

**JOB SATISFACTION OF WOMEN LABOURERS**  
**(A Sociological Study of Pokhrelī Brick Factory, Tanahun, Nepal)**

**A Thesis Submitted to:**

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## LETTER OF RECOMMENDATION

This is to certify that Mrs. Rita Thapa has worked under my supervision and guidance for the preparation of this dissertation entitled, **Job Satisfaction and Problems of Women Labourers (A Sociological Study of Pokhrela Brick Factory, Tanahun, Nepal)**. To the best of my knowledge, the study is original and carried. I forward this to the evaluation committee for its final approval with recommendation.

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Lastly, I want to take all the responsibility and welcome the comments.

**Rita Thapa**

## **ABSTRACT**

This study entitled **Job Satisfaction and Problems of Women Labourers (A Sociological Study of Pokhrelī Brick Factory, Tanahun, Nepal)** aimed to reveal the job satisfaction status and the problems faced by women labourers in Pokhrelī Brick Factory, Tanahun.

The overall objective of this study was to find out the status of women labourers in Pokhrelī Brick Factory, Tanahun. A descriptive research design was used in the study. The data were collected from the total women labourers (66) who were working in Pokhrelī Brick Factory, Tanahun. The data were collected through the direct personal interview with interview schedule, observation and case study. The collected data were coded, recoded, scrutinized and entered into the computer using Statistical Package for the Social Sciences (SPSS) software. However, the qualitative data were manually processed. The data have been presented and analyzed with the help of descriptive and inferential statistical tools.

From the study, it was found that most of the working women in Pokhrelī Brick Factory were literate, though the level of education was low. It indicates that the trend has changed and educated women want to work outside to share the economic burden of the family. The female worker in the brick factory were from different socio-cultural background. Majority of the females were working to support their families. Married working women said that they had to work because the occupations of their husbands were less prestigious and semi-skilled. The low level pays from the job of the husbands could not manage the expense of their family. So they had to work for the education of their children and to support the family.

However, their status of job satisfaction was not satisfactory. They were not fully happy with the job description, incentives and perks and the salary. It was because they faced the problems of being inferiority, overloaded, exploited, and discriminated while working in the brick factory. Some of them intended to quit the job soon when their children would support them economically. They faced the problem of untimely pay of the salary, interruption of owner in the work and unequal wages.

# TABLE OF CONTENTS

	<b>Page</b>
<i>Recommendation Letter</i>	<i>ii</i>
<i>Letter of Approval</i>	<i>iii</i>
<i>Acknowledgements</i>	<i>iv</i>
<i>Table of Content</i>	<i>v</i>
<i>List of Tables</i>	<i>vii</i>
<i>List of Abbreviations</i>	<i>viii</i>
<i>Abstract</i>	<i>ix</i>
<b>CHAPTER ONE: INTRODUCTION</b>	<b>1-7</b>
1.1 Background of the Study	1
1.2 Statement of the Problem	3
1.3 Objectives of the Study	6
1.4 Rationale of the Study	6
1.5 Limitations of the Study	7
<b>CHAPTER TWO: REVIEW OF THE LITERATURE</b>	<b>8-17</b>
2.1 Conceptual Review	8
2.2 Theoretical Review	9
2.2.1 Gender Approaches in Development	9
2.3 Policy Review	13
2.3.1 Status of Women in Nepal	14
2.3.2 Women in Plans and Programs and Constitution of Nepal	14
2.3.3 Situation of Working Women in Nepal	16
2.4 Conceptual Framework	17
<b>CHAPTER THREE: RESEARCH METHODOLOGY</b>	<b>18-20</b>
3.1 Selection of the Study Area	18
3.2 Research Design	18
3.3 Nature and Sources of Data	18
3.4 Census Method of the Study	19
3.5 Data Collection Techniques	19
3.5.1 Interviews	19
3.5.2 Observation	19
3.5.3 Key Informant Interview	19

3.5.4	Case Studies	20
3.6	Data Analysis and Interpretation	20
<b>CHAPTER FOUR: SOCIO-DEMOGRAPHY CHARACTERISTICS OF</b>		
	<b>RESPONDENTS</b>	<b>21-32</b>
4.1	Caste/Ethnic Composition	21
4.2	Age Distribution	22
4.3	Religion	22
4.4	Marital Status	23
4.5	Educational Status	24
4.6	Family Size	25
4.7	Family Type	25
4.8	Household Head	26
4.9	Number of Children	27
4.10	Type of Residence	27
4.11	Lands Ownership	28
4.12	Income Pattern of the Workers	29
4.13	Others Income Sources of the Households	29
4.14	Household Expenditure	30
4.15	Reasons of the Working	31
<b>CHAPTER FIVE: FACILITIES AND JOB SATISFACTION OF WOMEN</b>		
	<b>LABOURERS</b>	<b>33-38</b>
5.1	Facilities Provide by the Factory	33
5.2	Work Type and Working Condition	34
5.3	Job Satisfaction	35
5.4	Case Studies	36
<b>CHAPTER SIX: PROBLEMS FACED BY WOMEN LABOURERS AT</b>		
	<b>JOB</b>	<b>39-41</b>
6.1	Problem of Women Workers	39
6.2	Discriminatory and Exploitative Activities	40
<b>CHAPTER SEVEN: SUMMARY AND CONCLUSION</b>		<b>42-44</b>
7.1	Summary	42
7.2	Major Findings and Conclusions	44
<b>BIBLIOGRAPHY</b>		
<b>APPENDIX</b>		

## LIST OF TABLES

<b>Table</b>	<b>Title</b>	<b>Page</b>
4.1	Distribution of Brick Factory Women Labourers by Caste/Ethnic Groups	21
4.2	Distributions of Brick Factory Women Labourers by Age Groups	22
4.3	Distributions of Brick Factory Women Labourers by Religion	23
4.4	Distributions of Brick Factory Women Labourers by Marital Status	23
4.5	Distributions of Brick Factory Women Labourers by Literacy and Educational Attainment	24
4.6	Distributions of Brick Factory Women Labourers by Family Size	25
4.7	Distributions of Brick Factory Women Labourers by Types of Family	26
4.8	Distributions of Brick Factory Women Labourers by Sex of the Households Head	26
4.9	Distributions of Brick Factory Women Labourers by Number of Children	27
4.10	Distributions of Brick Factory Women Labourers by Residence	28
4.11	Distributions of Brick Factory Women Labourers by Land Ownership Status of Households	28
4.12	Distributions of Brick Factory Women Labourers by Monthly Income	29
4.13	Distributions Brick Factory Women Labourers's Households by Other Income Sources	30
4.14	Distributions of Brick Factory Women Labourers's Households by Family Monthly Expenditure	31
4.15	Distributions of Brick Factory Women Labourers's by Reasons For Working	31
5.1	Distribution of Brick Factory Women Labourers's by Overtime Facilities	33
5.2	Distribution of Brick Factory Women Labourers's by Work Type and Working Condition	35
5.3	Distribution of Brick Factory Women Labourers's by Job Satisfaction	35
6.1	Distribution of Brick Factory Women Labourers's by Problems	39
6.2	Distribution of Brick Factory Women Labourers's by Discrimination	40
6.3	Distribution of Brick Factory Women Labourers's by Exploitation	41



## **LIST OF ABBREVIATIONS**

ADB	:	Asian Development Bank
CBS	:	Central Bureau of Statistics
CEDA	:	Centre for Economic Development and Administration
CEDAW	:	Convention on Elimination of all forms of Discrimination against Women
DDC	:	District Development Committee
FNCCI	:	Federation of Nepalese Chambers of Commerce and Industry
GAD	:	Gender and Development
GDP	:	Gross Domestic Product
GEFONT	:	General Federation of Nepalese Trade Unions
ILO	:	International Labour Organization
MDGs	:	Millennium Development Goals
MGEP	:	Mainstreaming Gender Equality Programme
MoF	:	Ministry of Finance
MWSW	:	Ministry of Women and Social Welfare
NDHS	:	Nepal Demographic Health Survey
NGO	:	Non Governmental Organization
NLFS	:	National Labour Force Survey
NLSS	:	Nepal Living Standard Survey
NPC	:	National Planning Commission
SPSS	:	Statistical Package for Social Science
TGF	:	Textile, Garment and Footwear
UN	:	United Nation
UNDP	:	United Nation Development Program
UNFPA	:	United Nations Population Fund
UNICEF	:	United Nations Children's Fund
UNIDO	:	United Nations Industrial Development Organization
VDC	:	Village Development Committee
WAD	:	Women and Development

