

CHAPTER - I

INTRODUCTION

1.1 Background

Nepal is a mid sized developing country. Poverty in Nepal is predominately a rural phenomenon. It's a low income country with a per capita income of US \$ 210 with an annual average real income growth of about 3.5 percent over the last decades. Women who comprise more than half of the population still are pre occupied with the house hold activities. They have a lower status in the family and community in comparison to the men. They are largely excluded from economic decision making and major capital transactions. The economic role is limited to domestic and family expenditure. Their house hold responsibilities, their low level of education and social conditions prevent women for working out side their homes. Research has revealed not only women's major contribution to the total household income and production but also that ,more than m men use their income to meet their families basic needs for education, health and food. But they are still marginalized from the opportunities such as economic resources, property, income and empowerment. This is due to illiteracy, unhealthiness, poverty and conservative social taboos.

Until and unless women are made fully participating in the advancement of the nation along with their male counter parts, no improvement can ever be brought in the socio economic condition of the country. Therefore women must be empowered to bring them in the main stream of development.

Women empowerment is an unavoidable element of the development. It is a process by which people take control and action in order to overcome the obstacles. Empowerment especially means the collective action by

oppressed and depressed one to overcome the obstacles of structure inequality.

Women empowerment means to aware the women for different situations and to animate to take action for gaining access to their fair and equal share of various resources made available with the household and within the wide system of state provision.

In context of Nepal, process of empowerment has been viewed to take the following steps: increasing women's excess to economic opportunities and resources, increasing women's political power through women's organization, solidarity and collective action, raising women's consciousness about the symptoms and causes of prevalent oppressive religious, economic, cultural, familial and legal practice, strengthening women's self confidence.

And as such, for today, increment has been seen in the employment and involvement of women due to improving educational status, more nuclear family living and married women 's need to supplement their husband's income to balance consumption expenditure. Apart from being involved in agriculture, Nepalese women have started involving in activities like textile, garments, carpets hosiery, handmade paper crafts, cane and bamboo products, handicrafts, beauty parlor, boutique and fashion designing, tourism banking and cooperatives, fabrics, pasmina wearing etc. The study by FNCCI in 1997 revealed that in 38 districts thousands of women are engaged in 25 varieties of enterprises.

1.2 Statement of Problem

The rural development cannot be sustainable and thought of without active and sufficient participation of women. Effective participation, decision making capabilities and increase access to resources are the important aspects to ensure involvement. Women's empowerment though a buzz word in modern society, it's a challenging job in a largely male dominated realm where they have to deal not only with customers, but also with banks, suppliers, tax authorities, local government and many others. Though the government and non government sectors have realized that without women development is not possible still output is diminutive.

Since 1980's the sixth five years plan there has been a gradual shift in policy and development initiatives from welfare to equity and from anti poverty to empowerment approaches. Policies in the eighth plans recommended the creation of programs to enhance women's participation and employment in the economic and social sectors. The ninth plan gave a higher priority to mainstreaming gender issue in development and abolishing gender discrimination and empowering women.

Economic empowerment can be brought through economic independence. Increasing women's economic rights would increase their mobility and expose them to world outside their communities. Thus this study is aimed to solve the following questions:

- a. What are the major skill oriented activities in Patan Industrial Estate?
- b. How is the involvement of women in comparison to the men?
- c. What are the levels or posts designated for the women in Patan Industrial Estate?

- d. What is the level of income of the women workers?
- e. Which type of technical programs could be effective to increase the women empowerment?
- f. Can this type of activities in the real scene empower women?

1.3 Objectives of the Study

The main objective of the study is to examine skill oriented activities run within Patan industrial Estate so as to study women empowerment. This study is aimed to have an understanding and analysis of the present status of women involved in skilled activities and identifying their needs to develop their skills. The specific objectives of the studies can be stated as:

- a. to identify the major skill oriented activities in Patan Industrial Estate
- b. to compare and analyze the involvement status of women in these activities in comparison to men
- c. to analyze the posts or level of skills in women
- d. to analyze their income and expenditure
- e. to identify and examine the type of technical programs that could be effective to increase skills in women

1.4 Significance of the Study

Income generating activities would definitely enhance the economic status of the women in the family and society. It provides support and assistance. This enables them to move forward to self reliance through gainful activities. It develops confidence to become financially independent. The following points can be considered as the significances:

- a. This study can help women to analyze their status in comparison to men
- b. It can introduce right type of technical program to support women
- c. The study helps to initiate women toward empowerment
- d. It's also hoped that findings and recommendations will be helpful to reform policies, make new policies and for those to implement programs in this field.

1.5 Limitations of the Study

In spite of the best efforts of the researcher and the usefulness of the studies, it had to face many limitations. Some of them were:

- a. Limited time is a problem in depth research.
- b. Women empowerment is a vague and complex concept which includes so many variables but the study will be concerned to economic, technical and few more variables only in the study area, excluding the other variables.

1.6 Organization of the Study

The first chapter introduces the study in terms of background, introduction of the topic, statements of the problem, objectives of the study, significance of the study and limitations of the study.

The second chapter deals with the methodology adopted to carry out this research. It contains rational for the selection of the study area, research design, nature and source of data collection, universe and sampling method, techniques and tools of data collection and its procedures.

The third chapter is related to the review of literature. It deals with reviewing literature related to status of women, Empowerment of women in context of Nepal and introduction of Patan Industrial estate.

Chapter four deal with the analysis and interpretation of the data. This chapter includes the analysis of major skill oriented industries within Patan Industrial Estate, comparison and analysis of women employee in term of number and level of working, payment system, analysis of income and expenditure, the major problem areas and the technical helps that could be effective to increase skills in women.

The final or fifth chapter presents major findings and conclusions of the study. On the basis of the findings and conclusions, recommendations are made in the same chapter.

CHAPTER – II

METHODOLOGY

2.1 Rational for the Selection of the Study Area

Though being next to the capital city, Lalitpur, still faces a problems regarding socioeconomic status of the residents. The socio economic condition of the women is worst compared to their male counterparts. Empowerment of women is still rare and underdeveloped. It is still a new adventure to many women here.

Patan Industrial Estate has empowered women with varieties of skills. The study thus aims to study about the skill oriented activities and its effects in the women empowered there.

2.2 Research Design

- a. Descriptive as well as analytic design was applied as the nature of study is based on both qualitative and quantitative data
- b. To collect primary data and necessary information personal contact and interview was used
- c. Other information was collected from various sources as Estates' offices, various books, publications, thesis, reports, etc.

2.3 Nature and Source of the Data

This study is based major on primary sources. The basic methods employed were personal interview and observation. The present studies had a lot of scope for primary research and in depth examination as the main source of data information were collected from the field visit by using questionnaire, personal interviews and observations.

2.4 Universe and Sampling

The universe of the study was the total number of women working under Patan Industrial Estate. Random method of sampling was applied. For the study to be easier industries were categorized into major groups and two from each group were studied. From each of these industries chosen two women employees were taken as sample. So the total sample of 12 industries and 24 women were studied.

2.5 Questionnaire Design

There were two types of questionnaires. The first one for the employer owning the industry and the other one for the individual women involved as a worker. The first type of questionnaire helped to get information related to the industry, their products, number of employees, techniques used, etc. The second set of questionnaire helped in collecting information related to woman individual to fulfill the objectives. This also helped to find out the drawbacks and shortcomings related to them and the study which may not even be known to the employers or the employees.

2.6 Techniques of Data Collection

Questionnaire Survey:

Survey was done to collect the required data necessary to meet the objectives. An interview of the employers as a first type of respondents and employee as a second type respondent were taken as survey.

Observation:

Technical equipments, clothing and dealing were included for observation.

For the purpose following tools were used.

2.7 Tools for Data Collection

An individual questionnaire was prepared to take the interviews of the respondents. The questionnaire included both qualitative and quantitative questions to fulfill the objectives of study.

Similarly, a short check list of things to be observed was prepared separately in personal diary of the researcher.

2.8 Data Analysis and Interpretation Process

- a. Both qualitative and quantitative data was collected through interviews and observation
- b. Collected data was tabulated, grouped and analyzed through frequency table, cross tabulation etc.
- c. Descriptive and simple mathematical interpretation procedure was adopted

CHAPTER – III

REVIEW OF LITERATURE

This chapter deals with the literature regarding the status of women, women empowerment and the efforts made by Patan Industrial Estate in the field of women empowerment in Lalitpur. Based on the aspects, available literature has been reviewed.

3.1 Status of Women

Women make up a substantial majority of the worlds poor. If we compare the lives of the inhabitants of the poorest communities across the developing world, we would discover virtually everywhere, women and children experience the harshest derivation (Todaro, 2002). Further more women's control over household income and resources is limited for a number of reasons of primary importance as a relatively large proportion of work of women is unremunerated. It is constrained by the fact that for house hold works women are not paid. So there are many factors that perpetuate the low economic status of women and lead to strict limitations on control over resources. (SAARC, 1993) stated that 69 percent of the male are economically active in comparison with 46 percent of the women.

Despite some progress in the last two decades, female education in the form of enrolment rates in primary and secondary level and adult literacy rates remain low for the whole south Asia in comparison to the other low income countries.

And as such, for today, increment has been seen in the employment and involvement of women due to improving educational status, more nuclear

family living and married women 's need to supplement their husband's income to balance consumption expenditure. It is estimated that of the total registered cottage and small scale enterprises about 20% are headed by women. According to the Central Bureau of Statistics about 18% in enterprises engaging 10 or more have women working as proprietors and family members. Some of the women who are engaged in industrial sector have become successful entrepreneurs. Apart from being involved in agriculture, Nepalese women entrepreneurs have started enterprises like textile, garments, carpets hosiery, handmade paper crafts, cane and bamboo products, handicrafts, beauty parlor, boutique and fashion designing, tourism banking and cooperatives, fabrics, pasmina wearing etc. the study by FNCCI in 1997 revealed that in 38 districts more than thousand women entrepreneur are engaged in 25 varieties of enterprises.

3.2 Women Empowerment

Women in Nepal, who constitute 50.1 percent of the total population, have been lagging behind the male population. Culturally, Marriage and children are supposed to be the destiny of women. Marriage limits women within her household boundary. While talking about the patriarchal attitudes and the status of women after marriage (Wadwa, 2006), why should a women change her name after marriage is of concern. A male favoring society increases the feeling of insecurity in women. A name of her own is more important than having a room of her own. The involvement in the business can help her gain her identity.

As the level of education increases, the proportion of female decreases (CBS 2000). This makes a direct impact on women participation in business of higher categories. "Where are the women?" (Daniel, 2007) observes the real picture of Nepalese women .The wish to see a story of

women in business section just once; about a new bank or tourist company headed by women really shows the pathetic condition of women in high rank. This stimulates the idea of office hiring, training and promoting women. Similarly a reflection article “legacy of womanhood” (Ale, 2006) draws a picture of a woman in city with good education, better family background, and no financial crisis but still unexplored about her. This shows the real need of women empowerment.

The concept of women empowerment has been a subject of much intellectual discourse and analysis. For the discussion purpose, the conceptual frame work explained by United Nations is a useful starting point. The core elements of women empowerment have been defines as agency, awareness of gendered power structures, self-esteem and self confidence (Kabeer, 2001). In Nepal, after the sixth plan, for the first time, women were recognized as the contributors of the development. Now in the running tenth plan, it has focused high to decrease gender gap, to continue ninth plan’s programs and to address some policies and issues (NPC 2002). Women liberation, a struggle for freedom not for equality, a quest for independence not for support, is thriving with opportunities not with grants, is an attempt to break down all the barriers between women of various backgrounds, to bring them together, liberation is the need of today, a situation in which women can think, work, talk, study and to do anything independently and fearlessly (Poudyal, 2007).Discrimination of women from womb to tomb is well known. There is continued inequality and vulnerability of women in all the sectors economic, social, political, educational, and legal and many more. Hence women need to be empowered not as favor to them but for undoing the justice mended out to them (Pillal, 1995).

3.3 Women Empowerment in Nepalese Context

In Nepal, development works since last 26 years are being done to promote women. Since sixth development plan, Nepal started programs to empower women. Programs like income generating activities, health facilities, drinking water and child care facilities have been implemented. So many international commitments have been made by n Nepal. For example, convention on elimination of all terms of discrimination against women (CEDAW, 1991) is the most important in this step. Governmental and non governmental organizations have been working for empowering women. New policies are being adopted. Despite such pious efforts the sad fact is that women are yet to be empowered. Awareness programs and proper psychological counseling should be initiated to empower women.

After the sixth plan, for the first time, women were recognized as t he contributors of the development and their roles in the development field, as well as agriculture. Then, some programs were formulated for the women empowerment, mainly trainings for employment opportunities, formal and non formal education etc. to include women in the national building programs (Shrestha, 2002).

In the seventh and eighth plan, several development policies were formulated to involve women in the main stream and to ensure their participation in every sector of development, improve their status, increase their capacity by impacting appropriate knowledge and skill for the employment generation. Creating appropriate environment and infrastructure for more opportunities in decision making from local to national level was made easier.

Compulsory female teacher in primary school, non formal education for female of deprived group, several trainings and educational programs were implemented to increase access to formal credit and economic resources of women (NG/NPC, 1992: Uprety, 2003).

In the ninth plan some policies, strategies and programs were formulated for women empowerment. With the realization of women contribution in agriculture sector, agricultural technical activities, women's right to decision making and special arrangements would be made to establish women rights and mobilize women. To increase the access in education, scholarship, women teachers and special facilities in technical education were designed. In order to enable women to utilize employment opportunities in such sectors as industries, tourism, forestry, transport and water resources, program had been formulated to enhance women's capacities including trainings and access to subsidized credit facilities, to reduce work loads of women and increase productivity extension of agriculture and others technologies were provided. Considering the Beijing Declaration 1995, a Gender Equality and women 's empowerment National work Plan 1197 had been formulated encompassing 12 sectors that needed to be paid serious attention on women and poverty, education, health, violence, armed insurgency, economy, policy making, human rights, etc. (NG/N/NPC, 1997).

The tenth plan (2002-2007) had focused higher priority to decrease gender gap to continue ninth plan programs and to address some other policies and issues. Women are deprived in the rural areas up to now, to eradicate such deprives and discriminations, different awareness programs were conducted. Education, skills, techniques and credit facilities were the tools of empowerment so; women are being empowered with such to some extent now (NG/N/NPC, 2002).

3.4 Introduction to Patan Industrial Estate

Patan Industrial Estate was established on Magh 12th 2020 B.S. in financial assistance of India. It covers 293 Ropani of land in the heart of Capital. Lalitpur is rich in art and sculpture and this particular area being covered with numerous small and cottage industries, to bring these scattered arts and culture to a single main stream helping them to continue their existence Patan Industrial estate was established.

Wooden and metal works based on Nepalese traditional architectures are famous within the nation and also has international fame and identity. The products produced here have market all over Asia, Europe and America. Not only these wooden and metals produce, this estate is also involved in producing daily requirements articles as construction materials, Pasma, Cotton cloths, printing press, polythene pipes, plastic wares, etc. for the further development of the industries.

The main features of the estate are the indigenous skills of national originality in the artistic wooden windows and doors and sculptures on copper, brass and bronze. The items produced here have been preserving the national identity in the international market since 46 years. The need of further development and conservation is felt now but steps are yet to be taken towards its perseverance.

Recently, it has got 49 industrial buildings, 13 storage spaces, and 12 other buildings. There are all together 108 industries under Patan Industrial Estate. Among them 92 are actively functioning, 13 closed and 3 under construction. This industrial estate is found to empower 1325 personals under several posts. 25 of them are selected by the estate and the rest by the individual industrial owners. The total investment here is

about 450 millions. The total electric supply through out the estate is 1500 kVA and with total water supply of 80 thousand gallon. 3 km of black topped road and drainage of 4 km is there within the territory. These industries are producing metal goods along with stone, wooden, plastic rubber products and cotton textiles. Moreover few like carpet, printing, woolen sweaters, bread etc. are also its present products.

Thus this Patan industrial Estate is found to conserve national culture and arts in national and international arena, has helped many through empowerment, brought in foreign currencies for the country, and last but not the least has served the locals with its products.

CHAPTER – IV

INTERPRETATION AD ANALYSIS OF DATA

This chapter deals with analysis and interpretation of the primary data collected by field survey. Quantitative data are tabulated, analyzed and interpreted; qualitative data are analyzed and interpreted.

4.1 An Overview of Patan Industrial Estate

Patan Industrial Estate at present has 92 functional factories, 13 closed and 3 under construction, thus making 108 factories.

92 factories those were functional were overviewed and categorized on the basis of material used during production.

Table 4.1

Categorization of the Functional Industries with in Patan Industrial Estate

Industries Products	No. of Industries	Percentage
Metal items	26	23.92
Wooden items	15	13.80
Textiles	14	12.88
Plastics	10	9.2
Electrical goods	5	4.6
Rubber and foam	4	3.68
Handicraft	5	4.6
Confectionary	3	2.76
Concreted items	3	2.76
Tent and tent bags	2	1.84
Press and printing	3	2.76
Workshop	1	0.92
Mineral water	1	0.92
Total	92	100

Source: Field survey 2008

The above table shows that maximum works under this industrial estate runs with metals. Metal related factories occupy 29 of them which are over 23.92%. Metals are followed by wooden industries, wood carving, furniture, craft works, seasonings etc. There are 15 such industries which make 13.80 %. Textiles are the next large number with 14 industries making of 12.88%. This trend is followed by the plastics produce with 10 industries and 9.2 %.electrical goods and Handicrafts both of them are 5 in number and makes 4.6% each. Rubber and Foam industries are 4 in number and makes 3.68%. Confectionary, concreted items and press and printing are 3 each and they are occupying 2.76% each. The remaining are tent and tent bags with 2 industries i.e. 1.84% and a workshop and a mineral water supply constituting 0.92% each.

4.2 Skill Oriented Works and their Selection for the Study

For making the study more detailed and convenient among these 92 industries only those possible to generate the skill oriented works for women were studied. Thus major of them sampled randomly were:

Table 4.2
Major Skill Orienting Industries

S.N.	Sampled Industries	Number of Studied Industries
1	Metal	2
2	Wooden	2
3	Textiles	2
4	Plastics	2
5	Confectionaries	2
6	Handicrafts	2
	Total	12

Source: Field survey, 2008

4.3 Comparison and Analysis of Women Employees

From the 6 major types of industries as mentioned in table 4.2 2 respondents each were chosen randomly and the comparison was done with the male counterparts working together.

Table 4.3
Comparison of Number of Male and Female Employees

S. No.	Industries	Total Employees	Male Employees	% of Male	Female Employees	% of Female	Average % of Female
1	Metal items	20	4	20	16	80	40
2	Metal sheets	17	17	100	0	0	
3	Wood carving	48	12	25	36	75	81.5
4	Wooden furniture	26	3	12	23	88	
5	Cotton textile	3	3	100	0	0	14.5
6	Pasmina	42	30	71	12	29	
7	Plastic utensils	36	22	61	14	39	55
8	Plastic bags	17	5	29	12	71	
9	Handicraft	43	12	28	28	72	53.5
10	Handicraft	20	13	65	7	35	
11	Confectionary	12	6	50	6	50	39
12	Confectionary	25	18	72	7	28	
Total				52.7 (ave.)		47.2 (ave.)	

Source: Field Survey, 2008

The above table shows that average percentage of male employees is more than that of female. Males have an average of 52.75% whereas female have an average of 47.25%. The participation of female in

different sectors varies without proper proportion. Major involvement of women was in wooden sector. Wooden furniture, craft work, wood carvings, coloring etc. are the works they are found doing. The wooden works cover about 81.5 % of average. Plastics production also had a heavy number of about 55%. Handicraft work was the next with an average of 53.5%. Similarly, in metal works where women were found involved in coloring framing etc as helpers, it was 40%. Following them was confectionary with an average of 39% and the least involvement among the sample industries was textiles with an average of 14%.

The data shows that in some metal factories producing smaller goods, about 80% of them were females whereas in factories working with larger lumps of metal there were no women workers at all. Similar was the case with textiles. In the first sample there was no women involvement but in the second sample there were about 29 % of females. Unlike these, in wooden works in both the sample cases women involvement was higher. In the first case 75% of workers were women and in the second case 88% of the total employees were women. Plastic products industries showed a similar trend. One sample was functional with 39% of women employees and the other sample with 71% of women. Likely to plastic industries were handicrafts. In the first handicraft factory sample there were 72% of women and 35% in the next sample. Last but not the least; confectionary samples had 50% women employees in the first and 28% of women workers in the second sample respectively.

This table also analyze that there is no restriction of rule for the number of employees to be involved. The number of employees ranged from 3 to 48. The least was in textile and the maximum in wood carvings.

4.4 Post Allocation for Women

The employers' respondents were asked about the allocation of posts especially for women. It was found that in none of the twelve cases were any post especial for them but their involvement was found in one or the next they had in general. Most of the cases women were found in lower posts as helpers and carriers. The common posts as responded by the employee respondents were:

Table 4.4
Posts or Levels Allocated for Women

S.N.	Posts/Levels	No. of Respondents	Percentage
1	Operators	1	4.16
2	Marketing officers	4	16.67
3	Receptionist/ front desk officer	1	4.16
4	Helpers	18	75
	Total	24	100

Source: Field Survey, 2008

The above table shows that 18 out of 24 respondents were working as helpers i.e. most of the women in Paten Industrial estate were in the lower posts as helpers. 4 of the respondents worked as marketing personal. They make about 16.67 %. Among the rest two 1 was working as an operator, and other as receptionist. They constituted about 4.16% each.

4.5 Payment System for the Employee Respondents

There was a great variation in the remuneration system. Most of them responded with hesitation regarding this matter. As they responded the following systems were recognized.

Table 4.5
Remuneration Systems for the Employees

S.N.	Based on	No. of Employees	Percentage
1	Monthly salary	18	75.00
2	Monthly wages	4	16.67
3	Both wage and salary	2	8.33
Total		24	100

Source: Field survey, 2008

The above table shows that among the 24 respondents (employees) 18 of them had their income as monthly salary. The salary receiving percentage was 75%. 4 of them were working on wages basis. This made around 16.67 %. The rest got their monthly salary and also got wages for overtimes and extra efforts applied. Their percentage was about 8.33%.

4.6 Comparative Analysis of Income and Expenditure

Though few of the m denied giving the exact amount they earn and they spend, the range was studied and tabulated as:

Table 4.6
Comparison of the Income and Expenditure (monthly) of the Respondents

S.N.	Income Range (Rs.)	Expenditure Range (Rs.)	No. of Respondents	Percentage
1	2,500-4,500	4,000-6,000	8	33.33
2	4,500-6,500	6,000-8,000	12	50.00
3	6,500-8,500	6,000-8,000	2	16.67
4	8,500-10,500	8,000-10,000	1	4.16
5	10,500-above	---	1	4.16
Total			24	100

Source: Field Survey, 2008

The above table shows that as they earn so is their expenditure. The more they earn the more they spend. Moreover the study shows that minimum level of earning was between Rs. 2,500 to Rs.4,500. From the total respondents 8 of them i.e. 33.33% fall under this range their level of expenditure was also the lowest among all the respondents. It was about Rs.4,000 to Rs.6,000. Still then their income level did not meet their expenditure. So with the second group of respondents, 12 of the respondents had their monthly income of range Rs. 4,500 to Rs.6,500 with an expenditure of Rs. 6,000 to Rs. 8,000. They constituted about 50%. Dissimilar to them, the next group of 2 respondents making 16.67% had the monthly income of range 6,500 to 8,500 and had expenditure within their limits of Rs.6,000 to Rs. 8,000.followind the same trend was the next group with 1 respondent making 4.16% having income range Rs. 8,500 to Rs. 10,500. The expenditure level of this group was Rs. 8,000 to 10,000. The highest level of income was above Rs. 10,500 with 1 respondent making 4.16%. This respondent denied giving her range of expenditure.

4.7 Recent Change

The system of remuneration changed recently from the month of Baishak, 2066. But this is yet to be implemented. The workers in Patan Industrial Estate set about a week long strike program with major three objectives. The most important among these three was to determine the basic salary to be at least Rs. 4,500 with abolishing wages system. Thus this data of the income and expenditure range may vary in the next study done.

4.8 Problem Areas of the Employers

Employers and employees both had problems on their areas; some problems of the employers were tabulated as:

Table 4.7
Problem Areas of the Employers

S. No.	Problems	No. of Respondents	Percentage
1.	Irregularity of Employees	8	33.4
2.	First Aid	5	21
3.	Load Shedding	4	16.6
4.	Schemes for Workers	3	12.2
5.	Lacks Regular Monitoring	2	8.4
6.	Most of the Above	2	8.4
	Total	24	100

Source: Field survey, 2008

The above table shows that the most reoccurring problems for the employers were the irregularity of working staff or employees. They even connected about a month absence with out any prior information so 8 of the total respondents i.e. 33.4% thought this to be the major problem. Similarly, immediate aid or first aid was the next problem of 5 of the respondents, so 21%. Following them is the scheme specified for the workers, motivating factors or programs are launched within as fairs or mela or so. So 3 of them i.e. 12.2% said lack of schemes for workers to motivate is the major problem. 2 respondents had a different view according to them lack of regular monitoring by the estate courses several problem with in i.e. 8.4% of the respondents wanted the regular monitoring. Last but not the least 2 of the respondents constituting 8.4%

thinks that they are having almost all these mentioned problems with them to some extent.

4.9 Problems Areas of the Employees

Table 4.8
Problems Areas of the Employees

S. No.	Problems	No. of Respondents	Percentage
1.	Salary	6	25.2
2.	Health Hazards	4	16.6
3.	Selection Procedure	4	16.6
4.	Lack of incentives and motivation	4	16.6
5.	Poor Management	3	12.5
6.	Most of the Above	3	12.5
	Total	24	100

Source: Field Survey, 2008

The above table shows that the most problematic factors for the employees were salary. Health hazards, poor management, lack of incentives and motivation, selection procedures of the employees or two or more of these. 6 of the respondents who make 25.2% felt salary to be their problem, i.e. their low scale of salary was their problem. Health hazards, Lack of incentives and motivation and selection procedure adopted for their selection was the major problems of 4 respondents with in each group, i.e. they constituted 16.6% in each group and 49.8% of the total respondents. Similarly, among the 6 respondents, 3 of them i.e.12.5% of the total said poor management was their problem and the remaining 3 respondents i.e. 12.5% said that they faced more than two of the problems in their working places.

4.10 Technical Helps Recognized to Help Increase Skills in Women

Till the establishment Patan Industries Estate itself has never tried to do any special works for women. Even for those industries under it, there has been no such programs introduces till the date of study. So, there are several things that could be done. The studied respondents gave their own view regarding their enhancement. Some of them were tabulated as follow:

Table 4.9
Possible Technical Helps

S.N.	Helps Required	No of respondents	Percentage
1	Motivation	7	14.5
2	Salary management	9	18.75
3	Health care facilities	9	18.75
4	Proper selection procedure	4	8.33
5	Regular monitoring	2	4.16
6	Load shedding	4	8.33
7	Trainings	4	8.33
8	Exhibitions and trade fairs	5	10.41
9	No idea about it	4	8.33
	Total	48	100

Source: Field Survey, 2008

The above table shows technical helps that were expected by all the 48 respondents. 7 of them thought motivation and incentives would be the most effective support to them. They constituted 14.5% of the total respondents. 18.75% of the total respondents' i.e. 9 of them thought that

salary management could be the best support for them. Other 9 of them constituting 18.75% stated that their health had to be taken care to support the overall development. 5 respondents of the total i.e. 10.41 % of the total respondents had the response that exhibitions and trade fairs could help them better. Proper selection procedures, removal of load shedding and supportive trainings were the best technical helps that could be given. Each of these cases was stated by the group of 4 respondents constituting 8.33% in each of these 3 groups. 2 of them believe regular monitoring is the most effective way. They constituted 4.16 % of the total number. Different to all these respondents were those who did not share their ideas with the researcher. 4 of the remaining said that such ideas about the helps were not with them. This group constituted about 8.33 % of the total.

4.11 Possible Results of Technical Support

Once when changes are made there will certainly be some natural consequences that follow. When the technical helps as expected by the respondents could be given to them, the respondents hope some outcomes of the help. As stated by the respondents themselves the possible effects of technical supports were tabulated.

Table 4.10**Possible effects of technical support**

S. No.	Technical Helps	Effects that could result
1.	Schemes, incentives and motivation	Encourages workers to be more honest and regular
2.	Salary management	Management becomes stronger and employees get more satisfied than wages system
3.	Selection Procedures of Employees	Higher post could be allocated for women and better products could be yielded through skilled personals.
4.	Regular Monitoring	Aware about the rules and regulations of government as paying tax, labeling the products, quality of products, any unhumanitarian acts, checking of skills, etc.
5.	Introduction of Training Centre with in Factory	Skills required could be taught before hand as training to join any of the industries.
6.	Marketing Through Fun Fairs(Mela), Exhibition, etc.	Advertisement is the must in today's world. Through fun fairs and media, advertisement of the products can be done. It helps to promote the original skills and estate as a whole and helps in increasing marketing arena as well.

Source: Field Survey, 2008

This study shows that women working under Patan Industries estate could be promoted through several ways, which could bring about a positive change in the image of this estate. The promotion of industries could take place which will directly or indirectly benefit the employer and employees both in the long run.

The above table shows that when incentives are given, new schemes are introduced and workers are motivated, it encourages workers to be more honest and regular to work. So, irregularity of the workers can be reduced. Salary plays a vital role for workers. Management becomes stronger and employees get satisfied if salary management is improved or when it's made good. Similarly when selection procedure of workers is proper then higher posts could be allocated to women and better products could be yield through skilled people. Regular monitoring is also one of the most important areas to consider. To make industrialist and workers aware about the rules and regulations of government, to pay tax, to label the products in right manner, to monitor the quality of the products etc. regular monitoring becomes the most effective. Likewise, training center with in the territory of the estate can be the best way. If skills are oriented than selection won't be a problem and employees would be able to work better. Not forgetting about marketing, exhibitions and trade fairs, fun fairs etc. would advertise Patan Industrial Estate to the world of trade and to international market. This would help to promote the indigenous skills and skilled workers. Thus the whole estate would be benefited if these technical helps could be provided to the respondents.

CHAPTER – V

FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

This study is mainly based on primary data obtained from the field survey, 2009. It has analyzed the picture of women working under Patan Industrial estate. This study attempts to find out the major skill oriented programs under Patan Industrial Estate for women. It also compares the number of male and female workers and their levels or posts of working. Besides, their income and expenditure were analyzed to examine the real scene of women empowerment. And, the study identified the problem areas that could be rectified and possible technical support that could be given to the women workers.

5.1 Major Findings

5.1.1 Findings of Industries Inside Patan Industrial Estate

All sort of industries were welcomed to establishment with registration and agreement with the estate office. 108 of them were established through the same procedure. But only 92 of them were functional. 13 were already closed and 3 still under construction.

- a. **Metal Related Industries:** Patan industrial estate was found to work with metals at most. Copper, brass iron, aluminum and steel were the metals at use. Metallic boxes metallic sheets, idols, iron frames, furniture etc. were the products of metal. It constituted about 24% of the total industries.
- b. **Wood Related Industries:** this industrial estate is well known through out the local, national and international markets by their indigenous and skillful wooden designs. The beautifully carved

wooden doors and windows are really appreciating products. Besides, other wooden items as decorating stuffs, idols, furniture, etc were also produced.

- c. **Textile Industries:** talking about textiles, its Pashmina products had a wider market but cotton textiles were produced in larger quantity. Woolen Pullovers and shawls were also a part of the textile production.
- d. **Plastic Related Industries:** Plastic tanks, plastic bags, polythene bags, plastic wares and other similar plastic products were beneficiary products of Patan industrial estate.
- e. **Electrical Supplies:** Similarly, electrical goods as electrical plugs, electrical plates, sockets, pins etc. were produced.
- f. **Handicrafts:** Another important and inseparable production unit for introducing this estate is the handicraft works. Though few in number they occupied a larger and better impact both in national and international market. The handicraft products were almost incompatible and utmost of the craft works through out Kathmandu valley.
- g. **Others:** In the same way, minorities were rubber and foam industries, confectioneries, concreted or cemented items, press and printing, tent and tent bags, workshop and a mineral water industry.

5.1.2 Findings on Major Skill Oriented Industries for Women

Industries were not categorized on the basis of skill or so by the estate office. The industries were selected out as the sample for study after a short visit to the industries and brief study about them by the researcher. It was found out that few categories of industries had involvement of women so; six different types of industries wooden, metals, textiles,

plastics, handicrafts and confectionary were chosen as the sample industries for the study.

5.1.3 Findings on Number of Women in Comparison to Men

The study shows that there is varied scenario in the involvement number of men in comparison to women. In average there were about 47% of women and 53% of men. Comparatively in wooden carvings, colorings, craft works, furniture the involvement of women was most, about 82% of the total respondents, whereas it was found least in textile with only the average percentage of 14.

5.1.4 Findings on Posts or Levels of Women

The study shows that women were involved in lower posts as cleaning, coloring, sweeping, waxing, packing, etc. known to them as helpers. Few of them were good as dealing with the customers so were working as sales girls and very few i.e. 1 of the respondent was found as an employee to a better post .so, the study analyzed that though the percentage of women involvement is not that poor in context to the men workers their posts allocation and their working condition is poorer.

5.1.5 Findings on Payment System

The study shows that many of the industries paid their employees on the monthly salary basis but few of the respondents still were working on wages basis. More over in few cases, they were given a low scale of salary for certain hours and the extra hours were paid on wages basis.

5.1.6 Findings on Income and Expenditure of the Respondents

The study shows that there is no uniformity in the payment system. Though recently Patan industrial estate has agreed upon few rules of remuneration, which is yet to be implied. Till the time of data collection for this study, the income of the respondents ranged from Rs. 2500 to Rs. 12,000. Similarly, the range found for the expenditure was between Rs. 2000 to Rs. 12,000. In most of the cases their income was inadequate to their expenditures. Thus, it can be found out that though women are involved or engaged, in real scene are not empowered.

5.1.7 Findings on Problems of Employers

The study found out that employers stated that irregularity or being absent at work frequently was the major problem. Similarly, first aid facilities are not available inside the premises. They need to be taken to Patan Hospital, which is at 15 minutes walking distance, even for a small injury. Load shedding has also become a major problem for many of the industries. This directly affects the amount of production which directly or indirectly affects the workers. Other than these, no monitoring and no motivation from the estate office has led to a much messed out situation among industries. So, a monitoring unit was stated as a recent essence there.

5.1.8 Findings on Problems of Employees

The main problem of the employee was unclear salary system. Being paid lesser than expected was also a part of their problem. Similarly, the respondents complained that their health hazards due to their low level of working and working with chemicals, colors, etc. could not be ignored. Along with these employees faced the selection procedure for the job

which depends upon an employer and his attitude made them uncomfortable to accept. According to them rules and regulations can omit this problem. There is no motivation or rewards for the hard workers and usually no incentives on any of their success. This had to be rectified for the uplifting of women workers according to some of the respondents. The study also found out that management of the industrial estate and individual industry played a significant role in empowering women.

5.1.9 Findings on Technical Supports Required

After studying the problem areas and discussion with the respondents, the study found out that different types of technical supports could be given in Patan Industrial Estate so as to better empower women workers. The major supports found essential were:

-) Modern approaches in the production procedure,
-) Various schemes for industries,
-) Schemes for workers,
-) Proper salary system for all the industries,
-) Proper selection process,
-) Regular monitoring unit from estate,
-) Regular exhibition of the products,
-) Training facilities, etc

5.2 Conclusions

The findings of the study indicate that Patan Industrial Estate has several skill oriented programs which have been empowering women to some extent. There is a comparative involvement of women to men though women are allocated a lower post to work. Their income and expenditure

ranges are also compared; technical supports to make their works effective were analyzed, and skills to increase in women were examined. To sum up, the significant conclusions of the study and some positive changes during the span of study are summarized as follows:

- a. 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.
- b. There are 108 industries within Patan Industrial Estate. 92 of them are functional, 13 closed and 3 registered and preparing to open.
- c. 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.
- d. Comparatively lesser numbers of women are found in skill oriented activities as well as other activities within in the estate.
- e. Women are found working in major percentage in the lower posts, very few been identical posts allocated for them.
- f. Most of them were found paid on salary basis but few were still being paid in wages system.
- g. The income of the respondents ranged from Rs. 2500 to Rs. 12000 per month and expenditure range from Rs. 2000 to Rs. 10000per month. Though the range of expenditure fell within the income range, their salary was found to be lesser than the expecting expenditures.
- h. 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.

- i. 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.
- j. Along with these , the researcher also studied significant changes that were concluded as:
 - i. The browser was hanged on 5th mangsir, 2065(during the time of data collection). This was only the source of information that could be provided to any visitors.
 - ii. There was a week long strike just after collection of data. The out come was that the wages system of payment should be abolished. The minimum salary scale should be as according to the government (Rs. 4500/month).
 - iii. There was no provision of recording or reporting within the estate office. The head office was out of contact with any of these industries. While the study was going on it was also found that recording system was formulated.
 - iv. Very least study had been done out here so data were not up to date. The data was restudied.

5.3 Recommendations

Although Patan Industrial estate is towards a satisfactory trend to up lift the status of women workers, in general all of the workers there, there are still many things to be done to empower women. Taking in consideration, the solutions of the existing problems related to the estate could be as their industry holders and employees said. After summarization of the main findings, the following recommendations can be made for the effective implication of the program in the future.

5.3.1 Information System

Though information center is exists, there is inadequate information for visitors and researchers. No published book, booklets, or any other information sheet than a small browser was provided. So, information system had to be improvised.

5.3.2 Guidance and Guidelines

The guidance for the process of registration and the guidelines after being registered is found a mystic. It would be better if clear guidelines are there for the industries, before and after registration. The number of women workers can also be made as a part of it.

5.3.3 Health Care Facilities

There was no first aid center of health care facilities noticed with in the territory. After the establishment of industrial estate it is thought essential to have a quality check up for the workers so as to be alert and aware about any sort of new diseases, communicable diseases, epidemics, or any individual's health records. This would help to avoid any unnatural consequences.

5.3.4 Training Requirements

Since 92 industries were found functional with about 1300 people being employed in the industries, a training center was felt a need to get required skills to be employed. The performance could be better and status of women can also be made better.

5.3.5 Exhibitions and Trade Fairs

A researcher found the estate as a hidden treasure. This treasure of art and craft, culture and sculpture if exposed through exhibitions and trade fairs, the most benefited group will be the employers and employees inside the estate.

5.3.6 Rules and Regulations

It is highly recommended by the researcher that to empower women and help the development procedure of nation, rules and regulations are to be formed and implemented. As the industries get established under Patan Industrial Estate there would be a healthy working environment if proper rules were made and regulations followed.

Minimum basic salaries, other facilities, selection of employees, dissolving of the industries, addition in the produce type, its dispatching procedures, were thought as problems by the respondent, so, if rules were mended there would no longer remain a problem.

5.3.7 Monitoring and Evaluation

A monitoring or supervising unit is recommended for the smooth procedures within the estate and to reduce conflicts, disputes and to avoid the circumstances as a recent strike week.

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APPENDIX – I

Questionnaire 1

For the Proprietor of the Industry:

1. Name: _____
2. Age: _____
3. Name of the industry:

4. Products:

5. Markets:

6. No. of employees:

7. Posts are as:

8. Any special for women:

9. Payment done in:

10. Problems if any:

11. What could be done the betterment?

12. Remarks if any:

APPENDIX – II

Questionnaire 2

Individual Questionnaire for the Women Employees:

Name: _____

Age: _____

Working as: _____

Since: _____

Income (per month): _____

Expenditures: _____

Trainings taken: _____

Other known skills: _____

Support from family: _____

Problems reoccurring at working place:

How and what do you feel about your job:

What can help you do better?

Suggestions if any:
