

**PARTICIPATION OF WOMEN IN SKILL  
ORIENTED WORKS: A CASE STUDY OF PATAN  
INDUSTRIAL ESTATE**

**A Thesis  
Submitted in Partial fulfillment of the  
Requirements for the Award of the Degree of  
Master of Arts in Rural Development**

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## LETTER OF RECOMMENDATION

This Dissertation entitled **Participation of Women in Skill Oriented works: A Case Study of Patan Industrial Estate, Lalitpur**, prepared by **Shrijana Satyal**, under my guidance and supervision for the partial fulfillment of the requirements for Master's of Arts in Rural Development. I hereby forward this dissertation for final evaluation and approval.

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# APPROVAL CERTIFICATE

This is to certify that the Thesis entitled “Participation of Women in Skill Oriented Works: A case study of Patan Industrial Estate” written and submitted by Ms. Shrijana Satyal has been approved by the thesis supervisor, and department of Rural Development in the prescribed format of the Faculty of Humanities and Social Sciences. This Thesis is forwarded for the evaluation.

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## ***ABSTRACT***

*The contribution of women in social and economical activities is paramount still then, they have limited access and control to all kinds of resources including financial resources. They are lagging behind men in every aspect due to lack of education, low income and limited scope to income, though they are highly skilled. Women are found to engage in various sectors for their empowerment. Large numbers of women are being employed under Patan Industrial Estate. Their empowerment through skill oriented programs was never been studied so, the place and the subject was chosen for the study.*

*The objectives of the study were to identify the major skill oriented activities in Patan Industrial Estate, to compare and analyze the involvement status of women in these activities in comparison to men, to analyze the posts or level of skills in women, to compare their income and expenditure and to identify and examine the type of technical programs that could be effective to increase skills in women.*

*To attain the above objectives primary data as well as secondary data were collected. The universes of 92 industries were taken and 12 industries were selected randomly. From each industry 3 respondents were chosen for the collection of primary data. Data were collected through field survey done by the mean of two sets of questionnaire; one for the industrialists and the other for individual women employees. Observation was done with the help of check list. Other data used are obtained from secondary sources such as FNCCI, Patan Industrial Estate, head office, etc. The analysis and interpretation of the data collected were done through descriptive and analytical methods with resources like computer using appropriate tools and techniques.*

*After the data analysis it was found that there are various skill oriented works rather than programs in Patan Industrial Estate. Some of them were wood carving, furniture making, idols making, craft works, show piece preparation, coloring, packing in the*

*industries, sales, etc. There are 108 industries within Patan Industrial Estate. 92 of them are functional, 13 closed and 3 registered and preparing to open. Major industries within this estate are metal related industries with various metal works and steel works, wood related industries, textiles, plastic related industries, handicrafts, confectionaries, electrical good supplies, concreted items, rubber and foam, etc. Comparatively lesser numbers of women are found in skill oriented activities as well as other activities within in the estate. Women are found working in major percentage in the lower posts, very few been identical posts allocated for them. Most of them were found paid on salary basis but few were still being paid in wages system. The income of the respondents ranged from Rs. 2500 to Rs. 12000 per month and expenditure range from Rs. 2000 to Rs. 10000per month. The range of expenditure fell within the income range; their salary was found to be lesser than the expecting expenditures. Employees were facing several problems, irregularity of the workers, first aid, load shedding, lack of proper schemes from government, and lack of monitoring were some of them. Similarly employees had their own areas of problems. According to their stating, low level of salary, new health hazards, lack of incentives, lack of motivation, poor selection procedure, poor management etc. were their major problems.*

*The study concludes that there are no specified programs for women to increase the skills through skill oriented programs within in the estate though several programs are going on. The involvement of women was comparative to men but the levels they were working were lower than men. Their income ranges varied from industry to industry, so was their expenditure. There are several areas of technical help that could be effective to increase skills in women. It is highly recommended that if proper rules and regulations are formed better scopes are there.*

*Thus Patan Industrial Estate has empowered a large number of women and helped to develop the status of Nepalese women. This can further be paid attention and made better opportunity for the development of women.*

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## **ABBREVIATIONS AND ACRONYMS**

AIDS:	Acquired Immunodeficiency Syndrome
BC:	Before Christ
CBS:	Centre Bureau of Statistics
CSI:	Cottage and Small Industry
CEDAW:	Convention of Elimination of all forms of Discrimination Against women
FNCCI:	Federation of Nepalese Chamber of Commerce And Industry
INGO:	International Non-Governmental Organization
KvA:	Kilovolt Amperes
NGO:	Non Governmental Organization
NG:	Nepal Government
NPC:	National Planning Commission
SLC:	School Leaving Certificate
SME:	Small and Medium Enterprises
WEAN:	Women Entrepreneurs' Association of Nepal
WEDC:	Women Entrepreneurship Development Committee

