

OCCUPATIONAL ASPIRATION OF INDUSTRIAL WORKERS
A case study of noodles factories in Pokhara

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LETTER OF RECOMMENDATION

This is to certify that **Ms. Maya Devi Sharma** has completed the dissertation titled "**Occupational Aspiration of Industrial Workers (A case study of noodle factories in Pokhara)**" under my supervision and guidance. To the best of my knowledge, the study is original of its kind and carries useful information regarding the occupational aspiration of noodle factory workers within the industrial periphery of Pokhara, Nepal. I, therefore, forward this dissertation to the dissertation committee for the final acceptance and approval.

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LETTER OF APPROVAL

This dissertation "**Occupational Aspiration of Industrial Workers (A case study of noodle factories in Pokhara)**" accomplished by Ms. Maya Devi Sharma has been accepted and approved as the partial fulfillment of the requirements for the Masters' Degree in Sociology by the undersigned members of the dissertation evaluation committee.

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TABLES OF CONTENTS

Contents	Page no.
ACKNOWLEDGEMENT.....	I
TABLES OF CONTENTS	II
LIST OF FIGURES	V
ABSTRACT.....	VI
CHAPTER I : INTRODUCTION	1-7
1.1 Background of the Study	1
1.2 Statement of the Problem.....	2
1.3 Objectives of the Study.....	4
1.4 Rationale of the Study.....	5
1.5 Importance of the Study.....	5
1.6 Limitation of the Study:	6
1.7 Organization of the Study	7
CHAPTER II: LITERATURE REVIEW	8-16
2.1 General Introduction of Occupational Aspiration.....	8
2.2 Theoretical Review of the Study.....	10
2.3 Review of Related Studies	14
2.4 Conceptual Framework.....	15
CHAPTER III: RESEARCH METHODS	17-20
3.1 Justification of Study Area.....	17
3.2 Research Design.....	17
3.3 Nature and Sources of Data	17
3.4 Universe, Population and Sample	18
3.5 Data Collection Methods	19
3.6 Data Analysis and Presentation	20
CHAPTER IV: DATA PRESENTATION	21-39
4.1 Introduction.....	21
4.2 Descriptive Study.....	21
4.3 Profile of the respondents	22
4.4 Work, wage opportunity and benefit	27
4.5 Family Economic Status	32

4.6	Role of other Family Member in generating income.....	32
4.7	Enjoying the facilities by workers at residence and workplace	33
4.8	Migration status of workers	34
4.9	Workers' Aspirations for their children.....	35
4.10	Employment practice	36
4.11	Aspiration components of worker.....	38
4.12	Future Aspiration of workers:.....	39
4.13	Sexual harassment in the work place	39
CHAPTER V: ANALYSIS AND DISCUSSIONS		42-50
5.1	Introduction.....	42
5.2	Existing policies related to workers and wages system	42
5.3	Profile of the respondents	42
5.4	Family Structure and Residential Arrangement.....	45
5.5	Livelihood Vulnerability.....	45
5.6	Responsible Circumstances and Occupational Vulnerability	46
5.7	Status of work and its environment	46
5.8	Dimension of work	46
5.9	Settlement aspiration of workers	48
5.10	Education as an aspiration of worker's life	48
5.11	Worker's aspiration of promotion:	49
5.12	Workers' future Aspiration:	49
5.13	Sexual harassment at work place	50
CHAPTER VI: SUMMARY, CONCLUSION AND RECOMMENDATIONS ..		52-56
6.1	Summary	51
6.2	Conclusion	54
6.3	Recommendation	55
REFERENCE.....		56

LIST OF TABLES

Table no.	Title	Page no.
Table 4. 1:	Distribution of worker's time utilizing by factory.....	28
Table 4. 2:	Distribution of workers by skill	28
Table 4. 3:	Distribution of workers with the type of job.....	29
Table 4. 4:	Distribution of workers feeling of type of work	29
Table 4. 5:	Distribution of workers with the service of year.....	30
Table 4. 6:	Distribution of benefit in promotion, overtime duty and payment	30
Table 4. 7:	Work facilities and satisfaction.....	31
Table 4. 8:	Role of other family member in generating income	33
Table 4. 9:	Facilities provided in Factory.....	35
Table 4. 10:	Reasons for working in the factory	36
Table 4. 11:	Need of extra provision to workers.....	36
Table 4. 12:	Future Aspiration of workers	39
Table 4. 13:	Types of Harassment faced by female worker in work place (MR) ..	40

LIST OF FIGURES

Figure no.	Title	Page no.
Figure 2. 1:	Conceptual framework.....	15
Figure 4. 1:	Distribution of workers by sex.....	22
Figure 4. 2:	Distribution of workers association with sex and age	23
Figure 4. 3:	Distribution of workers association with marital status and age	24
Figure 4. 4:	Distribution of workers by caste/ ethnicity.....	24
Figure 4. 5:	Distribution of Workers by Educational and Training Status	25
Figure 4. 6:	Household size and structure	26
Figure 4. 7:	Number of family living with workers by age.....	27
Figure 4. 8:	Distribution of workers with arrangement of residence	27
Figure 4. 9:	Family's economic situation	32
Figure 4. 10:	Facilities for the workers at residence and workplace (MR).....	33
Figure 4. 11:	Residential and migration distributions	34
Figure 4. 12:	Workers aspirations about children's education	35
Figure 4. 13:	Medium of knowledge about vacancy.....	37
Figure 4. 14:	Attending training before and after started job.....	37
Figure 4. 15:	Influential factors for awarding promotion ranked by workers.....	38
Figure 4. 16:	Heard the term of sexual harassment.....	40

ABSTRACT

Rising with the industrial era pulls diverse work force from rural to urban settings. The study of occupational aspirations has special relevance because industrialism is undergoing rapid economic transformation. The pattern of rural to urban migration in search of career identification with in urban-industrial surroundings marks the rise of increasing occupational aspirations. This research aims to explore about the occupational aspirations of workers and examine the influences of its demographic covariates.

Within noodle factory married male worker with the age of 30 are found in higher proportion. Study indicates factory work does not need higher education level, so just literates are in majority with the higher ratio of female. Higher ration of the respondents stay in joint family. In workers' experience; factory is able for well utilization of their time and skill with the permanent type of job. Workers' feeling for factory assigned work is medium type of work. Factory is encouraging workers by promoting them in upper level as per their experience. With the promotion, half of the respondents were facilitated. Workers are able to generate 150% extra income by overtime duty assigned by factory.

Income and position is satisfying to them as per their qualification and experience and few of their family members are also being employed. They believe this job can fulfill their aspiration of life and company also with them. Beyond of work load, workers are enjoying basic facilities of the age for information with minimal amount of pay. This study found natural migration pattern of rural to urban with male majority and female majority is in urban to urban migration by marriage. Teaching technical subject rather than higher and university degree to their children is more likely to them. And in future most of worker likes to start their own business however it is small. Study found working in factory is not because of poor economic condition but, to increase earning capacity. Almost three fourth respondents were heard sexual harassment and among them female are in higher in ration. Harassment by whistling faced by all of the female workers, moreover this, asking for establish sexual relation with them (male members of factory), telling pornographic jokes, touching, hugging and kissing faced by more than one third population of female factory workers.

CHAPTER I

INTRODUCTION

1.1 Background of the Study

One of the structural features of modern societies is industrialism. Industrialism and the factory system are becoming pervasive throughout the world. The rate of industrialization had increased as people in the previously isolated societies have entered the main stream of modern technology. Thus, introduction of the factory system as a new mode of production has profound impact on the socio-cultural system of the society and also on the aspiration of the people who participate in the production system (Amatya & Shrestha, 2010).

Nepal is a developing country with only few urban centres. Among them, most are small in size and provide limited functions. Likewise, poverty and unemployment are other dimensions of urban landscapes. About 30.8 percent of the total population of Nepal are under poverty line and unemployment rate is 17.4 percent (NPC, 2011). Moreover, literacy rate is also very low, 54.1 percent (NPC, 2011). Nepal, is a country of some small and few large cities i.e. - cities of Kathmandu valley, Birgunj, Biratnagar, Pokhara and so on. After Kathmandu, Pokhara Valley presents an interesting case of population dynamics in a country where the total population has increased significantly over the years and where past few decades have witnessed a trend of very rapid growth. However, it is among the oldest settled areas in the central Himalaya. Likewise, the spatial advantage of the valley has long attracted people. Its role as centre of enter pot trade and a contact zone between the Tibetan, Nepali and Indian cultural areas to the north and the south provided an impetus for population concentration (Subedi, 1995).

The largest proportion of the population of Nepal has adapted agriculture as their means of livelihood. The agricultural economy of country has characterized by high man-land ratio, small size of landholding, unequal distribution of land and inadequate

irrigation facilities. The impact of spiralling human numbers is offsetting delicate ecosystems, degrading or exhausting limited resource, and threatening the way of life of people who have ultimately coping with mountain habitats (Quinn & Stephen, 2005). However, the people whoever could not cope in such mountain habitat are migrating to urban centres for better job.

Urban poor suffer from both problem of under development and of development (UN 1993). In 1993/94, about 14 and 23 percent poor have lived in urban areas in least developed and developing world respectively, and the estimation for the year 2000 reached to 45 and 40 percent in Asia and Africa, respectively (UNDP, 1994). The proportion of poor in urban areas is increasing in all countries. In Nepal too, although the documented references are not available, the proportion of poor in urban centres is increasing. Therefore, it can be said that poverty already became an urban phenomenon even in Nepal.

The study of occupational aspirations has special relevance in a county like Nepal, which is undergoing rapid economic transformation and where a substantial proportion of its industrial workforce continues to be drawn from the rural areas. The fact of high occupational aspirations among Nepalese industrial workers would, for example, signify their gravitating from the rural area and finding career identifications within the urban-industrial surroundings. Higher occupational aspirations would, therefore, mark an upward stage in the growth of a committed workforce in the country (Kerr, 1964).

1.2 Statement of the Problem

For the first time in history, humans are predominantly urban. Cities occupy less than 2 percent of the earth's land surface, but house almost half of human population and use more than 75 percent of the resource taken from the earth (Dahal and Sapkota, 2005). The research aims at studying that large population of workforce drawn mostly from rural areas but based in urban-industrial setting of Pokhara.

The economic development of the country is so slow that failed to address the unemployment problem and resulted inequality, poverty, and deprivation. Poverty and lack of gainful employment as well as number of other problems in the rural areas

drive large numbers of people to big cities to earn livelihood (Pant, 2005). But the cities of Nepal do not have specific policy towards securing livelihood of urban poor. Many of the labour migrants enter city in search of better income opportunities but lack skill and education required for the better-paid jobs in the organized sector (Amatya & Shrestha, 2010). Moreover, jobs in such organized sector are shrinking. Hence, even those having the requisite skills are unable to find proper employment. Being poorly skilled, rural migrants have to change livelihood options those they already practiced in rural setting because the skill they have is poorly useful in urban context (Brooks, 2005). The industrial workforce in these surroundings finds it difficult to identify their career aspiration from the job they are in. Their prime objective should be to put their head just above water. However people with distinct talent and skills are highly aspired and motivated to do well in the organization. It's heavily down to an organization to guide them to fulfil their employees' aspiration. In doing so, the organization has to be aware of different factors affecting aspiration of workers (Graham, 2005).

Thus the focus on study has to give on analyzing and identifying different aspects of occupational aspirations of workers in Nepalese industries settings. The research aims to know about the aspirations of workers, and wants to examine up to what extent various factors such as age, seniority, education, place of residence and wages are related to occupational aspirations.

From the review of previous literatures we can draw the concept that, there is some relation with age and occupational aspirations. Age has its influence on workers' aspirations. Younger workers, who have just started their career, tend to have higher aspirations from the factory than the older ones. This is not only because younger workers carry with them their hopes and dreams, but also because they are better educated than the older workers.

Workers with seniority and advancing age tend to have less aspiration from their nearly-finished jobs. The senior workers appeared to form an attachment to the place rather than job aspirations. Thus, the trend and behavioural patterns of different factory workers towards their aspirations for the eventual betterment of the industry have to be analyzed. knowing the relation of the employees' aspiration with different

factors can help industry to take necessary steps in order to motivate and aspire all level of factory workers with different age, from different background, having different level of education, and getting different salary.

Following research questions are formed in order to address those problems stated above:

- a. What are the job aspirations of workers?
- b. To what extent factors such as age, seniority, education, place of residence, wages are related to occupational aspirations?
- c. How effectively organizations are understanding & handling the employees' job aspirations?

1.3 Objectives of the Study

The objective of this research is to gain an insight into the occupational aspirations of the Nepalese industrial workers. More specifically, this study investigates the correlates of occupational aspirations of industrial workers. Factory workers especially in the country like Nepal are from low-status background and are not educated enough to understand the potentialities of the job they do and the skills and abilities they offer to the work. Hence, they do not hold the high career aspiration for the future. So knowing the tendencies of the factory workers in one of the least developed countries like Nepal, the objective of the study is to examine and analyze about the career aspiration which varies with every individual based on their age, qualification, wages, seniority, religion and the level of the job.

The general objective of this study is to examine the occupational aspiration of noodle factory workers and to find out the circumstances, which make workers as vulnerable group. This study analyzes various pertinent issues connected with workers' socio-economic character, responsible circumstances of status of workers and their career aspiration. The main objective of this study is to find out the overall occupational aspiration of workers and Specific objectives are mentioned below;

- a. To investigate and evaluate the socio-economic characteristics and the career aspiration of noodles factory workers.

- b. To measure and analyse the relationship between job aspiration and demographic and job-related factors.

1.4 Rationale of the Study

The industrial workforce is a key element in the task of economic development of a country. Increased production and efficient performance of the workforce not only boost the growth of the particular organization, but also of the society. Seen in this light, the study of occupational aspirations of industrial workers assumes special importance. With today's mobile and floating working population, it has become increasingly important for organizations to know about workers' occupational aspirations to work out the schemes of retaining workers and gaining their loyalty.

Population growth, urban poverty, social and economic inequality and so are the cross-cutting issues in the cities of Nepal. Urban area has been changing into mass of poverty. However, in the national context, Pokhara has been taken as a city with the concentration of most kinds of development facilities. But within the urban area there are several marginal and economically poor people surviving haphazardly in the open spaces in their own ways. In this context, this study will relate to the analysis of the occupational aspiration issues of noodles factories workers in Pokhara city, which is one of the major dimensions of urban social landscape, which is affecting not only the lifestyles of major number of urban population but also the national economy. Such types of study would be more influential for the formulation and implementation of the plans and policies.

1.5 Importance of the Study

Brooks (2005) emphasizes on human resource being the most precious resource of any organization. Human resource in any organisation is the basic building material around which an organization functions. Understanding employees' behaviour and career aspiration is an essential pre-requisite to the exploration of how individual works and how the organisation behaves itself. Organisations sometimes forget this point in the struggle for corporate survival, thus the concept of learning organisation

in recent years has been touted as one of the most significant developments (Quinn & Stephen, 2005).

The industrial workforce plays the vital role in guiding any country to the greater extent of economic development and success. “Success and growth of an organization” and “highly aspired or motivated workforce” share high level of interrelated or interdependent relationship (Pant, 2005).

Researcher believes once organisations are well aware of employees’ aspiration, they can motivate them to increased production and efficient performance. At the same time Workforce can benefit from success and growth of its own Organization as well. In today’s highly competitive world, it’s really important for any organization to identify their employees’ aspiration in order to achieve high level of organisational excellence. This study gives a clear idea to all Nepalese organisations in identifying employees’ aspirations, finding various influential factors that affect aspirations most and suggesting organisations in finding a correct way to fulfilling employees’ aspiration as well as achieving its organisational goals.

Study benefits the author as well. Research is undertaken not only to solve problem existing in the work setting, but also to add or contribute to the general body of knowledge in a particular area of interest. While conducting research it’s expected to find out about a particular subject that has significance for the researcher. The researcher undertakes the research to discover a new subject or to verify the existing one. It’s through research that new evidence is discovered, old evidence is recorded, new facts are gathered, and new insights are brought to light. It helps researcher to get broader and deeper understanding of phenomena. It’s a knowledge building process. Acquiring reliable knowledge is not, however, a non-shot, finished business; it’s a complex, challenging and continuous adventure (Birm, 2003).

1.6 Limitation of the Study

Out of 18 wards of Pokhara sub metropolitan city there were various noodle factories situated, among 14 factory were selected for the study it covers the biggest industrial area to represent Instant Noodle factory and other city area for Steam and steam dry

noodles. Beyond this, the study was conducted staying on the various limitations as follows:

-) This study was limited on the noodles factory workers available in Pokhara.
-) The field survey confined within the urban areas of the Pokhara city.
-) The study was mainly based on the primary data.
-) The study was based on the response of different noodle factory workers to whom questionnaire were administered.
-) This study was done only for the partial fulfilment of the master's degree of Sociology/Anthropology.

1.7 Organization of the Study

This study is organized into six chapters. The first chapter deals with the introduction part, which includes the background of the study, a statement of the problem, objectives, significance, limitations. Second chapter presents the literature review. Third chapter describes the methodology used for the study and characteristics of the study area. The fourth chapter deals about the data presentation of the study. Fifth chapter used to discuss the reasons behind adopting industrial work and their aspiration of life. Finally, in the sixth chapter the summary and conclusion of the study and recommendations for further study and necessary program should implement from government are suggested.

CHAPTER II

LITERATURE REVIEW

This chapter covers rationale of literature review for this study. Literatures reviewed for the study are from different studies, which had been conducted regarding industrialization, occupational aspiration and the affecting factors for better position of factory workers. The review ranged from the native and foreign researchers' efforts as well as articles published in various journals. The review work made to synchronize the objectives of this study. This helped to outline the objectives and develop guideline or the ways to the study. In general, literature review section deals mainly with theoretical and paradigm review historical background of factory workers in Nepal.

2.1 General Introduction of Occupational Aspiration

The level of occupational aspirations is not a new concept. It is the focal point for considerable research on social mobility besides being of interest to those concerned with vocational counseling. It is related to a number of key theoretical concepts in sociology and social psychology. Both for theory and for practice, therefore, occupational aspirations are a concept of considerable promise.

Walker (2006) found that while a desire for some kind of change was evidenced, most of the workers were not very ambitious; for example, their goals in monetary terms were rather modest. Chinoy (1995) reported a negative correlation between age and occupational aspirations. He found that though the cultural background urges them to pursue larger ambitions, the American automobile workers focus their aspirations on a narrow range of alternatives. Like Walker, he found that the younger workers aspire for better jobs, but with the onset of family responsibilities and old age, they tend to resign themselves to the fact that upward mobility is not possible, and confine their aspirations to a limited range of alternatives. Quinn & Stephen, (2005), talks of the

lack of opportunities for advancement, the heightened alienation from work and the low level of aspirations among automobile workers.

Level of education is reported to be positively related to occupational aspirations (Chinoy, 1995). In his study, Chinoy found that an overwhelming majority of workers did not aspire to white-collar positions and he attributed this to their low educational qualifications. According to Quinn & Stephen, (2005), the more educated a person, the greater is his/her need for retaining the job and for association are more important than control and creativity. For those with little education, the needs for retaining the job and for association are more important than control and creativity. This might in part, explains the positive association between level of education and occupational aspirations.

Garasky (2002) attributes the low aspirations of rural youth to the restricted educational and cultural facilities as well as fewer occupational opportunities available in the rural communities. Similarly, Dubow & Boxer (2009) suggests that rural people having lower access to colleges encounter fewer occupational alternatives in the rural society, aspire to relatively lower levels of occupation, and are not ambitious for higher education. On the other hand, a study found that the rural subjects did not differ from the urban subjects in the aspirations (Beal & Crockett, 2010). Numerous studies over the years have shown that the rural youth have lower educational and occupational aspirations than urban youth. Certain social processes appear to operate in rural communities which affect the social, educational, and occupational aspirations of youth.

Religion may have some influence in defining and limiting the aspirations of workers, especially in a country like India, where occupational activities were traditionally determined by religion and caste. Using desire for education as an index of social mobility and a better position in life, Hindus as a group were fatalistic than non-Hindus (Elder, King & Conger, 1996). Elder noticed differences in the mobility aspirations of sons from different caste. However, Beal & Crockett (2010) in his study found that caste did not distinguish high aspirers or low aspirers.

Three insights of poverty is underpinned with this approach. The first is that realization of no direct relationship between economic growth and poverty reduction rather depends on the capabilities of poor to take advantage of expanding economic growth. Secondly there is realization of that poverty- as conceived by poor themselves is not just of low income but also includes other dimension such as bad health, illiteracy, lack of health service, vulnerability and feeling of powerlessness in general. Finally it is recognized that poor themselves often know their situation and need to be involved in the design of policy and project (Krantz 2001).

Various other variables such as marital status, number of children and previous upward mobility, are also reported to be related to occupational aspirations. Gross (1958) found that the average number of children in the working-class families is higher than in the middle-class families. This together with low income seems to restrict a person's ambitions and to limit his goal (Gross, 1958).

Studying a sample of supervisors and clerks, Johnson and Goodwin (1986) found that aspirations are influenced by the previous attainments of the individual. High aspirers are more likely to have a past history of upward mobility than the low aspirers. Interestingly enough, the type of industry in which people work does not seem to make any difference in how the demographic and organizational factors just discussed, seem to influence organization aspirations (Brooks, 2005).

The foregoing review of literature suggests that occupational aspirations can be examined using demographic and job-related factors such as age, education, religion and marital status. Hence, in this study, the demographic and job-rated variables are used to identify the correlation of occupational aspirations of industrial workers.

2.2 Theoretical Review of the Study

A Socio-economic option in this study is define as an action carried over a specific place with specific group of people to continue their lives in the society. Socio-economic option is directly relate with livelihood strategies which are the plan of actions cope with external and internal constraints. Due to the increased labor migration to the urban centers and fail policies and economic development to address such flow of labor migration aftermath the severe increase of unemployment in urban

sphere in not only in Pokhara valley but the major cities of Nepal. Ultimately, these consequence to increase of informal sector employment in wages based or labour occupation in factory.

Sustainable Livelihood Approach

It was the Brundtland Commission on Environment and Development that put forward the idea of Sustainable Livelihood as a way of linking socioeconomic and ecological consideration in a cohesive policy-relevant structure (Krantz 2001). Later on, The United Nations Conference on Environment and Development in 1992 elaborated the concept through incorporating it in Agenda 21, and advocating for the achievement of sustainable livelihoods as a broad goal for poverty eradication. It is expected that sustainable livelihoods could serve as 'an integrating factors that allows policies to address 'development, sustainable resource management, and poverty eradication simultaneously' (UNDP 1997; in Krantz 2001).

Lively hood (Occupational) Assets

Assets are those resources which are used to earn occupation and respect in society and family. Among them, human, social, natural, physical and financial are the prime. Human capital includes Education, Health, Skill, and Taste of the individual. At the household level, human capital is a factor of the disposable labour force and depends additionally on the listed attributes and the age, sex and behaviour of household members as well as on the household size. Human capital is crucial for gaining access to and making use of other assets. Better education may increase the chance of better employment hence increase income, builds financial assets.

Social Capital (social networks with neighbors) comprises networks and connections of an individual's, or of households. The membership of formal groups, relationships of trust, reciprocity and exchanges are the sub-assets of social capital. These kinds of social relationship are interrelated. For instance, through the membership in any institutions, people may extend their access to or influence over other institutions. Hence, it affects to of compensate to other assets.

Subsequently, physical capital denotes to the basic infrastructure and producer of the goods needed to support livelihoods. Such capitals are transport facilities, shelter and

buildings, water supply and sanitation, energy, tools and equipment as well as information and communication facilities. Moreover, it also means to the quality, reliability, and access over these capital. Finally, the financial capital (saving, loans, and credits) refers to flows as well as stocks of monetary assets that contribute to consumption and production. The two main resources of financial capital are available stocks and regular inflows of money.

Livelihood Strategies

Livelihood strategies are those strategies which help to the person or to the household to cope with the shocks and stresses. An individual or a household develops livelihood strategies to organise their daily survival to achieve certain outcomes (GTZ 2003). In a livelihood earning, households combine their assets and handle a set of different livelihood strategies in order to decrease their vulnerability. Design or adoption of livelihood strategies is intended for the gradual trends (adaptation) and deals with short-term shocks and stresses.

Age issues

-) Pant (2005) says Employees who have long career durability are more likely to have high career aspiration, young employees don't sit back and bite the bullets, they tend to question their position and always seek to make progress and move up to the high organisation ladder.
-) Workers who are nearing to the end of their job don't have high aspiration due to the acknowledgment that they don't have enough time to fulfil their career aspiration.
-) But Gringart, Helmes, and Speelman, (2005), explained that older workers are more work-oriented than younger workers, first, because one's perspective and frame of reference are changed by sheer number as well as different kind of experiences associated with growing older, secondly, some historical experiences that a worker went through has greater impact on his/her work values, for example; the great depression of World War II.

Religion issues

-) Religion also has big influence in defining and limiting aspiration for the workforce that comes from highly religious background. In countries like Nepal in some cases occupational activities are pre-determined by the religion and the caste.
-) According to Elder (1966), Hindus as a workers are fatalistic than non-Hindus. He noticed differences in aspiration amongst different workers from different caste and religious background.

Level of Education

-) Workers who are less-educated tend to be less optimistic as much as their educated counterparts about their career development.
-) Workers who want to move up to the high organisation ladder are more likely to be supported by their educational background.
-) Workers who are more educated, ambitious and upwardly mobile have higher aspirations than those who are not so ambitious or upwardly mobile (Beal & Crockett, 2010).

Marital status:

-) The general idea is that people who are not married are highly ambitious, that is no certainty in all cases but in less developed countries like Nepal workers who are married or have family carry huge responsibility, so in some cases it might force them to restrict their career ambition and limit their goal or aspiration to certain extent.

The review of the literature, on the four-category issues about employees aspiration presented by Herr et al., (2004), is relevant to this study because it gave a varied framework of how and why people make choices in careers and how these determine their work aspirations. Knowledge of these approaches enable organisation in collaboration with their counselees, to develop appropriate goals, use effective strategies, and achieve desirable and measurable outcomes for the highest career aspirations (Adeniji & Osibanjo, 2012).

The study of the relationship of career aspiration level in terms of age, education, marital status, and religion issues has immediacy in that it will aid educators and guidance employers to understand more fully the background variables and problems faced by the Nepalese workers.

2.3 Review of Related Studies

Here some studies about urban poor's who are working in different sectors are reviewed which is related with this study. This study is about the factory workers whose salary is low, working in wages base, migrated workers, status in society is low, rent based stay, low educational background, and big size of family.

Aryal (1998) has discussed urban poverty in Nepal as a case study of selected occupation groups of Kathmandu, Nepal. These groups are low salary earner worker of different sectors like cart puller, shoemakers, sweepers, factory workers and plastic & metal seekers. Aryal concludes that there is serious poverty problem. Some of the persons belongs to these occupation are living in the government trust building and some are in slum/squatters. Others are living in single room paying monthly rent. All have big size of family but low income. Education is far from them. Their overall situation is very serious and extremely poor.

Bhattarai's (2001) study focused on the livelihood strategies of Rickshaw Pullers of Birtamod, Jhapa, Nepal found debt as well as health crises to them. The majority of them worked hard and long hours, not paying enough attention to their health, nevertheless, have a deficiency in their daily dietary needs.

Dahal & Sapkota (2005), after the study of livelihood strategies of Static and Mobile Street Vendors in Kathmandu, Nepal explore that both types of street vendors are accomplishing their livelihood very hardly. The frequent obstruction like *Banda*, *Chaka Jam*, in the context of wobbly political situation of country, triggered the way of pursuing livelihood.

The open space from where they derive their way of earning is also adversely affected by seasonality. Similarly, Shakya and his colleagues (1982) indicated that street vendors had little access of formal credit because of their illegitimacy and often

victims of various interest rates. Moreover, they are facing the problem of traffic congestion and occasional threatening by the local administration.

Accordingly, Poudel (1986) found that spatial patterns, composition of selling goods, as well as economic status of small petty vendors in Pokhara differs with seasons, whereas Ranjit's (2000), study on the spatial distribution of vegetable and fruit vendors of Kathmandu Metropolitan City stated that unemployment and the low economic standards of the people in their place of origin are the main reasons for starting the occupation. The vulnerabilities of these vendors are insecurity of their place, absence of planned vending areas, and absence of financial support. Moreover, lack of facilities such as water supply and sanitary around the vending site and seasonality also making difficulties to earn livelihood.

The above mentioned studies were reviewed for the betterment of the analytical capacity. All the above studies dealt with different dimensions of livelihood of various environment as well as caste/ethnic groups.

These studies show changing livelihood options with environments. However, very few studies are available for the review in the livelihood and occupational vulnerability of factory workers specially noodle factory workers. Hence, this study intended to do the difference that would offer the new reference for policy debate and, also proffer the reference to scholars to make further researches in the theme.

2.4 Conceptual Framework

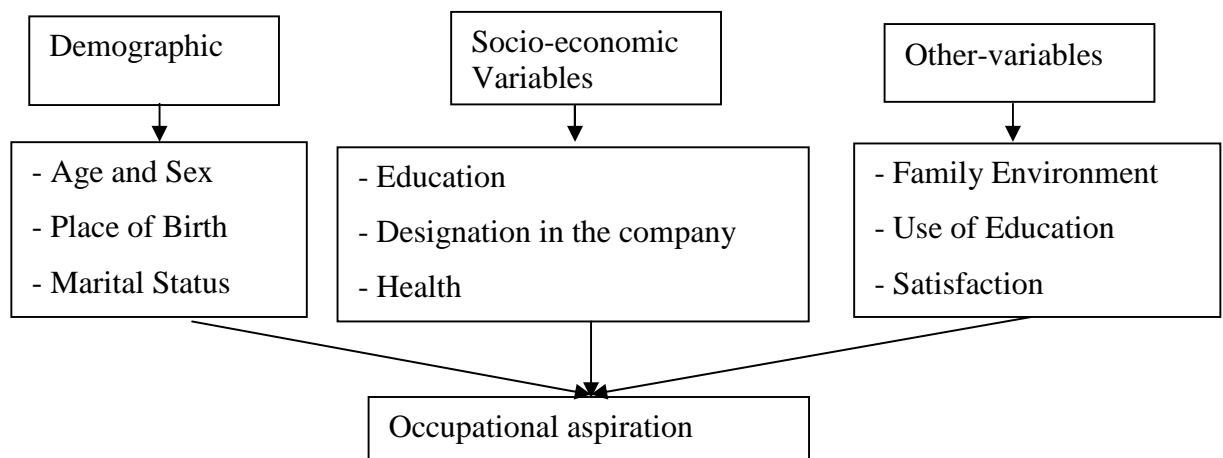


Figure 2. 1: Conceptual Framework

The relationship between occupational aspiration and industrial work of low level factory workers can be conceptualized at a fairly general level, depicted in Figure 2.1, as a three stage relationship where a set of causal factors (demographic, socio-economic and other variables) impact with a series of intermediate indicators (age, sex, place of birth, marital status, migration, education, designation in the company, health, family environment, use of education, satisfaction) which in turn determine the final outcome in terms of changes in occupational aspiration of worker.

CHAPTER III

RESEARCH METHODS

This chapter comprises of research design, population and sample, nature and sources of data, data collection procedure, data processing and data analysis. Various statistical tools and techniques were applied according to the nature of study as a whole to accomplish the objectives of the study.

3.1 Justification of Study Area

The study had been carried out in Industrial estate and periphery of Pokhara valley. Pokhara is a sub-metropolitan municipality segregated in 18 wards. It is the Headquarter of Kaski District, Gandaki Zone and the Western Development Region. Pokhara is also one of the most popular tourist destinations in Nepal with perfect weather. Based on various reports, research there were no any researches was done to find aspiration of noodle factory workers. However there were various factories situated in Pokhara, so researcher's personal interest drives to decide to study in this location and topic.

3.2 Research Design

The aim of this study is to examine the occupational aspiration of the factory workers. Hence, a descriptive and analytical research design was followed for this study. The data and information were collected from the survey was coded, tabulated, analyzed and interpreted according to the need of the study for attaining stated objectives.

3.3 Source and Nature of Data

As per need of the study, both primary and secondary data were collected. The priority was given to the collection of primary data. The primary data have both qualitative and quantitative. Priority was given to quantitative data but some important qualitative data were collected using questionnaire schedule and formal

interviews. Secondary data were collected only for findings of the number of noodle factory and workers from different published source as per need.

3.4 Universe, Population and Sample

Population for this method comprised all the operative workers belonging to unskilled and semi-skilled categories of Noodle factories.

Noodle factories around the Pokhara valley:

This research was done by the study of five major and high level instant noodle production factories in side Industrial estate and nine small scale steam and steam dry noodles factory workers (details are given in the table below). There are total 694 workers are working in all factory, when we categories workers in three category high 125, medium 113 and low 456 are working.

Simple random sampling based on proportional with the universe of workers and sample size, will be used. Bryman & Bell (2007), states in a simple random sampling scheme, all items of the population have equal probability of being selected in the sample.

S. No	Name of factory	Address	Type of production	Detail of workers			
				High	Medium	Low	total
1	Everest Noodles Pvt. Ltd.	Industrial Estate	Instent Noodles	10	8	32	50
2	Gandaki Noodles Pvt. Ltd.	Industrial Estate	Instent Noodles	17	12	35	64
3	Gandaki Trade Pvt. Ltd.	Industrial Estate	Instent Noodles	7	5	25	37
4	Himshree Foods Pvt. Ltd.	Industrial Estate	Instent Noodles	25	18	80	123
5	Pokhara Noodles	Industrial Estate	Instent Noodles	25	40	175	240
6	Anupam foods	Nayabazar	Steam and steam dry	5	4	14	23
7	Binayak Foods Products	Mohariya tole	Steam and steam dry	4	3	21	28
8	Femes and Joney Noodles	Nayabazar	Steam and steam dry	5	4	12	21
9	Fewa Noodles factory	Bagar	Steam and steam dry	4	4	9	17
10	Leemayle Groups (Hits Noodles)	Pardi	Steam and steam dry	3	4	10	17
11	Phewa Chauchau Industry	bagar	Steam and steam dry	5	3	11	19
12	Shakti Foods and suppliers	Tersapatti	Steam and steam dry	6	3	13	22
13	Shanta Trading concern	Archalboat	Steam and steam dry	3	2	9	14
14	Trinetra Steam chauchau	Srijana chowk	Steam and steam dey	6	3	10	19
Total numbers of workers				125	113	456	694

Table 3. 1: List of Noodle factories in Pokhara

Sample Size

Population of factory workers is 694 which is the number of workers working in Noodle factory of Pokhara valley. The sample size is calculated by using 95% of confidence interval and margin of error is 0.05. Researcher employed a purposive-sampling technique based on the total population of factory worker i.e., 10% from each factory.

The sample size is 66, this is 9.52% of population. Observing the population of every noodle factory researcher interviewed 10% (Rounding up 9.52% to 10% to make survey simple and easy) of workers as a sample from each factory. By rounding up 69 interviews were done.

3.5 Data Collection Methods

For the study both primary and secondary type of data were collected. Priority was given to the primary data. The primary data have both qualitative and quantitative. Priority was given to quantitative data but some important qualitative data were collected using questionnaire schedule and formal interviews. Secondary data were collected only for findings of the number of noodle factory and workers from different published source as per need.

Data collection tools and techniques

Both quantitative and qualitative research approach were adopted. The study used literatures, magazines and news for secondary data and for primary data collection, semi structured interview schedule was used for primary data collection. Pretesting of schedule was conducted before starting of final interview to improve the validity of the tool.

Qualitative data are collected using several tools like in-depth interview, and case study methods.

Questionnaire schedule: Open and close ended questionnaire were made for the interview with workers of noodle factory. Based on this survey whole research was done.

Case study: Case study approach, which has been widely used in exploring for the individual's interest of job and their aspiration (Bryman & Bell, 2007), so for the present study, case study approach was adopted.

Field Survey (Direct observation): This type of survey is a reliable method for the primary data collection. According to Yin (2003), carefully observing, probing and recording these meetings and assemblies provide additional information about the topics being studied.

Questionnaire interview: Face to face interview (questionnaire) encourages capturing of respondents' perceptions in their own words and is a very desirable strategy in qualitative data collection (Yin, 2003). This type of research method guarantees a high response rate and makes it easier to explain things to respondents (Gorard, 2004).

3.6 Data Analysis and Presentation

Information collected from individual interviews with factory workers. The collected information were edited, coded, tabulated and classified according to the objective of the study. Then data was analyzed by using Statistical Package for Social Sciences (SPSS) 13 version, for descriptive analysis like; frequency distribution, cross-tabulation and percentage. Microsoft office package was used for presenting the data in attractive way.

CHAPTER IV

DATA PRESENTATION

4.1 Introduction

This chapter deals with the findings obtained from the empirical analysis of study viz. socio-economic characteristics, responsible circumstances for worker's status and carrier aspiration of workers in reference to age, education, caste/ethnicity, migration and gender of noodle factory workers of Pokhara.

In the study of socio-economic characteristics; personal, social, educational and economic conditions as well as resources of the individual or institution (the household) that is utilized to earn the livelihood are explored. The concept of socio-economic characteristics applied here are human (age, education, skills & knowledge), social (social structural status, kinship, social networks and neighborhoods, structurally defined access), natural (land, water and air quality), physical (transport facilities, shelter and buildings, water supply and sanitation, and energy, as well as information and communication facilities; tools and equipment), financial (income, saving, subsidies).

This chapter accepts the wages or workers as the foremost resource for livelihood earnings in relation to the utilization of human, social, natural, physical, and financial capital by skilled and non-skilled workers. The descriptive and inferential statistics generated to test the hypothesis are presented and discussed.

4.2 Descriptive Study

Descriptive statistics is the discipline of quantitatively describing the main features of a collection of information, or the quantitative description itself. Descriptive statistics are distinguished from inferential statistics (or inductive statistics), in that descriptive statistics aim to summarize a sample, rather than use the data to learn about the population that the sample of data is thought to represent.

4.3 Profile of the respondents

In social sciences research personnel characteristics of respondents have very significant role to play in expressing and giving the responses about the problem, keeping this in mind, in this study a set of personal characteristics namely, age, sex, education, occupation, income etc. of the 69 respondents have been examined and presented in this chapter.

A. Sex, Age and Marital Information of workers

A person who hasn't attained the age of 16 years as a child and the one who hasn't attained 14 years of age cannot be employed in any work as a labor (Children's Act, 1992). There are specific requirements for the prohibition of employment of children below 18 years of age (Labor Rules, 1993 and Labor Act, 1992). There is no any specific rules and regulation for sex and marital status to being employed.

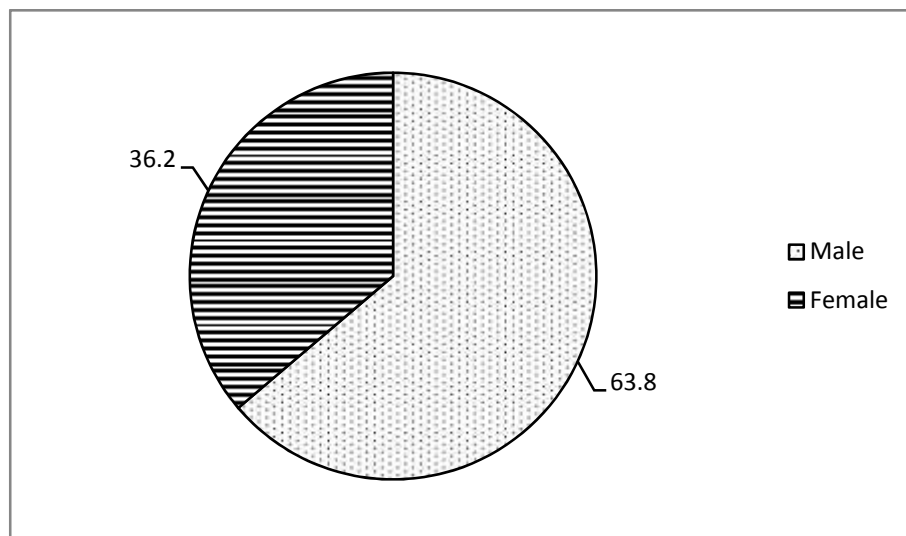


Figure 4. 1: Distribution of workers by sex

Source: Field Survey 2014

Within this study, distribution of respondents with sex is illustrated in figure 4.1, and observed male respondent in dominant position (63.8% Vs., 36.2%).

Age

Age of the respondents is one of the most important characteristics in understanding their views about the particular problems; by and large age indicates level of maturity of individuals in that sense age becomes more important to examine the response.

Figure 4.2 demonstrated the association with the age and sex in the research and found, there is no worker below age of 18.

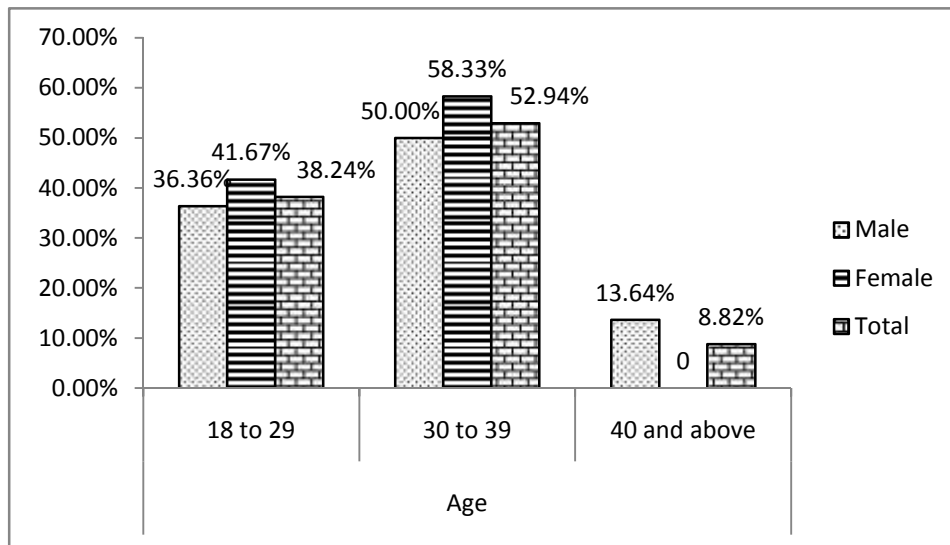


Figure 4. 2: Distribution of workers association with sex and age

Source: Field Survey 2014

Majority of workers almost half (52.94%, n=36) are in the age group 30 to 39 years, followed by (38.24 percent) between the age category 18 to 29 year and a further 8.82 percent workers are from the age group 40 and above.

Marital Status

Marriage is one of the most important social institutions. In a developing country like Nepal, it has undergone many changes. The perceptions and attitudes of the person can also differ by the marital status of the persons because the marriage might make the persons little more responsible and matured in understanding and giving the responses to the questions asked.

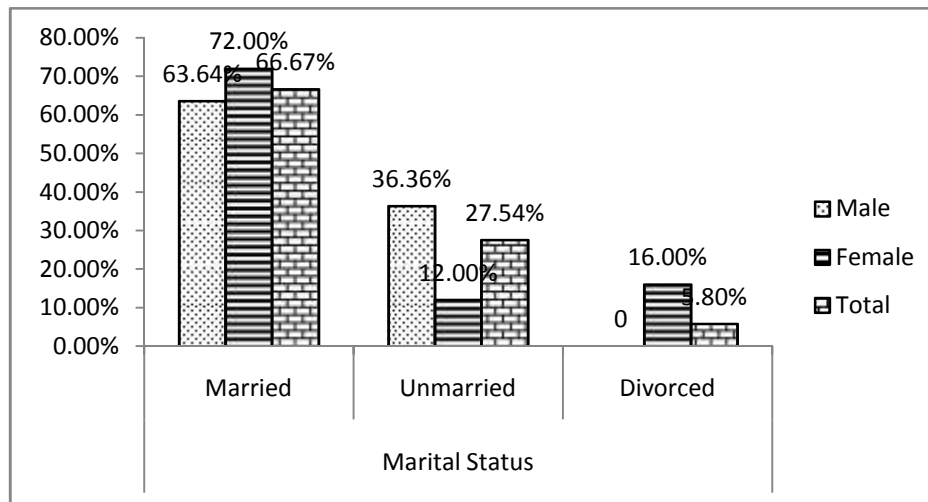


Figure 4. 3: Distribution of workers association with marital status and age
Source: Field Survey 2014

The detail of the marital status of the respondents is presented in figure 4.3. The Study shows, out of the total married respondents, (66.67%, n=46), majority (72%, n=18) were females, while males comprised (63.64%, n=28). Likewise, 27.54% were unmarried and few (5.80%, n=4) female respondents are divorced is observed (Figure 4.3).

B. Caste/Ethnic distribution

Various caste/ethnic groups observed within the survey period, is shown numerically in figure 4.4. The categories of caste/ethnic, displayed in brackets are so called distributed by our society.

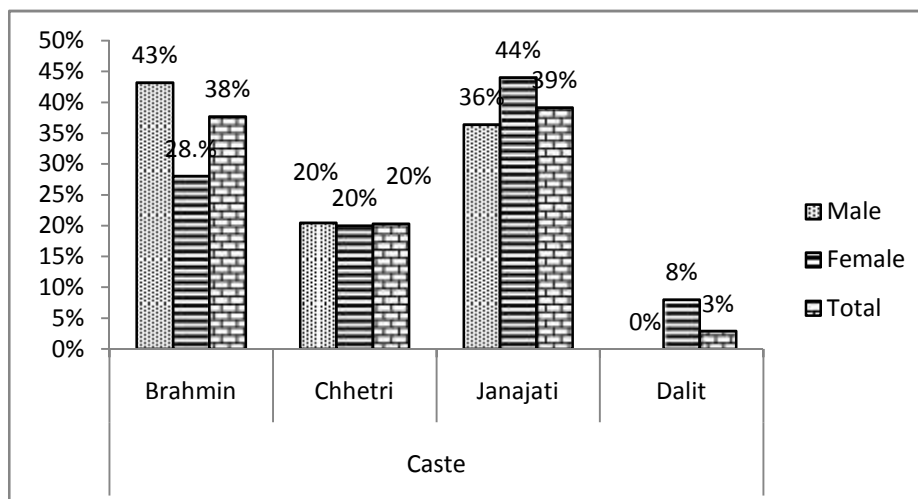


Figure 4. 4: Distribution of workers by caste/ ethnicity
Source: Field Survey 2014

The table 4.4 shows that the majority of Adivasi Janajati (Middle lower class) (39.13%, n=27) and Brahmins are in second in position (37.68%, n=26). Chhetri (20.29%, n=14) are in third in majority and Dalits (Lower class) are in lowest majority of participation shown of total respondents from noodle factory workers of Pokhara. Within this distribution we can analyse Brahmin/chhetri is the dominant ethnic group over others.

C. Education of the workers

Education is one of the most important characteristics that might affect the person's attitudes and the way of looking and understanding any particular social phenomena. In a way, the response of an individual is likely to be determined by his educational status and therefore it becomes imperative to know the educational background of the respondents.

Hence the variable 'Educational level' was investigated by the researcher and the data pertaining to education is presented in figure: 4.5.

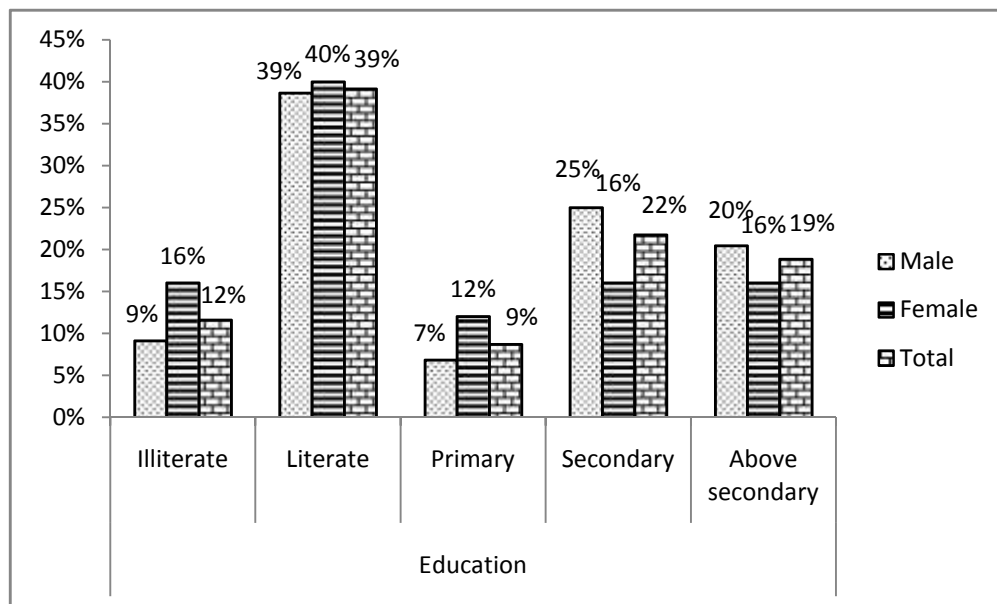


Figure 4. 5: Distribution of Workers by Educational and Training Status

Source: Field Survey 2014

Above presented figure 4.5 illustrates that, out of total factory workers, 88 percent are literate, the workers who lie in just literate category (39%) have no formal education and 22 % of respondents have attained secondary education, 19% representing

secondary and above. Likewise, followed by 9 % has been completed primary education.

D. Family Type (Living style)

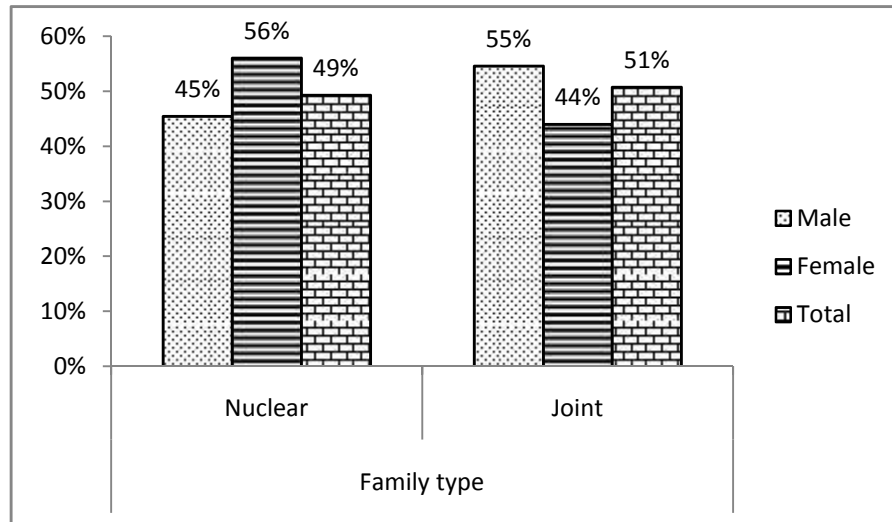


Figure 4. 6: Household size and structure

Source: Field Survey 2014

Figure 4.6 illustrates that more than half (51%) workers are living in joint family where is male worker are in dominant status (55%). Workers living in nuclear type of family, female worker are in majority (56%).

E. Worker living with family member

Family size and members living together is one of the most important factors of socio-economic and demographic status which bring more change in family status of people.

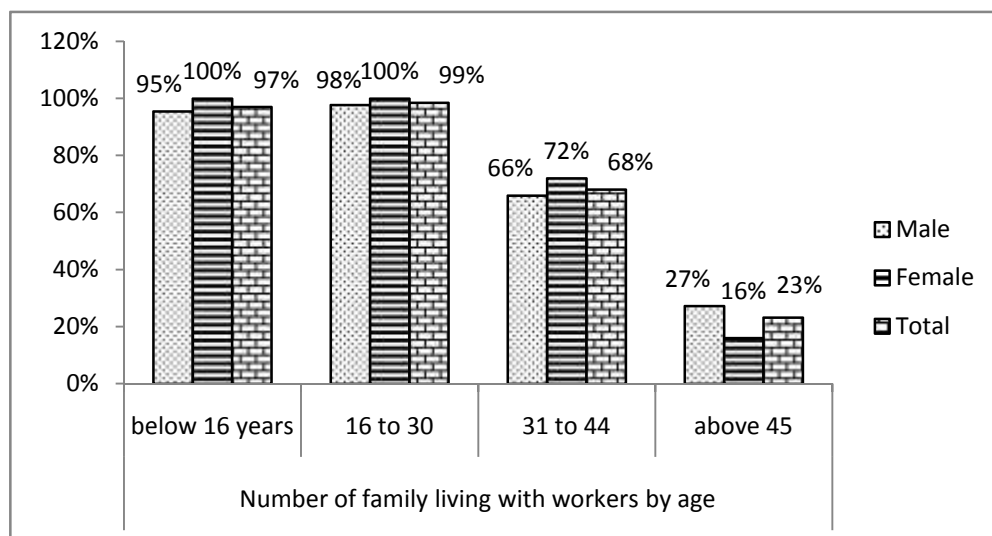


Figure 4. 7: Number of family living with workers by age

Source: Field Survey 2014

Figure 4.7 illustrates that, all of the female workers with the age of below 30 are more likely to living with the family member. By the total of 68% workers living with the family member of the age group of 31 to 44 years and 23% worker are caring their elder family member of age above 45 years.

F. Arrangement of residence

Shelter arrangement is the basic need and physical capital for human beings. Again, not only the mere existence of physical capital but also its quality, its reliability and access to it are decisive factors.

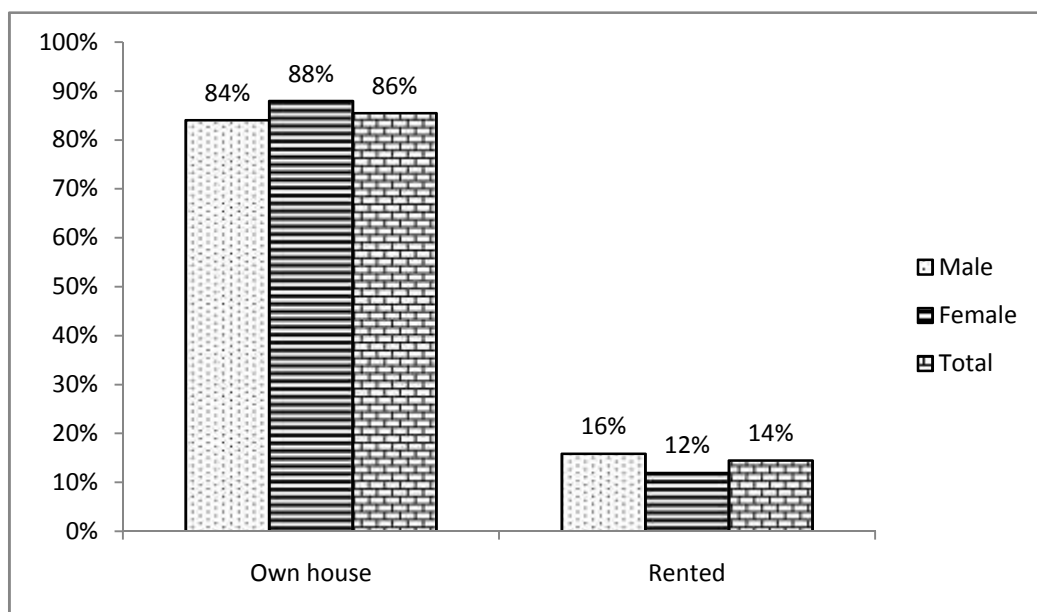


Figure 4. 8: Distribution of workers with arrangement of residence

Source: Field Survey 2014

Figure 4.8, illustrated that, out of the total respondents, majority of (86%) resides in own house followed by rented (14%), there is no high significant difference among male and female.

4.4 Work, wage opportunity and benefit

Employed workers' willingness to work is for wages as per their qualifications. Within this section, researcher analyzes which personal and economic characteristics determine this willingness and how it changes along the individuals' aspiration.

A. Utilization of worker's time

Table 4. 1: Distribution of worker's time utilizing by factory

Time investing by worker	Male		Female		Total	
	No	%	No	%	No	%
Less than 8 hours	0	0	1	4	1	1.45
8 hours	23	52.27	6	24	29	42.03
More than 8 hours	21	47.73	18	72	39	56.52

Source: Field Survey 2014

Table 4.1 explains that, factory is utilizing more than 8 hours of time of 56.52 percent workers, 42.03 percent giving 8 hours of time and only 1.45 percent 1 in number is utilizing less than 8 hours of their time for factory work. Among them female are in majority (72%) investing their time for more than 8 hours where about half of male are working for eight hours.

B. Category of work

Table 4. 2: Distribution of workers by skill

Skills of worker	Male %	Female %	Total
Highly skill	23	12	19
Skilled	55	56	55
Semi-skilled	23	32	26

Source: Field Survey 2014

Out of the total respondents, 55% belongs to the skilled category with male and female share of 55% and 56% respectively. In contrast, only half of female (23%, male vs. 12%, female) respondents are representing for highly skilled category of work in the factory. A further 26% are semi-skilled where female shows higher participation (32%) followed by male (23%) (Table 4.2).

C. Type of job.

Table 4. 3: Distribution of workers with the type of job

Type of job	Male %	Female %	Total
Permanent	82	56	72
Temporary	14	28	19
Contract	5	16	9

Source: Field Survey 2014

Table 4.3 shows, 72% of respondent enjoying their job with permanent type of job, with 82 percent male and 56 percent female. One of five respondent is temporary, surprisingly female are double than male (28 vs., 14%). Few of workers (9%) are working in contract base and within this category of work female are in majority with more than three times

D. Type of work

Table 4. 4: Distribution of workers feeling of type of work

Type of work	Male %	Female %	Total %
Hard	2	4	3
Medium	84	88	86
Easy	14	8	12

Source: Field Survey 2014

In table 4.4 it is demonstrated that, almost 9 of 10 (86%) of the respondent feeling their work is medium type of work within the category of "Hard, medium and easy" type of work. Easy feels by 12 percent and only 3 percent feeling their work is hard. There is no significant difference within male and female workers.

E. Service of year

Response gathered by asking question service of year and categorized within "Less than 2 years, 2 to 4 years and more than 4 years", we get response almost similar in percentage 33, 38 and 29 respectively and the data shows for male and female there is no more significant difference.

Table 4. 5: Distribution of workers with the service of year

Service in years	Male %	Female %	Total
Less than 2 years	33	33	33
2 to 4 years	36	42	38
Over 4 years	31	25	29

Source: Field Survey 2014

Table 4.5 shows that, more than half (57%) factory workers got promotion during the job and 43 percent did not get promotion. Male 64% and female 56% are in mainstream for promoted and did not promoted category of response.

F. Benefits to the worker

Cash salary is a factor of motivation to continue the work.

Table 4. 6: Distribution of benefit in promotion, overtime duty and payment

Promotion during tenure %			
Variables	Male	Female	Total
Yes	64	44	57
No	36	56	43
Salary benefit			
Below 10000	36	52	42
10001 to 15000	43	44	43
Above 15000	20	4	14
Overtime duty and payment			
Is there any overtime duty?	100	100	100
Receive money for overtime?	100	100	100
Payment for overtime work	150	150	150

Source: Field Survey 2014

According to table 4.6, almost 4 out of 10 getting salary below 15000, but slightly high percent of respondent getting 10001 to 15000 salary. Female are in majority within these category of salary getting workers. The high range of payment i.e., more than 15000 is getting only by 14 % of respondent and male are 5 fold high numbers.

The entire factory has overtime duty, for the overtime duty they get payment with 150% of salary.

G. Work facilities and satisfaction

This section depicts worker's opinion about their job.

Table 4. 7: Work facilities and satisfaction

Variables	Male %	Female %	Total %
Satisfied with the job and salary as per their qualification and experience.			
Satisfied	89	96	91
Not satisfied	11	4	9
Is this job can fulfill their aim (aspiration) of life?			
Yes, can fulfill	68	84	74
No, did not	32	16	26
Is company able to know employee's aspiration?			
Yes, company better know	70	76	72
No, did not	30	24	28
Do worker get any other facilities from factory owner?			
Yes	66	76	70
No	34	24	30

Source: Field Survey 2014

According to above table 4.7, majority (91%) of respondent shows their satisfaction by the salary they are getting. Among total female are more satisfied with.

About three forth (74%) of worker finds their job can fulfill their aim or aspiration of life and among them female is in higher ratio with male.

Seven out of ten (70%) workers are getting other facilities from the factory owner. In this field there is not a significant difference within sex of workers.

Further, table 4.7 shows, 72 percent of the worker finds company too able to know their aspiration of life.

After analyzing this section thoroughly, we are able to generate, there is significantly majority of workers are showing a good level of satisfaction by the salary, fulfilling

their aim of life, company caring of their aspiration and getting extra facilities is higher for female in respect of male.

4.5 Family Economic Status

Financial Capital includes within section, it flows as well as stocks, contributing to consumption and production. The two main resources of financial capital are available stocks and regular inflows of money.

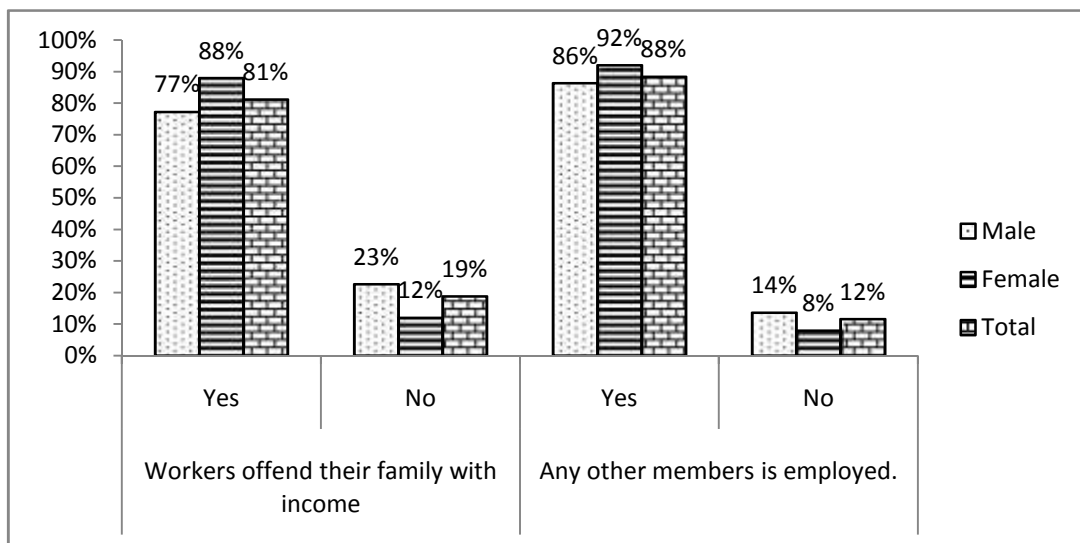


Figure 4. 9: Family's economic situation

Source: *Field Survey 2014*

Figure 4.9 shows the economic situation of family of the workers living with them. Most (81%) of the workers agree on their work and salary able to offend their family. The income is enough for living and surviving their life. In the same time 88% of respondent's other family members are working.

4.6 Role of other Family Member in generating income

All the respondents living with their families; therefore worker cannot fulfil all the needs of their families with their signally earned money. So, other family members' income plays crucial role in sustaining their livelihood, particularly in urban areas.

Table 4. 8: Role of other family member in generating income

Earning of family member	Frequency	Percent
Below 10000	41	59.4
10 To 15,000	18	26.1
Above 15000	3	4.3
Total	62	89.9

Source: Field Survey 2014

Among the working member, most of them earning below 10,000 Rs. per month. Following by the earning 10 to 15,000 by one fourth of worker and least and minimum 4% are earning above 15,000 (Table 4.8).

4.7 Enjoying the facilities by workers at residence and workplace

Figure 4.14 illustrated that, all of the workers enjoying the facility of piped drinking water, has toilet, and electricity at their residence.

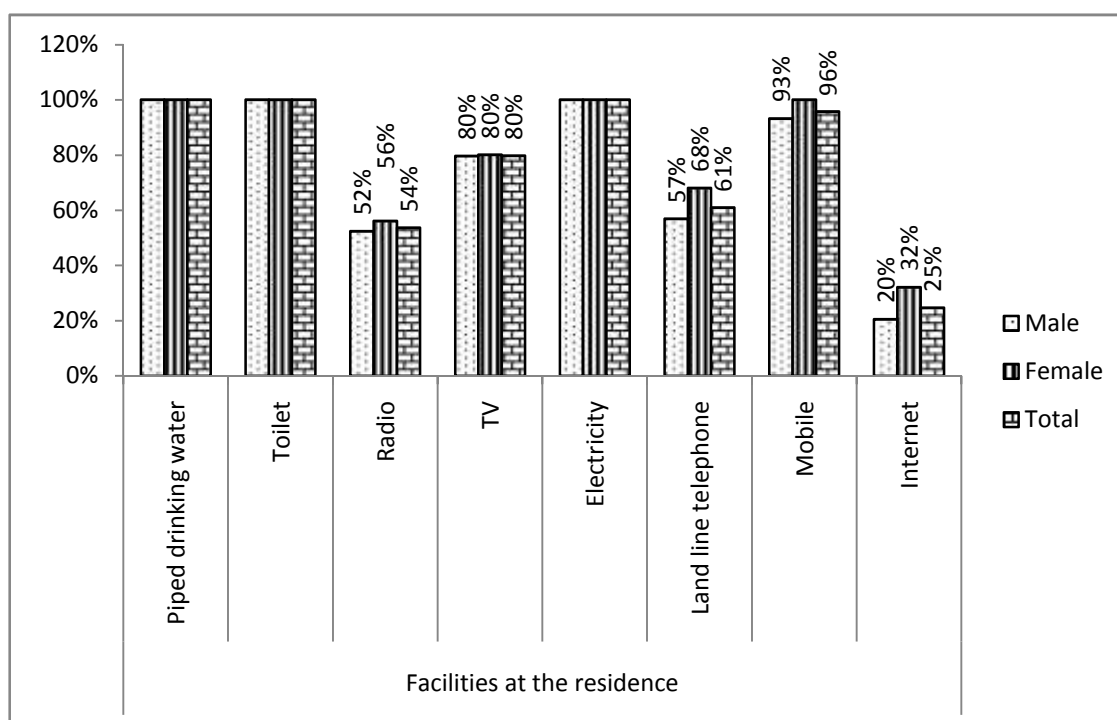


Figure 4. 10: Facilities for the workers at residence and workplace (MR)

Source: Field Survey 2014

Above mentioned table 4.10 illustrated that, almost all 96% workers enjoying by using mobile, Eighty percent has enjoying TV, 61% has landline telephone, 54% has radio and one fourth are using Internet. Within these all category female are in majority in respect of male workers.

To use these facilities, workers are spending Rs. 450 to Rs. 2000 rupees per month and the average amount is 957 rupees.

4.8 Migration status of workers

There were various causes of migration found in literatures, it includes death of any earning family member, any earning member's job/service, negative behavior of family member, family disturbance, study, marriage, business and to educate children. Within this study what I found are as follows;

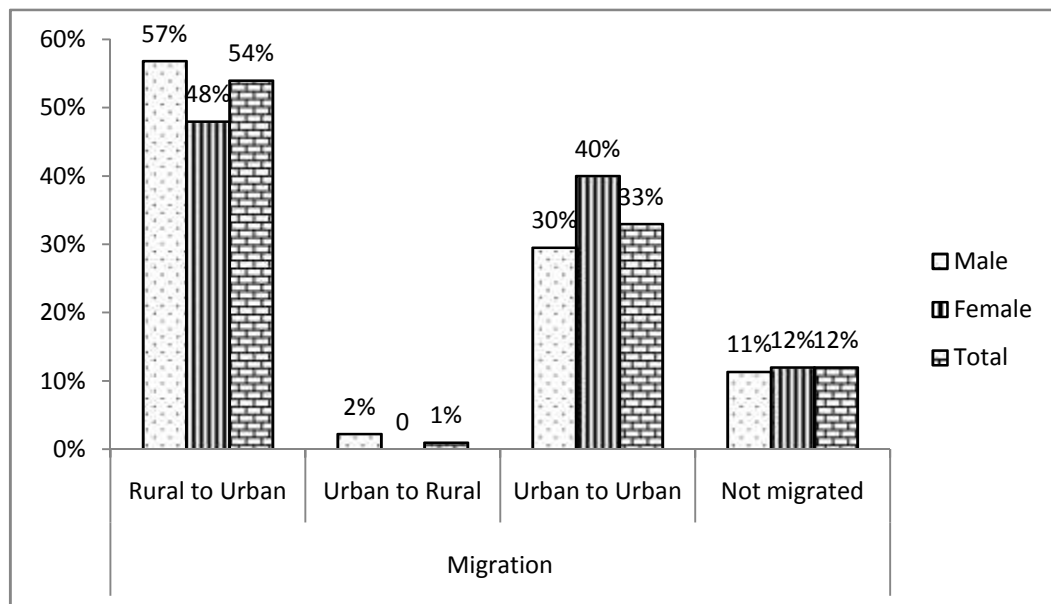


Figure 4. 11: Residential and migration distributions

Source: Field Survey 2014

Figure 4.11 illustrates that, the higher trend of rural to urban migration (54%) is observed both among male (57%) and female (48%) respondents followed by (33%) urban to urban and 12 % has not be migrated for job, least number (1%) of respondent migrated urban to rural.

Facilities provided to workers

The study found some surprising results where all the workers agree for the same answer.

Table 4. 9: Facilities provided in Factory

Variables	Frequency	Percent
Is there any school for the labour children in factory?		
No	69	100.0
Is there any first add facility for labour in factory?		
Yes	69	100.0
Is there have enough resource of water in factory?		
Yes	69	100.0

Source: Field Survey 2014

Table 4.9 illustrates there is no any schools for the labor children in any factory. There is good and positive result that, all the factory has facility of first add for workers, they have enough source of water in the factory.

4.9 Workers' Aspirations for their children

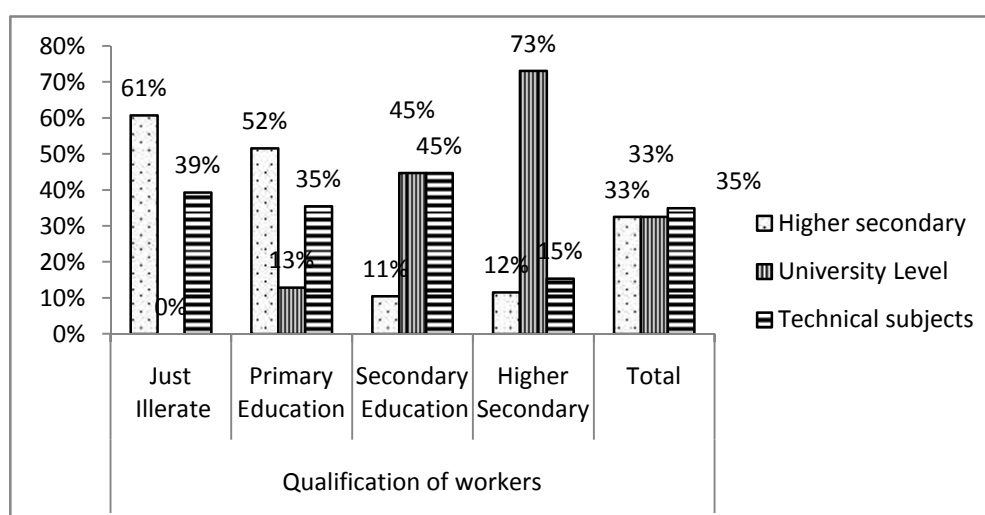


Figure 4. 12: Workers aspirations about children's education

Source: Field Survey 2014

Figure 4.12 explains that, about 34.96 % of the respondents aspire their children to study technical subject and a further 32.52% for higher secondary and university level education. While a majority of respondents (73.08%) who had higher secondary education aspire their children to have university level education none of the respondents who belongs to the just literate category aspired for the same.

Table 4. 10: Reasons for working in the factory

Variables	Frequency	Percent
Poor economic condition	9	13.0
To increase earning capacity	32	46.4
To be self-dependent	28	40.6

Source: Field Survey 2014

Table 4.10 illustrates that, reasons of working in factory and it is not for poor economic condition of family but majority (46.4%) mentioned they want to increase earning capacity and 40.6% want to be self-dependent. There were few 13% mentioned because of poor economic condition.

Table 4. 11: Need of extra provision to workers

Response	Frequency	Percent
Yes	11	15.9
No	58	84.1

Source: Field Survey 2014

Table 4.11 illustrates that, if the factory workers need any extra facility beyond their salary and overtime or other facility they are getting from the factory right now.

Majority of them (84.1%) answered they do not need any extra provision, few (15.9%) need they need it. In the open ended question most of them mentioned for; child care home in the factory, vehicle facility for those workers who ends duty in late-night as overtime and duty starting by early morning.

4.10 Employment practice

Industries in Nepal are adopting different types of recruitment system. Knowing about the vacancy is most important to get involve into the job. The universal system is advertisement in any newspaper, website of company, FM or Radio.

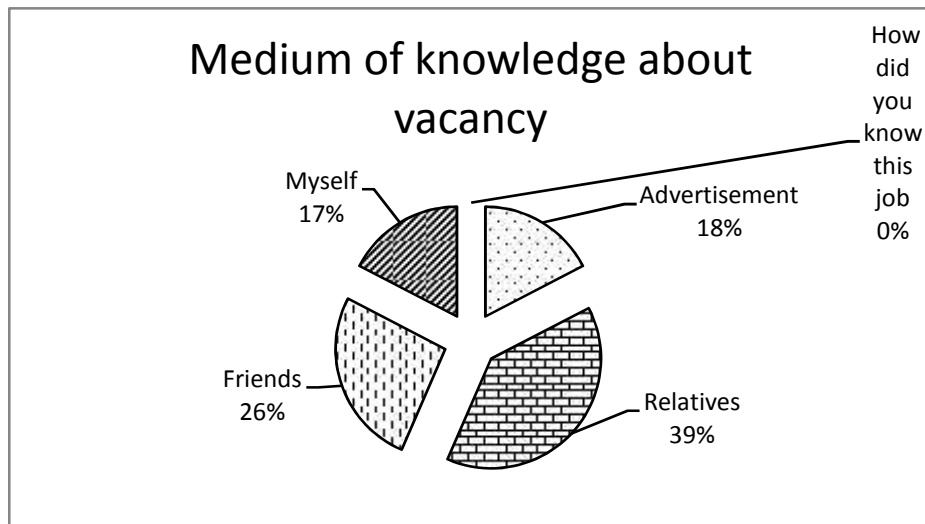


Figure 4. 13: Medium of knowledge about vacancy

Source: Field Survey 2014

Within this study we found 39% of the worker started their job by the recommendation of their relatives, secondly by friends and by the advertisement 18% knows the vacancy, whereas 17% found the job searching by themselves (Figure 4.13).

Training opportunity

Training is the most important learning system for to start new job. Here we asked question to know if the worker attend any job related training before starting the job or they got chance after started the job.

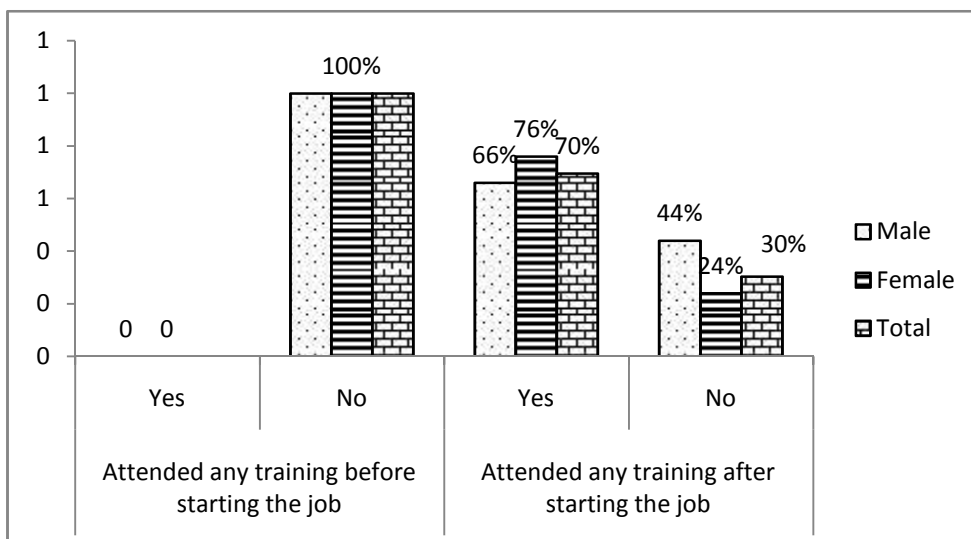


Figure 4. 14: Attending training before and after started job

Source: Field Survey 2014

Figure 4.14 illustrates no one worker attended any training related to job before starting the job. After starting job 70% worker attended the training related to their job. Among male female, female are in majority to got training by 76% vs. 66% with male.

4.11 Aspiration components of worker

Within this section researcher analyze how the company promoting workers with major seven categories; experience, seniority, appropriate academic qualification, quality of one's job performance, personal contacts, sincerity and dedication and age.

Promotion

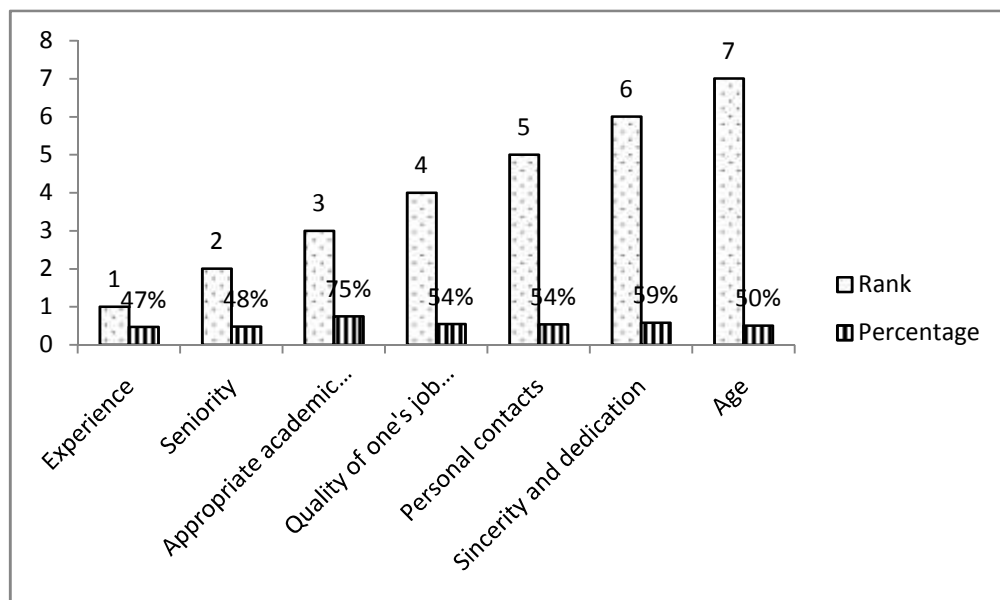


Figure 4. 15: Influential factors for awarding promotion ranked by workers
Source: Field Survey 2014

As per figure 4.15, majority (47%) considered experience as the most influencing factor in awarding promotion which is the first ranking of workers. Similarly another majority of respondents (48%) ranked seniority as the second highest influencing factor for promotion. Academic qualification was ranked third by 75% respondents whereas 54% ranked quality of performance fourth. Likewise, personal contact was also least ranked by 54% after sincerity and dedication. But age is ranked the less influential factor for promotion by significant number of respondent (50%).

4.12 Future Aspiration of workers:

It is also asked with workers that, after retire of work what they want to do with their future. What kind of work they want to do for their older life. Within this category, start new business, concentrate on education to children, live retire life, search for new job and don't know are the responses.

Table 4. 12: Future Aspiration of workers

Future aspiration	Sex				Total	
	Male		Female		No	%
	No	%	No	%		
Start own business	18	41.38	8	30.77	25	35.77
Concentrate on education to children	11	24.14	7	29.23	19	26.83
Live retire life	8	17.24	4	15.38	11	16.26
Search for new job	3	6.90	3	10.77	6	8.94
don't Know	5	10.34	3	13.85	8	12.20
Total	44	100	25	100	69	100

Source: Field Survey 2014

Table 4.12 Illustrate that, 35.77% expressed interest in starting their own business. About 26.83% like to provide better education to their children likewise a further 16.26% wishes to live a retired life and 8.94% would like to look for a better job. Similarly another 12.2% haven't decided anything.

4.13 Sexual harassment in the work place

Sexual harassment is a form of sex discrimination that violates the civil rights. Very generally, "sexual harassment" describes unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature. There were various laws in practice that prohibits discrimination in employment on the basis of sex, race, color, national origin, and religion, and it applies to employers. Respondents were asked whether or not they had heard the term sexual harassment.

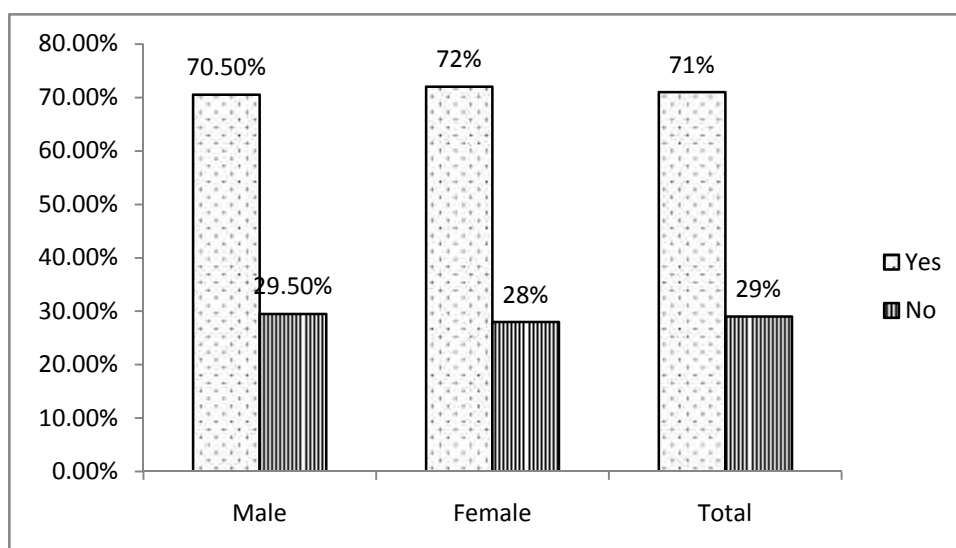


Figure 4. 16: Heard the term of sexual harassment

Source: Field Survey 2014

Among total of them, 71% had heard and among sex ration approximately same (72% female and 70% male) were answered they have been heard the term sexual harassment (Figure 4.16) .

Table 4. 13: Types of Harassment faced by female worker in work place (MR)

Type of harassment	No. of respondents	Percentage
Stared at	15	83.33
Asked to date	9	50.00
Told pornographic jokes	13	72.22
Whistled at	18	100.00
Touched inappropriately	11	61.11
Asked to date for job reasons	9	50.00
Asked to look at pornographic pictures	7	38.89
Asked to have sex with	5	27.78
Hugged	8	44.44
Kissed	6	33.33
Total	18	100.00

Source: Field Survey 2014

Note: Some respondents answered more than one type of harassment

Among the 18 (72%) female who heard the term sexual harassment were asked about types of harassment-related abuse. Table 4.13 displays the direct (personal) and

indirect (witness) experiences that respondents in this study have had with the following types of sexual harassment, in order of the most common behaviors.

Harassment by whistling is in common answered by total of respondent. Among the type of sexual harassment, more than one fourth (27.78%) were facing of "asking for having sex with", half of female were asked for date. Approximately 3 of 4 Female were abused by told pornographic jokes, touching by 61%, hugged and kissed by 44 and 33 percent.

CHAPTER V

ANALYSIS AND DISCUSSIONS

5.1 Introduction

This chapter presents an overview of significant findings and discussions of the research study. The research is contextualized against the literature on occupational aspiration and the influences of its covariate on it. It also provides conclusion and offers suggestions for potential investigation in the research topic. Some suggestions are recommended for the organizations based on the findings from qualitative data of the study.

5.2 Existing policies related to workers and wages system

Review of existing documents on labor policy suggest that Nepal ratifying the International Labor Organization's documents support the provision of legislation on labor rights which is at its preliminary phase. On its basis, Nepal commits to implement the following acts:

Legislation about Labor Act:

Children's Act, 1992: This Act defines a person who hasn't attained the age of 16 years as a child and the one who hasn't attained 14 years of age cannot be employed in any work as a labor. This Act was especially enacted to look after the rights and wellbeing of Nepalese children and to ensure their physical, mental, and intellectual development in the labor market.

Labor Rules, 1993 and Labor Act, 1992, includes specific requirements for the prohibition of employment of children below 18 years of age.

5.3 Profile of the respondents

Utilizing the human capital is considered as the mother of all assets. It is crucial for gaining access to and making use of other assets. At young age (active), better

education, knowledge and sound health would increase the ability of work and chance of employment which increases income, and enunciate financial capital that improves the livelihood. In this regards human capital is very important to achieve the livelihood objectives. At a household level, human capital varies according to household size, skill levels, leadership potential, and health status. Consequently, livelihood assets differ among the households. Because of the inherent value of human capital required to mobilize other assets, the following paragraphs discusses the factors that influences human capital and their occupational aspirations.

A. Age, Marital Status and Worker's Aspiration

Human body's immunity (preventive capacity) differs with age. Moreover, different age groups are susceptible to different diseases. Study of factory workers is carried out in the range of 18 years to above 54 years of age. The result of the study indicated by (Figure 4.2) illustrates the existing age structure of factory workers. The official employment regulatory rule implies the age 18 as new entrant and 58 years for retirement and all the workers lies in between the coded range. And the workers from three different age groups (Figure 4.2) are engaged in the job. The age distribution of workers covered by present study shows no any workers below 18 years (children) which reflects that the factory is aware about the labor act and regulations. Majority of workers almost half are in the age group 30 to 39 years, followed by 38% between the age category 18 to 29 year and further (8.82%) workers are from the age group 40 and above.

Asked upon "Why married female exceeds married male; why the proportion of female is higher than male in both age group 18 to 29 and 30 to 39 years than their late range of age, in the open ended question." Respondents reasoned aspiration for sharing equal household responsibility along with their significant other and marriage as an important factor for the discrepancy in the age range. Between the age 18 to 29 years female are more oriented on getting married, raising children and share responsibilities with family. After getting marriage and give birth their priority shift to securing their future through economic strengthening and expansion for which they get engaged into labor market. While man tend to get involved in the parenthood at later age than the woman. While after 40 women give priority to managing family.

Research shows that the likelihood of having higher occupational aspirations is seen less in women than the men because of the early parenthood as it occurs at early age than those of men (Schoon et al., 2007).

B. Occupational aspiration by caste/ethnic distribution

The result of figure 4.4 indicates that majority of Janajati caste (39%) regarded as middle lower class caste in the caste hierarchy is dominant over others with higher female participation. The findings of the proposed research study is similar to the literature of Adeniji & Osibanjo, (2012) enumerating caste/ethnicity as a predominant variable for occupational aspiration since the hierarchy of social origin distributed has yield the same pattern of hierarchical influence in the research result. Brahmin (Higher class) represents another larger ratio after it with higher female participation which demonstrates that the role of woman, their choice and freedom to work has been changing so is their occupational aspirations.

The least participation of Dalit (Lower class) castes in the research explains the exclusion of minority group from the labor force due to the social origin (caste, race, ethnicity) discrepancy. The study of supports that the development of occupational aspiration is defined by the caste/ethnicity since it determines an individual's perception about prospective opportunities and barriers of occupation even if it doesn't influence it directly.

C. Education and occupational Aspiration

The findings of the current study indicates that the workers with higher level of education is least represented and the ratio of men to women is higher. Education, knowledge and skill help an individual to select over a choice of multiple occupations for better outcomes. Educational level and the occupational status of people had played a significant impact on their choice of career aspirations. Occupational aspiration is defined by education and skill as labor-market demands and rates of employment are directly affected by occupational opportunities as well as educational requirements. Individual with higher skill and education has higher occupational opportunities which influence their aspiration positively and the one with lower scale has negative influence.

The higher educational attainment of female is low as compared to male because of significant factors like illiteracy of their mother, early marriage and parenthood. The common notion in Nepali "*Arka ko ghara jane chorilai lai ke padhaunu*" literally meaning "Why should a girl be educated, after all she has to go to her husband's house after marriage" supported by the qualitative data further supports the study result. Moreover, most of female workers answered that their competency of knowledge is self-taught rather than formal education. Additionally the findings justifies that the level of education of workers are competent with the requirement of their job type since industrial workers' educational requirement aren't set high.

5.4 Family Structure and Residential Arrangement

The impression of the extended family structure of Nepalese society can be seen in the findings of the study. The result (Figure 4.6) indicates that higher ratio of the respondents are living with their family members i.e., in joint family. The higher proportion of female than male is living in the nuclear family. The residential arrangement in the own house represented by majority is another important aspect of the study.

5.5 Livelihood Vulnerability

Vulnerability context is the milieu that has a direct impact upon people's assets status and options that are open to them to pursuit of beneficial livelihood outcome. According to DFID, shocks and seasonality are the vulnerability context of people's livelihood. The vulnerability factors affect the life of communities largely but communities themselves have poor ability of influencing the vulnerability context. The vulnerability context consists of long-term *trends* (climate, national politics and economic condition) and short-term sudden *shocks* (sudden price fluctuations, violence and fighting).

The opportunities and constraints have opposite relationship. Increasing constraints reduces the opportunities to earn livelihood. Thus the analysis of constraints that reduces the opportunities, called the vulnerability perspective analysis is important to be aware of. It means the vulnerability context can be understood as the barriers to

achieve a sustainable livelihood. However, the wide ranging barriers restrict to achieve livelihood security of an area of the community of the individual.

5.6 Responsible Circumstances and Occupational Vulnerability of factory workers

'Vulnerability' means the insecurity of wellbeing of individuals or communities in the face of changing environments (ecological/social/economic/political) in the form of sudden shocks, long term trends or seasonal cycles (Moser 1996).

In course of this study lack of entitlements on various assets has fueled the livelihood vulnerability. Moreover, following aspects are found as the factors strengthening the occupational vulnerability of noodle factory workers of Pokhara.

5.7 Status of work and its environment

The circumstances and work environment plays a vital role in better management of working capacity of workers. The respondents experienced the factory management is well utilizing of their time. The factory has skilled manpower with the majorities. Majority of female in the category of semi-skilled shows that, women are still under qualified.

A significant percentage of respondents, undertaking permanent job and a majority have worked for 2-4 years. There is significant number reported for temporary as well as contract based job, which shows that the major portion of the work force still do not have job security.

Majority of worker feel the assigned work is medium type in the scenes of complication. Most of worker's aspiration to work in factory to increase their economic condition besides of being poor, but want to be self-dependent.

5.8 Dimension of work (Working facilities, occupational satisfaction and fulfillment of occupational aspiration)

(Graham, 1982) defines **job satisfaction** as "the measurement of one's total feelings and attitudes towards one's job" while (Robbins, 1998, p. 142) defines organizational

commitment as "the degree to which an employee identifies with a particular organization and its goals, and wishes to maintain membership in the organization" and Kovack (1977) considers job satisfaction as a component of organizational commitment.

In this study the worker's ability and choices are measured through the dimensions of satisfaction, fulfillment of their aim of life, company able to aware of employ's aspiration and extra facilities for workers from factory owner.

A majority finds their job is fascinating and got promotion too. They were satisfied with their current job, its salary, and all the workers getting extra money for overtime duty. (Adeniji & Osibanjo, 2012) Further supports that, job satisfaction has been widely researched as it's correlated to improved job performance, higher motivation, lower absenteeism and turnover as well as positive work values. And (Sempane et al., 2002) presents dimensions of job that contributes in job satisfaction, where its dimensions enumerates work itself, pay, promotions, supervision, co-workers, recognition, working conditions and benefits which influences opinion of the employees of "how routine, challenging or interesting do they find their job or how much do they enjoy their job and how well are they doing it" (McCormick & Ilgen, 1985, p. 309).

Information relating to the factors of work contributes towards, what worker refers to for their job as fulfilling the aspiration of life or not. In this term, literature of (McCormick & Ilgen, 1985, p. 309) suggest that dimensions of job enumerates work itself, pay, promotions, supervision, co-workers, recognition, working conditions and benefits which influences opinion of the employees of "how routine, challenging or interesting do they find their job or how much do they enjoy their job and how well are they doing it" and current research findings reflects that majority of respondents are well informed as to what is done in their job and how well do they perform as well as priority of work and the expectations. By examining these factors workers responds they are satisfied with the job and their salary. Majority of worker found this job can fulfill their aim of life. Majority of respondent agree on factory owner also able to know employ's aspiration few of them did not agree with this majority. And seven of ten agree on they are getting facility in other terms also. In this study, satisfaction with job measured with, if worker offend their family with the income and is there any other family member earning for the survival? Majority of worker feel their

income is enough for their family income and almost all approximately 9 of 10 worker's family member are earning about below 15,000 which they feel a good income.

We can analyze how their aspiration is fulfilling by analyzing the facilities they using. In this study basic facilities for life like, piped drinking water, toilet and electricity are using by all. Means of communication television, mobile, landline telephone, radio and internet are using respectively. For these facilities they are spending Rs. 957 in average.

5.9 Settlement aspiration of workers

This study result reports that large portions of the work force are the rural to urban migrants with male and female approximately of the same ratio. Research by Adeniji & Osibanjo, (2012) account geographic isolation, fewer employment opportunities, lack of economic vitality and lower educational and vocational achievement are the forcing factors for migration. Falk et al (2004) explored that a minor percentage of women migrate to urban settings after marriage, which is supported by the findings of this study as well.

Facilities provide by factory are vital for workers to continue their work. Factory providing first add facility and arranging enough water to the worker but one essential factor to continue the work by women is lacking and i.e., school or child care home for their children until children did not start to go school.

5.10 Education as an aspiration of worker's life

The findings of the current study indicates that the A majority of respondents aspire their children to study technical subject rather than higher secondary and university level education because they believe that the gained technical skill and knowledge are easily sellable in the labor force than the university degree. Study indicates that, children from lower educational level families tend to have lower educational aspirations (don't want to attend university level) than their more advantaged peers (Dubow, & Boxer, 2009).

Mau & Bikos (2000) stated that worker's educational level is associated with their own aspirations and their children's future, which is directed in the pattern of figure 4.13. A study on parent's occupational aspiration by Dubow & Boxer (2009) observed that a father's and mother's level of education yield a strong influence on choosing career of their daughters. This study also noted a positive relationship between the parent's educational achievement and their children's career aspiration.

5.11 Worker's aspiration of promotion:

Promotion works as a motivation factor for employees as it yields reward that drives satisfaction. The factors that helps in awarding promotion ranges from experience, seniority, academic qualification, quality of job performance, personal contacts to age and, sincerity and dedication. Different organization uses different factors for awarding promotion to motivate their employees. And the current study indicates that majority considered experience as the most influencing factor in awarding promotion. Similarly another majority of respondents ranked seniority as the second highest influencing factor for promotion. Academic qualification was ranked third by respondents whereas ranked quality of performance fourth. Likewise, personal contact was also least ranked after sincerity and dedication .But age is ranked the least influential factor for promotion by significant number of respondent.

Luthans (1992), states that promotion, which are usually accompanied by rewards can be in different forms. The organizations need to take into account the promotion policies since promotional opportunities have varying effects on job satisfaction. (Tolbert & Moen, 1998) further adds that promotion tends to have a significant positive correlation with job satisfaction and provide opportunities for better social status, personal growth and increased responsibility (Robbins, 1998) so the factors awarding promotion if organized well that best meets an individual needs and capability by the organization can help and individual as well as the company grow.

5.12 Workers' future Aspiration:

Occupational aspirations is a predictor of migration because individual with higher occupational aspiration, are more likely to leave their rural country because of lack of opportunities in rural communities to fulfill their high aspirations that can be available

in the new destination as suggested by Falk, Hunt, & Hunt, (2004). Earlier, Elder, King, and Conger (1996) also argues that goal and aspirations influences an array of decisions like education of children, exploring better alternative job, starting a business of own or living a retired life.

This study shows that, workers are concerned about their future. A majority of workers expressed interest in starting their own business closely followed by interest to provide better education to their children but an insignificant number mentioned to explore an alternative job. The result shows contradicting facts that female are much more aware about their children's education than the male employees.

5.13 Sexual harassment at work place

Being familiar with the term sexual harassment is looking common to the respondent. Analyzing data by sex female are slightly higher in percentage on the knowledge of sexual harassment. There were various types of harassment found by female. Among them, harassment by whistling found by all of the female who aware of harassment, striding, telling pornographic jokes, touching inappropriately, asking to date, asking date for job reasons, hugging, kissing and asking for having sex are the terms expressed by females of noodle factory.

CHAPTER VI

SUMMARY, CONCLUSION AND RECOMMENDATIONS

6.1 Summary

This study is focused on the occupational aspirations of the industrial workers. To address the problem job aspirations, factors associated like; age, caste/ethnicity, level education, place of resident, seniority, place of residence, wages are observed within the study. As sell as within this study organization's understanding about employee's aspiration was also observed.

The objective of this research was to gain an insight into the occupational aspirations of the Nepalese industrial workers. More specifically, this study focused for

-) To investigate and evaluate the socio-economic characteristics and the career aspiration of noodle factory workers.
-) To measure and analyze the relationship between job aspiration and demographic and job-related factors.

Industrial workforce is a key element in the task of economic development of a country. The growth of the society is based on the effective performance of workforce and increased industrial productions. With today's mobile and floating working population, it has become increasingly important for organizations to know about workers' occupational aspirations. This shows, study of occupational aspirations of industrial workers is important.

Population growth, urban poverty, social and economic inequality and so are the cross-cutting issues in the cities of Nepal. Urban area has been changing into mass of poverty. However, in the national context, Pokhara has been taken as a city with the concentration of most kinds of development facilities. But within the urban area there

are several marginal and economically poor people surviving haphazardly in the open spaces in their own ways. In this context, this study will relate to the analysis of the occupational aspiration issues of noodles factories workers in Pokhara city, which is one of the major dimensions of urban social landscape, which is affecting not only the lifestyles of major number of urban population but also the national economy. Such types of study would be more influential for the formulation and implementation of the plans and policies.

Major findings

The findings of the study of noodle factory workers in occupational aspiration are listed below in points in summary.

- Majority of the respondents belongs to the age group 30 to 39 years and are married with higher male participation.
- The Janajati and Brahmin caste regarded as higher caste is dominant over others with higher female and male participation respectively.
- The study indicates for factory work just literates are in majority with the higher ratio of female.
- The higher ratios of the respondents are living with their family members. The higher proportion of male than female living with in nuclear family indicates that need of support and security for the male to be higher than those of female.
- The respondents experienced factory is able to well utilization of their time and skill.
- A significant percentage of respondents, undertaking permanent job. And working with 2 to 4 years of experience by the majority of worker.
- The work assigned to worker is medium type of work.
- More than half of the respondent received promotion during their tenure and a significant proportion are satisfied with the salary that they receive and reported satisfactory economic condition after getting employed.

- Factory giving opportunity of overtime and paying 150% of salary for the overtime duty.
- A significant number are satisfied with the job and salary as per their qualification and experience. The job can fulfill their aspiration of life as well as company also able to fulfill their aspiration, in the same time factory owner is providing extra facilities.
- Majority of worker able to offend their family with their income and other family member also being employed.
- Study further illustrated that, worker are enjoying basic facilities of the age for information communication with the minimal amount.
- Large portions of the work force are the rural to urban migrants with male majority and female majority is in urban to urban migration.
- A majority of respondents' aim to teach their children to technical subject rather than higher secondary and university level education. And a higher proportion of the workers expressed interest in starting their own business.
- Study found working in factory is not because of poor economic condition but, to increase earning capacity.
- Experience and seniority are observed as the most influencing factors in awarding promotion while age, sincerity and dedication are ranked the less influential factor by a significant cluster.
- The higher mean of the components age and level of education indicates that they contribute less in influencing the occupational aspiration of workers whereas promotion and children's education scores less influences the occupational aspiration more.
- Almost three fourth respondents were heard sexual harassment and among them female are in higher in ration.
- Harassment by whistling faced by all of the female. Moreover this, one fourth were facing of "asking for establish sexual relation with them (male members

of factory). Telling pornographic jokes, touching, hugging and kissed faced by more than one third population of female factory workers.

6.2 Conclusion

People of rural area has to face poor opportunities of job, low pay, and less benefits about schooling and health facilities are the causes of migration. People's high occupational aspirations are the main causes of migrate than rural individuals lower occupational aspirations.

Result of this study exposed a high diversity of occupational aspirations shown by the workers. The average scores for each occupational aspiration are range in high range. Age and level of education were the leading aspirations. The result on Child education and pension was unexpected, contradicting the result of promotion aspiration. Workers are measured as an expert in the field of noodle making, and therefore, conducive work environment should be viewed as an important aspiration. On the other hand, the workers' desires for their child is to give better education are noted; however, workers did not obtain university degree. Besides that, the workers had shown to perceive geographical stability.

Therefore, organizations should realize that age, education and residential arrangements are the workers' focus in making their occupational decisions. Doing research on noodle factory workers' occupational aspirations, suitable occupational plan for betterment of life can be developed. We can conclude that balancing the component is important for workers' and their occupational aspires' increment. Likewise, workers are the hero of the factory so, it is suggested that inspiring them for concern on establishing and promoting of one's industry, there must decrease in any geographical mobility of workers. The significant positive correlations between most of the components of aspirations reveal that as one aspiration increases; there is a corresponding increment in the other aspiration. Moreover, this also indicates that a worker may have one particular primary aspiration and two or more secondary aspirations.

Workers want promotion and increment of income by increasing of age. Most of worker want to establish their own business and being concentrate on their children's education. Less of them will search for new job. Workers think there is less meaning of academic education besides work related experience so as per experience they want promotion.

6.3 Recommendation

The finding of this research suggests the following:

- Organizations should realize that the covariates age, education, caste/ethnicity and place of residence is significantly correlated with the occupational aspiration though the direction and its magnitude varies hence should be considered while developing organizational plan and polices for effective organizational goal achievement.
- Even the workers should prepare a suitable occupational plan for a better occupational aspiration and its attainment.
- The organization should also discourage geographical mobility of the employees since that reduces commitment towards the organization and to overcome that the organization should strike balance among the occupational aspiration indices.
- The occupational aspiration indicators under research remain inconclusive. Hence, future qualitative studies needs to be explored so that additional unexplored category of occupational aspirations of different marginalized group at different levels can be identified.

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- Piped drinking water
- Radio
- Electricity
- Mobile
- Toilet
- Television
- Land line telephone
- Internet

Other

44. How much money do you spent in these facilities in a month ?

Nrs

45. Is there any school for the labour children ?

Yes No

46. Is there any hospital for the labour?

Yes No

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

.....

48. Do you have enough resource of water? Yes No

49. Do you think of the need of any other provisions? Yes No

50. If yes give your opinion

Others

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

Yes No

52. If yes what kind of Sexual harassmt and who is responsible for that?

.....

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

- Poor economic condition
- To increase earning capacity
- To be self dependent

Others

54. Give your suggesting to make sustainable livelihood from this occupation

.....

55. Do you have something to tell about your occupation and any other problems on do you think something that I should have asked?

.....

Name of the interviewer:

Date

Thanking you for your kind information.