

**VSBK**  
**Vertical Shaft Brick Kiln**  
**Technology Transfer Programme**

**SITUATIONAL ANALYSIS OF WORKERS**  
**IN SOME BRICK INDUSTRIES AROUND**  
**KATHMANDU VALLEY**

**REPORT**



**Development Management Support Centre (DMC-Nepal)**  
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**June 2003**

## Acknowledgements

We, the study team, are grateful to Vertical Shaft Brick Kiln (VSBK) Technology Transfer Programme team especially the Project Manager Mr. Martin Kaercher and the Programme Sociologist Ms. Usha Maskey Manandhar for entrusting us to undertake the study entitled **Situational Analysis of Workers in Some Brick Industries Around Kathmandu Valley** as well as for their invaluable suggestions on the earlier version of the report. Similarly, we also wish to express our sincere thanks to Mr. Heini Muller, Mr. Gopal Prasad Shrestha, Mr. Binaya Parajuli, Mr. Prabhakar Shrestha, Mr. Suyesh Prajapati, Mr. Anil Dutta Bhatta and Mr. Bijaya Lal Shrestha for their contribution to enrich the report.

We would also like to express our heartfelt thanks to Mr. Chandra Maharjan, Mr. Ram Kaji Awale, Mr. Bishnu Bhakta Marikhu and Mr. Rajendra Prajapati – the owners of Satya Narayan Brick Industry, RK Brick Industry, Jaya Hanuman Brick Industry and Mata Brick Industry respectively – without help of which the study would not have been accomplished. We very much appreciate the support extended by them during our fieldwork.

This study would have remained incomplete without the sincere responses of the brick workers of all four brick industries mentioned above. We, therefore, are highly obliged to all of them and we would like to specially thank to them.

The valuable inputs to the preliminary findings of the study, provided by the participants of the preliminary findings sharing meeting, have been instrumental to enrich the report. All of them also deserve our thanks.

June 2003

DMC-Nepal  
*Kathmandu*

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## **I. INTRODUCTION**

### **1.1 Importance of the Brick Factories in Development**

The rapid process of urbanization has increased the demand for construction works, which has subsequently increased the demand of bricks in the country. Such increased demand not only contributes to the construction activities but also generates employment opportunities for people, who were otherwise unemployed or under employed.

### **1.2 Technologies Being Used**

Basically four types of Brick kilns operate in Kathmandu Valley. These are Clamp Kilns, Bull Trench Kilns, Fixed Chimney, and Hoffman Kilns. Of these, the most common type of kiln is the Moving Chimney Bulls Trench Kiln.<sup>1</sup>

According to a field survey conducted by ENPHO in 2001, there were 125 brick kilns in operation in Kathmandu Valley. Of these, 3 were Hoffman kilns, 9 were Clamp kilns and 113 were Bull's Trench Kilns. The records maintained by the District Office of the Department of Cottage and Small Industries in 2001 reported presence of 90 Bull's Trench kilns comprising 5 in Kathmandu, 41 in Lalitpur and 44 in Bhaktapur districts. The difference between the figures reported by these two sources indicates that some Brick kilns operate without registration.<sup>2</sup>

### **1.3 Major Problems Encountered by the Brick Industries**

Most of the entrepreneurs feel that there is a lack of clarity on the government policy regarding brick factories. They are still unclear about the government's position in running BTKs in Kathmandu. The government has said that it will not allow running the mobile kilns but they are running without disturbance. The entrepreneurs were not so certain about the consistence in the message of government's position. This situation has put the entrepreneurs in an uncertain situation to assemble the workforce for their brick factories. To be sure about the availability of workers despite such constraint, the entrepreneurs have followed a practice of giving advance to the workers upon their commitment to work when the brick making season starts. Since such lending process does not have any loan security provision and a mechanism to ensure that the expected workers would get back to work, sometimes they even face the cost of bad debt.

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<sup>1</sup> Skat Consulting (2002), *VSBK Technology Transfer programme, VSBK Project Document (2003 – 2004)*, Skat Consulting / SDC Nepal, Kathmandu, November 2002.

<sup>2</sup> Bhusan Tuladhar and Anil K. Raut, Final Report on Environment and Health impacts of Kathmandu's Brick Kilns, Kathmandu.

Most of the brick kilns do not pay attention to reduce pollution. Though the entrepreneurs are aware of such issue (that the existing kilns produce a lot of smoke and make the area polluted), they have hardly bothered to change the technology. One of the reasons for not changing the technology is the cheaper price of existing technology. There is no serious legal or social action against the polluters. One entrepreneur said that he could make the fixed kiln less polluted by keeping water seal into it but he does not want to invest money on this as there is no direct return to his business through this. Neither has he felt that he should be worried about such pollution issues as there are many others in the market creating pollution like he has done.

One villager said, all the existing kilns pollute the environment. However, the brick makers do not adhere to the anti-pollution policy of the government. Neither the government is serious about the implementation of its policy. This has made the pollution control uncertain. Unless the government shows its commitment to improve people's life, the entrepreneurs might not follow the mitigating norms.

The communities are gradually putting pressure in the recent years by not recommending the establishment of brick kilns. They have suggested VDCs not to register them for operation in their area. For example, the Imadole VDC did not recommend VSBK and other kilns in its area. In Jhaukhel and Duwakot, people were agitated and collectively dismantled the BTKs.

#### **1.4 Need of Improved Technology**

Local communities often complain about the black dust spread from the brick factory over their courtyard and farms. Some people in Jhaukhel felt that the bricks are produced to fulfil the needs of the urban areas at the cost of their healthier life. They recall the agitated incident of 15 December 2001, which dismantled five bricks kilns and destroyed about three millions raw bricks in Bahaktapur under the leadership of Environmental Conservation Action Committee. This was done against the resistance of brick factory owners, who simply ignored repeated requests of the villagers to stop pollution of their neighbourhoods through possible mitigating measures. This situation justifies the need of improved technology, which could minimize dust pollution. VSBK technology seems to be one of the alternatives in this regard.

One NGO leader of Imadole said, most of the villagers have respiratory problems because of air pollution. The local villagers raise their concern about this on different forums. However, the factory owners often try to subside the issue. Local politicians are also bias in this regard as some of them are shareholders of the brick making business.

Most of the brick factories do not have local workers, as these people consider the brick laying work a dirty work. As a result, almost all workers

associated with the factories are outsiders. Even the outsiders are selective to the nature of work they do in the factory. Almost all of them work as moulders and transporters but not as fire person. One of the reasons for such reluctance is that the existing kiln produces a lot of heat, which is hardly tolerable. The foreign workers, who have been adjusted to the practice of resisting heat, take this kind of work.

Most workers (foreign and locals) are interested to engage themselves in the work throughout the year. Therefore, they look forward to appropriate technology and working environment, which would allow them to be engaged this way.

All the above mentioned facts show that there is a serious need of improving the present technology. The improvement is required on aspects such as minimising pollution, ensuring year round work for the workers and minimising other hazardous conditions.

### ***1.5 Need of Techno-social Integration***

It is expected that the introduction of VSBK technology would minimize the level of pollution as compared to other factories being operated at present. This is one of the key factors preferred by many for better quality of life of the workers and people living in the neighbourhood of the factory. Given the philosophy that any development activity should not run at the cost of others, it has become essential for the project to see what social component it can integrate for the benefit of its workers, their families and members of the community. In this regard, the project emphasizes successful integration of brick making and marketing functions with the socio-economic quality of life of the people. Commensurate with this two pronged strategy, the study has taken a challenge of integrating techno-social aspects in its interventions.

### ***1.6 Objective of the Study***

The overall objective of the study is to identify the present and potential status of the workers in the brick industry.

The specific objectives of the study are:

- To map out social, cultural, economical, geographical background of the brick workers,
- To establish baseline data / information and assess living and working conditions<sup>3</sup> of the brick workers (with respect to health, education, income, access to services housing, water and sanitation),

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<sup>3</sup> Living conditions are broadly related to the personal and intra-household conditions (such as income, savings, literacy, household size, reproductive health, HIV/AIDS, immunization, domestic violence, alcoholism etc.), while the working conditions are related to the working



- To identify issues related to the social, economic, labour, children, women and other aspects (if any),
- To identify strengths, potentials and pressing needs (problems) as felt by the workers in the context of improving their living and working conditions, and
- To suggest appropriate approach/es, strategy/ies and activity/ies to bring sustained changes in the lives of the workers.

### **1.7 Scope and Limitations<sup>4</sup>**

The study has made an attempt to seek possible answers to various issues concerning the livelihood characteristics of the workers and their working condition. Some key questions raised in this regard correspond to the objectives (main and specific) of the study (See Annex – I for the list of key questions).

Information for the study has been collected focusing on four brick kilns factories. Field survey was carried out almost at the end of the moulding season. Since some moulders and transporters had already left the factories, some workers selected in the random sample could not be interviewed. Such samples were replaced with the selection of other available workers.

### **1.8 Methodology**

Following methodology was adopted for the study:

- Briefing on the purpose of study and VSBK technology by VSBK Programme staff at SDC.
- Design of study methodology and questionnaire in consultation with VSBK Team, SDC (See Annex – II and III for questionnaires used in the interviews).
- Meeting with the entrepreneurs of brick factories, who showed interest to adopt VSBK technology as a pilot initiative.
- Sharing of questionnaire with the entrepreneurs for their comments.
- Pre-test of qualitative and quantitative questionnaires with the brick workers.
- Sampling of moulders and transporters for the quantitative study.
- Focus group discussion with the brick workers (both in mixed and exclusively women's groups).

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environment (such as relationship with the entrepreneurs, supervisors and neighborhoods, access to health, water and sanitation services, issues concerning clean environment, wage rates, and the labor issues).

<sup>4</sup> Terms of Reference for Situational Analysis of the Workers in the Brick Industries, VSBK Programme, SDC, Lalitpur.

- Collection of qualitative information through the use of PRA tools (such as resource mapping, seasonal calendar of health problems and working pattern and the diagram to reflect the use of services).
- Interview with workers, entrepreneurs, social / political leaders of the neighbouring villages and the VDC representatives / secretaries.
- Mixed and exclusively women focus group discussions at the community of neighbouring villages.
- Observation of the villages, worker huts and the brick factories.
- Interview with individual moulder and transporters, based on questionnaire.

## II. FINDINGS OF THE STUDY

### 2.1 Profile of the Respondents

#### 2.1.1 Religion and Caste

The brick workers represent different religions and castes. Majority of them are from Janajati community (e.g., Tamang and Bhujel), while others are Dalits. Some of the workers felt that most of the people from other community do not come to do the hard work of brick factory like they are doing now.

One moulder of Jai Hanuman Brick factory said that working in the brick factory in winter is very difficult. According to him, for some moulders, drinking alcohol before start of the work has become one of the coping up strategies. Those who do not drink might abandon the work soon, he adds. However, he is conscious of the fact that persons like him are significantly damaging their health because of excessive use of alcohol.

Around 81 percent of the sample respondents are Hindu followed by Buddhist (16.3 percent) and Christian (2.6 percent). Among the Buddhists, majority is Tamang followed by Magar in the second place.

**Table 2.1 Distribution of sample by ethnicity and religion**

Religion	Ethnicity / Caste						Overall
	Chhetri/ Thakuti	Magar	Tamang	Newar	DAG	Other	
Hindu	51 (98.1)	49 (84.5)	6 (16.2)	32 (100.0)	34 (89.5)	16 (100.0)	188 (80.7)
Buddhist	1 (1.9)	6 (10.3)	30 (81.1)	-	1 (2.6)	-	38 (16.3)
Islam	-	-	-	-	-	-	-
Christian	-	3 (5.2)	1 (2.7)	-	2 (5.3)	-	6 (2.6)
Other	-	-	-	-	1(2.6)	-	1 (0.4)
Total	52 (100.0)	58 (100.0)	37 (100.0)	32 (100.0)	38 (100.0)	16 (100.0)	233 (100.0)

Note: Figures in the parentheses indicate percentages.

Nature of job wise, around 71 percent moulder and about 92 percent transporter belong to the Hindu religion followed by Buddhist moulders about 26 percent and approximately 6 percent transporters ([Annex - IV, Table - 4.1 and 4.2](#)).

Applying the national criteria of US 1.- per day, around 38 percent of the people in the country as classified as poor. One of the reasons for such lower income is their over dependence on agriculture against a small size of land holding.

From the survey, it is revealed that the economically well off people are less desirous to work in the brick factories irrespective of their religion or caste. Greater their land holding size smaller is the number involved in brick factory work.

Around 48 percent respondents had a land size of 0.1 Ha. or less, whereas 30 percent had between 0.1 to 0.2 Ha. Remaining 22 percent had more than 0.2 Ha. The trend of distribution was similar across all religions.

**Table 2.2 Land holdings of the respondent families**

Per Capita Land Holding	Hindu	Buddhist	Christian	Other	Total
Up to 0.1 Ha	84 (45)	22 (58)	5 (83)	1 (100)	112 (48)
0.1 to 0.2 Ha	60 (32)	9 (24)	-	-	69 (30)
More than 0.2 Ha	44 (23)	7 (18)	1 (17)	-	52 (22)
Overall	188 (100)	38 (100)	6 (100)	1 (100)	233 (100.0)

The table reveals that greater the per-capita holding of land, smaller is the percentage of owner population.

The small size of holding also reveals that majority of the families is below the subsistence level (considering the criteria that a person requires at least 0.5 Ha. for his / her survival). In other words, almost all workers taking up the brick factory work are poor ranging from the level of 20 percent of the land holdings to 40 percent from what is required for subsistence.

### **2.1.2 Age Structure**

Most of the workers engaged in the factory work are above 25 years.

**Table 2.3 Working population by age group**

Age Group	Percent
Below 20 Years	10.3
20 - 25 Years	21.1
More than 25 Years	68.5
Total	100.0

Of these, male constitutes about 52 percent and the female around 48 percent (For caste wise and job category based distribution details, see [Annex- 4.3 and 4.4](#)).

Different age groups take the burden of different nature of work. The heavier activities (e.g., preparing mud and laying and transporting) are performed by the youths, particularly male labours. Around 73 percent moulding and 63

percent of the transportation works are performed by the workers of 25 years and above

**Table 2.4 Nature of activities performed by different age groups**

(In Percentage)

Age Group	Type of Work		
	Molder	Transporter	Overall
Below 20 Years	6.0	15.3	10.3
25 - 25 Years	21.0	21.3	21.1
25 Years & Above	73.0	63.3	68.5
Total	100.0	100.0	100.0

Some workers have use child labour in the brick drying work. The percentage of child workers is large among the Newar workers compared to others (DAGs and Magars). One of the reasons for this is that most of the Newar workers are the locals from the nearby areas of Kathmandu valley, who often bring the children along in the work. However, in the case of other workers, most of them being outsiders migrated from elsewhere often leave their children behind and do not bring in the working place.

### 2.1.3 Sex

More than half of the workers are male.

**Table 2.5 Male and female workers by type of work**

(In Percentage)

Age and Sex	Type of Work		
	Molder	Transporter	Overall
Male	52.16	51.37	51.79
Female	47.84	48.63	48.21
Total	100.00	100.00	100.00

The women workers mostly play supportive role in assisting their male counterparts. They carry water for mud preparation, pile up the bricks, prepare food for the worker and transport green bricks. Though these roles stand important in their own rights, such roles are perceived a subordinating one from the point of view of contractual arrangements. Most often, the male are contracted as the main workers, where women simply work as their followers. However, in the case of transporters, there are some exceptions. Some women are directly contracted by the factories as main worker.

### 2.1.4 Marital Status

Around 46.1 percent workers are married. Among the married ones, around 2.4 percent are widowed or divorced.

**Table 2.6 Married and unmarried workers by types of work undertaken**

(In Percentage)

Marital Status	Type of Work		
	Molder	Transporter	Overall
Married	45.8	46.5	46.1
Unmarried	52.7	50.2	51.5
Widow / Divorces	1.6	3.3	2.4
Total	100.0	100.0	100.0

Majority of the married workers are aged 25 years and above. Around 20 percent are married at the age of below 20 years. The early age marriage trend is higher among the Brahmin and Chhetry workers compared to other caste groups ([Annex – IV, Table – 4.5](#)).

Work wise, there is no significant difference between the married and unmarried workers

Average family size is 6 persons per worker household.

### 2.1.5 Division of Work among the Household Members

Time wise, around 38.8 percent brick factory workers are involved in the mud preparation, moulding and piling, while about 24.5 percent are engaged in the household work.

**Table 2.7 Types of work done by the workers in the sampled brick factories**

Type of Work	Percent of the Total Time Spent
Mud preparation only	6.0
Moulding only	8.9
Piling only	2.8
All the three mentioned above	38.8
Student	14.5
Household chore	24.5
Other	4.6
Total	100.0

For the type of work by carried by moulding and transporting job categories, see Annex – IV, Table – 4.6).

There are some differences between the types of jobs performed by gender. Males are involved more in the preparation of mud, while females are involved more in the moulding work. Similarly, for the household chore, the involvement of female is more than double of the time spent by male for this purpose.

**Table 2.8 Type of work done by male and female workers**

Type of Work	Percent of the Total Time Spent	
	Male	Female
Mud preparation only	9.1	1.9
Moulding only	4.9	14.4
Piling only	3.1	2.3
All the three mentioned above	45.3	30.1
Student	16.7	11.6
Household chore	14.6	37.5
Other	6.3	2.3
Total	100.0	100.0

### **2.1.6 Disable Members in the Family**

Out of the total number of factory workers, around 7.7 percent (with 8.9 percent in the moulder families and 6.4 percent in the transporter families) had to take care of disabled members (who were not fit for work). The percentage of such disable members was relatively greater in the families associated with Satya Narayan Brick Factory as compared to others.

**Table 2.9 Number of households with disabled family members**

Response	Factory				Overall
	Satya Narayan Brick	R. K. Brick	Mata Brick	Jaya Hanuman Brick	
Yes	9 (14.5)	3(5.1)	3 (5.7)	3 (5.1)	18 (7.7)
No	53 (85.5)	56(94.9)	50 (94.3)	56 (94.9)	215 (92.3)
Total	62 (100.0)	59 (100.0)	53 (100.0)	59 (100.0)	233 (100.0)

Note: Figures within the parentheses indicate percentages.

The percent of dependent disabled members was higher in the "moulder families" compared to the transporters.

**Table 2.10 Disabled family members by the type of workers**

(In percentage)

Response	Type of Work		
	Moulder	Transporter	Overall
Yes	8.9	6.4	7.7
No	91.1	93.6	92.3
Total	100.0	100.0	100.0

Except for the dumb and deaf persons, other disables were not involved in the factory work of any kind.

### **2.1.7 Districts of Origin of the Factory Workers**

Most of the moulders are from rural hills of Nepal (e.g., Kabhre Palanchowk, Makawanpur, Ramechhap, Sindhuli and other neighbouring areas of Kathmandu Valley (like Tathali VDC), while the transporters, are mostly from Rolpa, Dang and Salyan districts. Among the fire workers, most of them are from Durbhanga of India.

The above mentioned patterns of the district of origin of workers indicate that the moulders are from the east, while the transporters are from the west and the fire workers from India. For the moulders, the pattern is associated with a continuous chain of contracts followed between the factories and the brick makers for years. In the case of transporters, it is mostly handled by the new migrants leaving village because of the security threats caused by political conflicts. To the extent a choice is available, most of the workers do not want to be involved in this work because of hard labour required. Similarly, the fire work is another category, which makes most of the Nepalese workers reluctant to devote their time for such choice till other options are available.

For all factories, making use of cheap labour has remained to be one of the priorities. Therefore, the type of work accepted by a person also reveals how cheap he / she has offered his / her services to struggle with the pressure of survival hardships.

### **2.1.8 Educational Status**

The literacy rate among the workers is 55 percent, comprised of 59.9 percent male and 48.3 percent female. Caste wise, the literacy rate of Tamang workers was lesser the rate for other caste groups.



**Table 2.11 Literacy status by gender and caste**

(In percentage)

Status		Ethnicity / Caste						
		Chhetri / Thakuti	Magar	Tamang	Newar	DAG	Other	Overall
Illiterate	Male	25.9	27.2	66.1	50.5	47.3	37.0	40.1
	Female	44.5	29.6	64.4	64.5	72.2	48.5	51.7
	Both	34.1	28.1	65.4	56.6	58.3	41.8	45.0
Literate	Male	74.1	72.8	33.9	49.5	52.7	63.0	59.9
	Female	55.5	70.4	35.6	35.5	27.8	51.5	48.3
	Both	65.9	71.9	34.6	43.4	41.7	58.2	55.0
Both		100.0	100.0	100.0	100.0	100.0	100.0	100.0

The moulders have lower literacy rate compared to the transporters. One of the reasons for this could be their involvement in the hereditary occupations of brick making rather than looking for diversified opportunities for employment.

**Table 2.12 Literacy status by type of work**

(In percentage)

Status		Type of Work		
		Molder	Transporter	Overall
Illiterate	Male	57.3	22.1	40.1
	Female	65.0	35.5	51.7
	Both	60.7	27.5	45.0
Literate	Male	42.7	77.9	59.9
	Female	35.0	64.5	48.3
	Both	39.3	72.5	55.0
Total		100.0	100.0	100.0

The survey revealed positive relationship between the per capita land holding size of the brick workers and the literacy rate of family members ([Annex – IV, Table – 4.7](#)). This indicates that better asset holding position of a family is one of the factors contributing to education as compared to those who mostly run around for hand-to-mouth problem in the absence such land resource.

Of the total literate workers, around 48.7 percent have completed primary level education followed by 3.5 percent, who have completed their secondary level studies. ([Annex – IV, Table – 4.8](#)).

Mr. Hari Pd. Adhikari, moulder of Mata Brick Factory, Bhaktapur, was the only person found holding higher educational degree among all the surveyed workers. He had completed Diploma in Commerce. He had a dream that after earning some amount, he would try out a foreign job. He feels that the moulding job is better paying for him than the job of school teacher he had followed while in the village.

Regarding literacy status by the

type of work performed, there is no significant variation between the moulders and transporters.

### **2.1.9 Economic Condition**

Majority of the brick workers mentioned that their per capita land holding size is very small to become self sufficient in food. The farms owned by most of them can hardly feed the family members throughout the year. For many families, the food supply from the farm is not enough even for six months in a year. Since they do not have other local employment opportunities to meet the deficiency for the rest of the months, most of them (economically active ones) migrate outside the village in search of job. Brick making is one of the works being taken by them to meet such gap. The analysis of their economic conditions reveals that more than a "pulled" attraction of the job in a brick factory, they are also heavily "pushed" by their livelihood challenges of finding a job for survival.

## **2.2 The Work and the Working Environment**

### **2.2.1 Nature of Work**

Four types of work are available for the workers in the brick factories: moulder, fireman, fire-master and transporter. In moulding and transportation, both male and female workers are involved. However, for the firework, it is exclusively men's work that also taken mostly by the foreign workers.

### **2.2.2 Division of Labour among the Workers and Their Family Members**

Moulding: The family members engaged in the moulding work are supported by their family members. Women and children often support the men moulder laying and drying the bricks.

One woman in the Satyanarayan Bricks Factory shares that man expects assistance from woman in moulding works after they finished the household chores. But man rarely helps woman in the kitchen and other household works even if they have free time.
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Children help in drying two faces of the green bricks. The women and children also help the male worker for piling up the dried green bricks (*chaang lagaune*). Besides helping their male counterpart, the women members are also responsible for cooking, cleaning utensils and washing the clothes. They also take care of their children (provide food and keep them clean).

Transportation: Both men and women are involved in the transportation work. They are helped by the child workers (boys and girls) at times. Even the school goers help their parents during the leisure time. Some workers even put pressure on their children as they are motivated to lay more bricks for more earnings. The factory owners do not comment on such practices as the job is contracted out to them on a bulk output basis.

**Firework:** As mentioned above, the firework is mostly taken by the foreign workers. They are all men. The fire master's work is one of the specialized ones. He is trained person by experience. Like in moulding and transporting work, this job also does not demand any basic educational background. The factory contracts out the job to the fire master, who brings his team together from India. These workers come to the factory with a commitment to remain in the factory premises for continuous work for at least six months. This could be one of the reasons for the Nepalese not to be involved in this type of work, as they keep being occasionally absent during the festivals and other cultural rituals.

### **2.2.3 Health Status of the Workers**

Cold, chest pain, fever, throat infection and black sputum while coughing are some health problems encountered by the workers. Some health problems such as diarrhea are seasonal (e.g., from Baisakh to Ashad). Around 27 percent workers reported that the diarrhea episode occurred to them at least once every year (**Annex – IV, Table – 4.9**). Unsafe drinking water, lack of adoption of the hygienic practices due to limited time and awareness are major reasons for such occurrence. Some workers reported that the occurrence of diseases is higher in the factory environment than in their village of origin.

Some women workers said, we get frequently sick in the brick factory, whereas we do not get sick so frequently, while in our village.

The respiratory problem is found among 14 percent workers (11 percent moulders and 3 percent transporters). In addition, around 2 percent children were also the victim of such problem (**Annex – IV, Table – 4.10**).

One worker of Satya Narayan Brick Factory said that he produces black sputum while coughing.

Occurrence of internal parasite is common among the children of the factory workers. Around 19 percent worker family members reported that their children had this kind of problem (**Annex – IV, Table – 4.11**). Nearly 12 percent brick workers had skin disease too. Around 5.1 percent workers reported such problem. In relative terms, the number of persons suffering from such skin diseases was higher among the moulders as compared to transporters (**Annex – IV, Table – 4.12**).

Around 6 percent workers reported premature and unsafe delivery problems among the female members in their family (**Annex – IV, Table – 4.13 to Table 4.16**). Most of the women workers delivered their babies in the small shed located in the factory premises. During the delivery, they were supported by other women. However, most of such helping women were not the trained health workers. Only few reported that they delivered the babies in the hospital or health post closer to the brick factory. Around 3 percent women workers reported problems of pre-matured and unsafe deliveries.

Other small diseases also occurred among the workers occasionally. Around 39.5 percent worker families had problems of one kind or another (such as cold, fever, stomach pain etc.).

Around 95.9 percent children of below 5 years are vaccinated against DPT, BCG and Misseles. They are also given preventive medicine for polio and Vitamin A supplementation on the day announced by the government.

**Table 2.13 Respondents Reporting the Status of Vaccination to their Children**

	By Ethnicity						
	Chhetri/Thakuti	Magar	Tamang	Newar	DAG	Other	Overall
Children Vaccinated	22.0 (91.7)	20.0 (100.0)	32.0 (97.0)	27.0 (100.0)	29.0 (96.7)	10.0 (83.3)	140.0 (95.9)
Children Not Vaccinated	2.0 (8.3)	0.0 0.0	1.0 (3.0)	0.0 0.0	1.0 (3.3)	2.0 (16.7)	6.0 (4.1)
Total Respondents	24.0 (100.0)	20.0 (100.0)	33.0 (100.0)	27.0 (100.0)	30.0 (100.0)	12.0 (100.0)	146.0 (100.0)

**(See Annex – IV, Table – 4.17 to Table – 21 for details on the status by caste and land holding size).**

Nearly, 60 percent factory workers said that their family members visit doctors / health workers at least once a year due to the illness of one kind or another. Some visited Baidya, while others visited Dhami and Jhakris (**Annex – IV, Table – 4.22 to Table – 4.24**). The occurrence of visit was more, while in the factory work as compared to the months the workers living in their respective villages. It was primarily because of distance of the health services infrastructure.

About 47 percent workers having children below 5 years reported that they often consulted doctor / health post staff. Around 10 percent women got services of the TBA during last pregnancy. In relative terms, the number of moulders visiting doctors outweighed the number of transporters doing the same. Most of the workers provided same adult food to their one-year-old children.

Around 75.1 percent of the workers miss their work dues to illness at least once in a year. Average number of days of work missed by them is 8.9 (The transporters and moulders missed 9.1 and 8.8 days respectively).

**Table 2.14 Respondents Reporting Work Days Missed Due to Illness**

		By Type of Work		
		Molder	Transporter	Overall
Missed	Male	48.0 (55.2)	42.0 (47.7)	90.0 (51.4)
	Female	31.0 (35.6)	24.0 (27.3)	55.0 (31.4)
	Boys	12.0 (13.8)	4.0 (4.5)	16.0 (9.1)
	Girls	7.0 (8.0)	21.0 (23.9)	28.0 (16.0)
	At Least Once	87.0 (70.2)	88.0 (80.7)	175.0 (75.1)
Average Days Missed (Day/Total Sample)	Male	4.7 (52.8)	1.8 (20.1)	3.3 (37.3)
	Female	3.1 (35.5)	3.8 (41.6)	3.4 (38.4)
	Boys	0.5 (5.9)	0.4 (4.6)	0.5 (5.3)
	Girls	0.5 (5.8)	3.1 (33.7)	1.7 (19.0)
	Total	8.8 (100.0)	9.1 (100.0)	8.9 (100.0)

The percentage of forgone working days is higher for the male adults, compared to female. The survey reveals that the male workers had a tendency of taking rest during some illness, while women worked till she could tolerate despite the illness.

Mrs. Jayaram B. K. of R.K. Brick Factory was found working even during sickness. When asked why she is doing so, she mentioned that if her husband works alone, he cannot mould the targeted quantity within specified period of time.

None of the workers did totally miss the job despite illness. However, they had to compensate such work days by engaging themselves overtime to meet the target and avoid wage deductions fro any shortfall.

Around 50.3 percent married couples were adopting family planning devices as a precautionary measure against the unplanned births.

**Table 2.15 Respondent Family Members Adopting Family Planning Practices**

		By Type of Work		
		Moulder	Transporter	Overall
Respondents Adopting Family Planning	Yes	60.0 (52.6)	16.0 (43.2)	76.0 (50.3)
	No	54.0 (47.4)	21.0 (56.8)	75.0 (49.7)
	Total Married Respondents	114.0 (91.9)	37.0 (33.9)	151.0 (64.8)
Adopted by	Male	49.0 (81.7)	13.0 (81.3)	62.0 (81.6)
	Female	11.0 (18.3)	3.0 (18.8)	14.0 (18.4)
	Total Adopting Responses	60.0 (100.0)	16.0 (100.0)	76.0 (100.0)

(See Annex – IV, Table – 4.25 to Table – 4.26 for details on the status by caste and land holding size).

Of those, who have adopted family planning measures,

Some men did not want to adopt permanent family planning method, as they thought that it would make them weak. Such families used contraceptives for temporary control.

around 30.3 percent have followed permanent method, while the remaining 69.7 have applied temporary methods. Majority of the temporary device adopters were male (81.6 percent). The female adopters of such devices accounted for 18.4 percent. Among the permanent measure adopters, Magars dominated other caste groups.

**Table 2.16 Respondent Family Members Applying Different Methods of Family Planning**

		By Type of Work		
		Moulder	Transporter	Overall
Type Used	Permanent	21.0 (35.0)	2.0 (12.5)	23.0 (30.3)
	Temporary	39.0 (65.0)	14.0 (87.5)	53.0 (69.7)
	Total User Respondents	60.0 (48.4)	16.0 (14.7)	76.0 (32.6)
Willing to Adopt Family Planning Means	Yes	27.0 (50.0)	5.0 (23.8)	32.0 (42.7)
	No	27.0 (50.0)	16.0 (76.2)	43.0 (57.3)
	Total Non Adopting Responses	54.0 (43.5)	21.0 (19.3)	75.0 (32.2)

(See Annex – IV, Table – 4.27 to Table – 4.28 for details on the status by caste and land holding size).

Most of the workers were familiar with the importance of precautions against HIV AIDs risk. None of them reported such risk among the worker families they have known.

The health effects of brick making work are physical pains and pollution. Besides the respiratory problems, some workers reported back and leg pains. It is a common practice for all workers to leave the work after he / she gets chronic health problem like asthma or body pains.

Most of the workers are unaware and less sensitive towards preventive health practices such as parasite check ups, balanced diet, cleaning utensils and personal hygiene such as washing hands before eating and after defecation. Even those who are aware of the need of preventive measures to be taken, they did not practice such mechanisms, as time pressure for earning their livelihood was hard. .

#### **2.2.4 Enrolment of Children in the Schools**

Around 85 percent of children living with their parent in brick factory do not attend schools. They are not sent to school because of their families' temporary migration status. Those who stay longer beyond the brick production season or have someone to take care of their child in the village of their origin have sent children to school. The survey revealed that only around 15 percent of the brick workers' family held student status. The drop out rate was quite heavy as the occurrence reported for such event was 50.6 percent families.

**Table 2.17 Respondents reporting school dropouts**

(In Percentage)

Response	Type of Work		
	Moulder	Transporter	Overall
Yes	58 (46.8)	60 (55.0)	118 (50.6)
No	66 (53.2)	49 (45.0)	115 (49.4)
Total	124 (100.0)	109 (100.0)	233 (100.0)

Note: Figures within the parentheses indicate percentages.

Various reasons were reported for dropout. Major one among the several reasons given was "economic problem"<sup>5</sup>. This was one of the prime causes for most of the moulder families as compared to the transporters (**Annex – IV, Table – 4.29**).

<sup>5</sup> Difficulties of paying school fees in the private school as the government schools are not located near the factory.

Some workers did not send their children to school because they did not have idea about the fee structure of the local schools. Some of them also thought that when they take their children

According to a *Naike* (contractor who brings the workers from the village) of Jai Hanuman Brick Factory, he was asked by the factory owner to find out if the workers would like to send their children to schools located in the surroundings of the factory. However, the *Naike* did not verify this from the workers assuming that they would not simply send their children to school, as this has been a practice for a long time already.

back and forth every time after the seasonal work, the money invested for their education would go waste as there is no compatible educational calendar to suit their migratory pattern. The factory owners feel that if incentive is provided to the workers to send their children to school, it may work. In their view, such arrangements could be made from the involvement of development agencies concerned for child education.

At Jhaukhel VDC, Bhaktapur, the Child Development Society (CDS) runs a day-care centre for under five children, which also covers the school support programme for the age group of 6-9 years. Non-formal education classes are conducted for grown up children of the brick workers. The workers send their children to the centre.

Awareness about the need for educating children has increased over the years. In some places, the women of the worker families even demand day care centre for their children.

In Imadole, women group have shown interest to demand a day-care centre for their under-five years old children.

### **2.2.5 Physical Condition of the Settlement at Work**

All enterprises provide support for the establishment of living shed for the workers in their respective factory premises. Around 88.2 percent sheds are built with contribution of some money by the enterprise, where the worker puts his. her labour cost to erect the shed and install roof. The cooperation intends to establish living condition of the workers during the winter season. The construction of shed is often initiated in view of the temporary working condition of the workers than the quality of their living condition.



**Table 2-18 Respondents Reporting Participation in Shed Preparation**

	By Type of Work		
	Moulder	Transporter	Overall
Worker Made	3.0 (2.5)	1.0 (0.9)	4.0 (1.7)
Factory Owner Made	21.0 (17.2)	2.0 (1.9)	23.0 (10.0)
Worker in Assistance of Owner	98.0 (80.3)	104.0 (97.2)	202.0 (88.2)
Total	122.0 (100.0)	107.0 (100.0)	229.0 (100.0)

Around 98.3 percent worker families live in the temporary sheds built inside the factories, while remaining others live in the rented house near the factory. Only few live in the rented house nearby.

Around one percent shed is built by using permanent brick walls ([Annex – IV, Table – 4.30](#)), while others are temporary sheds made out of green bricks. About 68.6 percent sheds are roofed with GI sheet followed by 24.5 percent thatched roof and 7 percent others. Analysis of the category work reveals that about 52.5 percent moulders live in the GI sheet roofed sheds, whereas in the case of transporters, more than 86.9 percent of them are living in such sheds ([Annex – IV, Table – 4.31](#)).

The sheds have different size. About 3.9 percent sheds have the floor space of 150 Sq. Ft. and bigger, whereas 13.1 percent have the floor space between 100-150 Sq. Ft. Nearly 45 percent sheds range between the size of 50-100 Sq. Ft., while 38 percent sheds have the floor area of less than 50 Sq. Ft. ([Annex – IV, Table – 4.32](#)).

Around 95.2 percent sheds contain single room. Nearly 3.5 percent contain two rooms and the remaining 1.3 percent contains more than two rooms ([Annex IV, Table – 4.33](#)).

Around 88.2 percent sheds were built by the workers with monetary assistance of the factory owners (about Rs. 200.- per shed). Some sheds are built by the workers on their own. For example, 80.3 percent sheds for the moulders were built with the assistance of owners followed by 97.2 percent sheds for the transporters. Remaining others were arranged or built by the moulders and transporters on their own ([Annex – IV, Table – 4.34](#)). The percentage reveals that the transporters are favoured by the factory owners in providing such assistance than to the moulders.

The survey revealed that almost all workers occupy single shed irrespective of their family size ([Annex – IV, Table – 4.35](#)). However, they are provided with options to increase the size of shed, if they like to do so. The quality of sheds is poor in terms of providing protection against cold during winter, from rains and the winds. Occasionally, the wind throws their roof out, sometimes

in the middle of the night. Dampness of the floor, dust spread from the brick kilns, and clouding of smoke inside the shed during cooking have made their living condition prone to health risk. Despite such conditions, some workers felt that it is tolerable because they spend most of their time outside the shed for work and this is a place only for short rest and sleep. Some of them also said that since they do not want to spend their earnings on house rent, staying in such shed is tolerable.

The small shed is the place for them to sleep and cook. The workers who have come with their family members cook independently for their family members, whereas the others not having their family members together make their living by establishing a shared cooking and cleaning team arrangements.

The types of sheds being occupied by different types of workers indicate that there is no variation in the type of shelter according to the type of work followed by a worker in the brick factories. This has provided them a sense of equality, which is useful to maintain their motivation intact.

### **2.2.7 Arrangements of the Kitchenware**

Around 71.2 workers use kitchenware jointly arranged with some assistance of factory owners. Around 27.5 workers have managed on their own, whereas around 1.3 percent workers held the kitchenware totally provided by the factory owners. Analysis by the job category of the workers indicated that about 51.6 percent moulders managed the kitchenware themselves without assistance from the factory owners, while 98.2 percent transporters used the ones arranged with the assistance of factory owner ([Annex – IV, Table – 4.36](#)). The percentage reveals that the factory owners favoured the transporters as compared to moulders in terms of providing the kitchenware privilege. This was primarily because most transporters were new and had come from a long distance of politically troubled areas. Since these people had no co-workers known, the factory owners had to help them.

Those who were using the kitchenware arranged through the assistance of factory owners said that they are to be returned to the owner when they leave the factory. If they leave the factory after completing their seasonal work and promise to come back again, they do not need to return.

### **2.2.8 Access to Drinking Water**

Different sources of drinking water are accessed by the workers depending upon the location specific facilities

Many workers do not have access to safe drinking water. Some drink the seepage water supplied for brick making. They do not bother to boil such water giving reasons of opportunity cost of bricks making (about 100). Some said that they cannot afford as the price of kerosene has gone up.

prevailed. More than 69 percent workers use "well" as a major source for

drinking water. Such "wells" are often dug with the assistance of brick factory owners. Around 28 percent use the water by digging ditches (i.e., *khalto khani raseko paani*). Remaining 3 percent workers access water from the public taps installed in the nearby village households.

Both male and female including children fetch water. More than 66 percent adult male and 61 percent adult female were found fetching water. Among the children, around 15 percent boys and 14 percent girls were supporting their parents to fetch water.

### **2.2.9 Hygiene and Sanitation**

Sanitation is poor and even worse in the surroundings of worker settlements. Only 3 percent worker families have toilets. Nearly 14.29 percent children make use of these toilets, while others do not ([Annex – IV, Table – 4.37](#)). Two reasons given for no use of toilets by the children were: congested space, dirty floor and observation of other people's habit to use open places for defecation ([Annex – IV, Table – 4.38](#)).

Many workers did not have toilets. Therefore, they made open field defecation. The survey team found that the toilets built for the entrepreneurs were locked not to allow the workers to use them.
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For washing, bathing and cleaning kitchen utensils, most of the workers use water supplied for brick making. The kitchen utensils are poorly cleaned. The kitchens are of closed type without enough smoke exhaust system. As result, the smoke has made most of their sheds almost black. Use of soap for washing hands before eating is almost non-existent. Most of the workers have their hands dirty with the remains of mud. Both drinking water and sanitation facilities in all the surveyed brick factories are poor.

### **2.2.10 Source of Energy Used**

Majority of workers uses kerosene as a source of lightening the house, with only 6 percent using the electricity ([Annex – IV, Table – 4.39](#)). About 98.7 percent workers pay the cost of light by themselves, while 1.3 percent gets support from factory owners on their light bills ([Annex – IV, Table – 4.40](#)).

Kerosene, fuel wood and unburnt coal brought from the factory are major sources of energy being used for cooking. Majority of the worker families use Kerosene followed by the fuel wood. The use of particular type of energy keeps fluctuating depending upon the availability of unburnt coal and fuel wood. Kerosene is purchased only when there is no choice.

Some families have access to electricity facility, which is used only for light. Such families reported that they have been using firewood and / or bamboo for cooking because of high rise in both in the Kerosene and electricity prices.

### **2.2.11 Holding of Assets**

Most of the workers are landowners of different villages. Almost all of them had small size of holdings except for 1.7 percent, who had the average land holding size of 0.8 ha. Around 55 percent workers had limited access to irrigation (partially irrigated condition). Average size of irrigated land was between 0.1 ha. to 0.3 ha. per worker family worker household.

Almost all farm households do produce sufficient food to feed the family members for the whole year. Majority of the farm household produce food sufficient for about three to six months in a year. Of 233 worker families surveyed, around 10 percent were found landless. Difference between the land holding and land less families was that the former were interested to return home after completion of their seasonal work in the factory, while for the latter, it did not make so much of a change as they were looking for a place to settle.

Around 39 percent workers owned radio (either at home or at the factory site). Nearly 21 percent owned stereo, 2 percent TV and 3 percent rice / pressure cookers. Around one percent owned sewing machine. Some own improved spade, bicycle and power tiller (Annex – IV, Table – 4.41).

### **2.2.12 Motivation of Workers to Work in a Brick Factory**

There are both social and economic reasons pressing the workers to work in the brick factories. About 64.4 percent workers reported that they are working in the brick factories due to insufficient food from their farms. For others, absence of work in the village during winter was the reason to come for the factory

Mr. Hari Pd. Adhikari, moulder of Mata Brick Factory, Bhaktapur holds Diploma in Commerce. Due to his poor economic condition, he decided to work in the factory. He has aimed to earn some money from the factory and use the earning to go Malaysia for foreign job through one of the manpower companies.
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work. Earning cash income was the motivation for some others. Most of the workers mentioned more than one reasons for their motivation to join the factory work. The magnitude of the reasons varied across the moulders and transporters (Annex – IV, Table – 4.42).

Facilities provided by the factories and also the lack of skills to do other types of jobs were also the reasons for motivating some workers to join the factories. Around 62.2 percent workers were attracted towards the interest free advance provided by the factory owners, while 27.5 percent said that they do not have other skills. Nearly 16.3 percent said that they simply followed such job as they did not have enough knowledge about other work they could find (Annex – IV, Table – 4.43).

The study reveals that the motivational factors for different workers vary to some extent. Majority of them come to join this job in search of alternative earning source. Lack of education and absence of alternative skills for other works are also the important reasons for many workers to join this job. Some expressed that the factory owners mostly demand the semi-skilled labour, which can be learned very easily. Reasons for involvement in the case of some workers was that they were familiar with the brick works for years and years as their parents did the same type of work. For many uneducated workers, they do not have idea for any alternative work.

Given their poor economic conditions, some workers need loan to buy fertilizers for their farm. Since they get advance with no interest from the factory owners, they are attracted to join the brick factories. Accordingly, they sign bond to serve the brick factories. This is very true for almost moulders. Besides the advance, the workers get loans during emergencies. Getting access to money at difficult times is one of the motivating factors to many.

### **2.2.13 Years of Work in the Brick Factory**

Average number of workers employed in the factory is 58. The have been working with the factory for about 5.9 years in average. Around 57.1 percent reported that they were involved for less than five years. In relative terms, majority of the transporters fell into this category compared to moulders.

**Table – 2.19 Years of involvement of the Worker Families in Brick Factories**

	By Type of Work		
	Moulder	Transporter	Overall
Less than 5 Years	47.0 (37.9)	86.0 (78.9)	133.0 (57.1)
5 - 10 Years	29.0 (23.4)	21.0 (19.3)	50.0 (21.5)
10 - 15 Years	25.0 (20.2)	1.0 (0.9)	26.0 (11.2)
15 0 20 Years	14.0 (11.3)	1.0 (0.9)	15.0 (6.4)
20 - 25 Years	4.0 (3.2)	0.0 (0.0)	4.0 (1.7)
More than 25 Years	5.0 (4.0)	0.0 (0.0)	5.0 (2.1)
Average Year Worked	8.5	2.9	5.9

Around 2.1 percent brick workers were with this job for years between the ranges of 25 to 36 years. However, around 43.3 percent were new and working for almost a year only (Annex – IV, Table – 4.44). Such workers joined the job for one season and left another season after finding a job in another place. To such workers, working in the brick factory

The study team met one man *Naike* at Jai Hanuman Brick Factory, who was working in this sector for the last 36 years.

was a last choice only if they do not find job in other areas. Around 6.3 percent workers did not change the job but changed the factory, when they found that they were not paid worth their hard labour. Some of these workers had also changed factory because of non-compatible working conditions compared to their expectations. Around 4.1 percent workers, particularly those who worked for many years, left the factory as their *Naike* changed the place of his contract. This reveals strong relationship between *Naike* and the workers. Most of the workers follow the suggestions of *Naike*, who is regarded as a senior person to be obeyed and is considered supportive to their social needs during the periods of financial crisis. He is also an agent, who bargains with the factory owner about the wage rates to be paid to the worker he brings.

The factory workers rely on *Naike* to bring workers from the village each year. He is a guarantor of number of person to be brought for each season's work. Therefore, building good rapport with *Naike* is very crucial for the brick factory owners for hiring cost effective labours.

#### **2.2.14 Working Seasons**

The brick preparation starts in Kartik. Marg to Baisakh is the peak season of brick preparation, while some factories extend their work up to Jestha and Ashad also. Almost 90 percent workers reported that they started their work in Marg every year. Shrawan, Bhadra and Ashwin are the slack season months for brick laying ([Annex – IV, Table – 4.45](#)). The moulders often work from Marg to Baishak (6 months), while the transporters work from Poush to Jestha (i.e., also around six month in a year).

The moulders work is on contract basis. Since they are rewarded on the basis of number of green bricks produced, they work for 12 to 16 hours a day for 7 days of a week. Usually, they don't enjoy leave unless they themselves or their family members get sick. The transporters also earn on the basis of number of bricks they transport into the factory. However, they take half-day leave in the weekend and many of them use the day for bathing and washing. Some of them go to watch cinema. The transporters also work for all days of the week, except one half day mentioned above.

The firemen work under the arrangement of monthly salary. They work for the whole week at the rate of 12 hours a day. The day is divided into two shifts of six hours, (e.g., six-hour work, six-hour gap and another six hour of work within 24 hours).

Around 67.8 percent workers joined their work on a contract basis, while others worked on daily basis of 6 or 7 days a week ([Annex – IV, Table – 4.46](#)).

### **2.2.15 Average Working Hours for Brick Making**

Average number of hours spent by the brick worker's family in a day including the child labour is around 30.5 hours.

**Table – 2.20 Average Working Hours Spent by the Worker Family Members**

Worker	Hours Spent	
	Total	Brick Making
Adult Man	14.4	9.7
Adult Woman	10.8	5.8
Boy	3.2	1.6
Girl	2.1	1.7
Total	30.5	18.8

Work sharing is common among the family members. All members in the family including children work according to their individual capacities ([Annex – IV, Table – 4.47](#)).

### **2.2.16 Volume of Work Performed**

The survey revealed that more than one-third of the moulders could prepare 2000-2500 bricks working about 9 hours in a day. Around 20 percent transporters hauled less than 2,000 bricks in a day, whereas 41.3 percent carried more than 3,000 bricks for the same period ([Annex – IV, Table – 4.48](#)).

### **2.2.17 Contractual Arrangement between Workers and the Enterprise**

Both brick moulding and transporting work are carried out on a contractual basis. *Naikes* play mediating role between workers (moulders and transporters) and the enterprise. The moulders take up the contract with commitment for number of bricks they mould in a particular season. In case of failing to meet the committed numbers, the moulders need to pay fine for the unmet targets. Such fine is deducted from their wage accounting for shortfall of the targeted number of bricks.

Most of the moulders do not know the wage rate they are going to get in the current year until the end of the working season. They simply expect that the rate would increase from what was paid in the previous years.

The workers get payment at the end of the season according to the number of bricks they have moulded or transported. The entrepreneurs provide weekly advances to the workers at the rate of Rs 200.- regardless of the number of bricks produced or transported.



The moulders, transporters and fire workers are supported for living sheds and kitchen utensils as mentioned above. They are also provided with medical support on the discretion of entrepreneur on case to case basis.

Around 99.6 percent workers are engaged into the contractual arrangement. (Annex – IV, Table – 4.49). The contract specifies number of bricks to be laid and transported in a season. Such agreement helps to reduce worker's motivational issues regarding productivity. Of the total contracts

Some entrepreneurs mentioned that one of their strategies was to retain the worker's attraction through higher wage rate. In order to maintain this, they were making a trade-off by almost ignoring the provisions for other facilities such as health, sanitation and water supply facilities. Unlike others, the R. K. Brick Factory and Satya Narayan Brick Factory contributed to the education and health services of family members of the workers including the children. Such provisions were useful to motivate the workers for hard work. Motivation is maintained by providing them loans for treatment if the medical bill is higher than Rs. 200. Besides, the workers are provided with sheds to live, while the fire workers are provided with shoes and clothe facilities too.

established, around 88 percent contracts are established through the *Naiikes* (Annex – IV, Table – 4.50). The factory owners prefer to work under such contractual arrangements rather than involving workers on daily wage basis because of low supervision burden. On the other hand, the workers are also motivated to fulfill the target by working days and nights so that they can earn the money of their expectations.

### **2.2.18 Training for Acquiring Skills**

Around 95.7 percent workers acquired skills, while working in the factory. Before this, they had no formal training. Around 4 percent workers acquired skills from the family members, while one of them was formally trained on brick making before starting the job. This indicates that almost all moulders acquired skills through learning by doing process in the factory itself (Annex – IV, Table – 4.51).

Ghanashyam Tandukar of Mata Brick factory was formally trained by his cousin brother Krishna Tandukar in the Mata Brick Factory. He was taught the process of preparing mud, moulding and the way green bricks should be dried. After helping him as a co-worker for about three months, Ghanashyam then started taking contract for brick laying on his own.

In response to a question asked about whether the workers are interested in formal training, around 52 percent expressed their unwillingness because of the possibility of foregoing income during training period. Limited knowledge about the possibilities of upgrading skills is one of the reasons for the expression of such lack of interest. In the case of remaining 48 percent, they showed interest to attend provided the training contributes to improve the existing competence. The factory owners considered that the lack of interest expressed by some could be because of adequate confidence over the present skills. However, they did not deny the fact that nearly 50 percent



moulders and transporters need training for further skills development if a new technology has to be introduced.

### **2.2.19 Skills in Work Other than Brick Making**

Around 60 percent workers do not have other skills except for brick making. Remaining 40 percent moulders and transporters reported that they have skills on some other income generating activities. Of those who said that they have secondary skills, around 31.3 percent reported their skills in carpentry. Around 19 percent were engaged in masonry work, 27.1 percent in bamboo related works, 7.1 handicrafts and remaining 10.4 percent in other activities.

The striking feature of the information is that more than 85 percent male reported their knowledge of other works, while the percentage of female reporting the same was 15 percent

**Table- 2.21 Number and Percentage of Family Members with Different Skills Other than Brick Making**

		By Type of Work		
		Molder	Transporter	Overall
Carpentry	Male	21 (50.0)	9 (22.5)	30 (36.6)
	Female	-	-	-
	Total	21 (45.7)	9 (18.0)	30.0 (31.3)
DAKARMI (Mason)	Male	9 (21.4)	10 (25.0)	19.0 (23.2)
	Female	-	-	-
	Total	9 (19.6)	10 (20.0)	19 (19.8)
Bamboo Work (DOKO/NAMLO)	Male	7 (16.7)	18 (45.0)	25 (30.5)
	Female	1 (25.0)	-	1 (7.1)
	Total	8 (17.4)	18 (36.0)	26 (27.1)
Handicraft	Male	2 (4.8)	-	2 (2.4)
	Female	1 (25.0)	8 (80.0)	9 (64.3)
	Total	3 (6.5)	8 (16.0)	11 (11.5)
Other	Male	3 (7.1)	3 (7.5)	6 (7.3)
	Female	2 (50.0)	2 (20.0)	4 (28.6)
	Total	5 (10.9)	5 (10.0)	10 (10.4)
Total	Male	42 (91.3)	40 (80.0)	82 (85.4)
	Female	4 (8.7)	10 (20.0)	14 (14.6)
	Total	46 (100.0)	50 (100.0)	96 (100.0)

Acquiring skills is still considered men's domain among the worker families. Around 95.3 percent workers return to their village to perform farming work after the completion of the seasonal work in the brick factory. Nearly, 3.4 percent workers do other works in Kathmandu valley, while the remaining 2.3 percent still work in the factory. Farming, carpentry, mason, preparation of

bamboo baskets and handicrafts are the major activities performed by the workers upon their return in the village ([Annex – IV, Table – 4.52](#)).

### **2.2.20 Opportunity Cost of the Factory Workers**

Around 56.2 percent workers reported that they miss some work in the village, while working in the brick factory. However, the loss of such opportunity is sporadic in a year (meaning it is not 12 months job).

**Table 2.22 Worker Families Missing Out Other Village Works while Working in the Brick Factory**

	By Type of Work		
	Moulder	Transporter	Overall
Yes	73.0 (58.9)	58.0 (53.2)	131.0 (56.2)
No	51.0 (41.1)	51.0 (46.8)	102.0 (43.8)
Total	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

Earning wise, the brick factory work pays them nearly 50 percent more. This is why they are keen to come for work in the factory than taking chance to find occasional jobs in the village.

Analysis of the situation by the nature of work carried out by the workers reveals that around 60 percent moulders and 53 percent transporters considering loosing other works, while at work in the brick factory is quite common. One of the biggest opportunities foregone by most workers was the schooling of children due to temporary nature of the migrated settlement during the work.

### **2.2.21 Commuting Cost for the Venue of Work**

Around 37 percent workers spent less than Rs. 500.- to commute to the venue of work each year, while 30.5 percent spent between Rs.1,000.- to Rs. 1,500.- Those spending above Rs. 2,000.- account for 2.6 percent. Rest of the workers spent less than Rs. 500.

Considering the analysis by the type of work carried out by the workers, around 65 percent moulders was found to have spent less than Rs. 500.- for commuting to work last year. In the case of transporters, around 57 percent of them spent between Rs. 1,000.- to Rs. 1,500.- ([Annex – IV, Table – 4.53](#)).

Annual travel cost of the workers between the point of residence and factory is the major transaction cost in work. Some factories reimburse the round trip cost of the worker once in a year.

### **2.2.22 Problems Encountered About the Work Being Undertaken**

The workers expressed two types of problems: (a) related to the work, and (b) related to the living condition. Some of the problems mentioned by most of them were as follows:

Green brick damages: The moulders are responsible for all damages of the green bricks until they are piled up. They have to bear 50 percent of the damages caused by rain or other factors even if the damage takes place after piling up. Unless the green bricks are stored or entered into the kiln for firing, the maintaining the green bricks intact are supposed to be the responsibility of moulders.

No wage rise as per the inflation rate: The moulders and transporters share that they do not get increment in the wage rate according to price hike over the years. Contrary to this, they even do not know what rate would be applied for their payment when the annual moulding and transporting bills are settled at the end of the season.

Unsafe drinking water: There is no safe water supply system for the workers. Most of the sources used by the workers are polluted and hygienically not justified because of the practice of using unclean wells and seepage water.

Inadequate medical support: The entrepreneurs provide very small support of up to Rs.200.- for the medical treatment of workers in case of injury, while at work. The expenses exceeding this limit are provided by the entrepreneur as advance, which is then deducted at the time of final payment of their wage dues. Medical services offered vary according to the nature of work a worker does. For example, the entrepreneurs favour the transporters and firemen more than the moulders because of difficulty of getting adequate labour for these heavier work. The entrepreneurs argue that providing full cost of the medical service might be expensive for them to finance. No worker has been ensured under any medical insurance scheme yet.

Compromised physical facilities for living: The low leveled ceiling of the shed without any exit for smoke has made the living place miserable for many workers. However, some of them consider that lowering the shed and holding smoke inside the shed is important for them to keep the living place warm during the winter.

Some women workers said that we are badly hit by the cold and we almost cry every morning during the winter as we need to mould the bricks in the frost. They said that people might die ten years earlier their age, if they work in the brick factory like this.

They do not have toilets and should go to the river or to the open field for defecation.

Some workers were given Kerosene by the entrepreneurs in the past. This was withdrawn after the price rise. The workers said that such withdrawal has added burden to their limited income. The price is not predictable because of occasional shortage of Kerosene in the market. On the other hand, the price of fuel has increased tremendously.

No schooling opportunity for children: Since the moulders and transporters migrate temporarily with their children, most of them do not send their children to school. However, at the same time, majority of them feel that their kids should not get into the type of work they are doing. Despite such interest, many workers are using their children in the brick laying and drying work instead.

The factory owners have shown interest to provide access to education for some children, if the workers afford to free them from the helper's role during the parent's work. However, the factory owners have not gone so proactive in this respect.

### **2.2.23 Feelings about the Way Community Looks at the Brick Factory Workers**

Most of the workers reported that they have good relation with the nearby community members. Considering their poverty condition, most people in the community do not become so hard on them. Around 95.7 percent said that, their social position is seen similar like that of others. A small fraction of workers considered their outlook towards them even better, while some others said they are looked down.

**Table 2.23 Response of the Worker Families Regarding How the Community Looks at Them**

	By Type of Work		
	Molder	Transporter	Overall
Same as Others	115.0 (92.7)	108.0 (99.1)	223.0 (95.7)
Looked Down	4.0 (3.2)	0.0 0.0	4.0 (1.7)
Better than Other	5.0 (4.0)	1.0 (0.9)	6.0 (2.6)
Total	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

### **2.2.24 Food Subsistence Status**

Around 55.8 percent of the worker families have food deficit.

**Table 2.24 Food Sufficiency Status of the Worker Families**

HHs with Food Deficit Months	By Type of Work		
	Molder	Transporter	Overall
Sufficient	29.0 (23.4)	74.0 (67.9)	103.0 (44.2)
Not Sufficient	95.0 (76.6)	35.0 (32.1)	130.0 (55.8)
Total	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

Nearly 21.5 percent of them face deficit for 3 months, while 55.4 percent face deficit for 4 - 6 months. Around 8.5 percent encountered the food deficit for more than 9 months, and the rest even for more number of months. The average months for food deficit are recorded at 3.2 months ([Annex – IV, Table – 4.54](#)).

Among various reasons for food deficit, small size of land holdings and the low productivity are two major reasons. More than 50 percent moulders and around 41 percent transporters thought that these are dominating reasons for the subsistence problem compared to others ([Annex – IV, Table – 4.55](#)).

Around 75.1 percent workers take three meals per day ([Annex – IV, Table – 4.56](#)). Only one worker indicated that his family members are taking one meal in a day. On an average, both moulders and transporters take 3 meals a day.

### **2.2.25 Strategy to Cope up Food Deficits**

Purchasing grains from the market, borrowing from the neighbours and working for the food grain wages are major coping up strategies followed by the food deficit families. About 58.9 percent workers reported that purchasing food grains is the coping strategy followed, while 37.1 percent said they work for food ([Annex – IV, Table – 4.57](#)).

## **2.3 Annual Income and Expenditure of the Workers**

### **2.3.1 Income**

Per household income of a worker per year is Rs. 43,203.- in average ([Annex – IV, Table – 4.58](#)). Taking into account the family size of 6 persons the average income comes out to be around Rs. 7,201.- (which is almost US \$ 100.-). Relating it with the criterion of less than US \$ 1.- a day as the cut-off point for defining poverty line, all workers fall into the category of poor.

Income is generated from various sources. Major sources are: brick factory work, agriculture, wage labour, cottage industry, livestock raising, bee-keeping, foreign and domestic remittances and so on. The share of income obtained from the brick factory to this is 56.5 percent. The share of income from agriculture labour for moulders was 8.7 percent, whereas for the

transporters it was 19 percent. The survey revealed that the share of income generated from brick factory work was greater for the moulders as compared to transporters. The moulders earned 65.3 percent of their income from this source, while the transporters earned 38.2 percent only

Almost all workers were engaged in income generating activities beyond their seasonal work in the brick factory. Crop cultivation, vegetable farming and livestock raising were the major activities followed ([Annex – IV, Table – 4.59](#)).

### **2.3.2 Expenditure**

Average annual expenditure per household of the workers was Rs. 33,809.- Among the items of expenses, food occupies 61.6 percent of the total expenditures ([Annex – IV, Table – 4.60](#)). This reveals that the poor families come for the brick work to meet their food requirement at large, among other things.

### **2.3.3 Investments**

Around 66.5 percent workers reported that they have made some investments for the income generating activities.

**Table – 2.25 Workers Making at Least One Investment**

Workers	Investors
Moulders	93 (75.0)
Transporters	62 (56.9)
Overall	155 (66.5)

Most of them invested in agriculture sector for buying machines and tools, while others invested on house construction / repair, purchase of major household items and livestock. Among the investors, the moulders represented higher percentage compared to the transporters.

Average amount invested by the workers was Rs. 9,015.- Around 49.6 percent investment is made for house construction and repairs followed by 34.4 percent for land purchase ([Annex – IV, Table – 4.61](#)).

### **2.3.4 Access and Use of Credit**

About 51.5 percent workers reported borrowing of loan for different purposes such as agriculture, IGAs / micro enterprise development and other socio-economic activities.

**Table 2.26 Families Who Borrowed money Last Year**

	By Type of Work		
	Moulder	Transporter	Overall
Yes	89.0 (71.8)	31.0 (28.4)	120.0 (51.5)
No	35.0 (28.2)	78.0 (71.6)	113.0 (48.5)
Total	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

The amount of credit per worker family was Rs. 9,087.- in average ([Annex – IV, Table – 4.62](#)). The loans were used for housing. Moulders were mostly in the forefront of taking loan. They outnumbered the transporters in accessing such services.

Loans are mostly taken from the moneylender, NGOs, friends / relative, Bank, cooperative, and the factory owners. Large number of borrowings are from moneylenders (48.2 percent) followed by factory owners (29.9 percent) in the second place ([Annex – IV, Table – 4.63](#)).

Average interest rates charged ranged between 16.5 – 48 percent ([Annex – IV, Table – 4.64](#)). The factory owners do not charge interest as the loan is advanced to the workers upon their commitment to work in the forthcoming days / seasons.

The trends of borrowing from different sources despite getting interest free loan from the factory owners indicate acute needs of the worker families beyond the limits of what amount the factory owners extend to them.

## 2.4 Knowledge of Different Issues and Participation

### 2.4.1 Knowledge of Basic Rights:

Most of the workers were found unaware of the Nepalese laws, rules and human rights including the rights of woman and children. Around 93 percent workers reported that they are not aware of any laws and rules related to human rights. Only 1.3 percent workers knew something about their rights, while 5.2 percent had little knowledge as they were not sure whether they know proper contents of the right or not. The extent of unfamiliarity of rights did not vary across the factories and type of workers. All categories of respondents had almost similar level of ignorance ([Annex – IV, Table – 4.65 to Table - 4.68](#)).

The workers reported that consciousness against the caste barriers has increased over the years. They felt that the caste-based discrimination is declining among their co-workers.

### 2.4.2 Perception of the Cause of Poverty

Most of the factory workers see lack of money as a major reason for poverty. This indicates that their perception of poverty is income based and they are less informed about human poverty.

### 2.4.3 Participation in the Community Activities

Most of the workers were organised into various groups in their respective villages but not at the factory work. One of the reasons for this kind of situation is the lack of time to participate in group meetings, as they work from early morning till late evening every day. This study reveals that unless something attractive can be offered for their benefit, motivating them to come for the group activities would be difficult.

Some women interviewed during the study were found as members of the women group or mothers' group. Likewise, some men were members of the forest users' group. Some men members were found working as member of trade union.

Participation of workers in the community meeting was largely represented by male. Participation of women was less due to their limited mobility for outdoor activities. Some women did not even visit the nearby market areas, while some others did so.

Almost every workers family attended the meetings held in their village in response to the request of their local leaders. Nearly, 31.8 percent workers participated in the institutional meetings ([Annex – IV, Table – 4.69](#)).

The participation trend of workers in their respective villages after return from the factory work indicates that they are interested in the community activities. This can be considered an indicator of potential for involving them in the collective activities of mutual benefit at the factory premises if required.

## 2.5 Vulnerability Shocks Encountered by the Workers

Around 7.7 percent workers encountered vulnerability shocks natural calamities such as drought, land slide and hail storm.

**Table 2.27 Worker Families Reporting Vulnerability Shocks Last Year**

	By Type of Work		
	Moulder	Transporter	Overall
Yes	11.0 (8.9)	7.0 (6.4)	18.0 (7.7)
No	113.0 (91.1)	102.0 (93.6)	215.0 (92.3)
Total	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)



Though a large proportion of the workers did not encounter natural calamities, most of them had livelihood stress caused by food shortage. .

## **2.6 Women's Role and Status**

### **2.6.1 Role**

Women's role in making decisions on the family and economic activities is quite limited. However, work wise, they are the major burden bearers for activities like food preparation in the family, fetching water and cleaning cloths.

Greater number of women worked as moulders in comparison to the number of transporters. Around 62.2 percent worked regularly during the season, while others were involved intermittently ([Annex – IV, Table - 4.70](#)). Some women were involved in activities other than making and transporting bricks. Some of them worked as maid in the nearby village. Compared to the moulder families, the number of women involved from the transporter families was higher in taking up such work ([Annex – IV, Table - 4.71 to Table – 4.74](#)).

Around 72.1 percent women did not participate in the community work / meetings ([Annex – IV, Table - 4.75](#)). Nearly, 98.3 percent women never visited offices for the administrative work of any kind ([Annex – IV, Table - 4.76](#)). Around 94.4 percent women said they have to discuss with their male counterparts if they need to travel outside the village and stay overnight ([Annex – IV, Table – 4.77](#)). They have different level opportunities for decision making for different purposes ([For details see Annex – IV, Table – 4.78 to Table – 4.89](#)).

### **2.6.2 Status**

Some variations exist in the status of women across the ethnic groups. The intra-household status of women in Magar, Tamang and DAG communities was found relatively better than the status of women in the Chhetri / Thakuri and Newar families mainly because of the limited social inflexibilities practiced by the latter.

Majority of the workers reported that the factory owner, neighbours and the co-workers behave well with the female members ([Annex – IV, Table – 4.90 to Table – 4.94](#)).

### **2.6.3 Access to Assets**

Women's access to assets was recorded negligible ([Annex – IV, Table – 95 – Table - 99](#)). Even though some women possessed the assets (with asset entitlement certificate), they were mostly used only with the decision of male members in the household. Compared to the women from moulder families,

greater number of women from transporter families was found to have held assets in their name. Given that most of the transporters have come from the Far-West, the situation of women in this region have relatively better status in the asset holding position than women from the East.

## **2.7 Social Relation Among the Co-workers**

Majority of the workers reported good working relations with the co-workers, factory owner and the neighbours ([Annex – IV, Table – 4.100 to Table - 103](#)). Such good relationship was one of the reasons for not encountering conflicts with any of them. Around 17 percent workers said that even if there is a conflict of any kind, they simple take a neutral position.

## **2.8 Motivation for Using Child Labour**

Majority of the workers reported that they involve children in the brick factories because of economic pressure to earn. Their rush to make more bricks and earn more money (because of piece work contract) usually pulls the children directly into labour (for moulding, drying and pilling up green bricks and also in helping the domestic chores such as cooking and looking after young siblings). Since the children do not go to school such involvement is a first choice among many families. The study reveals that the source of motivation for using child labour primarily originates from the workers' level than from the factory owner ([Annex – IV, Table – 4.104](#)).

We discourage the use of child workers, since the quality of brick produced by the children would not be of high quality, says Mr. Bisnu Bhakta Marikhu, an entrepreneur of Jai Hanuman Brick factory.

## **2.9 Findings on the Entrepreneurs**

### **2.9.1 Scale of Operation**

Different factoies have different production capacities. The lowest one has a capacity of producing 4 million bircks in a year, while the highest one has the capacity of around 6 million. In the four factories, around 1,600 workers are employed during the brick making season.

**Table – 1: Production Capacity of Some Brick Factoris**

Factory	Production Capacity
Jaya Hanuman Brick Factory	6 million
Satya Narayan Brick Factory	4 million
Mata Brick Factory	4 million
R.K. Brick Factory	6 million

Average selling price per brick is Rs. 2.30

## 2.9.2 Source of Energy Used

Coal is the major source of energy used for the production of bricks. This source of energy is partly supplemented with hay, saw dust, Lapsy seeds and paddy dust.

## 2.9.3 Mitigating Measures Against Anti-environmental Effects

The factories have not followed mitigating measures against the anti-environmental effects. However, they expect to have some improvements once they switch into the VSBK technology as the pilot initiatives.

## 2.9.4 Estimated Income and Expenditure of the Enterprises

Details on the actual income and expenditure were not available due to fluctuation in the levels of production and prices at various seasons. In order to arrive at a tentative estimate of the annual turnover, production capacity multiplied by the price per brick has been taken as a basis for the extrapolation of income. In the case of expenditures, major costs mentioned during the discussion has been summarized. The following table presents the figures of such incomes and expenditures.

**Table – 2: Estimated Income and Expenditure of Some Factories**

*(Figures in 000)*

Areas	Satya Narayan	Jay Hanuman	RK Brick	Mata Brick
<b>A. Income*</b>	<b>9,200</b>	<b>13,800</b>	<b>13,800</b>	<b>9,200</b>
<b>B. Expenditures</b>				
Moulders wages	1,100	2,800	2,120	1,568
Transporters wages	500	1,000	690	840
Fire workers wages	300	700	300	240
Staff salary	900	200	275	88
Telephone and utilities	0	100	0	0
Coal, saw dust	3,000	2,400	4,208	2,957
Rent for the land	300	600	325	600
Clay/ sand	150	150	120	100
Water pump	150	100	50	100
Kiln	200	100	200	150
Donations	0	50	200	400
Government tax	100	100	179	200
Cost for leveling field	300	100	350	0
Marketing	300	300	294	0
VDC tax	20	25	0	0
Bad debt	100	100	100	100
Tin (roofing)	100	0	200	0
Transporting bricks out	1,500	1,450	1,500	1,400
<b>Total (B)</b>	<b>9,020</b>	<b>10,275</b>	<b>11,111</b>	<b>8,743</b>
<b>Surplus (A-B)</b>	<b>180</b>	<b>3,525</b>	<b>2,689</b>	<b>457</b>

\* Estimated from the production capacities mentioned.

### **2.9.5 Operational Practices**

Ensuring availability of workers in each season is a difficult task for the enterprises. In order to make the arrangements effective, the entrepreneurs therefore follow a practice of providing advance money to the potential workers through Naike. The workers are provided with interest free loan.

### **2.9.6 Compliance to the Provisions of Labour Act**

Both workers and the entrepreneur are not so much familiar with the provisions of Labour Act. Majority of them mentioned that they have heard about the Act but do not know the provisions of the Act.

### **2.9.7 Experience of Enterprise Covered by the Survey**

The brick owners of RK have more than 30 years of involvement in the brick manufacturing business, while the owners of other three factories had more than 25 years of experience. Some positive and negative experiences encountered by these enterprises are presented below:

#### Positive

Employment opportunities: The brick factories have created job for the people who are desperately in search of job as the migrant worker. Though brick making is the last choice job for some workers, many of those having livelihood difficulties have joined brick making even if it is a transitional occupation for them till they get other jobs. This has offered help to the poor people coming from the rural areas.

Contribution to village infrastructure: Since the brick factories need road infrastructure to transport the kiln bricks to the market, the same road has been useful for the villagers to commute to the urban areas and transport goods of their requirements. The motorable roads opened by the brick factories to the villages have been beneficial to the community people as well.

Availability of water for alternate uses: Since the brick factories use water to prepare mud for brick making, this has been very much useful for the farmers of the neighbouring areas to alternatively use for vegetable farming.

#### Negative

- Smooth operation of the enterprise demands undue personal linkages from both VDC and the Government Offices, as there is no predictable system that works. Very often only the personal relations are effective.
- Difficult to get workers in the brick making season. Holding their

commitments need extension of credit before start of the season. This involves high level of risk as money should be distributed to an unknown person through the *Naika*.

- Government has announced that they would close down the existing kilns. However, they do not have any alternative plan to replace the existing system.
- There is a policy developed by the Government for industries but the officials apply their self-made decisions by ignoring the rules and regulations to be followed. This creates difficulties to work. Some entrepreneurs are even discussing the possibility of suing a case against the Government.
- There is a pressure from the local communities to the VDC to refuse giving permission to run the brick factories

### **2.9.8 Changing Market for the Brick Industries**

The long-term experience of the entrepreneurs indicates several changes in the brick market. Some major changes observed by the over the years are as follows:

- There demand of red bricks (well fired) has increased over the years.
- In the 1980s, there were many brick factories in Kathmandu Valley. The glut of their production in the market reduced the price of bricks. As a result, some entrepreneurs badly encountered loss.
- After the earthquake of 1988, both demand and the price of bricks significantly increased. This made 1988 and 1989 the years of good profit.
- In 1993, the demand of brick decreased again and the brick producers had to encounter losses. In this year, the government announced tax exemption for the brick factories.
- Because of the large number of houses being built in the Kathmandu Valley, there is an unprecedented surge in the demand for construction materials. As result, both demand and the price of bricks has shown increasing trend from 1995 to-date.

### **2.9.9 Advantage and Disadvantage of BTK Technology as Seen by the Entrepreneurs**

#### Advantages

- BTK does not require complex machine and permanent structure. It uses labour intensive process of brick making and firing.
- Installation cost is lower against the figures of higher production.
- Chimneys are easy to move from one place to another.
- The technology is based on traditional experience of many occupational brick workers.

### Disadvantages

- Temporary in nature.
- Not environment friendly, since this produces lot of dust and smoke.
- There is significant amount of heat loss because of poor insulation. The heat loss also means higher fuel consumption.
- This technology makes the whole area hot, which is also a cause for water labels to dry up.
- There is a high risk during rain and storm.
- There is lack of damper to control draught.

### **2.9.10 Benefit Expected From Piloting of VSBK**

Some advantages expected by the entrepreneurs from the VSBK technology are as follows:

- Reduced air pollution
- Less complicated production
- Round year production
- Entrepreneur may get loan to run the kiln
- If successful, can start similar kilns in the new areas
- Less fuel consumption
- Possibilities of generating more employment (both women and men)

The entrepreneurs also expressed their skepticisms on some aspects of the technology piloted / to be piloted. They are anxiously waiting for results to answer the following:

- Would VSBK technology allow them to produce enough as per the demand of bricks for Kathmandu Valley?
- Could the bricks produced through VSBK technology be supplies at the current market price?
- How the higher installation price for the VSBK could be met, if the kilns are to be replicated?
- Keeping the kiln permanently in one place is difficult because the entrepreneurs do not get enough land only in one area. How the demand of bricks can be met at such situation?
- Would VSBK produce the quality bricks as compared to the red bricks demanded by most of the consumers in the market?

Despite waiting for results on these fronts, the entrepreneurs do hope that they would pilot the VSBK technology without hesitation. If successful, they would then expand the capacity and sites widely.

## **2.10 Findings on the Community**

### **2.10.1 Income Generating Possibility to the Locals**

Some people in the community realize that the existence of brick factory in their neighbourhood has opened up opportunity to earn their livelihoods through the establishment of shops. The local people run almost all the seasonal retail outlets. There is increase in the sales of poultry and vegetable during the factory season.

Some of the workers do not go back home and continue to live by renting rooms in the community. This has benefited the local people earn house rent. The workers staying behind in the community after the factory work are also good source for agriculture labour. Their availability during the farming season has made the farmers comfortable in hiring the labourers of their need.

### **2.10.2 Perspective of Local Community about the Presence of Brick Enterprise and Workers in their Vicinity**

Most of the local people think that the brick factory requires heavy physical work, which most of the local cannot afford. The workers, who are engaged now, are mostly from the very poor family and work for their survival without much choice.

Mr. Pradeep Khadka, a resident of Imadole, said that local people in the village consider the brick factory work as a low graded one. Therefore, most of the locals are reluctant to be involved on this. Even if the locals are not taking up such job, he is happy to see that his village clay has at least been used for the employment of thousands of poor people, who are struggling hard for survival.

Some workers, who lived by renting rooms in the community, said that they have been maintaining good relation with the local people. Those who were living inside the brick factory premises said that they hardly interacted with the local villagers (except for the shopkeepers, who were to be approached during the purchase of materials) during the brick making season.

### **2.10.3 Issues Concerning the Factory Activities**

There is a strong feeling in the community that the brick factory has produced a lot of pollution in their area. They cannot produce vegetable, cannot put their clothes outside the house for drying and cannot keep their door and windows open for fresh air. Instead, they get dust and smoke most of the time. However, they never made regular efforts against the pollution, except one or two events.

Air pollution has remained a prolonged issue in the community. The villagers look for an alternative brick kiln technology, which could reduce such pollution.

The brick kiln has caused lowering the water table. Before, they could get water in 12-15 feet depth but now they have to go up to 30-35 feet. The pollution has caused respiratory problem among the local people.

The local people are also against the workers behaviour of open field defecation; damage of the roads caused by the trucks, and decreased agriculture production. There is also low production of fodder and loss of grazing lands, thus, reducing the livestock rearing opportunities.

Some people in the community were disappointed about the increased trend of alcohol consumption by the youths, as an influence of brick factory located in their vicinity. Although the selling of alcohol was largely targeted to the workers, the availability of it has also caused increased consumption by the local people. They fear that increase of such consumption trend might possibly multiply insecurities in their community spoiling the career of young generation.

There were some incidents of stealing and robbery in the past. However, such incidents have decreased after the establishment of factory. But still there are some theft cases occasionally.

One respondent from Imadole said that now a days no one is affected from robbery in their area but still his community is not free from the risk of sporadic theft cases.

## **2.11 Working Relation among the Key Actors**

### **2.11.1 Workers and the Enterprise**

The workers in all brick factories appreciated the credit assistance provided by the entrepreneurs. They were found satisfied with the advance provisions as it helped the workers at times of need. The workers also expressed their satisfaction towards the behaviour of entrepreneurs with whom they have never encountered any conflicting case.

Some workers said that they would not have enough food for their survival, if they could not get work in the brick factory. Therefore, they strongly insist the government not to close down such factories.

Some entrepreneurs were not free from the risk of loosing their money, as they had to lend money to the unknown as endorsed by the *Naike*. In some cases, the workers have disappeared after taking money. All entrepreneurs reported that they have been bearing a loss from bad debts every year. Contrary to this situation, some workers are found very much committed. They work very hard honestly with the attraction of earning as much as they can by producing the green bricks.



### ***2.11.2 Community and the Workers***

As discussed above, interaction between the local community and workers is quite limited. The workers interact with the community members individually only if the help is needed. On the other hand, the community members also do not interfere much about the workers activities within the factory.

The community has been providing access to the workers for drinking water, wherever the sources are available.

### ***2.11.3 Community and the Enterprise***

Running the brick factory requires permission of the local Village Development Committee. This is often given upon a condition that the enterprise would require to pay tax to the VDC as per the government rule.

Before starting the brick factory, it is common for all entrepreneurs to meet landholders and agree upon the land rent. Once there is an agreement for the rent to be paid, the factory starts laying bricks.

In most occasions, there are no major issue between the community and the enterprise except for the fact that the community expects the factory owners to contribute to local development activities. On the other hand, the land owners expect higher rent of their land. Therefore, negotiation is a lengthy exercise sometimes. As the brick factories approach the VDCs, they also expect to gains something from the factory operation. In order to balance all these, the factory owners often try to contribute to the social activities so that they can ensure full cooperation from all. This encourages the factory owners for both formal and informal types of relations.

### **III. SUPPORT OF OTHER ORGANIZATIONS ON THE SELECTED FACTORY SITES**

#### ***3.1 Education of the Workers' Children***

Since October 1999, the Children Development Society (CDS) had been running a day-care centre for under-five children. It also supported schooling of children of age group 6-9 years from 10 brick kilns in Jhaukhel and Duwakot VDCs of Bhaktapur. Out of these selected brick kilns, the Mata Brick Factory covered by the study has also been included. The day-care centre and schooling activities were supported by ILO/IPEC. The project has completed its pilot phase in March 2003.

#### ***3.2 Medical Facilities for the Workers and their Families***

Brick entrepreneurs association, District Health office and Children Development Society have jointly established a health clinic for the workers and families of ten selected brick factories. The District Health Office provides medicines, Brick Entrepreneurs' Association provides remuneration for the doctor and the Health Workers and CDS provide place for medical examination. The clinic runs during the production season only.

## IV. CONCLUSION

The study reveals that the moulders and transporters are often busy in their work to lay more bricks or transport more for more earnings. This has made them fully drowned into the work without much care of their own health and the future of children. The VSBK programme should try to minimize such negligence. Some problems identified by the study are as follows:

***Ignorance of Rights and Privilege:*** Very few workers are familiar with the human, women and children rights. The knowledge of both workers and entrepreneurs about the provisions of Labour Act is also negligible. This has hampered the demand for basic privileges in favour of their rights.

***No Schooling of Children:*** Majority of children migrating with the workers in the brick making season have no opportunity for schooling. Since they have to move between the places of their origin and the place of work of their parents, they have not been enrolled in schools.

***Small Wage for the Work Performed:*** Despite their long duration hard work, the workers get minimum amount of wage. The rate is more or less same for many years. The entrepreneurs have a tendency to cut other privileges to reach to a point of acceptable wages. The Naik tries to bring cheap labour every time. As a result, those who want to continue working cannot bargain much about their wage. Most of the workers even do not know the wage rate they will be getting at the end of the work.

***Health Problems:*** Majority of workers do not have access to safe drinking water. This has negative effect on the health of many workers and their family members. Their health is also affected by poor shelter condition and the dust pollution.

***Absence of Collective Work Across the Worker Families:*** Except for the members of family involved in the brick laying, drying and transporting work, the workers do not have any group activities across the families. They are hard pressed by time to produce more number of bricks rather than organizing themselves into groups for the collective synergy of any kind. Since almost all of them are seasonal migrants and are not sure whether they return to the brick factory for work in the next season, they do not have interest to form the groups. In absence of group activities and due to the lack of social interaction, they have lost the sense of social security that can be maintained through mutual cooperation. However, group interactions and promotion of the tendency of mutual help are important factors to make their position strong in the job market.

When asked about why the workers did not form groups for mutual help, some of them said "we are here for the work but not to make the groups that might waste time in meetings."

**Lack of Aspiration:** The study reveals that awareness about the scope and potentials of job market is one of the good sources of people's aspiration. Perhaps, because of their illiteracy, most of the workers did not have a clear vision of what they would like to be. Most of them were very much focused on dealing with their day-to-day "hand to mouth" problems than thinking the growth they should be attending.

### **Recommendations**

Compared to other forms of technologies, VSBK has an advantage to improve the working condition with minimized pollution. Besides this, some aspects of social integration, which VSBK could consider for its intervention strategy (on its own and also in collaboration with others) would be as follows:

**Improved Work Environment:** The factory workers need improvement on their shelter conditions, source of drinking water and access to health facilities. These elements would have direct contribution to their working environment. Therefore, making the workers aware about the need of spacious and hygienic living space, use of safe drinking water and taking preventive care for health should be emphasized. .

**Sustained Livelihood of the Workers:** Most of the workers are poor and have difficulties to feed their family members throughout the year. Therefore, they often look for a job that helps them to meet such need. Given that brick factory work is seasonal by nature, many of them are not so keen to continue this provided they get the opportunity to work in other areas. In order to maintain their positive interest towards the brick work against such situation, it would be useful for VSBK to consider the possibilities of creating opportunity for all the year round employment so that the workers would be stable in the working area. This kind of arrangement not only helps the workers to ensure their sustained livelihood but also that their children would get an opportunity for education during the whole academic calendar months.

**Mitigation of Negative Effects:** The enterprises should be required to adopt mitigating measures against the negative effects of brick making on the health of workers and the community members. Dust pollution should be minimized by making this task mandatory than something left optional to the hands of the entrepreneurs.

**Group Activities:** Improvement of a sustainable livelihood system requires interdependent interaction among various stakeholders including the co-workers in the factory. For those, who do not know much about their rights and do not have much bargaining power to demand their rights in the society, carrying out group activities is one of the strengths too. In view of this, it would be useful for VSBK to encourage the workers to form groups for their self-help initiatives. This

helps them to organize social actions of their interest besides working as a beast of physical work burden.

***Awareness Raising of Workers:*** Both workers and entrepreneurs should be made aware of various rights and privileges specified by the national rules, regulations and the international conventions. They should be made sensitive towards the rights of women and children. For this, occasional issue based training and interaction programmes should be organized. Among other things, the level of awareness enhanced from such interventions would also contribute to raise aspirations of the workers for their meaningful life.

***Skills Upgrading:*** By nature, the brick making work is not a heavy skill demanding job for the moulders and transporters. However, the introduction of new technology might demand further skills of some workers (especially in the fire work). Such workers should be trained.

Integration of social components for the adoption of VSBK technology might require several small actions in the initial stage as no effort has been put so much in the past from such social perspective. Such actions might include: awareness creation, group mobilization, communication across the worker groups, health insurance programmes, children's education and group savings for cheaper loan among the members.

# **APPENDIX**

## Questions Raised in Relation to the Corresponding Objectives of the Study

- Where do the brick workers come from for seasonal work?
- What are their social, economic, ethnical and cultural backgrounds?
- What motivates or why do they come as seasonal migrants to work in the brick industry?
- What are the de/motivating factors for the workers to work productively?
- Why the workers do or do not continue working for the same entrepreneurs (for more than one season)?
- What possible indicators can be used to describe their better living and working conditions?<sup>6</sup>
- How do entrepreneurs, related organizations such as VDCs, NGOs and neighbourhoods perceive the living and working conditions of the brick workers?
- How the workers define their living and working conditions (indicators and current situations)?
- How do they define and identify causes of their poverty?
- How the workers see the solutions to their problems and issues?
- What could be done in their initiatives, and
- In which areas do they require support from others?
- What kind of employment opportunities (skilled, semi-skilled and unskilled) is available in the brick making work?
- What are the possible effects of new technology that has a possibility to operate throughout the year and requires skilled and semi-skilled labourers on the migrant labourers (mainly transporters and molders)?
- What are the possibilities of migrant workers to work throughout the year?
- What is the likelihood of local people to be employed as skilled workers (fire masters and supervisors)?
- What are the prevalent issues while assessing the situations based on relevant policies and rules and regulations such as labour law, child rights and women rights etc.?
- What are the dimensions of poverty (deprivation, discrimination, income, rights etc.) prevalent?
- What approach/strategy could or could not work considering the fact that most of the unskilled labourers are seasonal migrant and they do not necessarily come from the same village?

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<sup>6</sup> VSBK Programme Document (SDC Nepal Guidelines), Draft Framework for Techno-social Integration in VSBK Programme; Poverty Reduction Strategy Paper (PRSP) of National Planning Commission, and other related policy studies and research papers might be a good source of reference materials to define the indicators.

- If self-help group approach could be adopted for workers initiative and solidarity, what kind of strategies could be appropriate considering the migration and trust factors into account?
- What could be the possible entry point for self-help group formation?
- What are the other better options apart from the self-help group approach for empowerment process of the workers to bring sustained change in their lives?
- What could be the possible linkage (financial institutions, cooperatives, trade unions or any others) for these self-help groups to sustain and to be the change agent for improving their lives?
- What could be the requirements of the short term (the programme period 2004), medium and long term actions?
- What should be the focus of the programme?
- What are the possible areas and strategies to integrate women for improved gender balance?
- Who are the possible organizations and/or NGOs to work with workers as social agency/ies to bring sustained changes in the lives of workers and their family?
- What could be possible mechanisms and tools to monitor the changes in the lives of workers and their family?
- What could be the effective ways of having spreading effects of workers' training extended by the VSBK programme (e.g., intra-household or intra-group transfer of skills and know-how)?
- What could be the possible mechanism and tools to monitor such spreading effects?
- What are the possible roles and responsibilities of entrepreneurs, VDCs and other entities to improve living and working conditions of the workers?
- Who could be the possible institutions/agencies for maintaining linkages for synergy?
- What could be the possible strategies for linkage to services such as health care, water and sanitation, literacy programmes etc.?



## Questionnaire for the Enterprise

No. of workers involved in different categories of work chain

- Male / Female
- Foreign / Nepalese

Criteria used for the selection of workers

Relative preference provided to the selection of workers

- Low wage
- Male or female
- Nepalese or foreign worker
- Trained or untrained

Are there difficulties in finding the workers? If yes, what are the difficulties?

Scale of operation of the enterprise

- Small
- Medium
- Annual production

Mitigating measures followed to control negative effects on environment

Support sought from outsiders for mitigation or not?

Technology adopted at present

Merits and demerits of the technology being adopted at present

Annual income from the enterprise

Annual expenditure (with breakdown of activities)

What are the ethical business practices being followed by your enterprise for the workers?

What are the provisions made for upward job mobility of the workers?

What are the services provided besides the remuneration or wage you get?

- Health facility
- Education to children
- Loans

Annual production

Operation of the factory

- Seasonal (days in a year)
- All year round

What work you often get done from male and what by the female and why?

What is the source of energy being used and in what quantity they are used per year?

Item	Source	Quantity Per Year)	Remarks on Quality
Coal			
Firewood			
Tires			
Others (specify)			

How often you hear complaints against pollution caused by your factory?

How many years you have been staying in the brick kiln business?

What is your experience (positive and negative) being with this business?

Is there any problem of bad events in the surrounding of your factory?

- Prostitution
- Alcoholism
- Fight against each other
- Other crimes

What have you done to ensure job security of your workers? If yes, how?

What different technologies you have been using in your factory to produce the bricks?

What is your feeling about the quality you produce?

What improvements can be introduced for better results in future?

What difficulties you often encounter in producing and marketing your products?

Any other comments or suggestions?

## Annex - III

**Table 4.1 Distribution of sample by factories and workers' religion**

Factories	Hindu	Buddhist	Islam	Christian	Other	Total
Satya Narayan Brick	44 (71.0)	12 (19.4)	-	6 (9.7)	-	62 (100.0)
R. K. Brick	52 (88.1)	6 (10.2)	-	-	1 (1.7)	59 (100.0)
Mata Brick	52 (98.1)	1 (1.9)	-	-	-	53 (100.0)
Jaya Hanuman Brick	40 (67.8)	19 (32.2)	-	-	-	59 (100.0)
Overall	188 (80.7)	38 (16.3)	-	6 (2.6)	1 (0.4)	233 (100.0)

Note: Figures in the parentheses indicate percentages.

**Table 4.2 Distribution of Sample by nature and work undertaken**

Religion	Type of Work	
	Molder	Transporter
Hindu	88 (71.0)	100 (91.7)
Buddhist	32 (25.8)	6 (5.5)
Islam	-	-
Christian	3 (2.4)	3 (2.8)
Other	1 (0.8)	-
Total	124 (100.0)	109 (100.0)

Note: Figures in the parentheses indicate percentages.

**Table 4.3 Distribution of family members caste groups and age**

(In Percentage)

Age Group	Ethnicity						Overall
	Chhetri / Thakuti	Magar	Tamang	Newar	DAG	Other	
Below 10 Years	20.5	22.7	19.9	27.4	23.9	16.6	22.2
10 - 60 Years	76.2	71.8	72.4	67.1	54.0	64.6	68.8
60 years & Above	3.3	1.9	8.5	5.9	5.4	5.9	4.6
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00

**Table 4.4 Age distribution by job category**

(In Percentage)

Age Group	Type of Work		
	Molder	Transporter	Overall
Below 10 Years	25.3	18.7	22.2
10 - 60 Years	65.2	73.0	68.8
60 years & Above	6.2	2.9	4.6
Total	100.00	100.00	100.00

**Table 4.5 Distribution of married population by age and caste group**

(In Percentage)

Age Group	Ethnicity / Caste						Overall
	Chhetri / Thakuti	Magar	Tamang	Newar	DAG	Other	
Below 20 Years	16.1	10.1	12.5	3.3	4.3	11.6	10.3
25 – 25 Years	27.3	23.0	15.2	19.6	20.7	11.6	21.1
25 Years & Above	56.5	66.9	72.3	77.2	75.0	76.7	68.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

**Table 4.6 Types of work done by the moulders and transporters**

(In percentage)

Type of Work	Type of Work		
	Molder	Transporter	Overall
Mud preparation	8.4	-	6.0
Moulding	12.6	-	8.9
Piling	3.9	-	2.8
Above all	54.5	-	38.8
Student	11.2	22.8	14.5
Household chore	6.7	68.3	24.5
Other	2.8	9.0	4.6
Total	100.0	100.0	100.0

**Table 4.7 Literacy status by land holding size**

(In percentage)

	Per Capita Land Holding			
	Up to 0.1 Ha	0.1 to 0.2 Ha	More than 0.2 Ha	Overall
Illiterate	52.9	42.1	30.0	45.0
Literate	47.1	57.9	70.0	55.0
Total	100.0	100.0	100.0	100.0

**Table 4.8 Distribution of education level by type of work**

(In percentage)

	Type of Work		
	Molder	Transporter	Overall
Primary Level	50.0	47.1	48.7
Lower Secondary	6.9	5.5	6.2
Secondary Level	2.0	5.2	3.5
I.A. / +2	0.7	0.8	0.7
Total	100.0	100.0	100.0

**Table 4.9 Respondents Reporting Incident of Diarrhea Episode in the Family**

		By Type of Work		
		Molder	Transporter	Overall
Occurrence	Male	24.0 (64.9)	16.0 (61.5)	40.0 (63.5)
	Female	13.0 (35.1)	9.0 (34.6)	22.0 (34.9)
	Boys	15.0 (40.5)	3.0 (11.5)	18.0 (28.6)
	Girls	9.0 (24.3)	5.0 (19.2)	14.0 (22.2)
	At Least Once	37.0 (29.8)	26.0 (23.9)	63.0 (27.0)
Average No. of Occurrence (No./Total Sample)	Male	0.3 (28.2)	0.2 (48.9)	0.2 (33.9)
	Female	0.2 (22.6)	0.1 (31.9)	0.2 (25.1)
	Boys	0.3 (29.0)	0.0 (6.4)	0.2 (22.8)
	Girls	0.2 (20.2)	0.1 (12.8)	0.1 (18.1)
	Total	1.0 (100.0)	0.4 (100.0)	0.7 (100.0)

**Table 4.10 Respondents Reporting Respiratory Illness in the Family**

		By Type of Work		
		Molder	Transporter	Overall
Occurrence	Male	5.0 (45.5)	1.0 (33.3)	6.0 (42.9)
	Female	6.0 (54.5)	1.0 (33.3)	7.0 (50.0)
	Boys	0.0 (0.0)	1.0 (33.3)	1.0 (7.1)
	Girls	1.0 (9.1)	0.0 (0.0)	1.0 (7.1)
	At Least Once	11.0 (8.9)	3.0 (2.8)	14.0 (6.0)
Average No. of Occurrence (No./Total Sample)	Male	0.1 (22.6)	0.0 (25.0)	0.0 (22.9)
	Female	0.2 (74.2)	0.0 (25.0)	0.1 (68.6)
	Boys	0.0 (0.0)	0.0 (50.0)	0.0 (5.7)
	Girls	(3.2)	0.0	(2.9)
	Total	0.3 (100.0)	(100.0)	0.2 (100.0)

**Table 4.11 Respondents Reporting Incident of Internal Parasites in the Family**

		Overall
Occurrence	Male	2.0 (10.5)
	Female	4.0 (21.1)
	Boys	9.0 (47.4)
	Girls	13.0 (68.4)
	At Least Once	19.0 (8.2)
Average No. of Occurrence (No./Total Sample)	Male	0.0 (18.6)
	Female	0.0 (18.6)
	Boys	0.0 (25.6)
	Girls	0.1 (37.2)
	Total	0.2 (100.0)

**Table 4.12 Respondents Reporting Incident of Skin Diseases in the Family**

		By Type of Work		
		Molder	Transporter	Overall
Occurrence	Male	6.0 (54.5)	0.0 0.0	6.0 (50.0)
	Female	2.0 (18.2)	1.0 (100.0)	3.0 (25.0)
	Boys	3.0 (27.3)	0.0 0.0	3.0 (25.0)
	Girls	3.0 (27.3)	0.0 0.0	3.0 (25.0)
	At Least Once	11.0 (8.9)	1.0 (0.9)	12.0 (5.2)
Average No. of Occurrence (No./Total Sample)	Male	0.0 (35.3)	0.0 0.0	0.0 (33.3)
	Female	0.0 (23.5)	0.0 (100.0)	0.0 (27.8)
	Boys	0.0 (23.5)	0.0 0.0	0.0 (22.2)
	Girls	0.0 (17.6)	0.0 0.0	0.0 (16.7)
	Total	0.1 (100.0)	0.1 (100.0)	0.1 (100.0)

**Table 4.13 Respondents Reporting Incident of Women Related Diseases in the Family**

		Overall
Occurrence	Male	0.0 0.0
	Female	5.0 (83.3)
	Boys	0.0 0.0
	Girls	1.0 (16.7)
	At Least Once	6.0 (2.6)
Average No. of Occurrence (No./Total Sample)	Male	0.0 0.0
	Female	0.0 (83.3)
	Boys	0.0 0.0
	Girls	0.0 (16.7)
	Total	0.0 (100.0)

**Table 4.14 Caste Distribution of Family Members of the Respondents Attending Maternity Services**

		By Ethnicity						Overall
		Chhetri/Thakuti	Magar	Tamang	Newar	DAG	Other	
Consulted Doctor/HP During Last Pregnancy	Yes	13.0 (56.5)	5.0 (25.0)	18.0 (56.3)	11.0 (40.7)	13.0 (43.3)	7.0 (63.6)	67.0 (46.9)
	No	10.0 (43.5)	15.0 (75.0)	14.0 (43.8)	16.0 (59.3)	17.0 (56.7)	4.0 (36.4)	76.0 (53.1)
	Total Respondents having Children Below 5 Years	23.0 (44.2)	20.0 (34.5)	32.0 (86.5)	27.0 (84.4)	30.0 (78.9)	11.0 (68.8)	143.0 (61.4)
Sought Services of TBA During Last Pregnancy	Yes	4.0 (17.4)	0.0 0.0	4.0 (12.9)	2.0 (7.4)	4.0 (13.3)	0.0 0.0	14.0 (9.9)
	No	19.0 (82.6)	20.0 (100.0)	27.0 (87.1)	25.0 (92.6)	26.0 (86.7)	11.0 (100.0)	128.0 (90.1)
	Total Respondents having Children Below 5 Years	23.0 (44.2)	20.0 (34.5)	31.0 (83.8)	27.0 (84.4)	30.0 (78.9)	11.0 (68.8)	142.0 (60.9)

**Table 4.15 Family Members of the Respondents Attending Maternity Services by Types of Work**

		By Type of Work		
		Molder	Transporter	Overall
Consulted Doctor/HP During Last Pregnancy	Yes	56.0 (51.9)	11.0 (31.4)	67.0 (46.9)
	No	52.0 (48.1)	24.0 (68.6)	76.0 (53.1)
	Total Respondents having Children Below 5 Years	108.0 (87.1)	35.0 (32.1)	143.0 (61.4)
Sought Services of TBA During Last Pregnancy	Yes	13.0 (12.1)	1.0 (2.9)	14.0 (9.9)
	No	94.0 (87.9)	34.0 (97.1)	128.0 (90.1)
	Total Respondents having Children Below 5 Years	107.0 (86.3)	35.0 (32.1)	142.0 (60.9)

**Table 4.16 Family Members of the Respondents Attending Maternity Services by Land Holding Status**

		By Per-capita Land Holding			
		Up to 0.1 Ha	0.1 to 0.2 Ha	More than 0.2 Ha	Overall
Consulted Doctor/HP During Last Pregnancy	Yes	46.0 (53.5)	15.0 (35.7)	6.0 (40.0)	67.0 (46.9)
	No	40.0 (46.5)	27.0 (64.3)	9.0 (60.0)	76.0 (53.1)
	Total Respondents having Children Below 5 Years	86.0 (76.8)	42.0 (60.9)	15.0 (28.8)	143.0 (61.4)
Sought Services of TBA During Last Pregnancy	Yes	10.0 (11.8)	2.0 (4.8)	2.0 (13.3)	14.0 (9.9)
	No	75.0 (88.2)	40.0 (95.2)	13.0 (86.7)	128.0 (90.1)
	Total Respondents having Children Below 5 Years	85.0 (75.9)	42.0 (60.9)	15.0 (28.8)	142.0 (60.9)

Table 4.17 Respondents Reporting Different Vaccination to their Children

	DPT	Polio	BCG	Missals	Other
<b>By Ethnicity</b>					
Chhetri/Thakuti	22 (42.3)	22 (42.3)	22 (42.3)	21 (40.4)	
Magar	20 (34.5)	20 (34.5)	20 (34.5)	19 (32.8)	
Tamang	31 (83.8)	30 (81.1)	30 (81.1)	27 (73.0)	2 (5.4)
Newar	26 (81.3)	26 (81.3)	27 (84.4)	26 (81.3)	
DAG	28 (73.7)	29 (76.3)	29 (76.3)	27 (71.1)	
Other	10 (62.5)	10 (62.5)	10 (62.5)	10 (62.5)	
Overall	137 (58.8)	137 (58.8)	138 (59.2)	130 (55.8)	2 (0.9)

Table 4.18 Responding Reporting the Status of Vaccination to their Children by Type of Work

	By Type of Work		
	Molder	Transporter	Overall
Children Vaccinated	107.0 (98.2)	33.0 (89.2)	140.0 (95.9)
Children Not Vaccinated	2.0 (1.8)	4.0 (10.8)	6.0 (4.1)
Total Respondents	109.0 (100.0)	37.0 (100.0)	146.0 (100.0)



Table 4.19 Respondents Reporting Different Vaccination to their Children

	DPT	Polio	BCG	Missals	Other
<b>By Type of Work</b>					
Molder	104 (83.9)	104 (83.9)	105 (84.7)	97 (78.2)	2 (1.6)
Transporter	33 (30.3)	33 (30.3)	33 (30.3)	33 (30.3)	
Overall	137 (58.8)	137 (58.8)	138 (59.2)	130 (55.8)	2 (0.9)

Table 4.20 Respondents Reporting the Status of Vaccination to their Children by Per-capita Land Holding Status

	By Per Capita Land Holding			
	Up to 0.1 Ha	0.1 to 0.2 Ha	More than 0.2 Ha	Overall
Children Vaccinated	85.0 (96.6)	40.0 (93.0)	15.0 (100.0)	140.0 (95.9)
Children Not Vaccinated	3.0 (3.4)	3.0 (7.0)	0.0 (0.0)	6.0 (4.1)
Total Respondents	88.0 (100.0)	43.0 (100.0)	15.0 (100.0)	146.0 (100.0)

Table 4.21 Respondents Reporting Different Vaccination to their Children

	DPT	Polio	BCG	Dadura	Other
<b>By Per Capita Land Holding</b>					
Up to 0.1 Ha	82 (73.2)	82 (73.2)	83 (74.1)	78 (69.6)	2 (1.8)
0.1 to 0.2 Ha	40 (58.0)	40 (58.0)	40 (58.0)	39 (56.5)	
More than 0.2 Ha	15 (28.8)	15 (28.8)	15 (28.8)	13 (25.0)	
Overall	137 (58.8)	137 (58.8)	138 (59.2)	130 (55.8)	2 (0.9)

Table 4.22 Respondents Reporting Visit of Family Members to the Doctor and Health Workers

		By Type of Work		
		Molder	Transporter	Overall
Visitors	Male	43.0 (63.2)	36.0 (53.7)	79.0 (58.5)
	Female	25.0 (36.8)	15.0 (22.4)	40.0 (29.6)
	Boys	16.0 (23.5)	5.0 (7.5)	21.0 (15.6)
	Girls	17.0 (25.0)	15.0 (22.4)	32.0 (23.7)
	At Least Once	68.0 (54.8)	67.0 (61.5)	135.0 (57.9)
Average No. of Visited (No./Total Sample)	Male	0.9 (39.3)	0.4 (37.1)	0.7 (38.6)
	Female	0.5 (21.8)	0.2 (21.8)	0.4 (21.8)
	Boys	0.5 (20.7)	0.1 (4.8)	0.3 (15.8)
	Girls	0.4 (18.2)	0.4 (36.3)	0.4 (23.8)
	Total	2.3 (100.0)	1.1 (100.0)	1.7 (100.0)

Table 4.23 Respondents Reporting Visit of Family Members to Baidya

		By Type of Work		
		Molder	Transporter	Overall
Visitors	Male	3.0 (75.0)	1.0 (100.0)	4.0 (80.0)
	Female	0.0 0.0	0.0 0.0	0.0 0.0
	Boys	1.0 (25.0)	0.0 0.0	1.0 (20.0)
	Girls	0.0 0.0	0.0 0.0	0.0 0.0
	At Least Once	4.0 (3.2)	1.0 (0.9)	5.0 (2.1)
Average No. of Visited (No./Total Sample)	Male	0.1 (90.9)	0.0 (100.0)	0.0 (91.7)
	Female	0.0 0.0	0.0 0.0	0.0 0.0
	Boys	0.0 (9.1)	0.0 0.0	0.0 (8.3)
	Girls	0.0 0.0	0.0 0.0	0.0 0.0
	Total	0.1 (100.0)	0.0 (100.0)	0.1 (100.0)

Table 4.24 Respondents Reporting Visit of Family Members to Dhami/Jhankari

		By Type of Work		
		Molder	Transporter	Overall
Visitors	Male	3.0 (25.0)	1.0 (50.0)	4.0 (28.6)
	Female	7.0 (58.3)	1.0 (50.0)	8.0 (57.1)
	Boys	4.0 (33.3)	0.0 0.0	4.0 (28.6)
	Girls	3.0 (25.0)	0.0 0.0	3.0 (21.4)
	At Least Once	12.0 (9.7)	2.0 (1.8)	14.0 (6.0)
Average No. of Visited (No./Total Sample)	Male	0.1 (16.4)	0.0 (25.0)	0.1 (16.9)
	Female	0.3 (46.6)	0.0 (75.0)	0.2 (48.1)
	Boys	0.1 (16.4)	0.0 0.0	0.1 (15.6)
	Girls	0.1 (20.5)	0.0 0.0	0.1 (19.5)
	Total	0.6 (100.0)	0.0 (100.0)	0.3 (100.0)

Table 4.25 Respondent Family Members Adopting Family Planning by Caste Group

		By Ethnicity						Overall
		Chhetri/Thakuti	Magar	Tamang	Newar	DAG	Other	
Respondents Adopting Family Planning	Yes	7.0 (25.0)	9.0 (50.0)	24.0 (68.6)	15.0 (53.6)	15.0 (46.9)	6.0 (60.0)	76.0 (50.3)
	No	21.0 (75.0)	9.0 (50.0)	11.0 (31.4)	13.0 (46.4)	17.0 (53.1)	4.0 (40.0)	75.0 (49.7)
	Total Married Respondents	28.0 (53.8)	18.0 (31.0)	35.0 (94.6)	28.0 (87.5)	32.0 (84.2)	10.0 (62.5)	151.0 (64.8)
Adopted by	Male	6.0 (85.7)	8.0 (88.9)	21.0 (87.5)	13.0 (86.7)	10.0 (66.7)	4.0 (66.7)	62.0 (81.6)
	Female	1.0 (14.3)	1.0 (11.1)	3.0 (12.5)	2.0 (13.3)	5.0 (33.3)	2.0 (33.3)	14.0 (18.4)
	Total Adopting Responses	7.0 (100.0)	9.0 (100.0)	24.0 (100.0)	15.0 (100.0)	15.0 (100.0)	6.0 (100.0)	76.0 (100.0)

Table 4.26 Respondent Family Members Adopting Family Planning by Land Holding Status

		By Per Capita Land Holding				Overall
		Up to 0.1 Ha	0.1 to 0.2 Ha	More than 0.2 Ha		
Respondents Adopting Family Planning	Yes	52.0 (56.5)	20.0 (45.5)	4.0 (26.7)	76.0 (50.3)	
	No	40.0 (43.5)	24.0 (54.5)	11.0 (73.3)	75.0 (49.7)	
	Total Married Respondents	92.0 (82.1)	44.0 (63.8)	15.0 (28.8)	151.0 (64.8)	
Adopted by	Male	42.0 (80.8)	17.0 (85.0)	3.0 (75.0)	62.0 (81.6)	
	Female	10.0 (19.2)	3.0 (15.0)	1.0 (25.0)	14.0 (18.4)	
	Total Adopting Responses	52.0 (100.0)	20.0 (100.0)	4.0 (100.0)	76.0 (100.0)	

Table 4.27 Caste Distribution of Respondent Family Members Applying Different Family Planning Methods

		By Ethnicity						Overall
		Chhetri/Thakuti	Magar	Tamang	Newar	DAG	Other	
Type Used	Permanent	3.0 (42.9)	0.0 0.0	5.0 (20.8)	5.0 (33.3)	7.0 (46.7)	3.0 (50.0)	23.0 (30.3)
	Temporary	4.0 (57.1)	9.0 (100.0)	19.0 (79.2)	10.0 (66.7)	8.0 (53.3)	3.0 (50.0)	53.0 (69.7)
	Total User Respondents	7.0 (13.5)	9.0 (15.5)	24.0 (64.9)	15.0 (46.9)	15.0 (39.5)	6.0 (37.5)	76.0 (32.6)
Willing to Adopt Family Planning Means	Yes	10.0 (47.6)	1.0 (11.1)	4.0 (36.4)	6.0 (46.2)	8.0 (47.1)	3.0 (75.0)	32.0 (42.7)
	No	11.0 (52.4)	8.0 (88.9)	7.0 (63.6)	7.0 (53.8)	9.0 (52.9)	1.0 (25.0)	43.0 (57.3)
	Total Non Adopting Responses	21.0 (40.4)	9.0 (15.5)	11.0 (29.7)	13.0 (40.6)	17.0 (44.7)	4.0 (25.0)	75.0 (32.2)

Table 4.28 Respondent Family Members Applying Different Family Planning Methods by their Status of Land Holding

		By Per Capita Land Holding			
		Up to 0.1 Ha	0.1 to 0.2 Ha	More than 0.2 Ha	Overall
Type Used	Permanent	16.0 (30.8)	6.0 (30.0)	1.0 (25.0)	23.0 (30.3)
	Temporary	36.0 (69.2)	14.0 (70.0)	3.0 (75.0)	53.0 (69.7)
	Total User Respondents	52.0 (46.4)	20.0 (29.0)	4.0 (7.7)	76.0 (32.6)
Willing to Adopt Family Planning Means	Yes	20.0 (50.0)	8.0 (33.3)	4.0 (36.4)	32.0 (42.7)
	No	20.0 (50.0)	16.0 (66.7)	7.0 (63.6)	43.0 (57.3)
	Total Non Adopting Responses	40.0 (35.7)	24.0 (34.8)	11.0 (21.2)	75.0 (32.2)

Table 4.29 Reasons for school dropout

(In Percentage)

Reasons	Type of Work		
	Molder	Transporter	Overall
Economic Problem	80.23	57.69	69.51
Family Problem	13.95	41.03	26.83
Social & Gender Differences	5.81	1.28	3.66
Total	100.00	100.00	100.00

Table 4.30 Percentage of Constructed Sheds by the Types of Wall

	By Type of Work		
	Molder	Transporter	Overall
पक्का ईटको जोडाई सहित	1.0 (0.8)	0.0 0.0	1.0 (0.4)
कच्चा ईटको जोडाई सहित	1.0 (0.8)	1.0 (0.9)	2.0 (0.9)
पक्का ईटको जोडाई विना	1.0 (0.8)	69.0 (64.5)	70.0 (30.6)
कच्चा ईटको जोडाई विना	117.0 (95.9)	37.0 (34.6)	154.0 (67.2)
कच्चा ईटको जोडाई विना	2.0 (1.6)	0.0 0.0	2.0 (0.9)
कच्चा ईटको जोडाई विना	122.0 (100.0)	107.0 (100.0)	229.0 (100.0)

Table 4.31 Percentage of Constructed Sheds by the Types of Roof

	By Type of Work		
	Molder	Transporter	Overall
Thatched	42.0 (34.4)	14.0 (13.1)	56.0 (24.5)
GI Sheet	64.0 (52.5)	93.0 (86.9)	157.0 (68.6)
Other	16.0 (13.1)	0.0 0.0	16.0 (7.0)
Total	122.0 (100.0)	107.0 (100.0)	229.0 (100.0)

**Table 4.32 Percentage of Constructed Sheds by their Size**

	By Type of Work		
	Molder	Transporter	Overall
Less than 50 Sq. Ft.	19.0 (15.6)	68.0 (63.6)	87.0 (38.0)
50 - 100 Sq. Ft.	69.0 (56.6)	34.0 (31.8)	103.0 (45.0)
100 - 150 Sq. Ft.	25.0 (20.5)	5.0 (4.7)	30.0 (13.1)
150 Sq. Ft & Bigger	9.0 (7.4)	0.0 0.0	9.0 (3.9)
Total	122.0 (100.0)	107.0 (100.0)	229.0 (100.0)

**Table 4.33 Percentage of Constructed Sheds by the Number of Rooms**

	By Type of Work		
	Molder	Transporter	Overall
One Room	112.0 (91.8)	106.0 (99.1)	218.0 (95.2)
Two Rooms	7.0 (5.7)	1.0 (0.9)	8.0 (3.5)
More than Two Rooms	3.0 (2.5)	0.0 0.0	3.0 (1.3)
Total	122.0 (100.0)	107.0 (100.0)	229.0 (100.0)

**Table 4.34 Factory Assistance for Shed Preparation**

	By Type of Work		
	Molder	Transporter	All/Overall
Worker Made	3.0 (2.5)	1.0 (0.9)	4.0 (1.7)
Factory Owner Made	21.0 (17.2)	2.0 (1.9)	23.0 (10.0)
Worker in Assistance of Owner	98.0 (80.3)	104.0 (97.2)	202.0 (88.2)
Total	122.0 (100.0)	107.0 (100.0)	229.0 (100.0)

**Table 4.35 Number of Sheds Occupied by the Workers**

	By Type of Work		
	Molder	Transporter	Overall
One	122.0 (100.0)	105.0 (98.1)	227.0 (99.1)
Two	0.0 0.0	2.0 (1.9)	2.0 (0.9)
More than Two	0.0 0.0	0.0 0.0	0.0 0.0
Total	122.0 (100.0)	107.0 (100.0)	229.0 (100.0)

**Table 4.36 Respondents Reporting Methods of Kitchenware Arrangement**

	By Type of Work		
	Molder	Transporter	Overall
Worker Managed	64.0 (51.6)	0.0 0.0	64.0 (27.5)
Owner Provided	1.0 (0.8)	2.0 (1.8)	3.0 (1.3)
Both Worker & Owner	59.0 (47.6)	107.0 (98.2)	166.0 (71.2)
Total	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.37 Percentage of Worker Families Using the Constructed Toilet Facilities**

Response	By Type of Work		
	Molder	Transporter	Overall
Yes	4.0 (3.23)	3.0 (2.75)	7.0 (3.00)
No	120.0 (96.77)	106.0 (97.25)	226.0 (97.00)
Total	124.0 (100.00)	109.0 (100.00)	233.0 (100.00)

**Table 4.38 Percentage of Children Using the Constructed Toilet Facilities**

Response	By Type of Work		
	Molder	Transporter	Overall
Yes	1.0 (25.00)	0.0 0.00	1.0 (14.29)
No	3.0 (75.00)	3.0 (100.00)	6.0 (85.71)
Total	4.0 (100.00)	3.0 (100.00)	7.0 (100.00)

**Table 4.39 Percentage of Worker Families Having Access to Different Sources of Lights**

Sources	By Type of Work		
	Molder	Transporter	Overall
Kerosene	110.0 (88.7)	109.0 (100.0)	219.0 (94.0)
Electricity	14.0 (11.3)	0.0 0.0	14.0 (6.0)
Total	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)
Worker	121.0 (97.6)	109.0 (100.0)	230.0 (98.7)
Owner	3.0 (2.4)	0.0 0.0	3.0 (1.3)
Total	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.40 Percentage of Worker Families Having Paying the Light Bills Themselves**

Paid by	By Type of Work		
	Molder	Transporter	Overall
Worker	121.0 (97.6)	109.0 (100.0)	230.0 (98.7)
Owner	3.0 (2.4)	0.0 0.0	3.0 (1.3)
Total	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.41 Percentage of Worker Families Holding Different Types of Assets (Either at Home or at the Factory)**

(Multiple Answers)

	By Type of Work		
	Molder	Transporter	Overall
Radio	56.0 (45.2)	36.0 (33.0)	92.0 (39.5)
Stereo	34.0 (27.4)	15.0 (13.8)	49.0 (21.0)
TV	5.0 (4.0)	0.0 0.0	5.0 (2.1)
Rice/Pressure Cooker	7.0 (5.6)	0.0 0.0	7.0 (3.0)
Sewing Machine	1.0 (0.8)	0.0 0.0	1.0 (0.4)
Improved Spade	2.0 (1.6)	0.0 0.0	2.0 (0.9)
Bi-Cycle	0.0 0.0	1.0 (0.9)	1.0 (0.4)
Power Tiller	1.0 (0.8)	0.0 0.0	1.0 (0.4)

**Table 4.42 Percentage Worker Families Reporting Reasons for Coming to Work in the Factory**

(Multiple Answers)

	By Type of Work		
	Molder	Transporter	Overall
Insufficient Food from Own Production	100.0 (80.6)	50.0 (45.9)	150.0 (64.4)
No Work Available in Village in Winter	74.0 (59.7)	50.0 (45.9)	124.0 (53.2)
For Cash Income	103.0 (83.1)	90.0 (82.6)	193.0 (82.8)
Other Villager Also Come	6.0 (4.8)	58.0 (53.2)	64.0 (27.5)
Other	5.0 (4.0)	25.0 (22.9)	30.0 (12.9)

**Table 4.43 Percentage of Worker Families Reporting Attractions to Work in the Factory**

	By Type of Work		
	Molder	Transporter	Overall
Skilled on this Job	47.0 (37.9)	17.0 (15.6)	64.0 (27.5)
Interest Free Advance Payment	93.0 (75.0)	52.0 (47.7)	145.0 (62.2)
Has been Doing	24.0 (19.4)	7.0 (6.4)	31.0 (13.3)
No Knowledge of Other Work	6.0 (4.8)	32.0 (29.4)	38.0 (16.3)
Other	31.0 (25.0)	49.0 (45.0)	80.0 (34.3)

**Table 4.44 Factory Workers by their Number of Years of Work**

	By Type of Work		
	Molder	Transporter	Overall
One Year	50.0 (40.3)	51.0 (46.8)	101.0 (43.3)
Two Years	15.0 (12.1)	30.0 (27.5)	45.0 (19.3)
Three Years	19.0 (15.3)	8.0 (7.3)	27.0 (11.6)
Four Years	6.0 (4.8)	3.0 (2.8)	9.0 (3.9)
Five Years	8.0 (6.5)	14.0 (12.8)	22.0 (9.4)
More than Five Years	68.0 (54.8)	9.0 (8.3)	77.0 (33.0)
Average Year Worked	8.5	2.9	5.9

**Table 4.45 Months of Work in the Factory**

	By Type of Work		
	Molder	Transporter	Overall
Baishak	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)
Jestha	4.0 (3.2)	109.0 (100.0)	113.0 (48.5)
Ashad	2.0 (1.6)	2.0 (1.8)	4.0 (1.7)
Shrawan	-	-	-
Bhadra	-	-	-
Ashwin	-	-	-
Kartik	33.0 (26.6)	2.0 (1.8)	35.0 (15.0)
Marga	122.0 (98.4)	88.0 (80.7)	210.0 (90.1)
Poush	123.0 (99.2)	102.0 (93.6)	225.0 (96.6)
Magh	123.0 (99.2)	105.0 (96.3)	228.0 (97.9)
Falgun	124.0 (100.0)	107.0 (98.2)	231.0 (99.1)
Chaitra	124.0 (100.0)	107.0 (98.2)	231.0 (99.1)



**Table 4.46 Working Patterns**

		By Type of Work		
		Molder	Transporter	Overall
Worked on Daily Basis	6 Days	29.0 (65.9)	0.0 0.0	29.0 (38.7)
	7 Days	15.0 (34.1)	31.0 (100.0)	46.0 (61.3)
	Total	44.0 (35.5)	31.0 (28.4)	75.0 (32.2)
Contracted	No Day Count	80.0 (64.5)	78.0 (71.6)	158.0 (67.8)
Total		124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.47 Worker Sharing by the Family Members**

Work															
	माटो खन्ने	माटो मुछ्ने	माटो पल्टाउने	माटो कुल्चने	माटो ओसार्ने	ईटा पार्ने	ईटा पल्टाउने र उठाउने	चाघ्न लगाउने	कांचो ईटा ओसार्ने	पाकेको ईटा ओसार्ने	Firing	निरिक्षण	Marketing	Household Work	Child Care
Done by Male	116.0 (49.8)	116.0 (49.8)	116.0 (49.8)	116.0 (49.8)	115.0 (49.4)	113.0 (48.5)	88.0 (37.8)	104.0 (44.6)	92.0 (39.5)	3.0 (1.3)	1.0 (0.4)	1.0 (0.4)	2.0 (0.9)	22.0 (9.4)	2.0 (0.9)
Done by Female	41.0 (17.6)	48.0 (20.6)	45.0 (19.3)	48.0 (20.6)	45.0 (19.3)	90.0 (38.6)	87.0 (37.3)	87.0 (37.3)	61.0 (26.2)	2.0 (0.9)	1.0 (0.4)	1.0 (0.4)	1.0 (0.4)	30.0 (12.9)	9.0 (3.9)
Done by Male Children	18.0 (7.7)	17.0 (7.3)	15.0 (6.4)	13.0 (5.6)	14.0 (6.0)	29.0 (12.4)	33.0 (14.2)	32.0 (13.7)	23.0 (9.9)	0.0 (0.0)	0.0 (0.0)	0.0 (0.0)	0.0 (0.0)	10.0 (4.3)	3.0 (1.3)
Done by Female Children	5.0 (2.1)	5.0 (2.1)	4.0 (1.7)	3.0 (1.3)	6.0 (2.6)	20.0 (8.6)	23.0 (9.9)	22.0 (9.4)	31.0 (13.3)	0.0 (0.0)	0.0 (0.0)	0.0 (0.0)	0.0 (0.0)	4.0 (1.7)	2.0 (0.9)
HH Reporting	116.0 (49.8)	116.0 (49.8)	116.0 (49.8)	116.0 (49.8)	116.0 (49.8)	116.0 (49.8)	115.0 (49.4)	112.0 (48.1)	137.0 (58.8)	4.0 (1.7)	2.0 (0.9)	2.0 (0.9)	3.0 (1.3)	50.0 (21.5)	12.0 (5.2)

**Table 4.48 Average Number of Bricks Hauled by the Transporters per Day**

No. of Bricks	Overall
Less than 2,000	20.0 (18.3)
2,000 - 2,5000	18.0 (16.5)
2,500 - 3,000	26.0 (23.9)
More than 3,000	45.0 (41.3)
Total Transporters	109.0 (100.0)
Average	2116.5

**Table 4.49 Working Arrangements between Factory Owners and the Workers**

Type of Arrangements	Molder	Transporter	Overall
Daily Wage	-	-	-
Monthly Wage	1.0 (0.8)	0.0 0.0	1.0 (0.4)
Contract	123.0 (99.2)	109.0 (100.0)	232.0 (99.6)
Total	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.50 Types of Contracts**

Type of Contractor	By Type of Work		
	Molder	Transporter	Overall
Contract with Naik	98.0 (79.0)	107.0 (98.2)	205.0 (88.0)
Contract with Owner	26.0 (21.0)	2.0 (1.8)	28.0 (12.0)
Total	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.51 Sources of Skill Acquired by the Factory Workers**

	By Type of Work		
	Molder	Transporter	Overall
From Family	9.0 (7.3)	0.0 0.0	9.0 (3.9)
Learnt while Working	114.0 (91.9)	109.0 (100.0)	223.0 (95.7)
Training	1.0 (0.8)	0.0 0.0	1.0 (0.4)
Total	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.52 Activities Performed by the Worker Families After Completion of the Seasonal Work at the Brick Factory**

	By Type of Work		
	Molder	Transporter	Overall
Farming in Own Village	114.0 (91.9)	108.0 (99.1)	222.0 (95.3)
Other Work in Kathmandu	8.0 (6.5)	0.0 0.0	8.0 (3.4)
Continue Working in the Factory	1.0 (0.8)	1.0 (0.9)	2.0 (0.9)
Other	1.0 (0.8)	0.0 0.0	1.0 (0.4)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.53 Traveling Cost of the Worker Families while Coming to Work in the Factory**

	By Type of Work		
	Molder	Transporter	Overall
No Cash Cost	21.0 (16.9)	2.0 (1.8)	23.0 (9.9)
Less than Rs 500	81.0 (65.3)	6.0 (5.5)	87.0 (37.3)
Rs 500 to 1,000	5.0 (4.0)	15.0 (13.8)	20.0 (8.6)
Rs 1,000 to 1,500	9.0 (7.3)	62.0 (56.9)	71.0 (30.5)
Rs 1,500 to 2,000	3.0 (2.4)	23.0 (21.1)	26.0 (11.2)
Rs 2,000 & More	5.0 (4.0)	1.0 (0.9)	6.0 (2.6)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)
Average Traveling Cost (Rs)	387.1 0.0	1103.5 0.0	752.1 0.0

**Table 4.54 Months of Food Deficit in a Year**

	By Type of Work		
	Molder	Transporter	Overall
For 3 months	20.0 (21.1)	8.0 (22.9)	28.0 (21.5)
4 - 6 Months	51.0 (53.7)	21.0 (60.0)	72.0 (55.4)
7 - 9 Months	17.0 (17.9)	2.0 (5.7)	19.0 (14.6)
More than 9 Months	7.0 (7.4)	4.0 (11.4)	11.0 (8.5)
Total	95.0 (100.0)	35.0 (100.0)	130.0 (100.0)
Average Months	4.4 0.0	1.7 0.0	3.2 0.0

Table 4.55 Major Reasons for Food Deficit

	By Type of Work		
	Molder	Transporter	Overall
Little Land	68.0 (50.7)	25.0 (41.0)	93.0 (47.7)
Low Land Productivity	44.0 (32.8)	28.0 (45.9)	72.0 (36.9)
No Own Land	6.0 (4.5)	0.0 0.0	6.0 (3.1)
Large Family Size	15.0	8.0	23.0
Other	1.0 (0.7)	0.0 0.0	1.0 (0.5)
Total	134.0 (100.0)	61.0 (100.0)	195.0 (100.0)

Table 4.56 Number of Meals Taken by the Worker Families in a Day

	By Type of Work		
	Molder	Transporter	Overall
One	2.0 (1.6)	0.0 0.0	2.0 (0.9)
Two	0.0 0.0	0.0 0.0	0.0 0.0
Three	92.0 (74.2)	83.0 (76.1)	175.0 (75.1)
Four & More	30.0 (24.2)	26.0 (23.9)	56.0 (24.0)
Total	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)
Average No. of Meal	3.2 0.0	3.2 0.0	3.2 0.0

Table 4.57 Coping Strategy followed Against the Food Deficit

	By Type of Work		
	Molder	Transporter	Overall
Buy	80.0 (56.3)	36.0 (65.5)	116.0 (58.9)
Borrow Food grain	5.0 (3.5)	1.0 (1.8)	6.0 (3.0)
Work for Food grain	55.0 (38.7)	18.0 (32.7)	73.0 (37.1)
Other	2.0 (1.4)	0.0 0.0	2.0 (1.0)
Total	142.0 (100.0)	55.0 (100.0)	197.0 (100.0)

Table 4.58 Average Annual Income of the Workers Family by their Source

Unit: Rs./Household

	By Type of Work		
	Molder	Transporter	Overall
Brick Factory	35,943.0 (65.3)	11,330.3 (38.2)	24,428.9 (56.5)
Agriculture	4,788.9 (8.7)	2,208.7 (7.4)	3,581.8 (8.3)
Agricultural Labour	3,598.4 (6.5)	5,771.6 (19.4)	4,615.0 (10.7)
Non-agri. Labour	4,141.5 (7.5)	2,798.2 (9.4)	3,513.0 (8.1)
Occupational Work	209.8 (0.4)	311.9 (1.1)	257.6 (0.6)
Shop/ Business	- -	458.7 (1.5)	214.6 (0.5)
Cottage Industry	338.7 (0.6)	119.0 (0.4)	235.9 (0.5)
Livestock Product Sale	4,733.0 (8.6)	3,915.8 (13.2)	4,350.7 (10.1)
Poultry	125.0 (0.2)	457.8 (1.5)	280.7 (0.6)
Bee Farming	- -	110.1 (0.4)	51.5 (0.1)
Pension/ Service	282.3 (0.5)	- -	150.2 (0.3)
Foreign Remittance	48.4 (0.1)	2,215.6 (7.5)	1,062.2 (2.5)
Remittance (Domestic)	865.5 (1.6)	- -	460.6 (1.1)
Total	55,074.4	29,697.7	43,202.9

**Table 4.59 Proportion of Household Income Contributed by Different Sources**

	By Type of Work		
	Molder	Transporter	Overall
Brick Factory	122.0 (98.4)	109.0 (100.0)	231.0 (99.1)
Agriculture	51.0 (41.1)	50.0 (45.9)	101.0 (43.3)
Agricultural Labour	54.0 (43.5)	45.0 (41.3)	99.0 (42.5)
Non-agri. Labour	52.0 (41.9)	31.0 (28.4)	83.0 (35.6)
Occupational Work	5.0 (4.0)	2.0 (1.8)	7.0 (3.0)
Shop/ Business	0.0 0.0	7.0 (6.4)	7.0 (3.0)
Cottage Industry	5.0 (4.0)	4.0 (3.7)	9.0 (3.9)
Livestock Product Sale	59.0 (47.6)	73.0 (67.0)	132.0 (56.7)
Poultry	7.0 (5.6)	22.0 (20.2)	29.0 (12.4)
Bee Farming	0.0 0.0	7.0 (6.4)	7.0 (3.0)
Pension/ Service	2.0 (1.6)	0.0 0.0	2.0 (0.9)
Foreign Remittance	1.0 (0.8)	12.0 (11.0)	13.0 (5.6)
Remittance (Domestic)	7.0 (5.6)	0.0 0.0	7.0 (3.0)
HH with at Least 1 Sources	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.60 Average Annual Household Expenditure of the Worker Families**

	By Type of Work		
	Molder	Transporter	Overall
Food	25881.4 (60.2)	15045.6 (64.4)	20812.3 (61.6)
Education	1168.0 (2.7)	691.7 (3.0)	945.2 (2.8)
Clothing	4351.8 (10.1)	3466.5 (14.8)	3937.6 (11.6)
Health	2685.1 (6.2)	689.4 (3.0)	1751.5 (5.2)
Festivals	4768.6 (11.1)	2518.3 (10.8)	3715.9 (11.0)
Agriculture	2398.9 (5.6)	670.9 (2.9)	1590.5 (4.7)
Livestock	1102.4 (2.6)	241.3 (1.0)	699.6 (2.1)
Other	640.8 (1.5)	32.1 (0.1)	356.1 (1.1)
Total	42997.0 (100.0)	23356.0 (100.0)	33808.7 (100.0)

Table 4.61 Average Amount of Investment Last Year

Unit: Rs./HH

	By Type of Work		
	Molder	Transporter	Overall
House Construction/ Repair	6505.6 (50.1)	2158.7 (47.9)	4472.1 (49.6)
Major HH Items	127.9 (1.0)	107.8 (2.4)	118.5 (1.3)
Livestock Purchase	763.7 (5.9)	122.0 (2.7)	463.5 (5.1)
Land Purchase/ Mortgage	4798.4 (37.0)	1176.1 (26.1)	3103.9 (34.4)
Agricultural Machines/ Tools	195.2 (1.5)	158.1 (3.5)	177.9 (2.0)
Other	590.3 (4.5)	779.8 (17.3)	679.0 (7.5)
Total Investment	12981.2 (100.0)	4502.6 (100.0)	9014.8 (100.0)

Table 4.62 Average Amount Borrowed for Different Purposes

Unit: Rs./HH

	By Type of Work		
	Molder	Transporter	Overall
Agriculture	750.0 (5.6)	91.7 (2.2)	442.1 (4.9)
IGAs/ Micro Enterprise	0.0 0.0	0.0 0.0	0.0 0.0
Health	193.5 (1.4)	0.0 0.0	103.0 (1.1)
Marriage	741.9 (5.5)	36.7 (0.9)	412.0 (4.5)
Housing	4637.3 (34.4)	1816.5 (44.4)	3317.7 (36.5)
Education	48.4 (0.4)	0.0 0.0	25.8 (0.3)
Consumption	1094.4 (8.1)	64.2 (1.6)	612.4 (6.7)
Advance for Work	6016.1 (44.6)	2078.0 (50.8)	4173.8 (45.9)
Total	13481.7 (100.0)	4087.2 (100.0)	9086.8 (100.0)



**Table 4.63 Families Borrowing from Different Sources**

	By Type of Work		
	Molder	Transporter	Overall
Money Lender	50.0 (49.0)	16.0 (45.7)	66.0 (48.2)
NGOs	3.0 (2.9)	0.0 0.0	3.0 (2.2)
Friends/ Relatives	3.0 (2.9)	14.0 (40.0)	17.0 (12.4)
Banks	4.0 (3.9)	1.0 (2.9)	5.0 (3.6)
Cooperative/ MFIs	4.0 (3.9)	0.0 0.0	4.0 (2.9)
Factory Owner	37.0 (36.3)	4.0 (11.4)	41.0 (29.9)
Other	1.0 (1.0)	0.0 0.0	1.0 (0.7)
Total No. of Loans	102.0 (100.0)	35.0 (100.0)	137.0 (100.0)

**Table 4.64 Average Interest Rate by Sources of Loan**

	Interest (In Percent)
Money Lender	48.0
NGOs	19.3
Friends/ Relatives	27.7
Banks	16.8
Cooperative/ MFIs	16.5
Factory Owner	Interest Free

**Table 4.65 Families Having Knowledge of the Prevailing Laws / Rules**

	By Type of Work		
	Molder	Transporter	Overall
Much	2.0 (1.6)	1.0 (0.9)	3.0 (1.3)
Little	11.0 (8.9)	1.0 (0.9)	12.0 (5.2)
No	111.0 (89.5)	107.0 (98.2)	218.0 (93.6)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.66 Families Having Knowledge of Human Rights and Conditions**

	By Type of Work		
	Molder	Transporter	Overall
Much	1.0 (0.8)	0.0 0.0	1.0 (0.4)
Little	16.0 (12.9)	1.0 (0.9)	17.0 (7.3)
No	107.0 (86.3)	108.0 (99.1)	215.0 (92.3)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.67 Families Having Knowledge of Women Rights and Conditions**

	By Type of Work		
	Molder	Transporter	Overall
Much	0.0 (0.0)	0.0 (0.0)	0.0 (0.0)
Little	23.0 (18.5)	1.0 (0.9)	24.0 (10.3)
No	101.0 (81.5)	108.0 (99.1)	209.0 (89.7)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.68 Families Having Knowledge of Child Rights and Conditions**

	By Type of Work		
	Molder	Transporter	Overall
Much	1.0 (0.8)	0.0 (0.0)	1.0 (0.4)
Little	22.0 (17.7)	1.0 (0.9)	23.0 (9.9)
No	101.0 (81.5)	108.0 (99.1)	209.0 (89.7)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.69 Worker Families Reporting Participation in the Institutional Meetings**

Type of Worker	Participating Families
Moulders	38 (30.6)
Transporters	36 (33.0)
Overall	74 (31.8)

**Table 4.70 Women's Work in the Brick Factory**

	By Type of Work		
	Molder	Transporter	Overall
Mostly	88.0 (71.0)	57.0 (52.3)	145.0 (62.2)
Sometimes	12.0 (9.7)	10.0 (9.2)	22.0 (9.4)
Rarely	1.0 (0.8)	4.0 (3.7)	5.0 (2.1)
Never	23.0 (18.5)	38.0 (34.9)	61.0 (26.2)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.71 Women's Involvement in Business / Shop Keeping**

	By Type of Work		
	Molder	Transporter	Overall
Mostly	6.0 (4.8)	3.0 (2.8)	9.0 (3.9)
Sometimes	17.0 (13.7)	25.0 (22.9)	42.0 (18.0)
Rarely	13.0 (10.5)	10.0 (9.2)	23.0 (9.9)
Never	88.0 (71.0)	71.0 (65.1)	159.0 (68.2)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.72 Women's Work as Maid in Other's House**

	By Type of Work		
	Molder	Transporter	Overall
Mostly	10.0 (8.1)	4.0 (3.7)	14.0 (6.0)
Sometimes	58.0 (46.8)	53.0 (48.6)	111.0 (47.6)
Rarely	11.0 (8.9)	18.0 (16.5)	29.0 (12.4)
Never	45.0 (36.3)	34.0 (31.2)	79.0 (33.9)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.73 Women's Role in Marketing**

	By Type of Work		
	Molder	Transporter	Overall
Mostly	11.0 (8.9)	10.0 (9.2)	21.0 (9.0)
Sometimes	84.0 (67.7)	87.0 (79.8)	171.0 (73.4)
Rarely	8.0 (6.5)	5.0 (4.6)	13.0 (5.6)
Never	21.0 (16.9)	7.0 (6.4)	28.0 (12.0)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.74 Women's Role in Fuel Collection**

	By Type of Work		
	Molder	Transporter	Overall
Mostly	55.0 (44.4)	64.0 (58.7)	119.0 (51.1)
Sometimes	53.0 (42.7)	44.0 (40.4)	97.0 (41.6)
Rarely	6.0 (4.8)	0.0 (0.0)	6.0 (2.6)
Never	10.0 (8.1)	1.0 (0.9)	11.0 (4.7)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.75 Women's Participation in Community Work / Meetings**

	By Type of Work		
	Molder	Transporter	Overall
Mostly	9.0 (7.3)	1.0 (0.9)	10.0 (4.3)
Sometimes	19.0 (15.3)	26.0 (23.9)	45.0 (19.3)
Rarely	10.0 (8.1)	0.0 0.0	10.0 (4.3)
Never	86.0 (69.4)	82.0 (75.2)	168.0 (72.1)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.76 Women Visiting Offices for the Administrative Work**

	By Type of Work		
	Molder	Transporter	Overall
Mostly	2.0 (1.6)	0.0 0.0	2.0 (0.9)
Sometimes	1.0 (0.8)	1.0 (0.9)	2.0 (0.9)
Rarely	0.0 0.0	0.0 0.0	0.0 0.0
Never	121.0 (97.6)	108.0 (99.1)	229.0 (98.3)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.77 Women's Decision Making Position to Travel Outside the Village and Stay Overnight**

	By Type of Work		
	Molder	Transporter	Overall
No Role of Women	3.0 (2.4)	0.0 0.0	3.0 (1.3)
Role of Both	117.0 (94.4)	103.0 (94.5)	220.0 (94.4)
Full Role of Women	2.0 (1.6)	4.0 (3.7)	6.0 (2.6)
No Answer	2.0 (1.6)	2.0 (1.8)	4.0 (1.7)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.78 Women's Role in Decision Making for the Purchase of Medicine / Seeking Medical Treatment for Children**

	By Type of Work		
	Molder	Transporter	Overall
No Role of Women	2.0 (1.6)	0.0 0.0	2.0 (0.9)
Role of Both	109.0 (87.9)	103.0 (94.5)	212.0 (91.0)
Full Role of Women	7.0 (5.6)	2.0 (1.8)	9.0 (3.9)
NA	6.0 (4.8)	4.0 (3.7)	10.0 (4.3)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.79 Women's Role in Decision Making for the Purchase / Sale of Livestock**

	By Type of Work		
	Molder	Transporter	Overall
No Role of Women	6.0 (4.8)	0.0 0.0	6.0 (2.6)
Role of Both	112.0 (90.3)	104.0 (95.4)	216.0 (92.7)
Full Role of Women	2.0 (1.6)	4.0 (3.7)	6.0 (2.6)
NA	4.0 (3.2)	1.0 (0.9)	5.0 (2.1)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.80 Women's Role in Decision Making for the Sale Agriculture Produce**

	By Type of Work		
	Molder	Transporter	Overall
No Role of Women	4.0 (3.2)	0.0 0.0	4.0 (1.7)
Role of Both	110.0 (88.7)	104.0 (95.4)	214.0 (91.8)
Full Role of Women	5.0 (4.0)	4.0 (3.7)	9.0 (3.9)
NA	5.0 (4.0)	1.0 (0.9)	6.0 (2.6)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.81 Women's Role in Decision Making for Sending Children to School**

	By Type of Work		
	Molder	Transporter	Overall
No Role of Women	3.0 (2.4)	0.0 0.0	3.0 (1.3)
Role of Both	106.0 (85.5)	102.0 (93.6)	208.0 (89.3)
Full Role of Women	4.0 (3.2)	1.0 (0.9)	5.0 (2.1)
NA	11.0 (8.9)	6.0 (5.5)	17.0 (7.3)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.82 Women's Role in Decision Making for the Purchase / Sale of Gold / Jewelry**

	By Type of Work		
	Molder	Transporter	Overall
No Role of Women	5.0 (4.0)	0.0 0.0	5.0 (2.1)
Role of Both	115.0 (92.7)	104.0 (95.4)	219.0 (94.0)
Full Role of Women	1.0 (0.8)	4.0 (3.7)	5.0 (2.1)
NA	3.0 (2.4)	1.0 (0.9)	4.0 (1.7)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.83 Women's Role in Decision Making for Borrowing Less than Rs. 500.- for Household Expenses**

	By Type of Work		
	Molder	Transporter	Overall
No Role of Women	7.0 (5.6)	0.0 0.0	7.0 (3.0)
Role of Both	103.0 (83.1)	105.0 (96.3)	208.0 (89.3)
Full Role of Women	12.0 (9.7)	3.0 (2.8)	15.0 (6.4)
NA	2.0 (1.6)	1.0 (0.9)	3.0 (1.3)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.84 Women's Role in Decision Making for Borrowing More than Rs. 500.- for Household Expenses**

	By Type of Work		
	Molder	Transporter	Overall
No Role of Women	6.0 (4.8)	0.0 0.0	6.0 (2.6)
Role of Both	115.0 (92.7)	105.0 (96.3)	220.0 (94.4)
Full Role of Women	1.0 (0.8)	3.0 (2.8)	4.0 (1.7)
NA	2.0 (1.6)	1.0 (0.9)	3.0 (1.3)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.85 Women’s Role in Decision Making for Sending Family Members Out for the Work**

	By Type of Work		
	Molder	Transporter	Overall
No Role of Women	4.0 (3.2)	0.0 0.0	4.0 (1.7)
Role of Both	116.0 (93.5)	105.0 (96.3)	221.0 (94.8)
Full Role of Women	0.0 0.0	2.0 (1.8)	2.0 (0.9)
NA	4.0 (3.2)	2.0 (1.8)	6.0 (2.6)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.86 Women’s Role in Decision Making for Participation in the Community Work**

	By Type of Work		
	Molder	Transporter	Overall
No Role of Women	5.0 (4.0)	0.0 0.0	5.0 (2.1)
Role of Both	109.0 (87.9)	104.0 (95.4)	213.0 (91.4)
Full Role of Women	1.0 (0.8)	2.0 (1.8)	3.0 (1.3)
NA	9.0 (7.3)	3.0 (2.8)	12.0 (5.2)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.87 Women’s Role in Decision Making for Reproductive Health Related Matters**

	By Type of Work		
	Molder	Transporter	Overall
No Role of Women	3.0 (2.4)	0.0 0.0	3.0 (1.3)
Role of Both	112.0 (90.3)	101.0 (92.7)	213.0 (91.4)
Full Role of Women	0.0 0.0	1.0 (0.9)	1.0 (0.4)
NA	9.0 (7.3)	7.0 (6.4)	16.0 (6.9)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.88 Women's Role in Decision Making to Join the Political Party**

	By Type of Work		
	Molder	Transporter	Overall
No Role of Women	30.0 (24.2)	3.0 (2.8)	33.0 (14.2)
Role of Both	33.0 (26.6)	61.0 (56.0)	94.0 (40.3)
Full Role of Women	0.0 0.0	1.0 (0.9)	1.0 (0.4)
NA	61.0 (49.2)	44.0 (40.4)	105.0 (45.1)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.89 Women's Role in Decision Making to Send Family Member(s) to Work Abroad**

	By Type of Work		
	Molder	Transporter	Overall
No Role of Women	1.0 (0.8)	0.0 0.0	1.0 (0.4)
Role of Both	56.0 (45.2)	79.0 (72.5)	135.0 (57.9)
Full Role of Women	1.0 (0.8)	0.0 0.0	1.0 (0.4)
NA	66.0 (53.2)	30.0 (27.5)	96.0 (41.2)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.90 Behaviour of Co-workers of One's Own Group Towards the Female Colleagues**

	By Type of Work		
	Molder	Transporter	Overall
Good	104.0 (83.9)	74.0 (67.9)	178.0 (76.4)
Neutral	0.0 0.0	0.0 0.0	0.0 0.0
Bat	0.0 0.0	0.0 0.0	0.0 0.0
NA	20.0 (16.1)	35.0 (32.1)	55.0 (23.6)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)



**Table 4.91 Behaviour of Co-workers of Other Groups Towards the Female Colleagues**

	By Type of Work		
	Molder	Transporter	Overall
Good	104.0 (83.9)	74.0 (67.9)	178.0 (76.4)
Neutral	0.0 0.0	0.0 0.0	0.0 0.0
Bat	0.0 0.0	0.0 0.0	0.0 0.0
NA	20.0 (16.1)	35.0 (32.1)	55.0 (23.6)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.92 Behaviour of Factory Owners Towards the Female Workers**

	By Type of Work		
	Molder	Transporter	Overall
Good	100.0 (80.6)	68.0 (62.4)	168.0 (72.1)
Neutral	0.0 0.0	0.0 0.0	0.0 0.0
Bat	0.0 0.0	0.0 0.0	0.0 0.0
NA	24.0 (19.4)	41.0 (37.6)	65.0 (27.9)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.93 Behaviour of Neighbours Towards the Female Colleagues**

	By Type of Work		
	Molder	Transporter	Overall
Good	100.0 (80.6)	65.0 (59.6)	165.0 (70.8)
Neutral	0.0 0.0	0.0 0.0	0.0 0.0
Bat	0.0 0.0	0.0 0.0	0.0 0.0
NA	24.0 (19.4)	44.0 (40.4)	68.0 (29.2)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.94 Behaviour of Family Members Towards the Female Workers**

	By Type of Work		
	Molder	Transporter	Overall
Good	103.0 (83.1)	74.0 (67.9)	177.0 (76.0)
Neutral	0.0 0.0	0.0 0.0	0.0 0.0
Bat	0.0 0.0	0.0 0.0	0.0 0.0
NA	21.0 (16.9)	35.0 (32.1)	56.0 (24.0)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.95 Women's Ownership of Land**

	By Type of Work		
	Molder	Transporter	Overall
Inherited	2.0 (1.6)	8.0 (7.3)	10.0 (4.3)
Self Earned	1.0 (0.8)	4.0 (3.7)	5.0 (2.1)
Other	0.0 0.0	0.0 0.0	0.0 0.0
Do not Have	121.0 (97.6)	97.0 (89.0)	218.0 (93.6)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.96 Women's Ownership of Cows/ Buffaloes**

	By Type of Work		
	Molder	Transporter	Overall
Inherited	1.0 (0.8)	8.0 (7.3)	9.0 (3.9)
Self Earned	3.0 (2.4)	18.0 (16.5)	21.0 (9.0)
Other	1.0 (0.8)	0.0 0.0	1.0 (0.4)
Do not Have	119.0 (96.0)	83.0 (76.1)	202.0 (86.7)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.97 Women's Ownership of Goats / Sheep**

	By Type of Work		
	Molder	Transporter	Overall
Inherited	3.0 (2.4)	0.0 0.0	3.0 (1.3)
Self Earned	7.0 (5.6)	21.0 (19.3)	28.0 (12.0)
Other	0.0 0.0	0.0 0.0	0.0 0.0
Do not Have	114.0 (91.9)	88.0 (80.7)	202.0 (86.7)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.98 Women's Ownership of Ducks/Chicken**

	By Type of Work		
	Molder	Transporter	Overall
Inherited	0.0 0.0	0.0 0.0	0.0 0.0
Self Earned	7.0 (5.6)	20.0 (18.3)	27.0 (11.6)
Other	0.0 0.0	1.0 (0.9)	1.0 (0.4)
Do not Have	117.0 (94.4)	88.0 (80.7)	205.0 (88.0)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.99 Women's Ownership of Jewelry**

	By Type of Work		
	Molder	Transporter	Overall
Inherited	2.0 (1.6)	17.0 (15.6)	19.0 (8.2)
Self Earned	73.0 (58.9)	64.0 (58.7)	137.0 (58.8)
Other	0.0 0.0	0.0 0.0	0.0 0.0
Do not Have	49.0 (39.5)	28.0 (25.7)	77.0 (33.0)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.100 Social Relation with the Workers of a Group**

	By Type of Work		
	Molder	Transporter	Overall
Good	118.0 (95.2)	106.0 (97.2)	224.0 (96.1)
Neutral	6.0 (4.8)	0.0 0.0	6.0 (2.6)
Bat	0.0 0.0	2.0 (1.8)	2.0 (0.9)
NA	0.0 0.0	1.0 (0.9)	1.0 (0.4)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.101 Social Relation of Workers with the Workers of Another Group**

	By Type of Work		
	Molder	Transporter	Overall
Good	117.0 (94.4)	108.0 (99.1)	225.0 (96.6)
Neutral	6.0 (4.8)	0.0 0.0	6.0 (2.6)
Bat	0.0 0.0	0.0 0.0	0.0 0.0
NA	1.0 (0.8)	1.0 (0.9)	2.0 (0.9)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.102 Social Relation Between Workers and the Factory Owners**

	By Type of Work		
	Molder	Transporter	Overall
Good	114.0 (91.9)	105.0 (96.3)	219.0 (94.0)
Neutral	7.0 (5.6)	0.0 0.0	7.0 (3.0)
Bat	0.0 0.0	0.0 0.0	0.0 0.0
NA	3.0 (2.4)	4.0 (3.7)	7.0 (3.0)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

**Table 4.103 Social Relation Between Workers and Other People in the Neighbourhood**

	By Type of Work		
	Molder	Transporter	Overall
Good	112.0 (90.3)	95.0 (87.2)	207.0 (88.8)
Neutral	5.0 (4.0)	0.0 0.0	5.0 (2.1)
Bat	0.0 0.0	0.0 0.0	0.0 0.0
NA	7.0 (5.6)	14.0 (12.8)	21.0 (9.0)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)

Table 4.104 Source of Motivation to Put Children at work in the Brick Factory

	By Type of Work		
	Molder	Transporter	Overall
Factory Owner	-	-	-
Family	120.0 (96.8)	109.0 (100.0)	229.0 (98.3)
Others (When seen other workers used them too)	4.0 (3.2)	0.0 0.0	4.0 (1.7)
Total Responses	124.0 (100.0)	109.0 (100.0)	233.0 (100.0)