

SOCIO-ECONOMIC CONDITION OF WOMEN WORKERS IN POKHARA INDUSTRIAL ESTATE



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ABSTRACT

Without women's participation goods of development activities can not be fully attained. But, first priority is always given to a male, in the family and society as well. Most women do household work, which is a tedious job and they are considered economically inactive. In this context, the study is mainly concentrated on the employment of women in the industry. So the present study raises some questions related to the industrial women workers. What socio-economic background have women workers been working in industries and how do they maintain their livelihoods throughout the year? For finding out the answers of the question, the study has some objectives of

- 1. To analyze the socio-economic and demographic characteristics of women workers,*
- 2. To study the facilities that provided by industry,*
- 3. To study the working condition of women workers.*

As a student, the researcher had limited time to conduct fieldwork. Only seven different industries of Pokhara Industrial Estate were selected for the study. The finding of this is based on information given by the respondents. This finding may not have generalized and compared to the different industries and workers of Nepal.

The dissertation has used the gender and development GAD framework in its discussion and analysis. It focuses on the five hierarchical levels of equality-welfare, access concentration, participation and control. Gender

is the system of socially ascribed roles and relationship between men and women, which are determined not by biology but by social, political, and economic context.

The present study is based on the descriptive research design. This is basically based on both primary and secondary sources of information.

In this study, primary data have been obtained through socio-economic profile of the study area, a structured interview schedule about all related aspect is administered to the respondents. Observation method was used to observe their living condition and the condition of working area. Likewise, an interview was also conducted to get qualitative information.

The level of productivity of Nepalese women workers has been found to be low, for there is lack of adequate education. The majority of the respondents said that they were satisfied with their wage and work. The majority of respondents said that the wage was equal, paid in the same work between males and females. The relationships between factory owners and women workers seemed to be linear and between women and men workers. The majority of respondents said that they had good relation with men workers. Based on the findings of the present study some recommendations have been made. A subsidized school (child care) should be opened in this area for the children of the women workers. Transportation facilities should be given to the workers who are commuters. A well-equipped health post should be opened and 24 hour health care services should be provided.

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List of Abbreviations

ANTUC	:	All Nepal Trade Union Congress
CBS	:	Central Bureau of Statistics
GDP	:	Gross Domestic Product
GEFONT	:	General Federation of Nepalese Trade Union
GPP	:	Goshali Print Pack Ltd
HSF	:	Him Shree Foods Pvt. Ltd
ILO	:	International Labor Organization
IMF	:	International Monetary Fund
NEFAS	:	Nepal Foundation For Advanced Studies
NGO	:	Non-Governmental Organization
NKI	:	Nepal Knitware Industries Pvt. Ltd
NTUC	:	Nepal Trade Union Congress
PF	:	Pokhara Foods Pvt. Ltd
PIE	:	Pokhara Industrial Estate
PN	:	Pokhara Noodles Pvt. Ltd
SD	:	Sujal Diary Pvt. Ltd
SSB	:	Shiva Shankar Biscuit Ltd
UN	:	United Nation
UNFPA	:	United Nation Fund for Population Activities
US	:	United States
WDR	:	World Development Report

CHAPTER-ONE

INTRODUCTION

1.1. Background

Nepal, being a small landlocked country with agro-based economy, is one of the poorest countries in the world. The poverty level is increasing day by day. The gap between rich and poor is becoming wider and wider. About 31 % of the total population falls under the absolute poverty line with an average per capital income 210\$ only.

Development efforts in Nepal have been carried out since 1950s to bring structural changes in the society. However, rapid population growth has been one of the major problems where agriculture pre-dominates the economy. Population growth in such economy not only eats up the agricultural surplus but also reduces the productivity of agriculture. The agriculture contributes 40.1% of GDP and support 81% of the total population. (CBS,1995,CBS,2000). The agricultural sector is already saturated. Most of the land of this country is higher mountain and rolling hills accounting for about 83% of the total land area. The remaining 17% land is occupied by the flat land of Terai, which is considered as the most productive area of the country as a whole thus called "The Granary of Nepal". Between the Terai and Mountain greater parts of landmass comprises of steep slopes, valley and domes. Population pressure on limited land resources results in low productivity in agriculture and lack of employment opportunity thus compelling migration from rural hilly area of Nepal. The Population growth rate is at 2.10% (1991 population census) and production of food grain is at the rate of 1.5 % (CBS-2000, WDR-1993)

The above mentioned situation is indeed a great challenge. It has, therefore become inevitable to reduce the pressure from scarce land and transfer the excess population to other sectors. The only way out seems to be a non-agricultural sector such as industries. Industry in this context definitely plays a vital role to uplift the economy by generating employment opportunity. Nepal is a country with poor economy and even it is under development in its every sector. To fulfill the goals of development, a country requires adequate mobilization of its human resources. Human resources refer to skill, knowledge and capability of the people in increasing the production goods and services. Thus the country requires proper planning and utilization of human resources for its economic development. The thrust of development in Nepal is the elimination of poverty and the fulfillment of basic minimum needs (Shrestha, 1983).

It is evident that development of a country could not be possible without the equal participation of men and women. It is, therefore, accepted that women's socio-economic status equally plays a vital role in the development activities of a nation. It is a generally accepted view among development sector today. Both at governmental and non-governmental levels development cannot be defined merely in terms of economic growth and in the gross national products (Mokopadhays, 1984).

Women and their needs are desirable to be the parts of development in order to have positive effects in community. If the status of women is high in a society where they are provided with different authorities they are honored, and they have considerably, contributed in fine arts. Such society and culture will be considered as superior (Lunia 1996). It shows that the women have a key role in making a society civilized. And also women's status can be measured through the right or the authority they are provided with.

In Nepal women constitute nearly half of the total population (CBS 2001). But their living standards are very low and miserable in most of families due to the lack of the proper mobilization of human resources and also because of their low economic condition and under development. Having no self standing of their own they even can't go on their own decision. They are found to be guided by any of the male member of their family. Even the energetic and educated women can't do their work without the assistance and guidance of their male partner. That is the main cause of the woman being dominated by man in our patriarchal society, which shows about the gender based hierarchies in Nepalese society.

Employment of women is essential to attain equality of sexes and also to make life easier and smoother and to excel development of every sector. Women have job in different sectors both in government and non-governmental (private sector) organization.

Men and women are the two wheels of a chariot. So without women's participation goals of development activities cannot be fully attained. But we have a male dominated society. First priority is always given to men, in the family and society as well. Most women do household work, which is a tedious job and they are considered economically inactive. According to, 2001 census, 90.5 % women are engaged in agriculture and forestry, and only 8.9% women are engaged in non agriculture sector. This is an endeavor to find out the involvement of women through their employment in different sectors. But the study is mainly concentrated on the employment of women in industry.

In industry both males and females work together like in most of the developing countries. Industries in Nepal are also labor intensive. These

are not capital resources. The key factor determining the industrial production can be stated with response to the growing number of industries. In most of the countries of the world, when the number of industries increases, the number of employment also increases during the same period. So industrialization is highly necessary to achieve rapid economic growth and to solve the severe unemployment problem.

The population monograph of the central Bureau of statistics puts Nepalese's total labor force at 7.3 million. The annual growth of labor force in Nepal is 3 % while employment opportunity is available to only 0.15 million. The labor market is dominated by agriculture and self- employed subsistence activities. The distribution of labor force is 83.23% in agriculture, 2.07% in industry and 16.7% in service sector (Dahal, 1998).

Now in Nepal 95, 40,000 labor forces were estimated. In this estimated data, females are 38, 22,000 (CBS-1992). In the population aged 15 and over, there are about a million more women than men, but the number of men and women who are economically active is about the same, as 4.8 million. On the other hand, there are many more women (1.1 million) than men are (0.5 million) classified as inactive with 87% of the population aged 15 and over living in rural area. It is not surprising to find that rural areas account for most of economically active. About 4.2 million men and 4.4 million women in rural areas are currently economically active, compared with about 600,000 men and 450, 000 women in urban areas (Nepal Labor Force Survey, 1998/99).

1.2. Statement of the problem

In Nepal, women constitute 50.3 percent of total population (CBS 1999). Shrestha (1987) in her title "Women Employment in the Industrial Sector" carried out research in big cities like Kathmandu, Biratnagar,

Birgunj, Pokhara and towns like Hetauda and Dharan and found out that women are mostly employed in secretarial jobs and light indoor work such as sewing and tailoring while men are employed in administrative and technical works requiring higher qualifications and special skills.

Nepalese society is mainly a Hindu society. Nepal is comprised of different kinds of ethnicity and castes. As a patriarchal society, a male is encouraged to dominate the women in every aspect in Nepal. Every woman takes the suggestion for holding job (any kind of job) from the male as guardians. In the society, from the economic point of view, more male participate in economic activities for maintaining economy than females. Today women are encouraged to be involved as a job holder in urban society like men. These women have participated in governmental and non-governmental (private) sector. Women related to these sectors have their own problem.

Nepal is not a highly industrialized country. Nepalese industries have been using labor intensive techniques. As a result, the productivity of Nepalese industries depends upon the efficiency of the laborers. The laborers are the "back-bone" of the industry. Now, in Nepal a few percent females are working in industrial sectors. Sweden now has the highest gross participation rate of the industrial market economics (50 percent of females are employed). In Eastern Europe and the former Soviet Union a high proportion of women work. Women have started two-thirds part of the new business in Canada and own 25 percent of business in the United States. Around 30 percent of all entrepreneurs in Finland are women, 25% in Sweden and 21 percent in France. (ILO-1992)

In developing countries, women make up a smaller proportion of the labor force (31 percent) than they do in the industrial countries (40

percent). Working women everywhere suffer from discrimination, typically in pay and in promotion (ILO-1992). Wages are not equally paid to men and women in labor force (construction work) (Reynolds, 1978).

Labor of women is one of the most neglected aspects of production in our country because of the weak bargaining power. They have not been provided appropriate or minimum facilities and they are not satisfied with their job. Different plans and documents of Nepal and The Factory and Factory Workers Act have been emphasizing the place of women labor in industry and trying to provide them the minimum facilities. Unfortunately their emphasis is limited to the paper only. So the present study raises some questions related to the industrial women workers.

1. Are the women workers really poor?
2. What socio-economic background women workers have been working in industries? What do they think about the factors, which lead them to poverty?
3. How do they maintain their livelihoods throughout the year? Are they satisfied with their wages?
4. Women of what caste and ethnic group do they represent? What environment has been there for working women in industry?

1.3. Objective of the Study

The main objective of the study explains the women workers' socio-economic condition with reference to Pokhara Industrial Estate. The specific objectives of the research are as follows:

1. To explain the socio-economic and demographic characteristics of women workers,

2. To study the facilities that provided by industry,
3. To study the working condition of women workers.

1.4. Rational of the study

Every country of the world is highly conscious about the welfare of the mass people for its economic development and many statutory obligations are imposed for the betterment of the masses. But rules and regulations without their prefect and effective implementation are useless and have no value at all.

The need to raise the standard of living of the masses is as urgent in Nepal as elsewhere developing countries of the world. The economic picture of the country has not been encouraging. Poverty and unemployment are common problem for the majority of the people here. Nothing can be said perfectly about them without proper empirical study. It is the study of the state, social organization and educational institution to observe its the implementation for the betterment of individual workers of our nation.

Eastern Europe and the Former Soviet Union have had high rates of female participation in every sector for some decade. About half of these women are employed in service one-third in industry and one-fifth in agriculture. But women in developing countries whether in agriculture or in the cities have generally fitted any work around family responsibilities (ILO 1992)

In Nepalese context women are poor, powerless and generally overloaded. Therefore, a study in this field is highly necessary. As there are no reliable and comprehensive labor surveys in the country, very little is known about the characteristics of women labor force in Nepal. Some

surveys have been conducted by CBS. So the present study will be beneficial for people, the nation and also the coming researchers as it provides an exact view of industrial women workers.

1.5. Assumption

This research study is based on the following assumption:

1. The lower level of educated women involved in Industrial works.
2. Education and women's professional involvement are interrelated.
3. Education and employment are helpful to reduce gender discrimination.

1.6. Limitation of the study

The detailed condition of the women workers of all factories situated at Pokhara Industrial Estate was beyond the capacity of researchers. Only seven different industries were selected for the study. The finding of this is based on the information given by the women workers. This finding may not be generalized and compared to the different industries and workers of Nepal.

Altogether 70 persons were selected among female workers. The study area was selected according to manufacturing unit (such as metal, industries, Dairy, Biscuit, and Knit Factory). They have been chosen purposively for interview. 10 people were selected from every industry as a sample randomly. The purposive sampling method was used with purpose that labors of every post were included.

1.7. Organization of the study

This dissertation organized to in six major chapters. The first chapter deals with the background, statement of the problem, objective of the subject, rational of the study, rational of selection of field limitation of the study.

The second chapter is devoted to review some related literatures. In this chapter the attention is focused on the characteristics of labor, Industry and Employment which includes equal opportunities for women, place of industrial labor in the Nepalese economy, trends of minimum wages, trade union in Nepal and ILO.

The third chapter provides research methodology, which is used, in this research. Nature and sources of data, research design, population and sample, techniques of data collections, data processing and analyzing, operational definitions of key terms are explained here in detail.

The fourth chapter gives description about socio-demographic characteristics at women of work (age, cast/ethnicity, composition, literacy status, family size, marital status, emigrational background and region, etc.)

The fifth chapter deals with the economic characteristics of women workers (wage structure, occupational status, sources of income, and expenditure, level of skill and working, job satisfaction, trade union and women involvement, provident fund and facilities, relationship between woman worker and factory owner and men workers relations of unions and factory owner, etc.). The last chapter includes the summary, conclusion and the recommendation of the study.

CHAPTER TWO

LITERATURE REVIEW

2.1. Theoretical perspective

The paper has used the Gender and Development (GAD) framework in its discussion and analysis. The existing literature shows that there was Women in Development (WID) approach prior to the emergence of GAD approach in the 1980s. The primary focus of the WID approach was on the inclusion /integration of women in the development projects embedded with the objective for making them more efficient. But the GAD approach attempted to address inequalities in the social roles of men and women vis-a-vis development. It has also linked the productive and reproductive roles of women with the assumption that the social construction of these roles primary triggers the oppression of the women. Understandably, gender is the system of socially ascribed roles and relationship between men and women, which are determined not by biology but by social, political, and economic context. Given the fact that gender roles are learned, they can change over time (Moser 1989, Seed 1991 and Regmi, 200).

A review of early development models, such as the ‘Growth Model’, the ‘Trickle Down Model’, the ‘Equity-Oriented Model’, or the ‘Integrated Rural Development Model’ reveal that none of them adequately addressed mass poverty and inequalities, including gender inequalities. Experience has revealed the insufficiency of such models, and forced development planners to look in different direction. Addressing gender inequalities in the Third World is a fairly recent innovation, both in academic field and in development.

Recently the realization has been spreading that any development model which does not include women's need and contributions will be a fatal flaw as such model neglects half of the needs and human potential of any nation (Uprety, 1989). As this awareness has spread, there has been the focus on gender and development. Until quite recently, development plans and programmes ignored gender inequalities, and they failed to harness Nepalese women's potential for contributing to national development. The impact of the International Decade for Women (1980-85) was set at the national policy level for the first time for women's participation in development.

The deep-rotted cultural issues and structure of patriarchal society put the son before the daughter in terms of cultural, religious and other values generally in Hindu-culture dominated rural areas in Nepal. As a direct result, women have to struggle to survive in an environment where they perform subordinate role. They live under male as a subordinate (under father and brother before marriage, husband after marriage, son after death of the husband) all their life, since they are economically dependent on them due to existing property low structure (Malla, 2000).

Women carry triple burden in society: as a producer/worker she contributes directly to subsistence and income; as a mother and wife she cares for the family members and the children; and, as a community worker she gives all her leisure hours and labour to society. As far as women's access to property and modern avenues of education, skill development and knowledge is concerned, Nepalese women in general lag far behind men (Acharya, 1997).

Women in Nepal, as elsewhere, hold triple responsibility of reproduction, production and community management. However reproduction isn't

treated as work and house holding is not considered a predicating job at least by the state organs. Women suffer from discriminatory practices in opportunities for education, personal mobility which are required among others for skill development and independent decision-making is highly restricted. Women in Nepal work for longer hours than men. Men have many opportunities to gainful employment and possess extremely limited property right. Women suffer from lack of access, man's control over property, man owned property, and deprivation in decision making about the household income (NESAC, 1998).

A review of early development models, such as the 'Growth Model', the 'Trickle Down Model', the 'Equity-Oriented Model', or the 'Integrated Rural Development Model' reveals that none of them adequately addressed mass poverty and inequalities, including gender inequalities. There has also been an emphasis on the empowerment of women by addressing the issue of inequalities and imbalance power relation between man and women and improving the gender relation in community .Women's empowerment framework attempts at bringing women into the equal position to that of men. It focuses on the five hierarchical levels of equality-welfare, access, conscientiousness, participation and control. It is considered to be very useful tools for planning, monitoring and evaluation of the project which translates the commitment of empowerment into action (Longwe, 1991 and Regmi, 2000).

The study of the status of women in Nepal (1981) was the milestone for women development in Nepal. Extensive fieldwork in eight communities showed a clear link between women's ability to generate income and their status in the family and community. The study further demonstrated that in communities, which encouraged female participation in market activities and women's entrepreneurial abilities, women had a greater role

in the use and distribution of family resources. Then an increase in women's earning capacity plays a role in increasing women's status and security as well as improving their facilities. Standards of living, women's role in subsistence agriculture and market economy including their considerable decision-making responsibilities are not reflected in any development agency strategies for extension, training credit employment etc. Instead these strategies are targeted almost exclusively toward men, resulting not only in failure to mobilize the fully productive potential of women, but in the tendency to actually lower their relative status by not reaching through the inside/outside dichotomy to draw women into the highly complex and increasingly important structures of the development process and the wider spheres of society (Acharya and Bennett, 1981).

Since review of literature is an important element of thesis writing, it is necessary to review important books and research work conducted by different institutions and authors. Review of literature gives us a clear direction as to what is relevant for the researcher in order to get genuine finding. In this context, some relevant research work, books, articles are reviewed, so that aspects of the labor market situation can be explored.

2.1.1. Characteristics of labor

In the labor market if economic theory, an unit of labor power just that it makes no difference whether the owner of the labor power is male or female, white or black, young or old. Actually, personal characteristics make a substantial difference in earning power. This is not due to mainly wage differences on the same job, but rather to the unequal accessibility of job opportunity to different category of workers. Adults, males, white workers typically enjoy first claim on the highest paid and most desirable

occupation, while young people, women and Negro workers are concentrated more heavily on the lower paid jobs, (Reynolds, 1978).

2.1.2. Industry and Employment

Many writers in nineteenth century England observing the rapid growth of factory employment predicted hopefully or fearfully that labor would soon dominate the economic and political scene. Karl Marx asserted that worker would in time become so numerous and employers so few that the overthrow of the employers would be almost automatic. The trend projected by Marx, however, has not been materialized either in England or elsewhere. In the United States, the percentage of the employed population engaged in manual labor rose steadily until about 1950. Since that time however it has settled down on the plateau about 45% tending to rise in boom and fall in depression but with no long-run trend (Reynolds, 1978)

In South Asia, manufacturing industries continue to be in their infancy may be with the exception of India. In general industrial policy framed in order to achieve self-sufficiency in basic industries such as chemical steel, metal products and machine created anomalies in industrial structure and performance. Owing to over emphasis on capital intensive basic industries key area such as infrastructure human resources development and industries skill formation have been neglected with adverse consequence from which the sub region has yet to recover (UN - 1993)

In Nepal, development of industries started very late. The incentive facilities and protection provided by industrial policies to the private investor development of this sector were not satisfactory. The private sector is dominated by cottage and small agro-processing industries and

few light consumer goods industries using imported intermediate input. Industry made of only 14.1% in 1990, a modest increase from 11.9% in 1980. Industrial introducing is expected to decline however owing to power shortage and a recession in the carpet industry. Inflation remains a problem at the level of almost 10% in 1991(UN1993)

The government intends to further liberalize trade in the private sector. The International Money Fund (IMF) has agreed to grant the equivalent of Rs. 2.04 billion in assistance to boost growth of industrial production and increase administrative and planning efficiency.

2.1.3 Equal opportunities for women

Equality in opportunity is a principle to which almost every country subscribes discrimination on the ground of gender, physical attributes, race, ethnic extraction, religion and political opinion. More women are working outside the home than ever before. They work for others because they have to.

Sweden now has the highest participation rate of the industrial market economics (50% of the female are employed or looking for work compared with 56% of male). And while most women are still concentrating in specific industries such as clothing and footwear things are slowly changing. In the United States, for example, women are now somewhat better represented among professional occupations such as architects and dentists. Legislative changes have played a part here, notably the ending in many countries of the exclusion of women from the police and armed forces (1990)

In Eastern Europe and the Former Soviet Union, a high proportion of women work supposed by extensive public children facilities. But women

still do not have the status they merit in the former Soviet Union. For example they hold only 5.6 % of high-level management posts. But the status of women's jobs is slowly changing in most economic share in total employment-particularly in the United States, Canada and Sweden. Women now have a slightly smaller number of traditionally female jobs, like elementary school teacher and are corresponding better represented amongst the rank of profession occupation occupations such as architects and dentists as well as in craft and technical jobs such as telephone repairs. But in Belgium since 1987, and Spain since 1988, for example, women are no longer prohibited by law from entering the armed forces. In Italy women were allowed to enter the Police in 1981 and by 1987, made up 2.3 percentage of the force (UN 1991)

More women are also starting their own companies. Women have started a two-third part of the new business in Canada and own 25% of all enterprises in Finland, 25% in Sweden and 21% in France (UN, 1991). Eastern Europe has had a high rate of female participation for some decades. About half of the women there are employed in services, one-third in industry and one fifth in agriculture. As elsewhere women are often concentrated in particular kinds of jobs though not necessarily the same ones in Western Europe and tend to be female dominated. And finance and insurance services have also had a lower status with a predominantly female workforce though this could be changed in the future (Momsen, 1992).

In developing country women officially make up a smaller portion of the labor force (31 percent) than they do in the industrial countries (40 percent). But such statistics and the trend overlook their work in agriculture and their participation in the formal sector which has increased sharply during recent periods of economic crisis. But many

women actually work in the informal sector unseen by many collectors of statistics. Indeed during periods of recession and structural adjustment their numbers are believed to have gone up. As men have lost their jobs in their formal sectors, women have been forced to seek informal sector employment to maintain the family's living standard- what UNICEF has called "invisible adjustment". Some of the highest women's participation rates in Africa, for example, are 87 percent in Malawi, and 71 percent in Zimbabwe where women make up 80 percent of the food products in some African countries (Fireman 1990).

But there have also been significant increases in waged employment which notably have provided up to 80 percent of the work force of the export processing zones. Indeed, the industrialization process of the countries like Republic of Korea and Thailand has been as much female led as exported-though women have usually been confined to resistive assembly line jobs in industries like electronics, food processing, textile and footwear (McDermott, 1998).

Some of the Asian countries, which have been centrally planned also, have high participations rate (77 percent in China) though agriculture there is much more significant (ILO-1992). In Nepal, the family farm is the most significant source of subsistence and income. It produces of almost 80 percent of the average annually adult work time. Most of the labor on the farm is performed by family members, with some help from kins and neighbors in intensive period. According to comparative time allocation studies, on average, men and women are active on the family firm enterprise, approximately 6 hours and 10 hours per day respectively.

In addition to their contribution to the family form and household maintenances, women engage in range of activities to gain cash and

supplement household income, such as marketing home produce and manufactured goods brewing beer for sale, inn or shop keeping, wool cardigan weaving and basket or pottery making. They may also undertake wage labor as porters, as agricultural workers although wages are poor, and for women they are usually lower than for men. The dearth of cash earning opportunities for women and the convenience of home-based work, may also lead women to accept poor remuneration for skill but time consuming and labor intensive work, for example, carpet and textile making, particularly in the Tamang and Newar communities in the hinterland of the Kathmandu valley (UN, 1998)

Women's participation in the small industrial sector is also limited. Most women involved in manufacturing are employed in textile enterprises and are usually young, and leave after only a few years of service. According to the Factory and Factory Workers Act, Factories employing more than seventy women on a permanent basis have to provide childcare facilities and to allow a thirty minute break every four hours for breastfeeding. Since few factories employ women in such large numbers, or on a permanent basis, most are exempted from the Act. Where childcare facilities exist, they are usually provided as a result of NGO or donor activity. According to the Act, pregnant woman is entitled to 45 days of maternity leave. But she is only entitled to take such leave in her whole service period.

Women working in governmental offices are permitted sixty days maternity leave, but there is no requirement that childcare facilities are provided and no provision for breastfeeding breaks. Many female governments' workers must choose bottle-feeding for their infants.

Low levels of educational attainment among women, and prejudice in

favor of male recruitment may also negatively affect the formal employment of women. During the last decade one woman has been appointed as Nepalese ambassador. In Nepal, only two women Chief District Officer have been appointed as of 1994. In Nepal, there was no female Supreme Court Judge and member of National Planning Commission. Despite advancement made during the last decade, women's representation in the employment sector remains limited. This is both a consequence of their low education levels as well as reflection of failure of government policy to be translated into effective action. Biases favoring males in recruitment persist, and labor laws and working conditions are still inadequate, so it is difficult for women to combine the demands of work and family life (UNFPA, 1998)

2.1.4. Place of Industrial Labor in the Nepalese Economy

Until 1952, Nepal was closed to the outside world. Development activities were limited, and significant national progress had been largely concentrated in the relatively short period of the past thirty years. This has had implications for the kind of investment required establishing the systems, institutions and approaches of government. Similarly, advance towards a stronger economy had been slow, although recently there have been encouraging signs.

The development of the country is hindered by its geography. Nepal possesses only limited natural resources. The mountainous nature of much of the terrain places severe constraints on transport and communications. Its landlocked position brings high costs and delays in the transit of goods through neighboring countries. Industrial development is inhibited by the close proximity of competition from the well-established industries of India, as well as by the limited domestic market.

Around twenty-six percent of the country is cultivated and increasingly, the expansion of agriculture has taken place on marginal land with low yields. In addition, increasing population pressure is aggravating problems of environmental deterioration, leading to soil exhaustion and declining production. Urban growth, particularly in the Kathmandu valley, has also been allowed to absorb highly productive agricultural land (UN, 1996)

Acharya (1998) shows the increasing trends of population. The total population of Nepal recorded in the 1991 census was 18.49 million with an inter census growth rate (1981-1991) recorded as 2.10 percent per year. We find that the percentage of population in economically active age group declined from 52.94 percent in 1981 to 51.80 percent in 1991 showing an increasing dependency ratio over the year. Although the share of females in the population has increased from 48.78 percent to 58 percent their share in the economically active age group has remained almost stagnant at 49.4 percent. That would make the economically active population much larger but not comparable with other countries. Economically active population is increasing day by day but the ratio of employment has not increased in the same proportion, which affects the major workforce of the country.

The population monograph of the Central Bureau of Statistics puts Nepal's total labor force at 7.3 million. The annual growth of labor force in Nepal is 3 percent while employment opportunity is available to only 0.15 million. The labor market is dominated by agriculture and self-employed subsistence activities. More than 80 percent population have agriculture as their principal occupation and 78% of workers are self-employed, yet after liberalization the share of agriculture in GDP declined from 65 to about 45. The unemployment rate is above 50 percent

while underemployment is estimated at 45 percent.

Although open unemployment is fairly low (5%), underemployment is estimated to be close to 50 percent. Most studies suggest that between 40 and 50 percent of the available work-time remain unutilized (ILO 1997)

NESAC (1998) publication on human development situation in Nepal also gives many kinds of information about labour market situation in Nepal. According to NESAC, about 71% of total male force (5.2 million) and 8.4 percent of the total female force (3.42 million) were unemployed. Rural underemployment seems to have worsened as a result of decline in agricultural performance. In 1996, only 21.7 % of workers were in wage employment, 12.2 % in agricultural and 9.5% outside agriculture. The minimum wage fixed by NG in the organized industrial sector employing more than 10 workers is Rs. 1000 a month for unskilled workers and Rs. 1350 for highly skilled workers. Both the wages are insufficient to ever cover the basic survival needs.

Labor producer is a member of the labor force, one of the scarce factors of production, which is necessary to provide material goods and services for satisfying wants. He/she is a consumer a source of demand for goods produced. Besides it, he/she are an individual with his/her own special needs, desires and motivation deriving from his/her home and working environment. As a producer he/ she sells his/her service to an employer attempting to make as favorable as sale possible. As a consumer he/she has insatiable needs and desires which he/she satisfies as best he/she can within the limits of his/her income. As an individual, he/she wants to be able to respect himself/herself, earn the respect of his/her associates, work in pleasant working conditions and enjoy a reasonable amount of leisure of time (Butler, 1996).

When people sell their services and spend their working lives on the premises of the purchaser of those services, a varying amount of dissatisfaction, discontent, industrial unrest are likely to occur-employees are specially interested in higher wage, healthy working condition, opportunity to advance satisfying work, some voice in industrial affairs and protest against less wages, over work and arbitrary treatment. On the other hand, the employer's desire is to inflate their profits and therefore they cut down their expenditure on labor in all possible ways without much regard for human factor of production. The employees exert their rights and go on strike to make the employers understand their grievances and redress them (Bhagolival, 1976).

Here in Nepal, the initial stage of industrialization has started recently and this process has been growing up steadily in the socio-political background. Now the main problem before us is to sustain and develop the healthy growth of the industries to fit with the objectives of accelerating the progress and prosperity of the Nepalese people. The need to raise the standard of living of the masses is as urgent in Nepal as elsewhere in developing countries of the world.

2.1.5. Trends of Minimum wages

Guru-Gharana and Dahal (1996) provide some information about minimum wages. On the basis of their writing we know about the trends in minimum wages. The causes of manufacturing establishments, 1992 reveals that the per capita earning of the workers in manufacturing establishments with more employees was around Rs. 42.50 per day, below the minimum wages fixed by the government. The minimum and maximum wages and benefits paid per workers ranged between Rs. 1619 and Rs. 1873 per month, which is insufficient for survival.

NEFAS (1996) Study on minimum wages in Nepal points out the fact that the trends in minimum wages show that the wages rates for unskilled, semi skilled and highly skilled workers grew by 8.5, 7.8, 6.7 and 5.6 percent per annum during the period 1965-92 in Nepal which was below the growth rate of inflation (Dahal, 1995). As of 1997 the minimum wages for different levels of manpower in Nepal varied between Rs. 1800 and Rs. 2150. However, market wages are considerably higher than the prevailing minimum wages in Nepal. The highly skilled workers are paid 1.2 times higher the wages of unskilled workers.

The study also mentions that Nepal Trade Union Congress (NTVC) has asked the governments to increase the minimum wages to Rs. 2450 per month while the GEFONT has pleaded for Rs. 2700, the trade unions are demanding daily wage/allowance equivalent to Rs.70 against the present scale of Rs. 63 for adult workers. The motivation and involvement of employees is the key to higher productivity. According to this study (NEFAS, 1996) wages should be linked to productivity to combat the problems of inflation and rising wages and to improve the effectiveness and competitiveness of the industries. There have been conceptual and operational gaps with regard to productivity and its linkage with wages. The study tries to clear that there is need to increase GDP by rising productivity with increasing share of wages. In-fact there have been no significant increases made in wages for the last five years in spite of repeated claim of substantial development in the economic front.

NEFAS study (1996) also examines the significance of minimum wage in the context of economic development in a developing economic development in a developing economic like Nepal and Historical development of minimum wage in Nepal in respect to manufacturing sectors. According to this study the concept of minimum wages manifests

an idea, a belief, a conviction, or a demand for some measure of social justice towards providing a wage adequate to enable worker to maintain himself and his family in a reasonable standard of living. Minimum wages must also be provided for some measure of basic education, medical requirements and other essential amenities.

ILO, being the only international body to concern itself with the question of minimum wages, has been instrumental to ensure the right to minimum wages as human right. In this contest, the ILO has undertaken a series of studies on wage policies or minimum wage fixing machinery for Angola (1989), Bangladesh (1977), Botswana (1982), Guinea (1987), Honduras (1979), Indonesia (1977 & 1980), Malawi (1987), Mauritius (1986), Philippines (1987) and Tunisia (1985).

Another study by NEFAS (1998) entitled “Productivity, Wages and employment and labor market situations in Nepal and the role of unions” explains briefly about the trends of minimum wages in Nepal. Nepal has satisfied the ILO convention, No 131, the minimum wage fixing convention, 1970. The labor Act provides that Government Nepal may fix minimum wages on the recommendations of a minimum wages fixation committee. However, if the committee is not constituted or if it cannot make recommendations, Government of Nepal can fix minimum wages on its own. Recently, Government of Nepal has constituted a minimum wages fixation committee of twelve members representing the ministries of labor, workers and transport, tourism and industry, General Federation of Nepalese Trade Unions, Nepal Trade Union Congress and Federation of Nepalese Chambers of Commerce and Industry.

2.1.6. Trade Unions in Nepal

GEFONT (1992) provides many kinds of information about trade unions.

According to GEFONT, during Eighteenth Century, laborers were extremely exploited and industrial revolution advanced. Due to the industrialization, the wage increased, whereas the overall negative effects also swayed the laborers for capitalists considered the laborers no more than commodities. "Work on our conditions, You can go if you don't like; there are many laborers like you waiting for the job at our gate" had to be listened from the ideological leadership. Laborers were deprived of collective bargaining, which was legally declared "crime against the profession" even in the country like France, Spain and Russia.

Explaining the history of Nepalese Trade Union GEFONT (1992) goes back to 1947. The formation of the All Nepal Trade Union Congress (ANTUC), reorganized in 1950, when the autocratic panchayat system was forcefully imposed and unions along with the political parties were declared banned. After 19 years of continuous repression, in 1979 the historical mass movement gave rise to more than half a dozen trade unions. But, because of lack of enough coordination and understanding among trade unions of different sectors, the formation of a national centre couldn't be made possible. In order to overcome such problems, an initiative was undertaken on July 1989, which ultimately gave birth to the General Federation of Nepalese Trade Unions Confederation in the country (GEFONT, 1992)

As the history of trade union movement in Nepal is a recent phenomenon most of the trade unions and their ties with management are mainly guided by limited interests. Collective bargaining on wages and benefits has been the only relationship between labor and management. Trade Unions put their demand before the management and the management responded and an agreement was signed after negotiation. However, in recent years, gradually new demands emerged such as promotion,

politics, incentives schemes, workloads, participation in management etc. Managements also started putting their demand on labor to augment efficiency, productivity, and flexibility in the authority to shift workers from one position to another.

Shrestha and Dahal (1996) state that during the last four years there was a rapid emergence of a number of pressure groups, many of which were quick to lay claims as Unions. Even as they acquire membership, constituency and organization, Unions became the principal vehicles that institutionally structured the power relationship during the period of realignment of forces from 1989 onward. Consequently the formation of Union was influenced by multiparty politics associated with elections. The enterprise level unions were unable to come together to present a United Labor Front, while national Unions, as widely based pressure groups, took into their folds competing strands of workers combination. This promoted multi-unionism at a time when union constituency itself was not clearly defined. A variety of arrangements emerged that defy standard classification.

Guru-Gharana and Dahal (1996) describe about the trade unions and their role in shaping the workers conditions. They believe that unions became the principal vehicles that institutionally structured the power relationship during the period of realignment of forces from 1989, onwards. Consequently, the formation of unions was influenced by multi-party politics associated with elections. Trade unions always play an important role for protecting the rights of the workers.

According to Guru-Gharana and Dahal most of the members and leaders of trade unions are ignorant of the existing labor laws. Trade Union Acts and corresponding Rules and Regulations are not to mention international

developments, norms and conventions. There is a general lack of trust and understanding between labor leaders, trade unionists and employers/managers.

Sinha (1996) feels that the primary function of trade union from the workers' point of view is to protect and right against autocratic action of employers and to check violation of their legal rights in the light of current norms of fairness, equality and social justice. Unions are also expected to strive for better deal for employees in respect of monetary rewards, working conditions and control of the work situation. In the absence of trade unions in manufactured industries, the workers have to face more difficulties and problems related to wages, training, education for children etc. and to the facilities like fixation of minimum wages, training for workers.

2.1.7. ILO

In 1919, the International Labor Organization ILO was set up to carry out three important factors of industrial relation system, government employees and trade unions together for United Nations in the cause of social justice. Hence it is known as Tripple down System.

Historically ILO is an outgrowth of the social thought of 19th century. It was set up to improve the condition of industrial labor. The conditions of the workers in the wave of industrial revolution were increasing and seemed to be intolerable by economists and sociologists. Thus the original concept of labor legislation on international scale was set up. As per the request of the trade unions in several Countries, the peace conference of 1919 set up a labor commission. The conference was at first held by its 15 members of labor leaders between the two wars. ILO was autonomous part of the League of Nations. The attention of member

countries was drawn to the subject by the ILO in 1947. In 1944, International Labor Conference at Philadelphia had adopted a declaration. It proclaimed the right of all human beings to presume both their material well beings and their spiritual development in conditions of freedom and dignity of economic security and equal opportunity. It further states that poverty anywhere constitutes danger prosperity everywhere.

The declaration states in particular that.

1. Labor is not a commodity
2. Freedom of expression and association are essential to sustained progress.
3. All human beings irrespective of race creed or sex have the right to pursue both their spiritual developments in condition of freedom and dignity of economic security and equal opportunity.
4. The attainment of the conditions in which this shall be possible must constitute the central aim of national and international policy.
5. By its membership of ILO, therefore a nation should accept a solemn undertaking to observe the above mentioned principles.

The most urgent problems of the time on which its first decision were made included the promotion of right hours of working days, the struggle against unemployment, maternity protection and the working condition of women and men. Speaking at the international labor conference the director general (1440) Edward Phelen declared “The ILO is not only

pledge between states solemnly ratified and accepted, but a pledge also to workers and employers that they will know their right to responsibilities in the forming of international decisions on the matters with in the competence of the agriculture.”

2.2. Review of Empirical Study

Pantha (2004) had analyzed the gender inequality and women's employment situation in the Districts of Lumbini Zone. The study exposed the qualitative and quantitative gender difference. The specific objective is focused on gender inequality in household leadership and economic activities. It has different situation on the basis of level of education, age groups and type of occupation.

Sharma (2001) had analyzed the working women of Kathmandu. The study has shown that among the working women, they have a feeling that because of their employment, their status has enhanced. At the household level, the sociology of everyday life has also shown some indication that working women's role has been identified and considered important in the decision-making process in the household affairs.

Meena Acharya has compiled a book entitled "*Status of Women in Nepal*". She says that traditionally in Nepalese society, caste, clan and family alliances are predominant factor in social interaction. This factor influences women's status in different ways (Acharya, 1981, cited by Koirala, 1997).

Thus the changes in socio-economic factors in Nepal are gradually leading the changes in the lives of status of Nepali women. Acharya found that in Nepal as in most other developing countries there is a large disparity between male and female literacy rate.

The situation of women in developing country like Nepal is much worse than in the developed ones, still at the beginning of 21st century. The reasons are patriarchal attitude, conservative tradition, illiteracy, ignorance, poverty and superstitions. Women have been treated as second

class citizen. They have also less prestige, power and privilege than their male counterparts in the society (Upreti, 1988).

Shrestha's study reveals that education and employment for women has positive relation. Education not only facilitates employment out, it is also a manifestation of and stimulation to the achievement of motivation (Shrestha: 1982). Koirala (2005) had analyzed the workload of employed women within Pokhara Sub-metropolitan City. The study shows the context of employed women of Pokhara valley. The employment status is very pathetic because very less percent women involved in decision making. Therefore there is no equal opportunity between male and female.

In case of work load, the survey in the work types and in leisure time finds that 64 percent women are involved in household activities. The study identifies the important differences in female and male's roles and responsibilities. It explores and analyzes the difference between the types of work performed by women and men in particular social, cultural and economic circumstances.

The Situation of women in developing country like Nepal is much worse than in the developed ones. Still at the beginning of 21st century, due to conservatism, tradition, illiteracy and ignorance, poverty and superstitious, women have been treated as second class citizen. They have less prestige, power and privileges than their male counterparts in the society (Upreti, 1998).

The socio-economic status of women in Nepal is very poor. But urbanization, education and employment have brought about changes to some extent in the position of women in terms of equality, individuality and independence. Education, occupation and income are certain structural factors in the status of women, which have brought a change in their cognitive structure as well.

The family has been the key to determine the status of women in traditional society. Before marriage the status of women used to be measured through the status of parental family and after marriage it is the

husband's family which gives the women a new status. Even in modern times, the family is playing a vital role in the education and development of women. The basic assumption is that educational achievement of the women and their entrance into jobs is largely a reflection of the socio-economic status of their families (Koirala, 1997).

In today's context the cost of living is very high, so the added sources of income earned by women jobs outside the house is very helpful indeed. Once the women start earning, their socio-economical status will also improve. It helps them to maintain and improve decent standard of living. For this reasons women have started to take up jobs outside while continuing to perform their traditional household chore as a house wife. The changing socio-economic conditions of women are also taking place. In the modern developing society a man doesn't perform a dual role. But the modern society has created such a situation for women that she has to play a dual role of working woman and a house wife (Acharaya and Benette, 1982)

In the case of women, income signifies more than simple monetary gain to working women. On the other hand, income is used for prestige, power, independence and initiative to the women. The trend in the entrance of Public Service Commission (PSC) reveals that in the entire officer level examinations less than one percent of mostly zero is females. Under the CSA (Civil Service Act, 2049) and the regulation 2050, the promotion list for the post of secretary and under secretary level for the fiscal year 2059/60 has been published in different dated within the last few months for education, revenue administration and general administration service group. It is observed that, in secretary level nine out of nine (cent percent) promoted are male civil servants. Again out of 26 promoted in joint-secretary level 23 (88.46%) are male civil servants and three (11.49%) are female civil servants. Here in this level 20 promoted are from general administration sector. This data shows males' dominancy in civil service. The rest of six are from education sector and out of this three are males and three are females (Mathema, 2003).

The study undertaken by Meena Acharya and Lynn Bennett reflects that in

Nepal through all economic strata people express less desire to educate girls than to educate boys. This is manifested in two ways: (1) fewer people are willing to send girls to school and (2) even among those who send girls to school for boys.

However, in her study, Acharya found that women in government services as well as government institutions seem to be concentrated at low levels in the gazette post and at higher levels in non-gazette posts. Women generally have middle level or higher education, so they enter the government service at higher clerical and lower gazette (officer) levels. There are number of factors related to women's expected social roles such as household and childcare responsibilities. Limitations on mobility and lower level of qualification, hence, diminish their prospects for promotion usually freezing them at the lower levels (Acharya: 1981)

Among the female population involved in economic activities or empowerment programs, 'Children and Women in Nepal' mentioned that today's most of the development programs related to women, such as skill development and training are oriented (consciously or unconsciously) towards low level, semi-skilled, low paying jobs which only further marginalize women by the perpetuation of the segment labor market (UNICEF, 1996).

The democratic constitution of 2047 is one of the important achievements for women's rights and with other progressive thoughts. The constitution has the theme as equity based just society. For the protection of women, children, aged and helpless persons, the then His Majesty's Government established a separate ministry "Ministry of Women, Children and Social Welfare" in 2058. Then government announced National Women Commission in 2058 to fight against violence and discrimination against women (NWC Journal, 2060).

The working women have to face their major role conflict because their domestic responsibilities are extremely heavy and their jobs demand maximum concentration involvement and tied investments, it results into serious role conflict and dilemmas of "dual career" (Kapur, 1974).

On discussing the gender consideration in planning and implementation, National Planning Commission (Collaboration with UNICEF) agrees with three assumptions in economic development, which influences the gender difference. First, economic growth is gender blind and both men and women are equally benefited from it, second, the benefits and disadvantages of poverty and wealth are distributed equally within household regardless of gender, and third, the model of household in which the father, the mother and children share common interest and work towards common goal is applicable to all societies. Due to that reality only the part of population is benefited from the government planning. To remove that biasness NPC further mentioned that only when development strategies recognize and are geared towards gender bias and its consequences, we can begin to solve many of these economic and environmental problems that otherwise promise to spin out of control (UNICEF, 1992).

In the Himalayan Times, 23 Oct. 2003, Mathema discussed about this subject matter. According to her, employment opportunity for both sexes in civil service in Nepal comes as one of the strategic sectors for the country irrespective of sex, caste and ethnicity. For more than last four decades, women's participation in the civil service has remained less than 10% and it is seen less than 5% on decision making level.

Nepal is facing the problem of mass poverty and low wage rate of employed population. There is consensus among economists and policy makers that poverty cannot be alleviated without employed generation over the country. Thus the central goal of Nepalese economic policy should be poverty alleviation through the employed generation.

The pattern and level of employment of people is mainly affected by age, sex, education and place/area. The proportion of male involved in productive job is high (ranging from 73.2% in CDR to 85.6% in WDR) in all regions compared to female population. On the contrary proportion of females in unpaid family work is high. On the discussion of employment pattern by Rural-Urban Residence Employment Situation in Nepal, it is stated the proportion of male population is nearly four times in paid job

compared to female participation both in Urban and Rural areas. On the contrary, in the unpaid family work proportion of female are more than four times than males in urban areas and more than double in rural areas. The report further analyzed about employment by level of education and females are in statistic relation in productive work compared to both for males and females. On the other hand, the proportion of male and female population employed in, unpaid family work decreases as the level of education increases (K.C.et.al, 1997).

Among female population, participation in paid job is very low (below 10%) where in profit making job it is around 30 percent and more than 60 percent in unpaid family work.

All the present and past studies show that the rate of underemployment in rural area is higher than in the urban areas. For the male population, the proportion of the employed men is higher in the Terai followed by hill but in the case of female population, proportion of employed female is higher in the hill followed by the Terai.

Some actions of central and local government, non-governmental sectors and social committees are Gender based, self-employed training programs, women's participation in agricultural training in financial banks, reservation, local bodies and National Assembly etc.

For better understanding of gender issues and concerns and assessing and examining the gender sensitivity and responsibilities in different development sectors, gender assessments and gender audit exercises in health, education, agriculture have already been conducted in Nepal. The process of assessment and audit in Ministry of Women, Children and Social Welfare and Ministry of Local Development are underway. All these exercises have been carried out as the integral part of mainstream Gender Equity program, which is the joint initiative of Nepal Government of Nepal and United Nation's Development.

CHAPTER-THREE

RESEARCH METHODOLOGY

3.1. Selection of the Study Area

Despite of the fact "Man & Woman are the two wheel of a chariot". So women workers are the backbone of an industry, they are considered as one of the least important factors of production in our country. But this mentality requires to be changed completely. Keeping this point in view, the researcher decided to work in industrial women workers and find out their aspirations and needs and their difficulties. Naturally it requires set of data from the women workers, working in different types of industries. Pokhara Industrial Estate is proper in this respect because it has a complex production mosaic that often is a mirror of our nation.

The researcher had a curiosity to know the actual situation of women working in Pokhara Industrial Estate because of being a resident of Pokhara. As we know the working of the workers and they are which helps to get the exact information without hesitation. And also Pokhara Industrial Estate is the important industrial town of the country.

3.2. Research Design

The present study is specially designed to describe the socio-economic aspect (condition) of the industrial women workers. It is based on the descriptive research design. In order to fulfill the specific objective of the study, the analysis is mainly based on primary data. Basically in this study caste, age, level of skill, wage structure, family size, residential background, and their present and past status have been identified and

described to light on the socio-economic condition of the industrial women workers.

3.3. Nature and Source of Data

This is basically based on qualitative information although quantitative data are used to support research findings. This study is based on both primary and secondary sources of information. The primary data have been acquired through administering questionnaire, interview with related persons from Pokahra Industrial Estate. The secondary data are also collected from the different Governmental Non-governmental offices, published materials and research reports.

3.4. Population and Sample

The population of female workers in Pokhara Industrial estate is enough as a manageable unit for research. Out of total number of industries, seven different types of industries were selected purposively for the study. The universe of this study is 275 women workers and the sample size is 70 and 10 percent women workers were selected from every industry as a sample. The purposive sample was used with used purpose that women workers of every post were included.

Table: 3.1

List of The Selected Industries and Sample size

S.No.	Name of the Industries	Total Workers	No of male workers	No. of Female workers.	No. of sample
1	Shiva Shankar Biscuit Ltd.	70	39	31	10
2	Himshree Foods Pvt. Ltd	143	70	73	10

3	Goshali Print Pack Ltd	70	54	16	10
4	Pokhara Noodles Pvt. Ltd.	240	154	86	10
5	Pokhara Foods Pvt. Ltd.	139	97	42	10
6	Nepal Knitware Industries Pvt. Ltd.	31	11	20	10
7	Sujal Dairy	152	142	10	10
	Total	845	567	278	70

Source: Field Survey, 2010

3.4. Techniques of Data Collection

The following data collection techniques have been used for the present study. The questionnaires have been administered to the sample population from manufacturing units on the basis of the purposive sampling. Therefore, the women workers employed in manufacturing units such as Dairy, Biscuit, Knit Factory have been chosen purposively for interview. Although sample size is small, this is a pioneering effort towards understanding the existing status of women workers, facilities that provided by industry and the participation of women workers in trade unions.

3.4.1. Interview Schedule

In this study, primary data have been obtained through socio-economic profile of the study area, a structured Interview Schedule, with all related aspects is administered to the respondents. Data in terms of personal

identification (education status, age, religion, ethnicity, marital status etc) family size, earning, working hour's occupation etc. are collected from this schedule. A survey of the workers was conducted and questionnaires were filled to obtain quantitative data.

3.4.2. Key Information

Some male and female workers were interviewed for other information as key respondents and an interview was also conducted to factory management' to know the present working condition, and job satisfaction medical facilities, factors like remuneration etc have been analyzed. An interview was also conducted to key information to get qualitative information.

3.4.3. Observation

Observation method was used to observe their living condition and the condition of working area.

3.5. Data Processing and Analyzing

When collection of data was completed, the gathered data and information were processed manually and analyzed in a descriptive way to fulfill the objectives. Analysis of the data is done both descriptively and statistically. The quantitative data are categorized, tabulated and analyzed using simple statistical tools as percentage, average etc. Descriptive analytical tools such as percentage and tables are also presented in the respective chapters where necessary.

3.6. Operational Definition of Key Terms

Economically active population: The people who fall within the age bracket of fifteen to fifty nine years.

Wages : The term "Wage" or "Wages" refers to periodical remuneration for work done for the employer. "Wages" means all remuneration (whether by way of salary, allowances or otherwise) expressed in terms of money.

Minimum wages: As stated by ILO the minimum wage represents the lowest level of remuneration permitted, in the law or act, whatever the method of remuneration or the qualification of the workers.

Trade Union: Union of employees

Unskilled Labor: A person who did not get any requiring training and education (illiterate) is categorized in unskilled labor.

Semi Skilled labor: A person who gets education (Literate) and work experience.

Skilled Labor: People who get education (above S.L.C) with training and experience which help him/ her to do move qualitative work.

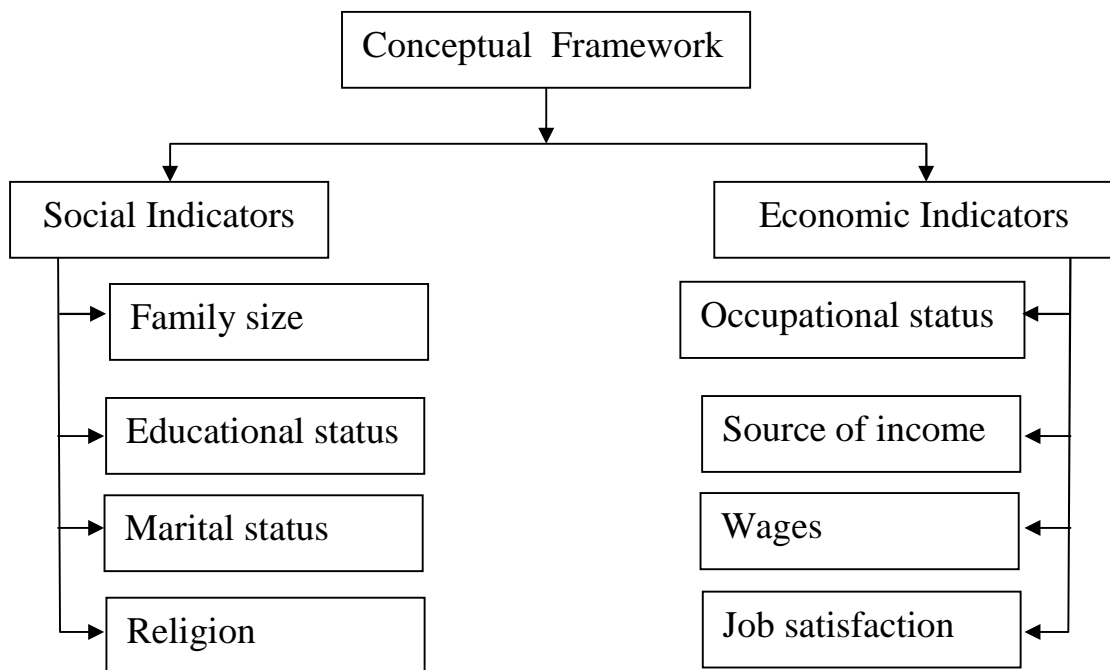
Highly Skilled Labor: A person with training requires work experience and higher education (graduate and above) is categorized in highly skilled labor.

Labor Market: Labor market means demand and supply of labor. When we talk about labor market it is always related with employment wages, productivity and trade union.

Demographic Characteristics: Demography is the statistical study of the characteristics of human population especially with reference to size and density, growth, distribution migration and vital statistics and the effects of all these on social and economic conditions.

3.7. Conceptual and Theoretical Framework

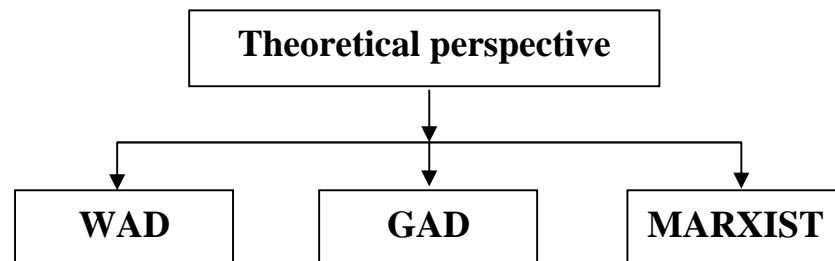
Due to the connotations of women status, a common level of discourse is difficult and manually accepted definition of the concept is almost impossible (Obidinski, 1978). The main concept of the study is to measure the status of women working in the industries. This study require for a multidimensional concept of women status, as their role in the societies like occupation, age structure, marital status, education level, decision making, domestic work involved and other participations are the conceptual framework of the study. The objectives of this research study are to explore women workers of PIE. Hence on the basis of the objectives of research study, the conceptual framework is drawn as follows:



The research study has used the gender and development (GAD) and women in development (WID) framework in its discussion. The primary focus of the WID approach was on the inclusion /integration of women in the development projects embedded with the objective for making them

more efficient. But the GAD approach attempted to address inequalities in the social roles of men and women vis-a-vis development. It has also linked the productive and reproductive roles of women with the assumption that the social construction of these roles primary triggers the oppression of the women. In the labor market if economic theory, an unit of labor power just that it makes no difference whether the owner of the labor power is male or female. This is not due to mainly wage differences on the same job, but the Marxist theory rather shows the discrimination between male and female for unequal accessibility of job opportunity to different category of workers.

The theoretical framework drown as such,



CHAPTER FOUR

SOCIO DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS AND STUDY AREA

4.1. Introduction of Study Area

Few places in the world might have splendid variety of natural beauty crammed into one small area like the valley of Pokhara. It is the centre of Western Development Region (WDR), which lies 200km west of Kathmandu and situated at 900 meters high from the sea level. Its area is speeded about 124 square kilometers. It is the most charming and amazing city in Nepal, one of the world's attraction in its scenic best heritage.

4.1.1. Pokhara Industrial Estate (PIE)

PIE was established in 29th Sep, 1974 with the objectives to promote the cottage, small and medium scale industries by mobilizing the local capital, skill and indigenous raw materials and by generating gainful employment in industrial sector in the WDR. In the initial stage it was operated under the Department of Industry before establishment of the Industrial Service Centre (ISC) in 1976.

PIE is located on the eastern side of the Pokhara sub-metropolitan city, which is situated at the very shadow of Annapurna mountain range. The Estate lies on the side of Prithvi highway. It is 3 kilometers far from Bus Park, 3.5 kilometers from Airport and 4 kilometers from the centre of the city.

The Estate has received land in two phases. It had only 300 ropanies (15.26 hectare) at time of establishment and in the second phase 201 ropanies (10.22 hectare) of land was acquired. The Estate has constructed 2.54 kilometers of black topped road as well as 2.7 kilometers of drain. Out of total land, utilities services occupy 158 ropanies and 343 ropanies of land has been leased out which makes 31.53 percentage and 68.40 percentage respectively

4.1.2. The Market

Pokhara, as a commercial centre of WDR, is crowded. Because of per capita income of the residents of Pokhara is usually higher than their contemporary residents of other towns and cities of Nepal. Pokhara is said to be the second biggest market after Kathmandu. Urbanisation rate of the city is the highest among other cities and towns of Nepal. It is 7.68 percent according to population monograph (CBS: 1995). Hence, there is tremendous market potential in Pokhara for the industrial products produced in PIE such as noodles, biscuits, textile, dairy products, and confectionery and construction materials.

4.1.3 Facilities

The Estate has been providing various physical facilities like warehouse, power, drainage/culverts, water supply and other supporting facilities such as bank, post office and clinic. Day child care centre and review rooms, guest house, hospital and security management's and above all industrial services are provided to a large number of industries.

4.1.4 Role of PIE in Local Development and Job Opportunities

PIE has been playing a vital role for the development of local area around it. Because of its presence the local people are getting electricity regularly.

The road facility and water supply etc are other plus point of it. The local people get preference for the job opportunities in PIE. Many outside is have also been provided jobs in PIE and those people hire apartments in the local area and hence indirectly the local people have extra income. International aid in the form of basic infra-structural development has helped much in the development of this locality.

4.2. Age Group of the Women Workers

This study is concerned with economically active (15-59) population of industrial women workers. Nepal labor Act-2017 has prohibited the use of child labor below 14 years. Citizen Right Act has prohibited the use of child labor below 14 years. Given below is the information collected on the age group of women workers presently working in PIE.

Table: 4.1
Distribution of Respondents by Age Group PIE, 2010

S.No.	Age group	No. of respondent	Percentage
1	15-19	7	10.00
2	20-24	11	15.71
3	25-29	11	15.71
4	30-34	13	18.57
5	35-39	14	20.00
6	40-44	10	14.29
7	45-49	2	2.86
8	50-54	-	-
9	55-59	2	2.86
	Total	70	100.0

Source: Field survey, 2010

The distribution of the women workers by age groups shows that of 70 women workers 20.0 percent are from 35-39 age group, 18.57 percent are from 30-34 age group and 15.71 percent are from 25-29 age group. The least percent of women workers are found in 45-59 age group (Total No. 2)

The above data distinctly reveal that the highest number of female workers at PIE come from the age group of 35-39, because women are confined to work on benefits such as maternity leave. And also every women wants to do outside work after their child's schooling. After getting married they have a responsibility to feed their family. So PIE had high proportion of respondents.

4.3. Ethnic/ Caste Composition

Nepal comprises a multitude of a linguistic, cultural and ethnic/ caste group or community. The caste system is the basis of the present Hindu society.

The women workers can be divided broadly in to six-caste/ethnic groups- Brahmin, Chhetri, Newar, Tamang, Tharu and others. Brahmin, Chhetri, Newar, Tamang and Gurung are distributed separately and the rest "Others" are distributed as Magar, Pariyar, Kami etc.

Table: 4.2
Distribution of Respondents by Ethnic/ Caste Composition,
PIE 2010

S.No.	Ethnic group	No. of respondents	Percentage
1	Brahmin	22	31.43
2	Chhetri	10	14.29
3	Newar	9	12.86
4	Gurung	8	11.42
5	Tamang	7	10.00
6	Others	14	20.00
	Total	70	100.0

Source Field Survery, 2010

The table 4.2 shows that the women from the Brahmin community comprises of 31.43 percent. The second highest is Chhetri, that is 14.29 percent. The third is Newar i.e. 12.86 percent, the forth is Gurung i.e. 11.42 percent. The fifth is Tamang i.e. 10.0 percent and the others group which occupies 20.0 percent of the total.

From the above table it can be concluded that Brahmin dominates in women labour force in Kaski district.

4.4. Marital Status

Marriage is almost universal in Nepali society. There is strong cultural pressure and the belief that a man or woman only becomes a full member of society after marriage. In the field study only three types of marital status are found.

Table: 4.3**Distribution of Respondents by Marital status PIE 2010**

S.No.	Marital status	Industries							No. of respondents	Percent age (%)
		SSB	HSF	GPP	PN	PF	MKI	SD		
1	Married	10	9	9	9	5	6	5	53	75.71
2	Unmarried	-	1	1	1	4	4	5	16	22.86
3	Divorced	-	-	-	-	1	-	-	1	1.43
	Total	10	10	10	10	10	10	10	70	100.0

Source: Field survey, 2010

The table 4.3 shows that married women workers are 75.71 percent. After getting married they have a responsibility to feed their family (to fulfill the desire of their family, service is essential because there is no way of generating money). The unmarried women workers are 22.86 percent and this is due to the compulsion to support family members that are particularly economically inactive population. The unmarried women workers have a high ambition in their life. Some of them are still continuing their studies, and some are saving money by reducing their expense to start another business to live a better life in the future.

Surprisingly, some number of women was found divorced. The members of divorced persons were 1.43 percent. Female workers who were divorced wanted to work for livelihood. Because of their bitter experience of marriage, most of the divorced women wanted to get away from male domination. It seems that the idea of independence came to those females only after their marriage was shattered. The society never accepts the women who were divorced from their husband. The only way to stand in

this situation is to work, so they are compelled to do outside work. But on the other hand, if the divorced person is a male, he never answers as a divorced one. He may be divorced because of extra marital activities.

From the above table it is clear that 76 percent women are married because most of the women workers are aged and age at marriage of women in Nepal is low. So, married women proportion is high and unmarried women's proportion is low in PIE.

4.5. Educational Status

The world Employment Report 1998-99 states that education and performance levels of the workforce are significant determinants of success or failure and urges “activist” human resources led strategy to increase the productivity of the workers through education and training that are root and branch of global competition (ILO-1998-99). The levels of productivity of Nepali workers have been found to be low, for there is lack of adequate education, skill and training facilities. Although capital-labour ratio shows an increasing trend, the census input output ratios are constant for the period 1984\85-1994\95. This reflects that increasing capital intensity have helped little to increase productivity (Shakya, 1998). This classification has been done in order to find out the educational status of the women workers in PIE.

Table: 4.4

Distribution of Respondents by Educational Status, PIE 2010

S.No.	Education	Industries							No. of respondents	Percent age
		SSB	HSF	GPP	PN	PF	NKI	SD		
1	Illiterate	6	4	-	-	-	4	5	19	27.14
2	Literate	4	6	10	10	10	6	5	51	72.84
	Total	10	10	10	10	10	10	10	70	100

Sources: Field survey, 2010

The table no. 4.4 shows that 19 respondents i.e. 27.14 percent of the total respondents were illiterate. Similarly 51 responds i.e. 72.86 percent of the total respondents were literate.

From the above table it can be conclude that the proportion of the literate is very high in comparison with national level and some few percent respondents are still illiterate.

4.6. Educational Attainment

Education attainment is completely different level of formal education attained by literate people in his/her life. The literacy status however does not indicate the level of educational attainment of the people. Among them the literate are those persons who have been literate without undergoing any formal schooling and there are also those who have completed different levels of formal education.

Table: 4.5
Distribution of Literate Respondents By Educational Attainment PIE
2010

S.No.	Within literate	No of respondents	Percentage
1	Literate but with no schooling	32	62.74
2	Below SLC	7	13.73
3	SLC	7	13.73
4	Intermediate	4	7.84
5	Diploma and above	1	1.96
	Total	51	100.0

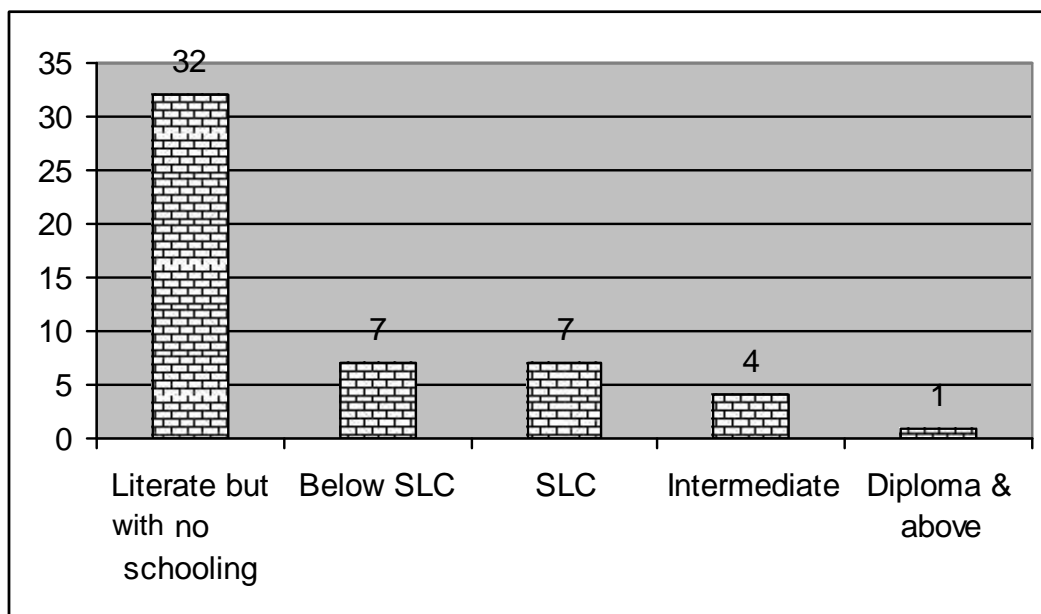
Source: Field survey, 2010

The table 4.5 shows that out of literate respondents, 62.74 percent (32 respondents) were only 13.73 percent literate of the total respondents were below S.L.C. and also 13.73 percent respondents were found to become SLC literate. 7.84 percent of the total respondents were found to be education up to intermediate level. Likewise 1.96 percent of the total were in diploma level.

From this survey it is clear that most of the women workers are below S.L.C. level and 27.14 percent of the total respondents are still illiterate. Most of the respondents are found in literate but no schooling categories because most of them are manual labors. We can show the educational attainment on the bar-diagram as follows:

Figure: 4.1

Distribution of Literate Respondents By Educational Attainment PIE 2010



4.7. Family Size

The data collected of the respondents questionnaires schedule shows that the number of family members or the size of family varies by different industries.

Table: 4.6

Distribution of Respondents on the basis of Family Size PIE 2010

S.No	Family member	Industries							No. of respondents	%
		SSB	HSF	GPP	PN	PF	NKI	SD		
1	nuclear	4	2	6	2	4	3	6	27	38.57
2	joint	6	8	4	8	6	7	4	43	61.43
	Total	10	10	10	10	10	10	10	70	100

Source: Field survey, 2010

The table 4.6 shows that family sizes of 70 respondents of PIE. It reveals that 38.57 percent of the women workers have their nuclear family (member 1 to 4), while 61.43 percent of the women have joint family (member 5 to 10). The oral survey has revealed that the women workers with small sized family are happier than others with large family size.

4.8. Religion

Nepal is a multi religious country where people representing various religious groups are found. In the field survey only two types of religious belief of respondents were found.

Table: 4.7
Distribution of Respondents Religious Belief by different Industries,
PIE 2010

S.No.	Family member	Industries							No. of respondents	Percent age
		SSB	HSF	GPP	PN	PF	NKI	SD		
1	Hindu	7	9	10	10	8	10	10	64	91.43
2	Buddhist	3	1	-	-	2	-	-	6	8.57
	Total	10	10	10	10	10	10	10	70	100

Source: field survey, 2010

The table 4.7 shows that 91.43 percent respondents are the Hindus and 8.57 percent respondents are the Buddhists. It is worth noticing that people of other religions, apart from the two, are not found in PIE. After the interview it was also clear that most of the Buddhists like the Hindus celebrated Dashain and Tihar.

From this survey it is clear that most of the women workers are the

Hindus. The majority (86.5 percent of population CBS, 2000) is of the Hindus. The second largest religious is Buddha constituting 7.8 percent of the total population (CBS, 2000). So it is concluded that the majority of the women workers are Hindus and other are Buddhist (CBS, 2000)

4.9 Emigrational Background

Emigrational background brings about some changes in the society, both the sending and receiving areas influenced by it. The push factor and the pull factor both aid in migration of a person. The pull factor attracts the workers to do some work in their locality while the push factor discourage them. Here, the pull factor of migration is active in PIE. Emigrational background here is divided in two major headings i.e. rural to urban and urban to urban.

Table: 4.8

Distribution of Respondents by Emigrational Background
PIE, 2010

S.No.	Migration	No. of respondents	Percentage
1	Rural to Urban	18	25.71
2	Urban to Urban	52	74.29
	Total	70	100

Source: Field survey, 2010

The table 4.8 shows that 25.71% have migrated from rural areas whereas 74.29 percent from urban areas. From this survey it is clear that though PIE has provided employment to the local people too, but also some of the women workers working in these selected industrial units of PIE have come from rural areas.

CHAPTER FIVE

ECONOMIC CHARACTERISTICS OF WOMEN WORKERS

Nepal is a country with poor economy and even the country is under development in its every sector. In Nepal, women's economic conditions are very low. In this section economic aspects (characteristics) of the industrial women workers in the sample study have been analyzed as per the data and information obtained from the field survey.

5.1. Past Occupational Status

The employees' previous work was diverse. Housekeeping, agriculture and industry were some important professions.

The appendix 1 shows before their service at PIE, 35.71 percent of the total respondents were entirely dependent on agriculture, 38.58 percent of them on service and 5.71 percent of them were dependent on agriculture cum service. Almost 4.29 percent of them were dependent on agriculture cum business. 14.29 percent of the total respondents were entirely dependent on their guidance occupation and only 1.42 percent of the total respondents were dependent on Service + Business.

From this survey it is clear that before their services at PIE most of the respondents were dependent on agriculture and service (Industrial sector).

5.2. Present Source of Income

Income should be based on the present cost of living of the society. The sources of additional income spring from their involvement in agriculture, business and wage.

Table: 5.1
Distribution of Respondents by Main Source of Income
PIE 2010

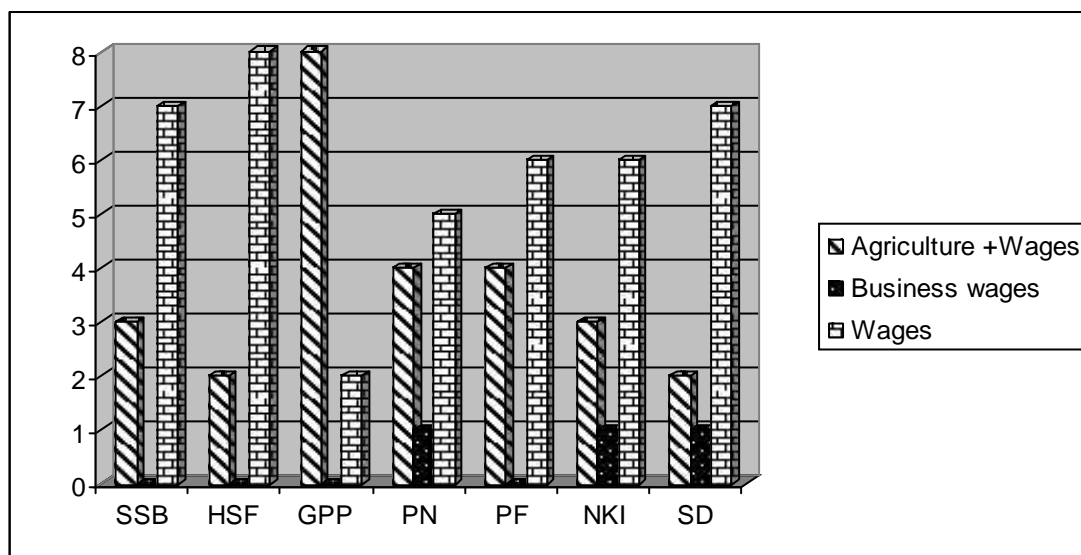
S.No.	Family member	Industries							No. of respondents	Percent age
		SSB	HSF	GPP	PN	PF	NKI	SD		
1	Agriculture +Wages	3	2	8	4	4	3	2	26	37.14
2	Business wages	-	-	-	1	-	1	1	3	4.29
3	Wages	7	8	2	5	6	6	7	41	58.57
	Total	10	10	10	10	10	10	10	70	100

Source:Field survey, 2010

From the table 5.1 shows that 58.57 percent respondents depend on wage. About 37.14 percent respondents of the total depend on agriculture cum wage. As we know agriculture only cannot fulfill their needs, they need some job to support their daily life. Likewise 4.29 percent respondents of the total had their own business apart from the job at PIE. The money earned at PIE was a kind of supplement to their income.

Thus it is clear that the majority of the women workers are still partly engaged in agriculture to sustain livelihood. We can show this on the bar-diagram as follows:

Figure: 5.1
Distribution of Respondents by Main Source of Income
PIE 2010



5.3. Agricultural Land No of Respondents

As per the 2001 census 24 percent of the population in urban areas and 81 percent in rural areas were engaged in agriculture. As compared to men, a larger proportion of economically active women were engaged in agriculture (Acharya, 2002). In the non-agricultural sector, both man and women were mainly engaged in service, commerce and as laborers in manufacturing.

Table: 5.2
Distribution of Respondents by Agricultural Land, PIE, 2010.

S.No.	Agricultural Land		Land holding size			Total
	Yes	No	Less than 5 ropani	5-15 ropani	Above 15 ropani	
No	28	42	18	7	3	28
%	40.00	60.00	64.29	25.00	10.71	100.00

Source: Field Survey, 2010

The table 5.2 shows that 60 percent of the total respondents have not agricultural land and 40 percent respondents have agricultural land. Among the Land holder respondents, 64.29 percent have less than 5 ropani Land, 25 percent have 5-15 ropani land and 10.71 percent have above 15 ropanis.

From the collected data it is clear that 60 percents respondents have got no support from agriculture and they are fully dependent on wage.

5.4. Food Sufficiency

Food is the most important basic need to survive. However, the poverty of people or a nation is determined by the level of food production and consumption. The crop produced should meet the rapidly growing population. Therefore, majority of the population of the country work hard to store enough food for the whole year.

Table: 5.3
Distribution of Respondents by Food sufficiency from own
Agricultural Land PIE, 2010

S.No.	Food Sufficiency for	No. of respondents	percentage
1	Less than 1 month	-	-
2	1 to 3 months	2	7.14
3	4 to 6 months	15	53.58
4.	7 to 9 months	1	3.57
5	10 to 12 months	10	35.71
	Total	28	100.0

Source: Field Survey, 2010

The table 5.3 shows that 53.58 percent of them have got 4 to 6 month support from the agricultural sector, 35.71 percent of the total have got one-year support (rice) from the agricultural sector. Likewise 7.14 percent of the total respondents have got 7 to 9 months support. Thus, agricultural sector still plays a vital role in Nepalese economy.

5.5. Job Satisfaction

Job is the basic concept to earn money in present society. But in our country the number of people in service is very less (Both governmental and private sector). Out of the total population of our country 81 percent are found engaged in agricultural sector and the 19 percent are found in different fields like industry, commerce and social areas. It is estimated that about 340 thousand-labor forces are working in organized production sector and the government employees are estimated round about 340 thousand as well. Majority of labor force working in the agricultural sector is facing the problem of semi-unemployment (NTUC, 2000).

Out of the unemployed labor force from both rural and urban areas, 4.6 percent are educated young people. The problem of educated unemployment is mounting due to the lack of development in the modern sector (NTUC, 2000)

Table: 5.4
Distribution of Respondents on the basis of Job Satisfaction
PIE. 2010

S.No	Job satisfaction	No. of respondents	Percentage
1	Yes	56	80.0
2	No	14	20.0
	Total	70	100.0

Source: Field Survey, 2010

The table 5.4 shows that 80 percent respondents are satisfied with their wage and work but the 20 percent of the total are not. Most of the respondents expressed that it is very difficult to run their livelihood. They have no balance and live by reducing expenses on food and clothing. Furthermore, those who live in rented rooms said that the major chunk of their salary was taken away by the rent.

5.6. Uses of Surplus

Standard of living is the mirror of the society. One can guess about the society within a few minutes by inquiring about the use of surplus money if available. The question "What if surplus?" can be the measure of the present economic condition of the people. It gives the recent need of the individuals questioned. The women respondents of PIE were asked, what would they do if they had surplus money. The following table gives an idea about the preferences given by the women workers of PIE.

Table: 5.5

Distribution of Respondents By uses of surplus Money in future, PIE 2010.

S.No.	Uses of Surplus money	No. of respondents	percentage
1	Food	19	27.14
2	Build house	10	14.29
3.	Traveling	2	2.86
4	Feast and Festivals	5	7.14
5	Buy land	4	5.71
6.	Health maintain	7	10.00
7.	Education	17	24.28
8	Clothes	3	4.29
9	Promotion of business	3	4.29
	Total	70	100.0

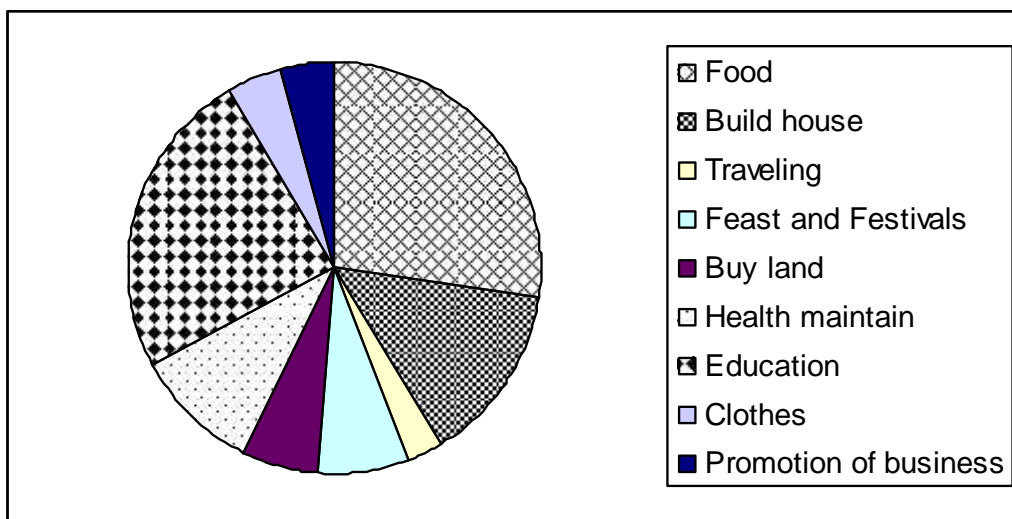
Source: Field survey, 2010

The table 5.5 shows that 27.14 percent respondents wanted to spend their surplus money on food, 14.29 percent wanted to spend their surplus money in house buildings, and 24.28 percent wanted to spend it on educating their children or themselves. 10 percent of the total wanted to spend it on health, 7.14 percent respondents wanted to spend their surplus money in feast and festivals, 4.29 percent wanted to spend their surplus money on clothes. Similarly, also 4.29 percent wanted to spend it in promoting business respectively. Only 2.86 percent other respondents wished to spend the surplus money on travel.

From the above table it is clear that 27.14 percent, which is the highest in number wanted to spend money on food. So this indicates that they are not satisfied with their income from the point of view of foods. We can show this in the following Pie-Chart:

Figure: 5.2

Distribution of Respondents by Uses of Surplus Money in future, PIE 2010.



5.7. Training

Training is an indispensable component of better productivity.

Table: 5.6
Distribution of Respondents by Types of Training Received
PIE. 2010

S.No.	Received Training			Types of Training		
	Yes	No	Total	Skill based	Service based	Total
1	29	41	70	27	2	29
2	41.42	58.58	100	93.10	6.90	100

Source: Field survey, 2010

The table 5.6 shows that only 41.42 percent of workers have received training and 58.58 percent workers have not received training. It shows that over fifty percent respondents have not received any types of training.

The table also shows that two types of training were identified, skilled based and service based trainings. From the above table it is clear that more skilled based trainings are in operation in PIE (93.10 percent) and only 6.90 percent have received service based trainings.

5.8. Previous Work

Respondents' previous working fields were diverse. Housekeeping, agricultural, service & business were some important professions.

Table: 5.7

Distribution of Respondents by Previous Work, PIE, 2010

S.No.	Respondents previous work	No. of Respondents	Percentage
1	Household	51	72.86
2	Agriculture	12	17.14
3	Service	5	7.14
4	Business	2	2.86
5	No response	-	-
	Total	70	100.00

Source: Field survey, 2010

Others mainly included were students, hotel, restaurant work etc.

The table 5.7 shows that 72.86 percent women workers were affiliated with housekeeping, 17.14 percent came from agriculture, 2.86 from business, 7.14 percent from service (industrial sector) sector.

From this survey it is clear that most women do household work, which is a tedious job and they are considered economically inactive.

5.9. Duration of Present Work

In Nepal, women constitute nearly half of the total population. But their living standards are very low and miserable in most of families due to the lack of proper mobilization of human resources and also because of its low economic condition and under development. Today women are encouraged to involve as a jobholder in urban society like men.

Table: 5.8
Distribution of Respondents on the Basis of Duration of Present
Work, PIE 2010

S.No.	Duration of present work	No of respondents	Percent
1	1-4	19	27.1
2	5-8	31	44.2
3	9-2	3	4.28
4	13-16	6	8.57
5	17-20	2	2.86
6	21-24	7	10.0
7	25-28	2	2.86
	Total	70	100.0

Source: Field survey, 2010

The table 5.8 shows that duration of present work of the respondents. However, this has a wider variation across different industries. The trend of continuity in the present job seemed to be high for 8 years. Most of the respondents were (44.29) working for 8 years. 27.14 percent respondents were working 4 years, 10 percent were working for 24 years, 8.57 percent were working for 16 years and least of the workers were working for 28 years.

From this survey, it is clear that now women's involvement in industrial sector is increasing and the number of self-dependent women is also increasing.

5.10 . Promotion

When there are chances of promotion for workers, the workers are very interested in doing hard work and tries to do better work. The fallings of social security and financial security will be increase in workers.

Table: 5.9

**Distribution of Respondents on the basis of Received Promotion by
Different Factory, PIE 2010**

S.no	Industries	Did get promotion?				No. of respondents	Percentage
		Yes		No			
		No. of R	%	No. of R	%		
1	SSB	-	-	10	100	10	100
2	HSF	1	10	9	90	10	100
3	GPP	1	10	9	90	10	100
4	PN	10	100	-	-	10	100
5	PF	7	70	3	30	10	100
6	NKI	-	-	10	100	10	100
7	SD	-	-	10	100	10	100
	TOTAL	19	27.15	51	72.85	70	100

Source: Field survey, 2010

Only 27.15 percent respondents received the opportunity for promotion in less than during their average working period of 9 years. Majority of the workers have frustration because of no hope for any promotion in future. According to respondents it is because of negligence of management and absent of training facilities. The chances of promotion seemed to be high in the case of PN and PF while it was very low in the case of other facilities.

These kinds of promotion will play a vital role to motivate the workers in good work and decrease the social violence.

5.11. Trade Union and Women Involvement

In a democratic society, the presence and importance trade union is highly valued. It can play a vital role for job security and collective bargaining of the workers. After the establishment of multiparty

democracy in Nepal the concept of trade Union has been much popularized. Majorities of industries/ factories have one or another form of trade unions.

The appendix No II shows that more than three fourths (71.43%) factories have trade unions while about 28.57 % factories are devoid of such trade union.

Out of 70 respondents, the women workers seemed to have been indifferent towards their participation in the activities of trade unions. It is due to discrimination against them. Except in SSB, PF, GPP and PN all of the female workers in all industries have not participated in trade union activities. Although female participation rate is highest in PF It is clear that women do not much involve in trade unions.

5.12. Wage

The term "wage" or "wages" refers to periodical remuneration for work done for the employer. "Wages" means all remuneration (whether by way of salary, allowances or otherwise) expressed in terms of money.

Nepal has ratified the ILO convention No.131, the minimum wage fixing convention 1970. The labor ACT provides that Nepal Government may fix minimum wages on the recommendations of a minimum wages fixation committee. Recently, Nepal Government has constituted a minimum wage fixation committee representing the ministries of labor, workers and transport, tourism and Industry, General federation of Nepalese trade Unions, Nepal Trade Union Congress and Federation of Nepalese Chambers of Commerce and Industry. Wages should be based on the present cost of living of the society. The wages should not be based on sex but on the efficiency of the workers.

Table: 5.10

Distribution of Respondents by Difference In wage between Male and Female Workers in PIE 2010

Difference in wage	No. of respondents	percentage
Yes	10	14.28
No	60	85.72
Total	70	100.0

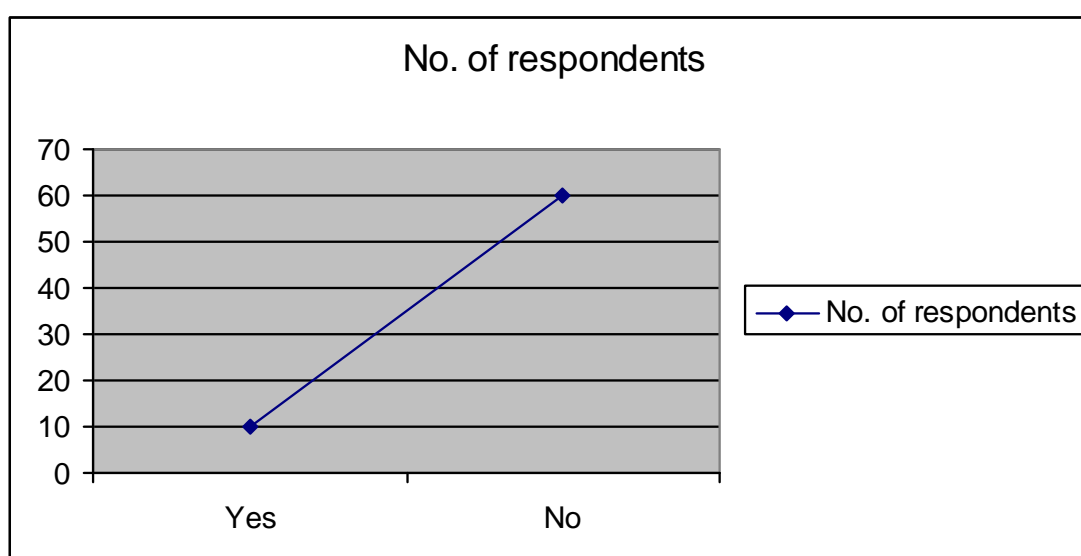
Source: Field Survey 2010

From the collected data it is clear that most of the respondents i.e. 85.72 percent of the total say that wages are equally paid for the same work between males and females, but 14.28 percent say that wages are not equally paid for same work between males and females.

We can show the same on graph as follows:

Figure: 5.3

Distribution of Respondents by Difference In wage between Male and Female Workers In PIE, 2010



5.13. Wages rate

Table: 5.11

Distribution of Respondent on the basis of Wages Rate

Wage in Rs.	No. of respondents	Percentage
3000-3400	8	11.43
3500-3900	20	28.57
4000-4400	27	38.58
4500-4900	10	14.28
5000+	5	7.14
total	70	100

Source: Field Survey 2010

Rates of wages are also significantly different from industry to industry. Most of the work in biscuit and printing industries are given on contract on the basis of per piece but the system of wage payment is fixed in surveyed industry. Table no 5.11 shows that the majority of respondents 38.58% earn monthly Rs. 4000-4400. Similarly 28.57 % earn Rs. 3500-3900, 14.28% earn Rs. 4500-4900, 11.43% earn Rs. 3000-3400 and 7.14 % earned more than Rs. 5000.

5.14. Relationship between Women Workers and Factory Owners 22

The relationship between factory owners and women workers seem to be linear. Majority of the respondents said that they had had very good relation with owners and other some women workers were found to have hostile relationship with factory owners. Such absence of good relationship between the owners and women workers resulted in the job termination and possibility of job termination.

While asking about the relationship between women workers and men workers, the majority of respondents said that they had had good relation with men workers.

5.15. Relation of Union and Factory Owners

Majority of women workers view the trade union as a medium of resolution of the problems. Most of the women workers have some faith upon trade union. So they often visit and report the union about their work-related problems. In addition to visiting trade unions some women workers go to factory owners directly when they face problems. While asked about the relation of Unions and factory management and other workers (Key information) they said that they had had good relation.

CHAPTER-SIX

SUMMARY, MAJOR FINDINGS, CONCLUSION AND RECOMMENDATION

6.1. Summary

Nepal, being a small Landlocked country with agro-based economy, it is one of the poorest countries in the world. The population increases at the rate of 2.2% and food grains increase at the rate of 1.5 %. So, this is indeed a major challenge. One way to reduce the pressure of population on agriculture is to transform the excess population to non-agricultural sectors.

Human resources refer to skill, knowledge and capabilities of the people in increasing the production of goods and services. Thus the country requires proper planning and utilization of human resources for its economic development. It is evident that development of a country could not be possible without the equal participation of men and women. It is, therefore, accepted that women's socio-economic status equally plays a vital role in the development activities of a nation. If the status of women is high in a society, they are provided with different authorities, they are honored, they have considerably contributed in fine arts, such society and culture will be considered as superior.

The women have a key role in a making society civilized. In Nepal, women constitute nearly half of the total population. But their living standards are very low because of its low economic condition. Women are dominated by men due to our patriarchal society. Males have property

right but females have property right only at the age of 35 if unmarried, which shows about the gender based hierarchies in Nepalese society. Most women do household work, which is tedious job and they are considered economically inactive and poor. In Nepal 90.3 percent women are engaged in agriculture and forestry and only 8.9 percent women are engaged in non-agricultural sectors. So Employment of women is essential to attain equality of gender and also to make life easier smother. In industry, both males and females work together. But the study is mainly concentrated in the employment of women in industry. Nepal's total labor force is 7.3 million, the annual growth of force in Nepal is 3 %. Now in Nepal, 2.07 percent labor force is in industry.

Men and women are the two wheels of a chariot, so, without women's participation goods of development activities cannot be fully attained. But we have a male dominated society. The first priority is always given to men, in family and society as well. Being a patriarchal society, a male is encouraged to dominate the women in every aspect. Today women are encouraged to involve as a jobholder in urban society like men. The women participate in governmental and non-governmental (private) sector. Now in Nepal, a few percent females are working in industrial sector. Eastern Europe and the former Soviet Union had a high proportion of women work.

Working women everywhere suffer from discrimination typically in pay and in promotion. They have not been provided with appropriate or minimum facilities and they are not satisfied with their job. Women related to these sectors have their own problem. Keeping this point in view, this study aims at looking in to the women workers' problems and find out their difficulties, aspirations and needs. The main objective of this study is to understand and examine the socio-economic conditions of

industrial women workers. This study also tries to give the overall picture of PIE women workers situation, the facilities provided by industry, the male workers behavior towards women workers and the participation of women workers in trade union. The need of the study is to fulfill the gap of the knowledge about the socio-economic condition of PIE workers.

This study is based on both primary and secondary sources of data. The primary data was obtained through field survey. A purposive sampling was adopted to select manufacturing units for fieldwork. altogether total 70 persons were selected from among female member to interview. Key information and observation were adopted to complement the information. Various secondary information from book, journals, research reports articles etc have been used. Data are presented though tables. Data are analyzed using simple statistical tools (such as percentage, average etc.) Methodological framework of the present study is basically exploratory cum descriptive in nature.

6.2. Major Finding of the study:

- ❖ Socio-demographic and economic characteristics of industrial women workers in the sample study have been analyzed as per the data and information obtained from field survey. Generally the women workers started their job at the age of 15, and 20.0 percent women workers belong to the age group of 35-39 which is highest in percentage.
- ❖ Six major castes/Ethnic people are working together in PIE. Where, Brahmin women workers have got majority. Married women workers occupy 75.71 percent, unmarried women workers occupy 22.86 and 1.43 percent women workers are divorced.

- ❖ Majority of respondents 38.58% earn monthly Rs. 4000-4400. Similarly 28.57 % earn Rs. 3500-3900, 14.28% earn Rs. 4500-4900, 11.43% ear Rs. 3000-3400 and 7.14 % earn more than Rs. 5000.
- ❖ Majority of women workers are literate from nuclear family. Statistics from the sample survey reveal that 72.86 % of the total respondents were literate and 27.14 % were illiterate.
- ❖ Respondents' previous work was diverse. Housekeeping, agriculture, services and business were some important professions. 90% women workers were affiliated with housekeeping and 37.14% came from agriculture. Most of the respondents' past occupation was agriculture and other women workers were in industrial service. Business category and some other respondents were entirely dependent on their guidance occupation. There are 60% respondents having not agricultural land and 40% have agricultural land. There are 58.58 women workers who have to depend only on wage and rest of the women workers get support from other sectors as well. Likewise, only 35.71% of them get rice throughout the year from their own paddy field. Regarding the job satisfaction, the majority of the respondents said that they were satisfied with their wage and work. Similarly, the majority of the respondents wanted to spend money on food and educating their children.
- ❖ Though training is an indispensable component of better productivity, out of total respondents, only 41.42% women workers have received training and over fifty percent respondents have not received any types of training. A majority of the workers (72.86 %)

during the sample survey manifested their frustration that they had no hope for any promotion in future. Only 27.14 percent respondents had received the opportunity for promotion.

- ❖ While asking about difference in wage between males and females workers, the majority of respondents (85.71%) say that wage are equally paid for same work between males and females but 14.29% say that wage are not equally paid for same work between males and females.
- ❖ The relationships between factory owners and women's workers seem to be linear. Majority of the respondents said that they had had very good relation with owners and others some women were found to have hostile relationship with factory owners. While asking about the relationship between women workers and men workers, the majority of respondents said that they had had good relation with men workers. While asking about the relation of unions and factory owners, the majority of respondents, factory management and other workers (Key information) said that they had had good relation.

6.3 Conclusion

The status of human development in Nepal is far below than the other countries. This is an indicative of low productivity in both agriculture and manufacturing sectors. On the basis of major findings it is seen that socio-economic condition of industrial women is changing day by day.

Most of the women workers of PIE are local, and some women workers come from the rural areas representing different socio-cultural background. However, they have been so close to each other that they

started accepting each other's festivals and cultural beliefs. Most of them are poor and some of them are uneducated. Most of them are literate as well. However, they are enthusiastic about their future and can feel the responsibility towards their children and families. Quite a few of the women workers are still partly engaged in agriculture. Generally the women workers live with their families and during the office hours their families do the work of service, study and production of food grains. During holidays and other extra time the women workers also help in the fields. This is essential because the wages morely do not fulfill the needs of the whole family.

In PIE jobholders are increasing today. They and their family thought that women's participation in economic sector is very helpful to maintain family and children. Some women were working for many years but they were not permanent workers. Generally, in PIE wages are equally paid for same work between males and females but women are not found much involvement in trade union. Health and safety facilities are very poor. They have not many facilities in the industry and their wages are not enough to fulfill their demand. They were facing many kinds of problems like night duty, lack of transportation facilities.

PIE has been playing a vital role for the development of local area around it. The local people get preference for the opportunities in PIE. Many outsiders have also been provided jobs in PIE.

Obviously, PIE is also a source of air and other environmental pollution in the local areas. But with invent of new technology and imposition of strict rules by the government to use pollution controlling equipments. The level of pollution can be decreased to minimum level.

6.4. Recommendation

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

- More female workers should be encouraged to work in the Industries in Nepal. This would not only bring confidence in the women workers but would also be help in the process of economic development.
- Wages should be based on the present cost of living of the society. In order to ensure increased output proper incentives should be provided to the workers. The wages should not be based on sex but on the efficiency of the workers.
- There should be a fixed national level minimum wage. However, it can vary at the sectoral level. The wage rate must be adjusted automatically with the rate of inflation.
- A subsidized school should be opened in this area for the children of the women workers.
- Promotion should be given to the workers on time. The process of promotion should be transparent and there should be no partiality involved.
- Transportation facilities should be given to the workers who are commuters.
- Residential quarters should be built for the workers in order to provide them with proper living conditions. This would not only help them live properly but would also accelerate their output in the industries.

- A well-equipped health post should be opened and 24 hour health care services should be provided.
- Trade Union should be made a part of poverty alleviation programs in Nepal that would help implement quality, education and programs for skill development and credit facility for both male and female workers.
- The existing labor law has not tried to establish any system for social security. The provisions included are specified in accordance with the degree of disablement and the injury in connection with workmen's companion, but the provisions are salary based, not based on age factor. Loose earning capacity must not be tied only and strictly with wage/salary.

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Appendix : I

Distribution of Respondents by Occupation before entering PIE, 2010

S.No.	Occupation	SSB		HSF		GPP		PN		PF		NKI		SD		No of respondents	%
		No	%	No	%	No	%	No	%	No	%	No	%	No	%		
1	Agriculture	2	20.0	2	20.0	9	90.0	5	50.0	3	30.0	3	30.0	1	10.0	25	
2	Service	2	20.0	6	60.0	1	10.0	3	30.0	3	30.0	6	60.0	6	60.0	27	
3	Agriculture +service	1	10.0	-	-	-	-	-	-	1	10.0	-	-	2	20.0	4	5.71
4	Service +business	-	-	-	-	-	-	-	-	-	-	1	10.0	-	-	1	1.42
5	Agriculture +business	-	-	1	10.0	-	-	2	20.0	-	-	-	-			3	4.29
6	Others	5	50.0	1	10.0	-	-	-	-	3	30	-	-	1	10.0	10	14.29
	Total	10	100.0	10	100.0	10	100.0	10	100.0	10	100.0	10	100.0	10	100.0	70	100.0

Source: field survey, 2010

Appendix -II

Distribution of Respondent by Occupation before entering PIE, 2010

S.No.	Factory	Trade Union in factory				Female participation in Union				No. of respondents	Percentage
		Yes		No		Yes		No			
		No	%	No	%	No	%	No	%		
1	SSB	10	14.29	-	-	7	10.00	3	4.28	10	100.00
2	HSF	10	14.29	-	-	-	-	10	14.29	10	100.00
3	GPP	10	14.29	-	-	6	8.57	4	5.71	10	100.00
4	PN	10	14.29	-	-	8	11.43	2	2.85	10	100.00
5	PP	-	-	10	14.29	-	-	10	14.29	10	100.00
6	NKI	-	-	10	14.29	-	-	10	14.29	10	100.00
7	SD	10	14.29	-	-	-	-	10	14.29	10	100.00

Source: field survey, 2010

Appendix –III

Socio-Economic Condition of Industrial Women Workers in Pokhara Industrial Estate

Questionnaire Schedule

A. Respondents Personal Description

1. Name
2. Age
3. Caste/ Ethnicity
4. Religion
5. Martial Status
 - a) Single
 - b) Married
 - c) Divorced
 - d) Window
 - e) Separated

B. Education & Training

1. Education Status
 - a) Illiterate
 - b) Literate
 - c) Below S.L.C.
 - d) S.L.C.
 - e) Intermediate
 - f) Bachelor
2. Have you attained any workshop or training?
 - a) Yes
 - b) No
3. Has your organization provided you any training?
 - a) Yes

- b) No
- 4. If yes, which type?
 - a) Service based
 - b) Skilled based
 - c) Others
- C. Socio- Economic Condition
 - 1. Past source of income
 - a) Agriculture
 - b) Services
 - c) Agriculture cum Service
 - d) Services cum Business
 - e) Agriculture cum Business
 - 2. Present Sources of income
 - a) Agriculture cum Wage
 - b) Business cum Wage
 - c) Wage
 - 3. How long food especially rice grown in your own field sufficient for?
 - a) Less than one month
 - b) 1 to 3 months
 - c) 4 to 6 months
 - d) 7 to 9 months
 - e) 10 to 12 months
 - 4. Since when have you been working in this industry?

Year..... Month.....
 - 5. Previous work
 - a) Household
 - b) Agriculture
 - c) Service

- d) Business
 - e) Others
6. Are you satisfied with this job?
 - a) Yes
 - b) No
 7. If No. why? (Please give reason)
 8. If Yes, how many in rupees?
 9. Is there any labour union in your company?
 10. If there is labour organization then how is the voting right towards women labourers guaranteed?
 11. How is women participation in trade union working?
 12. Are you a member in trade union?
 13. Do you go to trade union? If you go, is it accessible?
 14. Is there any pressure or compulsion to go union or is there any provision of going to union?
 15. Do men and women labor work in same place?
 16. How are the behavior and attitudes of men workers towards women workers?
 17. How is the behavior of company management towards women labor?
 18. Do you think about your future? If you think, what do you think? As one of the workers in this industry do you have some demand?

Thanks