

CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

Nepal is an agricultural country. More than 80 percent of its population is involved in agriculture. This sector account 46 percent of the Gross Domestic Product and it is a major supplier of rural materials to industries. (CBS, 2001). Generally, Crops are divided into two types, food crops and cash crops. Paddy, maize, wheat, millet and barley are the major food crops. Likewise cotton, cardamom, tea, sugarcane and potato are the major cash crops.

The agriculture sector, which has been the foundation of Nepalese economy, can contribute significantly in rising the standard of living of the Nepalese people. The majority of the Nepalese families is engaged in farming and live in the rural areas. Diversification; in the country's agriculture to the extent required to make the national economy viable is still in a very early stage. One of the agro-based and labour intensive industries; which can contribute a great deal in developing our economy, in the tea industry. The tea industry, besides being agro based is a labour intensive and export oriented, would also assist the country in overcoming its social & economic problem. Such industry would also help to protect soil erosion and ecological environment (NTDC, 2007)

The history of tea cultivation in Nepal is not a recent phenomena. Tea plantation in Nepal was first started in Ilam district more then one hundred forty years ago in 1863 A.D. when the first Rana priminister Janga Bahadur Rana came in power, his son in law Gajaraj Singh Thapa was appointed as the administrator of Ilam region. After visiting the

Darjeeling tea estate, he was impressed by it and brought some tea plants and planted tea in 118 Acre land of Ilam tea estate in 1863 A.D. (NTDC, 1998).

In the context of Nepal, emphasis of women involvement for economic development is accepted since sixth plan as a National Policy and in several sectors, women development were carried out. Recent plan have made women as the target for achieving its overall aim to reduce poverty to increase in women involvement in overall sector. (Tenth Plan: 2002)

Poverty is one of the major causes for drawing women into the labour force. When a family is poor or their income is not sufficient to meet their daily expenses, everyone has to work. So many women who are low level of income has to work as workers in Tea Estate. Every society has their own social and cultural value and every society feels that women should work to protect their rights. Women employment is not the only demand to safeguard their right, but if one examines carefully the social system itself necessities employment of women. (Shrestha, 1994)

In the Industrial sector, women constitute almost half of the labours force in most necessary for economic development. Although, women can plays in significant role labour incentive industry where women play significant role and where more then half of the work force in female.

Tea industry is one of the main entrances to the economic development of society as it provide by giving more opportunities of employment. Thus, more the tea industries are set up, females workers get greater employment opportunity, because more then 60% female workers are involved in the tea industry. Thus, through large number of

women workers in this type of industries, so that, women involvement in the tea industry also remarkable.

1.2 Problem Statement

Tea is an agro-based and labour intensive development sector. Huge number of female labour are working in tea industry. Today, women labour are facing common social & economic and cultural problem, including medical, recessional, physical and financial aspects. It is supposed that there is no treatment facility for those who suffer from any accident while working. The female workers have least chance of the promotion.

In the context of Nepal, women represent more than half of population (CBS, 2001). But they are facing lower socio-economic status compared to male. The women participation in income generating activities is one of the burning issues in the third world countries including Nepal. Women constitute almost half of the labour force of Nepal most necessary for development. Although Nepalese women can play key role in every sector of development but their efforts are generally not recorded or rewarded and their contribution. So that women involvement in the tea cultivation and tea processing is also remarkable in Nepal.

Various studies have been conducted covering most of the aspects of tea estate but little focus has been regarding the women labour in the Tea Development Planning. This study has mainly concentrated on social and economic condition of women workers in tea estate, their attitude towards work, work place and family responsibility and burning problems of women workers.

There exists a good-deal of literature of the tea cultivation in Nepal. Both foreign and Nepalese researchers have studied and including various aspect of the industry such as possibility of tea Industry in Nepal, production, marketing, consumption, distribution of tea etc. But no significant research has been done on labour and women side of the tea estate. So this study has attempted to trace the existing working condition and the problem of women faced by them. The present study is focused on the following research questions.

1. What is the social and economic condition of women workers in the tea estate?
2. What is the women's attitude towards the work, work place and family responsibility?
3. What sorts of obstacles and problems are faced by the women worker and are they expecting any Improvement?

1.3 Objectives of the Study

The general objective of this study is to collect information about the working women in Jaspire Tea Development Planning (JTDP). The specific objective are:

1. To analyze the social and economic condition of women worker in JTDP.
2. To find out the women's attitude towards work, work place and family responsibility; and
3. To find out the problems faced by the women workers in the study area.

1.4 Justification of the Study

Several studies have been done about women labourers in various sectors, but there are few studies that have dealt with women labourers in tea industry to understand their status and problem.

This study has attempted to explore the situation of women workers employed in JTDP. The study is mainly attempted to document women's changing status and their adjustment pattern & the dual role they have to play in today's society. This study has also tried to highlight how women's involvement in the job market has changed their status and affect their life and family.

This study is important from both theoretical and empirical points of view, though it is a small academic effort to sketch the real picture of women workers in tea Estate. This micro study has tried to trace out the existing working condition & the problem faced by women. It will also try to investigate the situation of women in tea estate.

1.5 Organization of the Study

This thesis is divided into Seven Chapters as follows:

-) Chapter One presents introduction of the study, problem statement, objectives of the study, Justification of the study.
-) Chapter two discusses the relevant literature of different issues related to the women from different perspective and conceptual framework.
-) Chapter Three presents the methods adopted for the study to collect data from the field and the mode of analysis and Limitations of study.
-) Chapter Four presents The social and economic condition of women workers.
-) Chapter Five presents the women's attitude towards the work.
-) Chapter Six presents the problems faced by women worker in JTDC.
-) Chapter Seven presents the summary, conclusion and main findings of the study.

CHAPTER TWO

REVIEW OF LITERATURE

From the beginning of economic development, it was thought that women's participation in employment is not a fruitful work. The nonparticipation of women in the labour force is socially accepted. Society doesn't encourage women to take jobs outside their homes because they are regarded as being more responsible for their homes. And the other reason is that if women enter into the labour force, men will have to complete more for a job in the labour market.

But at the end of 19th century, women started working in industries. During these days, a number of women began working for their self satisfaction, status and for economic freedom. The contribution of women to the economy and to family income has often been underestimated and understated. women in industry make a significant contribution to the national economy. The majority of women in manufacturing industries has contributed around 50 percent to the family income (UNIDO, 1987)

Women are ready to take greater challenges in the face of the 21st century. However, very few research have been undertaken to study the status of women in Nepal. More difficult is to find any substantial literature of the status of employed or unemployed Nepalese women. These are very few published literature regarding the status of employment of women in Nepal. Some of the available literature were reviewed and presented in the following.

2.1 Women in Tea Estate

GFoNT, reported that the main work in a tea estate consists of plucking, digging, weeding, watering, manuring, nursery raising, planting, plant cutting, spraying insecticide, factory work etc. The worker

has to accept any type of work assigned by the owner or the management. The management generally engages female workers plucking (which is more difficult than any other work) weeding, nursery work etc. Child workers in nursery and tea leaf plucking. The workers do not specialize in any kind of work. (GFoNT, 1996), www.gfont.org.

Pradhan K. related to tea describes, the tea Industry in Darjeeling directly provides employment to 50 percent of the working population around 52000 men and women. And though 60 percent workforce in the tea gardens comprises women, not many are allowed to do anything other than weeding or plucking tasks that pay very little. For instance, a plucker's fortnightly income is not more than Indian Rs. 500. The higher and consequently, the better paying posts and usually male dominated, "After years of neglect, the women working in the tea estates have finally taken their steps to a new path-a path of prosperity, recognition and dignity" says a women plucker from the Kali Jhora Basti (Slum) in Darjeeling (www.gorkhapatra.org.np, visited on 20th August 2008)

Verschoor reports that women are especially active in plucking in the tea garden of South Asia. Women are believed to be more efficient pluckers than men. He estimates about 56 percent of the workers engaged in the harvesting or the plucking of the tea leaves are women. Plucking is the operation that determines the yield and quality of the tea made and absorbs about 70 percent of the labour requirement in a tea. The main reasons, tea plantations employ such a high proportion of women in plucking are efficiency of women workers in plucking tea leaves as well as the practice of lower wage rate for women. (Verschoor, 1996)

Lalwani studied the women in the agricultural sector in India and identified Chennai, Madhya Pradesh, Mumbai and West Bengal as major states' employing women. The contribution of women in tea estate is

highest in Kerala and Assam. Most of the rural women employed in tea garden on the basis of permanent as well as seasonal workers. The main sources of employment women were the seasonal particularly in tea factor (Women in Agricultural Sector, 1953).

2.2 Women and Wage

Women work outside the household, they earn, on average, far less than men. Although disaggregated data on nominal wages are scarce, the available evidence shows that, across regions, women's nominal wages are roughly 20 percent lower than men's. While the data show that gender wage gaps exist across countries, these can vary significantly and can even be inverted. Because much of the work women do is underpaid and because they often perform low status jobs and earn less than men, women's per capita average earned income is far lower than men's. Estimates based on wage differentials and participation in the labour force suggest that women's estimated earned income is around 30 percent of men's in the countries. Surveyed in the middle East and North Africa (<http://www.unicef.org>, visited on 20th August 2008)

Women in development research on both wage workers and those in the informal sector, in urban and rural areas, have assisted in identifying both the importance and diversity of low income women productive activities to third world economics (Moser, 1989).

2.3 Women and Economy

"Nepali women are economically very weak. They get low income by unskilled work. They have low social status in the comparison of male. There is lack of social rule and activities to promote women" (Women and family Health SAARC, 1998).

An Article on "Poverty women and gender sensitivity" states that economic status of women plays a vital role in the participation in development activities. Existing social cultural system of our country is self explanatory about the role of the women in Social development. It can be clearly observed that role of women changes according to their position in social structure and social class they have been early times as a determinant of women's economic role. (Thakur, 1992)

According Pradhan and Bennett, "When both home production and outside earnings are considered, women are seen to contribute 50 percent of the total household income as compared to 44 percent and 6 percent for men and children respectively. From this scenario, women's workload in their physical participation in household economy is greater but decision making role is limited. It is clear enough from the time allocation data (67 percent) that women labour input is essential to the process of agricultural production in rural Nepal. (Pradhan and Bennett, 1989)

2.4 Women & Labour Force

Mrs. Meena Acharya's study on Status of Women (1997) in Nepal, is a part of broader research endeavors undertaken by the CEDA. The study found that women form almost half of the potential labour force. This group is a basic human resource, proper use of which is vital in accelerating development process in labour surplus countries like Nepal. An effective plan to maximize this basic resource for development implies a proper knowledge of existing labour use patterns (CEDA, 1997).

Women are estimated to perform 50% to 80% of the agricultural work, particularly on family farms which are the most significant source of substantial income. According to comparative time allocation studies,

on the average, men work six hours daily on family farms while women contribute to ten hours. Women are also engaged at a range of complementary activities to waste money both in urban and rural areas. According to the 1981 census record, only 46 percent of women over the age of 10 were economically active, while the corresponding figure for men was 83 percent (Acharya, 1994)

Ms. Shitoshna Timsina in her thesis entitled, "The women labour of Patan Industrial Estate", 1998, argues that the participation of women in labour force not socially accepted from their household work, and to supplement the earning to man with their earning and because of women's economic and educational status, there are not motivational factors behind their entry into employment. Most of women are not engaged by their families to find work in industrial sector. In her thesis objective of the study are, to determine the level of literacy of women labours, status and to find out the women's attitude towards work place and family.

Equal opportunity and equal treatment for men and women in the employment was published by international labour office. This report states that the great majority of women workers live in the developing countries and about two third of them work in agriculture. In the industrialized market economic on the other hand about two, third works in service sector. One quarter in industry and less than one tenth in agriculture. In industrialized centrally planned economics on fifth on women workers are in agriculture & remainder in industry and the service (ILO, 1986).

2.5 Women in Work Place

"Women continue to enter the world's work force in greater number. This progress must not obscure the glaring inequities that still exist in work place throughout the world", Said ILO Director - General

Juan Somavia. "The work place and the world of work are at the center of global solutions to address gender equality and the advancement of women in society. By promoting decent work for women, we are employing societies and advancing the causes of economic and social development for all" ([http://www.ilo.org/global about ILO](http://www.ilo.org/global_about_ILO)), visited on 22 August, 2008.

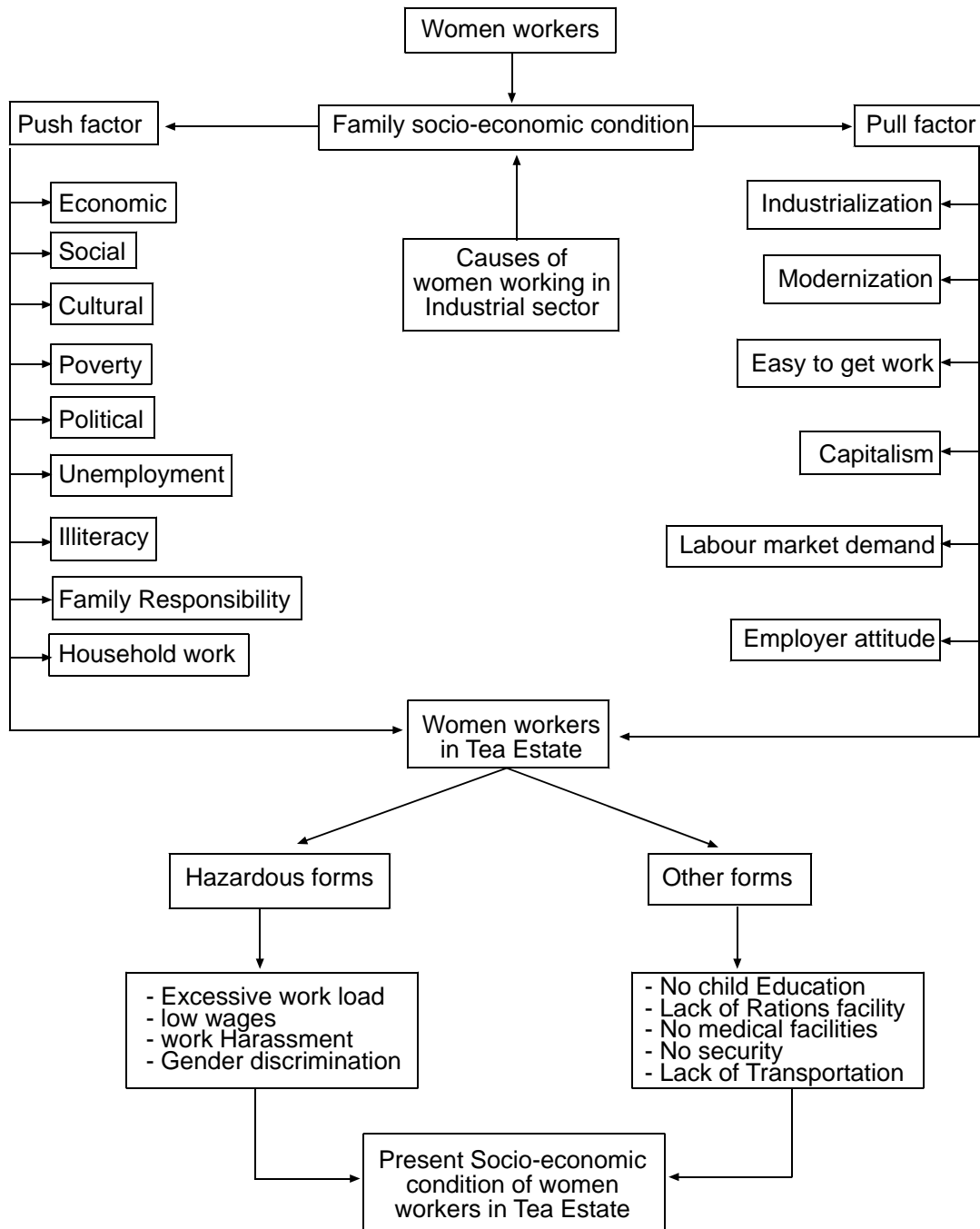
According to Shrestha "Gender Sensitive Planning, what, why and how in Nepal (1994), women's are discriminated not only regarding wage promotion or other facilities; women have to suffer sexual harassment from the male employers or co-workers from sexy jokes to unwanted touching and other kind of harassment from co-workers. (Shrestha, 1994)

2.6 Problem Faced by Women

According to Acharya "The statistical profile on Nepalese women" the concentration of women in low-paid, unskilled job may be attributed to low literacy low skill levels and also to social bias regarding the appropriateness of employing female workers for certain jobs but not other. She quotes a survey of 5.0 percent of existing industries conducted by UNDP in 1987 concluded that employers were biased against female employees. Among the reasons provided for women for women being under represented in Industry were: low literacy, reluctance of families to send females employment after 6 P.M. the unwillingness of educated female worker to migrato/trend to work or engage in dirty jobs, lower work efficiency of the female worker as compare to her to maternity or domestic reasons, and the loss of skill development represented by women who have their job upon marriage. The reasons that were advanced concerning the concentration of women workers in certain jobs such as carpet weaving, nursing, sewing by hand, weaving, knitting, packaging tea leaf plucking etc (Acharya, 1994)

2.7 Conceptual Framework

The analysis presented in the study were based on the following conceptual framework.



CHAPTER THREE

RESEARCH METHODS

3.1 Research Design

Research design is a plan structured and strategy of investigation conceived so as to obtain answers to research questions and to control variance (Kerlinger: 1978)

The research design is the strategy/plan of data collection and data analysis. The present study has been based on field survey to fulfill the specific objectives of the study. The descriptive design as well as exploratory research design has been applied for this study. This study has depended on primary and secondary data but primary data has been more preferred than secondary data. Structured & unstructured interview schedule were applied as major tool of information collection for the required data in this research work. The other tools of research were observation, case study, group discussion. This research has tried to find out educational status, age, family size, marital status, sex family types, ethnic composition, child bearing situation, son and daughter preference, participation on social work, dependent family, number, land ownership, source of Income and Expenditure, attitudes towards work, work place and family responsibility and problems faced by women worker have been collected in Jasbire Tea Development Planning.

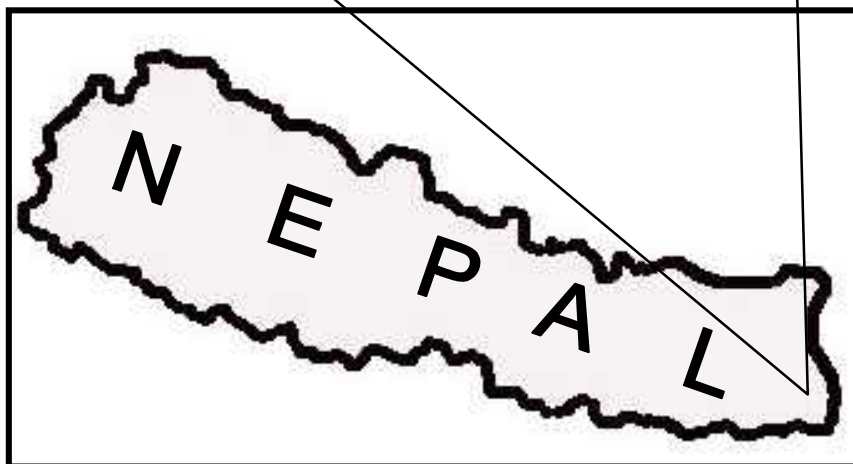
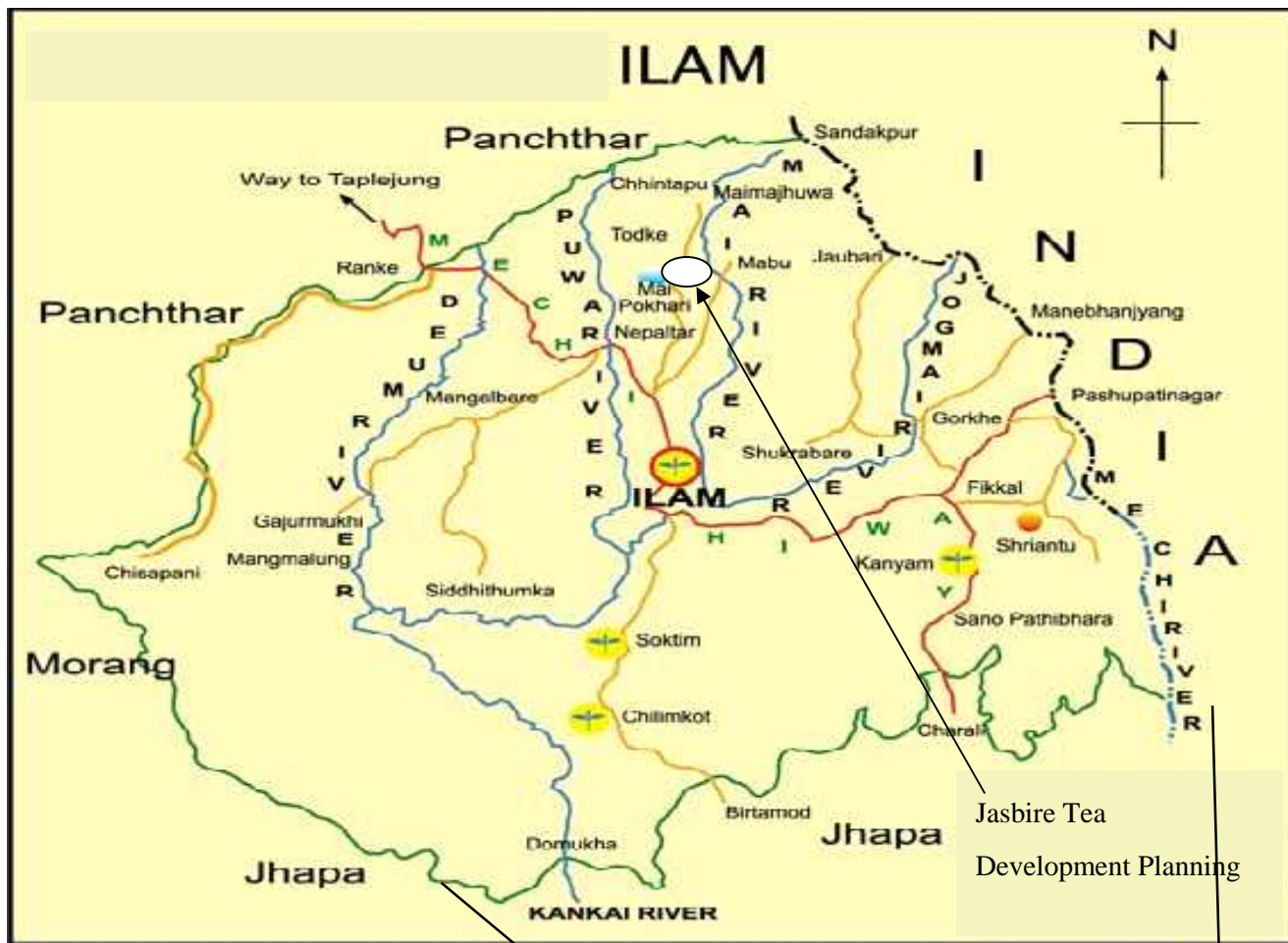
3.2 Site Selection

The study area is situated in Ilam district of Mechi zone in the eastern development region of Nepal. Ilam is one of the hilly districts of eastern Nepal Having about 300 to 3636 meters height above the sea

level. It is declared this district is famous for tea cultivation and tourism. Its total area is 1703 sq km. It is situated between 26°40'N to 27°80' latitudes and 87°40' E to 88°10'E longitude 82 percent are involved in agriculture and 18 percent are involved in other sectors of the total population of this district. According to the population census, 2001, the total population of this district is 282806 among which 142434 are males and 140372 are females. (Ilam District News, 2005)

Jasbire Tea Development Planning is 13 Km North from the headquarter of Ilam. It was established in 2043 B.S. It is situated from 1500 to 1800 meter height in Sumbek VDC. The total land Area of this tea Estate is 250 Ropani.

Local Map



3.3 Universe & Sample Size

In general, the researcher visited the study area and determined the population of workers by himself, used purposive sampling method to select the respondents. Altogether, there were 95 workers. Among them only 60 workers were women. The sample selection was 36 women workers of the total respondents by purposive method.

There is one single rule to determine the sample size in the study. Generally the use of largest sample possible is always good for the study. The larger the sample is, the more the representative the population will be. Smaller sample produces less accurate result, but the determination of sample size depends on possibility in terms of subject available. The large sample is not possible due to the constraint of time and money and the large number of sample size is not efficient for the interpretation. Therefore, the researcher decided to take 36 respondents as a sample size.

3.4 Nature and Sources of Data

Both primary and secondary data has been used for this study to make more effective and authentic. Both qualitative and quantitative data has been taken from the field work.

3.4.1 Primary data

Primary data has been collected from the field with the help of Questionnaire, Interview, observation and case study.

3.4.2 Secondary data

Secondary data has been collected when it has been required. Secondary data has been collected from Nepal Tea Development Corporations (NTDC), National Tea and Coffee Development Board,

Previous relevant studies, Published and Unpublished documents, literature, journals, books and various records.

3.5 Technique of Data Collection

The following research tools have been applied to collect information and relevant data.

3.5.1 Interview

Two types of interview have been used to collect the data.

3.5.1.1 Structured Interview

Structured interview had been used to collect information about the ethnic composition of women workers, family type, age, income, marital status, education, facilities provided by the tea estate, present problems faced by them attitude towards work, work place and family responsibility etc. The questionnaire has been presented in Nepali translating of the same in English at the end of this study.

3.5.1.2 Unstructured Interview

The unstructured Interview has been used to collect data about the Impact of the tea estate towards local development and employment opportunity for local and other people. This type of interview related to women workers has been taken from manager of the tea estate, its staff, local people etc.

3.5.2 Observation

An observation from has been used in order to obtain qualitative information, semi-participant observation technique has been applied for

qualitative data. Moreover special attention has been given to observe their attitudes, living pattern, hygiene sanitation and child care centre etc.

3.5.3 Case Study

There have been four cases collected to supplement information on the past and present situation of the women workers. The case study has been prepared by interviewing with four women workers had been selected to have representatives from different Caste/Ethnic group married, divorced, widow, work with satisfied/dissatisfied respondents in JTDP to find out their feeling or attitude towards the tea estate.

3.5.4 Group Discussion

To collect more information about the tea estate and the problems facing women workers the focus group discussion has been used.

3.5.5 Data Processing and Analyzing

When the field survey and data collection has been completed, the gathered data and information has been processed manually and analyzed in a descriptive way. The data has been analyzed qualitatively and quantitatively. Descriptive analytical tool such as, tables have been presented wherever necessary.

3.6 Limitations of the Study

The study has the following limitations:

1. This study was to prepare dissertation for the partial fulfillment of the requirement of M.A. Sociology/Anthropology from T.U. This study was performed under the limited time and limited resources.

2. This study was mainly concentrated on the condition of women workers, social and economic position of them.
3. This study is based only on sample size of Jaspire Tea Development Planning in Ilam. It may not be generalized to other similar tea Estate.

CHAPTER FOUR

SOCIAL AND ECONOMIC CONDITION OF WOMEN WORKERS

The socio-economic condition of labourers working in any industry directly affects their productivity. In this study, efforts have been made to study the social and economic condition of the women workers working in "Jasbire Tea Development Planning". The title has been broken into two sub divisions: social condition and economic condition. The Tea estate was provided by some facilities for women workers in JTDP. They are as the following:

Facilities Provided by the JTDP

Respondents were questioned about the facilities provided by the tea estate. Their statements regarding the facilities are categorized and presented below:

(i) Quarter facility

Jasbire tea extension project has provided quarter facility for the landless and migrated workers from different part of the district. Now it has provided quarters for 13.8 percent women workers.

(ii) Tea facility

The tea estate has been giving 300 gm of purified tea for each permanent worker per month. It has been providing one glass of tea at lunchtime while working.

(iii) Medical Facility

This tea estate has been providing Rs. 600 per year for the benefit of their health.

(iv) Holiday and Leave facilities

The workers have not got the facility of Saturday, holiday as others. They have got it on Thursday because it is the day of weakly market. They don't get wage on that holiday. They get 15 days leave facilities yearly as: Casual, Festival, and sick leaves 45 days maternity leave for two times.

(v) Dashain Bonus

They get Rs. 2000 as Dashain bonus facility in Dashain festival. It is given for permanent workers.

The above facilities are provided only for the permanent workers not for the temporary and seasonal workers.

4.1 Social Condition

In the sub-division falling under the social condition, efforts have been further divided into the age structure of the respondents family composition, type of family, their marital status, educational condition, caste/ethnic composition, participation in social work, child bearing situation and son and daughter preference.

4.1.1 Age Distribution

Age is one of the factors, which affects the social condition of women. The women have different role as daughters, daughters-in-law and mother-in-law in different age. They have different working capacity as different age group. So the respondents were asked about their age during the study. Age distribution of the interviewed workers is given below. The respondents are divided into seven groups.

Table 1: Age Distribution

S.N.	Age in (Year)	No. of Respondents	Percentage
1	16 to 20	1	2.7
2	21 to 25	2	5.5
3	26 to 30	5	13.8
4	31 to 35	12	33.3
5	36 to 40	7	19.4
6	41 to 45	3	8.3
7	45 above	6	16.6
	Total	36	100

Source: Field Survey, 2008

The above table shows that there is the highest 33.3 percent respondents under the 31-35 age group and the lowest 2.7 percent is under the 16-20 age group. The participation of women below 25 age group is very less then above 26 age group. They are mmostly unmarried below 25 age group women. Most of women below 25 involve in household work or study so they have very less participation. Before marriage the women should not look after their family. There is a different status of daughter-in-law. The highest number of respondents (31-35) are all married and have dual role the family as a mother and as a daughter-in-law.

4.1.2 Family Size

The family size affects the work of women. It also affects the economic condition of the family as well as individual activity. The family size of respondents is given below:

Table 2: Respondent Family Size

S.N.	Family Size	No. of Respondents	Percentage
1	1-2	2	5.5
2	3-4	10	27.7
3	5-6	16	44.4
4	6 and above	8	22.2
	Total	36	100

Source: Field Survey, 2008

The above table shows that there are 2 families 1 to 2 members, 10 families of 3-4 members, 16 families of 5-6 members and 8 families of 6 above members living together, which is respectively 5.5 percent, 27.7 percent, 44.4 percent and 22.2 percent out of the total respondents. The data concludes that the higher percentage 44.4 of the respondents have 5-6 family members. The lowest percentage 5.5 of the respondents have 1-2 family members. It represents that they prefer small family.

4.1.3 Family Types

The women have different role and status in nuclear and joint family. The family is divided into only nuclear and joint family. Nuclear family includes parents, unmarried sons and daughter. Likewise joint family is defined as grand parents, married sons and daughters living together.

Table 3: Family Types

Family	No. of Respondents	Percent
Nuclear	23	63.8
Joint	13	36.1
Total	36	100

Source: Field Survey, 2008

The above table shows 63.8 percent women workers live in nuclear family and 36.1 percent live in joint family. It clarifies most of the

women workers live in nuclear family and less of them live in joint family. The main causes of living in nuclear family is due to the lack of accommodation and the for all the member. Some of them have no land that they are living in a small quarter provided by the tea estate. Likewise they have less income to spend for the joint family.

4.1.4 Marital Status

Marital Status is the important indication of social status. The women status is different as married, unmarried, widow and divorce. The society behaves them in a different manner. They have different problem as married, unmarried, widow and divorce. So the respondents were asked about their marital status.

Table 4: Marital Status

Marital Status	No. of Respondents	Percentage
Married	22	61.1
Unmarried	7	19.4
Widow	2	5.5
Divorced	5	13.8
Total	36	100

Source: Field Survey, 2008

The above table shows the highest 61.1 percent women workers are married and the lowest 5.5 percent are widow likewise 13.8 percent are divorce and 19.4 percent are unmarried.

It shows that most of the respondents are married. Most of the unmarried women workers are seasonal workers. According to this table we can say that the women have to play important role after marriage.

They are compelled to work for earning. There is the important role of married women for the participation in the tea estate. The widow and divorced women have the problem to look after the family with their income they are behaved improperly by the other women in the society.

4.1.5 Marital Status Composition by Age Structure

The women have different role as daughter, daughter-in-law and mother indifferent age. Marital status of women workers depends upon their age structure. There are various different of Age group in women workers and marital status given below.

Table 5: Marital Status by Age Distribution

S.N.	Marital Status	Age Structure								Total	Percentage
		16-20	21-25	26-30	31-35	36-40	41-45	46-50	50 above		
1	Married	-	1	1	6	6	3	2	3	22	61.1
2	Unmarried	1	1	4	-	1	-	-	-	7	19.4
3	Divorced	-	-	-	2	-	-	-	-	2	5.5
4	Widow	-	-	-	2	-	-	2	1	5	13.8
	Total	1	2	5	10	7	3	4	4	36	100

Source: Field Survey, 2008

The above table shows that there is the highest 61.1 percent married women in different age groups. Likewise 19.4 percent women were unmarried, the lowest 5.5 percent Divorced respondents in 31.35 age group, There were 5 widows worker which represents 13.8 percent. The above table we can say that the participation of women below 25 age group is very less than above 25 age group. They are mostly unmarried below 25 age group women. Most of 25 age above women are married women. Similarly, Divorced and widow women are above 30 age group.

Case Study # 1

(Widow women worker in Tea Estate)

Manamaya Gurung is an uneducated 63 years old widow. She was born in Ilam municipality ward no 8 in a magar family. She had her parents and a sister, but now her parents are dead and she has only her sister. Her family standard was very poor. She married with a boy of Rai family in Sumbek VDC ward no. 1, Her husband was an alcoholic and he used to beat her. The excessive drinking was the cause of his death. She said that she suffered from many troubles even when her husband was alive. She has a son and his habit is the same of his father. She couldn't bear it and she went to the house of her sister and lived there. Manamaya was working in this tea estate for 13 years. She is the permanent worker. Now she earns Rs. 105 per day. She is trained in culting, plucking and fertilizing the tea garden. She complained that the tea garden has not provided sufficient facilities and honors even though she has served it well. She said that she is struggling for livelihood.

4.1.6 Educational Status

Educational qualification is a vital indicator of women's social condition and also the basic requirement of the development of the nation. In this study an attempt is made to find out the educational status of the women. The educational condition is given on the following table.

Table 6: Educational Condition

S.N.	Education	No. of Respondents	Percentage
1	Illiterate	13	36.1
2	Able to read (Literate)	8	22.2
3	Primary	7	19.4
4	Lower secondary	3	8.3
5	Secondary	3	8.3
6	Higher secondary and above	2	5.5
	Total	36	100

Source: Field Survey, 2008

The above table shows that there is the highest 36.1 percent respondents who are unable to read and write and the lowest 5.5 percent respondents have higher secondary and above education.

It shows that more women workers are unable to read and write/ 22.2 percent are able to read only 19.4 percent have gained primary level education and 8.3 percent have gained lower secondary 8.3 percent have gained secondary education and 5.5 percent have gained higher secondary and above level education. Most of the respondents having lower secondary and higher secondary were seasonal workers. More wives were found unable to read and write in the comparison of women with their husband. In this way the educational status of women is lower than the men. They have positive attitudes towards education. According to them they are able to send their children to school.

4.1.7 Caste/Ethnic Composition

There are different caste/ethnic groups participated in this tea estate such as Brahmins, Chhetries, Rais, Gurungs, Limbu, Sunuwar, Sherpa, Magars, Kamis, Damais etc. The following table shows the distribution of caste/Ethnic composition of the women workers in Jasbire tea extension project.

Table 7: Caste/Ethnic Composition

S.N.	Caste Ethnic Composition	No. of Respondents	Percentage
1	Brahmin	2	5.5
2	Chhetri	3	8.3
3	Gurung	5	13.8
4	Limbu	2	5.5
5	Rai	6	16.6
6	Sunuwar	10	27.7
7	Sherpa	2	5.5
8	Kami	3	8.3
9	Magar	1	2.7
10	Damai	2	5.5
11	Any other	-	-
	Total	36	100

Source: Field Survey, 2008

The above table shows that there are various caste/ethnic groups women workers working in this tea estate. The highest 27.7 percent women is from sunuwar and the lowest 2.7 percent women is from magar. Out of the total respondents, 13.8 percent women were found Brahmin and Chhetri, 13.8 percent were mongolian and 13.8 percent were untouchable women.

It was found that most of sunuwar are local people. They come there for work. The number of respondents living quarters was more Kamis and Damais. They don't have own land. Because of that they don't other occupation besides tea. All Damai Respondents were found living in quarter. There was only one women found magar. It happens because most of magar families are far distance from this tea estate.

Case Study # 2

Divorced women worker in tea estate

Rama Ghimire is 40 years old woman of a poor Brahmin family. She was born in Budhabare VDC ward no. 7, Jhapa district. She is able to read only. She married with army in Ilam. Her husband used to drink alcohol. He married with another women and he leaved her. So, she divorced her husband. After that she came to Jaspire with her small daughter and started to work in Jaspire Tea Estate. At that time she was 31 years old. She is now parentless also. Her salary was Rs. 32 per day at that time when she was appointed. She was making her and daughter's livelihood with this amount. Later the daughter also started to work there. The daughter married with a co-worker. He is also of the Brahmin family. Now a days she is living in their relatives house with her daughter and son-in-law. She has been working in the tea estate for 8 years. Now she is a permanent worker. The salary has increased as Rs. 98 per day. In the plucking season she works overtime for 2 ours also. Now she earns Rs. 1800 per-week. She it for the family and saves also. Now she says, there are no troubles today as that of the time of appointment days. She is satisfied with her profession because she had got a shelter when she had nothing to do. However, she complained against the tea estate that it has not good facilities for the workers. She expects more facilities in future.

4.1.8 Caste/Ethnic Composition by Educational Status

In this caste/ethnic composition comparison with Educational Status caste/Ethnic wise educational status is given on following the table-8.

Table 8: Caste/Ethnic Composition by Educational Status

S.N.	Caste/Ethnic Composition	Educational Condition							
		Unable to read and write	Able to read	Primary	Lower secondary	Secondary	higher Secondary above	Total	Percentage
1	Brahmin	-	-	1	1	-	-	2	5.5
2	Chhetri	-	-	1	-	1	1	3	8.3
3	Gurung	2	1	2	-	-	-	5	13.8
4	Limbu	-	-	-	1	-	1	2	5.5
5	Rai	2	3	1	-	-	-	6	16.6
6	Sunuwar	5	2	2	-	1	-	10	27.7
7	Sherpa	-	-	-	1	1	-	2	5.5
8	Kami	2	1	-	-	-	-	3	8.3
9	Magar	-	1	-	-	-	-	1	2.7
10	Damai	2	-	-	-	-	-	2	5.5
11	Any other	-	-	-	-	-	-	-	-
	Total	13	8	7	3	3	2	36	100

Source: Field Survey, 2008

The above table shows that the higher respondents of sunuwar 27.7 percent. But comparatively their educational status is less than Brahmin and Chhetries. More sunuwar respondent are unable to read and write. Likewise, the higher castes Brahmin and chhetries are 13.8 percent but their educational status is high less than other Mongolian and untouchable caste. Untouchable caste like, Kamis and Damais, their total respondents of 73.8 percent but their education is unable to read and write. There is only one respondent of magar caste. She is able to read only.

4.1.9 Participation in Social Work

The status of women is different between participating for the social work and not participating for the social work. The respondents were asked who participate for the social work in their family. Participation for social work shows the social status of women. The following table shows the condition of participation for the social work.

Table 9: Participation in Social Work

Participation	No. of Respondents	Percentage
Male	19	52.7
Female	8	22.2
Anyone	9	25.0
Total	36	100

Source: Field Survey, 2008

The above table shows the highest 52.7 percent respondents said that the male participate for the social work. Likewise 25 percent said either male or female participate as situation but only 22.2 percent said the female participate for the social work.

It shows the participation of male is more than female for the social work. Females are mostly engaged in household work so they don't have time to participate for the social works. If the women have young child they have to look after their child, some of the women who participate for social work have children able to go to school. Some of women have time but they don't like to involve in social work because of their illiteracy. They think their husbands are better to involve in social work. It shows the social status of women is lower than the men. The women are busy

for cooking food, washing clothes and cleaning dishes. These types of work are regarded as female work. The women workers have problem to involve in social work doing all these household works. The male do not share the household work. If there was no division of labour for household work then most of the women workers could participate for the social work.

4.1.10 Child Bearing Situation

The number of children affects the social and economic status of women. The value and norms of society plays important role for the number of children. The income and expenditure is different between the women having less children and having more children. Out of the total respondents 61.1 percent respondents were married. The following table presents the child bearing situation of the women worker.

Table 10: Child Bearing Situation

S.N.	No. of children	No. of Respondents	Percentage
1	Childless	3	10.34
2	1	3	10.34
3	2	9	31.03
4	3	5	17.24
5	4	4	13.79
6	5	3	10.34
7	5 and above	2	6.89
	Total	29	100

Source: Field Survey, 2008

The above table shows the highest 31.03 percent women have 2 children and the lowest 6.89 percent women have more than 5 children.

The number of having 5 children is 10.34 percent, having 4 children is 13.79 percent, having 3 children is 17.24 percent. The only 10.34 percent women have one child.

It shows that the number of women having two children is the highest. Most of them have a son and a daughter. It proves most of the respondents like to have a son and a daughter. The number of Respondents having more then two children is also high. Who have more then two children that they have more daughter than son. It proves that they have more children because of willingness for a son.

4.1.11 Son and daughter preference

There is different behaviour to the son and daughter in our society. Still the son is more preferable to the daughter. The work is different for the son and daughter. The social norms and value are different for son and daughter. The respondents were asked whether they prefer son or daughter, their view.

Table: 11: Son and Daughter preference

S.N.	Preference	No. of Respondents	Percentage
1	Son	12	33.3
2	Daughter	6	16.6
3	Anyone	18	50
	Total	36	100

Source: Field Survey, 2008

The above table shows the highest 50 percent respondents prefer any one either son or daughter, 33.3 percent respondents prefer son and only 16.6 percent respondents prefer daughter.

It shows that most of the respondents prefer anyone either son or daughter. Although they are women only 16.6 percent prefer daughter to

son. But most of them were either unmarried or divorced. Some of the women who prefer daughter were found that but their husband prefer son. In the comparison, the numbering of preferring son is higher to the preferring daughter.

4.1.12 Women workers participation in the union

It was found that there is a committee of labour union. Three women are executive member among 11 executive members in the committee. The committee was active when this tea estate was under government but it is not so active now because the tea estate is under private sector. The 80 percent of the women workers didn't have knowledge of the labour related acts. By the lack of knowledge of labour related acts and workers right low numbers of the women participate in the trade union activities. They replied that they are not interested at all in joining the unions. They don't believe that the union could solve their problems. They said that the union is more political rather than the problems of the workers.

The following reasons are why they are being negative towards union.

- (i) Illiteracy
- (ii) Lack of knowledge of provisions and worker's right
- (iii) Lack of faith in the union
- (iv) Fear of the increase discrimination

4.2 Economic Condition

In the sub division falling under the economic condition efforts have been further divided into occupation land ownership, monthly

income, Expenditure, Dependency Rate, Monthly salary. Distribution of Reasons for job satisfaction/Dissatisfaction.

4.2.1 Source of Income

Since the size of family members is high and the employed member per family is very low. One wage that they got is not sufficient to fulfill their requirements. The study found some of the respondents and their families taking subsidiary source of income for their livelihood. The source of income of the respondents is given on the following table.

Table 12: Source of Income

S.N.	Source of Income	No. of Respondents	Percentage
1	Agriculture	10	27.7
2	Tea garden	15	41.6
3	Trade	3	8.3
4	Govt. Sector	2	5.5
5	Private sector	4	11.1
6	Any other	2	5.5
	Total	36	100

Source: Field Survey, 2008

The above table shows the highest 41.6 percent women workers have only the source of income as the tea garden likewise 27.7 percent women worker are involved in agriculture. 8.3 percent women workers source of income is trade and 5.5 percent respondent's main source of income is govt. sector similarly 11.1 percent respondents main occupation is private sector and 5.5 percent women worker have any other source of income.

It clarifies most of the women depend on Tea Garden and agriculture and only a few of them income in other Trade govt. sector and private sector. The women who involve only tea garden have lower

economic condition then the women who involve in other income sector. The women have less income that engage only in tea but the woman have more income that engage tea plus other productive jobs. According to the table most of the women have low economic status. It has supported to their family either they have less or more income.

4.2.2 Land Holding Size

Land is one of the factor by using it the women can raise their income. Who have land they shouldn't depend only on the tea garden. They can involve in tea estate and, agriculture. They have the residence in their own land. Their economic status depends on their land holding size. So the respondents were asked about their land. land ownership of respondents family is given below.

Table 13: Land Holding Size

S.N.	Land Holding Size	No. of Respondents	Percentage
1	Landless	2	5.5
2	Less than 5 Ropani	4	11.1
3	6 to 10	3	8.3
4	11 to 15	8	22.2
5	16 to 20	11	30.5
6	20 above	8	22.2
	Total	36	100

Source: Field Survey, 2008

The above table indicates most of women have land. Only 5.5 percent women are landless. The 22.2 percent respondent have above 20

ropani land. 11.1 percent have less than 5 Ropani land. 52.7 percent women have more than 16 ropani. It is sure that the economic status of landless women is lower than the women having land. The women who have more land have good income. The landless women workers have job opportunity only in tea estate. According to the land holding size 52.7 percent women workers have more than 16 Ropani their economic status is good and less than 5 Ropani have low economic condition.

4.2.3 Income and Expenditure of the Workers (Per Family)

According to the Respondents they are given Rs. 96 per day. It means they receive Rs. 2496 per month by their actual salary. But they work overtime sometimes. So their average income increases. Table 15 given below presents the comparison of the average income and expenditure.

Table 14: Monthly income and Expenditure Per Family

Income	No. of Family	Percentage	Expenditure	No. of Family	Percentage
Less than 2500	3	8.3	Less than 2500	4	11.1
2501-3500	18	50	2501-3500	18	50
3501-4500	8	22.2	3501-4500	8	22.2
4501-5500	4	11.1	4501-5500	3	8.3
5500 above	3	8.3	5500 above	3	8.3
Total	36	100	Total	36	100

Source: Field Survey, 2008

The above table shows that comparison between income and expenditure of respondents. According to the table the highest 50 percent respondent's family earns monthly Rs. 2501-3500. Out of 8.3 percent women worker family earn more than 5500 monthly. But more than 50.0

percent respondents family spend monthly Rs. 2501-3500, only 8.3 percent women worker spend monthly Rs. above 5500.

The study, concludes that many respondent's family spend higher then their monthly income. Due to large family size and less employment opportunities of family member, the expenditure of family is high.

Other miscellaneous works also contribute a source of income of women workers. There activities include tailoring, carpenting, Business porters, government job and also daily wages labour. From the table, it can be seen that the expenditure of such worker is less then their income but the saving amount of the workers is very low.

Comparing the income and expenditure, it shows that the poor living standard of workers, because the price of the daily necessary goods is raising day by day challenging the purchasing power of workers so that all workers are suffering from the imbalance of income, expenditure and saving.

4.2.4 Dependency Rate

Information on dependency rate was carried out by asking the question whether they depended upon family members or not. It is given below:

Table 15: Dependency Family members with women workers

Description	No. of respondents	Percentage
Dependent family member	27	75.0
Independent family member	9	25.0
Total	36	100

Source: Field Survey, 2008

The above table clearly shows that most of the respondents have dependent family members, 75 percent women have dependent family members that they have to look after them. Likewise, only 25 percent women labourers have no dependent members.

Most of the women workers have to spend their income for dependent family members. They can't spend their salary for themselves. Only a few women has not dependent members. By this table we can say only a few women workers spend their income by themselves.

The women who have dependent family members that they have to spend for them but their income is limited. In this way they can't save money. The economic status of women having dependent family member is lower than the women not having dependent family member.

4.2.5 Job Satisfaction

By the condition of job satisfaction it is known the economic condition of women workers. If there is the good economic condition, they are surely satisfied. If the workers are satisfied there is the work efficiency and they have more working capacity. Having satisfaction they can earn more money in the tea estate. So the women workers were asked about their job satisfaction. The women workers are satisfied or not. The following table shown about it.

Case Study # 3

Work Satisfaction

Rekha Sunuwar was born in Malpokhari VDC ward no. 5. She is 19 years old unmarried young women. She had elder sister who has been married and lives with her husband. Rekha's family has 4 member including her. They are her father, mother and younger sister. Her educational qualification is Higher Secondary level. Her family's main occupation is agriculture. She was born working in tea estate for 2 years. She works in the tea garden for 8 hours per-day. Apart from this she also helps her family in household works and farming. She said that she started as the worker in the tea estate according to her friends suggestion. She earns Rs. 96 per day from the tea estate. She doesn't work as overtime because it takes much time to go to her house. She further said that her parents do not allow her to work late at night. The society has no affirmative attitude towards her work but in reality she confuses that she is morally good. Yet she is gripped from unnecessary talks by the street walkers and co-workers also. But she doesnot pay any attention towards them.

She is completely satisfied with her salary because she should not expend her salary in family expenditure. It is her pocket money. But she agrees that the salary is less in the proportion of working hours. She expressed that the tea estate has not provided so sufficient facilities for the women workers.

Table 16: Job Satisfaction

View of Respondents	No. of Respondents	Percentage
Satisfied	24	66.6
Not satisfied	12	33.3
Total	36	100

Source : Field Survey, 2008

The above table indicates that 66.6 percent women workers are satisfied but 24 percent workers are not satisfied. Those workers are not satisfied with their profession because of low wage, lack of facilities, job insecurity and poor working condition.

Most of the women workers are satisfied who are living in quarter. Although salary is low they have been getting tea, quarter, umbrella, bonus, sickle, medical facility, child care centre etc. So they are satisfied.

4.2.6 Worker's perception for Job Satisfaction/Dissatisfaction

In this sub-headings an effort is being made to understand the overall feeling and perception of the workers of Jasbire tea

Case Study # 4

Work dissatisfaction

Indra Maya Siwa is 29 years old married women. She was born in Nayabazar Ward No. 1 in an untouchable family. She married with a carpenter of Sumbek ward no. 1, when she was 20. She has her parents, a brother and 1 sisters. She has 3 sons and one daughter. She was been working in this tea estate for 2 years. She was 27 years old when she entered in this estate. At that time she got Rs. 75.00 per-day as he salary but now she is a seasonal worker of the tea estate. She gets Rs. 96 per day. She is also an overtime worker and she lives in their own house with her family.

She is not satisfied with he salary. The salary is so low that it is not sufficient to buy even food. There are no sufficient facilities. No, facility of water, no toilets and no proper accommodation etc. In rainy season, the umbrella is a must but it is also not very good to use. She has strong desire that be provided by the estate such facilities.

She said that the estate has not given them the leaves such as delivery leaves, sick leaves and even there is no facility of pension and bonus. The working place of tea garden is dangerous for women workers and are not safe. She expressed that if she got a good job in any other place, she would leave it.

extension project about matters relating to their reasons for job satisfaction or not. Worker satisfaction or dissatisfaction about their working condition, the reasons for working women in the following table.

Table 17: Distribution of Reasons for Job Satisfaction/Dissatisfaction

S.N.	Reasons	No. of Respondents	Percentage
1	Satisfied	24	66.6
(i)	Good pay and facilities	6	16.6
(ii)	Good working environment	9	25.0
(iii)	Good behaviour of the employer	7	19.4
(iv)	Don't know	2	5.5
2	Not satisfied	12	33.3
(i)	Poor pay and facilities	8	22.2
(ii)	Job insecurity	1	2.7
(iii)	High work load	3	8.3
	Total	36	100

Source: Field Survey, 2008

The above table shows an attempt has also been made to examine the perception of the respondents women worker regarding the performance of their work. Of the total respondents 66.6 percent of women are satisfied in their present job. The table reveals that 16.6 percent worker are satisfied in their present job due to the good pay and facilities. Likewise, 25 percent due to the good working environment. 19.4 percent of worker are satisfied due to good behaviour of employer. Although another 5.5 percent are satisfied by their job, but they couldn't precisely state their reasons. However 33.3 percent are not satisfied in their present job. According to those respondents 22.2 percent are dissatisfied in their job due to poor pay and facilities, 2.7 percent respondents are dissatisfied due to Job insecurity and 8.3 percent because of the high work load.

CHAPTER FIVE

WOMEN'S ATTITUDE TOWARDS WORK, WORK PLACE AND FAMILY RESPONSIBILITY

In this sub unit an attempt has been made to describe about the women's attitudes towards work, work place and family responsibility. In the sub division falling under the women's attitude towards work, work place and family responsibility have been further divided into Nature of work, work hour, reasons for working in tea estate, Type of residence, attitudes towards work place, women's attitude towards family responsibility, working position, and employer attitude towards worker and job performance.

5.1 Nature of Work

The nature of work is one of the indicator for the women's attitude towards work. They have different level of income and facilities as the nature of work. So the respondents were asked about their nature of work. These are mainly three workers in tea estate i.e. permanent, temporary and seasonal.

Table 18: Nature of Work

Nature of work	No. of respondents	Percentage
Permanent	16	44.4
Temporary	8	22.2
Seasonal	12	33.3
Total	36	100

Source: Field Survey, 2008

The above table shows 44.4 percent women workers are permanent, 22.2 percent are temporary and 33.3 percent are seasonal workers.

It shows most of the women workers are permanent. The permanent workers have more facilities than the temporary and seasonal workers. Seasonal workers are appointed mostly in tea plucking season. They are paid the wage according to their capacity in per. kg who can pluck more tea they can earn more money. They are not provided other facilities. The temporary workers are appointed for the whole year. They are paid as; daily wage. They have to work like permanent workers but they don't get other facilities.

5.2 Work Hour

Women worker have to work in tea estate at different hour. Some of them have to work longer hour and some of other have to work short hour in tea estate. The following table shows the work hour condition of Jaspire tea extension project.

Table 19: Working hour

Work hour	No. of Respondents	Percentage
Less than 2hr	2	5.5
3hr to 5 hr	4	11.1
6 hr to 8hr	20	55.5
8 hr above	10	27.7
Total	36	100

Source: Field Survey, 2008

According to Table 19 the highest 55.5 percent of respondents have to work 6-8 hr per day. Similarly the lowest 5.5 percent respondents have to work less than 2 hr. They are only the helper of officials tiffin break. Similarly 11.1 percent respondents have to work 3-5 hr. and 27.7 percent

women workers have to work more than 8hr. During the study it was found that the worker who overtime worked they have to work more than 8 hr.

5.3 Reasons for Working in tea Estate

Women workers are working in tea estate with the different purpose in their attitude. Their working reasons are the following table below:

Table 20: Reasons for working in Tea Estate

S.N.	Reasons	No. of Respondents	Percentage
1	Poor economic condition	23	63.8
2	To increase earning capacity	5	13.8
3	To be self reliant	2	5.5
4	Self satisfaction	1	2.7
5	Skill Development	3	8.3
6	Any other	2	5.5
	Total	36	100

Source: Field Survey

The above table shows that 63.8 percent respondents are found to be engaged in tea estate to their poor economic condition. 13.8 percent of the women workers are engaged in these tea estate because although they had earning husbands, they needed to augment their incomes and help their husband. The other reasons or seeking work in tea estate are strong motivation to be self-reliant economically 55 percent of women workers are working in tea estate with the purpose of self relevant economically and 2.7 percent have expressed their attitude that self-satisfaction is also

one of the reasons for their employment in tea estate. 8.3 percent women are found to be engaged for skill development and 5.5 percent respondents are found to be engaged in any other causes.

5.4 Type of Residence

Residence is one of the essential things for human beings. By the residential condition it can be guessed the status of women workers. They have different income, expenditure and problem between the women having in quarter, own house, At the relative houses.

Following the information was received when the study was carried out to find where the women worker lived which is tabled below.

Table 21: Type of Residence

Residence	No. of Respondents	Percentage
Quarter	5	13.8
Own houses	25	69.4
At the relatives houses	3	8.3
Hired room	3	8.3
Total	36	100

Source: Field Survey, 2008

The above table shows the highest 69.4 percent women worker have to stay at their own house, 13.8 percent respondents are staying in quarter, 8.3 and 8.3 percent women have to stay at the relative houses and hired rooms.

JTDP has provided quarter facility for landless. So the large number of women workers have to stay in their own houses.

5.5 Working Condition at Work Place

In this study, we found that working condition of women workers of tea estate. Women workers are engaged in tea estate per day. So the following table shows the working condition at work place of women workers.

Table 22 : Working condition at work place

S.N.	Working condition	No. of respondents	Percentage
1	Good	17	47.2
2	Very good	2	5.5
3	Bad	14	38.8
4	Very bad	3	8.3
	Total	36	100

Source: Field Survey, 2008

The above table shows the highest 47.2 percent respondents said that the working condition at work place is good, likewise 5.5 percent respondents said that working condition is very good, 38.8 percent respondent said that working condition is bad and 8.3 percent respondents said that the working condition is very bad.

From this table we can say that most of women workers working condition is good due to provided facilities and good pay be tea estate but some of them faced by burning problem their attitudes was working condition is bad.

5.6 Family Responsibility

This study showed that there were many responsibilities of a women in a family there are many factors that motivates a women to seek a tea estate work. She still fulfill her family responsibility while working in tea estate. Their husband play in supporting them by taking care of the family cores. The following table shows the women's workers altitude towards family responsibility.

Table 23: Family Responsibility

S.N.	Family Responsibility	No. of Respondent	Percentage
1	School fee for children	6	16.6
2	Day to day vegetables	2	5.5
3	Family entire food requirements	10	27.7
4	Husband's Assistance	7	19.4
5	Household work	9	25
6	Any other	2	5.5
	Total	36	100

Source: Field Survey, 2008

The above table shows the highest 27.7 percent respondents said that their family responsibility is entire food requirements. Likewise 19.4 percent women's workers their husband's assistance, 25 percent respondents said that their family responsibility is household work, 16.6 percent said that school fee for children, 5.5 percent said to fulfill dayto day vegetables and 5.5 percent said any other.

In this table we can say that most of the women workers responsibility is family entire food requirement. Most of the women

workers are low class level. They do not have other incomeable occupation so their main priority is to fulfill the food in family. This study also attempted to know about husband support in the household work married women to state whether they receive their husband's support in the household work. Some of the respondents their main responsibility is school fee for a children and to fulfill the day to day vegetable in family. Thus, women workers are feeling many responsibilities to their family.

5.7 Position Hold by Workers

Women workers in Tea estate have to do many kinds of work position such as wage labour, team leader, supervisor clerkeal etc. The following table shows the women workers position in JTDP.

Table 24: Position hold by workers

S.N.	Position	No of Respondents	Percentage
1	Wage labour	24	66.6
2	Team leader	5	13.8
3	Supervisor	3	8.3
4	Clerkeal	4	11.1
	Total	36	100

Source: Field Survey, 2008

The above table shows the highest 66.6 percent women workers are working in wage labour. They receive wage per day. 13.8 percent respondents are team leader, 8.3 percent respondents are supervisor. They were supervisor in every work of wage labour, Team leader, and clerkeal work. Likewise 11.1 percent respondents are clerkeal position.

5.8 Position by Work Hour

In this study, women workers position comparison by their work hour. The following table shows the working position compare by work hour.

Table 25: Working position by work hour

S.N.	Position	Work hour					
		less than 2hr	3-5 hr	6-8 hr	8h above	Total	Percentage
1	Wage labour	2	4	13	5	24	66.6
2	Team Leader	-	-	3	2	5	13.8
3	Supervisor	-	-	2	1	3	8.3
4	Clerkeal	-	-	2	2	4	11.1
	Total	2	4	20	10	36	100

Source: Field Survey, 2008

The above table shows the highest 66.6 percent wage labourer have to work less than 2 hr- 8 hr above likewise, 13.8 percent team leader have to work 6-8 hr above, 8.3 percent supervisors have to work more then 6 hr and 11.1 percent clerkeal have to work 6-8 hr above. Thus the table shows the different working position were worked in different hour.

5.9 Employers Attitudes towards Workers

In this study, also attempted to know about employers attitudes towards the women workers. A question has been asked to the women workers to state employer attitude towards women workers. The following table shows the employer attitude towards the women workers.

Table 26: Employer Attitude Towards Workers

S.N.	Attitude	No. of Respondents	Percentage
1	Good	21	58.3
2	Very good	5	13.8
3	Bad	7	19.4
4	Very bad	3	8.3
	Total	36	100

Source: Field Survey, 2008

The above table shows the highest 58.3 percent respondents said that employer attitude is good, 19.4 percent respondents said that the employer attitude is bad and 13.8 percent respondents said that the employer attitude is very good, likewise 8.3 percent said that employer attitude is very bad. Thus, employers attitudes towards the women workers is more than good to less than bad.

CHAPTER SIX

PROBLEMS FACED BY WOMEN WORKER

Women are main labour force of Tea estate. But they were facing many problems since an early age. They have to work very hard for survival. Due to poverty and unemployment in rural sectors, a sizeable number of women come to the urban areas seeking better opportunities.

This chapter should be further broken into the problem faced by them at work place problem specification, skill advancement opportunities etc.

6.1 Problem Specification

The researcher questioned the workers their burning problems. They are specified in the following table.

Table 27: Problem specification

S.N.	Problems	No. of Respondents	Percentage
1	Social	5	13.8
2	Cultural	3	8.3
3	Psychological	2	5.5
4	Political	8	22.2
5	Child care	9	25
6	Household chore	7	19.4
7	Any other	2	5.5
	Total	36	100

Source: Field Survey, 2008

The above table shows the highest 25 percent of respondents said that they faced childcare problem. Likewise 22.2 percent respondents were faced political problem, 19.4 percent were faced household chore

problem, 13.8 percent faced social problem. 8.3 percent were faced cultural problems and 5.5 percent respondents said that their burning problem is psychological and 5.5 percent faced any other problem like Health, food, shelter problem. In this way, women workers have faced many burning problems.

6.2 Lack of Skill Advancement Opportunities

It is true that most of the women who come to seek work at tea estate do not have any specific skill. They are normally worker don't with basic education and skill. The purpose of this sub-title is also to look at the brighter side of their work such as the kind of opportunities that are made available to them once they complete certain numbers of years but female are not received skill advancement opportunities.

6.3 Lack of Proper Accommodation

However, the tea estate has provided some quarter for the worker's. These shelter are very small. There are no sufficient rooms. No shelters have more than two rooms. They opined that it is very difficult for the guests or relatives sometimes come to visit them.

6.4 Lack of Health Post

There is no facility of health post in the estate area. So it is problem for them when they are ill an injured. Even though, the tea estate has been providing Rs. 600 yearly as the expenditure in health. It is not sufficient for them.

6.5 Lack of Training

There is no training facility. The workers felt the need of training. Because of the lack training they can't work efficiently and the tea estate is facing many loses.

6.6 Lack of Transportation

Some women workers come to work from a long distance. They walk from more than one hour from their village. Likewise, when returning from the working place more than one hour is to spend on the road. They get tired because of long walks and can't do work well. They have to work at home too after returning from work. Tea estate has not provided transportation facility even though the workers have been facing many problems on the way.

6.7 Lack of Rations Facility

There is no facility of rations. They earn less money than to spend for the rations. They have to buy rations, which is expensive. If the tea estate provides the rations in cheap they would be able to maintain their house property. Now, they have to walk more than two hours walk for buying the rations.

6.8 Lack of Children Education

There is no facility of education for their children. There is a government school outside the tea estate. Who have no other income source they are not able to spend (or, their children's education. By their reasons most of the children stop to go to school. If the tea estate provides some money for their children education they will not have to face this problem.

6.9 Lack of Security

The area of the garden is very large and damp bush. Most of the workers are women. Because of the damp condition of the garden. They

sometimes also face such problems as: sexual harassment, rape attempt and unnecessary talks by the male co-workers and others.

6.10 Lack of Other Facilities

The facilities of the workers are very poor. They don't get the facilities of pension, bonus, insurance etc. The facilities of apron and umbrella are also of poor qualities. There are no facilities of gumboot. Without shoes it is dangerous to enter the estate because of the fear of snakes, thorns and leaches.

Apart from these, there are other some problems such as clean drinking water, toilet, timely salary, emergency and first aid treatment etc.

CHAPTER SEVEN

SUMMARY, FINDINGS, CONCLUSION AND DIRECTIONS FOR FUTURE RESEARCH

7.1 Summary

Women workers contribution is one of the more important part of Tea Estate. They are employed permanent, temporary and seasonal wage. This is serving as low level of women workers have very importance and remarkable role without whose participation. The tea Industry is presupposed to bear heavy loss in its production. In this way women contribution is the major factor to every tea development planning and they can play the major role for the production, proper mobilization and utilization of female worker force is a challenge in Ilam for social and economic development. Although women can significant role in every sector.

Large numbers of women workers are employed in Jashire tea Development planning, Women are main work force as labours for this tea estate. This study has mainly focused on women's social and economic condition, their attitudes towards work, work place and their family responsibility & burning problems of the women workers.

The main objectives of the study are to analyzed the social and economic condition of women worker in Jashire Tea Development Planning (JTDP), To find out the women's attitude towards work, work place and family responsibility and To find out the problems faced by the women workers in the study area.

The present study was based on field survey in order to fulfill the specific objectives of the study and descriptive research design is applied. A combination of purposive sampling methods has been adopted. There were total 60 women worker in tea estate but only 36 respondents were selected in interview. Both primary and secondary data were used for this study. The methods of primary data were collected for the questionnaire, interview, observation and checklist. Secondary data have been collected from the available literature. Data have analyzed descriptively. In this study both qualitative and quantitative data have been collected. Qualitative information has been tried to interpret and quantitative information has been demonstrated by the means of percentage.

Majority of the worker were employed as labour in tea garden because of No other sources of earning. Almost all the workers spend their income in household expenditure. Large number of female workers were compelled to continue their work in future because of the poor economic condition.

Main Findings

- J 13.8 percent women respondents from Aryan, 72.2 percent from Mangon and 13.8 percent from untouchable caste.
- J The majority 22.2 percent of the respondents are under the age group of 26-30. The data concludes that the higher 44.4 percent of the respondents have 5-6 members.
- J The highest 63.8 percent respondents are living in Nuclear family.
- J More then 60 percent married women have participated in the tea estate.
- J The highest 31.03 percent of married women have only two children.

- J Educational level of each workers is very unsatisfactory 36.1 percent of respondents are unable to read and write. 22.2 percent are able to read only, 19.4 percent are primary, 8.3 percent lower secondary, 8.3 percent secondary and 5.5 percent are Higher secondary and above. Brahmin and Chhetries educational status is high less then other mongolian and untouchable caste.
- J The son preference tradition is till remained, more then 30 percent respondents preferred son. The participation of women below 25 age group is very less then above 25 age group.
- J The highest 52.7 percent respondents said that male participate for social work. The highest 31.03 percent women have 2 children most of them have a son and a daughter.
- J Most of the women were found depended only on tea. The economic condition was better who involved tea and other occupation. More then 40 percent respondents have only the source of income is tea garden.
- J Most of women had more than 11 ropani land only 5.5 percent women are landless.
- J More then 50 percent respondents have above Rs. 2500 monthly income per family and more then 50 percent have above Rs. 2500 monthly expenditure. Comparing the income and expenditure, it shows that the poor living standard of workers, because the price of the daily necessary goods is raising day by day. It shows that women workers annual saving is very low most of the respondent have 70 spend their income for dependent family members, 66.6 percent

respondents are satisfied with their present work and 33.3 percent respondents are not satisfied their present work.

- J 44.4 percent respondents are permanent and 55.5 percent are temporary and seasonal worker. Permanent workers had better economic condition than others.
- J The highest 55.5 percent of respondents have to work 6-8 hr. per day and the lowest 5.5 percent have to work less than 2 hr. 63.8 percent respondents working tea estate due to their poor economic condition. The lowest 2.7 percent respondents working tea estate due to self satisfaction.
- J The highest 55.5 percent of the total respondents feel that women can't perform as well as men do because men are stronger physical, generally educated and more trained than women. 44.4 percent respondents feel that women can perform as well as men because of same job, freedom and same performance level.
- J The highest 47.2 percent respondents said that the working condition at work place is Good, 38.8 percent respondents said that working condition is bad.
- J 27.7 percent respondent's family responsibility is entire food requirements. Most of workers (66.6%) position are labour and other of them are supervisor (8.3%) team leader (13.8%) and clerical (11.1%).
- J 58.3 percent respondents said that employer attitude is good and 19.4 percent said that the employer attitude is bad, 13.8 percent said that the employer attitude is very good and 8.3 percent said that the employer attitude is very bad.

J) The highest 22.2 percent respondents their burning problem is political and other respondents problem are cultural (8.3%), psychological (5.5%), social (13.8%), child care (25%) and other burning problems of women workers are: lack of skill advancement opportunities, statement regarding the wage, lack of proper accommodation lack of health post, training, lack of transportation etc.

7.2 Conclusion

Tea cultivation has contributed to grow economic status of women. More women are involved then men in tea estate. They are in large number working there. The women have played vital role to develop the tea sector. Women workers are involved for every sector of tea industry. Indirectly they have been contributing to increase national income. But Nobody has ever involved in the research about women participation in this tea estate so that it seems to conduct a study.

A huge number of workers from different caste/ethnic group are involved in the tea estate. Female workers are more then male workers in the tea estate. They can play a key role in every sector of development. Women participation in the tea estate is remarkable. This tea development planning provides the job opportunity for the women. Women are involved in the productive work. It helps to improve the gender development.

The Jaspire Tea Development Planning have been providing some minimum facilities for the laboures like, quarter, apron, umbrella, medical facility, Holiday and leave facilities etc. Besides these, some

burning problems are facing by women workers in this tea estate like, health center, transportation work efficiency training, etc.

Women participation is one of the most important parts of tea estate. Without women participation in tea estate, the industry could not highly produce the tea. But the tea estates have not provided minimum facilities to women workers, such as life insurance, child education, male standard wage etc. The wage of women workers is very low if they have other substitution they don't like to work in the tea estate.

In this Tea estate without women's participation, goals of cannot be fully attained. It is relevant to say that women labour resembles, significant contribution in all the spheres of economic activities and the development of the country but their full potential are yet to be realized. Although women cover half of the population in our country the efforts to improve the condition of the women are inadequate.

7.3 Directions for Future Research

The result of this study do not cover the situation of women worker of all tea estate in Nepal. The study, therefore, should be conducted in additional tea estate with different to help understand overall attributes and incidents of women worker in tea estate.

Because of limited time, researcher could not cover the following informations in the study area; so following direction need to be for the future research:

- ▶ Different kinds of micro level research and study should be undertaken for the upliftment of women workers in tea estate. With the help of research it is easy to find out problems related to them and way of solutions for them.

- ▶ The information from the site of other family member of women workers need to be further studied and explored.
- ▶ Detail information like attitude and perception of women workers are necessary to involve the reality behind the cause of being labour of tea estate.
- ▶ The information from the site of Tea estate of women workers need to be further studied and explored.

REFERENCES

- Acharya, M. (1994). The Statistical Profile of Nepalese Women. Kathmandu : CEDA, T.U.
- Acharya, M. and L. Bennett, (1981). The Rural Women of Nepal : An Aggregate Analysis and Summary of Eight Village Studies, Kathmandu : CEDA, T.U.
- CBS (2001), Statistical Year Book of Nepal. Kathmandu : CBS.
- GFoNT (1996), A Report on "Social and Economic Condition of the Tea Estate". Website Publication, www.gfont.org.
- Guatam D.P. (1993), Project Report of Tea Areas, Nepal Tea Development Corporation, Kathmandu.
- Ilam District News (2005), District Development Committee, Ilam.
- Ilam Ko Chinari (2060 B.S.), DDC, Ilam.
- ILO, (1986). Women at Work, Geneva.
- Kerlinger, Fred N. (1978). Foundation of Behavioural Research, (2nd Ed.). New Delhi.
- Lalwani, K.C. (1973). Women in Agricultural Sector, Published by G.R. Choudhary, New Delhi, India.
- Mooser, C. (1989), Gender Planning in the Third World: Meeting Protocol and Strategic Gender needs, London School of Economics and Political Science, England.
- NTDC, (1998, 2004, 2007), "Tea-A-Tea". Nepal Tea Development Corporation. Kathmandu, Nepal.
- Pradhan and L. Bennet (1989), The Role of Women in Hill, Encyclopaedia Britannical: Vol. 18, London.
- SAARC, (1998). Women and Family Health.

- Shrestha, N. (1987), Women Empowerment in Industrial Sector, Unpublished, M.A. Dissertation, Submitted to Central Department of Economics, T.U.
- Shrestha, Neeru (1983), Women Employment in Industrial Sector, CEDA, Kathmandu.
- Shrestha, S.L. (1994), Gender Sensitive Planning What, Why and How in Nepal, Women Awareness Center Nepal, Kathmandu.
- Tenth Plan (2002), National Planning Commission. HMG/Nepal.
- Thakur, P. (1992), Poverty, Women and Gender Sensitivity in CWD, Newsletter, Kathmandu.
- Timsina, Shitshna (1998), The Women Labourers of Patan Industrial Estate, Unpublished M.A. Dissertation, Submitted to the Department of Sociology/Anthropology, Patan Multiple Campus, Patan.
- UNIDO (1987). Regional and Country Studies Branch, Human Resources in Srilanka's Industrial Development- The Current and Perspective Contribution of Women (Draft Report).
- Verschoor, Rojier (1996). "To Pluck and to be Plucked". Website publication : www.citiny.it.
- <http://www.ilo.org/global/about.ILO>
- <http://www.unicef.org>
- www.gorkhapatra.org.np

CHECK LIST

Name:

Post:

Address:

Name of the Tea Estate:

Established:

1. How many workers are in this tea estate?
2. What are the criteria of labour appointment?
3. How many women workers are involved in over time work? What is the wage rate of it?
4. How many women worker are here?
5. Is any discrimination between male and female workers?
6. Are some awarded or punished according to their work?
7. Can women work efficiently?
8. What is an important role of women workers in the tea estate?
9. What are the facilities of women workers?
10. What problems are faced by women workers?
11. What is the view of society to women workers?
12. Your comment and suggestions regarding women workers in tea estate.

Comment	Suggestion

--	--

ANNEX - I

Household Survey

1. District
- VDC/Municipality:Ward No.:.....
- Name of the Respondents
- Caste/Ethnicity:.....

S.N.	Name	Relationship with household 01	Sex 02	Age	Marital Status 03	Education 04	Occupation 05	
							Primary	Secondary
1								
2								
3								
4								
5								
6								

01	02	03	04	05
01- Grand Father	01- male	01- Married	01- Unable to read and write	01- Agriculture
02- Grand Mother	02- female	02- Unmarried	02- Read	02- Business
03- Father		03- Divorce	03- primary	03- Wage labour
04- Mother		04- Separate	04- Lower secondary	04- Private sector
05- husband		05- Never marriage	05- Secondary	05- Govt. Sector
06- wife		06- Widow	06- Higher Secondary	06- Foreign employment
07- son			07- Campus	07- Cottage Industry
08 - daughter				08- Student

09- Grand Son 10- Grand Daughter				
-------------------------------------	--	--	--	--

ANNEX - II

Questionnaire for women worker in JTDP

1. How long have you been working here?
2. How many hours do you work in a day?
3. What kind of work you have to do?
 - a. Planting []
 - b. Staking []
 - c. Spraying []
 - d. Pruning []
 - e. Thrashing []
 - f. Any other []
4. What kind of appointment is given to you?
 - a. Permanent []
 - b. Temporary []
 - c. Seasonal []
 - d. Any other []
5. Reasons for seeking job in Tea Estate
 - a. Poor economic condition []
 - b. To be self-reliant []
 - c. To help their husband family []
 - d. Self satisfaction []
 - e. Any other []
6. Have you received any training before the work?
 - a. Yes []
 - b. No []
7. How is your work place environment?
 - a. Good []
 - b. Bad []
 - c. All right []
8. Are you satisfied with your work?
 - a. Yes []
 - b. No []
9. What kind of facilities have you been provided by tea estate?
 - a.
 - b.
 - c.
10. As a worker, what is your level?
 - a. Skilled []
 - b. Semi skilled []
 - c. Unskilled []

11. What is the attitude behaviour and concept of the male workers towards the female?
12. What difference have you observed in your family due to your additional income?
 - a. sufficient school fee for the children []
 - b. sufficient for day to day vegetables []
 - c. sufficient for the family entire food requirements []
 - d. Others []
13. Do you feel that the male are more skilled and work hard then female labourer?
 - a. Yes []
 - b. No []
14. If yes, Because of
 - a. Physical strong []
 - b. Education []
 - c. More training []
 - d. Others []
15. If No,
 - a. Same job []
 - b. Same performance level []
 - c. Same lands skill []
 - d. other []
16. Does your husband assist you in the household work?
 - a. Yes []
 - b. No []

Social Aspect

17. Who makes decision at home?
 - a. Male []
 - b. Female []
 - c. Both []
18. Where do you stay?
 - a. In Quarter : []
 - b. In your own house: []
 - c. Hired room: []
 - d. Relatives house: []

19. Is there any workers organization?
 a. Yes [] b. No []
20. If yes what is it? and what kinds of facilities do you get from the organization?
 Name: _____ Facilities: a. b.
21. Women workers are discouraged by the society. Do you agree?
 a. Yes [] b. No []
22. Is there untouchable behaviour among women workers in this tea estate?
 a. Yes [] b. No []
23. What is the view of society to women workers?

Economic Aspect

24. How many kg. Tea can you pluck in a day?
25. How much salary do you get from this work?
26. Is there overtime duty?
 a. Yes [] b. No. []
27. If yes, how many hours and how much do you earn?
 a. hours: [] b. Rs. []
28. Are you satisfied your salary?
 a. Yes [] b. No. []
29. Do you have own lands?
 a. Yes [] b. No []
30. If yes, how much land you have got?
31. Is your family dependent upon you?
 a. Yes [] b. No []
32. Can you afford your family by your present salary?
 a. Yes [] b. No []

33. If No, you or your family have any occupation.

a. Yes []

b. No []

34. What is your family's annual income of the following items?
 a. Tea garden [] b. Trade []
 c. Agriculture [] d. Other (if any other)
35. What is your family's annual expenditure in the following item?
 a. Food [] b. Agriculture []
 c. Education [] d. Other []
36. Is there any school for labourers' children in this tea Estate?
 a. Yes [] b. No []
37. Are there any medical facilities in your tea Estate?
 a. Yes [] b. No []
38. Do you think you are exploited?
 a. [] b. No []
39. If yes, who do you think is exploited?
 a. Government [] b. Manager [] c. Officials []
 d. Male co-workers [] e. Others []
40. What are the present problems that you are facing as a labourer in this tea estate?
 a.
 b.
 c.
41. What could be the solution to overcome the problem?
 a.
 b.
 c.
 d.
42. Is there any hospital in the tea estate for the worker?
 a. Yes [] b. No []

43. Is there any discrimination in the work in terms of gender role?
a. Yes [] b. No []
44. If yes what kind of discrimination?
a.
b.
c.
45. Have you faced any problem in your work due to your family responsibility?
a. Yes [] b. No []
46. If Yes, What kind of problem?
a. Child care [] b. No Leisure []
c. Other []
47. If No, What type of abuses do you face
a. Testing [] b. Sex words []
c. Unwanted touching [] d. Others []
48. If any abuses facing in work place?
a. Yes [] b. No []
49. How does your employee treat you?
a. Good [] b. Bad []
c. All right [] d. Indifferent []
50. Your comments and suggestions for improving your work and life.

ANNEX - III
PHOTOES



A beautiful scenario of JTDP



Women are busy to plucking tea in JTDP

Questionnaire for Key Informants

1. When and where were you born?
.....
2. What is your husband qualification?
.....
3. What is your qualification?
.....
4. How many children do you have?
.....
5. What type of your appointment?
.....
6. How much freedom do you have to be affiliated with trade union?
.....
7. How many trade union are activated in this tea estate?
.....
8. How many Kg. Tea can you pluck in a day?
.....
9. How is the women worker health condition?
.....
10. How much responsible you in your daily work?
.....
11. Why are you come to working in tea estate?
.....
12. Do you consume the facility of life insurance from your tea estate?
.....

Questionnaire for Tea Estate

1. How many workers are working in this tea Estate?
.....
2. Is any gender discrimination for worker in this tea development planning?
.....
3. What is the present condition of tea estate?
.....
4. How is the role of government in tea estate?
.....
5. Is any NGO/INGO involved to develop the women worker in tea estate?
.....
6. Is any managerial/organizational problem in this tea estate?
.....
7. What is the main contribution of tea estate to local development?
.....
8. What are the comments and suggestions for Improving the present situation of tea Development Planning?

Comments	Suggestions