their family.

To know about why the male involves to work at auto garage, I also talked with member of their family. A respondent Chun Maya Rajbanshi a resident of Garamani informed that, she had thirteen kattha of land where they grow paddy which was the main source of family sustenance. In addition, she grew vegetables like bringle, cauliflower, tomato, pumpkin, okra, lettuce, chilli and potato in the same field. She says that the field has given job for three people while rest of the seven members are unemployed and she sends her fourth son Govin Rajbanshi to auto garage of Birtamode to gain some money. Now, he worked at garage to earn much more. That is why we can say that family occupation is determinant factor of selecting the job. It clearly indicates that lack of annual basic needs of family push the respondent to work at auto garage in the study area.

4.4.3 Land Holding Size of Autoworkers Family

In Jhapa, majority of the people depend on agriculture for their survival. In addition to agriculture, some people are involved in animal husbandry and so on. This research also reveals that the auto workers family who have occupied in a land holding system which is economic strategies for their survival but in the field survey, the researcher found they had not

enough land to cultivate. It further pushed them to auto workshop as a worker. The table 6 presents the family land holding size of the respondents.

Table 6: Land Holding Size of the Respondents

Land Holding Size of Workers	Number	Percentage
1-5 Kathha	21	42.00
6-10 Kathha	13	26.00
11-15 Kathha	6	12.00
Less than 1 Kathha	6	12.00
More than 15 kathha	4	8.00
Total	50	100

Source: Field survey, 2012.

It is found that, most of the workers of auto garage are suffering from insufficiency of food. This table 6 presents that most of the workers do not have sufficient land to grow the crops to fulfill their annual edible things but they were not landless. Therefore, they seek alternative sources and other jobs for food and basic needs. The lack the sufficient land further pushed them to auto workshop as a worker. For example,

According to the Rabin Shrestha worker of New Royal Engineering Workshop Birtamode, said me that in his family they had 2 kattha of land including his home. The remaining land they produce vegetables like cauliflower, tomato, pumpkin, lettuce, and etc. That was not enough for them. So he thinks to go outside home to earn money. In search of job, he

found opportunity to work in the Garage. Now he earns monthly 4000 rupees, this amount of money helps to maintain his family's basic needs.

Table 7: Food Sufficiency by their Own Product

Food Sufficiency in Month	Number	Percentage
4-6	21	42.00
7-9	13	26.00
1-3	8	16.00
10-12	6	12.00
(< 1)	2	4.00
Total	50	100

Source: Field survey, 2012.

The table 7 shows that majority of the workers are suffering from the insufficient food. Only 12% of the respondent's families have the land, which can produce food for the consumption of almost all round the year. The study shows most of the families does not have sufficient food. So they seek alternative resources and other jobs for survival. Therefore, they are working in the auto garage to fulfill their daily foods.

Mr. Jay Chaudhary comes from Chandragadhi and his family has four kattha of land. He has six family members. The land yields six quintals of paddy which according to him sustains for 4 months, rest 8 months they have to go outside to get their hand to the mouth. So the condition of his family compelled him to come in Eastern Engineering workshop to work as a worker.

Ram Kumar Sarkar from Rajghad opines that Rajghad lacks paddy productivity. Seven kattha of land does not sustain the family of 8 members. This harsh condition forced him walk to 20 kilometers up Birtamode where Suraj Workshop was waiting for him.

4.5 Education

To understand the educational background of worker, I asked them some questions about education. It was found that respondent have different attitude towards education. They believe that, education could not give them immediate return. But their education could not avoid such problems because they can read a little bit. However, lack of full literacy is one factor to contribute the creating automobile worker. The table 8 gives the educational status of the respondent.

Table 8: Educational Status of the Automobile Worker

Educational Status	Auto Workers	
	No.	Percentage
Literate	35	70.00
Illiterate	15	30.00
Total	50	100

Source: Field Survey, 2012.

The literacy rate of worker in auto garages was found to be 70%, which is higher. Most of the autoworkers have attended school until the primary level and forced to leave the school because of poverty, and some of them gave up their study with the influence of the friend. It was informed that they do not know importance of education during their early life.

Jhala Nath Kandel has been working at Suman Garage since 2006 A.D. he comes from Jalthal where he got his primary education. For him education means knowing to read words and sentences, and reading advertisement while going Siliguri. This clearly indicates that auto-workers have no new higher level education.

On the other hand, they do not care about education however the majority of the respondents were found literate. Therefore, workers gave least preference to the education. They said that as a question of towards the education and vocational training. Most of them are found unaware towards the technical education. They do not believe the vocational training. They only believe on the work from which return is fast. Sibcharan Chaudhary said me that *"Technical education is what we are doing here with this tata Gadi (vehicle). I don't know about vocational training. What is vocational training? What does it do I don't know. I don't think it can do any thing..."*.

This clearly shows that the workers working at auto garages were found unaware to the education. They think only on the work from which return is getting fast and not to invest the modern and vocational education. Due to this they may be replacing by the well educated person in future.

Table 9: Auto worker's Views on Education

Particular	No.	Percentage
Not want to join School	42	84.00
Want to join School	8	16.00
Total	50	100

Source: Field Survey, 2012.

The table 9 reveals that 16% of the dropped out workers want to continue to rejoin school. Most of them were found, which were dropped out or gave up their study in the past influenced by the friend. Most of them have idea of collecting money and going back home to continue school. 84% of the respondents see no alternatives to work in garage and have no ideas to rejoin the school. Those workers who want to join and continue school have the ambition and will be dependent or most of the worker tried to explain that education is a key element to get employed themselves.

According to Bimal Limbu, education means getting work. They are getting work in the garage means no education is necessary for them. However Ramesh Poudyal says that he wants to go to school because education is good for him. He doesn't know what education does for him but he thinks it will do good for him.

4.6 Auto Workers' Origin by District

It was found that automobile market is a free labor market. Due to the free labor market the movement of labor is not limited in a particular area of locality. They move from one place to another place in search of

labor or work just for better life and opportunity. Therefore, movement of autoworker is not limited in the particular area. Due to this the workers gathered from different places in Birtamode even from India. The table 10 shows the distribution of autoworker by districts of origin.

Table 10: Auto worker's Origin by Districts

Districts	Number	Percent
Within Jhapa	32	64.00
Neighbor districts	12	24.00
From India	6	12.00
Total	50	100%

Source: Field survey, 2012.

The table 10 shows that most of the workers are from Jhapa which is 64%. They move from the place of origin to the destination, but it is normally limited within the short distance.

Out of 32 respondents 20 respondents were from village areas of Jhapa district while 12 were found coming from small towns. In the case of neighboring districts round 80% respondent were found coming form hilly district like Ilam, Panchthar, and even Taplejung and remaining workers in this category were form Morang and Sunsari district. There are still some workers from India as well. 12% of the respondents were from India. Out of 50 respondents it is found that, 12% were from west Bengal and Bihar (India). Most of the Indian workers were seasonal they worked in certain time, one season earn some money and return to their home whereas Nepalese are permanent worker in different garage in the Birtamode. It is

found that the Indian worker were comparatively cheaper than Nepali worker and some owner informed me, they do continuously work in their working time and beg few leave.

CHAPTER – V

SITUATION OF AUTOMOBILE GARAGE WORKERS IN BIRTAMODE

In this chapter the research is focused on the working hours of autoworker, their working period, salary they received, facility provided by their owner and general information about the research area.

5.1 Physical Setting of Birtamode

Due to the modernization and development of road facilities Birtamode became centre for Mechi zone commercially. Being a core area it became business centre for eastern hilly districts and of the Jhapa. Geographically Birtamod is located west of the West Bengal state of India and north of the Bihar. International boundary is only at the 17 kilometer distance from the east and nearly 35 kilometer in the south.

Birtamode is the most strategically important place of Mechi zone. It is the only location which has road link to the hilly and mountain districts of Mechi zone. So it is a hub of vehicles which results in the mushrooming of automobile garage as the part of business of vehicle industry. It is a cause of labor market including auto garages. So, this is suitable for the researcher to study about the condition of the auto workers who are directly involved in the auto garages at Birtamode.

5.2 History of Auto Mechanics at Birtamod

Exactly who the first automotive mechanics was before 2024 B.S in the Jhapa district is still unknown. According to a respondent, Bhim Mainali was the first mechanic of Jhapa district before 2024 B.S. but lack of official documents no further statistics was found. But data shows that automobile working started in 2024 B.S at Sanischare V.D C. Akhai Sarkar is the first owner of the auto garage. According to him he had 5\6 workers and both the owner and the workers had very smooth relation; they used to eat together and sleep together and joke and used to have fun. Workers were from India and they used to get Indian Rs 250 to 300 monthly. This amount, according him, would be more than enough to sustain their life. Further workers used to get food free of cost. The name of the workshop was Kankai Garage.

Development of garage in Birtamode it is found to have started in 2026B.S. According to Dhan Kumar Satyal president of Auto-mechanic Trade Union, Birtamode said, Sharad Kumar Shrestha was the first mechanic in Birtamode. The name of the garage was Birta Engineering Workshop and was situated in Birtabazar. After that, establishment of new garage went continuously in Birtamode area. Some of the garages were Danfe Motor Garage, Hanuman Garage in nearly 2032 B.S, Balaram Motor Garage, Aarati Buddha Motor Garage in 2035 B.S. Although most of these garage do not exist in Birtamode today except Balaram Motor Garage. But this time a number of garages are providing the services to the malfunction vehicles in the Birtamode.

5.3 Working Hours of Autoworkers

During the field observation, it was found that, workers who were employed in garage had to work for only 8 hours per day as compared to the other works such as of buses and vehicles where they had to work longer hours. The working time of worker began before the 8:00 a.m. and remains to nearly 6:00 pm. there is two hours meal time. It is depended on the arrival of the customer in the garage with problem in their. The table 11 shows the working of hours of automobile worker in garage in the study area.

Table 11: Working Hours of Autoworker Per Day

Hours	Autoworker	
	No.	Percent
8	32	64.00
8-10	18	36.00
Total	50	100

Source: Field survey, 2012.

The study reveals that 64% of the workers are working for about 8 hours a day whereas 36% of the workers were working for about 8-10 hours. Rests of the worker were not found to be working for more than 10 hours. This clearly indicates that working time is generally good for the worker in auto garage in comparison with other job such as buses and trucks work. It was similar to the standard of ILO. There is not exploitation even on the basis of working period but it is found that, works 8-10 hours are not getting extra payment. It clearly indicates that, owner exploits to the worker by paying low salary. The worker who gets early leave is happy but who works

more than 8 hour and does not get extra payment is angry with their owner. Why is the owner unable to pay much more for them? The owners informed me that they did not getting proper service charge due to the competition of market. As a result they did not give extra amount to their worker. This statement clearly shows that low service charge is also the cause of exploitation the labor.

During the field study, it was found that some of the auto workers are compelled to work to the owner's household. A respondent is Remesh Karki who works at United Engineering Workshop. Monday is leave for all but for him he has to work for the owner. He is asked to do home works like maintaining of telephone, yard spading, and general things. He is not paid for such works. Another worker, Jiban Kandel he is ordered to attend at the home of the owner on the leave day. But in the holiday, he wants to watch cinema. Sometimes he wants to take baths, wash clothes and etc. but he cannot do them as he has to go as he is ordered by his boss.

5.4 Mobility of Garage Worker

During field study, it was found that there was not permanent worker at auto garage. They are not working permanently because of mistreatment of owner and lack of facilities. There is the mobility of autoworker in Birtamode area. They shifted from one garage to another garage when they got better opportunities/facilities than their previous station. They can shift their working place but they cannot change their job permanently. It was informed me that, they change their job station due to ill-treat of owner. The table shows the continuous working period of autoworker in different garage in different time. The table 12 shows the working duration at the same garage in the study period.

Table 12: Working Period of Autoworker at Garage

Duration	No	Percentage
Two year or less	21	42.00
More than two year	17	34.00
One year or less	8	16.00
Six month or less	4	8.00
Total	50	100

Source: Field Survey, 2012.

The table 12 shows that the duration of work varies from six months, one year and more than one year depending on the worker and nature of work. Out of total workers 8% of the workers have been working for six month or less, only 16% have worked for more than one year or less. Table 12 shows two year or less occupy 42% and more than two year occupy 34% respectively. The researcher found that the workers who are not skilled in their profession had higher mobility because of they are only helper and their job is only washing parts and provided appropriate tools to their senior. Therefore, their demands are also high in the garage.

It was found that, skilled workers were working more than two years in the same garage. Because their salary is comparatively same in all garages. Buddiman Rajbanshi has been working at Mainali Engineering Workshop since 2008 A.D. He informed me that his monthly salary was Rs. 12000 and also got other benefits like bonus and commission. He also gets tips from the vehicle owners and drivers. It was informed that, lack of good relationship with their master and senior, lack of proper equipment

availability in the garage is also main factor to change worker to their working station.

5.5 The Income

Income is the main source to survive the workers. The respondents informed me that, accessibility of enough money, social status is also high in their society and family. Their basic requirement is fulfilled by the money. Most of the workers are found to have informed me that the amount of money of them is paid whenever they ask. Due to this, I wanted to know what is their real income and salary they received from the garage. The table 13 shows what salary they gain from the garage.

Table 13: Salary Received by Garage Worker

Salary Per Month	No.	Percentage
Less than 2000	5	10.00
2001-4000	7	14.00
4001-6000	13	26.00
6001-8000	18	36.00
More	9	18.00
Total	50	100

Source: Field Survey, 2012.

Table 13 shows variation in wage payment among the autoworker. In the garage 10% workers are paid less than Rs. 2000. Similarly, 14% are paid between Rs. 2000-4000. 26% are paid between Rs. 4000-6000, 36% are paid between Rs. 6000-8000 and 18% of the respondents are found to be paid

more than Rs.8000. It is because of the nature of the work and the nature of the worker regarding their capacity to bargaining with their owners.

During the field study, it is found that the variation in payment was determined by their skill. Skilled worker get more salary whereas semi-skilled and unskilled worker get little amount of salary. This is determined by their working capacity and their ability to solve the problem of vehicle in the garage. If some body try to bargaining his master with the salary issue his master farewell him and takes new one mechanic. So they are not trying to bargain with their master in revolutionary way, they seem to be happy in outer way.

Kishor Maharjan, a worker of Islam Garage has been working for three years. The owner increased the salary of senior workers. As that time he also requested to his owner to increase his salary but his request was not addressed by the owner till date. He didn't have another option to choose work. As a result, he was still working at the garage the same salary.

During my field study it was found that single bargaining power of the worker did not play important role in to increase the salary at auto garage. It was found that workers also did not work to bargain collectively with the owner. This case clearly indicates that unlike Marxist interpretation. There is not class solidarity among the garage worker to increase their facility. Therefore individual efforts seem less effect to bargaining power of workers.

5.5.1 Workers Sending Money to Family

It is important to examine the how much money the workers were sending their home along with their remuneration of is comparatively low. The researcher tries to find out their actual percentage to sending money to

their family. The table 14 shows the workers' sending money towards their family.

Table 14: Workers Sending Money to Family

Contribution	No.	Percentage
Yes	39	78.00
No	11	22.00
Total	50	100

Source: Field Survey, 2012.

The respondent informed me that the factors such as poverty and low productivity enforced the parent to send their offspring to labor market of different urban areas in order to make them survive as well as to earn money for the family. The worker's family feels that even this least amount of money would mitigate their hardship to some extent. On the other hand, the worker themselves manage to enter into this market. This situation collectively helps increase the garage worker. The salary received by the workers, found comparatively low as their labor.

The researcher found that, about 78% of the respondents have to give money to their family. This meant that economic contribution of the worker towards their family is high. Rests 22% of workers were found they do not have to support to their family because they are from good family background and place to urban area to join the labor market by them. And the researcher also found that, a mostly married worker sends the money to family in comparison to Bachelor workers.

Bikas Rajbanshi rides pulsar motorbike, has long hair and maintains good look outside the garage. He is unmarried till date. His monthly salary is Rs 8000 which he never sends to the family. On the contrary he demands 2 to 4 thousand rupees from the family per month.

5.6 Saving from the Salary

In the auto garage it is found that the remuneration of worker is comparatively low. However, the question is raised whether do they save money? If save, how much they are saving? And if no, what is the reason? The table 15 shows the saving done by the autoworker.

Table 15: Distribution of Respondents by Their Saving

Saving	Number	Percentage
Yes	40	80.00
No	10	20.00
Total	50	100

Source: Field Survey, 2012.

The table 15 shows that the majority of autoworkers save little money from their actual remuneration. It was informed me that they did not spend their money in other activities like cloths, watching movie at cinema hall and going hotel.

However, 20% respondent informed me that, they could not save a little bit from their medium earning. They said that they have not enough to save because of low wages. It is also found that the worker who has little salary, they are unskilled and semi-skilled in the garage did not send money

in their home because of they are not able to save from their actual remuneration whereas senior mechanic save much and more from their actual salary.

5.7 Facilities Provided in the Working Place

In the field observation, it was observed that most of the workers were found getting the facilities like break fast, food, lodging and light health care. While observing the situation researcher found that the lodging facility was varied among the workers. Generally, senior mechanics are provided with some sorts of bedding although others (junior helpers) sleep on mattresses. The table 16 shows the facilities available for the autoworker in the study area.

Table 16: Distribution of Respondents by the Facilities at Work

Getting facility for	Number	Percentage
Break fast	24	48.00
Resident	12	24.00
Food	10	20.00
Other facilities	4	8.00
Total	50	100

Source: Field survey, 2012.

According to the respondents, 48% are getting breakfast during their working time. Out of total respondent 20% of autoworkers are getting the facilities of food. The researcher found that, these foods are providing only when excessive task is running in garage. In question, why did it happen so? Most of the owner told me that, lack of availability of worker at garage

sector make compelled them to provide food for their worker to run their business. By providing food, two hours will be saved for the work. Similarly, 24% garage workers who have been provided the residence facility with the minimum facility and other facility such as cloth, medicine found in low condition.

5.8 Holiday Facility

Generally, autoworkers are not being provided long leave. They are hardly given long holidays to go their home and spend with their family. But they are given one-day leave according to the trade union rules. Owner always try to keep them with his boundaries and do not provide long leave. The table 17 presents holiday facilities provided to the autoworkers by their owner at their garage.

Table 17: Holiday Facility Provided to the Autoworker

Holidays Facility	No. of Autoworker	Percentage
Yes	42	84.00
No	8	16.00
Total	50	100

Source: Field survey, 2012.

Table 17 reveals the fact that 84% of autoworkers were provided one-day holiday facility once a week. It clearly indicates that auto garage strongly follow the rules of ILO. It was found that, Out of total worker 16% of workers were not provided the one-day holiday facilities regularly and

there holidays are being used by the owner at their home and workshop as well. Those workers were unskilled and semiskilled because they were not able to bargain with owner for their holiday right.

5.9 Problem Faced by Autoworker

While questioning about the problems of their workplace, most of the workers did not express openly about their problems such as physical and mental this was occurring during their working time faced by them. However, when the researcher observed the treatment of the owner towards the workers, it was found that most of the workers were suffering from the misbehavior of garage owners. The table 18 shows problem faced by autoworkers in the study.

Table 18: Problems faced by autoworker

Problem	No. of Autoworker	Percentage
Mental	25	50.00
Physical	20	40.00
Both	5	10.00
Total	50	100

Source: Field survey, 2012.

The table 18 shows that it is found that majority of them were facing problem such as physical and mental torture. The table shows 40% of the workers are feeling physically tortured whereas other 50% of the

respondents are mentally tortured. The respondents said that they feel physical torture during their heavy working period without proper tools, proper safety rules etc. Both were seen under the mental tortures scolding, a little salary and lack of love.

5.10 Distribution of Autoworker by Calling Name

Most of the workers who are working in the auto garage are not found to call in their real name during the observation. Regarding their real name, they are called by the nickname and second name. The table 19 shows distribution of autoworkers by calling name in the study.

Table 19: Distribution of Autoworker by Calling Name

Calling Name	No. of Autoworker	Percentage
Self name	28	56.00
Nick name	22	44.00
Total	50	100

Source: Field survey, 2012.

The table 20 shows 56 % of workers were called by their self-name and 44 % workers are called by their nick name. This situation clearly shows that they have lost their self-identity after involvement of automobile garage and they are losing their real name which their parent gives them to call for instance.

Prem Chhetry who works at Pathivara Motor Garage narrates how his owner and senior call him at auto garage. According to him, "*my real name*

is Prem but in the garage my owner and senior named me "bhadre" because of I came from Bhadrapur. I don't like this kind of manner of my senior. I request many times to my senior and owner to say my real name for calling but they did not listen to my voice".

It clearly shows that people lost their self identity while working at the auto garage. Prem Chhetry is a representative character of the events. I found many workers who lost their identity after begin to work at auto garage.

5.11 Attitude on Job

There is not appropriate attitude towards job. It was found that most of auto worker have high ambitions in life, which is almost dream for them. Few of them are satisfied with their present work. Those who are working at auto garage, are they really satisfied with their job? I wanted to know about it. I studied their behavior and interviewed them as a close friend. The table 20 shows that level of satisfaction of autoworker.

Table 20: Level of Satisfaction

Satisfaction	Number	Percentage
Yes	26	52.00
No	24	48.00
Total	50	100

Source: Field Survey, 2012.

The respondent informed me that relatively a majority (52%) of the workers were satisfied with their job. But there is not more gap between the

satisfied and unsatisfied worker. These views are supported by two facts: first, they have been provided with some basic facilities, like tea and breakfast, food and lodging during their work. Secondly, they see no other alternatives to better platform as it is. As far as they leave their present job they would lose the opportunity to live in. Out of total respondent 48% of the workers' responded that they are unsatisfied. Due to low salary, physically or mentally tortured and not getting more facilities.

In the study area, some of the respondents were found specific with their working place, for instance, Lukiram Tudu the only respondent from *Satar(Santhal)* community from Haldibari, does not have any piece of land. His father works as servant at landlord of village. One day his father told him to work at landlord home, but he did not want to plough the land. Some days later he ran away from the home and started to work at Mechi Engineering Workshop, Birtamode. He is now semi-skilled mechanic. He also said that he is now getting better facilities of food and shelter provided by the owner than his home. In this place his owner and his wife treats him well. So, he became happy in present days.

5.12 Future Aims of Life

In the studied population, I found that, there is not homogenous aim about their future aim. Most of the workers wanted to open the new garage. Some workers wanted to be driver, auto businessman etc. But interesting factor is that no auto worker wants to go outside from the auto sector. The table 21 shows the aims of auto workers working at Birtamode.

Table 21: Distribution of Respondent (worker) by Their Aims

Aim of Workers	Number	Percentage
Garage owner	31	62.00
Auto Businessman	9	18.00
Driver	6	12.00
Don't know	4	8.00
Total	50	100

Source: Field Survey, 2012.

The table 21 shows that majority of the workers (62%) have aim to be a garage owner in future. When the reason was asked about being an owner, all of them immediately replied that to earn much money and to pass happy life. During the field study, some of the old mechanics were found establishing their own garage. But some auto workers wanted to be a driver i.e. 12%, auto businessman 18%. The worker who wants to be auto businessman they were from little sound economic background and having a little knowledge education. They were unskilled and semi-skilled worker. I found the different perspective of respondents in the case of selecting their future aim.

5.13 Awareness About the Labor Acts and Legislation

During the observation, I asked to the respondent about the labor act and legislation, most of them were ignorant about it. It was the cause that most of them were semi-literate. They were not interested about the law, rules and regulations. They were found busy to work to earn money to

sustain the livelihood. The table 22 shows the number of respondents by awareness of the labor act and legislation.

Table 22: Awareness to the Labor Act and Legislation

Awareness of rights	Number	Percentage
No	46	92.00
Yes	4	8.00
Total	50	100

Source: Field Survey, 2012.

The table 22 shows that, 92% of the autoworkers in garage are not aware of their own rights and only 8% are aware about it. This is more or less I found similar case with the owners. It is found in the research time, only about 12% of the owners have very little knowledge about the labor's act/right. They cannot explain it in detail .88% of them were fully ignorant of it. During observation I found that, these fields are running only through oral rules of owners. The lack of awareness program to be carried by the Nepalese Government and other institutions, ineffectiveness of the control mechanism in the same department caused the ignorance about the labor act and legislation in the auto garage at Birtamode.

CHAPTER-VI

NATURE OF LABOR AND THEIR WORKS IN AUTOMOBILE GARAGE

6.1 Automobile: Definitions

During the field study, I found different meaning and understanding about automobile. When I asked to the lay person or unskilled worker defined automobile as number of wheel but when I asked some questions to the semi-skilled or skilled worker they defined it differently. They understand automobile is not only the number of wheel but also by its function and system.

From the layman understanding automobile stand as a vehicle use for the transportation of goods and human beings. It is used for a both long and short distance. Moreover, in their understanding, automobile is the image of vehicle such as bus, truck, lorry, car, tractor etc. and consist 4 or 6 wheels. But in the technical sense or literary meanings automobile is a self-propelled vehicle, which is used for the transportation of passengers and cargo over the ground (Harbans Singh Reyat, 2006). It has different types such as vehicle, motor vehicle etc. When I asked to the same question to the skilled persons, they define a vehicle is a machine, which is used for the transportation of passengers and cargo. It consists of two parts, i.e. carriage portion and machine portion. The machine portion which contains wheels and axle whereas the rest of the part of it refers to carriage portion where passengers sit or goods loaded.

In the field study, the academic technician define motor vehicle as a vehicle, which contains motor D.C. (direct current: that is conducted by electricity) or engine to drive it. In their understanding, motor vehicle is

another popular name for the automobile. It consists of two words 'Motor' and 'vehicles' meanings motor vehicles. There are cars, buses, trucks, motorcycles; scooters etc.

In the view of the general people, automobile garage as a field where different types of vehicles are repaired and maintained. And an auto mechanic is that technical person who repairs different types of vehicle in the certain boundary.

6.2 Auto Mechanic and Nature of Works at Auto Garage

Any auto service business must stand or fall on the merit of the work done by the mechanics. The auto mechanic is, in a sense, a "jack of all trades". He must be able to perform almost any work needed on an automobile correctly and efficiently (Venk and Billiet 1969). In a broad sense, the duty of the mechanic is to restore an automobile so that it can perform as it did when it was new. This involves diagnosis and repairing of automobiles. When malfunctioned vehicle is taken at the garage for the maintenance, the mechanic first of all inspects them and opens it to repair. He diagnosis the problem and does the maintenance. He replaces the old damaged item by a new one if necessary. No great skill is needed in carrying out most mechanical jobs, it is simply to find a potential trouble spot and inform the costumer before it can be develop into something serious.

Nature of work means the kind of work worker do. Basically vehicle maintenance is a fundamental job of a mechanic at garages. They are consulted when a vehicle is showing signs of malfunction. Preventive maintenance is also a fundamental part of a mechanic's job, but this is not

possible in the case of vehicles that are not regularly maintained by a mechanic. Generally in the garage, it was found that, a task defined when one does with physical force not counseling function. They do this service by giving suggestion to the owner, driver, conductor and handy boy (*khalasi*). This job is done free of cost. Such counseling is not taken as the task by auto mechanic in the garage but in the capitalist society it is also task of mechanic because they invest time and their knowledge during that time. And it is also found that, auto owners hesitate to consider suggestion as a task. They won't pay any charges to their suggestion. And mechanics also take easily for the auto owner's opposition of not paying for the counseling in a common way.

There are a number of distinctive features of garage work: In repairing vehicles, their main role is to diagnose the problem accurately and quickly. They often have to quote prices for their customers before beginning work or after partial dis-assembly for inspection. The mechanic uses both electronic means of gathering data as well as their senses. Their job may involve the repair of a specific part or the replacement of one or more parts as assemblies. One important thing, according to Autobazaar monthly is that a mechanic should develop correct working habits and should possess a well- balanced personality but in the garage of Birtamode, I found most of the workers have not this quality in the course of their work.

Garage technicians primarily do service, repair and maintain the vehicle mechanically. I observed in the field that the work was characteristically dirty and physically heavy. The technicians undertake and complete a job or set of tasks on a vehicle to work autonomously and usually alone. Their work is varied and requires an acquired manual skill and the technicians use their own hand tools in most of the tasks.

Further distinctive features of technicians are, to deal with dirt as part of their routine everyday work unlike the modern clean factory in which new components are being assembled. Most of the technicians were found in the garages dirty and their working environment also contaminated by dirt. They are compelled to work with dirty materials that vehicles bring from the roads and different dirty places. Most of their work would be using chemical and materials such as grease, oil, diesel, petrol and asbestos. It only appears dirt outside and inside the mechanical context but they don't know those chemicals and materials are harmful for skin to causes different skin infection.

Automobile workers do not have any fixed work schedule. They have a very wide range of activities at their employer's garage. There are different types of workers and the work is in accordance with their rank. I found in the garage, most of the helper and senior helper work physically hard and tough. They don't have any skill to install and diagnose the different parts of the vehicle. But their role is more important in the garage because they do every physical and tough task in the garage and they always help their senior. They bring accessories, tools to the senior mechanics. In the initial phase a helper cleans the dirty, nasty, greasy parts of the motor vehicles according to the ordered of their senior. And senior mechanic fits and diagnoses the different parts by teaching to the helper. But the auto mechanic has a physically demanding job, often exposed to extremes temperature and as well as lifting heavy objects and staying in uncomfortable positions for extended periods as well as exposure to gasoline, asbestos, and other toxic chemicals.

6.3 Type of Auto Worker and Their Work at Garage

When I first visit to automobile garage, I found some of the workers were busy in their tasks. And most generally most of the garages are found to be mismanaged. I see, most of the garages have young (who are physically strong) working as a worker wearing greasy and oily cloths. Most of time they look dirty, their work are muscle oriented. Hygiene is rarely taken care off.

When I began to talk with them I found that there are three types of workers working in the garage: 1) junior Helper (Unskilled) 2) Senior helper (Semi-skilled) and 3) Mechanic (skilled). Their work is categorically distributed according to their knowledge in the auto garages.

In addition, it was found that there were two types of workers. Some workers come form theoretically sound backgrounds while others come from empirical background. It was found that, there is not any difference in behavior between them by their owner due to lack of the education to judge the quality of worker. The owner also wants to empirical background workers then theoretical knowledge. They do not respect the theoretical knowledge based worker because they do not know the importance of theoretical knowledge. They always want practical based skilled manpower. In Birtamode, I found that most of the workers are from practical based and owners prefer to employ the practical based worker.

a) Junior Helper (Unskilled)

A helper is a person who is totally new and unskilled. He is junior person who does all the lower activities under the control and direction of superior person i.e. senior mechanic who is much and more experienced in all activities who is necessary to accomplish the task. He cleans different parts of the vehicle, manages the tools and does other lower activities in garage. So he only observes and washes the different parts of the vehicle. After some time he becomes able to dismantle the some parts of the vehicle with the help of senior. In the course of time he becomes the semi-skilled mechanic. To be a semi-skilled helper it takes nearly six - twelve months. It depends upon his self-knowledge and concentration towards the work. In this period he knows only about the tools and parts of the vehicle.

In the course of study, it was found that time is main factor for helper to become semi-skilled. It is also found that self knowledge and confident level is also main factor to get promotion from the helper (unskilled) to the semi-skilled. Generally it is found, unskilled labor became semi-skilled mechanic while they are able to dismantle, reinstall different moderate types of work such as hub greasing, differential case, brake shoes, propeller shafts gearbox etc. of the vehicle without consulting their senior.

b) Senior Helper (semi-skilled)

A senior helper is a person who works and instructs the junior helper and who himself controls all the lower activities under the control and direction of superior person. He can do normal work such as dismantling and reinstalling gear box, brake shoes, hub greasing, brake adjust, steering box. They can dismantle different part of vehicle but can not reinstall special

parts themselves. They do the normal work such as Engine oil change, wheel (hub) greasing, dismantle the gearbox, steering box, differential case from the place etc. But they do not have knowledge about the methodological process. They don't know which tools are required in specific work and how to disassemble parts set in orderly way and place bolts and nuts in right place to avoid errors in reassembly. They take the help from senior mechanic and sometime give the direction to junior helper. In this sense they are semi skilled mechanic in auto garage.

In the garage it is found that semi-skilled phase is transitional phase for the semi- skilled mechanic. In this stage the worker should be very clever and responsible to their work. They have to maintain good relationship with their owner as well as senior and junior to get promotion himself because to be mechanic owner and senior should believe him and junior must be obedient.

c) Skilled Workers (mechanic)

A mechanic is a person who diagnoses the trouble of vehicle. Mechanic is a person who repairs, diagnoses and fits the different parts of vehicle. They suggest the customer about the malfunction of their vehicle. A mechanic diagnoses and repairs automobile in poor condition and perform service. In this sense they are pillars of workshop. In the absence of the owner he managed the garage. They ordered the junior according to the situation and inspect them. As skilled persons they are leaders of a garage. They become skilled after working five years or more than so in the garage. Being a mechanic they earn more money in comparison to senior and junior helper.

In the same way vehicle owner also understand that mechanic is a person who diagnoses the vehicle which is not functioning well, however he is from practical or theoretical base. He wants only the work not his other theoretical knowledge. So, practical based mechanic is the more valuable in the auto garage of Birtamode.

6.4 Relation Among the Workers

A helper is an unskilled manpower in auto-garage. Unskilled person (helper) is always lower in rank in the garage. He cleans the different parts of the vehicle and manages the tools. I found in the garage most of the unskilled boy were working the non- diagnosis activities like investigation of different part such gear box, brake booster and engine over hauling etc.

In the garage I found, there were numerous unskilled workers who have good relationship between them because their work nature is only to clean and provide the tools to their senior. But sometimes problems occur due to promotion which is basically for financial increment. In this time one unskilled boy is protected by their senior and others are not getting appropriate platform.

It was found that, the semi- skilled mechanic is more important in the garage. They are viable in the garage. They work more hard and tough (like which is heavy in weight) work in the garage. They are semi-skilled persons. They can open and fit different parts of vehicles and maintain the some part according to the instruction of senior mechanics but sometime they are scolded by their senior because for their small mistake of work. In the study time I said one mechanic named Krishna, aged of 20 yrs old, replied me that, the question of *How* you fell when you do mistake.

"In the course of our good working time our senior and the owner treats us like a brother but sometime when we do small mistake such as over tight or loose nut and bolts they scold us. They don't treat as a human being. This is sorrowful condition for us".

They are not able to rise up their voices against the senior due to lack of confidence of their task and have not skill to service the vehicle. Thus, they are always and almost suppressed by their senior and owner although their role is more important in the garage.

Comparatively relationship among senior workers is found to have been better. First of all they are few mechanics in a garage in comparison to the other workers. Secondly they are paid high. Thirdly, the second reason increases their financial condition. Senior workers are found with psyche of demeaning attitude to the junior workers. When I was in the primary data collection at Mainali Engineering workshop Bikas Rajbanshi, the senior most mechanic of the garage, was unaware of me when he was scolding Krishna Poudyal, a semi- skilled worker at the same garage. Hence, it was found that the hierarchal position of worker creates the gap between the workers. In the garage senior mechanic suppresses the semi-skilled mechanic and semi-skilled worker suppresses the unskilled.

6.5 Relation Between the Owner and Worker

The researcher found that, generally the relation between owner and worker is good. But while going to field (auto garage) for observation I saw that, owner is not good person in the case of their behavior. They take worker just as a worker not as a part of garage. It is found that the owner scolds to their helper by saying taboo words in the duty hours. It shows that there is not good relationship with the workers. This type of manner creates

the dissatisfaction to the helper. In doing so, helpers some time ignore and hesitates to work by showing laziness in their work, do not come in time for their work, they start to neglect their work, they ask for more holidays and their speaking nature will be rough towards the owner.

It was observed that generally owners treat the senior mechanic comparatively in a polite manner. They have not conflict in the course of working time. Senior mechanics are persons who have a lot of experience in the related work and is likely same as an owner. He is a superior person in the garage. In these circumstances, after completing the work it was found that, a senior mechanic requests for inspect the work either it is right. It makes conflict between them. I found one mechanic named *Buddiman aged 32*; working in *Pathivara Motor Garage Birtamode* said me:

"Owner is senior of the organization but sometime his behavior is not good for us. He just suppresses us without any reason. It is not good. This type of manner creates dissatisfaction towards the owner".

Moreover, helpers are more in number in the garage. In the garage, they have to work in physical difficulties. But their salary is not found in satisfactory level than their labor. It is the main cause to create bad relationship with their owner. The market has high demand of the worker. So, they can change their working station each and every time. I found in the garage named *Munna Motor Garage*, one worker '*Bhanja*' said me that: *That garage is his relatives but the garage owner's mistreatment thinks him to leave the garage. This is also difficult task for him, he cannot leave without any reason, he thinks that if he leaves his job place his owner informs his parents and their relationship is broken. So, he thinks that, the only one solution for escaping from the job by doing laziness and hesitating the duty hours."*

This statement clearly shows that workers are the main pillars of the garages but they were not getting appropriate salary by their boss. In this case their main weapon of bargaining to increase salary is only doing the different in behavior. They were not unified although different unions were doing activities towards them. These workers cannot effectively assert their rights in the workplace by, for example, asking for raises, complaining about violations of wage and hour or workplace safety laws.

In the past the relation between owner and worker was satisfied and workers also did not have great dissatisfaction comparatively. Medani Prasad Mainali says that the owners of the past garages were happy with the work of automobile workers. According to him, only some simple conflicts occurred between workers and owners some thirty years ago. Mr. Mainali, once a worker in Balaram Motor Garage, now owner of his own garage, says that the treatment of the guru Balaram was very lovely and affectionate. In the beginning salary was Rs. 150 per month during 2040B.S. which coming 2048 B.S it reached to 500 rupees per month. According to him this salary was not enough to sustain family smoothly. He bargained for the increment of the salary as they, along with him, had to work more than 8 hours without extra pay for extra working hours. This could not settle in the positive ground so, Mr. Mainali established his own motor garage namely Mainali Engineering Workshop, situated far eastern geography of Birtamode which is attached with Giri Bandhu tea state.

Now I had asked Mr. Mainali questions as an owner of garage. He has longing for past garage working rather than present scenario it is because at present workers are politicized and they have lots of options of work. He said that there are no respects towards the owner; workers are not liable in

this present scenario. This has created unhealthy environment between owners and workers at present.

In the garages, their main strategy to increase their salary and leave their working station by doing different behavior towards the owner. I also found most of the workers if they do not satisfy in their work, misbehavior of their owner they start to hesitate the work by showing laziness in their work. They start not coming in time for their work, start neglects their work, and they ask more holidays to their owner. If owner ignores to give holidays their speaking nature will be rough towards the owners and finally they do not come to the garage. These types of trend were found in Birtamode. It creates the gap between worker and owner like wise capitalistic society.

6.6 Working Environment in Auto Garage

To examine the relation between owner and workers, I examined some indicators or facilities provided by owner to the workers at auto garage. These facilities are directly related on the workers life span and their work schedule where they are working.

6.6.1 Health and Hygiene of Worker

During my research it was found that, most of the garages were being run with dusty and unclean condition. Due to this the health condition of workers was affected. Generally, in the garage it was found that workers are unaware of their health and sanitation. The workers were found in unclean (greasy) cloth. Mostly helper and semi-skilled manpower were found in dirty position comparative to senior mechanic. They are not conscious about their health in comparative to their work. Sometime if they are in accident (i.e.

squeezing of finger by hammer, cut their hands by iron etc.) they are not getting medicated treatment. In stead of going to clinic they use brake oil (solvent which is used for the braking purpose) for the wound and wrap it by dirty cloth. Why did they do it? One respondent, working at New Royal Engineering Workshop replied me that, *"clinic is far from here and it's boring to go clinic in this dirty condition. So, it is better to put brake oil and wrap it"*.

It was also found that when some workers were sick i.e. headache, stomach etc. they are found coming to garage in such condition. In a question why did you come for work in a sick condition? The answer was *"what to do? If we don't come, the garage owner would become angry and reduce the salary. So it s better to come in garage and do some light work. In doing so, owner becomes happy and also beneficial to us."*

This statement clearly indicates that the condition of health of worker in auto garage is not good. The working place and lack of consciousness level of owner and worker has created a significant trouble in their health.

6.6.2 Tools and the garage worker

It is found, most of the garages at Birtamod are running without proper modern tools. Workers are mired to work in the garage in the absence of appropriate modern technical tools. In most of the cases, they use hammer for their every work. Working with manual tools (hammers, chisel, screwdriver, common spanner etc.) not only requires extra physical strength but also consumes a lot of time. On the other hand, frequent use of such manual tools decreases life of machine and

machine parts. In the question, why aren't you using modern/appropriate tools? One of the mechanic named Ashish working at Kankai Workshop replies, " *we are habituated to use common tools and they are easy to use. What will happen with specific tools, we do the same work easily with common tools*". This statement clearly shows that if their owner ordered to use proper tools beside the hammer in work they did not respond their owner because of their comfort. And also found, they have to finish work whether using proper tools or not.

6.6.3 Foods

Most of the garage workers are not having hygienic food. They are used to buy the food where the hotel gives them in cheap and eat whatever they get. It is also observed that they were eating their food with not clean hand during their lunch time. The foods were also found not hygienic. Due to this, most of the workers have said that they have gastric problem. In the garage most of the workers were found having cigarette and *gutkha*. And after the finishing of the work they go to the hotel and have hard drinks. In a question why are you having hard drinks that affect your health? Purna Thapa Mager owner of Suraj Workshop said me that the heavy nature of work by day's in garage make them tired and after having some drinks only their body will get better and sleep comes smoothly.

6.6.4 Sanitation

It is found that most of the garages were running without proper sanitation facility. In the garage, the owner never worries about the sanitation, safety, proper rest etc. He always expects the fast and well service from the worker. Pieces of clothes and plastic cover, which are used to clean hands and parts, were found all around the garage. In almost cases, all garage workers are used to spill the engine oil, grease, diesel, petrol in the work place which causes them difficulty in their work and also garage seems unclean. In question why do they do so? Almost all the workers said "our work is to maintain the vehicle not to clean the garage. If we sweep today than it will become the same the next day. If we leave as it is then it is better". So it can be said that most of the garages are running under unsystematic ways which cause the health problem of worker and increases the environment pollution.

Toilet is an important indicator of every social sector. It is the reflection of every society to know about their real situation. Therefore, the researcher wanted to know about the toilet facility of the auto garage.

Generally, toilet facilities are not seen in the auto garages. In the field, the researcher found comparatively fewer proportions of toilet in the auto garages at Birtamode and some garages are running without any toilet facilities. In this condition what workers think about the urinary time? And what is the reason of garage owner not providing toilet facility at the garage? The researcher tried to know that. In this study toilets are categorized into two types, such as ordinary and flush system.

In the field study the researcher found that majority of the garages are running with no toilet facilities. Only few garages had flush system toilet. To know the reason the researcher asked why that was so, most of the garage owners said *"What to do by making the toilet. After 2/4 days none enters the toilet. Not only garage staff but also the staffs of the vehicles also share the same toilet. No one is there to clean the toilet. So, due to the reason the toilet will be full within a month. So not to build the toilet is the better idea"*.

In the course of research, the respondents informed me that, most of garage lands are on lease. The garage owners are not interested on investing their money to build such kind of infrastructure. That toilet facility is remaining on their owner's interest. Due to that reason all the workers are in problems. So, they are mired to use the open land.

CHAPTER – VII

SUMMARY AND CONCLUSIONS

7.1 Summary

The summary is based on the interview of 50 workers' working currently as auto garage in Birtamod. The field survey is the base of the study. In the field survey 50 garage worker were interviewed on the basis of the purposive sampling technique. However, a few case studies were also conducted to collect more interesting and reliable information on the situation of the garage worker. 50 respondents were selected for detail study out of the 253 respondent of autoworker. Different caste/ ethnic groups of workers are also found in auto garage. Brahman, Chhetry, Rajbanshi, Chaudhary, Dhimal, Sarkar and Limbu were selected as a sample. It has covered 20% of total respondents. Majority of the workers from ethnic group to join this sector does mean that their family's earning mid agricultural production is unable to sustain them for whole of the year. They have been facing the problems of poverty since time immemorial. Likewise, only 12% have food sufficiency of 10-12 months.

Regarding the district of origin, majority of workers (i.e. 48%) were from within Jhapa district. Most of them were from the adjoining VDC of Jhapa. Large size of the family is also responsible to enter the automobile market. Family size of the respondents were divided into 4 categories - up to 3 (12%), 4-6 (28%), 7-9 (36%), more than 10 is (24%) and 7-9 family size were found to be largest one. The result was that the family of large size could not sustain all of its members for the ultimate survival. This is one of the push factors to create autoworker. Majority of the people hold the wage

labor as their main occupation. The research conducted over 50 respondents which revealed that about 68% of the auto workers family had involved in this occupation while the rest of 24% and 8% respondent's family worked as agriculture and other work respectively. Out of 50 respondents, only about 12% of the workers' family had little high land to feed their family but 78% had not sufficient land to grow enough food for whole year.

The finding shows that only 70% of respondent were literate. So far as the literacy rate of workers is concerned, the workers working in auto garages were found to be literate. Regarding education, the majority of the worker (70%) are literate means they ultimately drop out from the school so as to not attending higher grade. Dropping out of school is another push factors to create the automobile worker. Poverty, illiteracy, no school around, not interested in study, lack of educational materials and parent's negligence enforce the children to dropout from school. Not continuing the school in turns an environment for entering automobile market.

Regarding the nature of workers' work, the finding shows that the working condition was very miserable. Most of the workers were not using appropriate clothes, shoes, gloves and proper health care. They have not provided toilet facility, appropriate sanitation etc. The workers working in garage do not remain at one place for long time. They were found to shift from one working place to another more frequently. The respondents were found to work at a place for more than two year is 42%. Similarly, 8% were found to remain for three month or less, 16% for one year or less, 32% for more than two years. Wages or salary of worker was comparatively low. Only 18% of the workers were found to get more than Rs 8000 a month. Similarly, 36% of them received Rs 6000-8000, 14% of them received

Rs.2000-4000 and 10% received less than Rs 2000 of total respondents. They work for long hour's means majority of them are round to work for 8 hours but indirectly they work more than 8 hours which is bad. Another bitter reality is that they never get allowances for those overtime working.

One of the major consequences of auto worker is that their economic contribution towards their family was found to be high 78% of them replied they had to support their family whereas only 22% of them explained they did not have. But that was not enough to fulfill their basic demands of their house. Regarding future preferences 62% of the respondents were interested to remain in present work and they wanted to open new garage. 18% of the respondents wanted to be auto businessman. Rest of the workers wanted join the driving and rest of others respondent do not know what they will do in the future.

It is sad to say that only 8% of respondent were aware of their own right. Rests of them were not aware of labor act and legislation rules. And most of the workers were not conscious about the different rule which is essential for them. This clearly shows that there is big problem which hampers the labors and benefits the owner. It is obvious that main occupation of Nepalese people is agriculture now changing due to the modernization and capitalization. Due to the urbanization and modernization the never-ending flow of autoworker to Birtamod is just like a culture.

7.2 Conclusion

Like Marxist perspective workers are not to remain at one place for long duration. They are free in capitalist society (Mishra 2004). In the case of my study, it is also applicable. They change their working place from one

garage to another. The workers change their working place if they get the better salaries and other facilities in the other garage. However, the data presented in the test clearly indicates that the mobilities of all labor were not same. The unskilled and semi-skilled labors were mobilized more than skilled labor due to the low salaries and other facilities.

Analyzing the condition of garage workers working at Birtamode, they are exploited by the owners in different ways. The data presented in the text clearly explain that poverty, lack of land, families relations etc. compel people to work in auto garage. However, their health condition, working time, salary, and facilities are very poor. Wages are comparatively low. For example 18% of the worker received more than Rs. 8000 as salary. Others are not getting more salary as their labor contribution. It reveals the fact that they are living with meager salary but they are supporting their family through their labor. That means they have been exploiting from their owners in terms of wage. However, the data also reveals that the workers are not unified to fight against the owners for increase their facilities as well as salaries in collective way. Most of works bargain with their owner individual. It clearly indicates that the Marxist concept like workers are uniting for their welfare in the capitalist society is not applicable in the case of the study.

Regarding facilities provided in the working place, most of the workers were not found getting the facilities like sanitation, health, toilet, healthy working environment, hygienic food during their working period. Majority of them are physically tortured and some of them are mentally abused. There working station was not equipped with proper safety devices and modern tools.

There labor laws, rules and regulation were not properly working. Different laws, rules have been made by the government and have agreed in many international conventions but the data presented in the text clarifies that both workers and owners were unaware about it. Different trade union also working towards them but lack of implementation these are not applying. It is, in fact, a betrayal of worker's rights as a human being and an offence against civilization. It persists in its most dehumanizing form, especially in an Automobile sector. This implies that the working is in not comfort position. This implies that the workers are exploited in auto garage by the various forms.

Nature of work means the kind of work people do. In auto garage, the nature of works is varied. They do manual work. Work like washing vehicle, machines and motor parts, opening engine, dismantling the parts of vehicles and etc come under manual job. Mostly workers do manual job and it is mostly done by unskilled and semi skilled workers. Skilled workers do mind work like diagnosis of the vehicles. For example, skilled workers perform comparatively light work. They do physically easy job whereas semi-skilled and unskilled workers do physically heavy work. Their relation is smooth but while increment of the salary there happen some kind of trouble. At that time some workers are protected by their senior and owner. But nature of work is same to the unskilled worker and semi-skilled worker. But in the case of their hierarchal position the unskilled and semi-skilled workers are suppressed by their senior workers. That is the main feature of capitalism in this society.

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ANNEX-A
SCHEDULE

A. PERSONAL SCHEDULE

I. Background

- a) Name.....
- b) Sex.....
- c) Caste.....
- d) Religion.....
- e) Age.....
- f) Address.....
- g) Permanent Address.....
- h) Birth place.....
- i) Urban/Rural.....
- j) District.....

II. Family Background

- 1) Number of Family.....
- 2) Father
 - i) Yes ii) No iii) Alive iv) Dead
- 3) Mother
 - i) Yes ii) No iii) Alive iv) Dead v) Divorced
- 4) Income Source of Family
 - i) Agriculture ii) Labor
 - iii) Service iv) Business v) Others
- 5) Why have you left the house?
 - i) Because of father/mother's suffering.
 - ii) Not getting the chance to read.
 - iii) Because of the poverty of the house

- iv) Because of the death of the guardian
 - v) Seeing others earning money and work
 - vi) Because of friends
 - vii) Nothing else
 - viii) Others
- 6) Family size:
- i) Less than three member
 - ii) 4 to 6 member
 - iii) 7 to 9 member
 - iv) More than 10 member
- 7) What is your parent's occupation?
- i) Agriculture
 - ii) Service
 - iii) Business
 - iv) Wage labor
 - v) Others(not specific)
- 8) What is the main income source of your family?
- i) Agriculture
 - ii) Service
 - iii) Ousiness
 - iv) Wage labor
 - v) Others (not specific)

III. Educational Background

- 1) Parent's Educational Background (if you know):

Educational status	Father	mother
Illiterate		
Literate only		
Primary		
Lower secondary		
Secondary		
Above SLC		

- 2) What is your qualification?
- i) Primary
 - ii) Secondary
 - iii) Higher

- 3) Type of institute?
 - i) Government
 - ii) Private
- 4) If you dropped out or never joined school, what was the reason?
 - i) Poor economic condition
 - ii) Work burden
 - iii) Not interested
 - iv) Parent's illiteracy
 - v) Parent's negligence
 - vi) Others

IV. Economic Work:

- 1) What did you do at home?
 - i) Household work
 - ii) To look after the cattle
 - iii) To bring the wood and the grass
 - iv) Labor
 - v) Others
- 2) Are you happy with the present work?
 - i) Yes
 - ii) No
 - iii) A little
- 3) If yes, why?
- 4) If not, Why?
 - i) A little money
 - ii) Difficult to work
 - iii) Trouble given by others
 - iv) Other reasons
- 5) Do you maintain with the earned money?
 - i) Yes
 - ii) No
- 6) Where do you keep the saved money?
 - i) Parents
 - ii) Myself
- 7) How long do you work in a day?
 - i) 8 hrs.
 - ii) More than 8 hrs.

V. Working Condition:

- 1) What is your working status?
 - i) Part time
 - ii) Full time

- 2) If part time,
 - i) Morning only
 - ii) Evening only
 - iii) Afternoon only
 - iv) All day
- 3) Working period?
 - i) Less than six months
 - ii) Six to one years
 - iii) Two years
 - iv) More than two years
- 4) What is your wake up time?
 - i) Before 5 AM.
 - ii) 5 to 7 AM
 - iii) after 7 AM
- 5) Did you work outside this garage before?
 - i) Yes
 - ii) No
- 6) If yes, how many places did you work?
 - i) One
 - ii) Two
 - iii) Three
 - iv) More than three
- 7) Why did you leave the previous place?
 - i) Low payment
 - ii) Misbehave
 - iii) Not paid in time
 - iv) Others

VI. Earnings and Expenditures

- 1) What is your working status in this garage?
 - i) Paid
 - ii) Unpaid
- 2) If paid, which condition do you accept among the following?
 - i) Salary base
 - ii) Daily wage earner
 - iii) Others
- 3) If salary base, what is your monthly income?
 - i) Less than Rs.2000
 - ii) Less than Rs. 4000
 - iii) Rs 4000 to Rs. 6000
 - iv) Rs. 6000 to Rs 8000
 - v) More than Rs. 8000
- 4) Are you satisfied with your income?
 - i) Yes
 - ii) No

- 5) What do you do with your income?
i) Give to parents ii) Spent for personnel use

VII. Food and Shelter

- 1) Where do you sleep?
i) Own house ii) Owner's house
- 2) If owner's house, do you have separate room?
i) Yes ii) No
- 3) If you have no separate room, with whom do you sleep?
i) Friends ii) Alone

VIII. Concept

- 1) What do you want to be?
i) Garage owner ii) A businessman
iii) Others vi) I don't know
- 2) Do you want to read?
i) Yes ii) No
- 3) What do you want to read?
i) To be a great man ii) To earn much more money
- 4) Why don't you want to read?
- 5) If you want to read, how much will you want to read?
i) To the school ii) To the college or more iii) I don't know

IX. Facilities got at the working place

- a) What types of facilities have you got?
i) To live ii) To have food iii) Clothes
iv) Health Care v) All
- 2b) Have you got sanitary and toilet facility in the garage?
i) Yes ii) No

X. About health and personal sanitation

- 1) Have you ever been sick since you worked here?
i) Yes ii) No
- 2) If yes, what types of diseases have you got?
i) Cold ii) Fever iii) Diarrhea iv) Wound v) Others
- 3) How did you get recovered?
i) From hospital ii) Using medicines iii) From rest
- 4) Have you been provided with sufficient food?
i) Yes ii) No
- 5) Do you know about labor Act and legislation?
i) Yes ii) No
- 6) If any