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## **Economic Status of Women Working in Handicraft Industry**

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### **Abstract**

*The labors are the backbone of the industry. The study revealed that the majority of the handicraft working women in Patan industrial area, Lalitpur district. The women labors in Handicraft industry, had lack of knowledge, training, education and skill for prestigious job. They are far away from the knowledge of economic rights, human rights (women rights), equal rights and other rights of labors. Some of them were even harassed and abused. Primary as well as secondary data was used in order to explore the status of handicraft working women labors Out of 112 different industries only 8 handicraft industries are selected. Sample size of total 40 women are selected from 8 industries. Therefore total number of sampled workers is 40. There were no special changing rooms or facilities for women workers. Most of the women labors are not satisfied from their jobs and they work for more than 12 hours per day. The workers had no consciousness about labor law but owners had all the ideas to exploit in different aspects. Although there are lots of difficulties for the female workers in patan industrial estate, handicraft working women are still happy and hopeful that their children will go to school and do a better job in future. They spent some hardly saved money for entertainment, buying new clothes and feasting some days. They faced lots of problem in their day to day life for living. They are struggling for uplifting their social and economic status.*

Keywords: Socio Economic Status, Handicraft, Labour law, women rights, women empowerment, Literacy.

### **1. Introduction**

In comparison to men, Nepal's population is make up about its half by woman. The economic contribution of woman was substantial, but largely unnoticed because their traditional role was taken for granted. When employed, their wages are very less than paid in comparison to men. In

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most rural areas their employment outside the household generally was limited to planting, weeding and harvesting. In urban areas, they were employed in domestic and traditional jobs, as well as government sector, mostly, mostly in low level position. For this, it is being prioritized on addressing the social economic condition of the women workers.

At the level of the national government there is lack of explicit policy and program formulation and reduce gender disparities; at the community level, social and religious norms and taboos continue to prevail and constrain the activities of women; and at the household level there is often and over discrimination against women. The consequence is the status of women in Nepal continuous to be low. They are disadvantaged in many ways: as poor people they live under the same harsh condition as their male counterparts, as woman they suffer from social, cultural and political bias, and as head of household they have to carry out full traditional roles with the added responsibility of household and production management. In contrast men have benefited from expanded educational and employment opportunities, so that women's relative status has probably been declining (Ghimire, 2010).

Nepal's main economy is overwhelmingly subsistence agriculture and because women predominate in this sector, their total contribution to the household income remains as 50 percent as compare to 44 percent for male and 6 percent for children between the ages of 10 to 4. More and more Nepalese women are entering into the job market today because of their educational qualification, economic necessity to run household and by the policy of government to include women. If one looks into the occupation distribution of families from 2001 to 2011 census, one would find in considerable increase in the proportion of women employed in service, profession and technical and sales service i.e. 10 percent in 2001 and 20 percent in 2011 (CBS, 2012).

Handicraft is the occupation of making by hands usable products graces with visual appeal. Handicraft include such activities as needle work, lace-making, weaving, printed textile decoration, basketry , pottery, ornamental, metal working, jewelry, leather working and wood working and the making of stain glass that requires complex facilities (Maharjan, 2019).

In the world even though women are the major fonder of the society, yet women have not achieved quality with men. Of the world's 1.3 billion poor people, it is estimated that nearly 70 percent are women. Between 75 percent and 80 percent of the world's 27 million refugees are women. There are many countries where women are second class citizens. No matter how talented they are, they

never get a chance to develop. A lot of countries are there where women are treated as subordinate and second class citizen, though the equal rights are preserved in the constitution (UN, 1999).

The political participation of women in the world seems relatively low and it is duly because of the existence of patriarchal mindset even in the political parties in almost all countries in the world no matter how advanced and socially, economically, culturally and politically sound the countries are. The participation of women in parliament in Japan and USA is only 7.1 percent and 17 percent respectively. While in the countries like Rwanda it's 49 percent and in Sweden it's 46 percent. The status of women in developed countries is also lower in all sectors. Leaving some expectation of European, American and Asian countries, women in the world are socially, economically, culturally and politically dominated and they are excluded from the opportunities. Throughout the world, women face violence every day. From the battlefield to the bedroom, women are at risk from violence in all area of life. Violence against women persists because of society canopy. Virtually every culture in the world contains forms of violence against women that are often invisible because they are seen as normal or acceptable. The underlying cause of violence against women lies in gender discrimination- the denial of women's equality with in all areas of life (Acharya, 1994).

Nepal, a Himalayan country situates in South Asia is one of the poor countries in the world. Major reason behind this is the political instability and undemocratic rule for long. Other crucial factors for being the country very poor due to lack of awareness and access to quality education. As a result people have superstitious belief, there is gender discrimination. And political leaders have decreased political vision. The socio-economic status of women is very poor in Nepal. The women are being discriminated in every aspect of society. These and so many other factors have contributed to turn Nepal a lower human development state (Karki, 2010).

The term 'handicraft encompasses a wide range of artifacts. The informal sector, which includes handicraft, has been described by International Labour Organization (ILO, 2016) as a part of economic activity characterized by certain features like reliance on local available resources and skills, family ownership, small scale operation, and labor intensity. Handicraft was first introduced in Nepal with the financial and technical support of UNICEF with the objective to meet marketing requirement of handicraft producers who are mainly women and operating on a very small scale, usually from their home. There are many kinds of handicraft production in Nepal, some of them

are Nepali paper, Rice paper, Bamboo Crafts, Dhaka clothes, Paper envelope, hand bag, moneybag, water bottle cover and many more.

### **1.1 General Introduction of the Study Area**

Patan Industrial Estate was selected for the study because it was established. to promote art, culture, status of artists, small cottage industries (especially handicraft industries). Most of the handicraft industries of Patan are centralized in this area. There are 112 industries altogether and total 1247 workers work in them. 37 of the industries are handicrafts industries (PIEMO, 2066). Women workers from different places are involved in those industries. It exports large amount of handicrafts Product.

### **2. Objectives**

The general objective of this study is to find out the economic condition of the women workers of the handicraft industries and specific objective is to figure out the economic status of women workers and to find out the problem of those in handicraft industries of Patan Industrial Estate.

### **3. Methodology**

This article is prepared by using primary data, interview, field visit, observation and secondary data were taken from previous studies, published books and other related literature.

### **4. Sampling procedure**

The collections of data and information are based on purposive sampling method. According to the latest data of Patan Industrial Estate management office there are 112 industries. Out of 112 different industries only 8 handicraft industries are selected for collecting data because of large number of industries. Also it was impossible to involve all the industries to collect data due to limited time, data and resources. So due to these kind of limitation only sample size of total 40 women 5 from each are selected from 8 industries. Therefore total number of sampled workers are 40.

### **5. Discussion and Analysis of the study**

#### **5.1 Demographic Background of the Respondents**

Nepal has been experiencing very rapid demographic changes in the last few decades as a result of transition from a high-mortality, high-fertility society to a low mortality, low-fertility society

within a relatively short span of time. This transition in itself is an extremely positive outcome of the country's development and something to be really celebrated an alternative scenario would have been that of a classical "population explosion," i.e. uncontrolled population growth with a persistently high prevalence of poverty and underdevelopment. At the same time, as in the life of an individual human being, achievements in one stage of a country's development often bring new challenges in the next. Looking at Nepal's development in this perspective, there are two major challenges that the country needs to be quickly prepared for: (1) rapid progress of the "ageing" of the society; (2) the duration of the "demographic window of opportunity" period, which is not particularly long compared with other countries that have more advanced economies. This study provides various analyses of these challenges and examines their implications for the country's macro development policies. At the same time, it does set clear and strong parameters within which countries need to make conscious decisions and take actions in a time-bound manner to make the best of the given situation in one demographic stage and be prepared for opportunities and challenges in the next. Based on the above-mentioned analyses, it is right, justifiable, and necessary to consider the investment in children as an act of "paying forward" to the generations that will support us in our old age and continue to develop our society in the future just as the concept and practice of old-age benefit has been well accepted by now as a legitimate act of "paying afterward" to those people who have worked hard and supported us in our young age. The result of the analyses in this study shows that this perspective is very much required for the macro development discourse in Nepal today.

### **5.1.1 Age Group of the Respondents**

Age is one of the factors, which affects the economic status of women and they have different working capacity as different age group. So respondents were asked about their age during the process of collecting the primary data numbers of women with varying found in the handicraft industries. The following table shows variety of age group of the female workers of handicraft industries.

**Table No.1 Distribution of the respondents by age group**

Age( in yrs )	Number	Percentage
15-19	2	5.00
20-24	9	22.50
25-29	10	25.0
30-34	2	5.00
35-39	5	12.50
40-44	5	12.50
45-59	4	10.00
Above 60	3	7.50
Total	40	100.00

Source: Field Survey 2020

From the above table, highest percent of interviewed females (25.00 percent belong to the age 25 to 39 years. The second highest percent of interview females belong to the age group 20 to 24 years (22.50 percent). This data shows that the young and productive age group is highly involved in handicraft business. The women workers above sixty age does helper job like sweeping and cleaning job rather than core handicraft jobs.

### 5.1.2 Caste/Ethnic Group of the Respondents

Nepal is multi-cultural, multiracial country. It is heterogeneous in its ethnic composition. In the order to identify the social status of female workers, castes of respondents were also surveyed. Following table shows the caste distribution of 40 female workers of handicrafts industries.

**Table No.2 Distribution of the respondents by Caste**

<b>Caste</b>	<b>Number</b>	<b>Percentage</b>
Newar	16	40.00
Tamang	6	15.00
Chettri	5	12.50
Brahmin	4	10.00
Gurung	2	5.00
Tharu	2	5.00
Sherpa	2	5.00
Limbu	2	5.00
Dhimal	1	2.50
Total	40	100.00

Source: Field Survey 2020

The above collected data clearly shows that most of the workers are Newar. Handicraft is the traditional work of the Newar of the Patan city. Therefore comparing to other castes Newar are highly involved in this industry. According to above figure mostly Newar community women are economically upgrading their lifestyle through this handicraft industries. The sample of the study shows that the majority of the female workers were from ethnic group of the Nepalese society. The female of so called high caste society was also involved in handicraft industries. Newars are more involved in handicraft Industries. In addition, it indicates that worker of various castes and ethnic group have been working in the handicraft industrial sector of Nepal. Although it is a caste based society .A unique type of uniformity and harmony was observed among handicraft women population in the field which was remarkable.

### 5.1.3 Religion

Religion occupies an integral position in Nepalese life and society. Nepali people believe in various religious according to their ethnic group. The four major religion followed by Nepali people are Hindu, Buddhism, Christian and Muslim. The following table shows the religious Status of female workers.

**Table No.3 Distribution of the respondents by Religion**

Religion	Number	Percentage
Hindu	24	60.00
Christian	8	20.00
Buddhist	7	17.50
Muslim	1	1.25
Total	40	100.00

Source: Field Survey 2020

Most of the female workers were from Newar ethnic group. They are mostly from Hindu community. Hence the number of Hindu is maximum (60 percent) in handicraft business. Among other religion the study found that Christian and Buddhist religion following working women were more satisfied in their job than other religion. In Hindu religion following women workers they were found not very satisfied as well as secure in their job due to various reasons. As Nepal is patriarchal society where the economic role is played by men member, women are not taken as powerful and capable of earning money. Mostly Hindu religion following people were from patriarchal society and their husband don't want them to work outside their house. Their husband wants their wives to work inside their household works only and control and take care of their children.



### 5.1.4 Marital status

The researcher also surveyed about the marital status of respondents women with various marital status were engaged in handicraft industry. Married, unmarried widow and divorced women were found. The following table shows their marital status.

**Table No.4 Distribution of the respondents by Marital Status**

Marital Status	Number	Percentage
Married	25	62.50
Unmarried	11	27.50
Widow	3	7.50
Divorced	1	2.50
Total	40	100.00

Source: Field Survey 2020

Out of the total surveyed women, involvement of large number of married women (62.5 percent) were seen which is followed by unmarried women(27.5 percent) most of the married women were in the work to support their family economically. Beside that 7.5 percent widow and 2.5 percent divorced woman was also being employed in those industries. Among widow women it was found that one woman was replaced in her husbands place to upgrade her family after her husband's death. When we asked about the reason behind the divorce with the divorced woman the reason was domestic violence of drunkard husband.

### 5.1.5 Number of Children

Number of children is one of the factors which affects in women's socio and economic condition. Having large number of children creates the more responsibilities towards them and may disbalance their economic conditions. Our research found that women workers of handicraft industries have number of children as shown in the table below.

**Table No.5 Distribution of the respondents by number of children**

No. of Child	Number	Percentage
1	4	16.00
2	9	36.00
3	10	40.00
4	2	8.00
Total	25	100.00

Source: Field Survey 2020

Among 25 married Women workers, the highest percent (40 percent) of women have 3 children. Which is followed by 36 percent have 2 children, 16 percent have only 1 child and 8 percent have 4 children. Regarding taking care of children, 8 workers have children who study in school so they remain in school during office time. Rest 17 workers have small children who need care. They keep their small children in child care center during office time. Among 25 women it was found that two women who have four child have more economically weak condition because they were unable to provide basic facilities to their children because of more number of children.

### 5.1.6 Educational Status

Education is one of the basic activities of people in all human societies. It is a process of socialization. It makes man capable of judging himself, which always prevent him from harming others. It also provides self awareness so that one can judge right & wrong. It is very necessary to have knowledge that the best way to empower. Girls in lower income groups get little opportunity to go to school at all. Those who do go to school can hardly further their education beyond the secondary level. Another compelling factor hindering women's education in general is the fact that girls are transferred to their affiance household after marriage, with the results that parents have no claim on their work or income as adult women. Following table shows the educational status of 40 respondents .

**Table No.6 Distribution of the respondents by educational status**

<b>Educational status</b>	<b>Number</b>	<b>Percentage</b>
Literate	12	30.00
Illiterate	28	70.00
Total	40	100.00

Source: Field Survey 2020

The survey shows that out of 40 respondents more than half 70 percent are illiterate and only 30percent respondents were literate because they are from unprivileged societies. They were deprived of education due to the various factors since their childhood and also their parents cannot afford to send them to school.

### 5.1.7 Place of Origin

Female workers were from different parts of the district country. Most of them were from surrounding districts of the Lalitpur district. Some were from the same district (Lalitpur). Following table shows the place of origin of 40 respondents.

**Table No.7 Distribution of the respondents by place of origin**

<b>Place of origin</b>	<b>Number</b>	<b>Percentage</b>
Lalitpur	9	22.50
Sindhupalchok	5	12.50
Bhaktapur	4	10.00
Sarlahi	4	10.00
Biratnagar	2	5.00
Sunsari	2	5.00

Kavre	3	7.50
Kathmandu	4	10.00
Nuwakot	2	5.00
Sindhuli	1	2.50
Dhadhing	1	2.50
Manang	1	2.50
Total	40	100

Source: Field Survey 2020

Above table shows that women from various parts of Nepal are engaged in handicraft industry. Highest percent of women workers (22.50 percent) had origin of Lalitpur district. Most of the people have origin of Lalitpur district. Most of the people have origin in surrounding district of Lalitpur like Bhaktapur, Kathmandu and Sindhupalchowk.

### 5.1.8 Migration

Most of the respondents were migrated from the village to city for various reasons. Those respondents, whose place of origin are Lalitpur, Kathmandu & Bhaktapur district were not migrated. Children education, job problem in village, health facility were of seen as some of the common reason for migrating from village to city areas. Political situation also become the major cause of migration. The table given below shows the number of migrated and non migrated respondents.

**Table No.8 Distribution of the respondents by migration**

Migration	Number	Percentage
Migrated	23	57.50
Non-migrated	17	42.50
Total	40	100.00

Source: Field Survey 2020

The survey shows that out of 40 respondents more than half (57.50 percent) are migrated from other villages or cities and 42.50 percent respondents were not migrated because they are from surrounding place of industrial areas.

## **5.2 Division of work by sex in family**

Though both women and men work to maintain household and communities. Their work tends to be different on nature and value. These differences are a central aspect of gender relation. Society has allocated different roles, responsibilities and activities to women and men according to what is considered to be appropriate. Due to this traditional division, women are compelled to concentrate more on their ascribed reproductive roles and responsibilities. The women who is engaged in income earning roles must have to perform her previous roles too.

In our survey, it is found that the women workers of handicraft industries have to perform the household work together with their handicraft work in the industries. Separating their working hours in the industries, the remaining time of morning and evening, they use for their household works like child care, cooking, cleaning utensils, washing clothes, dressing children, feeding children, daily marketing etc. Male's participation is very less in those activities. It clears that women's work load is much higher than that of men. This increased workload is the main cause of women not being able to engage in other development activities of the society.

## **5.3 Decision making power of women**

In Nepal, as in most parts of, women commonly have less power and autonomy than men in making decisions about their own health care. Moreover, women often have unequal access to food, education, and health care, limited opportunities to earn incomes, restricted access to, and control over, productive resources, and very few effective legal rights.

Women's autonomy in decision making is associated with her ethnicity, deprivation level, urban/rural classification, education, and number of living children. Nepalese women are further disadvantaged by a lack of awareness of opportunities and their legal rights. Their low social status has been identified as a barrier towards national health and population policy progress in Nepal. Gender equity gives women both increased decision-making authority and more modern

reproductive outcomes such as to reduce the desire for more children, increase contraceptive use and lower the level of 'unmet need' for contraception .

For Nepalese women, independent decision-making is highly restricted. Lack of decision making power has deprived women of the basic elements of a decent life such as food and nutrition, education, skill development, health, and family planning. This has ultimately undermined their access to gainful employment opportunities and participation in professional jobs. Our survey reveals that women are seem to be very weak in decision making or it can be said that women have low decision making power. Women are hardly found as final decision maker in many matters.

**Table No.9 Distribution of the respondents by decision making power**

Decision making power	Number	Percentage
Yes	9	22.50
No	31	77.50
Total	40	100

Source: Field survey, 2020

According to the above table, out of 40 respondents (77.50 percent) of them have no decision making power in their family. Only (22.50 percent) of them have got that power in their family. It is found that the women who have got decision making power is family are very little more educated than other. Therefore education and access to educational oportunity seems as an important factor influencing women's impact in decion making process.

#### **5.4 Reasons for joining Industries**

Our survey shows that because of various reasons the women were compelled to join the handicraft industry. Poverty, to support family, lack of alternatives was major reason of joining the industry.

**Table No.10 Distribution of the respondents by reason for joining in industries**

Reason	Number	Percentage
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Poverty	5	12.50
To support Family	15	37.50
Family Occupation	3	7.50
Self Standing	6	15.00
Lack of alternatives	11	27.50
Total	40	100.00

Source: Field Survey 2020

The above data of respondents clear that the majority (37.5 %) of population involvement in handcraft industry were for supporting family, followed by lack of alternatives (27.5%). It means that most of the women of these industries belong to poor family. So to support family economically they have no another options beside these industries.

### 5.5 working hours in a day

Women labors and their work are a central point of the handicraft industry .This study was based on the study of economic status of the women labor in Patan industrial area. The table below represents the duty hour composition of the respondents of the study. Working hour is unequal of many respondents. Infact the respondents worked in flexible time. Most of the women work for 6-8 hours a day. During working hour they take lunch break for half an hour. But some of them work for more than 8 hours. Handicraft women were busy all the time for taking care of their children and kitchen work .They revealed that they hardly get 5-6 hours per day to sleep. None of the workers are engaged in other jobs.

**Table No. 11 Distribution of the respondents by working hours in a day**

Working hours	Number	Percentage
4 to 6	7	17.50
6 to 8	28	70.00
8 to 10	5	12.50

Total	40	100.00
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Source: Field Survey 2020

The table shows that there is variation in working hours ranged from 4 to 10 hours of work per day. The highest percentage of the workers (70 percent) work for 6 to 8 hours a day, which is followed by 17.50 percent, works for 4 to 6 hours and 12.50 percent for 8 to 10 hours.

## 5.6 Satisfaction with remuneration

Job satisfaction is a complex concept. Satisfaction is an important factor for good production and improving the economic condition of weavers. Job satisfaction helps workers to create the opportunity. In the Industry some worker are satisfied with their job and income whereas some are unsatisfied. And for some women labor working in industry is not concern for satisfaction or dissatisfaction its their need to work for survival. According to some women labor, except doing the job they don't have any other option Women labor are not satisfied with their job and their earning. But still they are forced to work there for living. As they have no other option. For the women labors who have small baby are facing lots of problem in work. They said that their children are small that they cant leave them at home alone and if they bring their children with them in carpet industry they have to proper room to keep them. As Nepal is patriarchal society where the economic role is played by men member, women are not taken as powerful and capable of earning money. Economic and social issues are closely intertwined one reinforcing the other. The study inquired about the satisfaction level of workers.

**Table No. 12 Distribution of the respondents by satisfaction with remuneration**

Satisfaction with remuneration	Number	Percentage
Yes	12	30
No	28	70
Total	40	100.00

Source: Field Survey 2020



Out of 40 respondents (30 percent) were satisfied with remuneration provide to them by industry but (70 percent) were not satisfied with the remuneration. It clears that most of them are not satisfied with their remuneration they received as it does not fulfill their basic needs.

### 5.7 Mode of payment

In most of the sampled industries, method of payment of remuneration was monthly. Their number of working days is counted and according to their daily wage they are provided remuneration monthly. If they need they receive remuneration weekly, half monthly and whenever they need also. Our 40 respondents use different mode of payment which is shown in the table below.

**Table No. 13 Distribution of the respondents by mode of payment**

Mode of payment	Number	Percentage
Weekly	3	7.50
Half Monthly	4	10.00
Monthly	24	60.00
When needed	9	22.50
Total	40	100.00

Source: Field Survey 2020

Out of 40 respondents 24 respondents receive their remuneration monthly, 9 of them receive when they need, 4 of them received half monthly and 3 of them weekly. It was found that womens who take money when need only were found more economically in weak condition because that payment were not enough for their basic fulfilments.

### 5.8 Facilities

The basic root of every manufacturing companies is their workers. Maintaining good economical, mental managerial and physical support from the workers enables the management to get the better output from the factory. Workers work in the industry and they are provided remuneration in return. Beside normal essential facilities if the workers get some additional allowance and facilities then it make them more active to perform their job well. Acording to the respondents, they are not

provided above facilities. This study is based only on Patan industrial area especially on handicraft industry and there were two types of problem founded in health sectors. When the workers have health problem the owners economically help them, to solve the problem .But in complex case there are no any help for complex case from industries, administration and owners. There was no any medical facility given to the women labors .As they have to work in dust, wool and it affects in their health directly or indirectly but they have to use their money for treatment, industry don't take responsible of their health.

### **5.8.1 Childcare Centre**

Most of the industrial area, there were no child care centre to care the child of workers in working periods. Their small kids were around there and the environment was not good for them. There were majority of female labor and they had child. The biggest problem of weaving mother was to maintain a balance time for the child and the work. Children were not enjoying their right and mother was deprived from the basic human right. Nepali Society is patriarchal society so male is superior. Male works outside the house but women has to do all the house hold work. If she is engaged in work of outside, then her responsibility becomes double. She has to do household works as well as outside work. There is need to child care facility inside the factory.It is found that the there is a child care centre inside Patan Industrial Estate and it is common for all the workers of all the industries of Patan Industrial Estate. All the industries have provided that facility to their women workers. Lack of care takers and lack of hygienic food are some weakness of that center. Most of the workers were compelled to keep their children in other child care centre which is out of that industrial estate. They have to pay for those themselves.

### **5.8.2 Shelter**

Shelter is one of the basic needs o the human beings. Shelter inside the industrial area is very much essential for those people who were migrated from other villages. Some of the industries have provided shelter to their workers. Industry providing quarters were not in good condition .They was of small size and was dark. There was no proper ventilation system in order to get natural air. From the study area, it is clearly found that the physical condition regarding health of weavers, and their children was found very poor and unsuitable. Though the condition is improving little

from the past but still there are lots of improvement is needed for improvement of physical environment of the industry.

### **5.8.3 Bonus System and Insurance Policy**

Bonus system in industrial sector is an important factor to empower the labor which helps to increase the high level of production and also improve living standard of workers. Bonus system helps them to satisfy the basic needs .from this study observation and survey, no bonus system was found out. The weavers and workers were frustrated by this Women were not given any bonus and insurance in industry. They had no any idea or knowledge about insurance .Women worker in Patan industrial area has very low salary and they are not getting bonus on any festival or occasion .There are no any insurance policy for worker in case of some accident or dead. Bonus system generally encourage people (worker / for doing hard job and for more time. But in this area there is no bonus system available for women .Women usually works for more than 8 hours but they don't get satisfied wage and in big festival like Dashain, they don't get any extra salary as bonus.

## **6. Conclusion**

In Nepal women have just started to work outside. But in handicraft industries, they were involved since many years ago. Women from age 15 to above age 45 are actively participated in the handicraft industries of Patan Industrial Estate. But their economic condition is not very good. Their work load is much higher than that of men after involoving in the industries. They need to perform household works with their offiw works. Their decision maing power in family is low.They can contribute equally to the family only when they are properly educated. Major income source of this women is service. Lack of job and family problem were found as the major reason of migration. Most of the women workers are found to be accompanying their friends and relatives to join handicraft industries of Patan Industrial Estate. Majority of women workers work for 6 to 8 hours in a day. They get nothing for absence day. Most of them earn below five thousand rupees per month. So they were not satisfied with the remuneration. Very necessary facilities area not provided to the women workers by the industries like- drinking water proper toilet, shelter to all the workers in industrial area, medical allowance etc.

From the field survey, it is concluded that the labor forces of industrial sector had come from low economic status so they were poor and most of them were illiterate too, they had no ideas of knowledge about the labor laws and other constitutional system. They were just used for work and owners want to earn much money so they tried to exploit the workers by making them work for long hours by not giving them proper wages, by not giving sufficient money, not in time payment and harassment of women in work is the main cause of women exploitation, several; abuses etc. Involvement of Women workers in Dispute In Patan industrial area, all workers are involved in disputes. Trade union and others organization mobilized the labor including female labor for dispute. Labor was organized and gives the pressures for them to solve problems. As, it is industrial sector, found different types of disputes, strike, lockout. All workers don't agree on the decision and rule of company, so they do strike, dispute and female workers are also equally involved in disputes.

There was conflicting relationship between the owners and handicraft workers. Generally the major cause of conflict was for the system of industrial rules and regulation and the dominating nature of the owners. Female handicraft workers were far from marginalized. Most of the married female workers said that their husbands spend the earning of their on drinking alcohol. These workers were found to be abused in home, working place and in industry too. Female workers faced lots of biasness and stereotyped behaviors. Despite of all these difficulties and problem women weavers were hopeful that their earning makes their life little better. This research shows the dependency relation between owner and women worker. Women are depended on their owner. Owner exploit women labor and earn money and get profit. and collect the capital by exploiting the periphery. Owner are dependent on the labor for becoming successful to earn profit and collect the capital by exploiting the women labor whereas women labor are depended on owner for income and work. There is dependency relation between owner and women labor in Patan Industrial Area. Handicraft workers in Patan industries has become one part of Nepalese working class female community. Though there is difference in the condition of women according to the regions, castes, economic, religion and structure of the community. The women of lower castes have got involvement in industrial estate like handicraft working, as they have got more freedom but less chance of education and employment.

The art of handicraft is an old tradition in the kingdom of Nepal. The respondents were found not satisfied with their remuneration and working hours also. But the owners said they never complained and discussed about their dissatisfaction during the disbursement of their salary. This study has been examined the scope of women's participation in industrial sector equal to men. This study has been examined on how illiteracy and poor economic status of women family forced women to work in industrial estate as in carpet industry, pashmina making, woolen material making by putting their health in danger and by less paid wages. In order to study the women condition and challenges by facing different kind of harassment abuse, violence, women are force to work.

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