

# CHAPTER-I

## INTRODUCTION

### 1.1 Background of the Study

In the context of Nepal, women constitute more than half of the total population (CBS 2001). Therefore, it becomes inevitable to know their socio-economic status and their important role in the social development. Despite the fact the women have an important role to play, but the status of women has not been found good enough as far as the country like Nepal is concerned.

Nepali women remained virtually behind closed doors until 1951, and their role was basically limited to that of a homemaker. The present constitution of Nepal guarantees equal rights to women on the application of law employment and other opportunities and political and civil liberties. This has helped women to reach a high level of decision making position, members of the parliament, thus they have been able to participate more actively in the decision making process of the country's administration and development (Shrestha, 1988)

Problems of the status of Nepalese women are accentuated by the fact that Nepal is one of the least-developed countries of the world in which the majority of the population has to survive by low productivity agriculture. This requires the poor men, women, and children to work long hours for meeting family needs.

The overall female literacy rate is 42.5 percent as against 65.1% for male (Population Monograph Vol. II, 2003). In education, both the low level of women and the gender gaps in literacy rate, enrollment rates, and attainment rates are staggering. Household income, workload for girls, and the level of concern of parents with the purity of the female body which leads to their early marriage, are important variables in decision making regarding sending girls to school. When resource constraints arise in the household, the first casualty is the female child's education.

Women's workload has an impact on their health. Women in Nepal are said to have "multiple role". These are reproductive role, productive role, and community/social role. All these work demand a long working day from women. In national study, women were found to work for 10.8 hours per day, as against 7.5 hours by men (Acharya and Benett, 1981).

According to census 2001, economically active population is 43.54 percent of total population. Among the economically active population 56.63 percent are male and 43.37 percent are female. Agriculture, forest, fishing mining, quarrying manufacturing, recycling, electricity, gas, water, construction, wholesale, retail trade, hotels, restaurant, financial institution, real state, renting, business activities, public administration, social security education, health, social work, other personal service activities, private household, extraterritorial organizations and bodies like those sectors where women have remarkable participation. Agriculture and forestry is the largest employment sector where almost 65 percent of them are dependent for their economic necessity. From this sector percentage of female is higher than male (i.e. 72.8% and 60.21%). Manufacturing and recycling and electricity, gas and water are other sector where percentage of women involvement is quite higher than male (CBS 2002) but in these sectors, women are involving as low-level workers. They work much harder and for longer hours only for minimum wages. Their contribution to the national economy does not get properly accounted for.

In rural areas the most of the economically active women have involved in agriculture but in urban areas there are many small-scale industries available. However, cottage industry predominates, Nepal, where women play a significant role. Around 30 percent of all manufacturing value added as believed to be generated by cottage industries. Various numbers of cottage industries are available in Nepal. Women participants in that industry are significant. Again role of those industries are also very much significant in economic development of nation.

Handicraft plays an important role in the national economy where the contribution of cottage industry to GDP is 1.36 percent (UNDP HDI Report

2004). But the sector has social and cultural values as well. The handicraft industry gives to all Nepalese people a sense of pride and as well as self-sufficiently, culturally handicraft industry has been a part of their religion life and daily living.

The grim reality of villages in Nepal was the people are landless can no longer make living from their traditional crafts and lack opportunities for the other employment. They are ignorant and illiterate and are forced to incur heavy debt to survive. Poverty has compelled many people to leave their homes and migrate to the cities in search of work. The carpet industry is one of sector where these migrants look for jobs.

Being highly labor intensive industry, the carpet industry employees a lot of workers. Most carpet weavers are migrant labors coming from most backward communities in the country like the different villages in hill and terai, their numbers are increasing as more and more factories are established.

The labor contribution of women emerged as second largest sector in formal, informal and self employed area after agriculture. But most of the women who are engaged in carpet industries have not received training in any formal organization. They learn the skill either from their family member, such as mother sister and friends. A majority of skilled carpet weavers in Nepalese carpet industry are women. The government & non-governmental organization have been found to have given due consideration in raising the socio-economic status of women working in various fields like knitting, garments & other training, etc. but not much input has been put to develop carpet industry.

## **1.2 Statement of the Problem**

Economic and social issues are closely intertwined, one reinforcing the other. For example the key issue 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 conditional by her sexuality (see Bennett, 1883 for details on this issue.) Parents prefer to spend on son's education rather than on that of a daughter because socially sons are responsible for parents' maintenance in old age while daughters are perceived as temporary guests in natal households (CERID, 1986 and 1986b; CBS, 1996). Women cannot participate in politics on equal footing with men because of both social constraints, lack of mobility and access to resources (Acharya, 1994b). With lack of alternative avenues of employment and access to resources as also because of the social dichotomy of exploitation of their sexuality and severe social standards imposed on their sexual behavior, many women are forced to enter informal sector and even in a worst case scenario to commercial sex work for their survival. Therefore it is rather dangerous to compartmentalize women's problems into sectoral issues and to view them in isolation.

Women entrepreneurs face special problems of resources scarcity, low risk taking capacity and marketing access. Moreover, there is a severe dearth of information on women's employment and earning patterns, problems, grievances and aspirations in the formal sector such as carpet and weaving business including tourism and other services.

There is an assumption that the major issues related to women in the economic field include their limited access to productive assets- the land and property, credit and modern avenues of knowledge and information; concentration of women in low productivity agriculture and high and increasing work burden without concomitant increase in access to resources, child labor, lack of access to training, technology and education; concentration at lower levels jobs, poor working conditions and lack of child care facilities at work places; trade union's neglect of women's problems; risk to personal security and sexual harassment in the formal and informal sector and low level of technology, limited market access, low income and progressive loss of proprietorship in informal sector. All these issues are also relevant but there is a lack of exclusive scientific base research of women in the carpet and weaving business sector.

In this research work tried to find the answer of the following research questions:-

1. What is the socio-economic condition of women involved in carpet industry?
2. What are the present working environment at carpet Industry?
3. What is the role of carpet industry on the livelihood of women involved in it?
4. What are the main reasons to join the carpet industry?
5. What are the major health problems after joining this carpet industry and how do they tackle these problems?
6. What forms of exploitations are the women facing in the carpet industry?
7. What sort of facilities has been given to women by the industry?
8. What is level of participation of women in trade unions?

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

The general objective of this study is to know and understand the socio-economic status of women working in carpet industry. The specific objectives of the study are as follows:-

- ) To describe the socio economic status of women worker in the carpet industry
- ) To assess and identify working environment of carpet industry
- ) To assess the effect of Psychosocial condition of women after joining carpet industry

### **1.4 Rationale of the Study**

There is little evidence to indicate that there are more women than men among the victimized in formal and informal sector of manufacturing and various industries. In addition, in Nepal, 'feminization' must be analyzed in the context of the feminization of agriculture, concentration of women in low wage jobs, more girl child laborers than boy laborers, more workload for men than women, and women's lack of assets and resources.

In order to establish the scientific baseline to justify the hypothesis "the concentration of women in low paid, unskilled jobs may be attributed to low literacy, low skill levels and also to social bias regarding the appropriateness of employing female workers in certain jobs" this study is rational and essential.

## **1.5 Organization of the Study**

This research has been organized in the following chapters:

The first chapter deals with the introduction. This includes background, statement of problem, objectives of the study, significance of the study, limitation of the study.

Second chapter presents review of available literature. It includes review of book, reports, journals, previous thesis etc.

Third chapter explains the research methodology used in the study, which includes research design, sample size and sample procedure, nature and source of data, data collection analysis and interpretation of data.

The fourth chapter deals with origin, development and scope of Carpet Industry in Nepal while the fifth and sixth chapter deal with the socio economic status and status of women in carpet industry respectively.

The seventh chapter provides of summary of the whole study, gives main findings and conclusive framework and offers suggestions for further improvement.

## **CHAPTER–II**

### **REVIEW OF LITERATURE**

It is worthwhile to briefly outline the various schools of thought on gender and economics what constitutes a women labours of formal and informal sector.

#### **2.1 Conceptual/Theoretical Review**

##### **2.1.1 Women and Labour**

According to report of International Labor Organization (ILO) "Year book of labor Statistics" 2000, labor cost and compensation of employees often differ from the recommended international standard definition. In certain countries some items of labor cost (for example the full cost or partial cost of social security and vocational training) are not changeable to employers but represent expenditures by the state for social or other reasons. As a rule however, the state contributes along with the employers and the employees to finance the wage related social security scheme, although the extent of state, employees participation varies from country to country. Taxes of a social character are paid by employers are counted by some countries as labor cost, especially payroll taxes or employment taxes.

According to Singh (1995), The maximum and minimum wages and salaries drawn by female labor in each organized sector (except service sectors) was noticed to be lower than that of males. Although the pay scale for both male and female are same, the discrepancy was noticed which may be attributed from the large number of female employed in lower level jobs. The concentration of women in low paid, unskilled jobs is largely due to low level of education attainments and social biases regarding the appropriateness of employing female workers for certain jobs but not other. They prefer to employ women indelicate and low paid jobs like sewing, knitting, weaving, dressing, nursing, packing, tealeaf picking and other similar one. Not only this, social biases are also reflected in the training programs of government indicate that female trainees in so called women specific area for example, textile, basket, knitting, tailoring, and like are tremendously more than men trainees. Besides, the low

paid female job, most women are employed at piece rates and thus debarred from the regular salary and often benefits (Singh, 1995). The finding is that, the maximum and minimum wages and salaries drawn by female in this sector is comparatively lower than other industrial sector. In this sector most of the women are employed at piece rates and thus debarred from the regular salary and other benefits. The concentration of women in low paid, unskilled jobs is largely due to low level of educational attainment and social biases. In some cases, employer's attitudes towards women labor are found to be guided by the social biases. Employers prefer to employ women in delicate and low paid jobs like sewing, knitting, weaving, dressing, nursing, packaging, tea leaf picking etc.

The participation of female in labour force is not socially accepted from society or from their houses because of our traditional concept. But our concept is wrong they are also a key part of economic development who covers half of the sky and contribute high percents in social and economical work. The finding is that, the participation of women as labour is still not favored and appreciated by Nepali society because of play equal role for the social and economical development of the country.

Carpet industry is a labor-intensive sector of economy where most of the dominated ethnic group, uneducated and literate people are engaged. Mainly female farmers are engaged in this field. So, it helps to transfer the surplus time of workers from agricultural field. Carpet weaving, wool springing does not require heavy physical labor so these types of works are done by women. But carpet designing, dyeing wool carpet and setting the carpet and setting the carpet looms etc, are very hard and difficult which require lots of physical power and such works are carried out by male labors. In this field, labors are found both the ages from 15 to 50. Most of the women labors are found from dominated caste groups and ethnic groups. For paying wages there are not certain rules and regulations so different companies pay different wages on their own style. The finding is that, mostly illiterate and unskilled women are attracted in the profession. Labors are found mostly between the ages from 15 to 50. We can see indifference in both women and men labors. Newly appointed



labors are found unpaid for two or three months and is considered as training period. The process of paying wage differs from company to company. Mainali (2001)

### **2.1.2 Women in Development Agenda of Nepal**

Gender (from Latin Genus), in contrast to the biological component of the word sex, depicts the gender-specific roles which are attributed to women and men in society. These are not determined by biological features and dispositions, but by structural and individual conditions, cultural rules, norms and taboos. Gender roles and gender hierarchies vary from one culture to the other and can be changed. (Taken from Gender Toolkit Published by Friedrich Ebert Stiftung, Bonn 2001)

The Convention on the Elimination of All forms of Discrimination against Women (CEDAW) an agreement, that is a firm commitment made voluntarily by all member States of the United Nations Organization or the United Nations General Assembly came to effect in December 1979. The Convention's objective is to put an end to all gender-biased attitudes, practices or distinction, exclusion or preference of any kind aimed at either favoring men over women or subjecting the women to demeaning treatments only.

Chronology and milestones of women in Nepal's development agenda can be summarized as follow:

#### **1. Pre-WID Era (1950s-1975)**

- Focused on women's reproductive role as housewives and mothers
- Women were considered as development beneficiaries
- Establishment of Women Training Centre (1956)
- Nepal Women's Organization (1961)

#### **2. WID Era (1975-1980s)**

- Participation in the First World Conference on Women at Mexico City (1975)
- Amendment of "*Muluki Ain*" (National Code) to grant inheritance right to unmarried daughters of age 35 years (1975)
- Formulation of Women Service Coordination Committee (WSCC) at

the Social Service National Coordination Council in 1977

- Status of Women Study in 1979
- Recognition of women's productive role
- Separate WID chapter in the Sixth Five Year Plan (1980)
- Participation in the Second World Conference on Women at Copenhagen (1980)
- Establishment of Women Development Section (later upgraded to Division) at the Ministry of Panchayat and Local Development (1980)
- Formulation of the Plan of Action for Women in Development by WSCC (1982)
- WID chapter in the Seventh Five Year Plan (1985)
- Participation in the Third World Conference on Women at Nairobi (1985), "Nairobi Forward Looking Strategy"
- Establishment of Women Development Division at the Ministry of Labour (1988)

### 3. GAD era (1990s)

- Democratic movement (1990)
- Incorporation of WID in Home Science curriculum, Tribhuvan University (1990)
- Constitution 1991 (right to equality)
- Ratification of CEDAW without reservation (1991)
- Women Farmers' Development Division in the Ministry of Agriculture (1992)
- WID Chapter in the Eighth Five Year Plan, "Equity Approach" and "Mainstreaming Policy" (1992)
- Child and Women Development Section in NPC (1993)
- Women Education Unit in the Ministry of Education (1993)
- WID cell at WECS/ Ministry of Water Resources (1993)
- National Women and Child Development Council, NPC (1995)
- Participation in the Fourth World Conference on Women at Beijing and the participation in NGO Forum at Huariou City (1995)

- Establishment of Ministry of Women (and Social Welfare), “Equality and Empowerment Policy” (1995)
- MOWCSW drafted Women’s Equality Bill and forwarded to MOLD (1996)
- “National Women’s Convention” organized by the Ministry of Women & Social Welfare (1996)
- Post-Graduate Diploma in Women’s Studies, Tribhuvan University (1996)
- “Mini Beijing Conference” organized by NGO coalition group (1997)
- Tabling of non-governmental Abortion Bill (1997) later changed as Pregnancy Protection Bill (lapsed due to parliament being dissolved)
- Formulation of the “Gender Equality and the Empowerment of Women” National Plan of Action (NPA) on twelve critical areas of concern of the Beijing Platform for Action (1998)
- Tabling of governments’ Women’s Equality Bill at the Parliament (11th Session, 1998) (lapsed due to parliament being dissolved)
- Women and Gender Equality sub-chapter in the Ninth Five Year Plan (Gender Equality and Women’s Empowerment Policy) (1998)
- Initial Country Report on CEDAW (June 1999)
- Preparation of CEDAW Shadow Report by NGO group and submission to the CEDAW Committee as lobbying document (June 1999)
- Registration of the government’s Women’s Right Bill for the second time 20 September 1999

#### 4. GAD era (2000-2005)

- Addition of “Children” in the Ministry of Women and Social Welfare (April 2000)
- Establishment of “Gender Focal Points” in all government functionaries.
- Participation in Beijing Plus Five Review meeting at the UN headquarter (June 2000) and reporting by both the government and

non-government agencies

- New initiative on "Women's Right Bill" with the Law, Justice and Parliamentary Committee having conducted a national level "Public Opinion" and getting a positive response on equal property right (April, 2001) and interaction of Parliamentarians and women activists/advocates (July 2001)
- "Engendering of Census 2001"
- Prime Minister's statement on "Women's Commission" bill to be placed in the Parliament in the current session (July 2001)
- Draft of 10th Five Year Plan Approach Paper and circulation for comments and the process of "gender mainstreaming" (September 2001)
- Lower House passing "Women's Bill" with provision of returning inherited property after marriage and the Upper House returns back the Bill without discussing (September 2001)
- Protocol on Trafficking signed 11th SAARC Summit (2001)
- "Women's Commission" formed (March 8, 2002)
- Muluki Ain 11 Sansodhan Bidheyak (Women's Bill) passed March 2002, with a provision of daughters needing to return the property upon their marriage. The Bill allows "abortion" except under certain conditions.
- Bill on Domestic Violence passed in the Lower House (2002); pending due to dissolution of the Parliament in May 21, 2002
- Bill on Trafficking Control passed in the Lower House (2002); pending due to dissolution of the Parliament in May 21, 2002
- Women Politicians Caucus formed (2002)
- Federation of Elected and Nominated Women Ward Representatives formed (June, 2002)
- Tenth Five Year Plan (2003-2008): Women's empowerment and gender equality approaches by gender mainstreaming in all sectors (February 2003)
- Nomination of "first ever honourable woman member" in the National Planning Commission (August 2003)

- First and Second Periodic Country Report on CEDAW (13, January 2004)
- Preparation of Periodic CEDAW Shadow Report by NGO CEDAW Monitoring Committee and presentation to the CEDAW Committee as lobbying document (12, January 2004)
- Finance Minister's Budget Statement (2005/2006) about the Gender Responsive Budget Initiation (GRBI) (18 July, 2005).
- Establishment of the Gender Responsive Budget Committee (GRBC) in the Ministry of Finance (August 2005).

#### 5. GAD (2006-present)

- 33% participation of women at all levels of state structures, passed by the Interim Parliament in 2006
- "Amendment of Some Nepalese Act to Establishment Gender Equality Act" popularly called "Gender Equality Act", passed by the Interim Parliament, on 28 September 2006
- Highlights of the above Bill:
  - ) Marital rape included within the definition of rape and also as a ground for divorce.
  - ) Women entitled to use the movable and immovable property freely without the consent of male members of the family that required before.
  - ) Intention to Rape includes all forms of sexual harassment such as physical, verbal, written, gestural, etc., as against only physical stated before.
  - ) Daughter is included within the definition of family under the Act relating to land.
- Amendment of Civil Service Act-2049 and Civil Service Regulations-2050; and Gender Mainstreaming Strategy of the Ministry of General Administration – 2007
- Interim Constitution (2007): Articles related to women's rights and gender equality:
  - o Article 8: Citizenship
  - o Article 13: Right to Equality

- Article 20: Women's Right
- Article 21 Right to Social Justice
- Article 29: Right Against Exploitation
- Article 33: State Obligation
- Article 34: Directive Principles of the State
- Article 35: State Policies
- Article 63: Formation of the Constituent Assembly
- Article 138: Progressive Restructuring of the State
- Article 142: Political Parties' Eligibility of Registration for Election
- Article 154: Establishment of Commissions
- Foreign Employment Act – 2007, stipulation of gender equality and empowerment of women migrant workers
- GRB application in the computer software of Budget Management Information System (BMIS) and Line Ministry Budget System (LMBS) (2007/08 budget)
- Interim Plan (2008-10): policy to engender the development.
- Constituent Assembly Election (2007)
  - Candidature
    - 33% in First Past the Post
    - 50% in Proportional Representation
  - Representation
    - 33% in the Constituent Assembly
- Domestic Violence (Punishment) Act – passed by the Legislative House of the Constituent Assemble in April 2009.

### **2.1.3 Women and the Economy in Nepal**

Lack of access to, and control over, productive resources is one of the major factors that hamper women's equal participation in economic activities and the decision-making process.

While Nepal's 1990 Constitution provides equal rights for women to property inheritance, there have been no specific laws in Nepal to enforce this. On the contrary, family laws in Nepal that govern marriage, divorce, property rights, and inheritance reinforce the patriarchy and put severe limits on women's

command over economic resources. For example, the National Code of Nepal (*Mulki Ain*) of 1963, which codifies the inheritance system, derives from the Hindu system of beliefs emphasizing patrilineal descent and a patrifocal residence system. Some of the provisions severely limit economic options for women. Attempts at integrating women in development programs and projects tend to have been hampered by these socio-legal constraints.

According to the National Code, as amended in 1975, a woman shares equal rights of inheritance to her husband's property with her sons. She is also an equal copartner (one who may claim a share) in the ancestral property if her husband is not alive, provided she is at least 30 years old and/or has been married for at least 15 years. However, she is entitled to equal inheritance rights with her brothers in her parental household only if she is unmarried and is at least 35 years of age at the time of the division of the property. The property she receives as the marital household is conditional on her remaining faithful to her husband and his clan even if he is dead. She loses all rights to his property upon marriage to another person or divorce. She has no claims on even maintenance after five years of divorce. A woman inheriting property in her parental household must return this property to her brothers or their direct male descendants if she marries afterwards.

On the other hand, a woman has absolute rights over *stridhan* — a type of property that originates from her own earnings, and from gifts from her parental household, her husband, his household, or from any other sources. *Stridhan* is the only property upon which a woman can freely make legal contracts. Nonetheless, family laws stipulate that the husband has the right to decide the place of settlement, and a wife must receive her husband's permission to work outside the home, thereby limiting her opportunity to earn her own income.

Women activists at various levels have waged a constant struggle for equal inheritance rights over the past five to six years. A new bill introducing some changes in the inheritance rights and making women's access to property a little more secure has been discussed by the Parliament. The new law, when approved, would remove the age limits for women to inherit property both in

the natal and marital households; ensure property rights of divorced women until she remarries; make girls eligible for adoption; and strengthen preventive measures against polygamy, child marriages, and rape. However, her right to inheritance would remain conditional on her marital status. On marriage, a daughter would still forfeit all her rights to inheritance in the natal household. Nonetheless, as of the time of writing, the passage of this controversial bill is still pending, as the Parliament has failed to discuss it. This led to a large-scale demonstration by women activists all over the country in May 1998.

Women's entitlement to land has been limited also in the context of involuntary resettlement. For example, the provision of land for female household heads has often been neglected in practice, however poor these households might be. These women themselves have often not been aware of their rights either. Woman's common property rights have also been limited in that a wife can only exercise them if her husband does not abandon her. Under the common practice of polygamy, however, this is not guaranteed: if a husband marries another wife and subsequently leaves her which is highly probable in the average woman's life she loses all access to community property as well. Such processes are hard to capture in data, since no data are collected on polygamy, which is technically illegal. Recorded data, therefore, need to be analyzed with much care to identify the symptoms of inequality in access to resources. Two major indicators of such inequality are women's limited access to credit and the increasing involvement of women in commercial sex work for survival.

Women's access to credit is limited because both formal and informal credit institutions cater to property owners who can provide collateral. All formal credit institutions seek tangible collateral for loans. Hence, women are effectively excluded from institutional credit since women have little access to inherited property. Village moneylenders are also more interested in earning high interest or in acquiring the debtor's property than in financing people in need. Women's access to institutional credit is further restricted by their confinement to household activities, their lack of mobility, and their lower level of awareness and educational attainment. They are more prone to fall prey to the exploitative conditions of village moneylenders than are men.



Access to institutional credit is one of the major stumbling blocks for women entrepreneurs in all sectors, including agriculture. The *Nepal Rural Credit Review Study* (NRCRS) by the Nepal Rastra Bank in 1991/92 revealed that, of the total number of female-headed sample households, almost 35 percent borrowed from one or other sources compared with 39 percent of male-headed households. However, among borrowing female-headed-households, only 15.4 percent borrowed from institutional sources such as the Agricultural Development Bank and commercial banks, and 84 percent borrowed from non-institutional sources. Almost 40 percent borrowed from moneylenders.

The accuracy of reporting on labor force participation rates in censuses and the definition of economic activity are two of the major issues that concern women's right activists internationally. In Nepal, the problem is complicated further by varying definitions of economic activity rates among various censuses. In spite of these shortcomings, a fairly high proportion of women are reported as being economically active in Nepal. Moreover, the sex composition of the economically active population shows an increasing proportion of women in the labor force. From the gender perspective, one notable aspect is that, while male economic activity rates fell significantly between 1981 and 1991 due to definitional changes, female rates remained almost constant. This could be due to a more accurate recording of economic activity rates. It is quite possible that, in earlier censuses, all males were recorded as economically active, irrespective of working months, age or work status, while women were mostly recorded as homemakers. In 1991, the definitions may have been more accurate.

Moreover, women's economic activity rates even by conventional definitions are estimated to be much higher than those reported in the census data. A scrutiny of regional data clearly indicates a persistent reporting bias in economic activity rates. While the overwhelming majority of mountain (73.6 percent) and hill (57.9 percent) women were reported as economically active, only about 27 percent of the Terai women were so reported. However, *The Status of Women* report series shows that women in the Terai were equally active in the economic sphere, albeit invisibly, but that their activities were not reported as being economic. In fact, they were active in the household production system, e.g., in food processing and

cooking for farm labor; post harvesting cleaning and storing of farm products; kitchen gardening; and cooking food for village shops run by male members of the family. In addition, women performed domestic chores as unpaid labor, which is not reflected in any economic statistics. Another point of concern is the declining economic activity rate of women in urban areas, shown to have fallen from 31.5 percent in 1981 to 20.3 percent in 1991. This decline and its association with the modernization process have also been noted in other countries. As distinction between activities outside and inside the household become clearer during the process of modernization and urbanization, women tend to be driven towards the household, being confined to reproductive and consumption activities. Such a "domestication of women" may cause a decline in women's decision-making power inside the household.

## **2.2 Review of Previous Studies**

A FAO study has proved that women today are responsible for 50% of all food production. Thus, it has disproved the traditional feeling, the men go out to work and therefore, their work is more important. Some African studies indicate that women perform 90 percent of all agricultural works and 50 percent of animal husbandry and 100 percent of all food processing. These facts show their wretched condition of women in the world. In view of important role of women, the united nation's organization decided to observe the united nation decade for women from 1976-1985. after declaring 1976 as the international women's year the program was launched with a view to improving the lot of women. So that they may contribute to development of the society as a whole. As a result of their program a substantial progress has been achieved in the field of legal equality. Most of the government have enacted legal provisions guarantying the quality of women with men. Almost all nations have ratified the convention on the elimination of all forms of discrimination against women (FAO, 1985).

A study on migration in Nepal done by fourth Beijing conference, which shows that over the four last decades, Nepal has been experienced by a large-scale redistribution of population through spontaneous internal migration. It also shows that only economic consideration plays a key role in migration like poverty, unemployment and landlessness forced out most of the migrants. These migrant people were in agricultural sector. But it is not sure that all migrant people get job

in these sectors. So these women are engaged in another job like prostitution and some are taken in India. So girl trafficking is also growing in Nepal, because of the unemployment (CWD, net worker 1991).

Traditional arts and crafts of Nepal give us general information about the traditional handicrafts of Nepal. According to writer, these days, inspire of the import of machine made carpets from other countries the importance of the Nepalese hand made carpet has not at all decreased. People still seem to prefer handmade carpets. Many foreigners who visit Nepal are found to be buying in handmade carpet as souvenirs. These carpets are durable. This book also present a description of material required for carpet weaving, production technology, cutting and finishing investments (TPC 1991).

Mr. Megh Raj Dangol, in his thesis, "A study on women of Carpet industries in Nepal" 2000, states that, carpet industry is a labour-intensive sector of economy where most of the dominated ethnic groups, uneducated and illiterate people are engaged. The work in carpet industries is a temporary nature. Mainly women farmers are engaged in this field. So, it helps to transfer the surplus time of workers from agricultural field. In carpet industry, there are also inequalities between women and men. Carpet weaving, wool spinning do not require heavy physical labor so women do these types of works. But carpet designing, dyeing wool carpet and setting the carpet looms etc. are very hard and difficult which require lost of physical power and such works are carried out by male labors. For weaving carpet and wool spinning jobs do not need skillful labor therefore, for those jobs only illiterate and unskilled women are attracted. In this field, labors are found between the ages from 15 to 50. For paying wages, there are not certain rules and regulations so different companies pay different wages on their own styles.

According to the Kiron Chalise in his journal, Nepal is a signatory of the most of the International Labor Organization (ILO) conventions and it has expressed its commitment for uplifting the condition of all sorts of laborers. However, no significant changes is seen in the practice. According to the International Labor Organization (ILO) - Nepal, out of 11 million labor forces in the country, only 3.6 percent workers are employed in the formal sector that involves some form of social security. But over 96 percent labor forces in the informal sector are deprived

of job security. According to the Labor Act, institutions with less than Rs. 50,000/- investment and having less than 10 employees are treated as informal sector. Besides, the farmers holding less than 5 bigas of agricultural land and employing less than 10 agricultural workers also come under the informal sector category.

Child labor is also part of the informal sector labor. Women constitute half of Nepal's population and a visible majority of the poor. Despite some socioeconomic achievements in the past decades under a planned development effort, women are still lagging behind their male counterparts. The Gender Empowerment Measure (GEM) score for Nepal is only 0.39 and it indicates that women are far less empowered than men in political, economic and professional domains. Women's share of earned income is about one-half of that of men while their participation in the political process is only one-fourth that of men.

The gap is even wider in terms of participation in professional and administrative jobs. In addition, women in rural areas are much less empowered than those in the urban areas. Although women play a large role in Nepal's economic sphere, their domestic work, as well as the agricultural work they do is not considered in the national income estimation. Their input in agriculture is ignored because most women participate in subsistence farming. Besides, women fill only 17.57 percent of the current interim legislature and only 2 ministerial positions in the interim government. Also, only 8.55 percent of women participate in civil service and only 4 percent of women are at the policy formulation level.

This data proves that very few women take on decision-making roles in the government. Much of this is due to the cultural restraints and patriarchal structure. In terms of work, women all over the world suffer from the effects of unemployment, job stereotyping, sexual harassment, wage disparity, reduced access to jobs and vocational training and have difficulties in moving up the ladder in the job force.

## **CHAPTER –III**

### **RESEARCH METHODOLOGY**

The research method includes the procedures which have been followed to carry out this study. To achieve its objectives and to generate valid data and information's hereby some different shorts of methodologies has followed.

#### **3.1 Research Design**

The present study has been basically followed for the description of socioeconomic condition of carpet weaving of women. It has been based on the descriptive research design. In order to fulfill the specific objectives of the study, the analysis has been mainly based on primary and secondary data. Basically this study describe caste, age, level of skill, wage structure, family size, residential background, and their present and past status has been identified and described to light on the socio-economic condition of the women workers.

#### **3.2 Rational of the Selection of the Study Area**

Carpet industry is a labor intensive enterprise. It involves a lot of human resource. Earlier reports and studies show that both men and women mostly poor of the rural and unskilled laborers are employed in the carpet industries.

There are some initiations on concentrated studies in the area, however, there are no detailed information on the extent of discrimination, exploitation faced by women workers. Therefore this study tries its best to explore the details of status of women working in carpet industry and their constraints for enhancing the productivity and quality of carpet industry. According to the Carpet Association of Nepal; Most of the Carpet industries in Kathmandu valley are situated in Jorpati VDC the selection of location is justifiable and rational.

### **3.3 Population and Sampling Method**

The entire population from the selected carpet industries were 316, however, due to slow down of carpet demand and market, only half of them are regularly employed. So the total women worker working in selected carpet industry is the universe of the study. Out of the total women workers, 60 workers are selected randomly from 10 carpet industry by applying lottery method of simple random sampling technique.

There are 26 carpet industries registered and established in different wards of Jorpati VDC. However, almost half of them are either closed or operated in a sub contract basis as a home based production delivery. Therefore, purposive sampling method is used to select 10 carpet industries.

### **3.4 Nature and Sources of Data**

This study has based on primary as well as secondary data. Primary data has been collected from the field through observation and in-depth interview. All necessary secondary information was collected from the various reports, books, journals, research papers and relevant organizations.

### **3.5 Data Collection Techniques**

The following method of data collection techniques were adopted during the study period. Which are as follows:

#### **3.5.1 Interview**

Semi- structured interview schedule was used to get the information. By using this schedule, personal and social characteristics, such as ethnic group, work experience, monthly income, expenditure and surplus and other data needed are collected.

#### **3.5.2 Observation**

Observation was carried out to compare the different aspects such as physical condition, working environment, sanitation in selected carpet industries and to acquire qualitative data.

### **3.5.3 Focus Group discussion with women worker**

Focus group discussion is also carried out to gather information relating to attitudes, problems, habits and situations of women labor in Jorpati VDC. 10 focus groups discussion were conducted each from carpet industry to collect case study and qualitative information.

## **3.6 Data Analysis**

Data are collected through various techniques in the field to analyze descriptively. Since the nature of this study is largely quantitative, the information of physical setting of the study area, Socio-economic status of labor, their family structure, working condition, economic condition are descriptively analyzed. A simple statistical analysis is made to explain same quantitative data, classification ethnicity, income and expenditure, etc. Data was analyzed on the percentage, frequency, graphic chart, etc.

## **3.7 Limitation of the Study**

This study was carried out by selecting 10 out of 26 registered carpet industry in Jorpati VDC of Kathmandu district. It may not be generalized in other carpet industries which are differently located. The limitations of this study are given below:-

1. This study was based on the sample size of selected carpet industries in single VDC.
2. Limited variables have been selected.
3. This study has been limited to both time and financial constraints.

As such, this study is only an attempt to limit the scope of the research rather than give a complete account of women's economic problems in Nepal. Therefore, this study cannot be generalized in other areas without considering the contexts. Whatever will true in this study may not be true in other areas.

## **CHAPTER – IV**

### **CARPET INDUSTRY IN NEPAL**

#### **4.1 Origin, Development and Scope of Carpet Industry in Nepal**

Weaving carpet is a traditional occupation in Nepal. In Nepal at first; carpet weaving system was introduced by Tibetan Refugees migrated from China who settled in the Kathmandu Valley in late 1950s.

Later on, these refugees were supported by Swiss Government and finally the Tibetan Handy Craft Center was established at Jawalakhel in 1960s. Probably, the Tibetan Handy Craft Center is the first industry, which started to produce exportable and modern carpets. For the development of Nepalese carpet market through out the world, Tibetan Handy Craft Center of Jawalakhel has played vital role and it still holds the export market in Europe. The first commercial shipment of "Tibetan Carpets" to Europe was made in 1964.

Hand-knotted woolen carpet of Nepal is very significant in the world. The weaving technology of Nepali carpet is double knotted of pure hand spun woolen yarn using thick round iron rod on the vertical loom wrapped with cotton yarn. The most uniqueness of the Nepali carpets is, whole processes of carpet making (From raw wool sorting, washing, woolen yarn spinning, washing, spun yarn dyeing and carpet weaving etc.) are handmade.

Carpet industry in Nepal grew providing great employment opportunity to the people. It has made significant contributions not only on the economic development of the Nepal but also for generated large number of employment. It had earned highest foreign currency to the country worth of Rs. 10 billion in the year 1993/94 with the export of 3.3 million meter square carpet. and become landmark year for carpet export of Nepal.

Carpet industry had remarkably progressed in the field of industrialization in the country as well as export market promotion in the international arena. In 1993,



Carpet Law was formulated by HMG under the Development Act 2013 BS giving autonomous right separating the export promotion from Trade Promotion Center of Nepal.

Late eighties and years of nineties were the hay days for the carpet industry. The key to success of the carpet industry was the quality products of carpet with unique features which was quite different from those of other traditional carpets from Persian, Afghan, Turkish etc. The most disturbing factor was the decreasing trends of the unit price of the carpets, which had fallen by 33 percent in 1997 in compared to 1993 per unit price. On the other hand, the cost of production had gone up due to the rise in prices of raw materials and facilities. This situation had led most of small and medium level factories to bankruptcy. It is estimated that nearly 70% of such carpet business had been closed forever.

The Nepali carpet industry, which brought nearly 60 percent of the total foreign currency and provided much needed off-farm employment to the thousands of rural poor especially women and below poverty line is now facing a big question mark over it's future. The declining figure of its export for the last five years has become a serious national concern.

Nepal carpet industry had grown steadily during the last four decades. But now, it is decreasing due to the various problems. The recent statistics between 1999 to 2007 relating to export of carpet is given in the following table:

**Table No. 4.1 Exports Trends of Nepalese Carpet:**

<b>Fiscal Year</b>	<b>Quantity (000' Sq.m )</b>	<b>Annual percent Change</b>	<b>Value( '000' US\$)</b>	<b>Annual Percent Change</b>
1999/00	2509		142,365	
2000/01	2243	-10.60	117,467	-21.20
2001/02	1693	-24.52	81,655	-43.86
2002/03	1567	-7.44	68,089	-19.92
2003/04	1618	3.25	75,289	9.56
2004/05	1664	2.84	82,929	9.21
2005/06	1485	-10.76	79,746	-3.99
2006/07	1342	-9.63	79,375	-0.47
2007/08	1300	-9.00	79000	-0.63

*Source: Carpet and Wool Development Board, 2007/08*

From the table 4.1 above, it is clearly seen that, in the fiscal year 1999/00, the total export of carpet was 2509 thousand square meters earning about US\$ 142365 thousand. During the fiscal year 2000/01, there was decrease of 10.6 percent and total export 2243 thousand square meter and earning was US\$ 117467 thousand. Unfortunately the decreasing trend of export was continuously in the fiscal year 2001/02, the total export was decreased very much by 24.52 percent with 1693 thousand square meter with earning of US\$ 81655 thousand which is also decreased by 43.86 percent . During the fiscal year 2002/03, the carpet export again declined by 7.44 percent and the value of carpet export was decrease by 19.92 percent. For the consciously two year the export of carpet has raised by 3.25 percent and 2.84 percent in quantity respectively. In the fiscal year 2005/06, the export of the carpet have again decreased by 10.76 percent in quantity and earning only USD 79.746 million and during fiscal year 2006/07, 1342 thousand square meters carpets were exported which was decreased by 9.63 percent from the previous year and earning USD 79375.

## **4.2 Carpet Export from Nepal**

Mainly Germany has been our destination since the beginning of carpet export. But also best efforts are being made to diversify the carpet market to U.S.A., Canada, Belgium, France, Spain and East Asian countries like Japan, Korea, Singapore.

## **4.3 Scenario of Hand Knotted Woolen Carpet in the World Market**

The importers of hand knotted carpet are mostly economically rich countries, where they use it as an item for floor covering and wall decoration.

There are different types of carpets like Tibetan, Persian, Bokhara, Berber, Dhurries etc. Also, they are classified as knotted, tufted or woven from fine animal hair, silk or other textile materials.

## CHAPTER-V

### SOCIO-ECONOMIC BACKGROUND OF THE RESPONDENTS

#### 5.1 Demographic and Social Characters

In this chapter the demographic and social condition of the women workers of the carpet industry is explained in brief. The study of socioeconomic and demographic includes population of respondent, age of respondents, type of family, income and expenditure, place of origin, starting age of work etc.

##### 5.1.1 Age of Respondents

Age plays an important role in household and agricultural activities, so it should be taken as one of the main aspects. Without calculating the age wise distribution of the respondents, they cannot be grouped and hence the tabulation cannot be done. The following table shows the age wise distribution of the respondents:

**Table: 5.1.1. Age wise population of women workers of carpet Industry:**

Age group	Number	Percentage
Below 16	3	5.0
16-20	18	30.0
21-30	21	35.0
31-40	14	23.3
41- 50	4	6.6
Above 50	0	0.0
Total	60	100.0

*Source: Field Work, 2009*

The above table shows that out of total respondent, only few (5%) women workers belongs to the age group of below 16 years. The largest group is 21-30 which comprises 35 percent of the total. 16-30 and 31-40 age groups also consist of significant percentage of women. It accounts for 30 and 23.33 percent respectively. There are only few in 41-50 age group. The data also shows under 16 years of aged children are also working in the carpet industry. The percent

has decreased as the age has increased, which proves that, when the women get old they have to leave the job, this is mainly because of the nature of work.

### 5.1.2 Caste Composition

Our society is composed of various ethnic groups, caste system and several religious practices. Due to this reason, our society is divided into different castes and sub-castes from the ancient time. In the study area, women from different ethnic groups and castes are engaged in carpet industry.

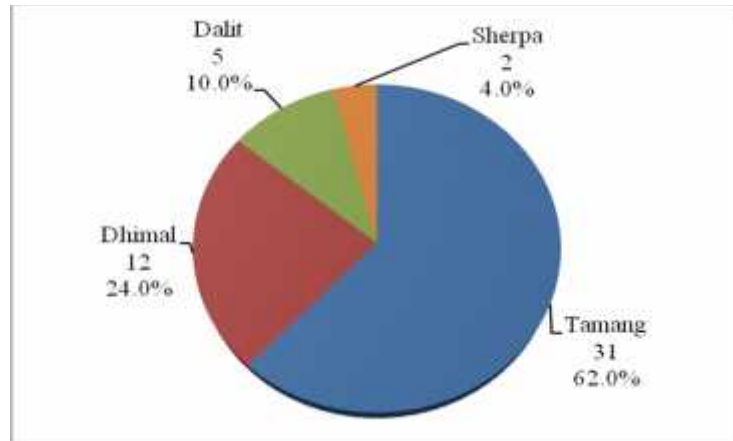
**Table: 5.1.2: Caste wise distribution of women workers of carpet Industry:**

Caste/Ethnic Group	Number	Percentage
Tamang	37	62.0
Dhimal	14	24.0
Dalit	6	10.0
Sherpa	3	4.0
Total	60	100.0

*Source: Field Work, 2009*

The above table and below Figure exemplifies that's in the carpet industry the composition of cast is diversified. According to the table; the population of Tamang is very high amongst other cast, i.e. 51.67 percent population are from Tamang, 20 percent respondent belongs to the Dhimal, 8.33 percent population belongs to Dalit Caste and only 3.33 percent respondents belongs to the Sherpa family.

It proves that the majority of women workers in the carpet industry are from Tamang family while other are in nominal representation.



**Figure 5.1.2: Cast Wise population of women labor in Carpet Industry**

### 5.1.3. Types of Family

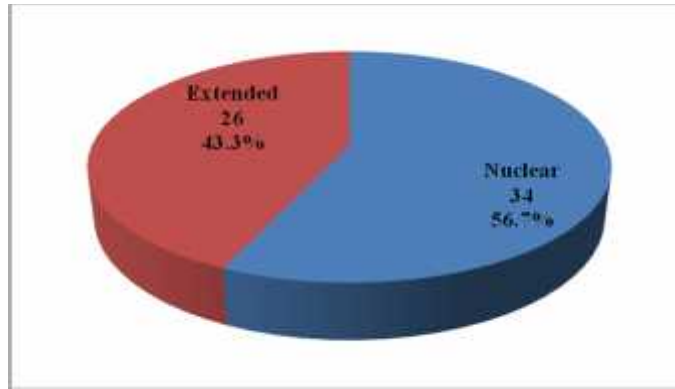
The development of family is as old as the civilization. Generally there are two types of family in a society. They are nuclear and extended family. The nuclear family is that in which father, mother and their unmarried sons and daughters are residing together. In extended family father, mother and their married son and daughter are residing while the family having grandfather, grandmother, uncle etc in the same family is called extended family. The following table shows the differentiation of the respondents on the basis of the type of family.

**Table 5.1.3 Types of family:**

Types of Family	Number	Percentage
Nuclear	34	56.67
Extended	26	43.33
Total	60	100.0

*Source: Field Work, 2009*

These table and figure reveals that 56.67 percent women workers of carpet Industry belong to the Nuclear family i.e. 34 respondents have nuclear family and 43.33 percent women workers of carpet industry falls in extended families. This data exemplifies that the majority of women workers in carpet industry lives in the nuclear family while others lives in extended families.



**Figure 5.1.3 Types of Family**

#### **5.1.4 Martial Status of Women Workers in Carpet Industry**

Marriage is an aspect of the society, which ties up a very strong bond of relation between a man and a woman through which they become life partners for each other. Generally a society's acceptance of a man and a woman in a form of husband and wife is known as a marriage. This is a social bond. Creation is impossible without marriage and marriages are of different types such as arranged marriage, court marriage, widow marriage, marriage by mutual understanding and love marriage. The following table shows the status of women regarding their marital status.

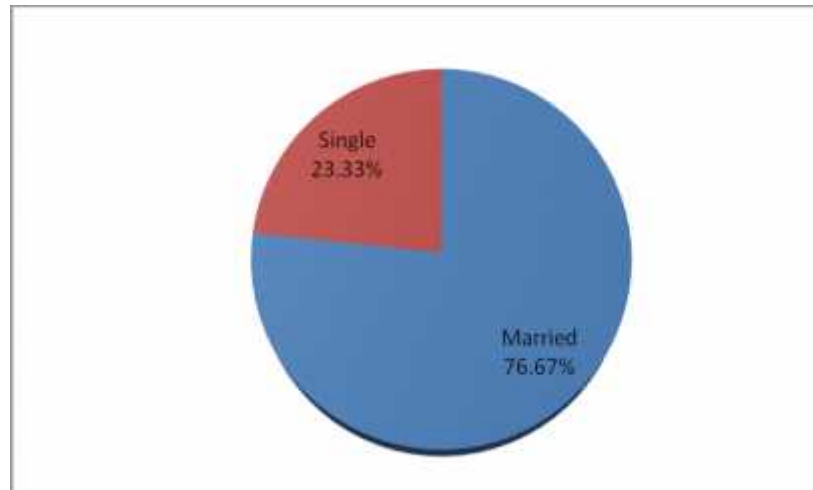
**Table 5.1.4 Martial Status of women workers in Carpet Industry:**

<b>Martial status</b>	<b>Number</b>	<b>Percentage</b>
Married	46	76.67
Single	14	23.33
Total	60	100.0

*Source: Field Work, 2009*

These table and Figure shows that 76.67 percent of total respondent of the carpet industry are married i.e. out of total 60 respondents 46 women workers got married while only 23.33 percent respondent have single status. It proves that number of married women workers are very much high in carpet Industry. During the study period; the focused group discussion and semi structured

interviews with the women workers of carpet industry shows that most of the women have married after engaging in carpet industry with the co-male worker in the industry.



**Figure 5.1.4 Marital Status of women worker of carpet Industry**

#### 5.1.5 Possession of Children

In the carpet Industry, the table 5.1.4 already shows that the percentages of married women are high so there is maximum probability of children. The following table and Figure shows that population of women has number of children.

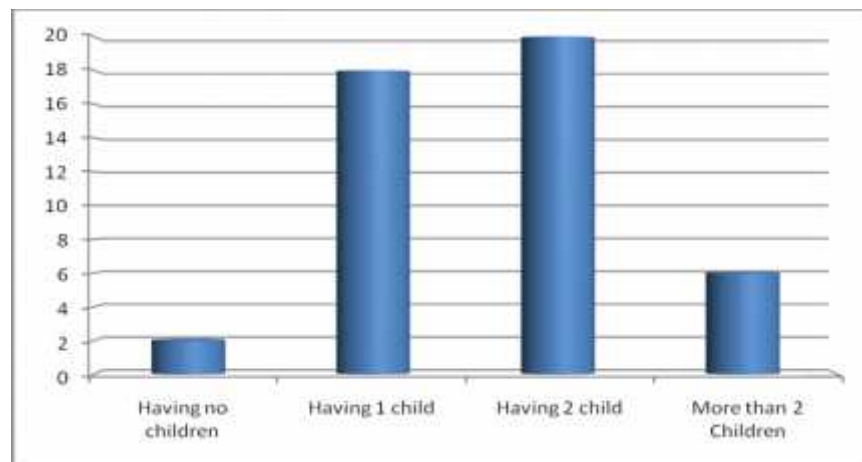
**Table 5.1.6 Population of Women having Children:**

Children Possession	Number	Percentage
No children	2	4.35
One child	18	39.13
Two children	20	43.47
More than 2 Children	6	13.05
Total Married women	46	100

*Source: Field Work, 2009*

The above table and following figure reveals that 43.8 percent of total married women have two children, 39.13 percent of total married women have only one children, 13.1 percent of women have more than two children while only 4.35 percent of total married women have no children yet.

During the discussion with women workers and observation it was found that the children are affected as their mothers could not give sufficient time for proper care. Women having children faced lots of challenges and problem. These data shows that the higher number of married have only two children and also the number of women having only one child is also slightly lower than percentage of women having two children. And the percentage of women having more than two children is very low in comparison to others. It can be said that the knowledge of family planning seems to be good on these couples.



**Figure 5.1.6 Population of women having children**

### **5.1.6 Migration trend of women workers by District**

In recent year women in the various parts of Nepal has been migrating in mostly city areas as well in foreign country for various reasons like earning money, changing life styles, conflict and violence and etc. Women are migrating from different districts of Nepal to Kathmadu to work in the carpet industry. The following table and Figure shows the clear view of migration of women.

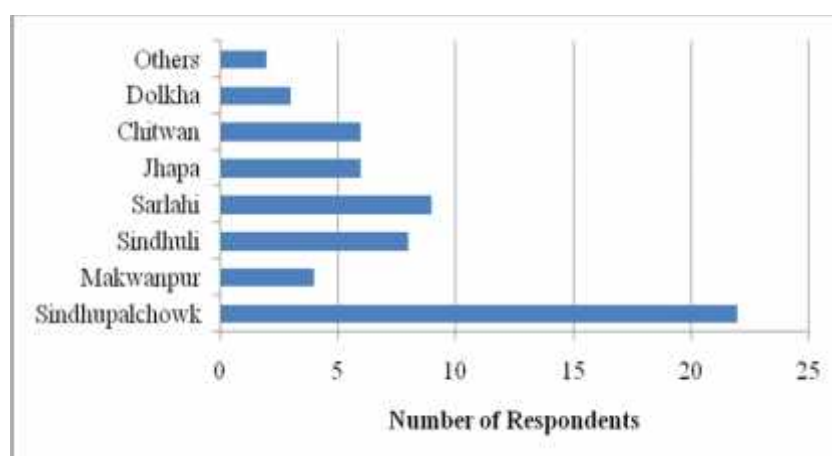


**Table 5.1.7 Place of Origin of Women workers by District:**

Place of Origin	Number	Percentage
Sindhu Palchowk	22	36.67
Makwanpur	4	6.67
Sindhuli	8	13.33
Sarlahi	9	15.0
Jhapa	6	10.0
Chitwan	6	10.0
Dolakha	3	5.0
Others	2	3.33
Total	60	100.0

Source: Field Work, 2009

The table and Figure shows that 36.67 percent of total respondent population comes to work in carpet industry at Kathmandu District from the Sindhupalchowk district, one of the remote hilly areas of Nepal, 15 percent of total respondents comes from Sarlahi district, 13.33 percent of women came from Sindhuli district, 10 percent to 5 percent women came from Jhapa, Chitwan and Dolkha Districts while only 3.33 percent women came to work in carpet industry from other districts of Nepal. This data proves that highly women of Sindhupalchowk, Makwanpur and Sarlahi District are migrated to the Kathmandu district to work in the carpet Industry.



**Figure 5.1.7 Migration trend of women workers of carpet Industry**

## 5.2 Educational Status of Women Worker

Education is a necessary and important factor in life. People need education to understand the different aspects of life. It gives them confidence while making important decisions. So, education plays a vital role in raising the status of women. Without education it is certain that women will face difficulty in life and it would hamper in women empowerment. The following table shows the educational status of the respondents.

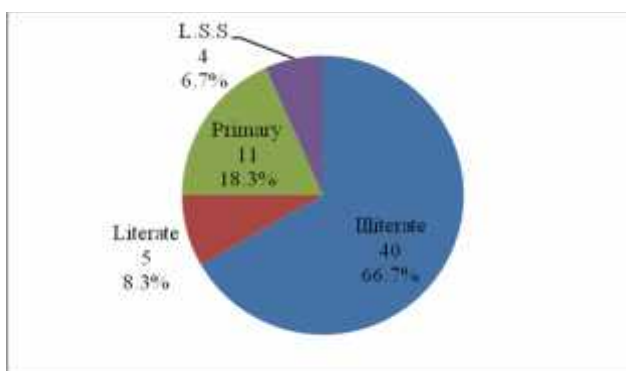
**Table 5.2 Educational Status of Women workers :**

Education	Number	Percentage
Illiterate	40	66.66
Literate	5	8.33
Primary	11	18.33
Lower Secondary	4	6.67
Total	60	100.0

*Source: Field Work, 2009*

The above table and following Figure shows that 66.66 percent women workers of total respondents are illiterate i.e. 40 women workers of carpet industry are still illiterate, 8.33 percent population are literate and 18.33 percent women workers have passed primary level education and only 18.33 percent women workers have passed lower secondary level education.

It reveals that high number of women workers are illiterate which shows they have lack of education, no one women workers have passed Secondary and higher secondary level education.



**Figure 5.2 Educational trends of women workers of carpet Industry**

It reveals that high number of women workers are illiterate which shows they have lack of education, no women workers have passed secondary and higher secondary level education. The finding is that the majority of the women worker's of carpet industry are illiterate, the reason may be poverty, lack of awareness towards female education in their family as majority are from low caste/ethnicity and from the adjoining district of Katmandu valley.

### **5.3 Economic Status of Women Workers of Carpet Industry**

The major part of study is to explore the economical status of women workers of carpet industry. In this materialistic world of modern society, economic factor obviously plays the most important role in the process of life span. Economic factor plays very important role to maintain living standard of the people. This part explores the major income source of their family, their individual monthly income, their family income and their expenditure pattern.

#### **5.3.1 Types of Work Performed by Women Workers in Carpet Industry**

The labors in carpet industry do all kinds of work such as spinning, weaving, designing, washing, washing carpets etc. The status of women workers by the work they performed is given in the following table.

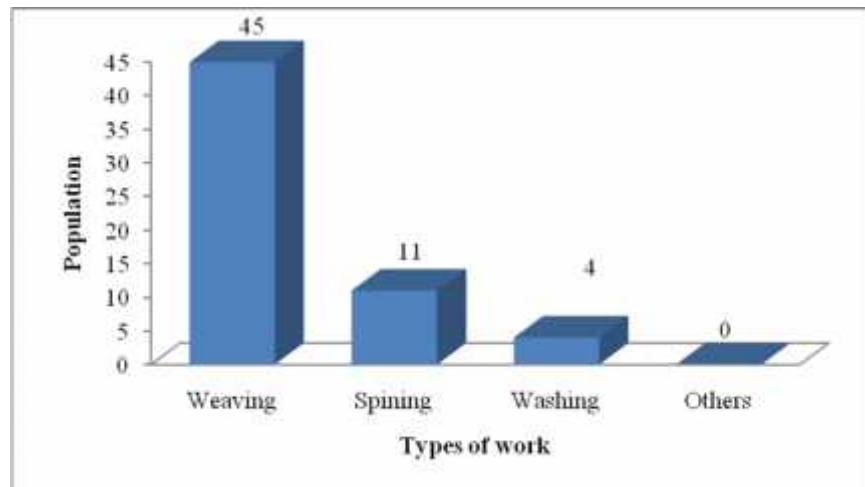
**Table 5.3.1 Types of work performed by Women Workers:**

<b>Types of work</b>	<b>Number</b>	<b>Percentage</b>
Weaving	45	75.0
Spinning	11	18.33
Washing	4	6.67
Others	0	0.0
Total	60	100.0

*Source: Field Work, 2009*

The above table exemplifies that 45 women workers out of total respondent perform carpet waving i.e. 75 percent population do carpet weaving, 18.33

percent respondent perform spinning in carpet industry and only 6.67 percent women workers perform carpet washing in Carpet Industry.



**Figure 5.3.1 Types of work performed by women workers**

It shows that most of the women workers of carpet industry perform carpet weaving and only little percentage of women workers perform other works in the carpet industry like spinning, washing and etc.

### **5.3.2 Working hours of women workers**

In carpet industry, there is no fixed working time like in other government offices, factories, corporations, schools and campuses. Workers are engaged from morning to evening. Following table analyses the working hour pattern of women workers of carpet industries.

**Table 5.3.2 Working hours:**

Working hours (in hour)	Number	Percent
less than 8	14	23.33
8 to 12	14	23.33
Above 12	32	53.34
Total	60	100.0

*Source: Field Work, 2009*

The above table shows that 53.34 percent women workers out of total respondent works more than 12 hours a day i.e. 32 women workers work 12 hours a days, 23.33 percent women workers each work less than 8 hours and 8 to 1 hours a days.

These data proves that there is no any definite working hours in the carpet Industry. The majority of women workers i.e. more than 50% women work more than 12 hours a day. It exemplifies that majority of women have faced so much work load which causes major health & mental problems.

### 5.3.3 Major Income Source of Women Workers Family

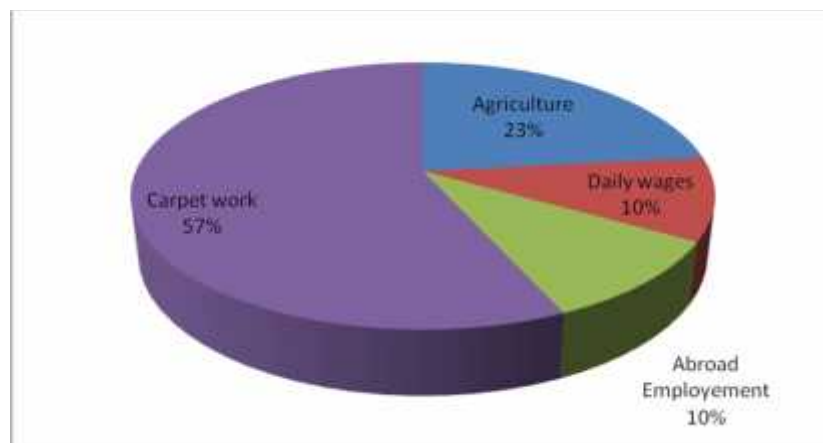
In Nepal most of the family major income source is agriculture i.e. 80.7 percent of total population depends upon agriculture and livestock. The following table explores the major income source of women workers of carpet industry:

**Table 5.3.3 Major Income source of family:**

Income Source	Number	Percentage
Agriculture	14	23.33
Daily wages	6	10.0
Abroad Employment	6	10.0
Carpet work	34	56.67
Total	60	100.0

Source: *Field Work, 2009*

The above table reveals that 56.67 percent families out of total respondent families major family income source is working in carpet industry i.e. 34 respondents families depends upon carpet industry. 23.33 percent families of women workers major income source is agriculture and only 10 percent each respondents families major income source are daily wages and abroad employment.



**Figure 5.3.3 Major Income sources**

These table and Figure shows that most of the women workers family depends on carpet industry works than other works. It seems they are fully depends upon carpet industry but recently the increase in number of carpet industry in Nepal has been shut down because of low demand in international carpet and strike as we tussle in labor union and industrialist.

### 5.3.4 Monthly Income

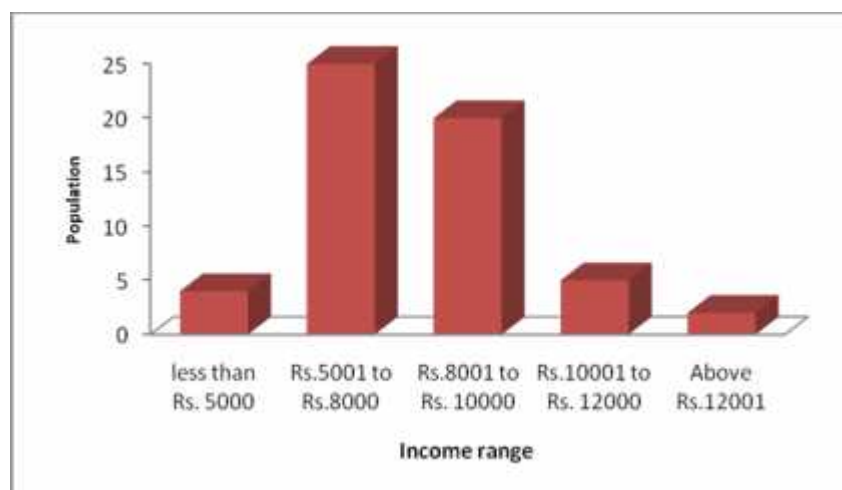
In the carpet Industry almost all the worker have not definite salary scale, their earning money depends upon their skills and working hours which means their salary depends upon how much carpet they weave in a month. Skill means her knitting capacity, working experience and trained hands. Therefore the factory owner gives job in contact basis. So as they work more they earn more. Due to this they want to work for maximum an hour as far as possible, which varies from 12 to 15 hours of work per day. If the demand is increased the owner also forces them to work for more hours to meet the demand on time.

**Table 5.3.4 Monthly Income of Women Workers:**

Monthly Income Range	Number	Percentage
less than Rs. 2000	0	0.0
Rs. 2000 to Rs. 4000	31	51.67
Rs. 4001 to Rs. 6000	27	45.0
Rs. 6001 to Rs. 8000	2	3.33
Above Rs. 8001	0	0.0
Total	60	100.0

*Source: Field Work, 2009]*

The above table shows that 51.67 percent women workers out of total respondents monthly income is in between Rs 2000.00 to Rs 4000.00 per month i.e. 31 women workers monthly income is less than 4000.00 rupees per month, 45 percent women workers monthly income is in between Rs 4001.00 to Rs 6001.00 per month and only 3.33 percent women workers out of total respondent monthly income is more than 6000.00 rupees per month.



**Figure 5.3.4 Monthly Income of Women workers**

These table and Figure on monthly income of women workers of carpet industry explores that the majority of women workers earn between Rs 2000.00 to Rs 4000.00 per month which proves that their life style is under threat.

### **5.3.5 Monthly Family Income**

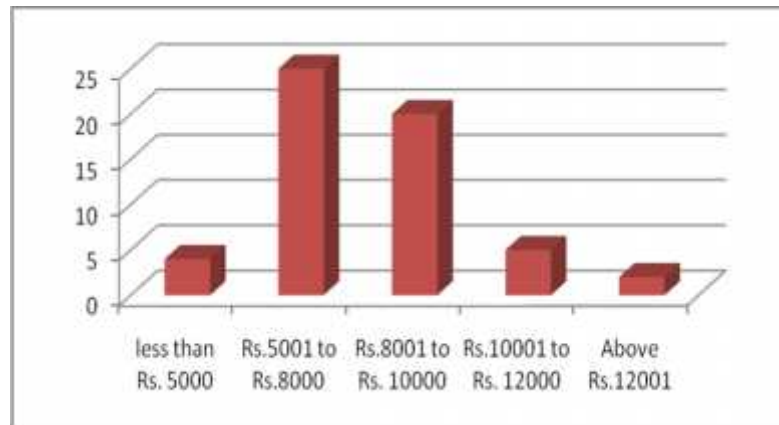
As in the table 5.3.2 shows that the majority family of women workers in the carpet industry major income source is working in carpet industry. Mainly the husband and wife together work in the same carpet industry is high in number. The following table explores the monthly income of their family.

**Table 5.3.5 Monthly Income of Family:**

Monthly Income Range	Number	Percentage
Less than Rs. 5000	4	6.67
Rs.5001 to Rs.8000	25	41.67
Rs.8001 to Rs. 10000	20	33.33
Rs.10001 to Rs. 12000	9	15.0
Above Rs.12001	2	3.33
Total	60	100.0

*Source: Field Work, 2009*

The above table exemplifies that 41.67 percent families of women worker's family monthly income is in between Rs 5001.00 to Rs 8000.00, i.e. 25 families out of total respondents, 33.33 percent families of women workers monthly family income is in between Rs 8001.00 to Rs 10000.00. 15 percent families' income is in between Rs 10001.00 to Rs 12000.00, 6.67 percent families' income is less than Rs 5000.00 per month and only 3.33 percent families of women workers monthly income is above 12001.00 rupees per month.



**Figure 5.3.5 Monthly Family Income of Women Workers**

The above Figure reveals that the number of women workers family who's monthly income is in between Rs 5001.00 to Rs 8000.00 is higher than others. It can be said that the carpet industry plays important role in providing livelihood to these workers.

### **5.3.6 Monthly Expenditure of Women's Worker Family**

As the most of the women workers live with their family; their monthly expenses heading are mainly food, snacks, children educational expenses and their clothing. They have been facing problem in arranging basic needs, thus the income from the carpet industry is just been okay in fulfilling their livelihood. The following table shows about their monthly expenditures:

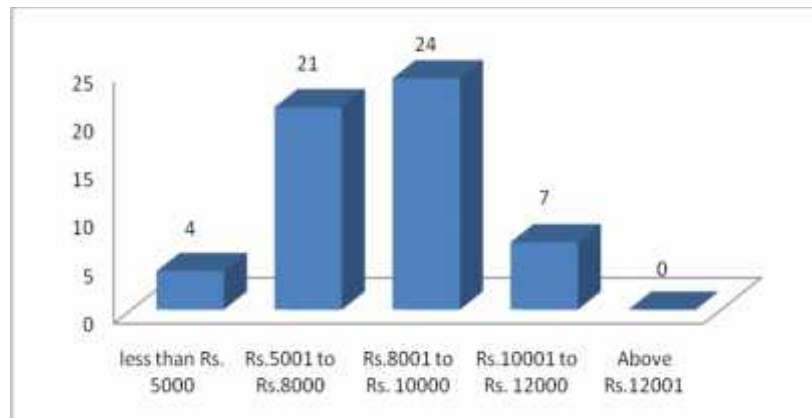


**Table 5.3.6 Monthly Expenditure of the family:**

Monthly Expenditure Range	Number	Percentage
Less than Rs. 5000	4	6.67
Rs.5001 to Rs.8000	25	41.66
Rs.8001 to Rs. 10000	24	40.0
Rs.10001 to Rs. 12000	7	11.67
Above Rs.12001	0	0.0
Total	60	100.0

Source: Field Work, 2009

The table reveals that the 40 percent out of total respondent family monthly expense is in between Rs 8001.00 to Rs 10000.00 i.e. 24 women workers family, 35 percent families monthly expenses is in between Rs 5001.00 to Rs 8000.00, 11.67 percent women workers family monthly expenses is above 10000.00 rupees and only 6.67 percent families monthly expenses are less than 5000.00 rupees per month.



**Figure 5.3.6 Monthly Expenditure**

This above figure and the table shows that higher percentage of women's worker family expenditures is in between Rs 8001.00 to Rs 10000.00 per month.

### **5.3.7 Family Having Surplus money**

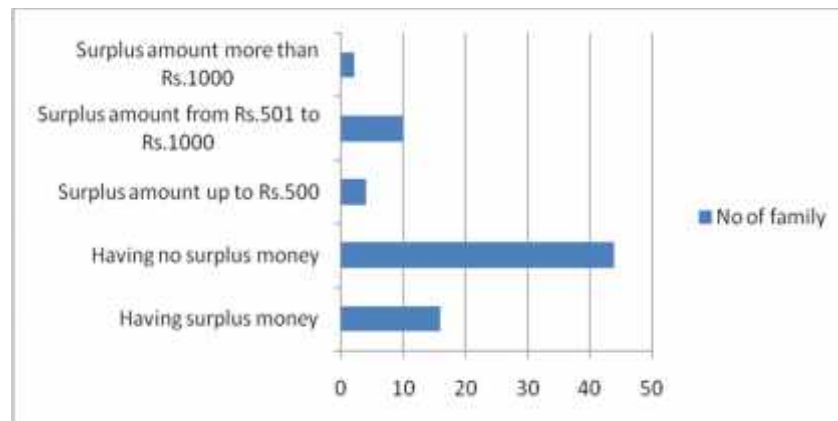
As the most of the women workers live with their family; their monthly expenses falls under mainly food, snacks, children educational expenses and their clothing. As all the expenses is for livelihood only few workers have saved surplus money.

**Table 5.3.7 No of family having Surplus:**

Family having Surplus Amount	Number	Percentage
Having surplus money	16	26.67
Having no surplus money	44	73.33
Surplus amount up to Rs.500	4	6.67
Surplus amount from Rs.501 to Rs.1000	10	16.67
Surplus amount more than Rs.1000	2	3.33

*Source: Field Work, 2009*

The above tables shows that only 26.67 percent women workers have surplus money from their income over expenditure while higher percentage of family i.e. 73.33 percent women workers have no surplus money to save.



**Figure 5.3.7 Family having surplus money**

The above Figure explores that 16.67 percent women worker out of total respondent saves monthly Rs 501 to Rs 100 i.e. in number only 10 women workers, while only 4 women workers saves Rs 500 per month and only 3.33 percent women workers i.e. 2 women workers saves more than 1000 per month. It shows the income of the women workers of carpet industry is expenses only for their basic needs only few workers can save money from income.

#### **5.4. Reason for working in Carpet Industry and their experience on it**

This part explores the reason for joining the carpet industry, why they leave their home and experience on carpet industry. The majority workers of carpet

industry join the carpet industry to earn money for basic need as they have facing higher difficulties in their home land in thriving for basic need because of limited access of basic needs and other reasons.

#### **5.4.1 Reason for Leaving Home**

Majority of the workers said to have their own house and some area of land in their birth place but such lands are not suitable for agriculture due to the infertility and they are not able to sustain by the agriculture production round the year. Therefore most of them leave their houses to work in the carpet factories of the valley.

**Table 5.4.1 Reason for leaving Home:**

<b>Reason</b>	<b>Number</b>	<b>Percentage</b>
Poverty	29	48.0
Difficult to stay in Village	9	15.0
Family problem	7	12.0
Visit to Kathmandu	9	15.0
Other	6	10.0
Total	60	100.0

*Source: Field Work, 2009*

According to above table, most of the workers leave their home due to the poverty. Out of total 60 women workers 54 percent leave their house due to poverty. Other reasons for leaving their home are difficult to stay in their residential places because of political instability and other economic problems. Family problem and will to visit Kathmandu also forced them to leave home. This data exemplifies that the most of the women workers leave their home land due to poverty and difficulties to stay at home because of political violence.

#### **5.4.2 Reason for joining Carpet Industry**

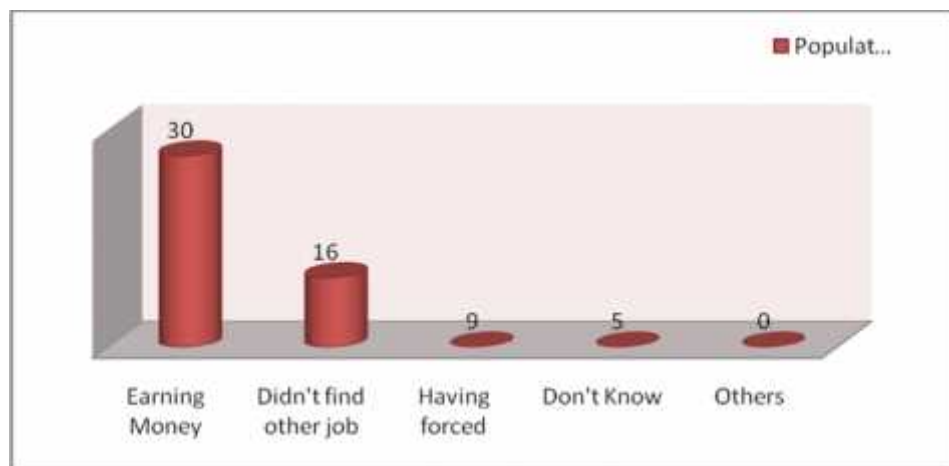
One of the main reasons for seeking job in carpet industries is to be self-dependent and to earn more money to lead a happy life. The following table and Figure explores the reasons for joining carpet industry.

**Table 5.4.2 Reason for Joining Carpet Industry:**

Reason	Number	Percentage
Earning Money	30	50.0
Didn't find other job	16	26.67
Having forced	9	15.0
Don't Know	5	8.33
Others	0	0.0
Total	60	100.0

Source: Field Work, 2009

The above table explores that 50 percent of total respondent women workers joined the carpet industry to earn money for better life style than of their previous villagers life styles, 26.67 percent joined because of that they didn't find other jobs while 15 percent of respondents said they have forced to join the carpet industry and 8.33 percent of respondent said that they don't know why they joined the carpet industry.



**Figure 5.4.2 Reason for joining Carpet Industry**

The majority of women workers of carpet industry joined to earn money to live with better life styles while other reasons for joining carpet industry are they didn't find other jobs to do, having forced to join in Carpet Industry and rest don't know why they join it.

### 5.4.3 Person Involve in Inspiring women's to join Carpet Industry

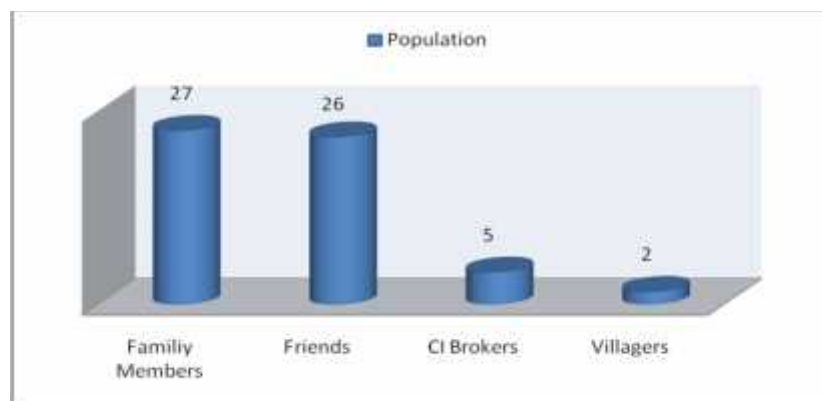
During study period majority of women workers said their family, friends and other people made encourage them to join in Carpet Industry. The following table reveals about the person involve in encouraging women in joining carpet industry.

**Table 5.4.3 Person Involve in Inspiring women's to join Carpet Industry:**

Person	Number	Percentage
Family Members	27	45.0
Friends	26	43.33
CI Brokers	5	8.33
Villagers	2	3.33
Total	60	100.0

*Source: Field Work, 2009*

The above table exemplifies that 45 percent of women workers out of total respondent said that their family members have inspired/encouraged them to join the carpet industry i.e. 27 women workers. 43.33 percent women workers said their friends who already worked in Carpet Industry inspired to join the industry and 8.33 percent women workers said that the Carpet Industry Brokers visit their village and made encouragement.



**Figure 5.4.3 Person Involve in Inspiring women's to join Carpet Industry**

These above Figure proves that the involvement of family members, friends and Carpet Industry Broker in encouraging women to join carpet industry.

#### 5.4.4 Working Experience in Carpet Industry

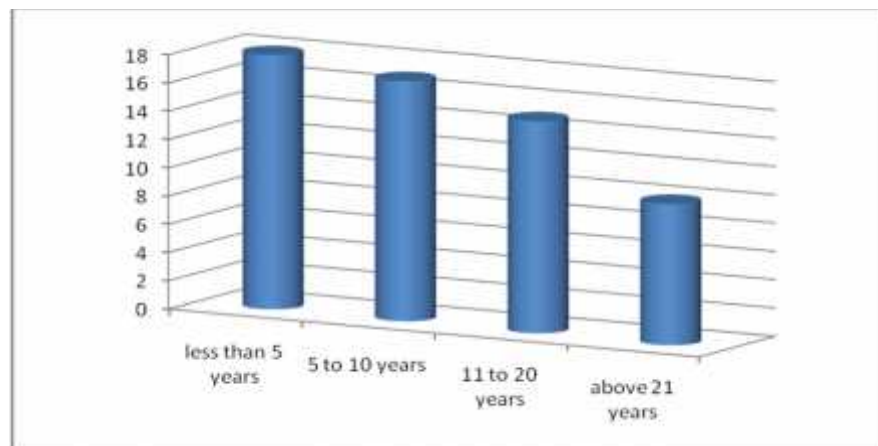
During the study period it reveals that; the majority of women working in the carpet industry start in the yearly young age. Most of the women have experience in carpet industry more than 10 years. The following data reveals about the how much experience they hold in the carpet industry.

**Table 5.4.4 Working Experience of Women Worker:**

Years	Number	Percentage
less than 5 years	18	30.0
5 to 10 years	17	28.33
11 to 20 years	15	25.0
above 21 years	10	16.67
Total	60	100.0

*Source: Field Work, 2009*

The above table explores that 30 percent of women working in the carpet industry have experience less than 5 years, 28.33 percent of women worker have experience in between 5 to 10 years, 25 percent of total respondent have experienced in between 11 to 20 years while 16.67 percent of total respondents have experienced more than 21 years.



**Figure 5.4.4 Working Experience of Women Workers**

The above Figure also reveals that the numbers of women working have mixed experience in terms of year.

### 5.4.5 Starting Age of Worker in Carpet Industry

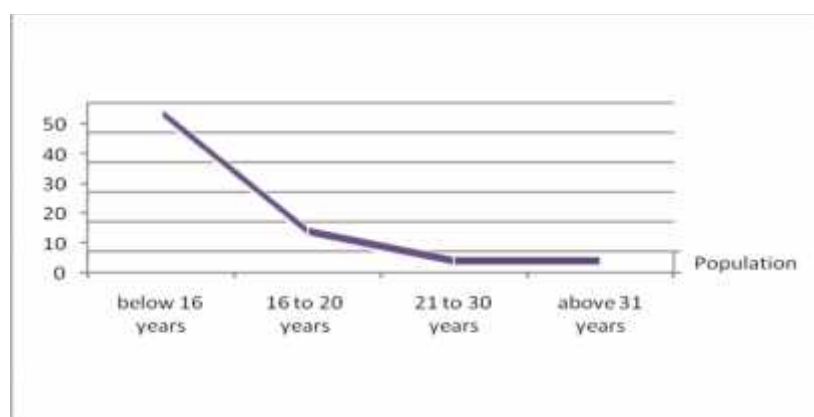
In the last decades on the history of carpet industry of Nepal; most of the women workers started work in early young age especially 12 to 14 year age. In the past time lots of children had worked in the carpet Industry but in recent time child labor has been reduced significantly. Nepal Rug Mark Foundation, ILO along with various developmental organizations and Government of Nepal plays vital role in reducing child labor in Carpet Industry. The following table and Figure shows details on their starting age in Carpet Industry.

**Table 5.4.4 Starting Age of Worker in Carpet Industry:**

Age	Number	Percentage
below 16 years	50	83.33
16 to 20 years	10	16.67
21 to 30 years	0	0.0
above 31 years	0	0.0
Total	60	100.0

*Source: Field Work, 2009*

The above table shows that 83.33 percent of women workers of carpet industry have started working in carpet industry in the age below 16 years. It exemplifies that: in the past years maximum child labor has used in the carpet industry. Only 16.67 percent of total respondent started working in the carpet industry at the age between 16 to 20 years.



**Figure: Starting Age of Worker in Carpet Industry**

The above figure explores the most of the women workers in the carpet industry have started at the age below 16 years in the carpet Industry.

## CHAPTER-VI

### STATUS OF WORKING WOMEN IN CARPET INDUSTRY

#### 6.1 Accommodation pattern of women workers

This exemplifies that higher percentage of women worker live with their family in the carpet industry and most of the women worker share accommodation with their husband, co-worker and children, i.e. 51.7% of total respondent. The following table shows the accommodation pattern of women workers:

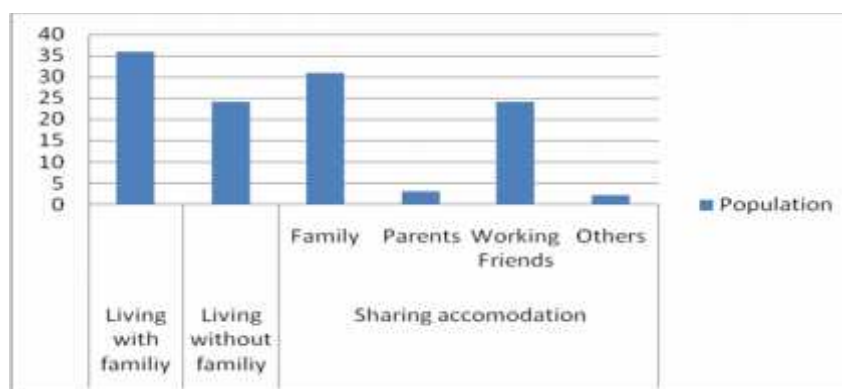
**Table 6.1: Accommodation pattern of women workers:**

Accommodation Pattern	Number	Percentage
Living with family	36	60.0
Living without family	24	40.0
Sharing with family	31	51.67
Sharing with Parents	3	5.0
Sharing with friends	24	40.0
Others	2	3.33

*Source: Field Work, 2009*

The above table and following figure shows that 60 percent of total respondent live with their family members i.e. 36 women workers out of total respondent live with their own family while 40 percent women workers live without family in the carpet industry. Out of total population 51.6 percent share accommodation with family (husband and children) which is 31 women out of total, 40 percent share accommodation with female co-workers while only 5 percent respondents share accommodation with parents and only 2 percent share accommodation with others.





**Figure 6.1 Accommodation pattern of women workers in Carpet Industry**

## 6.2 Facilities Provided By the Carpet Industry

In carpet industry most of the workers are casual worker with no written employment agreement between the employer and employee. We can know from this that carpet workers are forced to live in a closed environment with less outside contact. This part explores the provision of various basic facilities and perception of workers towards the available facilities.

### 6.2.1 Accommodation Facilities by Carpet Industry

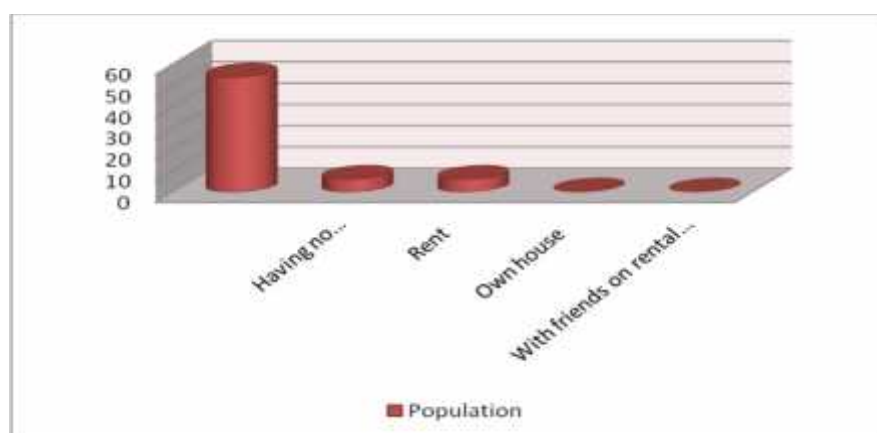
Most of the carpet Industry has provided accommodation facilities to the worker. The following table and Figure explores about the accommodation facilities in carpet industry.

**Table 6.2.1 Accommodation Facilities in Carpet Industry:**

Accommodation facilities	Number	Percentage
Provision of Accommodation facilities	54	90.0
No Provision of Accommodation facilities	6	10.0
Total	60	100.0

*Source: Field Work, 2009*

The above table reveals that 90 percent women workers out of total respondent have accommodation facilities provided by the Carpet Industry where as 10 percent of total respondent doesn't have access of accommodation facilities provided by the carpet industry. 10 percent women workers are living in the rental home which expenses have to bear by themselves.



**Figure 6.2.1 Accommodation Facilities in Carpet Industry**

The above figure shows that most of the carpet industry provides accommodation facilities to the workers.

### **6.2.2 Level of Satisfaction toward accommodation facilities in Carpet Industry**

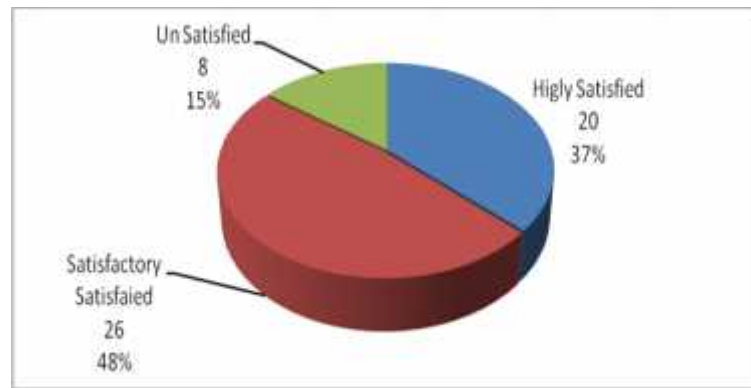
As above table 5.5.1 shows that most of the carpet industry has provided accommodation facilities to the workers. But during the study period it is found that the condition of the room provided by the Carpet Industry varies one industry to another. In some Industry room are well ventilated, big room, access of drinking water and electricity but in some the condition of the room provide by the industry is very poor and congested.

**Table 6.2.2 Level of Satisfaction on accommodation facilities:**

Level of Satisfaction	Number	Percentage
Highly Satisfied	20	37.04
Satisfactorily Satisfied	26	48.15
Dissatisfied	8	14.80
Total	54	100.0

*Source: Field Work, 2009*

The above table reveals that 48.15 percent women workers out of total respondent said the accommodation facilities provided by the industry is satisfactory, 37.04 percent women workers are highly satisfied with the accommodation facilities while 14.80 percent women workers are strongly unsatisfied with the accommodation facilities.



**Figure 6.2.2 Level of Satisfaction on Accommodation Facilities**

The above figure shows that the majority of respondents are satisfied by the accommodation facilities provided by Carpet Industry.

### **6.2.3 Access of Toilet Facilities**

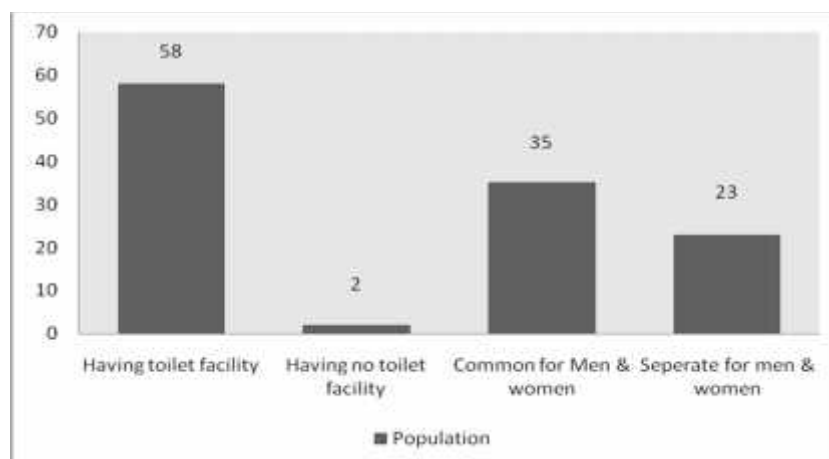
Most of the carpet industry has toilet facilities. Few respondents doesn't have toilet facilities because of their limited resources and no provision of toile facilities in rental house. The following table and Figure explores about the Toilet facilities.

**Table 6.2.3 Access of Toilet Facilities:**

Access to Toilet Facility	Number	Percentage
Have Toilet Facility	58	96.67
No Toilet Facility	2	3.33
Common Toilet for Men and Women	35	60.34
Separate Toilet for Men and Women	23	39.65

*Source: Field Work, 2009*

The above table shows that 96.67 percent women workers out of total respondent have access to the toilet facilities provided by the Carpet Industry while only 3.33 percent women workers have lack of access of toilet facilities provided by the carpet Industry. Out of having toilet facilities provided by the industry 60.34 percent respondents said that the toilet is common for both man and women while only 39.65 percent said their industry provided toilet is separate for boys and girls.



**Figure 6.2.3 Access of toilet facilities and its types**

According to the above figure most of the industry have its own toilet facilities but during the observation in carpet industry most of the toilet are congested and lack of access of adequate water to clean it.

#### **6.2.4 Access of Medical Treatment Facilities and Insurance Policy**

During the study it was found that there is no medical facilities to cover expenses for treatment of injuries and illness occurred during carpet weaving. As the Carpet industry do not have any human resource policy; all the workers working in the carpet industry have no health and accident insurance. The following table and figure explores the access of medical treatment facilities and insurance policy.

**Table 6.2.4 Access of Medical Treatment facilities and Insurance:**

Access to Medical treatment and Insurance	Number	Percentage
Having Medical treatment facility	0	0.0
No Medical treatment facility	60	100.0
Having Health & accident Insurance	0	0.0
No Health & accident Insurance	60	100.0

*Source: Field Work, 2009*

The above table shows that all the women workers (all respondent) have lack of access of medical treatment facilities in carpet industry and also no carpet industry has provided health and accident insurance of any workers in the carpet industry.



**Figure 6.2.4 Access of Medical Treatment facilities and Insurance**

The above Figure shows any carpet industry has provide medical treatment facilities and insurance facilities to any worker of carpet industry.

#### **6.2.5 Access of Basic Facilities like Allowance paid on time and others**

The Carpet industry have not adequate policy regarding staff and management policy, only they have wages rate of weaving carpet. In most of the Carpet Industry wages are paid on weekly basis according to the length of carpet they have finished at that time.

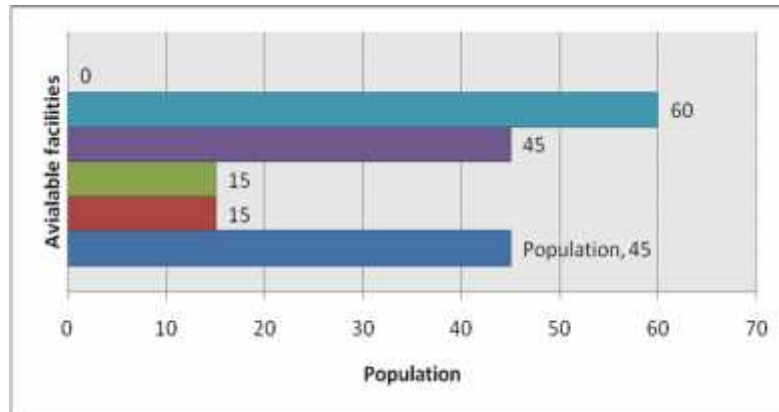
**Table 6.2.5 Access of Basic Facilities:**

Wages	Number	Percentage
Paid wages on time	45	75.0
Paid wages not on time	15	15.0
Provision of Dashain Allowance	15	15.0
No Provision of Dashain Allowance	45	75.0
Equality in wages for men & women for same work	60	100.0
Differences in wages for men & women	0	0.0

*Source: Field Work, 2009*

The above table shows that 75 percent women workers out of total population of respondent are paid their wages on time by the carpet industry while 25 percent women worker are not paid on time on their work. Only 25 percent women workers have enjoy Dashain allowance as festival allowance provided by the carpet industry while most of the workers have not provided dashain allowance during festival by carpet industry. There is no discrimination in wage

rate between men and women in the carpet industry, which is one of the positive features of carpet industry.



**Figure 6.2.5 Access of Basic Facilities**

The Figure shows that most of the workers are paid on time i.e. 75 percent, only few workers have been paid Dahsain allowance i.e. 25 percent and there is no difference in wage rate for men and women.

### **6.3 Knowledge about Women Rights and Government Provision**

The knowledge about the women rights and government provision on the women's worker of carpet industry is found very low. They even don't know about the legal provision of government on women's rights. In recent interim constitution of Nepal; it secures the women rights and 33 percent participation of women in any areas. This section explores that possession of knowledge of women workers on their rights and government provision.

#### **6.3.1 Knowledge on women rights and its right provision**

The situation of women rights in the carpet industry is little bit vulnerable. Within the study period we have found that women workers has been facing exploitation form various means. The women workers have little knowledge about their rights.

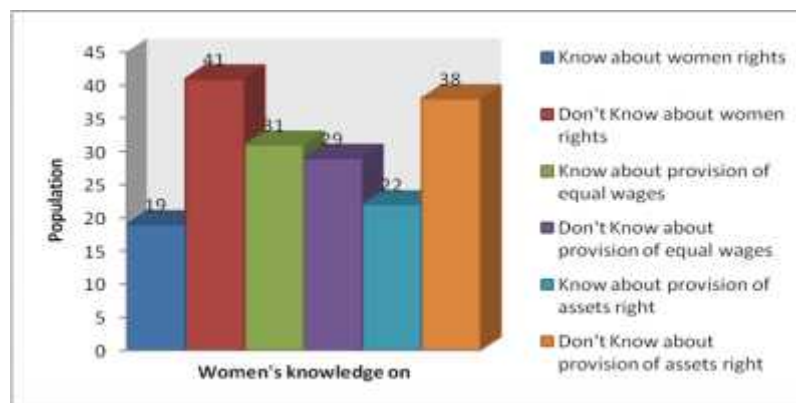
**Table 6.3.1 Knowledge on women rights and its right provision:**

Knowledge Level	Number.	Percentage
Know about women rights	19	31.67
Don't Know about women rights	41	68.33
Knowledge on provision of equal wages	31	51.67
Don't Know about provision of equal wages	29	48.33
Know about provision of assets right	22	36.67
Don't Know about provision of assets right	38	63.33

Source: Field Work, 2009

The above table reveals that 68.33 percent women workers out of total respondent said that they don't know about the women rights and only 31.67 percent knows about the knowledge on women's rights. Out of total 60 respondents 51.67 percent women works have knowledge on the provision of equal wages for men and women while still 48.33 percent of women workers don't know about this provision.

In terms of knowledge on provision of women rights on assets; 36.67 percent women workers know about this provision and 63.33 percent women workers don't know about this provision.



**Figure 6.3.1 Knowledge on women rights and its right provision**

The above Figure shows that knowledge on the women rights and its provision is found very low in the women workers of carpet industry.

### 6.3.2 Knowledge on Government Provision

Most of the women workers don't know about the government provision like free health service, free maternity service etc. The following table and Figure shows about it.

**Table 6.3.2 Knowledge on Government Provision:**

Knowledge Level	Number	Percentage
Know about provision of free health service	12	20.0
Don't Know about provision of free health service	48	80.0
Know about free maternal service	12	20.0
Don't Know about free maternal service	48	80.0

*Source: Field Work, 2009*

The above table explores that only 20 percent women workers out of total 60 respondents knows about the government provision of free health service and free maternal service while 80 percent women workers don't know about these government services.

### 6.3.3 Citizenship Status

During the study period what we have found that most of the women workers of carpet industry don't have citizenship. This happens because of lack of education and awareness on it. The following table reveals about the citizenship status of women workers in the carpet industry.

**Table 6.3.3 Citizenship Status:**

Citizenship	Number	Percentage
Having Citizenship	17	28.33
No citizenship	40	66.67
Not eligible for citizenship	3	5.0
Total	60	100.0

*Source: Field Work, 2009*

The above table shows that only 28.33 percent women workers out of total respondent have citizenship while 66.67 percent women workers of carpet



industry does not have citizenship and 5 percent women workers are not eligible to get citizenship as their age is under 16 years.

The above data shows that high number of women workers don't have citizenship. It means they have been deprived form various rights.

## **6.4 Health Status of Women Workers in Carept Industry**

Health is one of the most essential parts of human life. Health is Wealth. The earning of women workers in carpet industry also depend upon their health condition, as if their health condition is bad they cannot perform their work. This section explores the health status of women workers in carpet Industry.

### **6.4.1 Health Service Seeking Behavior**

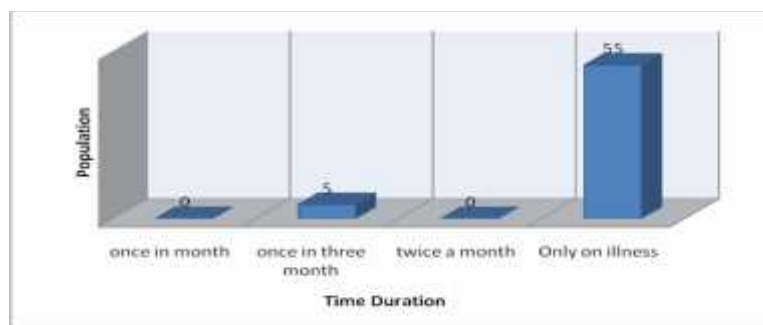
In Nepal mainly the people goes to health center when they are ill. In carpet industry women also don't go to health center unless they got sick. The health seek behavior of women workers in carpet industry are illustrated in following table and Figure.

**Table 6.4.1 Health Seeking Behavior of Women workers of carpet Industry:**

<b>Time duration for Health Seeking Behavior</b>	<b>Number</b>	<b>Percentage</b>
Once in a month	0	0.0
Once in a three months	5	8.33
Twice a month	0	0.0
Only on illness	55	91.67
Total	60	100.0

*Source: Field Work, 2009*

The above table shows that 91.67 percent of women workers goes to health centers when only in the time of illness or sickness. It means almost all the women workers goes to health centers only on illness. And only 8.33 percent reported they go health centers once in three month period.



**Figure 6.4.1 Health Seeking Behavior of Women workers of carpet Industry**

The above Figure reveals out of total respondent 55 women workers visit health center only at the time of illness. It means most of the women workers in the carpet industry behavior of health seeking is only on illness.

#### **6.4.2 Frequency of diseases on Women's Workers**

In carpet industry most of the women workers do carpet weaving so, during the study period what we have found that the women are suffered from the disease like typhoid, fever, respiratory diseases and etc. The following table describe the frequency of diseases in women workers of carpet industry.

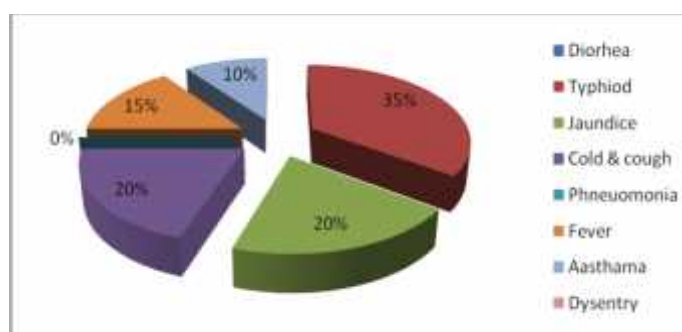
**Table 6.4.2 Frequency of diseases on Women's Workers:**

Types and Frequency of diseases	Number	Percentage
Diarrhea	0	0.0
Typhoid	7	11.67
Jaundice	4	6.67
Common Cold	4	6.67
Pneumonia	0	0.0
Fever	3	5.0
Asthma	2	3.33
Dysentery	0	0.0
Others	0	0.0

*Source: Field Work, 2009*

The above table shows that out of total respondents 11.67 percent women workers suffered from Typhoid in last three months period, i.e. 7 women workers. 5 percent women workers suffered from Fever, 6.67 percent each

women workers suffered from Jaundice and common cold during last three months period and 3.3 percent suffered from asthma.



**Figure 6.4.2 Frequency of diseases on Women's Workers**

The above table shows that out of total diseases suffered to the women workers of carpet industry, 35 percent is Typhoid, 20 percent each are Jaundice and cold & cough, 15 percent is Fever and only 10 percent is Asthma.

#### **6.4.3 Health seeking behavior in terms of Institution**

In Nepal there is strong belief on ghost and spirit as the cause of illness. So there found strong believe on Dhami and Jhakri for the cure of illness in rural Nepalese society. This study also tried to solve the curiosity towards the means of treatment as preferred by the respondents. The following table explores the health seeking behavior of women in terms of health institution.

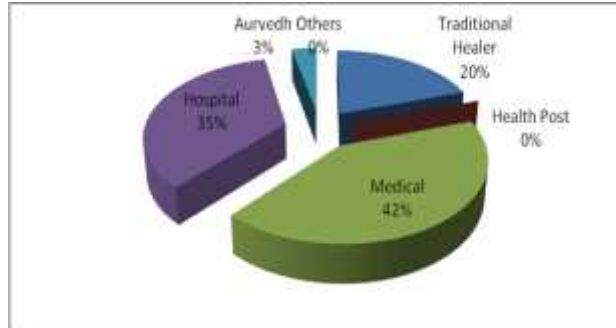
**Table 6.4.3 Health seeking behavior in terms of Institution:**

Health Institution	Number	Percentage
Traditional Healer	12	20.0
Health Post	0	0.0
Pharmacy	25	41.67
Hospital	21	35.0
Ayurvedh	2	3.33
Others	0	0.0
Total	60	100.0

*Source: Field Work, 2009*

The above table explores that out of total respondents 41.67 percent women workers goes Medical shop for treatment and medicine, 35 percent goes to Hospital for treatment, 20 percent women workers goes to Tradition Healer and

only 3.33 percent goes to aurvedh hospital for treatment. It shows that most of the women workers goes to pharmacy and hospital for treatment due to easy access of hospital and medical stores in their areas. This data is also shown in following Figure.



**Figure 6.4.3 Health seeking behavior in terms of Institution**

#### 6.4.4 Use of Preventive Measures (Mask)

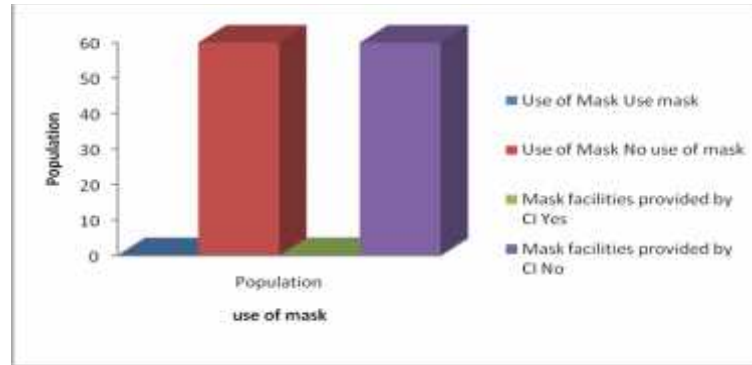
During the study period what we have observed that during the weaving of carpet in the industry; the dust of wool cause major pollution in the factory so it may causes various diseases related to respiratory system. The following table and Figure explores about the use of preventive measures as mask during carpet weaving.

**Table 6.4.4 Use of Preventive Measures (Mask):**

Uses of Mask	Number	Percentage
Use mask	0	0.0
Do not use mask	60	100.0
Provision of mask by CI	0	0.0
No provision of mask by CI	60	100.0

*Source: Field Work, 2009*

The above table reveals that 100 percent women workers out of total respondent don't use mask during carpet weaving and also the carpet industry didn't provide any those preventive measures like mask to the workers. This is shown in the Figure as well.



**Figure 6.4.4 Use of Preventive Measures(Mask)**

This figure also shows that no one women workers use mask during working. The study also reveals why they don't use mask; most of the workers said they feel uncomfortable on wearing mask, difficulties in respiration and difficulties in talking to each other with co workers during carpet weaving.

#### **6.4.5 Major Health Problem**

During the study period in interaction with the women workers; due to dust of wool, lack of access of portable water and mismanaged working areas as well as not favorable environment the women workers of carpet industry has been suffered from various health problem like respiratory diseases, stomach problem and other. The following table explores about the major health occurred in women workers after joining carpet Industry.

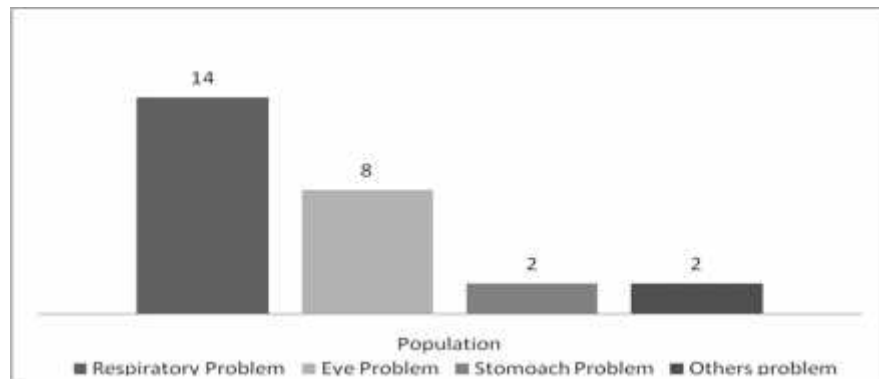
**Table 6.4.5 Major Health Problem:**

Health problem	Number	Percentage
Respiratory Problem	14	23.33
Eye Problem	8	13.33
Stomach Problem	2	3.33
Other problems	2	3.33
Total	26	43.32

*Source: Field Work, 2009*

The above table shows that out of total respondents 23.33 percent women workers suffered from respiratory problem, 13.33 percent women workers suffered from eye problem, 3.33 percent women workers suffered from stomach

problem and only 3.33 percent women workers suffered from other health problems.



**Figure 6.4.5 Major Health Problems**

The above table explores that out of total respondent majority of women workers suffered from respiratory and eye problem after working in carpet industry i.e. 14 women workers suffered from respiratory problem, 8 women workers suffered from eye problems.

## 6.5 Violence and Exploitation on Women's Workers

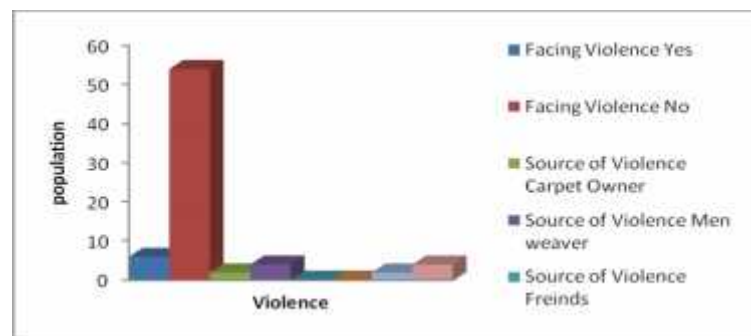
In last decades: in carpet industry the women workers are exploited and affected by violence through various persons in different situations. The following table identifies the data regarding these issues.

**Table 6.5 Violence and its sources:**

Incidence of Violence	Number	Percentage
Faced Violence	6	10.0
No Violence	54	90.0
Violence from Carpet Owner	2	33.33
Violence from Men Weaver	4	66.67
Violence from Friends	0	0.0
Violence from Others	0	0.0
Disclosure of Violence	2	33.33
No Disclosure of Violence	4	66.67

Source: Field Work, 2009

The above table reveals that out of total 10 percent women workers are victims of violence i.e. 6 women workers faced violence from various sources. In terms of sources of violence; out of total women workers who are the victims of violence said that 66.67 percent violence occurred from Men workers in the carpet industry while 33.33 percent violence occurred from the carpet industry owner. Only 2 women workers have shared their violence to the others while most of the women maintained secrecy on this issues During the focused group discussion most of the women workers(90 percent approximately) said that the carpet owner have made exploitation to them during the pregnancy period and having small children.



**Figure 6.5. Violence and its source**

This Figure also clarifies that 10 percent of women workers faced violence in carpet industry and the major source of violence are men weavers and carpet owner.

## **6.6 Participation of women in labor Union**

After the democratic reformation in the country many labor union are formed in past three four decades in Nepal. But the participation of women in the trade union and workers union are less in comparison to men. During the study period the participation of women workers in the trade union as well as workers union is very much nominal. The following table and Figure show the participation and knowledge of women in workers union.

### **6.6.1. Knowledge about union and membership distribution**

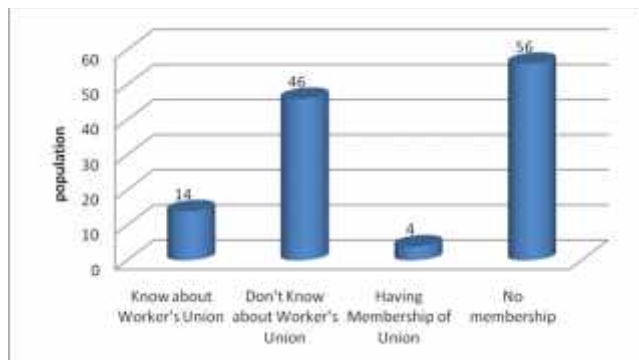
During the study period what we have found that the knowledge and information about workers and trade union on women workers is very low and only little percentage of women have took membership of these unions.

**Table 6.6.1 Knowledge about trade union and membership distribution:**

Knowledge and membership of Union	Number	Percentage
Know about Worker's Union	14	23.33
Don't Know about Worker's Union	46	76.67
Having Membership of Union	8	13.33
No membership	52	86.66

Source: Field Work, 2009

The above table shows that 76.67 percent women workers out of total respondent said that they don't have knowledge about the workers and trade union while only 23.33 percent women workers have knowledge on trade union. It exemplifies that most of the women don't know about the trade union in carpet industry. It also shows that only 13.33 percent women workers out of total respondents have membership of trade union where as 86.66 percent women workers of carpet industry don't have membership of any trade union.



**Figure 6.6.1 Knowledge on Trade Union and Membership Distribution**

### **6.6.2 Participation of Women members in Executive Committee of trade union**

Even the membership population of women is very low in trade union so, there is little chance of participation of women in trade union. The following table shows the participation women worker in trade unions.



**Table 6.6.2 Participation of women member in EC of Trade union:**

<b>Participation in Executive Member</b>	<b>Number</b>	<b>Percentage</b>
Participation in Executive Committee	2	3.33
No Participation in executive committee	58	96.67
Total	60	100.0

*Source: Field Work, 2009*

The above table explores that only 3.33 percent women workers out of total respondent has elected on the executive committee board of Trade and workers union of the carpet industry i.e. only 2 members are elected (one women is president of workers union committee of her carpet industry and another women is executive members of worker union committee formed in her working carpet industry). This data proves that the participation of women in the trade and workers union is very low.

## **CHAPTER–VII**

### **SUMMARY, CONCLUSION AND RECOMMENDATION**

This chapter summarizes the findings of the study and draw conclusion. Based on these findings, it also provides some practical recommendations.

#### **7.1 Summary**

The present study is carried out to know current status of women in carpet industry. The main objective of this study is to find the socio-economic status of women in carpet industry, to explores the reason for joining carpet industry, to find out the health status, to find out the participation women workers in trade union and to explore the their knowledge on their right & government provision and also to find the working environment & facilities, job satisfaction and attitude towards job regulation.

To fulfill the objective of the study, 10 carpet industry of Jorpati VDC is first selected and then 60 women workers randomly from each carpet industry is selected by purposive sampling procedure to find necessary primary data needed to carryout this study. The descriptive research design is applied to describe the socio-economic characteristics, working environment, job satisfaction etc. The primary data are collected by using interview schedule, focus group discussion and observation. The data collected from the field visit is tabulated according to some similarities and then the different aspects are described to fulfill the objective of the study. The major findings of the study are summarized on different headings as follows:

##### **7.1.1 Socio-economic condition of women worker**

- ) The majority of lower caste/ethnicity are working in this industry than upper caste. Majority of women workers in the carpet industry are in between the age group 16 to 20 and 21 to 30
- ) The majority of women workers in the carpet industry are from Tamang family while other are in nominal representation.
- ) The study shows that most of the women have married after engaging in carpet industry with the co-male worker.

- ) The majority of women workers in carpet industry fall in the nuclear family while only few percentage less than nuclear family falls under extended families i.e. 56.67 percent women worker's of carpet Industry belongs to the Nuclear family and 43.33 percent women workers of carpet industry falls in extended families
- ) 66.66 percent women workers of total respondents are illiterate i.e. 40 women workers of carpet industry are still illiterate, 8.33 percent population are literate and 18.33 percent women workers have passed primary level education and only 18.33 percent women workers have passed lower secondary level education.

### **7.1.2 Working Environment at Carpet Industry**

- ) The physical environment is not so good; all of them are found working in dusty-atmosphere of carpet wool.
- ) Most of the industry have its own toilet facilities but during observation most of the toilet are not in condition to use and lack of access of adequate water
- ) The majority of the women worker's of carpet industry are illiterate, the reason may be
- ) There is no set working hours in the carpet Industry. The majority of women workers work more than 12 hours a day. It exemplifies that majority of women have faced so much work load which causes major health & mental problems.

### **7.1.3 Role of Carpet Industry on livelihood of women involved in**

- ) The majority of women worker and their family depend upon the income from carpet industry for their livelihoods. 56.67 percent of total respondents solely depend on the wages from carpet industry, while 33 percent of respondents shares income from farming to sustain their livelihood.
- ) The majority of women workers earn between RS 2000.00 to RS 4000.00 per month that reflects the living standard of majority of families is on severe insufficiency and lacking to meet basic needs.
- ) There are few respondents who earns monthly income between RS 5001.00 to RS 8000.00 has better living standard.

- ) 26.67 percent women workers have surplus money up to 2000 rupees per month from their income over expenditure while higher percentage of family i.e. 73.33 percent women workers have no surplus money to save.

#### **7.1.4 The main reasons to join the carpet industry**

- ) The majority of the women worker's of carpet industry are illiterate, the reason may be poverty, lack of awareness towards female education in their family as majority are from low caste/ethnicity and from the adjoining district of Katmandu valley. 66.66 percent women workers of total respondents are illiterate i.e. 40 women workers of carpet industry are still illiterate, 8.33 percent population are literate and 18.33 percent women workers have passed primary level education and only 18.33 percent women workers have passed lower secondary level education.
- ) No one women workers have passed Secondary and higher secondary level education.

#### **7.1.5 Reason for Working in Carpet Industry and their experience on it**

- ) 54 percent of respondents left their house due to poverty to join the carpet industry. Other reasons include political threat to leave the village.
- ) 50 percent women workers joined the carpet industry to earn money for better life style, 26.67 percent joined because of that they didn't find other jobs while 15 percent of respondents said they were forced to join the carpet industry and 8.33 percent of respondent said that they don't know why they had joined the carpet industry.
- ) The involvement of family members, friends and Carpet Industry Broker in encouraging women to join carpet industry.
- ) 45 percent women workers family members have inspired/encouraged them to join the carpet industry, 43.33 percent friends who already worked in Carpet Industry inspired to join the industry and 8.33 percent respondents were convinced by agent to join the carpet.
- ) 30% of women working in the carpet industry have experience less than 5 years, 28.33 percent of women worker have experience in between 5

to 10 years, 25 percent of total respondent have experienced in between 11 to 20 years while 16.67 percent have experienced more than 21 years.

#### **7.1.6 Health Status of Women Workers in Carept Industry**

- ) 55 women workers visit health center only at the time of illness.
- ) 11.67 percent women workers suffered from Typhoid in last three months period. 6.67 percent each women workers suffered form Jaundice during last three months period and 3.3 percent suffered from asthma.
- ) 41.67 percent women workers visits pharmacy for treatment and medicine, 35 percent visits to Hospital for treatment, 20% women workers visits Tradition Healer and only 3.33 percent goes to Ayurvedh hospital for treatment.
- ) No women workers use mask while working. The study also reveals why they don't use mask; most of the workers said they feel uncomfortable on wearing mask, difficulties in respiration and difficulties in talking to each other with co workers during carpet weaving.
- ) Due to dust of wool, lack of access to potable water and congested working areas, women workers of carpet industry has been suffered from various health problems like respiratory tract infections, stomach problem and other.

#### **7.1.7 Facilities Provided By the Carpet Industry**

- ) Most of the carpet Industry has provided accommodation facilities to the worker. 90 percent women workers have accommodation facilities provided by the Carpet Industry. 10 percent women workers are living in the rental home which expenses have to bear by themselves.
- ) 48.15 percent women workers are satisfactory on the accommodation facilities provided by the industry, 17.06 percent women workers are highly satisfied while 14.80 percent women workers are strongly dissatisfied with the accommodation facilities.
- ) There is no staff and welfare policy in place
- ) All the workers working in the carpet industry have no health and accident insurance coverage policy

- ) No workers are provided appointment and contract letter
- ) There is no discrimination in wages between men and women in the carpet industry, which is one of the positive features of carpet industry.

#### **7.1.8 Participation of women in labor Union**

- ) The participation of women in the trade union and workers union are less in comparison to men.
- ) Only 23.33 percent women workers know about trade union.
- ) 93.33 percent women workers of carpet industry don't have membership of any trade union.
- ) The participation of women in the trade and workers union is very low. Only two out of sixty respondents are elected in trade union (one is President and another women is executive members).

#### **7.1.9 Knowledge on women rights and government provision**

- ) 68.33 percent women workers don't know about the knowledge on women rights.
- ) 48.33 percent women workers do not know about the provision of equal wages for men and women.
- ) 80 percent women workers do not know about the government provision of free health and maternal service.
- ) The high number of women workers don't have citizenship. It means they has been deprived form various rights.
- ) The most respondents have not received citizenship certificate. 66.67 percent women workers of carpet industry does not have citizenship

#### **7.1.10 Violence and Exploitation on Women's Workers**

- ) 10 percent women workers faced some form of violence from various sources.
- ) Only 2 women workers have shared their violence to the others rest of the women did not disclosed secrecy on this issues
- ) Approximately 90 percent women workers said that the carpet owner have made exploitation to them during the pregnancy period and having small children.

## **7.2 Conclusion**

The socio economic condition of women workers in carpet industry is not very encouraging. They are over-working for more than 12 hours at very low earnings. Majority of the women workers in carpet industry are carpet weavers and some of them with 2000-4000 monthly earnings have very tough and miserable life. Utmost worker are working as temporary worker and there is no guarantee of their job for future.

Most women workers are from poor family and threat from political outburst and poverty are main reasons to join the carpet industry.

The physical environment where women workers are located, are not conducive to health. All workers are prone to infection caused by wool dust and hygiene is on threat. Most of the carpet Industry has provided accommodation facilities to the worker; however, the sanitation and toilets do not meet standard hygiene and cleanliness. There is a nominal participation of women in trade union, it is however, that there is no provision of insurance to cover any accident and medical expenses.

The women workers are exploited and affected by some form of violence generally from male counterpart and owner of carpet factory. Most respondents said that pregnant and lactating mother have victimized and compel to leave job as they are perceives as difficult to delivery the service on time. While the study was focused on women worker in carpet industry, it is however, could not be denied the fact and serious status of child labor in many carpet industries which were visited during the study.

No one could deny the contribution of women workers in creating economic leverage and sustaining carpet industry, however, there is a threat to many lives as the trend of closing of carpet industry and sub contracting the weaving business is increasing, resulting serious threat of inclined unemployment rate of women.

### **7.3 Recommendations**

- ) There is an immediate and dire need to address major gender problems faced by workers in the carpets industries such as lack of training at appropriate levels, dangerous working conditions, environmentally and in terms of health and under waged, facilities and child labor, especially young girls.
- ) Policy dialogue should be initiated and focus on the reform of discriminatory laws and regulations; gender sensitization to the owner of carpet industries and relevant stakeholders implementing and monitoring machinery; increasing the scope of reformation of carpet sector specifically creating a safe environment for women worker in carpet industries.
- ) The rapid downsizing and closing of carpet industry has opened up the need of research on its impact to women workers.



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## ANNEXES

### ANNEX - I

#### Interview Schedule

The sample questionnaire for the respondent is given below:

**Sample No. ....**

<i>Permanent Address/District</i>		<i>VDC</i>	
<i>Current Address</i>			
<i>Name of Carpet Industry</i>			

QN	Section-1: Socio-Economic/Demographic Background	Responses
101	Age	.....years
102	Caste/Ethnicity	1. Gurung 2. Dalits 3. Brahmin 4. Chhetri 5. Magar 6. Tamang 7. ....
103	Education	1. Illiterate 2. Literate 3. Under Primary 4. Primary Passed 5. Lower Secondary Passed 6. Secondary Passed 7. Higher Secondary and Above passed
104	Main Income Source of the family	1. Agriculture 2. Wage labour 4. Small Trade/Business 5. Service 6. Remittance (foreign employment) 7. (Other Specify).....
106	Do you live with your family member	1. Yes 2. <b>NO108</b>
107	Whom do you live with?	1. Husband      2. Parents 3. Siblings 4. Other.....
108	Are you married	1. Yes <input checked="" type="radio"/> 201

		<b>2. NO</b>
109	Do you have children?	1. Yes 2. No <b>U 201</b>
110	How many children do you have?	.....
111	Are all your school aged children going to school?	1. Yes <b>U201</b> 2. No
112	If not, why	
113	Do you have citizenship?	1. Yes 2. No

<b>QN</b>	<b>Section-2: ECONOMIC STATUS/REASON FOR JOINING CI</b>	<b>Responses</b>
201	How much is your monthly income(Self)	.....NRS
202	How much is your total family income?	.....NRS
203	How much is your monthly expenditure of family?	.....NRS
204	Does your income on carpet Industry cover all your family expenses?	1. Yes <b>U206</b> 2. No
205	If no then, how did you manage your expenditures?	
206	Did you save surplus money from your income?	1. Yes 2. No <b>U209</b>
207	If yes, how much did you save monthly?	.....NRS
208	Where did you save your surplus money?	1. Bank 2. Finance 3. group cooperative 4. self 5.Others (specify).....
209	How long have you been working in Carpet Industry?	..... Year(s)
210	What type of work do you perform in the Carpet Industry?	1. Carpet Weaving 2. Thread rolling 3. Carpet cleaning 4. Other.....
211A	Why did you leave your home land ?	
211B	Why did you join the carpet industry?	1. To earn money 2.didn't find other jobs 3.forced to join form others 4. Don't know 5.Other (specify).....

212	Is there anyone who motivated you to join the carpet industry?	1. family members 2. friends 3. Agent of Carpet Industry 4. Broker 5. Others.....
213	At what age did you started to work in CI?	

<b>QN</b>	<b>WORKING CONDITION</b>	<b>RESPONSES</b>
301	19. Did Industry provide accommodation for workers?	1. YES 2. No <b>U303</b>
302	If Yes then are you satisfied with the space for room and facilities provided by the industry?	1. yes 2. no <b>Go to Q 304 after this question</b>
303	If no than where do you stay?	1. Rental house 2. Own House 3. jointly with friends
304	Do Industry have toilet Facilities for workers?	1. Yes 2. No <b>U306</b>
305	If yes than WHAT TYPES OF toilets are there?	1.common for men and women 2. separate for men and women
306	If no then where do you go?	
307	Is Industry providing any medical facilities?	1. yes 2. no
308	Did Industry provide Health insurance?	1. yes 2. no
309	Do you paid on the time by the carpet industry?	1. yes 2. no
310	Is Carpet Industry provide Dashain Allowance?	1. yes 2. no
312	Did Industry Provide same wages for men and women for same work?	1. yes 2. no
313	Do you know about the worker union/Trade union)	1. yes 2. no <b>U501</b>
314	Do you have membership of any Trade (Workers) Union?	1. yes 2. no
315	If yes then what is the name of that Trade	

	Union?	
316	If yes what support did you got from these workers union?	
317	Are you elected in the executive committee of any workers' union?	1. yes 2. no

<b>Q.N</b>	<b>HEALTH STATUS</b>	<b>Responses</b>
401	How often you go to health center for your medical checkup?	1. 1 times a month 2. 1 times in three month 3. 1 times in six month 4. more than 1 times in a month 5. When needed
402	Have you fallen sick within the past three month?	1. YES 2. <b>NO 504</b>
403	If Yes then from what type of diseases you suffered?	1. diorehea 2. Typhoid 3. Heart diseases 4. Asthama 5. Tuberclosis 6. Fever 7. others.....
404	Did you receive treatment?	1. YES 2. <b>NO 506</b>
405	Where did you go for treatment?	1. Traditional Healer 2. Health Post 3. Hospital 4. Pharmacy 5. Any other .....
406	Do you use preventive measure like wearing mask during work in Industry?	1. YES 2. <b>NO</b>
407	Is Carpet Industry providing preventive measures materials for workers?	1. YES 2. <b>NO</b>
408	What health problem have you been facing after working in carpet industry?	
409	Do you have any psychological problems like depression?	1. Yes 2. No
410	If yes, can you explain it?	

	<b>Violence</b>	<b>Responses</b>
501	Did you know about the legal provision on women rights?	1. Yes 2. No
502	Did you face any violence in CI?	1. Yes

		2. No <input checked="" type="radio"/> END THE INTERVIEW
503	If yes than form whom you faced violence?	1. Owner of CI 2. other male workers 3. friends 4. Others.....
504	Did you say anyone about the violence?	1. Yes <input checked="" type="radio"/> 606 2. No
505	If no, why?	
506	If yes, what was the result?	

## ANNEX-2

### **Checklist of Focused Group Discussion**

The checklist are given below:

1. Reason for joining Carpet Industry
2. Violence and Exploitation in Carpet Industry
3. Working Condition and Facilities in Carpet Industry.
4. Participation of women in Trade union and their support system
5. Women rights
6. Women's health problem



### Annex-3

#### Photographs Taken During Field Visit



Interview with women carpet weaver at her residence



Interview on progress



Researcher busy on filling questionnaire



Carpet Factory



Busy women worker



Waiting women for interview



Informal talks while waiting for focus group discussion



Child at Risk- lying on wool dust



Man and women weaver



No separate place for infants



Congested Residence



Sanitation on threat