

## CHAPTER-ONE

### INTRODUCTION

#### 1.1 Background of the study

Labor is the aggregate of all human physical and mental efforts used in creation of goods and services. It is a primary factor of production. Labor is a physical or mental exertion, especially when difficult or exhausting work. It is productive activity; especially for the sake of economy gain. Labor are those persons engaged in such activities, especially those working for wages (ILO, 1994).

Labor as only mobile factor of production, that can contribute much to the upliftment of the country if organized, development and motivated properly. If labors are job satisfied, there performance and efficiency would be very high in the industries for the production; otherwise there will be lots of problem for employees and employers (Khanal, 1996).

The principle of labor participation in managements affords a means of self realization in work and meets the psychological need of men and women at work by eliminating every long extent and sending of fertility insolence and consequence frustration that they face in normal industrial setting (Sthapit, 1984).

There are different kinds of labor such as child labor, Manual Labor, Wage Labor, Women Labor etc. I have selected Women Labor among all these as my research topic. This whole research is only based on Women labor of Patan Industrial Area, Lalitpur.

All women who are economically active and supply labor for the production of goods and services during a specified period are considered as women labor. Women are involved in different types of works in industry factory and offices. Women in the workforce earning wages or a salary are part of modern phenomenon, one that developed at the same time as the growth for men, but women have been challenged by inequality in the workforce. Until modern times, legal and cultural practices, combined with the inertia of long-lasting religious and educational conventions, restricted women's entry and participation in the work force .Women's lack of

access to higher education had effectively excluded them from the practice of well paid and high status occupation. Women were largely limited to low paid and poor status occupations for most of the women (Wikipedia, 2016).

A majority of Nepalese women live in rural areas. Women in Nepal are in a very disadvantaged position. For e.g. only 25% of them are literate whereas 40% of their counterparts are literate (Shrestha, 1994).

### **Industry and Condition of Women Labor in Industry**

When a large group has multiple source of revenue generation, it is considered to be working in different industries. Industry is the second sector to generate national income, contributing significantly the process of economic development. Labor legislation is essential a social, economic, political legislation, pertaining to various human problem in reaction to industry. Labor might play a crucial factor to develop the countries industrialization as it had been seen in developed world. Increase of national production would not possible by a disgruntled, dispirited and indifferent labor is their responsibility in the first place. Their often –sluggish moral conscience should fully awakened to the need of the properly observing laws passed by the government of the country (Gupta and Singh, 1992).

The rise and growth of modern industries with a complicated industrial system has given rise to labor problem in various countries of the world rights privileges mainly through labor legislation to promote social welfare in the main purpose of labor legislation. It aim at correction certain industrial real adjustment growing out of industrial change (Tylor, 1953).

There are many industrial estate in Nepal among which Patan industrial estate is the study area of my research. While , talking about the Patan Industrial area ,it is located about 500 m south from Lagankhel bus stand; near Sathdobato. It is famous for industrial area ,handcraft ;A destination of fine arts, It is filled with wood and stone craving metal statues ,ornate architecture including dozens of Buddhists and Hindus temples, and over 1200 monuments. The city is known for its rich tradition of arts and handicrafts. Patan industrial area is tourist oriented crafts complex boasts a number of workshops, showrooms, selling high quality carpets, wood carving, metal work and handmade items. Patan has maintained a culture of craftwork even in the face of rapid urbanization and many social and political upheavals (PIE Profile, 2016)

This study will make an inquiry about the socio-economic status of female who are carpet weavers in Patan industrial estate. The socio-economic status of female who work in Patan industrial estate is not good.

The status of women in the context of their access to knowledge, economic resources, and political power, as well as their personal autonomy in the process of decision making. When Nepalese women's status is analyzed in this light, the picture is generally dark. Though some changes are observed in recently, many may be having various problems. Illiteracy imposed the greatest hindrance to enhancing equal opportunity and statuses for women .They were caught in a vicious circle imposed by patriarchal society They had limited access to the markets, productive services, education, health care and local government. Malnutrition and poverty hit the women hardest. Women usually worked harder and longer than men. But they are not paid satisfactory and equal to men (UN, 2016).

Carpet weaving industries were everywhere in the past but the decrease in carpet export in recent years has made the bad impact on the female labors of carpet factory almost in the country. The economic contribution of women was substantial but largely unnoticed because their traditional role was taken for granted (Maharjan, 1992).

The woolen carpet industry has been one of the most important labor market in Nepal especially during the early 1990s. Carpet manufacturing in Nepal received a major momentum when Tibetan refugees fled south in 1960s, seeing the history we find some facts about starting of carpet weaving in Nepal. Many women are involved in carpet weaving. Nepali carpet industry at present is facing the shortage of labor supply (Acharya, 2062).

Though women involved in all work like pashmina making, carpet making, metal works, handmade items etc. they don't deserve money. They are no conscious about the industrial law, labor law but due to the poor economic condition they are forced to work in Patan Industrial Area. This study shows that there is very bad condition of women in industrial estate where women have to face lots of problem harassment sexual abuse and violence, but still they have no other option rather to work there for living by facing all these difficulties (Shrestha, 1989).

## 1.2 Statement of the Problem

In Nepal, process of industrial development was introduced during the mid 1930. Most of the Nepalese carpet industries have low level of productivity, due to lack of sufficient carpet, machinery, technique and train labors. The labors are the backbone of the industry, but labors are most neglected factor of production because of the weak bargaining power. They are not provided appropriate or minimum facilities and they are not satisfied with their job. Due to dissatisfaction among them there is high rate of labors turnover (Bajracharya, 1993).

A large number of women are engaged in such industries as textile, electronics, biscuits and chocolate etc. In textile industries, they are mostly production workers and in electronics industries they work on the assembly lines. In garment industries they work as tailors, stitchers, cloth pressers, and assistants. All these jobs require low levels of skills and offer little opportunity for skill advancement. There are some professional jobs in the industries sector such as technicians and Fashion Designer and a few others. Often they are out of the reach of women not because they do not have the necessary expertise because the country has done nothing to uplift their technical skills (Timilsina, 1998).

60 percent of Nepalese population are illiterate that too comprises around 25% for women and around 50 percent for men not because they are weak in study or they do not want to study but because they are not given opportunity by their parents. The male/female ration in primary school is 63:37. The ratio at lower secondary level is 69:31 and at the secondary level it is 71:29 the records shows that over 70 percent of the girls enrolled in the school are withdrawn before they pass even a primary level of education (Shrestha, 1994).

Everywhere in the world, working women's are discriminated and are paid low wages. On 25 August 1995 in one of their regular bulletin of International Labor Organization (ILO) has working women clearly mentioned that, "Everywhere women are paid less than men, and there is no indication "that this will change soon though undeniable progress has been made in terms of Female participation in the work force during the last forty years, the progress has been neither universal nor sustained. The majority of women continue to earn an average of only 50 percent to 80 percent of what men earn. In Japan and the Republic of Korea, women's salaries are roughly half of men's salaries. In developed countries the disparity varies between 30 percent to

slightly less than 10 percent. In general, those profession considered as ‘Feminine’ have not been ‘reprised and are underpaid” (ILO, 1995).

This study is attempted to explore the position of women in Carpet weaving labor of Patan Industrial Estate because their status is very poor and they might be suppressed economically and socially. It mainly focused on the status of women their role in decision making, relationship between women worker and their owner and manager, their income, working hour, economic status, and dependency condition of women and working environment of female labor in Patan Industrial area. Women are involved in Pashmina making, carpet making, handmade items, weaving etc. But there is differences in male and female weavers are happy that they have got job to satisfy. Hence, this study is generally based on the present status of women labor in five Carpet industry of Patan Industrial Area at Lalitpur. It examined their socio- economic status. Therefore; only women labor working in Patan industrial estate is the focused on the study.

On the basis of Problem statement and the objectives of the study the following research questions will guided me during study process.

- ) What are the socio-cultural and economic backgrounds of the women weavers?
- ) What are the problems they face in their job?
- ) How is their relationship with their male counterparts and owners?
- ) What are the facilities they face in their socio-economic roles?
- ) What is the condition of women’s worker in industrial sector?

### **1.3 Objective of the Study**

The major objective of the study the area is to analyze the social disparity and economic dependency of female labors in Patan Industrial Estate .To achieve the goal of general objective ,following specific objectives have been drawn,

- ) To study the socio-economic condition of women labor in Patan industrial area comparing with the past.
- ) To analyzed the economic status in society of women labor working in carpet industries.
- ) To study the challenges and improvement in the condition of women labor.

Though the general purpose of the study is to discuss and finding out the condition of women labor in Patan industrial estate, some of the specific objective are mention above. In order to find out the situation and condition of women working in industrial sector especially in Patan Industrial Estate of Lalitipur district, I did this research .Its main purpose is to explore the socio-economic status of women, their role and status in the industry and the position in industry. It is done to find out the challenges and improvement of women labor in Patan Industrial area.

#### **1.4 Significance of the Study**

Patan Industrial Estate is one of the good employers of the women laborers. Patan Industrial Estate has been providing employment opportunities to under privileged women. The employers prefer women workers rather than men and the problems faced by the women laborers in the field may differ from that of other rural areas.

Women are the guide of the society. But they face many problems since an early age. They have to work very hard for survival. Due to poverty and unemployment in rural sector ,a sizeable number of women come to the urban areas, most of these migrant women find a job in carpet industries, garments factories ,hotels and restaurants, in construction sites, as domestic servants in private homes etc. But women laborers are exploited everywhere by their employer. They are deprived from education, recreation and other basic necessities of life.

Several studies have been done about women laborer in various sectors, but there are few studies that have dealt with women laborer in industrial sectors. So, it is now time to understand the present situation of women laborer and clearly recognized their status and problems. The important of study is to find out the condition of women labor, their wages their level of work, their relationship with the owners and male counterparts. It is important to find out the socio-economic condition and status of women worker in industries as most of the women are involved in industrial sector for their living.

It is very important to study working women's role and condition and the adjustment they made between household work and outside work. Women participating in industry are one of the burning issue in the third world countries including Nepal. Due to their low economic status and hand to mouth problem they are forced to work from morning to evening. Its significant is to find out the role and status of women in developing the economic status of company.

This study is also important for investigating the prospects of women's workers and their role in developing the economic status, social status of women worker in compare to men in Patan industrial area.

The socio-economic status of women worker in compare to men is different so, it is very important to study in deep how women's and men's wages are determined and in what bases the status of women and men are described.

This study has attempted to explore the status of carpet weaving female labors and overall situation of women laborer employed in Patan Industrial Estate, and provide reliable information for other researcher and concerned parties too. This study is also important to all concerned persons, government and non-governmental organizations interested to know about the facilities given to women laborers within the premises of Patan Industrial Estate and the problems that Patan Industrial Estate (PIE) faces employing these women. This study also provides some information about the functioning of an industrial estate in Nepal. The study was concentrated on the socio-economic, political, cultural situation of women weavers

This study has been examined the scope of women's participation in industrial sector equal to men. This study has been examined on how illiteracy and poor economic status of women family forced women to work in industrial estate as in carpet industry, pashmina making, woolen material making by putting their health in danger and by less paid wages. In order to study the women condition and challenges by facing different kind of harassment abuse, violence, women are force to work.

## **CHAPTER-TWO**

### **LITERATURE REVIEW**

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

#### **2.1 Theoretical Review**

**More details about theories are;**

##### **2.1.1 Marxist Perspective**

The present study entitled “Working and Income Condition of Women Labor in Patan Industrial Area “is associated with Marxist perspective, Dependency theory .Marxist theory focuses on the domination of workers by the ruling class. It involves class domination, oppression and conflict in both intra-national and international social relation (Marx in Rubin, 1975). In the capitalist society, the bourgeoisie and proletariat are dependent upon each other however; the mutual dependency of these two classes is not a relationship of equality and of respectable reciprocity. Instead, it is a relationship of exploiter and exploited, oppressor and oppressed. The capitalist class gains at the expenses of the labor class and there is therefore a conflict of interest between them. Marxism thinks social class as the crucial mechanism for changing social system (Dahal, 2004).

Engel (1884) explained that the exploitation of labor has developed and increased in to complex structure of domination in the class relation and the political order was established to safeguard the system of domination. Here the carpet owner can be perceived as bourgeoisie and the labor as proletariat.

There must also be a physical concentration of masses of people, easy communication among them, and repeated conflicts over economics rewards and the growth of class consciousness. Marx focus the workers are alienated because they are simply ‘cogs’ in the means of production, they are just another investment on the part of capitalism (Ghimire, 2003).



This research shows that there are class differences in this industry. Owner is in higher position whereas labor is in lower position. There is relationship of exploiter and exploited, oppressor and oppressed. There is domination of workers by the ruling class. In Patan Industrial area also there is a unequal relationship between owner and women labor. In the industry, though owner and Labor are dependent upon each other however, there is not a relationship of equality and of respectable reciprocity. There is a relationship of high class and low class, exploiter and exploited. There is unequal relationship between owners and labor. Women are always dominated and exploited by Owner and even by male counterparts. They are suppressed and harassed by their owner and male counter parts. There is no any equal relationship between workers .So, this research focused on Markist Perspective.

### **2.1.2 Dependency Perspective**

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

Dependency can also mean that LDC's adopt DC's education system, attitudes

, pattern; dress etc Dependency theorist critically argues that the labor suffering from problems is not from the result of backwardness but the result of exploitation. Dependency theory is also called the Neo- Marxist theory which theoretical view accepted that unequal status exiting as the outcome of exploitation. This theoretical view focus the core has become successful to earn more profit and collect the capital by exploiting the periphery (Todaro, 1993).

Dependency theory argues development is impossible for a country which economy is dependent upon the economy of a core country. Dependency theory can also be applicable which notice the social, economic, political status of the labors in carpet industry. He defines his theory that underdeveloped countries always have to depend on the developed countries due to the exploitation process. We find unequal development process all over the world and the main reason of it is the exploitation of capitalism (Frank, 1967).

Dependency feminists offered a very different account of women's marginalization in the development process of that offered by women's domestic labor as a subsidy to the process of capital accumulation they challenged the boundaries of traditional Marxist analysis which located women primarily in the private sphere and therefore as irrelevant to the workings of capital (Elliot, 1977).

The unequal development is due to the production of exploitation that is historical relationship between capitalism and labor forces. He used historical structural approach to exploitation and imbalanced relationship between them in the capitalist world system which is considered as an essential part of the structure and development of capitalism in the world (Frank, 1967).

This research shows the dependency relation between owner and women worker. Women are depended on their owner .Owner exploit women labor and earn money and get profit .and collect the capital by exploiting the periphery. Owner are dependent on the labor for becoming successful to earn profit and collect the capital by exploiting the women labor whereas women labor are depended on owner for income and work. There is dependency relation between owner and women labor in Patan Industrial Area.

### **2.1.3 Policies about women in Nepal**

MOWCSW (2010) has given following main policies regarding women of Nepal, which tries to address the socio-economic sector of women.;

#### **) Mainstreaming**

Mainstreaming incorporates women's concerns and issues in the national and sectoral development policies and protects women's right and authority through the enactment of the necessary laws as per the need. It shouts for strengthening the institution capacity of ministry of women, children and social welfare provides support to the existing women development cells in the sectoral ministers and help establish such cells in other relevant ministries. Similarly the policy aims to increase the participation of women in the design of development policy and programs in all levels.

## ) **Gender equality**

It institutionalizes gender sensation programmed for the policy makers, planners and implementers from grass root to national level. It talks about the undertaking measures to remove structural obstacles that hinder women's participation in national development, reduce gender disparity and improve or reform legal and administrative policy if necessary.

## ) **Empowerment**

Empowerment assures women's empowerment by enhancing the role of women in the policy formulation and decision making at the national and sectoral levels. The government has to undertake necessary administrative measure to institutionalize the women empowerment process.

## ) **Protect women's reproductive right.**

Protect women's reproductive right assures women of their access and control over productive resources. It tells to increase the access of women in the information, education and communication designed to reduce the workload of women and increasing their productivity. The policy equally supports to promote the formal education and make the formal education compulsory for women.

## ) **Increasing the literacy of women**

Increasing the literacy of women assures the access of women on institution all and alternative credit facilities for increasing the paid and self employment opportunities, it helps include women's household labor as a productive activity giving the weights in the national account.

Weaving is the inconsistent with the subordinate position of women carpet weavers with in the household as a form of employment. In recent years, similar situation are reported in various forms in Nepal too. The women are often marginalized in multiple ways. That is, they may have little access to health care, banking or other financial services, formal education or even political rights. The informal networks in which women are part of .This can be seen as a survival mechanism and perhaps one of the few ways in which the women can achieve .Some modest means of empowerment, likewise (Karimi Zahra,2008) said the process of economic globalization has winners and losers. Furthermore, weaving is consistent with the subordinate,

position of women carpet weavers within the household, as a form of employment, it has hardly affected the social status quo-in recent years, similar situations are reported in various forums in Nepal too (Cross, Sharma and Shrestha, 2005).

## **2.2 Review of the Previous Studies**

Many studies have been conducted on condition of women labor in industrial area. In order to make the study more reliable a few available dissertations, articles, bulletins, reports and other studies about condition of women in industrial sector have been reviewed. Literature related to female carpet weavers are far more below. Some are presented below;

The woman labors of Patan industrial estate” argues that the workers’ rights and organized labor were in transition in mid 1991. During the late 1940s and early 1950s some labor disputes led to strikes and lockouts and labor unions sprang up in various factories. In 1957, the government announced the industrial policy of Nepal, under which it undertook the responsibility of promoting, assisting and regulating industries (Timilsina, 1998).

Only about 55% of women workers had permanent jobs, casual laborers. Only 20 percent had been promoted to higher levels and about 29 percent believed that they were getting a much pay as male, employees. They worked under difficult physical condition and more than one third of women interviewed said they had experienced some work related health problems. Only about 33% of them received some facilities additional to wages (Pokharel, 1991).

Even in the carpet industry where it is highly skilled jobs, women are still treated as unskilled and intensely exploited by the factory workers owners (Thacker, 1992)

According to Thacker (1992), the carpet industry in Kathmandu valley had 66 percent women workers, nearly 97 percent of these women workers were rate workers while 14% of men were so. These women were illiterate and work for reasons of poverty by the employers on payment of salary and wages was rampant. Women benefited little from industries as men progressively took the mechanized jobs.

The status of women in the context of their access to knowledge, economics resources, political power as well as their decision making. The economic contribution of women was substantial

but largely unnoticed because of their traditional role which was taken for granted .When employed their wages normally were 25%less than paid to men (UN,2016)

### **2.3 Women's Condition in Industrial Sector in Nepali Context**

Nepal is a developing country which continues to deteriorate in the economic scale .Most of the people, over 80 percent, are engaged in agriculture. But agriculture is not practiced scientifically. People are becoming neither rich nor poor, inflation is on the rise, unemployment is on the rise, economy is slowing but, despite all these indications, it is surprising that statistics show our life is becoming better day by day. Many people are interested to get a job but most of them on not get one, so they jump into the industrial sector. Industrial development is essential to achieve economic success in a country like Nepal. But industrialization is not an automatic phenomenon for which adequate infrastructure needs to be established by the state. These are different factors which determine the industrialization of a country foremost being the policies of the government (UNDP, 1998).

Woolen carpet industry has been one of the most important labor market in Nepal especially during the early 1990's carpet manufacturing in Nepal received a major momentum when Tibetan refugees fled South. In early 1960s, many women are involved in carpet weaving .Carpet Production in Nepal takes on contract basis and no job are fixed as the orders are controlled by the importer. .In such context no carpet exporters and producers can guarantee the jobs for the workers, whereas the trade union always dominate the worker for full fledged implementation of the provision of the labor act 1991.No carpet industries will be in a position to provide them an appointment letter (Joshi,1985).

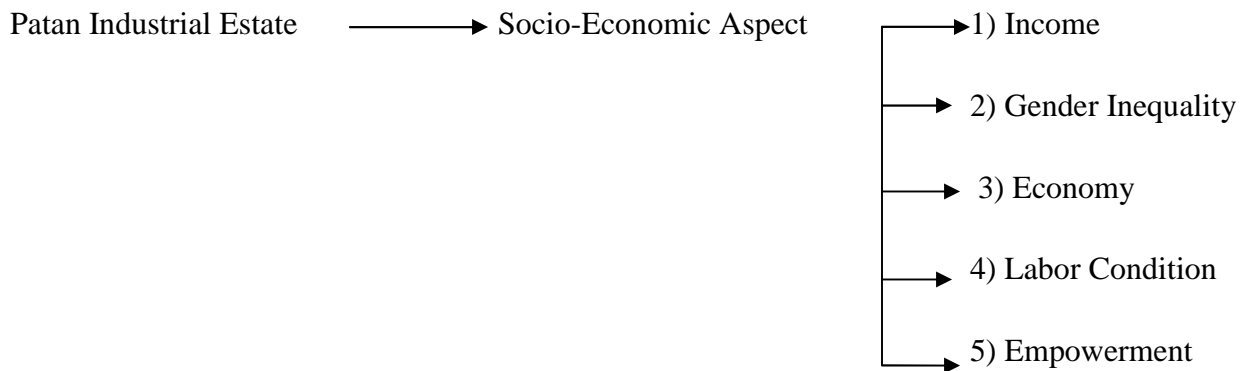
The popularity of the Tibeto-Nepalese Carpet in the European hand-knotted carpet market created a modern industry in peri-urban Kathmandu Nepal that established the Tibetan refugee population there as well as a new class of the Nepalese's entrepreneur (Neil, 2004).

The status of women in the context of their access to knowledge, economic resources. And Political power as well as their personal autonomy in the process of decision making .The economic contribution of women was not satisfied. They are given less importance and respect in compare to men .Women is given less opportunity and less valued in society and factory. Women are involved in weaving, carpet, pashmina, knitting sweater etc. They are always forced

to do hard work in working place also women are always discriminated and given work that has less respect and wages. In same work and for same time also women were given fewer wages than men. Due to the poor economic condition and illiteracy many women are forced to work in factory, industry like carpet weaving handicrafts etc (UN, 2016).

This study will make an inquiry about socio-economic status of female who are carpet weavers in Nepal. While we deeply observe condition of women labor in Patan industrial estate we found some kind of discrimination among men and women, worker in name of culture, gender, and religion. Women are always involved in hard work but paid less. They are taken for granted. Though they work equally like men their wages are different.

## 2.4 Conceptual framework



Above diagram shows various aspect related to Patan industrial area .The topic include socio economic aspect of women labor of Patan industrial area .It is based on labor condition their economic aspect religion income, In order to maintain socio –economic aspect of women labor there should be gender sensitization program similarly women empowerment is also equally important for the development .

The role of women for policy formulation and decision making at the industrial sector. Income of women is equally important factor for the development. Above diagram includes the factor for the development of Patan industrial area and this all aspect has been included in this research study. Without studying this aspect of Patan industrial area this research wouldn't be completed and difficult to meet the objective of doing this research. Therefore, while making this research these are the conceptual frame work .Empowerment of women there socio economic status, their income and status in the industry are to be studied while doing this research.

## CHAPTER-THREE

### RESEARCH METHODOLOGY

Primary as well as secondary data were used in this study. Research methodology refers to the various sequential steps which are adopted by a researcher in studying a problem. This chapter is devoted to the methodology applied in the study to achieve the goals. Both primary and secondary sources of data were used in the study. Information was obtained by using structured questions from the different women labor working in Patan industrial estate. Different websites related to this topic has been used in this research. Opinion survey technique was adopted while collecting primary data. It facilitates the research work and provides reliability and validity to it.

To meet the objective of the study, different worker of Patan industrial sector, were interviewed during the survey period. To generate the primary data, the structured questionnaire and field observation as well as FGD were applied .Observation and interview were the techniques of primary data collection. Secondary data were collected from different information provided on different websites, books etc

Observation and interview were the technique of primary data .The secondary data were collected from different Journals books related to the industry, official page of Patan industrial area. In order to describe the socio-economic condition of women labor of Patan industrial estate the research was done in descriptive and explorative form .It has tried to explored the condition of women labor in Patan industrial estate., Primary as well as secondary data was used in this research study. Research methodology employed in this study is presented below;

#### **3.1 Rationale of Selection of the study area;**

Labor and Owner are the opposite part of the same coin. This research mainly goes to explain the different aspects of the relationship between women labor and Owners. Carpet Industry is the major industrial sector of Nepalese economy and this study is based on five selected industries to find out the conclusion of the research. Industries were located in Lalitpur district, Lalitpur Sub-Metropolitan city. This study selected 25 carpet weaving women from five carpet industries .They were of different background and different age groups. Labor are found in Industry factory so according to my subject Patan Industrial area is appropriate as there are many women labor

are involved . Patan industrial estate is one of the industrial sites of Nepal which is selected for the study. Though there are many industrial areas in Nepal no other research has been conducted in Patan industrial area. So, it is important to do research in it and chosen for the study.

### **3.2 Research Design**

In this research, it is issued descriptive and exploratory research design. The research was descriptive in the sense that research described the socio-economic aspect of women labors in Patan industrial area. Moreover, Research was explorative in the sense that it was also explored the condition and status of women labors in Patan Industrial Area.

### **3.3 Universe and Sampling**

Lalitipur sub metropolis (Patan Industrial Area) is the main study area of this research. More than thousand persons are engaged in Patan industrial area especially in Carpet weaving and spinning.

As whole industries are not a study area, our concern was only based on the five industries of Patan industrial area for the study purpose. So, it would contribute to an appropriate profile of carpet industries in Patan industrial estate.

There are thousands of Industries on Patan Industrial Area; I have chosen five industries of Patan Industrial Area by consulting the manager of Patan Industrial Area where more women are involved. These industries are from Lalitpur District ward no.9, 17, and 20. The five industries are Mahabaudha Carpet Industry , Senon Carpet Industries ,Pl Carpet Industry ,Nepal Carpet Industry and Chemung Carpet Industry it is not possible to do research on all so according to my subject .

In these five industries also there are total 250 labors and Out of 250 labors, only 20 were men and rest 230 are women labor. Only 25 were taken as a sample not all .Only labor that work for long hour from (8-12 hours) and from (12-16 hours) because they can give me fact and more information about this topic. I have selected this 25 purposively. So, our research was only based on these five carpet industry of Patan industrial Area.



### **3.4 Nature and Source of Data**

The nature of this research contains both qualitative and quantitative research. While collecting the data, both primary as well as secondary data were used in this study .Furthermore ,information was obtained by using structured questions from the following; workers/labor of Patan industrial area ,Owner of that .Observation, Interview and survey are primary source of data.

### **3.5 Data Collection Tools and Techniques;**

To generate the primary data, the structured questionnaire and field observation as well as focus group discussion were applied.

Observation and interview were the technique of primary data collection .The data were collected from respondents of the random units. The secondary data were collected from journals, books related to the industry different websites and officials page of patan industrial area.

In this study, Interview has been used for the collection of data from female carpet weavers in carpet industries .In this study, group interview and personal interview were used to collect the data.

Observation is important tools of data collection .In this study observation is done to bring greater clarity in carpet industry workers socio-economic, political and educational condition.

Survey has done to make research systematic for collecting data from carpet industry and carpet industrial labors.

#### **3.5.1 Interview**

One of the most common uses of the interview is to collect life-history and biographical data about the research participants (Anastasi and Urbina, 1997). The effectiveness of an interview depends on how it is structured. In other words, the interview should be thought out beforehand and standardized so that all participants are asked the same questions in the same order.

While doing this research interview was done within the labor of Patan Industrial Area and labor of these five carpet industries in order to get fact information. In this study, Interview has been used for the collection of data from women labor in carpet industries. In this study group interview and personnel interview were used to collect the data.

### **3.5.2 Observation**

Observation as one of the central data gathering method, Schwedt defines observation in qualitative research as “direct firsthand eye-witness account of everyday social action.”It serves most directly the research purpose of description, which is primary goal of this study.

In this study observation can bring greater clarity in carpet industrial workers socio-economic, political and educational condition.

### **3.5.3 Case Study**

Case study is process in which detail consideration is given to the development of a particular person, group or situation over a period of time. While doing the research case study has become one of important tools of data collection. The detail study of Patan Industrial area has been done in the research process In this research, case study of related topic has been done Different journals book were studied to gather the information on the related topic. This research is incomplete without case study .The case study of Patan industrial Area has been done in order to find out the objective of the study and to collect the fact information.

In order to do this research qualitative in-depth interview has been collected with people who know the fact about the Patan industrial area. The purpose of key informant interview is to collect information from a wide range of people including the owner, manager of the Patan industrial area and those who have first hand information and knowledge about the industry. It has done to obtain vital information about the industry and women’s condition in Patan Industrial Area.

### **3.6 Reliability and Validity of Data**

Validity is important terms in research without which research can’t be valid and reliable .The research tools were first practiced in field and expert were asked to establish the validity and

reliability. Both qualitative and quantitative method was applied to check the reliability. Therefore, observation, interview Survey were, it is claimed that there is reliability and validity in this data.

### **3.7 Data Processing and Analysis**

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

After data processing and analyzing the research is completed .All the process is done in order to complete this research and to make its reliable and qualitative research.

### **3.8 Limitation of the Study**

Every research work has its own limitation to meet its objective. This research has also its own limitation .The scope of the study is to explore the female carpet weavers socio-economic status. For this purpose this study is conducted in the Patan industrial estate of Lalitpur district mainly focusing on women weavers of carpet Industry.

This study is limited to working of female weavers inside the industry. The female of carpet industry, male worker as their counterparts and their managers are the respondent of the study.

Despite the study best intention is to be informative and objective enough in the analysis of Patan industrial area, it has its own us limitation. This study has been done to meet the partial fulfillment for the degree of Masters of Arts in Sociology. So; it has to be performed under the limited time, money and resources.

Only Patan industrial area has involved in the study and it only covers the industrial area of Patan. The findings may not be generalized to other industrial area's it is done for thesis purpose.

Only limited budget, manpower and resources have been used. Only 5 industries of Lalitpur district are taken and out of 250 labors 230 were female so only 25 female were taken as sample out of 230 and this study was done.

While doing the research on the condition of women in Patan industrial area, the focus is only given to the women labor working in Patan industrial estate, their condition, status, not of other industrial sector.

Hence, the findings may not be generalized to other areas women labor working in other industrial area of the nation.

## CHAPTER-FOUR

### WOMEN LABOR IN LALITPUR /PATAN INDUSTRIAL AREA

#### 4.1 Physical Setting

Patan industrial area is the area located about 500m south from Lagankhel, bus stand, near Sathdobato. Among different Industrial estate it is famous for industrial area of handicrafts. A destination of fine arts , it is filled with wood and stone craving metal statues , ornate , architecture including carpet industry , weaving etc. 'Patan is the city believed to have been built in the third century B.C. by the kirat dynasty .It is filled with wood and stone carvings, metal statues ornate architecture, It is known as the city of beauty .among different industrial estate Patan industrial estate has become one of the centre of attraction .In this industrial estate Many people depend for their living . It was expanded by Lichhavisism the 6<sup>th</sup> century AD. And again by the Mallas in Medieval period. People from different place, different caste, and religion are involved in Patan industrial estate this is tourist oriented crafts complex boasts a number of worship, showrooms, selling high quality carpets wood-cravings metal work and handmade items. It has maintained a culture of craftwork even in the many social and political upheavals (PIE Profile, 2016).

#### 4.2 Women Condition in Carpet Industries of Patan Industrial Area

Industrial areas are those having several types of industries like cottage or small scale, medium and large scale industries. Rapid development of a country depends upon the establishment of the industries. It cannot be run on their own. This is the age of industrial sector. Industrial development is the back bone of a countries economy (Aryal, 1996).

Though carpet industry is highly skilled job, women are still subordinated and treated as unskilled an intensely exploited by the factory owners. Though women works under different difficulties they don't get satisfied salary and respect. Due to the poor economic condition and illiteracy women are forced to do work in carpet industry in low salary and wages They are forced to work long hour due to their low economic condition. Due to lack of further study, many women are forced to work there as they don't have any other option except working there in low wage and less respect (Aryal, 1997).

Women were involved in disputes. Trade union and other organization mobilized the labor including female weavers for disputes. The women weavers had lack of knowledge, training education and skill for prestigious job. They are far away from the knowledge of economic rights and human rights, women rights, equal rights and other rights of labor. Some of them were even harassed and abused. There was no changing room for women workers. They are fully depending on their wage to run their family. There was not any bonus system and insurance facilities. Most of them were not satisfied and life was not found to be qualitative. They were unsatisfied with the owners because of their labor cost, untimely salary, payment, unhealthy physical infrastructure. Female weavers had no conscious about labor law but owners had all the ideas to exploit in different aspects. They are force to follow the industrial rules and regulation (Rijal, 1997).

The socio-economic condition of women working in Patan industrial estate is weak in compare to men worker. Though women are equally participated in Patan industrial estate they are not given equal wages as men, they are forced to do low level work and given less respect and wages in compare to men. They were sometimes harassed for the involvement in disputes. Even if in low level work, and low wages women are continuing their job and cannot leave it as they have less skill and low education background. They faced lots of problems and biasness and harassment and still are forced to work (Regmi, 2003).

In order to find out the condition of women, present study was centered mainly in five carpet industry of Patan industrial area located at Lalitpur ward no 9, 17, and 20. Establishment of carpet industry in Lalitpur has got a historic background. The Tibetan refugees brought the skill along with them when they were kept near Jawlakhel. In order to do these researches I have included five carpet industries under Patan industrial area of ward no 9, 17 and 20 of Lalitpur district .The whole research is based on the women workers of these five industries While talking about the socio-economic status of women .The economic contribution of women is substantial but largely unnoticed because their traditional role was taken as for granted.

Women situation is too poor in health, education, participation, income generation self –confidence, decision making, access to policy making and human rights. Nepal is one of the countries in the world where life expectancy for women are literate and 60% of them are said to be economically active participation of women in politics is negligible and not given any importance's. Women excluded economically, socially and politically in Nepal. Several research projects in Nepal have indicates that 66% of women have endured verbal abuse 33% emotional abuse while 77 % of the perpetrators were family members (UNICEF,2001).

## **CHAPTER-FIVE**

### **SOCIO-ECONOMIC CHARACTERISTICS OF WOMEN LABOR**

This chapter is mainly based on Primary data, which is collected from the study area. Only 25% of female weavers are taken to obtain the information for the study from the industries in sample farm.

In this chapter, analysis and interpretation of data in term of caste, educational level, marital status, monthly salary, family size etc are presented and explained to attain the objective of the study. The data are presented from the weaving women and attitude of them towards their works. The analysis of the chapter is based on the Interview, Observation and Survey.

#### **5.1 Socio-Cultural Aspects of Respondents**

As Nepal is a country of great geographic, cultural, ethnic, religious diversity. Across the diversity, the majority of communities in Nepal are Patriarchal. A women's life is strongly influenced by father, husband and son. The status of women is determined by the patriarchal social system, values and women's right preserved and protected by the state and state policy for the development of women.

It mainly focused on the age, composition, religious, caste composition, educational status, marital status, family structure, residential status, labors duty hour and other related areas.

##### **5.1.1 Age Composition of Women Labor.**

Age composition is divided into different age group and their groups represented the actual condition of labor on the basis of age. Age has no bar for working in these industries where age from 15 to above 45 is found .Only age group below 15 are not allowed to work which proves that child labor was not permitted to work .Age has not become an obstacle for women in Patan Industrial Area .But mostly age group between 15-25 are found more as they are young and energetic and has capacity to work hard and for long hour.

**Table no.1: Age wise composition of Women Labor**

S.NO	Age groups	No. of respondent	Percentage
1	Below 15	No	NO
2	15-25	15	60%
3	25-35	5	20%
4	35-45	3	2%
5	Above 45	2	8%
	Total	25	100%

*Source: Field study, 2016*

Age is not obstacle bar for doing job for survival, so different age groups were found in Patan industrial area. So, different age group was found among the carpet weaving female. The weavers from 15 – 50 years of age group are engaged in carpet industries. The distribution of the female weavers by age group shown that there is no one below age 15. Out of 25 weavers 60 percent are from 15-25 age groups, 20 percent are from 25-35 age groups, 12% are from 35-45 group and 8 percent female weavers are from above 45 age groups.

15-25 age groups are more in these industry because these age group are young and can do hard work. Industry prefers young and hard working women who can work for long hour and who has capacity to do difficult work. Only percent are above 45 and they work only for 8 hours .They are involved in sweeping the flour, cleaning window washing dishes etc.

The data inferred that young adults female are involved in carpet weaving which indicates female population enters into the labor market quite earlier. It could be due to the low economic condition of family the above data distinctly reveal that the highest number of workers at industry comes from the age group of 15-25. This study showed child labor was not permitted.

### **5.1.2 Religious Composition of Women Labor:**

In Nepalese social system, religious is associated with the job type. Traditionally some religion restricts their followers to enter into some kinds of jobs. Different religious people work together in industry with mutual understanding. They share all religion equally and all celebrate all religion equally. And To finds such facts following table is presented:



**Table no.2: Religious Composition of Women Labor**

S.No.	Religious group	No. of respondent	percentage
1	Hindu	9	36%
2	Buddhist	14	56%
3	Christian	2	4%
4	Kirat	2	4%
	Total	25	100%

*Source: Field study, 2016*

The above data shows that 9 respondents i.e. 36 percent of the total are from Hindus, 14 respondents i.e. 56 percent respondents are from Buddhists, 2 respondent i.e. 4 percent are from Christian and 2 respondent i.e. 4 percent of the total was from other religion (kirat). After the interview it is also clear that most of the women whose husband are in abroad and who stay alone are involved in industry. It is concluded that majority of the labors are Buddhist and the second is Hindu. Labors with different religions do respect each other's.

Nepal is multi-religious country where people representing various religious groups are found. Religion plays major role in labors life. Carpet weaving was adopted by various religious people. The data from the field showed that there was no problem with the different religions to go for this job. Any person having any religion can go for carpet industry. From the field study study it is proved that Buddhist are involved more in this carpet industry as they are migrated from Himalayan region and due to weak economic condition they allowed women in work and mainly women run the house and they are the decision maker in the family.

### **5.1.3 Caste Composition of Women Labor**

Our country consists of various ethnic groups or caste group and several religious practices. Due to the reason, our society is divided into different castes, creed and sub-castes. In the course of research an attempt was made to find out the percentage of workers employment on the basis of caste or ethnicity. The research tried to figure out caste wise distribution of the female carpet labors.

**Table no.3: Caste Composition of Women Labor**

S.No	Caste group	No. Of respondent	Percentage
1	Brahmin/Chhetri	5	20%
2	Magar	4	16%
3	Tamang	11	44%
4	Rai	2	8%
5	Dalits	3	12%
	Total	25	100%

*Source: Field study, 2016*

The above table shows that the highest numbers of female weavers are of Tamang ethnic group, which consists 44 % of the total labors. There were 20 percent Brahmin and Chhetri, 16 percent Magar, 8 percent Rai and 12 percent other and lowest were of Rai only 8 percent. And 12 percent i.e. 3 respondent are Dalits .The sample of the study shows that the majority of the female weavers were from ethnic group of the Nepalese society. The female of so called high caste society was also involved in carpet weaving and in industries like metal weaving. Tamang are more involved in Carpet Industries as they are ethnic group and they are economically weak also.

In addition, it indicates that worker of various castes and ethnic group have been working in the carpet industrial sector of Nepal. Although it is a caste based society .A unique type of uniformity and harmony was observed among the carpet weaving women population in the field .which was remarkable.

#### **5.1.4 Educational Status of Women Labors**

Educational status is a major part of the educational analysis of female carpet industries. This educational section of study is divided into two tables. First table represent the literate and illiterate rate of female weavers and second table expose educational qualification of women there are two types of educational status of women 1 .Illiterate and literate 2. Education qualification of women. Though majority of women in this industry are literate they have not got higher education .They education was up to SLC or Under SLC which proves that the

women who have got higher education are not involved in such carpet industry .Those women who don't have other qualified job are force to work in these industry.

**Table no 4: Education Status of Women Labor on basis of literate and illiterate**

S.No	Educational status	No. of respondent	Percentage
1	Literate	20	80%
2	illiterate	5	20%
	Total	25	100%

*Source: Field study, 2016*

This table shows that 80 percent of women are literate while remaining 20 percent are illiterate. From this situation we conclude that majority of the female weavers are literate and small numbers are illiterate. Factory wise effort may support for literacy campaign. Another indication of the data was that girls were getting basic education in recent years. 80 percent women are literate but due to poor economic condition they were unable to get higher education due to which they are not getting job in other field and in good company so they don't have any other option than working in industry but this 20% women worker are illiterate and work as sweeper, cleaning window flour clothes for making carpet and doing small work and they earn below 3000.

**Table no 5: Educational Qualification of Women Labor**

S.No	Educational qualification	No. of respondent	percentage
1	Under SLC	15	70%
2	SLC passed	5	10%
	Total	20	80%

*Source: Field Survey, 2016*

From the above table ,out of 100 percent women labor 80 percent are Literate and out of this 80 percent only 10percent women labor have passed SLC and rest 70 percent have not completed

SLC .They have only studied class 8,9 .So, it is clear that though majority of women labor are literate they have not got further education due to the poor economic background and because of this they are forced to work in Carpet industry as they have not qualified education to get job in good and respectable position.SLC passed women have said that due to the poor economic condition they didn't get opportunity to get further education and forced to work in industry .

### 5.1.5 Marital Status of Women Labor

Marital status of women reflect social role of Female workers .In this regard an attempt has been made to see their marital status. Some respondent remained quite about status and others responded. The following table provides the marital status of the respondents

**Table No.6: Marital status of Women labor**

S.NO	Marital Status	No. of Respondent	Percentage
1	Married	18	72%
2	Unmarried	5	20%
3	Divorced	2	8%
	Total	25	100%

*Source: Field Study, 2016*

Above table shows that 72 percent of women labor are married whereas 20percent of women are unmarried and 8percent were divorced. The ratio of married women to unmarried was very high. There were significant numbers of divorced weavers too.

Higher number of married women involvement in carpet weaving indicates that they either do not have other jobs or this job is easy to find for low educated people. Married women working in industry proves that they have low economic condition and they are working in hope that their children may get better education and life in future. Unmarried labors have ambition in their life some of them are saving money to go foreign country to earn money. Some are saving money by reducing their expenses to start another business to live a better life in future. They also support their family .Not only married, unmarried female were also contributing for running their family. They felt that they were empowered by the job but the job was not prestigious .They opportunity

seekers. Most of women are divorced and forced to work in industries for their survival .Some are forced to do work as they have not got opportunity to do further study for any other jobs.

### 5.1.6 Distribution of Women labor on the basis of their Residence

Following residence were collected from survey was carrying out to find out the living condition of the respondent. Findings have been shown in table .This survey has done to find out the condition of women .Due to low salary women weavers have not got their own house and they forced to live in rent house which is shown in table below:

**Table No.7: Residential status of women labors**

S.No	Residential status	No. of Respondent	percentage
1	Rental house	7	28%
2	Own house	2	8%
3	Industry quarter	16	64%
	Total	25	100%

*Source: Field study, 2016*

Table showed that majority of respondent 64 percent lived in the industry quarter where as 8 percent of respondent lived in the rental house and 8 percent were in their own house. All the industries provided them industrial quarter if they want to stay in there. That respondent s were only in rent house whose husband were either out of the country or in other jobs who earned much. The respondent who were not in quarter also had joint family structure .Choosing of factory quarter by the women weaver was concerned with their security too. The labors who were single preferred the factory quarter. Due to the poor income and economic weak condition 64 percent of women weaver live in rent house whereas only 8 percent women have their own house and 64 percent of them have not their own house and lived in Industry quarter.

### 5.1.7 Labors Duty Hours per Day

Women labors and their work are a central point of the carpet industry .This study was based on the study of economic status of the women labor in Patan industrial area. The table below represents the duty hour composition of the respondents of the study. Working hour is unequal of many respondents. Infact the respondents worked in flexible time.

**Table no.8: per day working hour of Women Carpet Labors**

S.No	Labors duty hours	No. Of respondent	Percentage
1	8 hours	6	24%
2	8-12 hours	15	60%
3	12-16 hours	4	16%
4	Above 16 Hours	0	0
	Total	25	100%

*Source: Field study, 2016*

Above table shows that out of 25 respondents, 6 females working hour was below 8 hours which was 24 percent of the respondents. 15 of them worked 8-12 hours per day, which is the 60 percent of the respondents. There were 4 respondents, exactly 16 percent of the respondents working for up to 16 hours a day. Whatever is shown in the table, many labors had worked more than 16 hours a day too in order to meet the need of money during festival seasons. The age group between 15-35 is mostly found working from 8-16 hours which means that the working hour is decided according to the age of labor so that young and energetic youth helps industry to gain profit by their hard work.

Carpet weaving women were busy all the time for taking care of their children and kitchen work .They revealed that they hardly get 5-6 hours per day to sleep. None of the weavers are engaged in other jobs.

### 5.1.8 Job Satisfaction for Women Labors.

Job satisfaction is a complex concept. Satisfaction is an important factor for good production and improving the economic condition of weavers .Job satisfaction helps workers to create

opportunity .In the Industry some worker are satisfied with their job and income whereas some are unsatisfied .And for some women labor working in industry is not concern for satisfaction or unsatisfaction its their need to work for survival. According to some women labor ,Except doing the job they don't have any other option Women labor are not satisfied with their job and their earning. But still they are forced to work there for living. As they have no other option. The study inquired about the satisfaction level of workers .The data about job satisfaction is presented below.

**Table No.9: Level of Job Satisfaction**

S.No	Level of job satisfaction	No. Of respondent	Percentage
1	Satisfied	3	12%
2	Unsatisfied	16	64%
3	Do not know	6	24%
	Total	25	100%

*Source: Field study, 2016*

The above table showed that majority or 64 percent women labor were unsatisfied with their job. They were trying to change the job .12 percent were satisfied because they had the job. They thought they didn't have other skills and at least they were earning some. A significant number of women labor, 24 percent were not decided whether they were satisfied or not. They were confused about the job, their living and many other things. They were working under their parents or guardians wish. In fact the pay, facilities, job guarantee, or good well, nothing was satisfactory. Those unsatisfied labor are those having small kids and who work for more than 12 hours but still earn below 7000.They spend all time for the work but still their wages cant fulfill the basic needs of their children. Though they are unsatisfied they cant leave the job as they have no other skill for qualified and high salary job. They don't gat their salary in time due to which their day to day life has become difficult and their children are also facing problem too. Those points were revealed from the unsatisfied women labors.

### **5.1.9 Medical facility for Labors**

This study is based only on Patan industrial area especially on carpet industry and there were two types of problem founded in health sectors. When the weavers were in general have health problem the owners economically help them, to solve the problem .But in complex case there are no any help for complex case from industries, administration and owners. There was no any medical facility given to the women labors .As they have to work in dust ,wool and it affects in their health directly or indirectly but they have to use their money for treatment ,industry don't take responsible of their health .

### **5.1.10 Physical Environment of Patan industrial area**

From field survey and observation it is found that the physical environment in Patan industrial area was not satisfactory. Most of the industrial area, there were no child care centre to care the child of workers in working periods. Their small kids were around there and the environment was not good for them. There were majority of female's labor and they had child. The biggest problem of weaving mother was to maintain a balance time for the child and the work. Children were not enjoying their right and mother was deprived from the basic human right. There was no good a pure drinking water for workers. Which brought the problems in workers' health/ Unhealthy toilet and unavailable water facility in toilet brought him disturbance for work.

For the women labors who have small baby are facing lots of problem in work .They said that their children are small that they cant leave them at home alone and if they bring their children with them in carpet industry they have to proper room to keep them .

Industry providing quarters were not in good condition .They was of small size and was dark. There was no proper ventilation system in order to get natural air. From the study area, it is clearly found that the physical condition regarding health of weavers, and their children was found very poor and unsuitable. Though the condition is improving little from the past but still there are lots of improvement is needed for improvement of physical environment of the industry



**Table.No.10: Physical Environment of Patan Industrial Area**

S.No	Condition of Physical Environment	No. of Respondent	Percentage
1	Good	0	0%
2	Bad	15	60%
3	Worse	10	40%

*Source: Field Survey, 2016*

Above table shows the physical condition of Patan industrial area .0 percent women thinks the condition of Patan industrial area good .they think that is bad and some said that it is worse.60 percent women think the physical condition is bad and 40 percent thinks the condition is worse. there were no child care centre to care the child of workers in working periods. Their small kids were around there and the environment was not good for them. There were majority of female's labor and they had child. The biggest problem of weaving mother was to maintain a balance time for the child and the work. Children were not enjoying their right and mother was deprived from the basic human right.

There was no good a pure drinking water for workers. Which brought the problems in workers' health/ Unhealthy toilet and unavailable water facility in toilet brought him disturbance for work. Industry providing quarters were not in good condition .They was of small size and was dark. There was no proper ventilation system in order to get natural air

## **5.2Economic Status of the Respondents**

Economic factor is most important part to run the family .Most of women weavers was trying to maintain their economic condition and living standard. As Nepal is patriarchal society where the economic role is played by men member, women are not taken as powerful and capable of earning money. Economic and social issues are closely intertwined one reinforcing the other. For example , The key issues of access to land for women is closely linked to the socially determined

inheritance rights and religiously ritualized need to give away daughters from one's own clan to some other clan. Sexuality of women is a social property and an object of negotiation for the giving and taking clans, her access to resources is condition by her sexuality. So, this study focuses on the economic status of women weavers. Most of women weavers are trying to maintain their economic condition and living standard.

They were fully depend on their work to run their family ,which is not sufficient to maintain their family in a proper manner .Limited income is only sufficient for spending on food , shelter and entertainment . This too caused low quality of life of female labors. The economic status of women labor is explained below:

### 5.2.1 Monthly Income of Women Labor

The study has drawn following information about respondent monthly income of Women weavers. It shows the salary and earning of women labor of Patan industrial labor.

**Table No.11: Monthly Income of Women labor**

S.No	Monthly Income	No. Of respondent	Percentage
1	Below Rs 3000	2	10%
2	3000-5000 Rs	12	60%
3	5000-7000 Rs	8	22%
4	Above 7000 Rs	3	8%
	Total	25	100%

*Source: Field study, 2016*

It is clear from the above table that the largest number of workers of carpet industry 60 percent fell in the category of earning Rs.3000 to 5000 per month .10 percent respondents were earning below Rs 3000 per month and 22 percent women labor were earning Rs 5000 to 7000 .Only 3 respondents i.e. 8 percent workers were earning above 7000Rs.The Labors who earn more than 7000 Rs per month were experienced labor who worked for long hours almost 16 hours a day .Those workers who works only for 8 hours earns below 3000 Rs as they were a trainee worker

or who have to work much at their homes. The salary of the women labor is decided according to the hours of their work and the level of their qualification and experience. Those workers who work for 8 to 12 hours per day earned Rs 5000 to 7000 a month.

### **5.2.2 Monthly Expenditure and Salary saving by Women weavers.**

None of the weavers have their saving from their income. They revealed that the total earning was spent on food, house rent, clothes, and other basic needs. Very few of them spend time and money for entertainment there was no women labor that had open bank account to save money and some of women labors have left some amount of their salary with their owners to save the salary. But due to their less salary and high expenditure they are unable to save their salary. All their income spend on their daily expenditure so they are unable to save the income and unable to open any bank account for future saving which proves that they don't earn more money.

### **5.2.3 Timely Payment by Owners**

When a woman works hard and complete the work only they got payment .Trainee women workers has to pay some money to industry .They were paid less. Women were not given salary in time which creates problem to women's for running their family..In emergencies and need, the women labor can ask for an advance. Trainee worker had to pay some money to the masters. They were paid less .Their master were mainly their male counterparts.

### **5.2.4 Bonus System and Insurance Policy in Industry for Women;**

Bonus system in industrial sector is an important factor to empower the labor which helps to increase the high level of production and also improve living standard of workers. Bonus system helps them to satisfy the basic needs .from this study observation and survey, no bonus system was found out. The weavers and workers were frustrated by this Women were not given any bonus and insurance in industry.

They had no any idea or knowledge about insurance .Women worker in Patan industrial area has very low salary and they are not getting bonus on any festival or occasion .There are no any insurance policy for worker in case of some accident or dead. Bonus system generally encourage people (worker / for doing hard job and for more time. But in this area there is no bonus system

available for women .Women usually works for more than 8 hours but they don't get satisfied wage and in big festival like Dashing, they don't get any extra salary as bonus.

### **5.3 Other Situational Analysis of Women Labor in Patan Industrial area**

Situation is based on the condition of women and it is broad area of the study of industrial sector and the research is only limited on the socio - political ,economic ,cultural situation of carpet industry and women labor in Patan Industrial area which is based on Interview, Observation and survey method.

#### **5.3.1 Conflicting Relation of Owners and women Labors**

Economy based inequality in Patan industrial area puts labor at high risk and they become more frustrate. The observation finds the fact that there are conflicting relations between owners and women workers.

The conflict was high in economical status, political involvement and cultural practices. From economic point of view, owners give low salary which was not sufficient to maintain their general economic status.

Owners are the core and labor are the periphery in industrial sector and they have always conflicting relationships. On the other side, here is politically conflicting relation labor want to join the trade union and others organization but owners make the obstacle for them.

They are from different cultural groups and owners neglect the labors cultural values and also make the obstacle for cultural practice. So, the labor involved in strike, lockout and other revolutionary work and women also equally involved on such work.

Major issue of conflict are low salary, unequal salary between men and women unhealthy environment and others unpaid activities, misunderstanding between owners and labors etc. All of these caused conflict between them which were not beneficial for the development of the industry.

**Table.No.12: Conflicting Relation of Owners and Women Labors**

S.N.O	Issues of Conflict	No. of Respondent	Percentage
1	Economical conflict	15	60%
2	Political conflict	5	20%
3	Cultural conflict	5	20%
	Total	25	100%

*Source: Field Study, 2016*

The above table shows the issues of conflict between the Owner and the Women labor in Carpet Industry. The conflict was high in economical status, political involvement and in cultural practices. 15 Respondent i.e. 60 percent of total women labor have economical conflict with their Owners. Owners give low salary, untimed payment, unequal payment and no bonus system etc are reason of economic conflict. These 60 percent women labor includes those who work for 8 to 16 hours per day. Though they work for long hour they don't get extra money for their work and always works in same salary without any promotion are main reason of conflict. 20 percent women labor are Union leader and they have political conflict with their Owners. Labor wants to job union leader and other organization but owners make obstacle for them. And 20 percent women have cultural conflict relation with their owner

### **5.3.2 Owners counter parts Treats**

The relationship between owners and the women labors are not same according to the data collected by the respondent. Some said that they have dominating relation with their owners whereas some said they have friendly relation with their owner. Few have also revealed that Some owners harassed them too. The female weavers reflected their relationship in the way presented below. From the interview this study found out the following relationship with labors and owners.

**Table no.13: Owners Counterparts Treats**

S.N.O	Owners Role	No. of Respondent	Percentage
1	Friendly	5	20%
2	Dominating	12	48%
3	Respective	6	24%
4	Harassing	2	8%
	Total	25	100%

*Source: Field study, 2016*

The above table shows the perception of women weavers towards their owners .20 percent of women find their owners friendly while 48 percent found their owners dominating nature. Similarly 24 percent of women found their owner respective towards them and 8 percent of women found their owners harassing nature. Owners who work for long hour and get above 5000 salary has friendly relation with their owners whereas women labor who work for only 8 hours and below 5000 salary said that there is dominating relation with their owner. They have to depend on owner and owner dominates and exploits them and makes them work hard. The relationship in totality did not look good. Workers even revealed that their owner harass them. Majority of owners played masculine role where harassment was a serious problem in industries. Different types of sexual assault and harassment happened in industries but still women are forced to work under such pressure and harassment due to their low economic and lack of education and good respectful job.

### **5.3.3 Problem Arises for the Labor**

Most of the female weavers face the health problems. When problem arises the workers used to go to the owners and tried to solve it, when it seems difficult to solve they go to trade unions and other administrative office to solve them. Different types of problem arises like health problems, political involvement problems, wage problem and others socio-cultural problems. They were frustrated that they had never got satisfactory treatment and justice for their problem.

### 5.3.4 Exploitation of Women labors and Knowledge

From the field survey, it is concluded that the labor forces of industrial sector had come from low economic status so they were poor and most of them were illiterate too, they had no ideas of knowledge about the labor laws and other constitutional system. They were just used for work and owners want to earn much money so they tried to exploit the workers by making them work for long hour by not giving them proper wages , by not giving sufficient money , not in time payment and harassment of women in work is the main cause of women exploitation ,several; abuses etc.

### 5.3.5 Involvement of Women workers in Dispute

In Patan industrial area, all workers are involved in disputes. Trade union and others organization mobilized the labor including female labor for dispute. Labor was organized and gives the give the pressures for them to solve problems. As, it is industrial sector, found different types of disputer, strike, lockout. All workers don't agree on the decision and rule of company, so they do strike, dispute and female workers are also equally involved in disputes.

**Table.No14: Involvement of Women workers in Dispute**

S.No	Involvement	No. of respondent	Percentage
1	Strike	15	60%
2	Other industrial action	10	40%
	Total	25	100%

*Source: Field Study, 2016*

Table above represent the labor involvement in dispute .60 percent of women labor were involved in strike, 40 percent of women labor involved in other industrial action .60 percent women labor are member of Union leader so they are involved in strike, lockout in industries whereas 40 percent women labor are not union member so they are not involved in strike, dispute they only do other industrial action. All the 60 percent member is involve in dispute

strike, Trade union and other organization mobilized the labors including women labor for disputes. Labor was organized and gives the pressures for owner to solve the problems. Whenever any problem occurs in industries this union leader do strike and do dispute in order to solve the problem and rest 40 percent don't involve in this strike.

Therefore, in my study to Patan Industrial area 'Working and Income Condition of Women Labor in Patan industrial area' was not satisfactory. Most of the female weavers face the economic problems. On the other side they face the health problem, political involvement problem, wage problem and other socio-economic problem.



## CHAPTER-SIX

### SUMMARY AND CONCLUSION

#### 6.1 Summary

The carpet industry is one of the most important economic activities of the country. It provides much needed non farm employment to approximately hundred thousand people. Carpet weaving diffused from Tibet origin is a traditional art of Nepali cottage industry .It is cultural heritage and tradition of craft making.

History of Nepal and its underdevelopment process started by its ties to British India during the Rana regime and how capitalism gradually spread in to Nepal bringing more negative impacts than positive. This study is to visualize the concept of centre (capitalist) and periphery (female carpet weavers).Study wanted to show the dominant-dependent relationship between centre and periphery classes.

The labors are the backbone of the industry. The study revealed that the majority of the carpet weavers are women in Patan industrial Area. But female labor was the most neglected factors of production because of the weak bargaining power. This study is based on five carpet industries located on Lalitpur district, Lalitpur sub-metropolis. The women labors in carpet industry, had lack of knowledge, training, education and skill for prestigious job. They are far away from the knowledge of economic rights, human rights (women rights), equal rights and other rights of labors. Some of them were even harassed and abused.

Primarily, the interview method was applied to fulfill the objectives of the present study. However, for the reliability and validity of the research various methods were applied. Survey, Observation and Interview were extensively used to collect the necessary information. The result of the data collected through various techniques in the field, were analyzed descriptively. For analysis, descriptive statistic such as percentage table was used. Primary as well as secondary data was used in order to explore the status of carpet weaving women labors.

Among five selected industries this research has completed .Out of total 250 workers 230 are women .Out of 230 women 25 labors were chosen purposively as sample. Owners and manager of these industries were also interview during data collection process.60 percent women are age

group between 15 to 25. Majority of women followed Buddhism i.e. 56 percent and 36 percent women follow Hindu religion. Out of 100 percent women labor 44 percent are from Tamang community and 8 percent are from Dalits.

72 percent of women are married and 20 percent of them are unmarried whereas 8 percent of the respondent is divorced. There were no special changing rooms or facilities for women workers. Women are unsatisfied with owners because of labor cost, untimely salary, payment, unhealthy physical infrastructure and misunderstanding. Most of the women labors are not satisfied from their jobs and they work for more than 12 hours per day but earn below 7000 only.

The weavers had no consciousness about labor law but owners had all the ideas to exploit in different aspects. Although there are lots of difficulties for the female workers in Patan industrial estate, female weavers are still happy and hopeful that their children will go to school and do a better job in future. They were somehow free and living a hard but sort of free life. They spent some hardly saved money for entertainment, buying new clothes and feasting some days.

Therefore, Industrial sector has become one of the important parts of the Nepalese working class female community. They faced lots of problem in their day to day life for living. They are struggling for uplifting their social and economic status. They were not very much separate from other Nepalese's women.

### **6.1.1 Challenges for women labor in Patan industrial area**

As, Nepal is a patriarchal society, many people have thought that a society should be run by men. Male think them self as superior and women as dominated one. The socio-economic status of women is very poor. Women have to face lots of challenges in their day to day life whether in work place, home and other place.

Due to which women are being discriminated in all sector and its cause women lots of problem and challenges in their life.

While talking about the challenges for women labor in Patan industrial area, It found many challenges. Some of the challenges for women labor are as follows;

- J There is a lack of dress changing room for women labor which creates problem and uncomfortable to women
- J Women labor has to face lots of harassment and violence in their work but still they are forced to work due to their low economic condition.
- J They have to work for long hour by taking their health in risk but still don't get any health insurance.

Though women labors are more incompaire to men labor they don't get satisfied wage and respect. Women have to change their dress in open area .it creates uncomfortable to them /sometimes they have to face harassment sexual abuse and violence in their industry but they don't have any other option except tolerating it and continue their job .

They have to involve in dispute argument strike lockout. They have to work for long hour in wool carpet industry in dust that affects their health directly or indirectly. Many women have suffered from different disease due to wool from carpet industry and dust particles come out from industry.

There are many problems and challenges of women labor working in Patan industrial area but still women are forced to work there due to their low education and low economic status.

Today many women are involved in such type of industrial sector like carpet industry, Pashmina making, knitting, shocks weaving handmade items, ornate garment etc. Many women daily life has become easy in some way due to this.

They are getting job beside their low qualification and being illiterate. They are happy in fewer amounts as it helps them to spend money on their children education and entertainment.

Everyday women faced lots of harassment abused from their male counter parts and owners but still have no option to leave the job and do their work especially in carpet industry in Nepal, women are involved most .as carpet industry in Nepal had largest industrial employer and number one earner of foreign exchange, many women are involved in such industry and their life was based on this.

Women mainly involve in washing dyeing and weaving, washing or wool sorting of carpet. Women are involved also in work like handmade items, pashmina. Women today are mostly

involved in pashmina making sweater sawl, scarf, etc Different caste religion are equally involved in such industry. Women prefer pashmina and carpet industry thought it affect their health the most.

Therefore by facing lots of challenges and difficulties in their work, women are involved in industry. As industry somehow makes their life easy to live and earn some money though they have to work for long hours and do hard work still they hope that due to their work their children life will be good and it helps to get their children better education and life in future.

## **6.2 Conclusion**

Nepal is a developing country with an agricultural economy. In recent year there has been expansion of the manufacturing industries and other technological sectors have achieved much progress. Carpet industry is a labor intensive sector where most of the dominant ethnic unemployed and illiterate people are engaged .Carpet weaving do not need heavy physical labor, So, it is so suitable work for rural people in urban area and also for women workers.

Most of the female workers come to citizens to find safe shelter and save their lives. Women have to work even in weak and low wages and cannot leave their job because they don't have other skill and don't have education so there is no option for their living without present job.

There was conflicting relationship between the owners and female weavers. Generally the major cause of conflict was for the system of industrial rules and regulation and the dominating nature of the owners. Female weavers were far from marginalized .Most of the married female weavers said that their husbands spend the earning of their on drinking alcohol.

These weavers were found to be abused in home, working place and in industry too. Female weavers faced lots of biasness and stereotyped behaviors.

Despite of all these difficulties and problem women weavers were hopeful that their earning makes their life little better. Carpet weaving in Patan industries has become one part of Nepalese working class female community .Though there is difference in the condition of women according to the regions, castes, economic, religion and structure of the community. The women of lower castes have got involvement in industrial estate like carpet making, pashmina as they have got more freedom but less chance of education and employment. The art of weaving is an

old tradition in the kingdom of Nepal, especially in the mountain region of the country, Raddi, Pakhi produced in these areas Bakkhu, Darhi are products of Nepalese products produced in these regions using indigenous wool.

In Patan industrial area, Patan karnali is known not only for its innovation design, color but also as an industry leader. There have been many changes in the way women are treated but discrimination hasn't faded away entirely.

As a result of human culture a sense of superiority has been formed in the male attitude and this notion leads to different kinds of harassment, especially sexually oriented, towards women mostly in work place. Women are harassed in carpet industries, garment factory .Due to all this women often faced humiliated and develop a low self-esteem.

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**Questionnaire for the survey on “Working and Income Condition of Women labor in Patan Industrial Area**

Appendixes-A

1.Name of the respondent:

2.Age:

3.Sex : 1.male( )

2 Female ( )

4 Condition of women labor in Patan Industrial Area:

1. Good ( ) 2.Worse ( ) 3.Medium ( )

5. Wages of women in compare to men labor:

1. Less ( ) 2 .Equal ( ) 3.More ( )

6. What kind of work should women labor have to do?

7. Are women condition is better or worse in Industrial sector?

1. Better ( ) 2.Worsed ( )

8. Is there any medical facility in Patan Industrial area for the workers?

1. Yes ( ) 2. No ( )

9. Are they satisfied from their earning?

1. Yes ( ) 2. No ( )

10. How do their owners counterparts treat with them?

1. Friendly ( ) 2.Domimating ( )

3. Respective ( )      4.Harrassed ( )

11. The education status of respondent:

1 .Literate ( )      2.illetrate ( )

12. Marital status:

1. Married ( )      2. Unmarried ( )      3. Divorced ( )

13. What steps does they take if they were not satisfied from there earning?

## **Appendixes-B**

Introduction about Industry

1. Name:

2. No. of labor : (1) Male ( 2) Female

3. What kind of relation they have with their labor?

1. Friendly ( )      2. Dominating ( )

4. Industry Register or not register:

1. Yes ( )      2. No ( )

5. Any facility given to the labor especially to women worker or not?

3. If not, why and If yes, what kind of facilities are given?