

# CHAPTER ONE

## INTRODUCTION

### 1.1 Background of the Study

Nepal has three ecological belts- High Mountains, Hills, and the Terai plains- and five development regions, which are inhabited by people of different ethnic/cultural groups. While analyzing these groups in 1981, they were classified in two major groups, Indo- Aryan and Tibeto Burman, on the basis of their racial origin and socio-cultural space (Acharya and Bennett, 1981). The involvement and contribution of women workers in various sectors of work as one-half of the entire population is highly significant in every country. However, the recognition and accounting of their contribution differs from place to place and country to country. The recognition and accounting as such also differs in accordance with the nature of work visibly in the modern formal sectors in comparison to traditional informal as well as agricultural sectors. In addition, rural–urban differences of treatment at workplace also create differences in the degree of recognition and accounting. The case of Nepal is not an exception to this reality. According to the 2008 Labour Force Survey, around 74 percent employed people are from the agriculture sector and this percentage is ever higher among female (84.3%) compared to male (62.1%) (CBS, 2011).

The Nepal Labour Force Survey, 2008 indicated 83.4 percent of the population aged 10 and above were economically active. This ratio was 87.5 for females compared to 80.0 for males. Out of the total currently employed population, only 16.9 percent were paid employed and 82.9 percent were self employed. Of the total self employed, 36.2 percent have worked without regular employees and 45.7 percent work as contributing family without pay. The percentage of male paid employed (26.6%) was higher than female (8.3%). Of the total employed population, around 74 percent were involved in agricultural sector compared with only 26.1 percent in non-agricultural sector. The proportion of male (37.9%) involved in non agricultural sector was higher with compare to female (15.7%) (CBS, 2008).

After the democratic movement of 1951, both the government as well as the private sector have invested to establish different industries. During this period different kinds of industries were established in different parts of Nepal, especially in urban

areas. These factories and industries require a huge number of human resources. So people of different caste/ethnic group, both men and women are working in different factories and industries. Mostly those who are poor; have low economic status; and have low or no access to the economic sources and production, are involved in this field. Thus the increasing industrialization has created employment opportunities to economically poor people (CEDA, 2001).

Nepalese society is based on patriarchal and norms and values. The fundamental features of patriarchal culture are the patri-lineal inheritance system, controls over women's sexuality and bodies and restriction over women's mobility. On the basis of this cultural practice women are subordinate in all levels (economic control and power over body and movement and power of family lineage) and all forms of discrimination and inequity ensure from this. Such practices also negatively affect women's esteem, confidence and decision making ability in both direct and indirect ways.

Despite the economic necessity impelling many women into the labour force, their work was often considered secondary and frivolous. Women faced discrimination in pay, fringe benefits, and opportunities for advancement and access to interesting jobs. Additionally, women were still expected to perform the majority of household and child securing task, regardless of their work stat. The result is that women's work is really never done (André Gunder Frank, 2002).

Gender equality and economic development go hand in hand. Since the early 1980s, the policy makers and planners have become acutely aware of the economic significance of women's productive activities and the nature of the contribution to income generation. It has been firmly established that women in Nepal are vital and productive contributors to the national economy but their access to knowledge, skills, resources, opportunities and power still remain rather low (Hunzai, 2010). Although women constitute a little over one half of Nepal's population, they rank lower than men in almost every social indicator in the country. Within the increasing tides of poverty in Nepal, women are the poorest of the poor, a relatively more deprived segment even from among the poor (Hunzai, 2010).

Over the past fifteen years women's participation in economic activities has also moved beyond agriculture into the local market economy. In search for wage

employment, women are moving into small business and self employment ventures thereby creating many formal and informal opportunities for work. Women are increasingly migrating to urban areas for employment in a range of cottage and food and brick industries. The vicious circle of backwardness and poverty can be eliminated by transforming the agrarian economy into a dynamic one through industrialization (MoF, 2005).

The officially registered brick kilns in Nepal are recorded to be 429 while the Federation of Nepalese Brick Industries (FNBI) estimates more than 700 brick kilns. The contribution of the brick sector to Gross Domestic Product (GDP) of Nepal is estimated to be 1.41% in 2011. The bases for this estimation are 3.2 billion bricks per year with average brick selling price of NRs 7 per brick (MinErgy Nepal, 2012).

The brick kiln industry in Nepal employs approximately 175,000 people and provides critical inputs to a construction industry that is among the largest sectors of the economy. Many of the workers are children or adults especially women bonded by debt and subjected to extremely harsh living and working conditions (Good Weave International, 2014). In Tanahun district of western Nepal, all together, there are 8 brick industries in which thousands of people including women and children are employed (Cottage and Small Industries Office, Tanahun, 2018). On the basis of this fact, this study tries to identify the condition and the problem of women labourers in Pokhrela Brick Factory, Tanahun.

## **1.2 Statement of the Problem**

Men and women are the pillars of society, without their equal participation in all spheres of life no society can progress properly. From the Stone Age women have been equally participating in socio-economic activities along with males but women labor forces participation has not given the same consideration as male work. The status of women as second-class citizen is reinforced by the narrow vocational opportunities available to them. Their contribution remains invisible as most of them have to work in the unorganized and informal sector which encompasses all kind of work, such as labor in family enterprises and private crafts, private schools or installed labor in houses. There are some forces, religious taboos and social customs that prevent the free flow of women labour to seek employment in large numbers (Gupta, 1960).

Working women are most important for family and national development. In Nepal, in spite of limited education and gender biases, women have been using their skills to create products and to improve economic condition. According to Nepal Labour Force Survey (2008), there is wide variation between male and female labour force participation as paid employee. It is 26.6 percent for males compared to only 8.3 percent for females, resulting in very low overall participation rate in paid employment compared to other countries.

During the early phase of life, the socialization pattern of Nepalese culture discriminates women. Chastity is a complex concept from which emerge various constraints and restrictions which are placed on women in the socialization process. Furthermore, the son preference has an extensive and deep rooted physical and mental impact on the daughters who are discriminated against. These values imbibed through years of socialization in the male and female psyche in the Nepalese society, constitute the strongest psycho-social barriers to the strengthening of women's status. Gender division of labour leading to gender stereotyping of jobs is a traditional feature of Nepalese society. In the rural setting, in household's chores women engage more than 10-12 hours per day. In urban setting, most working women face double responsibilities of household's works as well as the professional demands of their jobs. With regards to women's works and responsibilities in the home, women work burden seems to have increased over the past 14 years from 10.8 hours per day (CEDA, 1991) to the current average of 10.9 hours (Strii Shakti, 1995). On the other hand, men's input is 7.8 hours per day, which remains 3.1 hours lower than that of women. Working women have to bear with a double work burden which does not attribute any higher status to them. Therefore, most women choose to stay at home, unless there is a dire economic need or if there is no other bread earner in the family (CWD, 1989). The working hour per day for female and prevalence of backache among them is significantly higher than male. The gender division of labour may have added more work to women resulting into longer working hour for women which might have reflected in some health hazards such as backache among these women (Amita and Shrestha, 2010).

Women have been left much behind in terms of socio-cultural, economic and political position in society. Nepalese women are still found to be suppressed, exploited and neglected because of illiteracy, poverty, orthodox tradition and discriminatory legal

system. Moreover, lack of proper vision and strategies of the government and higher authorities is also the main reason for the continuation of such discriminatory activities (Tuladhar, 1996).

Though, Nepal's Constitution 2072 has made the provisions for ending the discriminatory legal provisions, ending the gender, cultural and religious discrimination, and restructuring the state in a democratic and progressive manner eliminating the centralized and unitary mechanisms but in practice, a lot of discrimination exists between men and women in terms of work opportunity and treatment even at the organized sector. Acharya (2000) argued that the lack of education, training opportunities, employer biases and limited mobility due to social responsibilities combine to keep women at lower echelons of the industrial hierarchy. Working women everywhere suffer from discrimination typically in pay and promotion. They have not been provided with appropriate or minimum facilities and are not satisfied with their job (Gupta, 1960; Tuladhar, 1996). There are around 700 brick factories in Nepal and the number is highest in Kathmandu valley. Out of 176, 250 kiln workers, majority were women belonging to the socially marginalized castes and economic migrants from different districts. As there is no specific need for skill and education, just a strong back and the ability to work from sun up to sun down, the concentration of women is higher in this sector (GEFONT/ASI, 2010)

Women related in these sectors have their own problems. Keeping this point in view, this study is aimed at looking into the women worker's problems and find out their difficulties, aspirations and needs. This study examines the condition of the women working in the Pokhrela Brick Factory, Tanahun and the facilities provided by the industries for the women. Therefore, some of the fundamental questions that need to be explored in connection with women are:

- ) What is the present socio-economic condition of working women in the Pokhrela Brick Factory, Tanahun?
- ) What kind of employment opportunities is provided by Pokhrela Brick Factory, Tanahun to labourers especially to the women?
- ) What kinds of problems are realised by the working women labourers in Pokhrela Brick Factory, Tanahun?

### **1.3 Objectives of the Study**

The general objective of this study is to examine the state of working women in Pokhrela Brick Factory, Tanahun.

The specific objectives of the study are:

- ) To examine the facilities and job satisfaction of women working in this factory and
- ) To find out the problems faced by the working women in Pokhrela Brick Factory, Tanahun.

### **1.4 Rationale of the Study**

A large number of women are working in Brick industries. Women constitute more than half of the labour force in Brick industries in Nepal. Pokhrela Brick Factory, Tanahun is the largest and popular industry which provides employment opportunity to more than 120 workers. So, this study identifies the existing working condition and problems of the women working in this area.

This study identifies the conventional perception of working women in the brick factories. The study serves to fulfil the need of the gender dimension at the workplace. It also helps to correct the conventional error in working people's mind based on gender differences at workplace. In these brick factories, the huge number of the women of the western region has been employing; it may be the representative one. Though it is a small academic effort to sketch the real picture of women workers in these industries, it is expected that it would facilitate the concerned organization to formulate policies and strategies on women related matters.

Finally, the study is expected to help all the social partners including trade union, employers and government to be more sensitive on gender issues come-up with new policy, program and go into practice at the workplace.

## **1.5 Limitations of the Study**

This study has the following limitations:

- ) This study was done to meet the partial fulfillment of master degree in sociology. So, it was performed under the limitations of time, money and resources.
- ) This study was limited only in Pokhrela Brick Factory. Thus, the finding was not generalized for all Brick factories throughout the country. Hence, the generalization might not be valid in the context of the other parts in other regions of the country.

## **CHAPTER TWO**

### **REVIEW OF THE LITERATURE**

The socio-economic condition of women depends on different factors. It is a multidimensional aspect affected by several other factors. Regarding the condition of working women in the Pokhrela Brick Factory, Tanahun, the study has been linked with several theories. The literature reviews have been categorised into three different parts such as concept review, theoretical review and review of the pertinent literature.

#### **2.1 Concept Review**

In social sciences the term 'Gender' has been introduced to refer to differences between women and men without strictly biological connotations, socially constructed differences to the two sexes although they are not caused by biological sexual differences. Gender relations are the rules, traditions and social relationships in societies and cultures which together determine what is considered 'feminine' and what is 'masculine' and how power is allocated between, and used differently by, women and men. According to Canning (1994), gender refers to social constructions of femininity and masculinity which varies over time and place and is enacted through learned, rather than innate behavior. Sex is the biologically determined differences between men and women for e.g. visible organs that distinguish men and women, whereas gender is the socially determined expectations for what it means to be male and female, it is caused by the psychological and social development of individuals within a society (Flax, 1990).

Gender is the socially constructed roles ascribed to men and women. These social constructed roles often take the form of sexual division of labor that allocates to women the most tedious and labour intensive work and limits women's access to and control over development resources. Another construction is the social structures and attitudes of patriarchy and religion/culture that ascribe subordinate position to women with regard to economic and social rewards and participation (Heyzer, 1991).

Gender is a key dimension of social difference that affects people's experiences, concerns and capabilities in managing natural resources. In any given society, gender



is an important factor determining control over and access to land, labour, resources, institutions and services. Understanding the different roles and responsibilities of women and men in a natural resource management system is critical to understanding how changes to that system will affect food security, resource management practices (e.g. land, livestock and fisheries) and, hence, productivity and sustainability (Schalkwyk, et al, 1997).

## **2.2 Theoretical Review**

Theoretical reviews are essential to conceptualize the research work. In this subsection, review was specially focused on the gender approaches in the development processes.

### **2.2.1 Gender Approaches in Development**

Many individuals and organizations have worked for a very long time to improve conditions for women. These groups have been concerned at various times with meeting women's practical gender needs and their strategic gender interests. Practical gender needs relate to women's daily needs in caring for themselves and their children, whereas strategic gender interests relate to the task of changing gender relations and challenging women's subordinate position (Molyneux 1985; Moser, 1989).

Early development initiatives, which had begun to preoccupy economists and colonial officials in the 1930s, largely ignored women. These approaches identified development with modernization and assumed the wholesale adoption of Western technology, institutions, and beliefs. During the 1940s and 1950s, development planners designed projects aimed to modernize colonies all over the globe (Moser, 1993).

Boserup's (1970) study seriously challenged the argument that benefits from development projects would automatically "trickle down" to women and other disadvantaged groups in Third World nations. Women working in the different sector in America also challenged the assumption that modernization would automatically increase gender equality. They began to use the term *women in development* in their efforts to influence the policies. The emphasis on *equal opportunity* for women came out of liberal feminism. To enhance women's access to development, these planners

called for more accurate measurements of women's lived experiences (that is, women-oriented statistics) and for improvements in women's access to education, training, property, and credit and for more and better employment. To achieve these goals, they maintained that women must be integrated into development projects and plans and have a say in policy design and implementation (Moser, 1993).

However, the WID approach has important limitations that have tended to restrict its transformative capacity on many levels. Because this approach relies heavily on modernization theory, it generally assumes that Western institutions hold most of the answers and it often ignores the possible contribution of indigenous knowledge. The WID approach tended to preoccupy itself with women's roles as producers and to ignore their domestic labour. It rarely addressed fundamental questions about women's subordination. The WID approach generally ignored the impact of global inequities on women in the Third World and the importance of race and class in women's lives (Overholt et al. 1984).

At the same time, some scholars sought answers for women's development issues in Marxism, which had developed the most thorough critique of liberal modernization theory. However, this approach has little to say about women and fails to question the importance of modernization. Marxist scholars have generally accepted Friedrich Engels' argument that women's subordination is a consequence of the development of private property and capitalism and that a successful class struggle (Sargent 1981). Likewise, dependency theorists, most notably André Gunder Frank (1969, 1979) and Samir Amin (1974), argued that the capitalist "metropole" benefited from a dependent, peripheral Third World and that the capitalist system was designed to perpetuate this dependency. They called for separation from the metropole, a critical attitude toward Western technology, and a commitment to Third World self-reliance.

The radical-feminist critique of liberal and Marxist feminism argued that patriarchy exists in all societies and is the fundamental source of inequality. Politically, this suggests the need to create alternative social institutions, separate from men, within which women can fulfill their needs. During the 1970s, this approach has sometimes been referred to as women and development (WAD) (Parpart, 1989 and Rathgeber, 1990). The WAD approach stresses the distinctiveness of women's knowledge, women's work, and women's goals and responsibilities. It argues for recognition of this distinctiveness and for acknowledgment of the special roles that women have

always played in the development process. However, this approach also disposed to see women as a class, downplaying differences among women, particularly along racial and ethnic lines, and at times assuming that solutions to problems affecting the world's women can be found in the experiences and agendas of one particular group (Rathgeber, 2000).

During the 1970s, the International Monetary Fund (IMF) and the World Bank committed their institutions to waging a war on poverty and providing basic human needs for all. WID specialists also adopted this approach, targeting poor women and their basic human needs as the primary goals of WID policies. In the 1970s, radical and orthodox development thinkers and planners agreed on the centrality of poverty alleviation, although they differed on how to bring it about (Jaquette, 2010).

In the mid-1980s, Third World economies began to replace the concern with basic human needs. Compounded by two oil crises and huge international debts, the global recession hit many Third World countries hard, revealing structural flaws and weak economies. Structural-adjustment programs (SAPs) were designed to reduce government expenditure and increase the power of market forces in Third World economies, thereby increasing their productivity and efficiency (Moser, 1989).

Some feminists and development theorists have remained unconvinced by both the WID and the WAD approaches, arguing that neither addresses the fundamental factors that structure and maintain gender inequalities. These scholars and activists have turned to the GAD perspective which emerged in the 1980s as an alternative to WID and WAD. It also referred to as the “empowerment approach” or “gender-aware planning.” The GAD approach also emerged from the experiences and analysis of grass-roots organizational experiences and writings of Third World feminists and Western socialist (Young et al. 1981; Moser, 1989; Elson, 1992 and Sen and Grown, 1987).

The GAD approach argues that women's status in society is deeply affected by their material conditions of life and by their position in the national, regional, and global economies. The GAD also recognizes that women are deeply affected by the nature of patriarchal power in their societies at the national, community, and household levels (Sen and Grown, 1987). The GAD approach focuses on women's material conditions and class position as well as the patriarchal structures and ideas that define

and maintain women's subordination. The focus is on relationships between women and men, not on women alone. Gender relations are seen as the key determinant of women's position in society. Women experience oppression differently, according to their race, class, colonial history, culture, and position in the international economic order (Moser, 1993). The GAD approach provides a way to analyze policies and organizational efforts to determine which ones will both meet short-term practical needs and help to change the structures of subordination (Molyneux, 2005). Broadly, the reviewed theories can be categorized as follows.

**Liberal Feminist:** The liberal feminist argued that women's capacity was equal to that of men and that biological sex differences were irrelevant to the granting of political rights. Liberal feminists see women's subordination as resulting from gendered norms, rather than from biological sex, and aim to change these norms. Liberal feminists focus on equal opportunities for women and men. Their concern is that women should receive equal opportunities in every sector of life such as education, economic opportunities, political participation etc. (Wollstonecraft, 1792).

**Marxist Feminists:** The Marxist feminists believe that the subordination of women came into existence with the mode of production that introduced private property. They believe that capitalism, the current form of class society, perpetuates the subordination of women by enforcing their economic dependence on men (Engels, 1970).

**Socialist Feminists:** The activities of socialist feminists (1970s) saw women's subordination as secondary to class subordination. They argued that the patriarchy takes different forms in different historical periods and in different racial, cultural, political, economic, and religious contexts. Juliet Mitchell argued that the major forms of women's subordination were production, reproduction, sexuality, and child-rearing. Socialist feminists also expanded their analysis to incorporate issues of difference and include consideration of race, ethnicity, religion, and sexual preference, as well as colonialism and imperialism (Mitchell, 1984).

The postmodernist feminism more focuses on power of language and its relation to knowledge, context, and locality. The concern with discourse and language has generated an interest in the construction of identity and the concept of difference, particularly the tendency for people to define those they see as different in opposition

to their own perceived strengths or sense of identity. Feminists have reacted to postmodernism in various ways. Some reject it because it undermines feminism's political goals (Brodrigg, 1992). Others believe that standpoint-feminist theory offers similar critiques of male-establishment knowledge, but from a female, rather than a largely white-male, perspective (Harding 1992). However, a number of feminists have sought a middle ground. They emphasize the similarities and compatibilities of feminism and (Butler and Scott 1992), whereas others expect it to alter both perspectives (Flax 1990; Nicholson, 1990; Canning, 1994).

### **2.3 Policy Review**

In the recent days, the emphasis has been on increasing women's economic contribution to increase overall economic efficiency and bring about equity for women (Moser, 1989; Elson, 1992).

The Beijing Declaration and Platform for Action adopted in 1995 at the Fourth World Conference on Women, focused on improving the situation of rural women through equal access to productive resources, especially land, capital and technology, as well as to gainful employment, decision-making, education and health services (UN, 1995).

The Millennium Development Goals include a goal that calls for empowering women and promoting gender equality. Proposed implementation strategies have acknowledged that two thirds of the world's poor live in rural areas and that the need for progress on education, gender equality, maternal and child mortality, HIV/AIDS eradication and sustainable development appears particularly acute in rural regions of most developing countries (UNFPA, 2003).

The Beijing Platform for Action emphasized that the empowerment of women is a critical factor in the eradication of poverty and that strategies should address the multidimensional nature of poverty. The spread of agro-industry and rural industrialization has increased the possibilities for women to access cash income through self-employment. Wage employment allows women to get out of the relative isolation of the home or their small rural communities and gain self-esteem and confidence (UN, 1994).

### **2.3.1 Status of Women in Nepal**

Nepal is ranked 119<sup>th</sup> in the world and 3<sup>rd</sup> in South Asia on the gender related development index and 83<sup>rd</sup> on gender empowerment index (UNDP, 2009). According to public administration (Nijamati Kitabkhana, 2004) the share of women in government special class was zero, first class was one percent, second class 3.7 percent, third class 5.7 percent, non gazette first class 9.3 percent, non gazette second class 9.1 percent, non gazette third class 24.1 percent, and non gazette fourth class was 3.2 percent. Likewise, number of women in judiciary in district court was two, appellate courts one and Supreme Court two.

In spite of these efforts, the indicators of gender development and gender empowerment in Nepal are only 0.534 and 0.568 respectively (UNDP, 2014). Of the total currently employed population, 26.6 % of male compared with female 18.3% of women involved in paid employment (CBS, 2008). Majority of women are engaged in informal subsistence and domestic labor, without wage or with low wage. The contribution of women to economic activities outside their homes is 34.8 hours every week, while that of men is 43.1 hours (CBS, 2008). On the other hand, weekly contribution to in-house economic activities by women is 42.5 hours and that of men is 46.5 hours. Outside home non-economic activities of women occupy 25.1 hours of labor and that of men occupies 9.7 hours a week. On the whole, aggregate hours spent in economic and non-economic activities every week by women and men are 103.9 hours and 98.8 hours respectively. In income earnings and administrative services, women share 30 and 12.7 percent respectively (NPC, 2007).

### **2.3.2 Women in Plans and Programs and Constitution of Nepal**

The Constitution of Nepal, 2072 has made the positive provisions of some fundamental rights under the women's right such as no discrimination to be made only because of being women, the right to reproductive health to be placed as the fundamental right, equal right of both daughter and son in the paternal property etc. In addition to this, the Constitution has made provision that the acts of violence of physical, mental or other nature shall be punishable by laws. Similarly, the Constitution has made provision of right against discrimination in the name of custom, tradition or culture. The fundamental right to proportional participation has been assured. Women's 33% candidacy in the parliament is ensured. Besides, special

provision for women has been made in the sections of state responsibility and directive principles. The favorable provisions of the Constitution can be outlined as follows.

**Fundamental Structure of the Constitution:** The commitment of progressive restructuring of the state to solve the communal, ethnic, regional, gender and other problems is reflected in the preamble of the Interim Constitution itself. In this context, impartiality, equality and women's rights are the crucial elements of the fundamental structures.

**Fundamental Rights:** For the first time, the Constitution has guaranteed the right to impartiality by making provision that there shall be no discrimination on the basis of being a woman.

**Constitutional Provision Ensuring the Participation:** The Constitution has established the sentiment of people's movement by stating clearly that Nepal is an inclusive and fully democratic country. The political parties should ensure at least one third women candidates in the parliament. The Constitution has made provisions for Women's Commission to be established by law. It has also provided for at least one women member in the National Human Rights Commission.

**Provisions Made under State Responsibility and Directive Principles:** The Constitution has made the provisions for ending the discriminatory legal provisions, ending the gender, cultural and religious discrimination, and restructuring the state in a democratic and progressive manner eliminating the centralized and unitary mechanisms. The Constitution prohibits the political parties to discriminate on the basis of sex while awarding their membership. The state shall adopt the policies to involve a maximum number of women in national development. For this, the state shall make and adopt special measures for women's education, health and employment. The Constitution has made provisions that the state shall adopt the policies of making special measures of social security for single women (widows), special measures based on positive discrimination principles for all women, and providing allowances for the incapable women. Similarly, the state shall be responsible for the effective implementation of the international laws accredited by the nation.

**Remedies for Enforcement of Fundamental Rights:** The Constitution has made the provision that any citizen can apply in the Supreme Court in case of improper ban over fundamental rights. Such application may also be lodged to nullify any law or part of it which is contrary to the Constitution. Similarly, there is the provision of writ in case of absence of remedy under constitutional rights or if such remedy is inadequate or ineffective, or the issue is related to public rights or concern.

### **2.3.3 Situation of Working Women in Nepal**

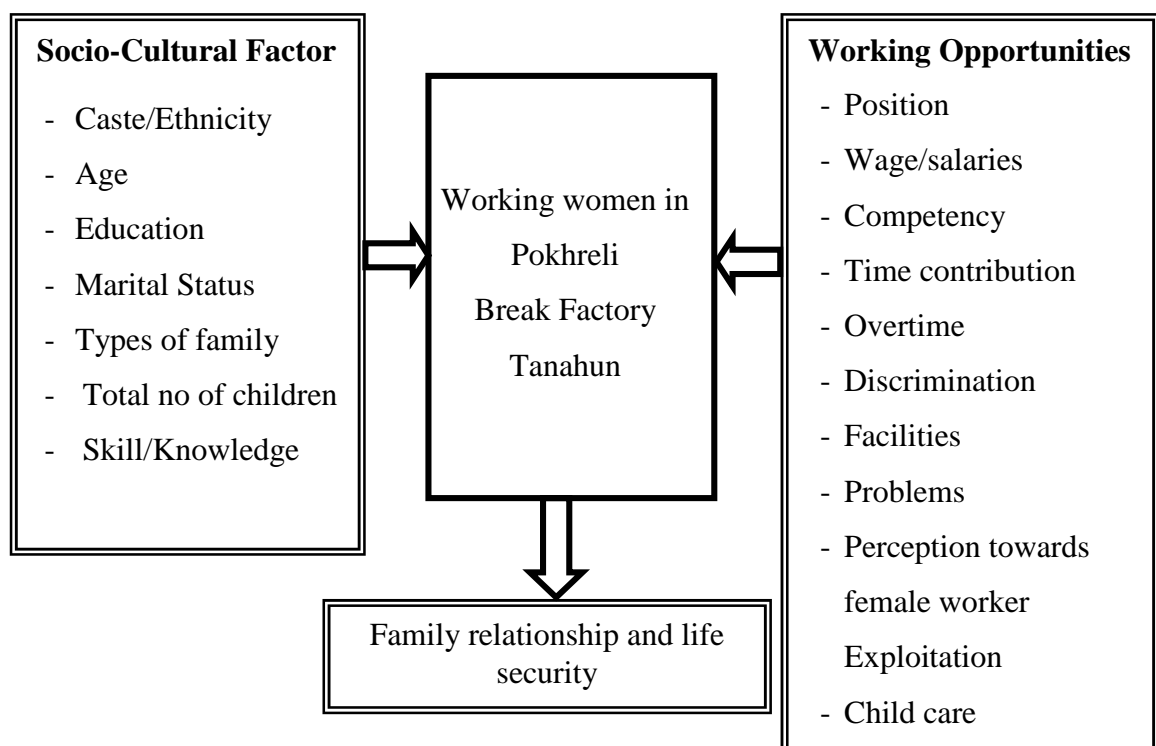
Women constitute a little over one-half of the Nepalese population. Most of the employed women are confined to agricultural work compared to men. Besides agriculture, women are again mostly confined to traditional jobs such as sewing and knitting. They are rarely engaged in professional and technical jobs. Very few are in community services, commerce, manufacturing etc. Jobs are low-paid, requiring relatively simple skills. In the service sector, women are mostly engaged in teaching, health and financial institutions. Women lag far behind in the legal field and media service. Women in Nepal generally work for longer hours compared to men, and rural women devote much longer hours than urban women. The government of Nepal has fixed the minimum wage and salaries in the industrial and organized sectors without any gender discrimination but in practice such discriminations are noticed. Discrimination in organized sectors are more prominent (CBS, 2011).

The literacy status of women was poor with compare to male. In Nepal Labour Force Survey (2008), around 75 percent of male were literate with compare to around 53 percent for male. The literacy and education level of individual determine the employment opportunities. The employment rate of male was slightly higher for male than female in both surveys. However, the percentage of paid employment was significant different between mane and women. It indicates that majority of women was involved in non paid economic activities. The average hour per week in the paid job was 43.1 hours for male and 34.8 8 hours for female in 2011. However, the average monthly income was differed based on gender. In 2011, the average monthly income for male was Rs. 5724 with compare to only Rs. 3402 for female (CBS, 2011).



## 2.4 Conceptual Framework

The framework suggests that the socio-cultural factors such as caste/ethnicity, age, marital status, level of education, types of family, number of children and skills/knowledge plays the significant role to determine the involvement of the women in the economic activities. Likewise, working opportunities such as position, wages, facilities, discrimination determine the involvement of women in the economic activities. In addition to this, the family relationship and life security also determine the involvement of women in economic activities.



## **CHAPTER THREE**

### **RESEARCH METHODOLOGY**

A brief discussion of the research methodology regarding the selection of the study areas, research design, nature and sources of data, sampling procedures, data collection techniques and method of data analysis has been included in this chapter.

#### **3.1 Selection of the Study Area**

Eight Brick Factories are established and functioning in Tanahun district. Among them Pokhreli Brick Factory is located in Myagdi Gaupalika ward no. 2 Kaphlethok. It is one of the largest and popular factory employing more than 120 workers. Brick factory requires semi-skilled or unskilled workers. Therefore, it is accessible for women from poor socio-economic status. To get job in Brick factories most of women working in these industries are from either rural area of Tanahun districts or other neighbouring districts. Men and women from different caste/ethnic group and place represent different cultures and provide an important basis for sociological studies. Therefore, selection of Pokhreli Brick Factory as a study site provided an important insight in sociological analysis of working women laborers.

#### **3.2 Research Design**

This study evaluates the status of women labourers in Pokhreli Brick Factory. In particular, it examines the facilities, problems and job satisfaction of women labourers in this factory. Therefore, this is a descriptive research design, which adopts the descriptive analytic method of analysis

#### **3.3 Nature and Sources of Data**

This study has included both primary and secondary data. The primary data was obtained from the census of men 46 and women 66 employee in Pokhreli Brick Factory. Since it was a field-based study, primary data is the major source which was collected from December 1-15, 2018. For validation and comparison of the findings, secondary data were collected from articles, books, and published and unpublicized online journals and reports.

The primary sources of data in this study included 66 women labourers working at Pokhrelī Brick Factory and the secondary sources of data included the research reports, theses, textbooks, journal articles and some published and unpublished documents.

### **3.4 Census Method of the Study**

The total number of Labourers employed in Pokhrelī Brick Factory were 120 among them 66 were women labourers. The 66 women labourer were the universe or population of the study. All total 66 women labourers were studied apply census method. The population size of the study was 66.

### **3.5 Data Collection Techniques**

Various methods have been used to collect the primary data. The following methods were used to collect the data:

#### **3.5.1 Interviews**

Interviews were conducted with the respondents to collect general information about their socio-economic condition, status, income and expenditure, facilities provided, problem faced, etc with the help of semi structured questions. Both qualitative and quantitative information were collected. The interview schedule is given in Annex 1.

#### **3.5.2 Observation**

The researcher has closely observed to obtain qualitative information. The researcher observed attitude, behaviour and activities of women labourers in factory. The behaviours of management, supervisors, male co-workers, etc. were also observed.

#### **3.5.3 Key Informant Interview**

In order to validate the responses of the workers, the key informant interviews were conducted. Manager, clerks, administrative officers, accountants, supervisors, guards and peons were the key informants with whom the researcher discussed about behaviours of workers, their social relation, motivation towards work and cooperation. It is given in Annex 2.

### **3.5.4 Case Studies**

Few case studies of working women have been prepared carefully investigating their life histories. It helped to supplement information on the past and present situation of the working women and also to find out their feelings or attitude towards the industry.

### **3.6 Data Analysis and Interpretation**

The data collected through different methods were analysed by using different techniques. Collected quantitative data have been processed with the help of computer by using Statistical package for the social Science (SPSS) software package. This package was used for data entry, verification, editing and tabulation of the study results. Likewise, the qualitative data have processed manually and analysed in descriptive ways. Similarly, quantitative data have been presented in the form of suitable frequency tables, charts or bar diagrams. Simple statistical tools like percentage, ratio and average have been used during the analysis.

## CHAPTER FOUR

### SOCIO-DEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS

This section provides the details of the people working in Pokhrela Brick Factory such as caste/ethnic composition, age, religion, marital status, education, family size and types, headship of the household, number of children, place of residence, land ownership, income and expenditure of the households and reasons for working. The study area lies in Myagde Rural Municipality, ward number 2 of Tanahun district which is closed to the district headquarter.

Tanahun district is situated in the eastern part of western Development Region of the country. This district lies in between 27° 36' to 28° 5' N latitude and 83° 57' to 84° 34' E longitude. The total physical area of this district is 1546 km<sup>2</sup>. Its elevation ranges from 187 m above sea level to 2323 m above sea level. This district has sub tropical to cool temperate climate having average daily maximum and minimum temperature of 25°C and 15°C respectively. There is a plain area surrounding by brick factory and the mud is very effective for the construction of brick.

#### 4.1 Caste/Ethnic Composition

The people workers working in the industry were of different caste and ethnic groups. They were categorized into three broad caste ethnic groups; such as Brahmin/Chhetri, Janjati and Dalit. Here, Janjati includes Gurung, Magar, Tharu, Newar.

**Table 4.1: Distribution of Brick Factory Women Labourers by Caste/Ethnic Groups**

Caste/Ethnic Groups	Female Labourers	
	Number	Percent
Brahmin/Chhetri	9	13.6
Janjaties	31	47.0
Dalit	26	39.4
Total	66	100.0

*Source: Field Survey, 2019*

It shows that the highest proportion of the female workers in this industry belong Janajaties caste/ethnic group. It was reported that around 47 percent of the respondents were from Janajati caste/ethnic groups and it was followed by Brahmin/Chhetri and Dalit ethnic groups with around 28 and 24 percent respectively. By gender, the proportion of female belongs to Dalit caste/ethnic group was higher than male. It shows that more Dalit female were involved in this factory.

## 4.2 Age Distribution

The people working in the Pokhrela Brick Factory were of different ages. The age also determines the involvement of women in the economic activities outside the households. The ages of the respondents varies from 23 years to 44 years. The workers have been categorised in 4 different age groups.

**Table 4.2: Distributions of Brick Factory Women Labourers by Age Groups**

Age Groups	Female Labourers	
	Number	Percent
Less than 29	25	37.9
30-34	22	33.3
35-39	16	24.2
40-44	3	4.5
Total	66	100.0

*Source: Field Survey, 2019*

Table 4.2 indicates that the maximum women workers were from middle aged (i.e. ages 23 to 34). There were no cases of child labour. The proportion of female worker was higher in the age group less than 29 years. It was followed by the age groups 30-34 years (33.3%), 35-39 years (24.2) and 40-44 years (4.5%) respectively. This data shows that the middle aged women have greater responsibility towards their family.

## 4.3 Religion

In the context of Nepal, religion has become an ethnically diverse. They have their own traditional and value system governing their education and decision making

power and it also play the key role for the participation in income generating activities. The people working in the Pokhrelī Brick Factory have believed on Hinduism, Muslim and Christian.

**Table 4.3: Distributions of the Brick Factory Women Labourers by Religion**

<b>Religion</b>	<b>Female Labourers</b>	
	<b>Number</b>	<b>Percent</b>
Hindu	58	87.9
Muslim	4	6.1
Christian	4	6.1
Total	66	100.0

*Source: Field Survey, 2019*

It shows that, out of the total respondents, more than 93 percent were followers of Hindu religion and it was followed by Muslim and Christian religion with around 3 percent respectively. As like of the national figure majority of the women workers believed on Hinduism

#### **4.4 Marital Status**

Marriage is universal in all society. There is strong cultural pressure and belief in Hindus that a man or a woman becomes a full member of the society only after marriage. The people working in this industry were categorized in two different groups on the basis of their marital status.

**Table 4.4: Distributions of Brick Factory Women Labourers by Marital Status**

<b>Marital Status</b>	<b>Female Labourers</b>	
	<b>Number</b>	<b>Percent</b>
Married	63	95.5
Unmarried	3	4.5
Total	66	100.0

*Source: Field Survey, 2019*

In this factory both married and unmarried women were employed though the percentage of unmarried female was very low. The data show that, more than 95 percent of the respondents were married whereas only less than 5 percent were unmarried

#### 4.5 Educational Status

Education is the light of knowledge which influences overall life style of human. It helps to attain a quality life. So, it is very important in today's society. The education helps to improve the skill levels of the workforce and is significant determinant of success or failure and also increases the productivity of the workers. The level of productivity is found to be low because of inadequate education, skills and training facilities.

**Table 4.5: Distributions of Brick Factory Women Labourers by Literacy and Educational Attainment**

Literacy Status	Female Labourers	
	Number	Percent
Illiterate	9	13.6
Literate	57	86.4
Total	66	100.0
<b>Literacy Level of the Respondents</b>		
Informal education	13	22.8
Primary level	29	50.9
Secondary level	15	26.3
SLC and above	9	5.94
Total	66	100.0

*Source: Field Survey, 2019*

Table 4.5 indicates that around 14 percent of the respondents were illiterate compared to around 86 percent literate. Out of the total literate respondents, around 51 percent of the respondents have primary level of education, followed by secondary and informal



education- 26.3 percent and 16.8 percent respectively. It shows that low education levels of women were more involved in this factory because it required low skilled labour force.

#### 4.6 Family Size

The family size affects the work of women. It also affects the economic condition of family as well as individuals. According to the Census of 2011, the average family size in Nepal is 4.9. The family size of women working in the Pokhrela Brick Factory varies from 2 to 7 with average 4.2. With compared to the national figure (4.9 family size), the average family size (4.2) is lower in the study women.

**Table 4.6: Distributions of Brick Factory Women Labourers by Family Size**

Family Size	Female Labourers	
	Number	Percent
Less than 4	14	21.2
4-5	44	66.7
6 and above	8	12.1
Total	66	100.0
Average family size	4.2	

*Source: Field Survey, 2019*

The average family size of the women working in this industry was 4.2. Similarly, around 68 percent of the respondents' family size was 4-5 members and it followed by family size less than 4 members and family size 6 and above member with 21.2 percent and 12.1 percent respectively. This shows that the workers are aware of the disadvantages of having large family size.

#### 4.7 Family Type

The type of family was categorized into nuclear and joint. It shows that around 74 percent of the respondents had nuclear family and rest joint family. This again reveals that the workers were conscious about the advantages of having small family. Nuclear families were mostly small and hence requirements were also less.

**Table 4.7: Distributions of Brick Factory Women Labourers by Types of Family**

Family Type	Female Labourers	
	Number	Percent
Nuclear	49	74.2
Joint	17	15.8
Total	66	100.0

*Source: Field Survey, 2019*

It was found that majority of the working women are from the nuclear family. It shows that around two third (74.2%) of the working women in this factory from nuclear family and the remaining 15.8 percent were from the joint family. It concludes that women are slightly free from household burden in the nuclear family and able to involved in income generating activities outside the household.

#### **4.8 Household Head**

The headship of the household determines the decision the decision making power of the women in Nepal. Male dominated families are mostly found in Nepal. It may be because of traditional patriarchal system. In the recent years, the trend has been changed and the proportions of female headed households are increasing over the years because of the male labour migrations.

**Table 4.8: Distributions of Brick Factory Women Labourers by Sex of the Households Head**

Sex of the Household Head	Female Labourers	
	Number	Percent
Male	58	87.9
Female	8	12.1
Total	66	100.0

*Source: Field Survey, 2019*

The table shows that most of the households head have male. It was found that 87.9 percent of households have male head and only 12.1 percent households have female

head. Mostly in case of labour migrants of husband, females were the head of family. This discloses the concept of being independent and self dependent amongst the workers.

#### **4.9 Number of Children**

The number of children ever born of each woman is determined by the combination of different socio-economic and cultural practices. Of the total married women (63), around 3 percent of the respondents did not have any children. Likewise, around 46 percent of the respondents had two children and 38.1 percent of the respondents had three and above children. The average number of children was 2.1 children. It was lower with the national figure (4.3 children per women).

**Table 4.9: Distributions of Married Brick Factory Women Labourers by Number of children**

<b>Number of Children</b>	<b>Female Labourers</b>	
	<b>Number</b>	<b>Percent</b>
No children	2	3.2
One	8	12.7
Two	29	46.0
Three and above	24	38.1
Total	63	100.0
Average number of children	2.1	

*Source: Field Survey, 2019*

#### **4.10 Type of Residence**

The types of usual residence determine the economic condition of the households. Around 64 percent of people working in Pokhrela Brick Factory lived in rented room. Likewise, around 27 percent of the respondent lived in their own house. Only 9 percent of the respondents had used official residence. According to women labourers the official residence more provided to the male workers than female workers.

**Table 4.10: Distributions of Brick Factory Women Labourers by Residence**

Residence	Female Labourers	
	Number	Percent
Company quarters	6	9.1
Own house	18	27.3
Hired room	42	63.6
Total	66	100.0

*Source: Field Survey, 2019*

#### **4.11 Land Ownership**

In Nepal, the land ownership determined the economic status of the individuals and households. Since the workers are mostly poor, they do not have a large area of land. But they have small piece of land which is categorized in four groups in this study.

**Table 4.11: Distributions of Brick Factory Women Labourers by Land Ownership Status of Households**

Land Ownership	Number	Percent
No land	14	21.7
Less than 1 Ropani	36	55.1
1-4 Ropani	11	15.9
5 and above Ropani	5	7.2
Total	66	100.0

*Source: Field Survey, 2019*

The table shows that some workers (21.7%) were landless. Likewise, around 55 percent of workers bear very small amount of land just less than 1 Ropani and it was followed by around 16 percent and 7 percent with 1-4 Ropani and 5 and above Ropani land respectively. This shows low economic status of the workers.

#### 4.12 Income Pattern of the Workers

The economic status of a family or a person is highly dependent on his/her income. If income is more automatically the status becomes high. The salary of the women labourers in Pokhrela Brick Factory without overtime income ranges from Rs. 8000 to Rs. 13000 and with overtime income ranges from Rs. 10,000 to Rs. 18000.

**Table 4.12: Distributions of Brick Factory Women Labourers by Monthly Income**

Monthly Income	Without Overtime		With Overtime Income	
	Female		Female	
	N	%	N	%
Less than 10,000	9	13.6	2	1.7
10,000-12,000	53	80.3	60	67.5
More than 12,000	4	6.1	4	30.8
Total	66	100.0	66	100.0

*Source: Field Survey, 2019*

As far as concerned of income without overtime, majority female (80.3%) respondents had monthly income between Rs. 10000-12000 which was followed by less than 10,000 (13.6%) and more than 12,000 (6.1%) respectively. With including the overtime income, around 68 percent respondents had monthly income between Rs. 10000-12000 which was followed by around 31 percent of the female respondent had monthly income more than Rs. 12000. However, still around 2 percent had monthly income less than Rs. 10,000 after including the overtime income.

#### 4.13 Other Income Sources of the Households

Economic condition also depends on the numbers of dependents and number of independents in a family. If there are more dependent members then the status becomes lower and if more earning members are there, then the status becomes higher.

**Table 4.13: Distributions of Brick Factory Women Labourers’s Households by Other Income Sources**

Other Income Sources	Female Labourers	
	Number	Percent
Yes	48	72.7
No	18	27.3
Total	66	100.0
<b>If yes, sources of income</b>		
Foreign employment	11	22.9
Service	6	12.5
Labour	30	62.5
Business	1	2.1
Total	48	100.0

*Source: Field Survey, 2019*

The table 4.13 shows around 73 percent of respondents reported that other members have also involved in income activities. Whereas, 27.3 percent of the respondents reported that their family was totally dependent on their income. Likewise, the major source of income was labour and foreign employment. It shows that even though they were poor, their economic condition was not worse. But some have their families are totally dependent on them. So, their economic condition was very critical.

#### **4.14 Households Expenditure**

The expenditure pattern depends upon the types of need, size of family, etc. So, different people have different levels of expenditure. The table shows that most of the respondents have high expenditure levels. Their salary and expenditure levels show that most of them cannot run their families with their salary only. It may be because of the regular increment in the prices of daily necessary goods. Very few have low expenditure levels which may be because of their smaller family sizes and may be due to their ability to adapt to the existing economic situations.

**Table 4.14: Distributions of Brick Factory Women Labourers’s Households by Family Monthly Expenditure**

Family Monthly Expenditure	Female Labourers	
	Number	Percent
Less than 10000	9	13.6
10000-12000	24	36.4
12000-15000	12	18.2
More than 15000	21	31.8
Total	66	100.0

*Source: Field Survey, 2019*

It was found that; majority of the respondents (31.8%) reported that their monthly family expenditure more than 15,000 which was followed by ranges between Rs. 10,000-12,000 (36.4%), Rs 12,000-15,000 (18.2%) and less than Rs. 10,000 (13.6%) respectively.

#### **4.15 Reasons for Working**

It is obvious that every human work to earn. To earn something people needs a job. So, job is the basic concept to earn money in present society. This holds true for Pokhrela Brick Factory also. There exists some reason behind being employed especially in case of women. The main reasons being identified in the research industry were: poor economic condition, to increase earning capacities and to be self dependent.

**Table 4.15: Distributions of Brick Factory Women Labourers’s by Reasons for Working**

Reason for Working	Female Labourers	
	Number	Percent
Poor economic condition	52	78.8
To increase earning capacity	10	15.2
To be self dependent	4	6.1
Total	66	100.0

*Source: Field Survey, 2019*

The table shows that most of the respondents (78.8%) were working because of the poor economic condition of their families which was followed by to increase earning capacity (15.2%) and to be self dependent (6.1%) respectively. It was for those who have larger families, who do not have any other income sources or if have not sufficient. It was noted that majority of the respondents were working to fulfill economic needs so, it is resulted that major factor was poverty which compel the people to work in this factory.



## CHAPTER FIVE

### FACILITIES AND JOB SATISFACTION OF WOMEN LABOURERS

This section provides the details of the facilities provided by Pokhrela Brick Factory to female workers; types of work and working condition female workers; job satisfaction of female workers.

#### 5.1 Facilities Provided by the Factory

The Pokhrela Brick Factory has provided the overtime facilities to their workers. Out of the total respondents, around 83 percent reported that they have found the overtime facilities, whereas around 18 percent have not found any overtime facilities. Out of the total respondents, who have obtained overtime facilities, suggest that they have earned 1.5 of regular work. The average amount of overtime work was Rs. 3200 per month.

**Table 5.1: Distribution of Brick Factory Women Labourers's by Overtime Facilities**

Overtime Facilities	Female Labourers	
	Number	Percent
Yes	55	83.3
No	11	16.7
Total	66	100.0
<b>Payment system and Overtime Facility to the workers</b>		
Payment in work Basis	55	83.33
Payment in the firm of monthly salary	11	16.66
Total	66	100
Average amount of overtime	Rs. 3200	
Other facilities*		
Snack, tea	26	39.4
Dashain allowance	2	3.0
Quarter	15	22.7
No facilities	27	40.9
Total	66	100.0

Source: Field Survey, 2019

\*total percentage more than 100 due to multiple response

The table 5.1 shows that most of the women workers were paid in work basis however 16.66% of them got monthly salary. They did not have additional incentives and perks as they reported during the field. Similarly, the Industry has provided other types of facilities such as snack, tea, Dashain allowance and the quarter facilities for the worker. However, the entire worker has not able to obtain such facilities. Out of the total respondents, around 39 percent have found tea and snack facilities during the working period. Likewise, 40.9 percent suggest that they have not found any facilities. Around 3 percent have found Dashain allowance (1-month salary) and 22.7 percent have found residence facilities.

The Dashain allowance was provided for the permanent staffs and the quarter have been provided for the limited permanent staffs. Likewise, the industry has provided other facilities for the permanent workers such as; yearly grade to all the workers (amount as per their salary), yearly leaves (15 days casual leave and 30 days sick leaves), 52 days maternity leave, in case of any kind of accidents and hazards inside the factory, medical treatment was done by the factory and in emergency conditions loan were provided by the factory to the worker, which was deducted regularly from the monthly salary.

## **5.2 Work Type and Working Condition**

The daily working hour was 8 hours per day. However, including overtime work, most of the worker worked more than 8 hours per day. The remuneration per hour for the overtime work was 1.5 times of the normal per hour salary and same for the contact worker. The earning of workers form overtime work was not fixed.

**Table 5.2: Distribution of Brick Factory Women Labourers's by Work Type and Working Condition**

<b>Difficulties of Work</b>	<b>Female Labourers</b>	
	<b>Number</b>	<b>Percent</b>
Hard	3	4.5
Medium	37	56.1
Easy	26	39.4
Total	66	100.0
<b>Types of work</b>		
Washing and cleaning	32	48.5
Filling and packing	22	33.3
Carrying, loading and unloading	10	15.2
Other	2	3.0
Total	66	100.0

*Source: Field Survey, 2019*

Most of the respondent (56.1%) do medium types of works in this factory, whereas 39.4 percent workers work easy types of work and the only 4.5 percent have done hard works. The medium type of work was filling and packing of the materials and the hard types of work was carrying, loading and unloading the materials. Most of the women works were allocated for the filling and packing whereas carrying, loading and unloading the materials was for male.

### **5.3 Job Satisfaction**

Workers must have satisfaction with their job. Only in that case they can work with higher efficiency. So management must provide the necessities to make them satisfied.

**Table 5.3: Distribution of Brick Factory Women Labourers's by Job Satisfaction**

<b>Job Satisfaction</b>	<b>Female Labourers</b>	
	<b>Number</b>	<b>Percent</b>
Satisfied	39	59.1
Not satisfied	27	40.9
Total	66	100.0
<b>Reasons for dissatisfaction</b>		
Low salary	12	44.4
No job security	8	29.6
Low wages for hard work	7	25.9
Total	27	100

*Source: Field Survey, 2019*

It can be concluded that majority of the respondents were satisfied with their job. It was also found around 41 percent of the respondents reported that they were not satisfied with their job. Out of the total respondents, who were not satisfied with their job, around 44 percent of the respondents reported that their salary was very low. Likewise, 29.6 percent of the respondents were not satisfied due to job insecurity. Around 25.9 percent of the respondents were dissatisfied due to low salaries for hard difficult and tiresome works.

## 5.4 Case Studies

### Case Study-1

Rama G.C. was 38-year-old married woman born in remote part of Tanahum district. She has been working in the industry for about 12 years. She was married with a man who was a labour in a construction company. They live in the rented house near to factory. Her family size is 5 which include three children: two sons and one daughter. She and her family believe in Hindu religion. Her husband is the head of her family. She is literate with primary level of education. She has positive attitudes towards the importance of education. She has planned to provide each facility to their children for better education.

She has been working in the industry since a long time on daily wage basis and as temporary worker. Finally, 2070 BS she was appointed as permanent worker. Now, she has bought 1 kattha land and built a small house on the land. However, the land is in Sukumbasi area. Her family status is not very poor. Her salary is Rs. 12,000 per month. The income of her husband was not fixed and somewhere around Rs 15,000 per month. The monthly expenditure of her family is around Rs. 14,000.

Actually, she was not satisfied with my salary since the price of everyday necessary goods is increasing. Even then she is happy as the factory was providing employment to her and she is able to play a significant role to increase the earnings and hence to support my family. Moreover, she is getting all the facilities, which is provided, to the permanent workers of the factory.

### **Case Study-2**

Sanu Magar (Name change) is 29 years. She is married. She was born in Lamjung District. She has been working in the industry for about 6 years. She worked at first with her husband as a labour in India. She and her family lives in rent house with two rooms. Her family is nuclear family. Her family size is only 4 which include two sons. She is the head of the households due to the absence of my husband.

She had attained secondary education and her husband had also secondary level of education. She knows the importance of education in human life and hence providing a good education to my son in a boarding school. She is turned as permanent worker, last year. Her monthly salary was Rs. 12,000 per month. However, she earned Rs. 15,000 per months with including overtime works. Her husband has gone to India last year. He has not sent any amount of money. The monthly expenditure of her family is around Rs. 13,000. she also gets bonus, Dashain allowance and other facilities. So, she is satisfied with this job and salary. She is very happy to earn something for her family. The behaviour of the management and administration towards her is very good towards all the workers. So she takes the factory as her own home and all the staff as her own family members. After employing there, the socio economic status of her households has improved over the year.

### Case Study-3

Rita Nepali (Name change) is 39 years old. Rita is married. She is migrated this area before 10 years with her husband. She has been working in the industry for about 7 years. It is around 4 years her husband died in public vehicle accident. She is living with her two children in rented rooms. She is a head of the households and responsible to manage all the households' cost as well as child education.

Before the death of husband, they were working together in the same factory. After the death of husband, it was difficult for her to manage the household's expenses. Now her children are in public school with grade 8 and 5. She is thinking to send younger son in boarding school but will not be able to manage the expenses. After one year of death of her husband, she turned as permanent worker. Her monthly salary is Rs. 14,000 per month. However, I earned Rs. 22,000 per months with including overtime works. The monthly expenditure of my family is around Rs. 14,000. I also get bonus, Dashain allowance and other facilities. So, she is satisfied with this job and salary. Because of this Job she is able to manage household expenses of her family. If she does not have such job, then it is difficult for herto manage household expenses. She has not faced any problems from co-workers as well as management and administration.

The case studies suggest that the factory provided the economic opportunities to the low educated women. The workers were satisfied with the employment opportunities, behaviour of the management and administration. However, few reported problems with male co-workers. Some also reported dissatisfaction on low wages as compare with the expenses of goods and services. In conclusion, it has significant impact on the socio-economic status of the family members.

## CHAPTER SIX

### PROBLEMS FACED BY WOMEN LABOURERS AT JOB

This section provides the problem of women labour in the Pokhreli Brick Factory. All together 66 women working in Pokhreli Brick Factory were interviewed about the problem they have faced in the working areas.

#### 6.1 Problems of Women Workers

The participation of women in the brick factories are improving over the years. Most of the women involving in these sectors are less educated. They are suffering from different kinds of problems such as; humiliation from male employer and seniors, wage discrimination, working environment. However, in this factory, the attitude of the management toward women workers was positive. Around 54 percent of the respondents reported that they have not any problems in this factory. However, some of them reported that they were suffered from wage discrimination (21.7%), insufficient income (17.4%) and no promotion (7.2%) respectively.

**Table 6.1: Distribution of Brick Factory Women Labourers's by Problems**

Problems	Number	Percent
Wage discrimination	14	21.7
No promotion	5	7.2
Insufficient income	11	17.4
No problem	35	53.6
Total	66	100.0

*Source: Field Survey, 2019*

Around 54 percent of the respondents reported that they have not any problems in this factory. However, some of them reported that they were suffered from wage discrimination (21.7%), insufficient income (17.4%) and no promotion (7.2%) respectively.

## 6.2 Discriminatory and Exploitative Activities

The discrimination and exploitation activities either by management and other co-workers determine the level of involvement of women in the economic activities in specific factories. This is also one of the motivation factors for the involvement women in these sectors. Discrimination and exploitation harass the women to involve these types of economic activities.

**Table 6.2: Distribution of Brick Factory Women Labourers's by Discrimination**

<b>Any Discrimination</b>	<b>Number</b>	<b>Percent</b>
Yes	19	29.0
No	47	71.0
Total	66	100.0
<b>If yes, types of discrimination</b>		
Discrimination under work	11	60.0
More working hours for women	3	15.0
Different salary for the same work	3	15.0
Total	19	100.0

*Source: Field Survey, 2019*

Out of the total respondents 71 percent reported that they have not suffered from any kinds of discrimination. However, 29 percent of the total respondents reported that they were suffered from discrimination. The major types of discrimination against women were gender discrimination on work, working hours and salary.



**Table 6.3: Distribution of Brick Factory Women Labourers's by Exploitation**

<b>Exploitation</b>	<b>Number</b>	<b>Percent</b>
Yes	34	49.3
No	32	50.7
Total	66	100.0
<b>Types of exploitation</b>		
Labor exploitation	28	82.4
Wages exploitation	6	17.6
Total	34	100.0
<b>Exploiting agency</b>		
Male workers	15	44.1
Manager	13	38.2
Officials	6	17.6
Total	34	100.0

*Source: Field Survey, 2019*

Out of the total respondents, around 49 percent reported that they were exploited. The major types of exploitation were labour exploitation (82.4%) and wage exploitation (17.6%). They perceived that they were exploited by male workers (44.1%), industry manager (38.2%) and industry officials (17.6%).

## CHAPTER SEVEN

### SUMMARY AND CONCLUSION

#### 7.1 Summary

The involvement of women in economic activities is increasing over the years in Nepal. They have been participating in different fields except agriculture and have a great economic support to their family. After the reestablishment of democracy, many factories and industries have been established in Nepal. These industries and factories are providing employment opportunities to both men and women. However, due to the low level of education and skills, most of the women are concentrated in low-skilled and low-paid employment. They have been suffering from gender based discrimination especially in pay and promotion.

The present study explores the condition of women workers in the Pokhrela Brick Factory, Tanahun. It is a renowned Brick Factory of the western region of Nepal. It has been providing employment to 120 people of which 66 were women. Descriptive research design was used in the study. The study was based on both primary and secondary data. The primary data was collected from field study and the secondary data were collected from articles, books, and public and unpublicized journals and reports. Different methods such as questionnaire, interview, observation, case study, etc. were used for the collection of primary data. The collected information was classified, coded, entered, tabulated and interpreted by using simple statistical tools like percentage, average etc. Different social and economical aspects were also examined with the help of data in key informants' interview.

Regarding caste and ethnic group composition, the majority of the respondents were Janjati (47%) followed by Dalit (39.4%) and Brahmin/Chhetri (13.6%) respectively. The proportion of worker was higher for the age group less than 29 (37.9%) and it is followed by 30-34 years (33.3%) and 35-39 age groups (24.2%) respectively. Likewise, 87.9 percent of respondents follow the Hindu religion and the remaining were followed by Muslim and Christian. In terms of marital status, 95.5 percent of were married and 4.5 percent were unmarried. Regarding literacy, 86.4 percent were

literate. Out of the total literate, 50.9 percent have primary level of education and is followed by secondary level of education with 26.3 percent.

Family size is one of the factors that affect the economic condition of a family. The average family size of the respondents was 4.2. Around 68 percent of respondent's family size was 4-5 members and 21.2 percent have less than 4 members. Majority of female (80.3%) respondents have monthly income between Rs. 10,000-12,000 without overtime. After including the overtime income, around 31 percent of the female respondent have monthly income more than Rs. 12,000.

Out of the total respondents, around 73 percent respondents reported that their households had other income source and the major sources of income were labour, foreign employment and service for other member of households. However, around 27 percent respondents reported that their household did not have any other income sources.

Different reasons were identified for the worker to work in the industry. Around 79 percent were working due to the poor economic condition of their family, 15.2 percent were working to increase the earning capacity of the family and around 6.1 percent were working to be self dependent. Around 59 percent of the respondents were not satisfied with their job. The major reasons for not being satisfied were low salary, low wages for hard work, no job security, no specific incentives and perks, lack of job motivation, heavy work load in nominal pay and so on. In total 85 % of the respondents said that low wages for hard work is the main reason of job dissatisfaction to them.

In total, 29 percent of women reported that they were discriminated and the major discrimination was different salary for the same work, more working hours for women. Likewise, 49.3 percent reported that they were exploited. The major types of exploitation were attitude of male co workers, labour exploitation and wage exploitation. The major agency of exploitation was male co workers, manager and officials. Most of the women have involved in medium difficulties works. The major types of works were filling and packing for women and carrying, loading and unloading for men.

Some of the women took the factory as their own home and the workers and staff as their family members. However, the women workers had been facing the problems

like: low wages, no promotion, wage discrimination, excessive burden of works, time to give family and children, and attitude of co male workers.

## **7.2 Conclusion**

The human development index and gender development index of Nepal is very low compared to other countries. However, the trends suggest that the situation is improving over the years. The female workers in the industry were from different socio-cultural background and mostly poor. Both married and unmarried women got preference for job in this sector. Majority of the females were working to support their families. Married working women had to work because the occupations of their husbands were less prestigious semi-skilled and more or less insufficient to feed the family. So they had to work for the education of their children and to support the family.

A large number of the respondents were engaged in low paid activities in the factory. The work in the brick factory was comparatively not too hard. The work includes cutting, peeling, mixing, filling, packing, carrying, etc. So, women do work with greater activeness and more efficiency. The family sizes and types show that they were aware and willing to make small and happy family. Economically the condition of most of the women was not worse. They were poor but active and strong enough to support and take responsibility of their families.

The attitude of the owners was fine but there was the problem from male co workers. Likewise, the attitude of the relatives and member of society was also good. Most of the working women were educated, 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. Taking into account all the facts it can be concluded that the attitude of the people towards working women was changing. The males want that the females get education and do jobs outside the home. Thus a good employment opportunity has been provided by the industry. The facilities provided to them were satisfactory, so many of the women were satisfied with their jobs. The major problem for married women was to look after their children. Most of the women had low salary but they were working longer hours.

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# ANNEX-1

## Questionnaire

### Job Satisfaction and Problems of Women Labourers (A Sociological Study of Pokhrela Brick Factory, Tanahun, Nepal)

#### A. Personnel Information

1. Respondent Name:

2. Sex:

3. Age:

4. Caste:

5. Religion:

6. Address: Municipality/VDC: Ward No: District: Zone:

#### Place of Birth:

7. Marital Status:

(a) Married (b) Unmarried (c) Divorced (d) Widow

8. If married, number of children:

(a) Son (b) Daughter (c) Total

9. If don't have children, what would you prefer?

(a) Son (b) Daughter

10. Educational Status: (a) Illiterate (b) Literate

11. Completed level of education:

(a) No Schooling (b) Primary level (1-5)  
(c) Secondary level (6-10) (d) SLC and above

12. Household head: (a) Male (b) Female

13. Family type: (a) Nuclear (b) Joint

14. Family size:





30. Have you taken any training before the work?  
 (a) Yes (b) No
31. If yes, please give its details: Topic of training:  
 Training year: Duration:
32. Have you ever attended any training programme organised by the management?  
 (a) Yes (b) No
33. If yes please specify: Topic of training:  
 Training year: Duration:
34. Is there any overtime duty? (a) Yes (b) No
35. Do you receive money for overtime, if you work more than 8 Hours?  
 (a) Yes (2) No
36. If yes, what is the overtime payment rate?  
 (a) As regular work (b) 1.5 of regular work (c) Other
37. How much do you earn from overtime work? (in Rs.)
38. Is there any night shift works in the factory?  
 (a) Yes (b) No
39. Do women workers work at night in your factory?  
 (a) Yes (b) No
40. If yes, are there any protection measures/extra facilities for them such as:  
 (a) Extra Allowance (b) Transportation (c) Snack/Tea (d) Other (Specify)

**C. Family Situation**

41. Are you satisfied with your salary?  
 (a) Yes (b) No

42. If not why?

.....

43. Can you afford your family with your income?  
 (a) Yes (b) No
44. Is there any other member in your family who is employed?  
 (a) Yes (b) No
45. If yes who and what kind of occupation?  
 .....
46. And how much is their earnings? (in Rs.)
47. Do you have own house?  
 (a) Yes (b) No
48. How much land do you have?  
 .....
49. How much is your family monthly expenditure? (in Rs.)

**D. Facilities**

50. Where do you stay? (a) Quarter (b) Own house (c) Hired room  
 (d) Relatives (e) Other
51. What are the facilities you have been provided by the factory?  
 .....

**E. Others**

52. What are the problems faced by the women in the factory?  
 .....
53. What are the attitude, behaviour and concept of the management towards the women workers?  
 .....
54. Have you ever heard about any kind of sexual harassment taking place in the factory?  
 (a) Yes (b) No

55. If yes what kind of SH and who is responsible for that?

.....

56. Are you exploited?

- a) Yes            (b) No

57. If yes what kind of exploitation?

.....

58. And who is exploiting you?

- (a) Government                      (b) Managers                      (c) Officials  
(d) Male co-worker                      (e) Others

59. What is the reason for you to work in the factory?

- (a) Poor economic condition                      (b) To increase earning capacity  
(c) To be self dependent                      (d) Other

Name of the Interviewer:..... Date:.....



