



Changing State and Prevalence of **Child Labour** in Carpet and Garment Industries in Nepal: Findings from a Nation-Wide Survey



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Ministry of Labour, Employment and Social Security

Singha Durbar
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Foreword

I feel privileged to write this foreword on this very important, timely and contextual report entitled "*Changing State and Prevalence of Child Labour in Carpet and Garment Industries in Nepal: Findings of a Nation-wide Survey.*" conducted by Child Development Society (CDS) in collaboration with the Central Bureau of Statistics (CBS) and with support from World Vision International. The nation-wide survey assesses the status of child labour in garment and carpet industries of Nepal. My sincere thankfulness goes to those who involved in carry out this survey, articulating the representative sample of 473 industries from 20 different districts. Their sincerity and hard work during the ongoing pandemic has contributed in enhancing the quality of this report. Furthermore, I feel gratitude to the participants of several consultative forums who shared their views, listened to each other and thereby deliberated the issue of child labour in carpet and garment industries.

This is the first sector specific national-level study on child labour in Nepal. I believe its findings and recommendations will be helpful to the policy makers and stakeholders of various policy regimes. This study will contribute to *inter alia* achieving the relevant targets of the Sustainable Development Goals (SDGs) and implementing the National Master Plan on Elimination of Child Labour. The report will certainly be useful to the ministry in initiating for more collaboration and joint-work with relevant stakeholders in the future.

Binod Prakash Singh

Joint Secretary

Ministry of Labour, Employment and Social Security



Government of Nepal
National Planning Commission

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Preface

The central government's objective of developing the National Master Plan on Child Labor Elimination is a laudable commitment towards ending child labor. The master plan has laid the foundation for making policy, legal and institutional reforms concerning child labour elimination. To this end, the study entitled "Changing State and Prevalence of Child Labor in Carpet and Garment Industries in Nepal: Findings from a Nationwide Survey" will be instrumental in supporting all the three tiers of government in making specific policies and plans that will make these industries child labour free. I am glad to observe the child labour percentage has decreased significantly in these industries and with new strategies in place, we would be able to achieve child labour free industries in no time.

The Central Bureau of Statistics (CBS) would like to extend its gratitude towards the Ministry of Labour, Employment and Social Security for conducting this study. CBS collaborated with MOLESS in developing the groundwork for study including the data collection tools, survey methods and providing technical assistance in the field for the survey. The study has been carried out applying the standard methodology and procedures. I also appreciate the efforts made by our Statistics Officer Mr. Chet Bahadur Roka and Mr. Ana Raj Tiwari for their valuable contribution to carry out the survey and produce a quality report.

Nebin Lal Shrestha

Director General

December 2020



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Message from National Director-World Vision International Nepal

It is with a great pleasure, I am writing for this report on the “Changing State and Prevalence of Child Labour in Carpet and Garment Industries in Nepal: Findings from a Nation-Wide Survey”. This report is the result of World Vision International Nepal’s partnership with Child Development Society in close coordination and leadership of Ministry of Labour, Employment and Social Security (MoLESS), Government of Nepal (GoN) and in technical support of Central Bureau of Statistics (CBS) in 2019, with the aim to assess the state and prevalence of child labor in carpet and garment industries across the country.

The study aims to sensitize the representatives of all tiers of the government on the seriousness of child labour particularly facing carpet and garment industries through the new evidences that have been generated as finding of this survey. Consultation with stakeholders at various levels have been done by the study. I strongly believe the results and recommendations presented by this report will help to ensure the rights of children particularly issues of child labor the plans and policies of the different levels of government.

As a child focused organization, World Vision International Nepal has been collaborating with the local, provincial and federal government for participatory, organized and effective formulation of plans and policies focused on children. To bridge the voices of children at policy level, World Vision International Nepal in coordination with its implementing partner NGOs have been bridging the gap between the most vulnerable children to raise concerns of their communities’ in-front of all tiers of Government. Such initiatives have been appreciated by both ends.

On behalf of World Vision International Nepal, I would like to thank MoLESS, CBS and the research team for leading for the successful completion of the report despite the challenges brought by COVID-19. I would also like to thank all the participating children, parents, workers, government officials, of Nepal Carpet Manufacturer and Exporter Association (NCMEA) and Garment Association of Nepal (GAN) for their dedicated engagement and support for conducting this study and bringing the reality of children among wider audiences and actors. Last but not the least, special thanks go to WVI Nepal team who have been closely working with the Ministry and research team. I believe facts that have been forwarded through this report will help the policy makers to prioritise children as key stakeholders in the local to federal planning and policies.

National director
World Vision International Nepal



बाल विकास समाज CHILD DEVELOPMENT SOCIETY

Stop Child Labour

जि.प्र.का. ४५६/०४७/०४८

२०४८/०१/२४

स.क.प. ३६३/०४८

पान नं. ३००८४४७८२



Remarks from President

This research conducted jointly by Child Development Society (CDS) on weaving sectors (Carpet and Garment Industries) under the financial support of World Vision International Nepal (WVIN) in the year 2020, reflects the children's exact situation in their workplace.

In the working scenario since 1991, CDS has achieved the aim of ensuring child rights through intervention/action research in different thematic areas: Education, Health & Nutrition, Child Protection, Advocacy & lobby, and Family Support. Specifically, CDS has been working in the frontline to sensitize authorities and concerned stakeholders for the guarantee of the child rights, child protection, promotion, development, and child labour elimination. CDS with its very energetic team has become successful to show its efforts in supporting the needy groups i.e. underprivileged children and their families relentlessly.

CDS is grateful to be part of this survey work entitled "*Changing State and Prevalence of Child Labour in Carpet and Garment Industries in Nepal: Findings of a Nation-Wide Survey*". In the context of working for the children and their families in Brick industries in Kathmandu district, CDS has partnered in a project, namely BRiCKK with WVIN for the financial and technical support. The research work provides the latest data with respect to children involved in the weaving sector in Nepal. Report findings will be valuable to relevant stakeholders, planners, academicians, and development practitioners to guide policy and programmatic responses on Child Labour.

CDS sincerely thanks to Ministry of Labour, Employment and Social Security (MoLESS) for providing this opportunity to work in the sector of child labour. Similarly, we would like to show our kind admiration towards CBS for providing technical support during the research work. Also, CDS highly appreciate the technical support provided by WVIN. We also like to acknowledge TAC, GAN and NCMEA for their support and contribution in research work. Lead Researcher, Research Coordinator, and Enumerators who worked hard continuously during the research period was commendable.

Finally, I would like to extend my sincere appreciation to CDS staff members for their contribution to complete the research work and finalize the report.

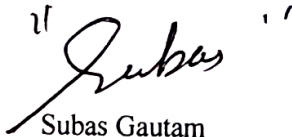

Subas Gautam
President

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Acronyms

CBS	Central Bureau of Statistics
CDS	Child Development Society
DCSI	Department of Cottage and Small Industries
GoN	Government of Nepal
GAN	Garment Association of Nepal
GDP	Gross Domestic Product
HHs	Households
ILO	International Labour Organization
MoLESS	Ministry of Labour, Employment and Social Security
NCMEA	Nepal Carpet Manufacturer and Exporter Association
NEC	National Economic Census
NGO	Non-Government Organization
NPHC	National Population and Housing Census
NMP	National Master Plan on Child Labour Elimination
PC	Prevalence and Conditions
SSF	Social Security Fund
TAC	Technical Advisory Committee
UNICEF	United Nations International Children's Emergency Fund
WVIN	World Vision International Nepal

Executive Summary

Genesis of the study:

- i. This study aimed to produce evidences on prevalence of child labour in the carpet and garment industries in the country, the two fast growing industries known for their high export share and foreign currency earnings during early 1990s and 2000s, which faced significant setback in their growth due for allegations of coercive child labour employment in them in the state period. Specially the carpet industry not only suffered economic recession but also a moral recession for employing and exploiting child labour. The evidences produced in the study carried importance to look into the progress made in curbing child labour use in the two labour intensive industries through reforms in the public policies and enforcement of regulations over the period 1993-2019. The findings of the study revealed significant reduction in the child labour use in the manufacturing establishment carpet Industry in Nepal, It was estimated 50% in 1993 to 6.66 % in 2019. Despite gradual progress in reducing child labour in Nepal, 1.63 % of the children are still engaged in labour activities in the garment industries in Nepal in 2019.

Methodological approach:

- ii. The study covered of 473 industries across the country, which included 290 carpet and 183 garment industries located across 20 administrative districts. The industries with 5 or more workers were selected from a list of 557 industries prepared using the records of the carpet and garment industries available in the National Economic Census of 2018 and additional records made available by the Carpet and Garment Associations of Nepal. The largest number of sample industries was located in Kathmandu district, with a total of 303 industries, followed by Lalitpur and Bhaktapur districts with 81 and 74 industries each. Rest of the industries were from other districts. The number of workers working in production units of these industries constituted the sampling frame. The number of workers was proportionally sampled according to the number of the workers in different production units of carpet and garment industries, using stratified sampling process. The workers and operators/managers of the industries were interviewed using semi-structured questionnaire.

Study Finding:

- iii. The information generated from the study were organized and synthesized to produce findings on three dimensions of the engagement of child labour in the carpet and garment industries: i) the context of the two industries relating to and producing the conditions for the child labour engagement, ii) characteristics of the labour force employed in the two industries and the conditions that cause the child labour to enter into them, and iii) the occurrence and prevalence of child labour and the conditions undermining their wellbeing.

I. Findings on context of the carpet and garment industries:

- iv. The study focused on only those carpet and garment manufacturing establishments that were relatively larger employing more than 5 labours in the work force. The enterprises of the stated sizes are also likely to engage child labour for two compelling reasons: i) deficiency of data/information

on smaller size enterprises, with regards to their location and size of work force because they are not registered, ii) these establishment remaining out of the purview of country's regulatory mechanisms, including those brought to curb engagement of child labour.

- v. Industrial Enterprise Act of 2016 makes provision for the carpet and garment industries to be registered with one of the three entities- Department of Cottage & Small Industries, Department of Industries and Company Registrar Office, as may be applicable based on their size and the scale of operation. However, no consistency in the registration with the three agencies by the size of the work force could be identified. Also 15.17% of the carpet industries and 13.66% of the garment industries that were included in the study are unregistered.
- vi. The study identified garment industries better organized than the carpet industries despite their relatively short history of establishment, much of them established in the period after 1990. This was found attributable to three characteristics in the garment industries: a) larger number of garment industries registered, hence coming in the vigilance of the country's regulatory agencies, including those looking into the concerns of employment of child labour, ii) relatively large number of garment industries connected to financial institutions bringing them into tax net of GoN, iii) relatively better educated work force in the garment industry, due to urban centric garment manufacturing establishment, hence less likelihood of the work force facing the coercive employment regime.
- vii. Majority of the carpet industry operators were found using advance payment of salary/wage to the workers as means to securing labour supply in their establishment. This practice may give a wrong signal of generosity of the industry operators to the work force, but this relates strongly to the practice of 'bondage labour' where the employers use the salary advanced by them as means to asserting coercive labour employment, making the workers to work on lower wage rate, beyond the regular work schedule and under unhealthy and unsafe work environment.

II. Findings on the Characteristics of the Labour Force in the carpet and garment industries:

- viii. Majority of the workers employed in the two industries carpet and garment were Nepali followed by Indians (4.75%) and others (0.02%). Nepali workers employed in the two industries revealed regional, gender and ethnic specificities: a) women constituted chief work force in the carpet industries with the majority of them coming from the hill and mountain districts, b) both women and men had nearly equal proportion in the work force in the garment industries, and c) Makwanpur, Sindupalchok, Kavre and Ramechhap district had large share in the work force in the carpet industries and Morang, Kailali, Parsa on Terai and Kathmandu and Bhaktapur in the mountain were large contributors of the work force in the garment industries. Also, majority of the work force working in the carpet industries were those belonging to Tamang, Magar, Gurung and Sherpa ethnic groups who have tradition of animal fibre and wool based fabric and handicraft making at home. This traditional skill provides them niche in the carpet making. Children from these ethnic groups often end up joining the work force in the carpet industries at early age.

Forced labour involves those forms of coercive labour engagements that involve denial of freedom of movement, food and nutrition, healthy living, education and recreation. Forced labour can be understood as work that is performed involuntarily and under the menace of any penalty. It refers to situations in which persons are coerced to work through the use of violence

or intimidation, or by more subtle means such as manipulated debt, retention of identity papers or threats of denunciation to immigration authorities. Prevalence of forced labour was found to be 0.16% in carpet industry and 1.08% in garment industry.

- ix. Majority of the work force in the two industries belonged to 20-29 years of age. Also, the work force between 20-49 years of age constituted more than 83% of the work force. Nearly 13.48% of the workers of the two sexes in the carpet industries and 6.56% in the garment industries were less than 20 years of age.
- x. Labour force engaged in the garment industries were better educated than in the carpet industries. Relatively large proportion of workers in garment industries educated to higher level was attributable to urban centric work force coming to work in this industry. Also, the large proportion of workers in the garment industries was found to have attended skill training, which indicated the need for specialized training in garment making. Carpet making on the other hand was found to carry the legacy of culture and tradition of certain ethnic groups. The children in these ethnic groups pick up the skill of carpet making observing their parents and working with them on the carpet making loom.
- xi. Majority of the work force in carpet (53.280%) and garment (51.94%) industries were found with 1 to 5 years of work experience and only 15.21% of the workers in the carpet and 10.01% in the garment industries had work experience of 10 years or more. The two industries had dominance of work force of younger age group and not many of them opting carpet and garment making as longer term occupation. The shift in the occupation related to number of reasons, including the security of job tenure in the two industries. Majority of the workers in the two industries worked under informal arrangement, usually under informal contractual agreement between the workers and the factory owner, which did not offer security of job tenure.
- xii. The average working hours of workers in the two industries was estimated at 52 hours a week, which would mean average of approximately 8 hours a day. This was slightly higher than 48 hours per week and 8 hours per day over 6 days a week provisioned by the labour law of Nepal. However, in practice, the working hours and schedule is flexible as per the workers in industries.
- xiii. Only small proportion of workers in the carpet (9.35%) and garment (9.59%) knew of the social security provisions of GoN. Around 20.81% of the workforce was engaged formally with provisions of holidays/insurance/provident fund.
- xiv. Practice of the workers seeking the salary/wage in advance, often in bulk, for the duration or volume of work, was noted more prevailing in the carpet industries than in the garment industries. Nearly 34.59% of the workers in the carpet industries had claimed their salary/wage in advance before coming to work in the establishments. Compared to this only 3.58% of the workers had sought their salary/wage in advance in garment industries. Workers seeking their wage/salary in advance make them succumb to coercive labour regime and monopoly of the operators in the carpet industry. Debt trap due to salary advance and borrowing made by the parents to meet their existential needs increases the chance of young children in such families entering into the labour force at early age.
- xv. The average monthly earning of workers of both the sexes in carpet industries (NRs. 15,028 per person per month) was slightly lower than garment industries (NRs. 16,639). When monthly earning was segregated by sex,

the earning of male workers (NRs. 15,923 per person per month) was found at par with the female worker (NRs. 14,540 per person per month) in the carpet industries. But in garment industry the monthly earning of female workers (NRs. 14,037 per person per month) was much lower than the male workers (NRs. 17,632 per person per month). The average salary in both the industries was slightly higher than the minimum wage (NRs. 13,450) provisioned by Nepal Government.

- xvi. Of the total work force 29.97% workers in carpet industry and 22.26% in the garment industry expressed their willingness to change the occupation. Aspiration to make more earning, better work environment and temporary nature of the job tenure in the garment and carpet industries were the expressed reasons for the willingness to change the job/occupation.

III. Findings on the prevalence and conditions of child labour in the carpet and garment industries:

- xvii. The study identified number of interconnected reasons for child labour entering into the work force in the carpet and garment industries. These, among others, included- i) poverty and indebtedness of parents, ii) large family size, iii) drop out from the school at early age, iv) necessity to support/complement to earning made by parents at early age, v) aspiration to see and work at new places, vi) aspiration to lead an independent living, and vii) motivation by peers in the neighbourhood working in the carpet and garment industries. Among these, poverty and indebtedness of the family and necessity to support/complement earning made by parents were more compelling reasons for the children coming to work in the carpet industries.
- xviii. Youths below 18 years of age working the carpet and garment industries identified three routes for young children joining the labour force in them. These included: a) children coming to work along with their parents, b) inspired by the youths already working the industries and their lavish lifestyle and c) family tradition of carpet weaving, particularly in the Tamang, Magar, Gurung and Sherpa ethnic groups leading them to join carpet industry at early age.
- xix. 6.66% of the work force in the carpet industry and 1.63% in the garment industries were found below 18 years of age. When the prevalence of child labour of this age group was segregated by sex in the two industries, 7.92% of the workers of this age group were boys and 5.98% were girls in the carpet industries while prevalence of boys and girls in the garment industries were found nearly equal at 1.6%.
- xx. The trajectory of decline in the prevalence of child labour assessed in the study by pulling the findings of earlier studies revealed significant progress made since 1993 in curbing the child labour use in the manufacturing establishments in the country. This was possible due to proactive action of the GoN by bringing numerous legislative reforms and improving enforcement of regulations to address the employment of child labour in the manufacturing establishments. The roles of UN agencies and international non-governmental organizations and civil society in Nepal have been equally important in sensitizing Nepali state and citizenry on child labour, particularly forced and worst forms of child labour use in the country and their concerted effort to curb child labour use.

The Study

This report is based on findings of a study, commissioned by Ministry of Labour, Employment and Social Security (MoLESS), Government of Nepal (GoN) in 2019, with the aim to assess the state and prevalence of child labour in carpet and garment industries across the country. The design and execution of the study was co-ordinated by Central Bureau of Statistics (CBS). World Vision International (WVI) and Child Development Society (CDS), the two civil society organizations working together on the issues of child protection provided technical and financial support in conducting nationwide research of the two industries with coordination of Nepal Carpet Manufacturer and Exporter Association (NCMEA) and Garment Association of Nepal (GAN).

The undertaking of the study was guided by two propositions. The first proposition pertained to producing evidence based analysis on the changes in the state and prevalence of child labour in two industries which came into the surveillance of GoN and international communities in 1990s for prevalence and abuse of child labour in them. The carpet industries in particular faced a setback as a result of importer and consumers of handwoven woollen carpet in Europe and North America boycotting carpet from Nepal for concerns of the use of coercive child labour in their making. GoN responded to this concern by introducing number of reforms, including enforcement of laws, constituting a national steering committee to keep eyes on child labour use and fining the industries violating the laws and employing child labour. During 1990-2012, studies were undertaken by agencies of GoN, international and national organizations and civil society entities looking into the processes of flow of child labour into the labour market, prevalence of child labour in formal and informal sectors of economy and performance of regulatory instruments in controlling exploitative employment and abuse of child labour. The study commissioned by United States Department of Labour (USDOL) and undertaken by Cornell University ILR School in 2012 has been most comprehensive study in this series on the conditions of child labour working in the carpet industries in Nepal. These studies succeeded drawing attention of GoN and UN agencies (ILO and UNICEF) and international and national child centred organizations on the needs of coordinated efforts to progressively abolish prevalence of child labour in the industries and production processes involving significant health risk and occupational safety concerns and provide them opportunity to lead a dignified life. These agencies also rolled number of child centred education, behavioural and awareness programs and also those targeted to the potential employers to sensitize them consequences for employing child labour and undermining their welfare while at work. In the context described it becomes important to look into progress made over the decades of 1990s or 2010s in curbing out prevalence of child labour in Nepal's carpet and garment industries. The study intended to contribute to this end by producing evidences on the state, prevalence and conditions of child labour in the carpet and garment industries.

The second proposition guiding the undertaking of the study related to the end of long prevailing political uncertainty in the decades of 1990s through 2010s with the promulgation of new constitution in 2015 that created new order to roll social and economic reform agenda three tiered federal governance. This meant producing new evidences to inform and sensitize the elected representatives at the three

tiers of the government- at the federal, provincial and local levels on the issues of child labour in general and those facing carpet and garment industries in particular.

This report has been laid out in four sections. Section I explains the purpose and objective of the study and the approach adopted for conducting the study. Section II defines child labour, forced child labour, vulnerabilities facing child labour and sources of physical and emotional hardships and health hazards emerging from exposure of the children to work unfavourable work environment. Section III presents the key findings of the study. Section IV presents the concluding remarks of the study.

SECTION

1

Objective of the Study

In the premises stated in the preceding section above, the study was undertaken with the objective to produce new/updated evidences on state and prevalence of child labour in the carpet and garment industries in the country and the direction of pro-active policy reforms and practices to end use of child labour in any form in the two industries by 2022 as envisioned by the GoN. The specific objectives of the study were:

- i. to produce evidences on total workforce in the carpet and garment industries and proportion of child labour in the total work force employed in the two industries,
- ii. to profile the child labour use in the two industries in terms of age, caste/ethnicity, place of origin/migration, tasks performed, working hours and physical drudgery and emotional hardship faced by them,
- iii. to assess the knowledge and awareness of employers, also the workers, on the labour laws and regulations guiding employment of children, wages and securities while at work, including the provisions of social protection scheme of GoN to cover work force in the private sector,
- iv. to assess the changes/improvements in the practices of employing child labour in the carpet and garment industries as a result of policy and regulatory reforms in the past, and
- v. to identify the gaps vis-a-vis further reform needs and recommend on the practices to end employment of child labour in any form in the two industries.

Approach

The approach adopted in the study involved formation of the technical advisory committee, the design of the sampling process, data collection tools, the data collection process, and data analysis and interpretation. The details of these approaches are described below:

1. Formation of Technical Advisory Committee (TAC)

The Technical Advisory Committee was constituted with representatives from MoLESS, CBS, CDS, WVIN, Garment Association of Nepal and Nepal Carpet Manufacturer and Exporter

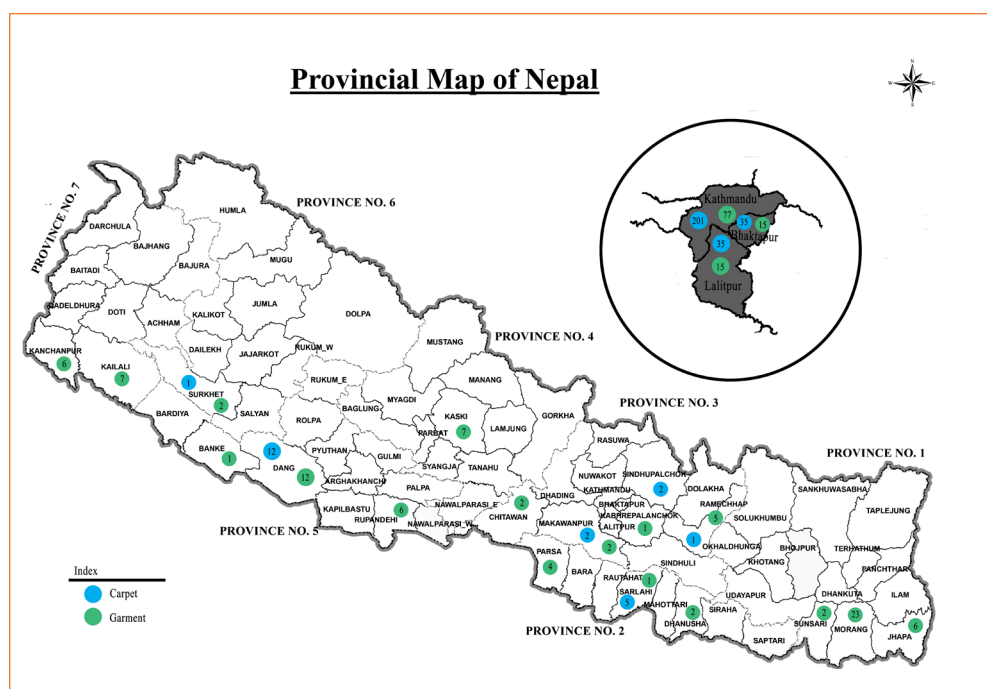
Association. The main role of the technical advisory committee was to support in the designing of the approach for data collection through a consultative process and continuous feedback mechanism, and facilitate the data collection process in the field.

2. Study Area and Sample Size Selection and Sampling Process

The study was conducted in 473 carpet and garment industries (out of planned 557 industries) in 20 districts across Nepal. The largest numbers of sample industries were located in Kathmandu

FIGURE 1:

Map of Nepal showing the locations of carpets and garments industries undertaken for the study



district with a total of 303 industries followed by Lalitpur and Bhaktapur districts with 81 and 74 industries respectively. The number of industries per district is included in table in the Annex.

The number of industries were identified based on the records taken from the National Economic Census of 2018 (2075 BS) and the records available at the Carpet and Garment Association of Nepal. Of total 557 industries, the major part of the sample size was taken from the National Economic Survey, which was 312 industries (56.01% of the total sample). Similarly, the Carpets and Garments Association provided with list of 245 industries.

The number of workers working in production units of these industries constituted the sampling frame. The numbers of workers were proportionally sampled according to the number of the workers in different production units in carpet and garments industry using stratified sampling process. Then a systematic sampling process was used to select the individual workers from a sequential order. The primary sampling units were individual works directly involved in the production of carpets and garments. Other working staffs at the industry like staff in administration, accounts etc. were excluded in the survey as they were highly unlikely to be engaged in the child labour. The following formula was used to calculate the sample size:

$$n = \frac{z^2 p(1-p)}{e^2}$$

Where, n is the sample size.

“p” is the probability of success (be a child labour)

“e” is the margin of error

TABLE 1:

Number of Industries Identified during the Sampling Process

Source	No of Industries	Percent
Carpet Association of Nepal	194	34.83 %
National Economic Census 2075	312	56.01 %
Garment Association of Nepal	51	9.16 %
Total	557	100 %

“Z” is the critical value of the Normal distribution at $\alpha/2$

If some adjustment is required then, alternative formula for ultimate sample size were used

$$n = \frac{z^2 p(1-p)}{e^2} \times a$$

Where “a” is the adjustment factor.

“a” is the ratio of total population to children in NPHC 2011

Sampling Frame (at least 5 persons engaged in the production work)

TABLE 2:
Number of Production Workers interviewed depending upon the total number of workers

Total no of Production worker	Number of Production workers interviewed
5-9	5
10-14	6
15-19	7
20-24	8
25-29	9
30-34	10
35-39	11
40-44	12
45-65	13
66 and more	20

TABLE 3:
Attributes for information Collection from Industry and Workers

Information from Industries	Information from Production Workers
1. Status — Registered or Unregistered Industries	1. Demographic Profile (Age & Sex Distribution)
2. Number of Workers	2. Education Status
3. Income and Loans if any	3. Numbers of Years of Work
4. Knowledge of social security schemes	4. Average working hours
5. Wages Regulation	5. Average Wages
	6. Prevalence of Child Labour
	7. Nature of Job — Full time or Part time
	8. Knowledge of social security schemes

Since, the value of proportion of each child labour is unknown, the proportion has been considered 0.5 for the sampling purpose and the response rate has been estimated at about 90%. The following table provides the numbers of worker interviewed depending upon the total number of workers engaged in the production in the industries.

3. Data Collection Methods and Tools

The primary data was collected using field observation methods and direct personal interviews with the industry workers and industry owners. The questionnaire was designed with support from the technical advisory committee and information was collected for the following attributes or variables that were critical for the analysis. A mobile application tool called **KoBo Toolbox Software** was used for data collection in the field.

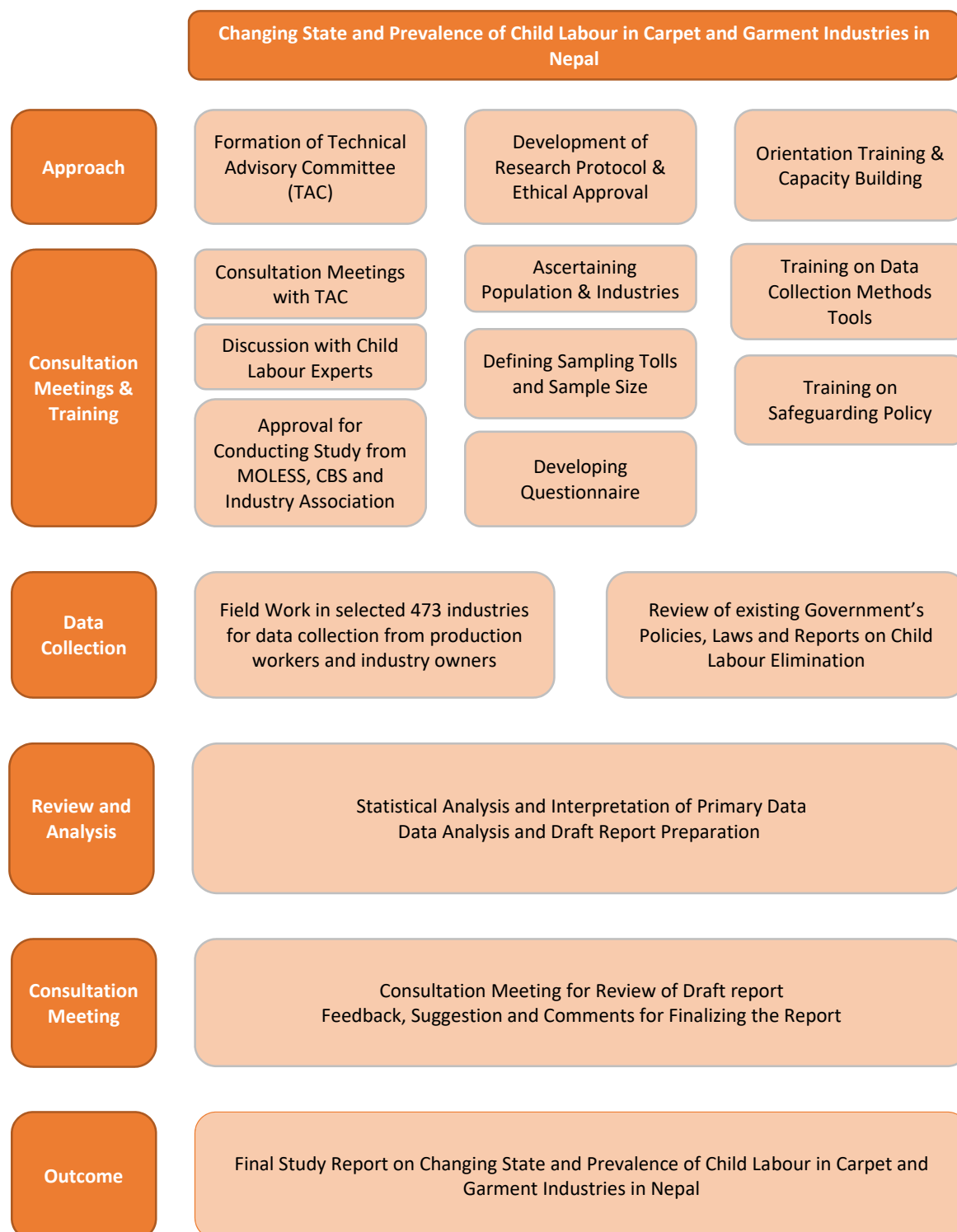
4. Field Work for Data Collection

The field work was conducted for 35 days in the selected 473 garment and carpet industries in 20 districts of Nepal. For conducting the study, one lead researcher, one research coordinator and 35 Research Assistants were hired and a three-day capacity building activities were organized for building their capacity on data collection using the KoBo Toolbox Software.

5. Limitation

- This survey did not include the small industries where the number of workers is less than 5.
- As a sample based selection of individual workers, the results obtained hereafter should be considered as indicative particularly while the estimated values is less than 30.
- The survey was focused on production sectors of carpet and garment industry and not covered whole supply chain process.

FIGURE 2:
Flow Chart depicting the study approach and methods



SECTION

2

Child Labour in Nepal

According to ILO's Minimum Age Convention, 1973 and the Worst Form of Child Labour Convention, 1999, the term "Child Labour" refers to any work that deprives children off their childhood and their right to education, health, safety and moral development. It refers to work that is mentally, physically, socially or morally dangerous and harmful to children; and/or interferes with their schooling. Though Child Labour is declining in Nepal at the rate of 100,000 children every year, Nepal still accounts for 1.6 million children engaged in Child Labour in age-group of 5 to 17 years old. Of these 621,000 are estimated to be engaged in hazardous form of labour with over 60% girl children (ILO Nepal, 2020). According to the Multiple Indicator Cluster Survey, 2014 published by the CBS, 37.4% of children between 5 to 17 years of age are found to be involved in child labour.

The major underlying cause of Child Labour in Nepal is extreme poverty which gets compounded because of existing social inequities and prevailing discrimination in the society. Additionally, the lack of education and little knowledge and awareness of society and parents force children to be

engaged into labour. The child labour brings detrimental impact on children's wellbeing. Children involved into labour experience permanent physical and psychological harm with reduced opportunities for personal development. Children are usually denied access to education which reinforces the cycle of illiteracy and poverty. This effect is seen much more strongly in girls than in boys.

The National Master Plan on Elimination of Child Labour (NMP 2018-2028) identified 17 major sectors where children are involved in labour. These include child labour from domestic household work, agriculture, sewing, brick industries, mines, transportation, begging, drug peddling etc. Child labour is found to be decreasing in sectors like carpet industries and stone quarrying however, it is found to be increasing in street vending business, garages (motorcycle), porter, hand-embroidery etc. One of the major reasons identified in the NMP is the ineffectiveness of the government and non-government organizations working on child rights protection and failures of expected reforms on existing social practices.

Child Labour in Carpet and Garment Industry

The history of carpet industry in Nepal dates back to 1960s when commercial production of carpet started in Nepal. In 1962, Nepal launched the commercial shipment of carpets with first consignment to Zurich, Switzerland (Min-

istry of Industry, 2020). Similarly, the garment industries started flourishing in 1985 and garments was the second largest export item of Nepal after the woollen carpets. Both these industries gained significant growth and become

major export industries in Nepal. The garment industry alone contributed to one-third of the total export values, and directly employed around 90,000 people supporting livelihood of almost 450,000 families (Fair Wear Foundation, 2013).

In regards with the child labour in the industry, there are disagreements on the number of children employed as labour in both the industries. On one hand while the industry and government argue there has been considerable decline in the number of labours,

NGOs argue there has been increase in the number of labours. In a survey conducted by the Cornell University in 2012 in 714 carpet industries, the total workforce was 49,539 of which 10,907 were children (Cornell University ILR School, 2012). Similarly, the survey also reported that carpet industries were increasing the employment of bonded child labour, but no statistics were available (Anon, 2012) (Cornell University ILR School, 2012). The following table provides data with regards to the number of children working in the carpet industry in Nepal.

TABLE 4:
Prevalence of Number of Children working in the Carpet Industry in Nepal

-	Total	Households	Factories
Total Estimated Number of Establishments	16,561 (100 percent)	15,847 (95.7 percent)	714 (4.3 percent)
Total Estimated Number of Carpets Workers	45,539 (100 percent)	32,176 (65.0 percent)	11,363 (35.0 percent)
Total Estimated N of Child Carpet Workers	10,907 (100 percent)	8,747 (80.2 percent)	2,160 (19.8 percent)
Industry Prevalence of Child Workers (%)	22.0 percent	27.2 percent	12.4 percent

(Source: Cornell University ILR School, 2012)

Legal and Institutional Framework for Child Labour Elimination

The constitution of Nepal has guaranteed every citizen the right to live with dignity. According to the constitution of Nepal, 2015, Child Rights is established as fundamental rights under Article 39, Clauses 4, 5, 6, 7 & 10.¹ It also

gives directives for providing special protection of vulnerable children and prepares policy guidelines to put an end to all forms of labour exploitation including child labour. The Labour Act, 2017 carries the objective of ending all

- 1 **Clause 4:** No child shall be employed to work in any factory, mine or engaged in similar other hazardous work.
- Clause 5:** No child shall be subjected to child marriage, transported illegally, abducted/kidnapped or taken in hostage
- Clause 6:** No child shall be recruited or used in army, police or any armed group, or be subjected, in the name of cultural or religious traditions, to abuse, exclusion or physical, mental, sexual or other form of exploitation or improper use by any means or in any manner.
- Clause 7:** No child shall be subjected to physical, mental or any other form of torture in home, school or other place and situation whatsoever.
- Clause 10:** Any act contrary to in clauses (4), (5), (6) and (7) shall be punishable by law, and a child who is the victim of such act shall have the right to obtain compensation from the perpetrator, in accordance with law. (Ministry of Law, Justice and Parliamentary Affairs of Nepal, 2015)

forms of child labour exploitation and prohibits employing any child to work against the law. Similarly, the Child Labour (Prohibition and Regulation) Act, 2000 has also prohibited employment of underage children as labour. The Act comprises of 6 chapters of which all chapters except Chapter 1 is focused on Child Labour (ILO, 2000).

Nepal has ratified the ILO Convention No. 182 on worst form of Child Labour and has committed to the child labour elimination. Different line agencies, local government, NGOs and

CBOs are working on formulation and implementation of plans and programmes for Child Labour Elimination, however, it could only be achieved if done in an integrated and a coordinated manner. The National Master Plan, 2018 is expected to maintain uniformity with projects and programmes carried out directly or indirectly for Child Labour Elimination and Protection of Child Rights. The NMP had identified five strategies to achieve its objective of making Nepal free of Child Labour by 2024.

Strategic Objectives

1. To reform policies, laws and institutional measures related to child labour elimination, and implement them effectively.
2. To enhance capacity of stakeholders on child labour elimination.
3. To carry out regular search, monitoring, rescue and rehabilitation of the children who are in child Labour.
4. To provide necessary support through directly targeted programmes to the children vulnerable to child labour and their families.
5. To establish and run partnership, coordination and networking among the stakeholders.

SECTION

3

Key Findings of the Survey

The findings of the study in this section are organized along three dimensions of child labour engagements in the carpet and garment industries: i) the context of the two industries that relate to and produce the condition for the child labour engagement, ii) characteristics of the labour force employed in the two industries and the conditions that cause the child labour to enter into them, and iii) the occurrence and prevalence of child labour and the conditions undermining their wellbeing.

1. The Context of Carpet and Garment Industries

Registration of Enterprises

Carpet and garment industries in the country encompass a spectrum of production enterprises, differing in size, scale of operation and the size of the labour force employed in them. While many are small unregistered household level enterprises, run essentially on family labour, others are of corporate scale enterprises duly registered and specialized in the design, production, marketing and export of hand-woven carpet and readymade garments to cater to the demand in the domestic and international market. The industries included in the study involved those with commercial scale production and marketing, which are required to be registered with designated government agencies as provisioned by Industrial Enterprises Act 2016. Smaller scale carpet and garment industries come under the purview of small and cottage industry, required to be registered with the Department of Cottage and Small Industries. Garment industries on the other hand are required to be registered with Department of Cottage and Small Industry or Department of Industry, depending upon their scale of operation. Registration of the enterprise brings them into the purview of

regulations guiding labour employment and their safety and welfare, pollution control and taxation system of the government. Small household scale production enterprises, on the other hand, are often not registered and hence remain out of the reach of the labour laws, including child labour employed in them. This study essentially focused on 290 carpet and 183 garment industries across the country, both registered and unregistered, based on the records obtained from different sources. As such the study included those industries that had visibility of some form, due to their scale and work force employed in them. However, much of the household level production enterprises remained uncovered in the study, primarily due to lack of information on their location to bring them into sampling plan and subsequently in the purview of analysis.

Of the 290 carpet industries included in the survey, 246 (84.83%) were registered while 44 (15.17%) were unregistered. Similarly, of the 183 garment industries, 158 (86.34%) were registered and 25 (13.66%) were unregistered (Table-5). The survey focused entirely on factory scale carpet and garment production units using the list of carpet and garment industries developed based on the information available in National Economic Census and information provided by Associations of Carpet and Garment Manufacturer. The state of registration of the two types of industries signals that not all of enterprises operating in the country are registered, leaving aside the household level enterprise, which produces the condition of informality still persisting in carpet and garment manufacturing in the country. Existence of non-registered enterprises would mean production units and their work force, including child labour, and their welfare remaining out of the focus and scrutiny of countries labour laws

TABLE 5:

Distribution of Surveyed Industries by Registration with the Designated Agencies (value in parenthesis is in %)

Type of Industry	Status of Registration, Number of units (%)		Total
	Registered	Unregistered	
Carpet Industries	246 (84.83)	44 (15.17)	290 (100)
Garment Industries	158 (86.34)	25 (13.66)	183 (100)
Total	404 (85.41)	69 (14.59)	473 (100)

and hence possibility of total abolishment of child labour a non-achievable dream.

When registered and unregistered industries were segregated based on the number of the work force employed in them, majority of the unregistered industries were those where size of the employee was less than 20 persons in the units, which included 13.45% carpet and 13.11% garment industries (Table-6). This would mean smaller industries, employing smaller work force in the establishment, generally remaining unregistered and therefore remaining out of the focus of the formal regulatory system of the government. These are the industries where work force, especially women and children employed to work, face higher risk of abuses, denial of minimum wage and work environment because they are not registered.

Again distribution of carpet and garment industries by the agency of registration, identifying the jurisdiction and control of the government agency

responsible to regulate the carpet and garment industries, was looked into (Figure 3). Majority of the carpet industries (90.65%) and garment (67.09%) industries were found registered with Department of Cottage and Small Industry. Also, nearly half of the carpet (48.78%) and garment industries (49%) registered with the Department of Cottage and Small Industries had workforce smaller than 20 persons. This would mean majority of the carpet and garment manufacturing units in the country, also those included in this study, were small scale enterprises with smaller workforce and scale of operation. Again, no consistency in the registration with the three agencies by the size of the work force could be identified. As many as 38.21% and 3.66% of carpet industries included in the study were those that employed 21-60 and larger than 60 persons, respectively, but still registered with the Department of Cottage and Small industries, contrarily 2.85% of the units registered with Department of Industries and 2.02% of units registered with Company Registrar Office were those

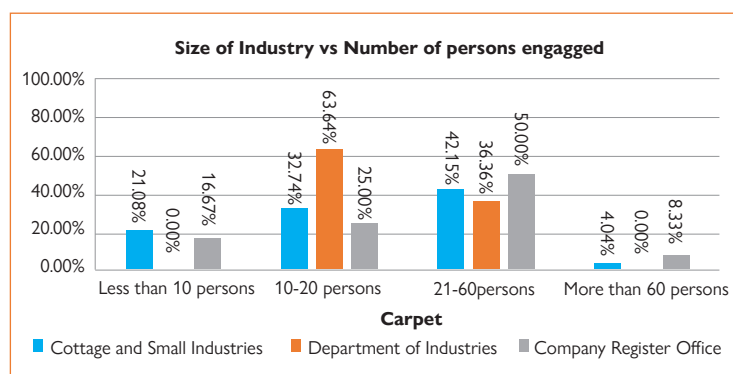
TABLE 6:

Distribution of Registered/Unregistered Carpet and Garment Industries by Work Force

Size of the Work Force	Number of Registered and Unregistered Industries by Type					
	Carpet Industry			Garment Industry		
	Registered	Unregistered	Total	Registered	Unregistered	Total
< 10 persons	49 (16.90)	20 (6.90)	69 (23.80)	42 (22.95)	11 (6.01)	53 (28.96)
10-20 persons	83 (28.62)	19 (6.55)	102 (35.17)	68 (37.16)	13 (7.10)	81 (44.26)
21-60 persons	104 (35.86)	5 (1.72)	109 (37.59)	38 (20.76)	1 (0.55)	39 (21.31)
> 60 persons	10 (3.44)	0 (0.00)	10 (3.44)	10 (5.46)	0 (0.00)	10 (5.46)
Total	246 (84.83)	44 (15.17)	290 (100)	158 (86.34)	25 (13.66)	183 (100)

Values in the parenthesis are in %

FIGURE 3:
Distribution of Carpet and Garment Industries



that employed less than 20 persons in the work force. This would implicate registration of the production units at least that applied to the carpet and garment industries in the country, related to registry system to bring the manufacturing establishments in taxation net of the government and not by the size.

Credit Access by the Enterprise

Credit access of the carpet and garment industries were assessed and related with the size of the industries, by the number of work force employed by them (Table- 7). The work force was used as dummy indicator of size of the establishment and the business in their command. Of 290 carpet industries included in the survey, slightly less than half (47.93%) of them had obtained credit from financial institutions to run the enterprise while more than half (62.84%) of the 183 garment industries had also obtained credit to establish and run the business. Again,

the establishments obtaining the credit could not be related, in any ways, to the size of the work force and therefore to the size of the business. Production enterprises of all categories, small or large, had obtained credit from financial institutions either to initiate or run their business. Nonetheless, this did indicate that Nepal's financial institutions provide credit to carpet and garment manufacturing establishments and that do not discriminate them by the scale of business/operation. Relatively large number of garment industries connected to banking/financial institutions would mean garment industries in the country are better organized than the carpet industries even though garment industries had relatively short history and flourished only during the period of post 1990s.

Knowledge of Social Security Scheme of GoN

Social Security encompasses policies and support provisions to address vulnerability, deprivation, risk and destitution facing the employees in the public and private sector and also the common people, including the work force in the industries and manufacturing establishments. Nepal's social security system and schemes provisioned have expanded, in terms of both number of schemes and the population covered, in the period after 1994 with the resource allocation for social protection scheme reaching up to 3.5% of GDP. The Social Security Act of 2018 covers economic and social risk of all workers, including those in the informal sector

TABLE 7:
Credit Access of the carpet and garment industries by the size of the work force

Size of the Work-force	Number of Industries with and without Credit Access					
	Carpet Industries			Garment Industries		
	With	Without	Total	With	Without	Total
< 10 persons	29 (10.00)	40 (13.79)	69 (23.79)	34 (18.56)	19 (10.38)	53 (28.96)
10-20 persons	43 (14.83)	59 (20.34)	102 (35.17)	54 (29.51)	27 (14.75)	81 (44.26)
21-60 persons	60 (20.70)	49 (16.90)	109 (37.59)	20 (10.93)	19 (10.38)	39 (21.31)
> 60 persons	7 (2.41)	3 (1.03)	10 (3.43)	7 (3.83)	3 (1.64)	10 (5.46)
Total	139 (47.93)	151 (52.07)	290 (100)	115 (62.84)	68 (37.16)	183 (100)

of economy. A Social Security Fund (SSF) has been constituted to roll employee's contribution based scheme to fund health security, accidental insurance, pension and dependable family protection. The labour act of Nepal makes provisions for minimum wage, sick leave, maternity leave and occupational safety and health standards at the work place, which also applies to workers in the private sector manufacturing/production establishments. In practice, however, the workers in the informal sector are denied most of these provisions. Generally, workers in small and medium enterprises such as garment, carpet, and pashmina factories are obliged to work in unhygienic conditions. Also, the safeties of workers in majority of larger manufacturing entities are also often neglected by the management (Khanal, 2012).

In the course of undertaking of the study, it was decided to include questions to ascertain whether or not the operators/managers of the carpet and

garments industries are aware of the social security schemes and whether or not they are interested to explore and execute those provisions, including employee's contribution based social security schemes under SSF. The observations made on the knowledge of the management of carpet and garment industries on social security provisions and their willingness to roll them in their establishments are depicted in figure 4 and 5, respectively. With regards to knowledge on the social security provisions laid by different legislations of GoN, 80% of the employer or their designated representatives in the carpet industries and 93.44% of them in the garment industries revealed that they were knowledgeable of the provisions. Contrary to this when they were asked to reveal their willingness to roll social security provisions in their respective establishments, only 52.76% of the operators in the carpet industries and 55.74% of them in the garment industries revealed their willingness to roll the schemes. Again, the question that was asked related to their 'willingness' and not the actual plan or program at their end and the time frame related to them, therefore it was not possible as to what extent the employees in these establishments were actually covered under social security provisions of GoN.

With regards to the current state of coverage of work force under social security schemes, the provisions generally limit to work force in the government and the organized sector and bulk of private and informal sectors generally operate outside the purview of the social security provisions. They often deny most benefits, except the daily wage. Even to this end, the provisions for minimum daily wage set by labour law are often violate by employers in the private and informal sectors leaving aside the health security, accidental insurance, pension and dependable family protection and occupational safety and health hazards at the work place. Thus, much of the problems in rolling social security coverage pertain

FIGURE 4:
Knowledge of the operators of the carpet and garment industries

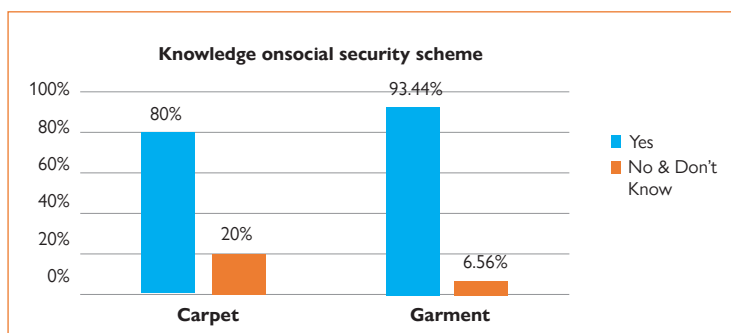
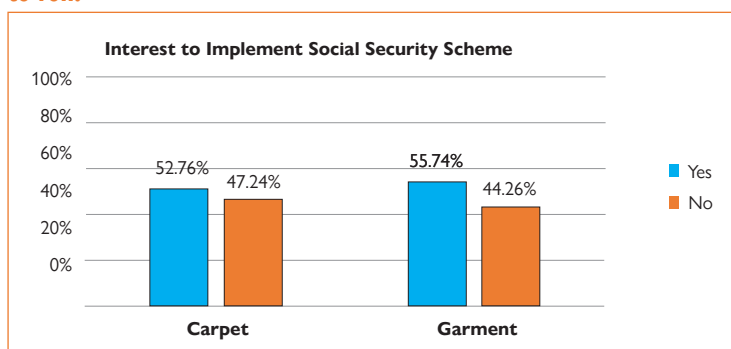


FIGURE 5:
Willingness of the operators of the carpet and garment industries to roll.



at the operational level and not at the level of knowledge and awareness of the employers on the social security provisions. Lack of data/information on state of coverage of social security in the private and informal sectors is the most important challenge to this end. The employees in these sectors often do not voice their concern for the fear of loss of job consequently the wage that they earn to meet the sustenance (Khanal, 2012).

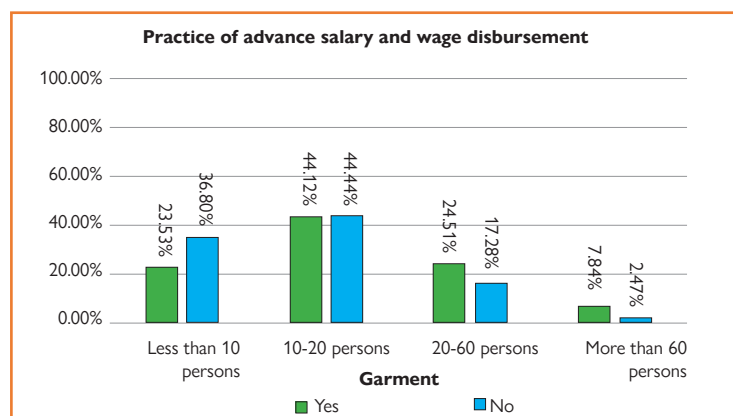
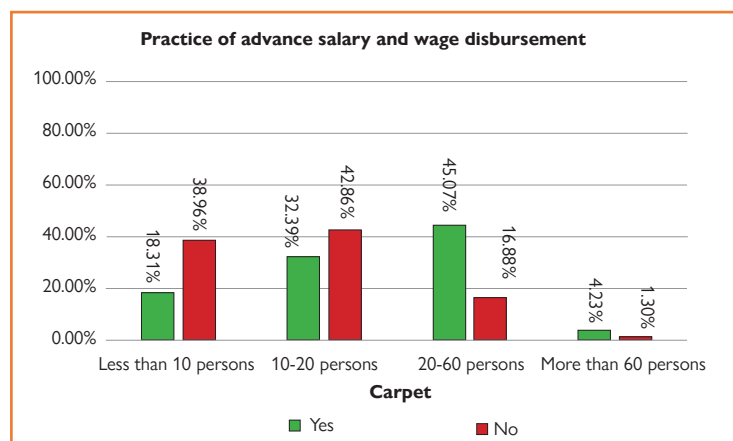
Practice of Advance Wage Disbursement to Employ the Work Force

The practice of advance salary/wage disbursement on the part of the carpet and garment industries operators to be able to employ the work force in their establishment was inquired. Operators of as many as 213 out of 290 (73.44%) carpet industries and 102 out of 183 (55.73%) garment industries revealed

that they were obliged to advance the salary/wage to the workers to employ them in their establishments. When the practice to advance the salary/wage by carpet and garment industries was segregated by their size, based on the number of employees in the establishments, this practice was found prevailing in all establishments irrespective of the size. The operators/managers of the establishments revealed that they made the payment of salary/wage to the workers in advance, before they actually come to work, to ensure that they have enough work force in their establishment. The entire operation in the carpet making, and to a slightly lesser extent in the garment manufacturing, are labour intensity and any shortage of labour would mean the loss of revenue for failing to bring the products to meet the demand in the market.

The practice of advance disbursement of salary/wage by the operators of carpet and garment industries might give a wrong signal of their generosity to the work force. In fact, this practice relates strongly to the practice of 'bondage labour' where the employers' use the salary advanced by them as means to assuring that the labour accepting the advance would be obliged to work for a period for which the salary/wage was paid for. Usually, such labours face additional exploitation, including their obligation to work beyond the regular work schedule or forced to hazardous jobs, on cost of their health and safety. Child labour often becomes victims of such practices, described in the following section.

FIGURE 6:
Practice of advance salary and wage disbursement in the carpet and garment industries



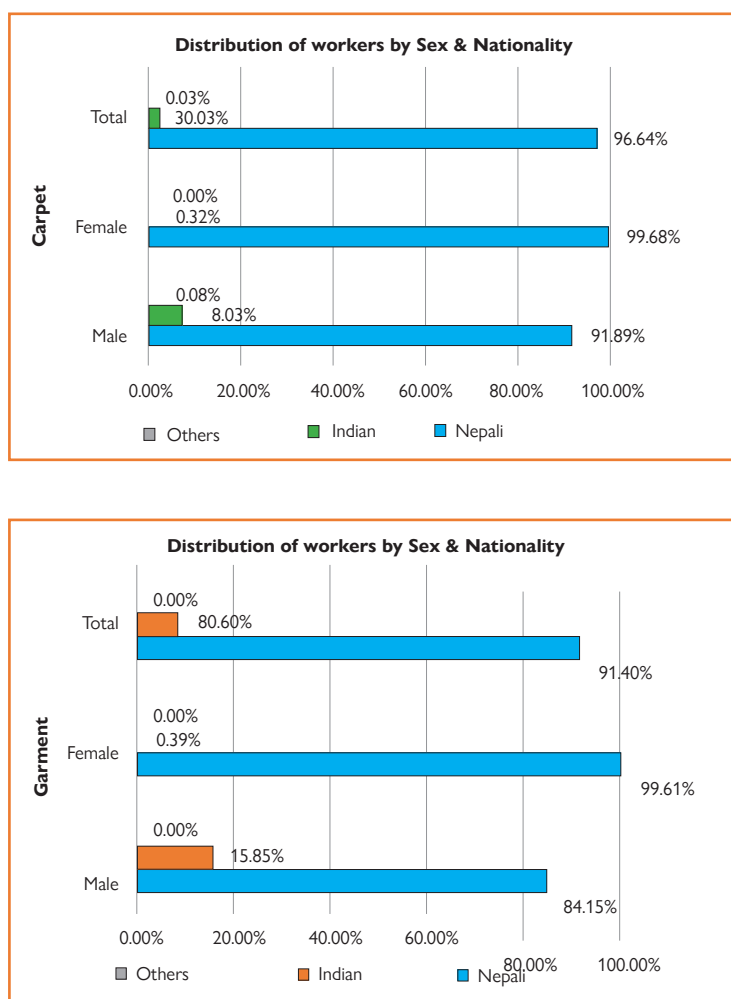
2. Characteristics of the Labour Force in the Carpet and Garment Industries

Origin of the Labour Force

i. Origin by Nationality

The distribution of work force in carpet and garment industries by their nationality is presented in Figure 7. Majority of workers in the two industries were Nepali (95.23%), followed by Indians (4.75%) and others (0.02%). The Indian workers in the two industries were employed

FIGURE 7:
Distribution of workers in carpet and garment



only in the specialized tasks, such as designing, dyeing and pressing in carpet industries and designing the garments in the garment industries, and almost all of them were male workers. The Nepali workers in the two industries included both male and female though the number of female workers in the carpet industries was higher than the male workers while it was nearly equal for both sexes in garment industries. Only smaller number of work force in carpet industries were from other nationalities, other than Nepali and Indian.

ii. Origin by Regions in Nepal

The labour force working the carpet and garment industries were counted by the origin of the districts that belonged in order to identify the geographic/regional specificities, if any, in the work force. The observations made are presented in

Table- 8, which reveals three important attributes pertinent to the labour force in the two industries: i) women (65.43%) constitute chief work force in the carpet industries and majority (66.79%) of them come from the hill and mountain districts, ii) both female (47.96%) and male (52.03%) workers have nearly equal proportion in the work force in the garment industries, and iii) Makwanpur, Sindupalchowk, Kavre and Ramechhap district have large share in the work force in the carpet industries and Morang, Kailali, Parsa, Kathmandu and Bhaktapur are large contributors of the work force in the garment industries. Again, majority of the labour force working in the carpet industries are those belonging to Tamang, Magar, Gurung and Sherpa ethnic groups who have tradition of animal fibre and wool based fabric and handicraft making at home. This traditional skill provides them niche in the carpet making. Garment making on the other hand demands some specialized skills in designing, fabric cutting, stitching, pressing and packaging and much of it requires learning and on-the-job training. These skills are generally urban area specific and therefore majority of the work force come from urban areas in Terai and also those from Kathmandu and Bhaktapur. In Terai region, tailoring traditionally belonged to occupation of Muslims but in recent times girls and women, primary those coming from hills in large numbers and also small numbers from Terai, have learnt tailoring and cloth making skills. This is also reflected in significant proportion of women involvement in the labour force in garment industries. Another trend noticed in Terai and Inner-Terai is Tharu girls and youths taking up tailoring as their occupational skills.

The observation made above also relates to involvement of child labour in the two industries. Majority of the child labour involved in the carpet industries are girls, both minor and also of adolescent age, from the hills ethnic groups, especially Tamang.

Table 8:
Geographic/regional distribution of labour employed in the carpet and garment industries

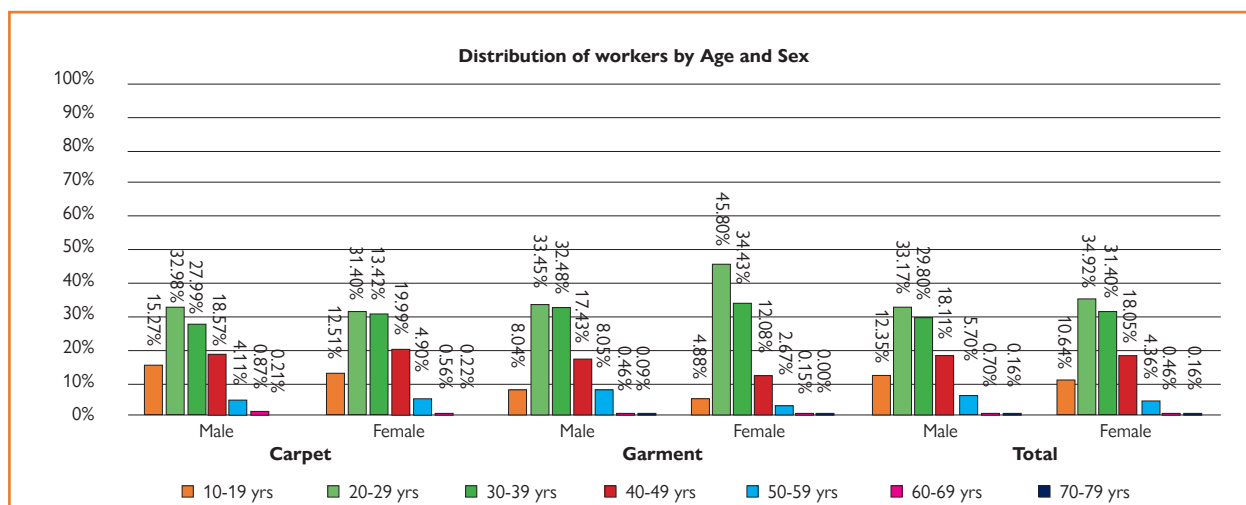
Region/District of Origin	Number of labour in carpet industry			Number of labour in garment industry		
	Male	Female	Total	Male	Female	Total
Hills/Mountains						
Bhaktapur	15	29	44	19	96	115
Dhading	18	47	66	31	33	64
Dolakha	42	134	175	22	46	68
Kavre	49	212	261	37	55	92
Kathmandu	20	154	175	50	53	103
Khotang	7	61	68	8	17	25
Lalitpur	21	240	261	31	60	91
Makwanpur	694	937	1630	6	34	40
Ramechhap	32	198	230	25	63	88
Sindhupalchowk	115	337	452	18	37	55
Total of hills and mountains	1013	2349	3362	247	494	741
Terai						
Bara	161	226	387	77	7	84
Jhapa	19	72	91	20	48	68
Kailali	0	3	3	37	81	118
Morang	16	63	79	83	137	221
Parsa	56	26	82	101	4	105
Rautahat	77	66	143	126	7	132
Sarlahi	227	368	595	92	5	97
Sindhuli	120	193	313	15	47	62
Sunsari	12	4	16	43	26	69
Udayapur	42	60	102	10	20	30
Total of Terai	730	1081	1811	604	382	986
Others	315	371	686	542	355	897
Grand Total	2058	3801	5859	1393	1231	2624

Distribution of Workers by Age

The distribution of workers by age group, observed in the carpet and garment industries is illustrated in Figure 8. The work force in the two industries included male and female between less than 18 years to more than 60 years of age. Of the total workforce in the carpet industries (5859), majority (31.95%) of the workers were between 20-29 years of age, which included 11.59% male and 20.36% female workers. Also,

the work force between 20-49 years of age, inclusive of the workers of the both sexes, constituted 81% of the total work force in the carpet industries. Similarly, of the total workforce in the garment industry (2624) majority (39.25%) of the workers belonged to 20-29 year of age, which included 17.76% male and 21.49% female workers. Also, the workers between 20-49 years of age constituted 87.58% of the work force in the garment industries.

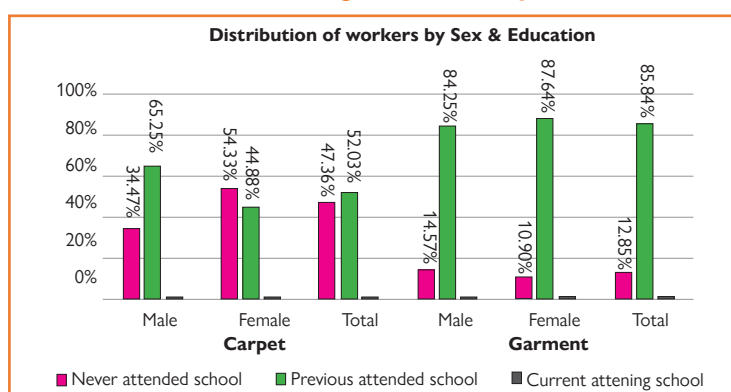
FIGURE 8:
Distribution of worker in carpet and garment industries



Nearly 13.48% of the workers of the two sexes in the carpet industries and 6.51% in the garment industries were less than 20 years of age. The workers of this age group included high-

er proportion of girls (8.11%) than boys (5.36%) in the carpet industries. Contrarily, in garment industries boys (4.27%) were slightly higher than girls (2.29%) below 20 years of age.

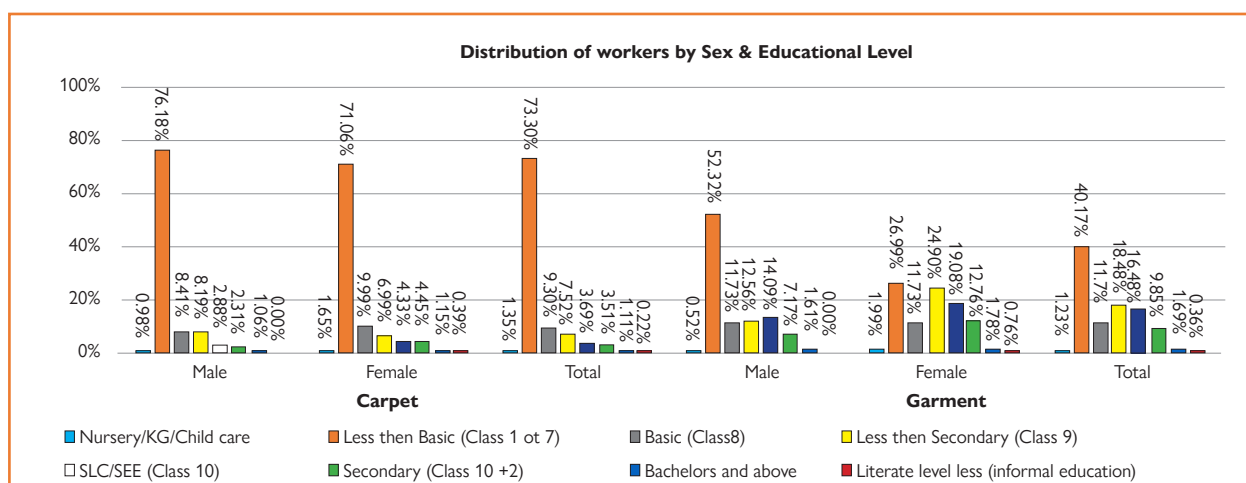
FIGURE 9:
Education of work force in the garment and carpet



Distribution of Workers by Educational Attainment

The educational attainment of workers in the carpet and garment industries by sex is presented in Figures 9 and 10. Of the total work force in the carpet industries, as many as 52.03% (3049 out of 5859) had attended some level of education whereas in the garment industries nearly 85.84% of the workers had attended some level of formal schooling. When segregat-

FIGURE 10:
Distribution of workers by educational attainment in carpet



ed by sex, 65.35% male and 44.88% female workers in carpet industries and 84.25% male and 87.64% female workers in the garment industries had attained some education before coming to work. When segregated by the level of educational attainment majority of the workers in the carpet industries (73.30%) and garment industries (40.17%) had educational attainment to primary level. Only 8.31% of the workers in the carpet industries and 28.02% of workers in the garment industries had educational attainment to secondary and higher secondary level. Larger number of workers in garment industries educated to higher level was essentially due to dominance of urban centric work force coming to work in this industry.

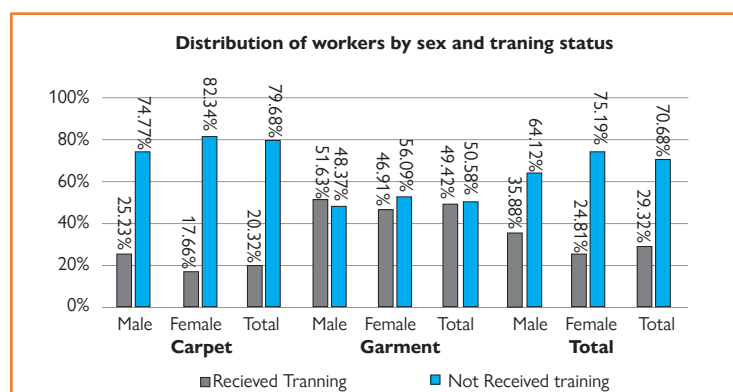
The survey also counted the boys and girls working in the carpet and garment industries attending school while they worked. As many as 6 boys and 30 girls (total 36 or 0.61%) in the carpet industries and 16 boys and 18 girls (total 34 or 1.31%) in the garment industries were continuing their education while they were working. These were essentially children below 20 years of age coming to work in the two industries with their parents. But, not all of the children of this age in the two industries were attending the school. Particularly, those children who were on their own in the two industries, their primary motive was earning and not continuing the education.

Distribution of Workers by Skill Training

The distribution of work force by skill training attended by them to work in the two industries revealed as many as 20.32% workers in the carpet industries and 49.42% in the garment industries had some skill training attended (Figure 11). When segregated by sex 25.23% male and 17.66% female in the carpet industries and 51.63% male and 46.91% female in the garment industries had attended skill training to work in the two industries. Majority of the work force in carpet industries and nearly half of them in the garment industries were untrained workers who had picked up the skill of carpet and garment making on their own, while at work, and had not attended any formal skill training.

Again, relatively large proportion of workers, both male and female, with formal skill training in the garment industries was indicative of need for specialized skill in garment making. Carpet making on the other hand carries legacy of culture and tradition and therefore generally limited to workers from some ethnic groups who carry this tradition for generation. The children pick up the skill of carpet making observing their parents and working with them on the carpet making loom. Only small proportion of them attends some training in designing and pattern making using coloured yarns, usually arranged by the factory owners to diversify their production to meet the demand product diversity in the market.

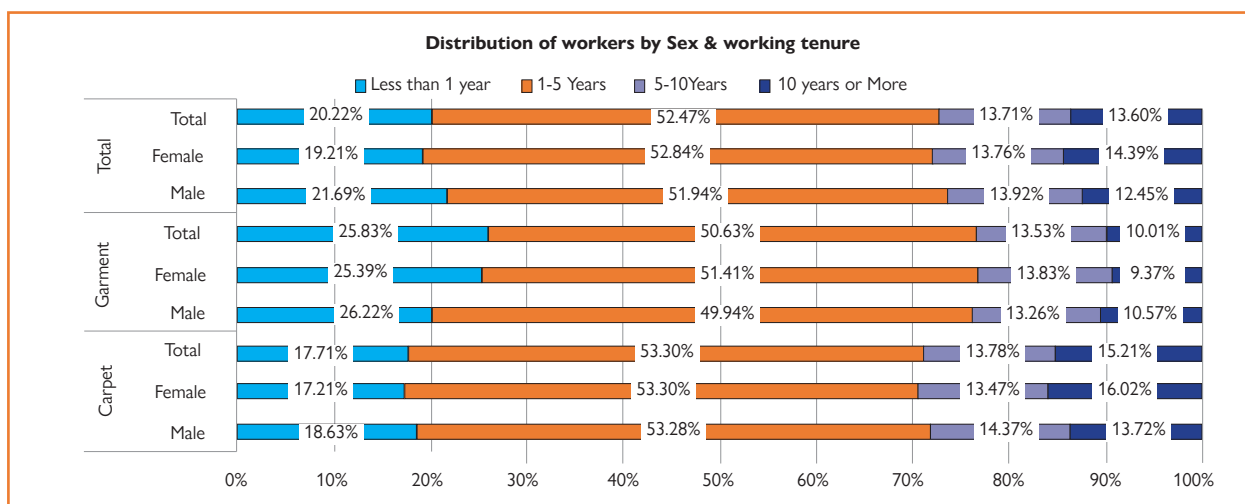
FIGURE 11:
Distribution of workers in carpet and garment industries



Distribution of Workers by the Experience in the Job tenure and Social Security

The distribution of work force by the number of years of work experience in the carpet and garment making was counted with the aim to understand the number of years spent by the workers in the two industries before shifting to other occupation. Majority of the work force in carpet (53.30%) and garment (50.63%) industries were found with 1 - 5 years of work experience and that only 15.21% of the

FIGURE 12:
Distribution of work force in the carpet and garment industries

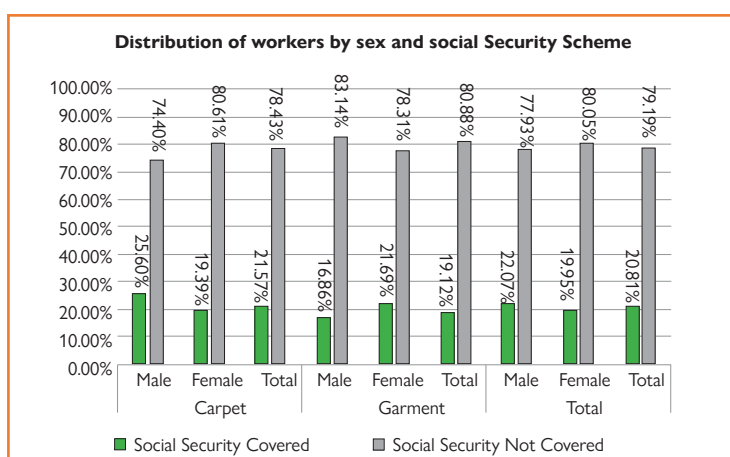


workers in the carpet and 10.01% in the garment industries had worked for 10 years or more (Figure 12). This observation signalled that the workers in the two industries generally work for certain period only, at specific age, usually between 20 to 29 years of age as stated above, and then shift to other occupation. The two industries have dominance of work force of younger age group and not many of them opt carpet and garment making as longer term occupation.

The shift in the occupation related to number of reasons, including the security of job tenure in the two industries. Majority of the workers in the two industries worked under informal ar-

rangement, usually under informal contractual agreement between the workers and the factory owner, which did not offer security of job tenure. The negotiation, if at all, was only for daily or monthly wage. As there was no security of tenure, the workers faced the risk of termination at any time without any notice. When the workers in the two industries were inquired whether or not they entered into formal contract signed between the worker and the owner/managers of the industries or whether they were issued some kind of appointment letter stating their salary and other benefits, majority of them (78.43% in carpet and 80.88% in garment industries) revealed no such thing happened in employing them. The owners of the two industries generally keep only small number of work force, usually those at specialized skill or administration and management levels, under formal arrangement and bulk of the workers performing labour intensive and menial works under informal arrangement. When segregated by sex, 80.61% of female and 74.40% of male workers in the carpet industries and 78.31% of female and 83.14% of male workers in the garment industries were working under informal arrangement without social security schemes (i.e. no provision for either paid or sick leave, no contribution by employer for provident fund or insurance) for the job

FIGURE 13:
Distribution of work force in carpet and garment industries



(Figure 13). Slightly higher proportion of workers in the carpet industry with formal arrangement for employment was essentially due to the need of retaining skilled workers by the owners. Carpet manufacturing depends crucially on the skill of the workers and those workers who have longer years of experience in the carpet weaving have proven capability to produce good quality carpet with high demand in the domestic and international markets.

Weekly and Daily Work Schedule of the Workers

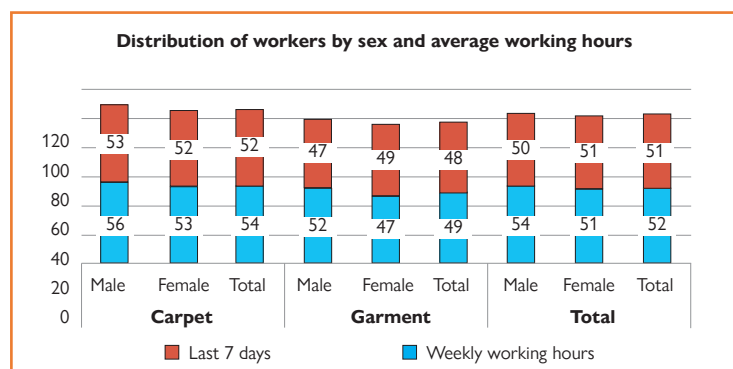
The work of engagement of workers in the carpet and garment industries was assessed using weekly working hours reported by them and those actually observed by the study team based on the observation made in selected entities over a period of 7 days. Using the information provided by them, the average working hours of workers of both sexes in the two industries was estimated at 52 hours a week, which would mean average of approximately 8 hours a day. The observation of daily work schedule of the workers, undertaken in the course of the study, revealed average of 54 hours of work engagement per week in carpet industries and 51 hours in the garment industries, which was consistent to weekly work schedule reported by the workers (Figure 14). Also, the weekly work duration was slightly higher than 48 hours per week and 8 hours per day over 6 days a week provisioned by the labour law of Nepal.

When weekly work schedule was segregated by sex in the two industries, the male worker in the carpet industries were found to work for 56 hours a week against 53 hours by the female workers. Compared to carpet industries, the weekly engagement in garment industries was 52 hours per week for male workers and 49 hours per week for female workers. Relatively shorter work duration in the garment industries was attributable to more formal work environment, conforming to the labour laws in the garment industries. Garment industries in the country, particularly the large and export oriented establishments, are relatively new and are in the ownership of corporate houses. As a result, more formality exists in the garment industries than the carpet industries. Carpet industries on the other hand are owned and controlled by some traditional manufacturers and exporters who have niche in the industries. Also, the workers coming to work in the carpet industries are also traditional, limited to those coming from selected regions and ethnic groups, who generally work by volume of work order, that is number of carpets to be woven in specified duration, often not bounded to 8 hours of daily work schedule. As such, they prefer to work for longer duration to complete the work order of required volume.

Distribution Workers by Knowledge of and Coverage under Social Security of GoN

The workers in the two industries were asked to reveal their knowledge of security provisions of the GoN for factory workers, in terms of minimum wage, provisions of leave and accidental and health insurance benefits and their actual coverage under stated schemes while at work in the two industries. As many as 7.43% of the workers in the carpet and 3.35% of the workers in the garment industries did not know of the provisions of social security that applied to their work involvement in the two industries. Only less than 10% of the workers in the carpet (9.35%) and

FIGURE 14:
Average working hours of workers per week in carpet and garment industries



garment (9.59%) were actually covered under security scheme of some form and were eligible to the benefits laid out by them (Figure 15). When segregated by sex, 9.54% of male and 9.25% of female in the carpet industries and

6.29% male and 13.32% female in the garment industries were covered under the social security scheme. Large proportion of workers outside the purview of social security scheme was indicative of dominance of informality in the two industries.

FIGURE 15:

Distribution of workers by coverage under social security in carpet and garment industries

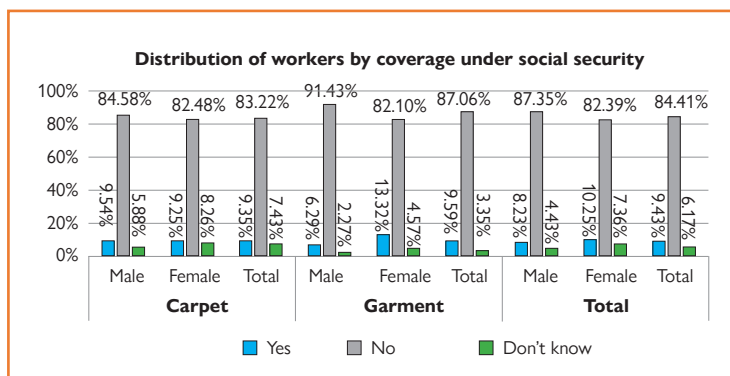


FIGURE 16:

Distribution of workers in the carpet and garment industries by membership in the labour/trade union

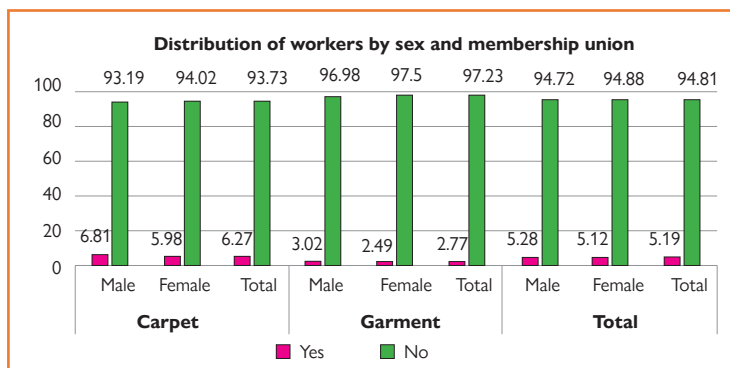
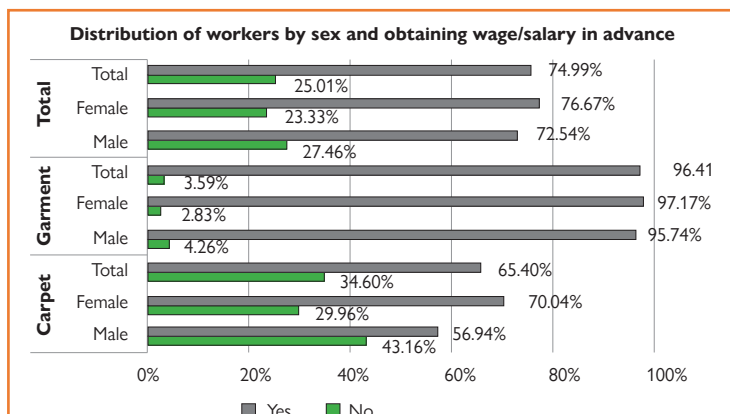


FIGURE 17:

Distribution of workers in carpet and garment industries obtaining their wage/salary in advance



Membership in the Labour/Trade Union

Membership of the workers in labour/trade union is indicative of their abilities to voice their concerns on labour welfare and monopolies of factory owners/managers or their denial to provide minimum wage and/or safe and healthy work environment in the factory premises. The observation revealed that the membership of workers in the labour/trade union in the both carpet and garment industries was meagrely low (around 5%, see Figure 16). When asked why majority of workers did not obtain membership in the labour/trade union, they revealed their temporary tenure in the job and seasonality of the work engagement, constraining them to obtain the membership. Those who had obtained membership were essentially ones who had more secured tenure in the two industries.

Receipt of Salary/Wage in Advance

Practice of the workers seeking the salary/wage in advance, often in bulk, for the duration or volume of work, was noted more prevailing in the carpet industries than in the garment industries. Nearly 34.60% of the workers in the carpet industries had claimed their salary/wage in advance before coming to work the establishments. Of these, 19.44% were female workers and 15.16% were male workers. Compared to this only 3.59% of the workers had sought their salary/wage in advance in garment industries (Figure 17).

This confirmed the observation made earlier that 213 out of 290 carpet industries practiced advance payment of salary/wage to secure the work force. Usually they pay the wage/salary in bulk several days, and even months, in

advance, which obliges the men and women to make themselves available for work at times of labour needs in the establishments. Nonetheless, the opportunity to obtain the wage/salary in bulk incentivizes the workers to respond to their needs requiring large expenses, hence they have no option but to accept and continue working in the industries.

Borrowings/Debt

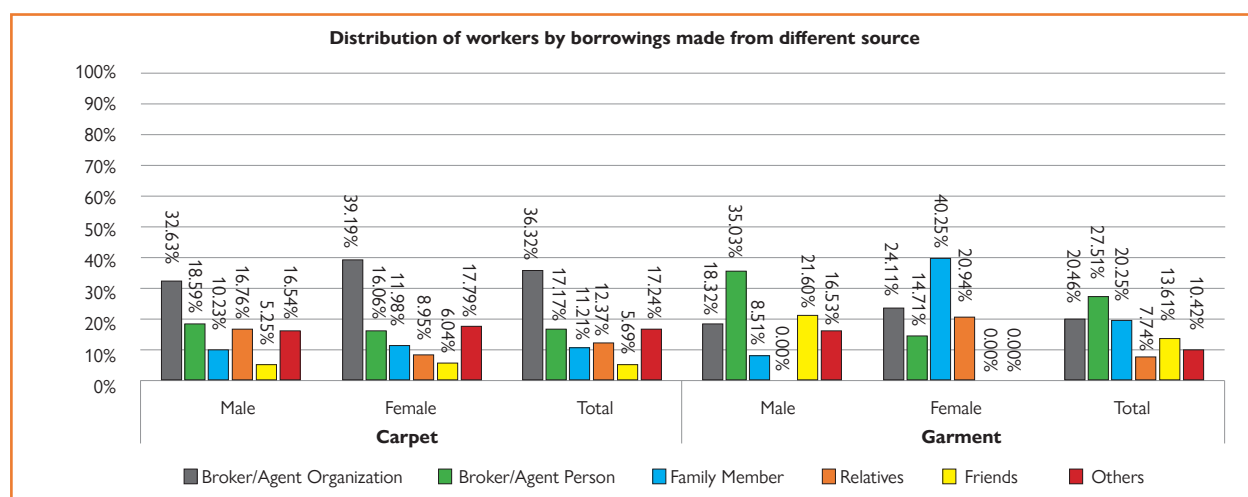
Borrowings made by the workers from different sources to meet their existential needs produces yet another reason for the workers to accept coercive work environment in the carpet and garment industries. The owners/managers of the carpet industries generally keep their agents at the local level to lend money to the workers. Additionally, they also make the borrowings from the family members, closed relatives and also from local money lenders at an interest significantly higher than the interest rates charged by the banks. The source of borrowings made by the workers in the garment and carpet industries is provided in Figure 18. When the workers resort to such borrowings, it produces situation for them to fall into the debt and therefore they are left with no option but to work and earn in the carpet industries to clear the debt. This also leaves them with little option to negotiate on the wage rate and other benefits.

Once borrowed the money, usually the entire family or at least those who are able to work and earn, move to the location of the employment. They live either within the factory premises or in rented facilities in the low cost neighbourhoods close to the factories, where basic amenities and living environment are grossly deficient. With the working parents, the children, those at adolescent age and also minors, also come to the work places. The children observing their parents working in the carpet industries lures them to learn carpet weaving rather than schooling, which eventually end up becoming workers in the carpet industries.

Earning Made by Workers

The workers in the carpet and garment industries were asked to reveal their monthly and annual earning working in the respective industries. The average monthly earning of workers of both the sexes in carpet industries (NRs. 15,028 per person per month) was slightly lower than garment industries (NRs. 16,639). When monthly earning was segregated by sex, the earning of male workers (NRs. 15,923 per person per month) was found at par with the female worker (NRs. 14,540 per person per month) in the carpet industries. But in the garment industry the monthly earning of female workers (NRs. 14,037 per person per month) was lower than the male workers

FIGURE 18:
Sources of borrowings made by the workers in the carpet and garment industries



(NRs. 17,632 per person per month) (Figure 19). The average salary in the both industries was slightly higher than the minimum wage (NRs. 13,450) provisioned by the Government of Nepal.

Although the monthly earning made by the workers confirmed the minimum wage provisioned by GoN, the worker often made the earning out of their longer duration of work that involved drudgery and health hazards. The carpet weavers, for example, need to sit and work on the loom in the same posture for longer hours that produces monotony and fatigue. Those who work on carpet washing, threading and cleaning are exposed to dusty pollution exposing them to respiratory illness. Similarly, the workers in the garment industries also have to spend the entire day stitching the clothes or in pressing and packaging the finished products which exposes them to cotton dust causing allergy.

The workers also revealed their annual income, which were average of NRs. 180,331 per person in the carpet industries and 192,197 in the garment industries. Both monthly and annual earning revealed by the workers in the two industries were not very convincing because these were not based on actual records of the salary/wage sheets. Official records of the concerned es-

tablishment to make estimate of the monthly and annual earning could not be made as it is difficult to get access to such records. Nonetheless, the record of the monthly and annual earning revealed by the workers was indicative of the earning made by them.

Willingness to Change the Job

The workers in the carpet and garment industries were asked to reveal their willingness to change the job and the reasons thereof. Of the total of 5859 workers in the carpet industries 1756 (29.96%) workers revealed their preference to change the job while 4,104 (70.04%) did not want to change the job. Higher percentage of workers preferring to stay with their current job in the carpet industries however did not indicate their preference for the job and/or job satisfaction, rather guided more by the perception of security of earning that the job in the carpet industry offered them. Similar were the observation made in the garment industries where 77.74% of the workers revealed their willingness to continue with their job while 22.26% of them wanted to change their job/occupation. When the willingness of change in the job was segregated by sex, majority of the workers aspiring to change the job were female (18.59%) than male (11.39%) in the carpet industries. Contrarily, the willingness to change the job

FIGURE 19:
Monthly and Annual Earning of the Workers in the Carpet and Garment Industries

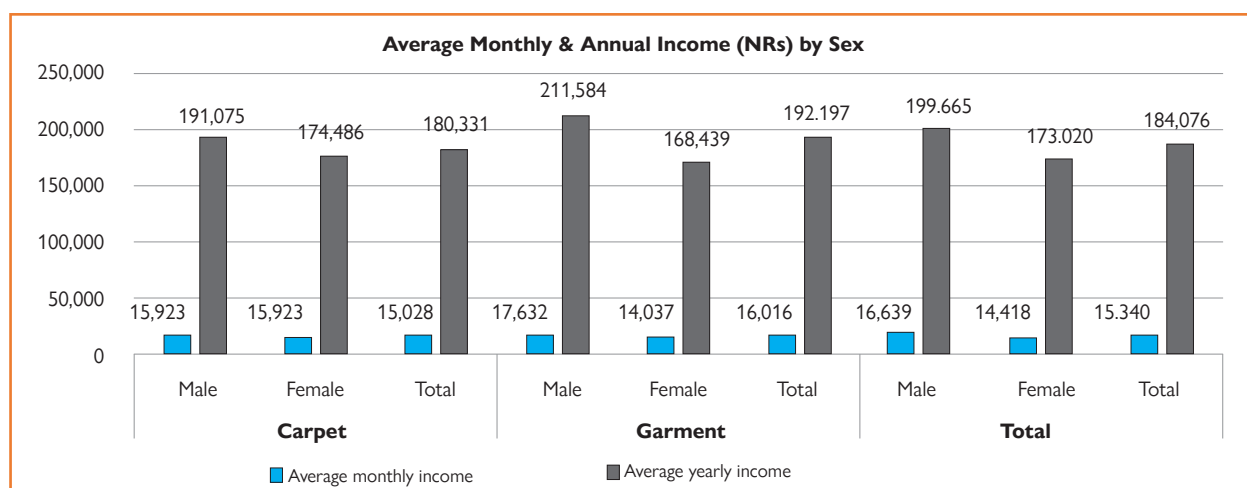


FIGURE 20:
Willingness of change in job/occupation expressed by the workers in carpet and garment industries

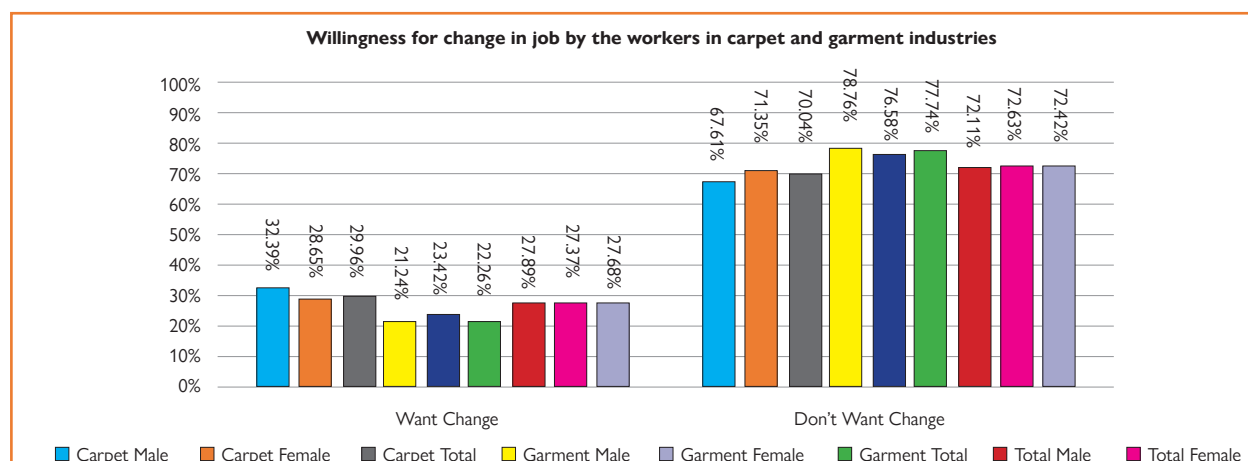
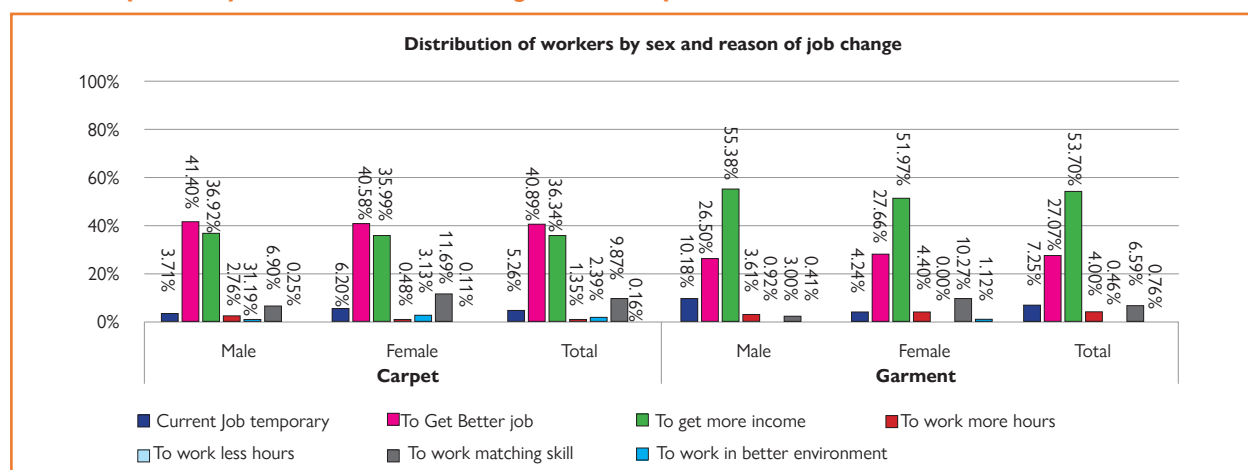


FIGURE 21:
Reasons expressed by the workers for the change in the occupation



aspired by the male (11.28%) and female (10.98%) was nearly equal in the garment industries (Figure 20).

Of 1756 workers who expressed their willingness to change the job/occupation, when they were asked to reveal their reasons, they revealed aspiration to seek better job (40.89%) followed by opportunity for higher earning (36.34%) and to work in an area that match with their skill (9.87%) were the three top ranking reasons for the workers in the carpet industries. On the other hand, of the 584 workers who expressed their willingness to change the job/occupation in the garment industries, aspiration to make

more earning (53.70%), better job (27.07%) and temporary tenure in the current job (7.25%) were identified the top three reasons for the willingness to change the job revealed by the workers in the garment industries (Figure 21).

3. Occurrence of Prevalence of Child Labour and their Conditions

The findings presented and discussed above, under section 4.1 and 4.2, pertained to the context and conditions for child labour to enter into the work in the carpet and garment industries. This section, building on the causes of for child labour entering into works

in the carpet and garment industries, presents the occurrence and prevalence of child labour in the two industries and also conditions prevailing in the carpet and garment industries undermining their physical and emotional growth and wellbeing.

Causes for Child Labour Entering into Carpet and Garment Industries

The study identified number of interconnected reasons for child labour entering into the work force in the carpet and garment industries. These, among others, included- i) poverty and indebtedness of parents, ii) large family size, iii) drop out from the school at early age, iv) necessity to support/complement to earning made by parents at early age, iv) aspiration to see and work at new places, v) aspiration to lead an independent living, and vi) motivation by peer in the neighbourhood working in the carpet and garment industries. Among these, poverty and indebtedness of the family and necessity to support/complement earning made by parents were more compelling reasons for the children coming to work in the carpet industries.

When the children below 18 years of age were asked to reveal their stories of ending to work in the carpet and garment industries, most children were found to have followed one of three following routes:

- i. **Children Coming to Work with their Parents:** The first route for the children coming to work in the carpet and garment industries was through their parents working in the two industries. The decision made to join and work in the industries was both voluntary and also involuntary. Involuntary decision was through advance wage/salary paid to their parents in bulk forcing them to join the work force at in the carpet industry for a period as negotiated with the owners/managers of the industry. Borrowings made from different sources, including agents/interme-

diaries of the owners/operators of the carpet and garment industries were other reasons. Aspiration to escape poverty and opportunity to make earning to sustain family living from the wage was the key voluntary reason. Children coming with their parents lived in or closed to the factory premises and as such they watched their parents to work on the carpet making, who slowly picked up the skill and ended up becoming carpet weaving workers or taking other ancillary jobs, such as carpet washing, threading and finishing, in the establishments.

- ii. **Motivation by Peer Working in the Carpet Industries:** The youths working in the carpet industries returning their villages during vacation and festivities and bringing with them fancy clothing and electronic gadgets and sharing stories of work places with the village boys and girls was fascinating to them and raising their aspiration to lead similar life. This aspiration motivating them to flee home with those working in the carpet industry was yet another route for large number of adolescent boys and girls joining the industry at early age.
- iii. **Family Tradition in Carpet Weaving:** As stated earlier, some ethnic groups living in the middle and higher mountain regions, particularly Tamang, Magar, Gurung and Sherpa, have tradition of fabric making at home on looms, made of animal fibre and wool. These fabric making skills are carried through generations, making them skillful in carpet making. The children, generally girls and also boys, in these ethnic groups, pick up the skill at early age. The carpet factory entrepreneurs target these groups.

Prevalence of Children in the Work Force

The findings reveal that nearly 67 per 1000 of the workers of the two sexes in the carpet industries and 16 per 1000 in the garment industries were less than 18 years of age. The workers

in this age group included higher proportion of boys 7.92% than girls 5.98% in the carpet industries. Contrarily, in garment industries boys 1.60% and girls 1.66% below 18 years of age were in almost equal proportion. Large proportion of child labour below 18 years of age in the carpet industries was indicative of persistence of child labour in carpet making in the country. This has been one of the significant hitches facing this industry, responsible for significant decline in the demand for Nepali carpet in the international market in the period after 1995 due to coercive child labour involvement.

The carpet manufacturing and export from Nepal emerged as a leading industry during early 1990s. It employed

about 250,000-300,000 labour force and generated nearly US \$190 million of export earning per year, which was 65 % of total exports during this period. This sector witness a major recession in the period after 1995. The sector not only suffered economic recession but also a moral recession for employing and exploiting child labour (KC et al, 2002).

GoN responded to the concerns of child labour use in the carpet and other manufacturing and service establishment in Nepal by bringing number of reforms, including enforcement of laws, formation of a national steering committee to keep an eye on child labour use and imposing sanctions on the industries violating the laws and employing child labour. These efforts have helped curbing child labour engagement in the manufacturing establishments in Nepal in significant ways.

FIGURE 22:
Distribution of child labour by sex in carpet and garment industries

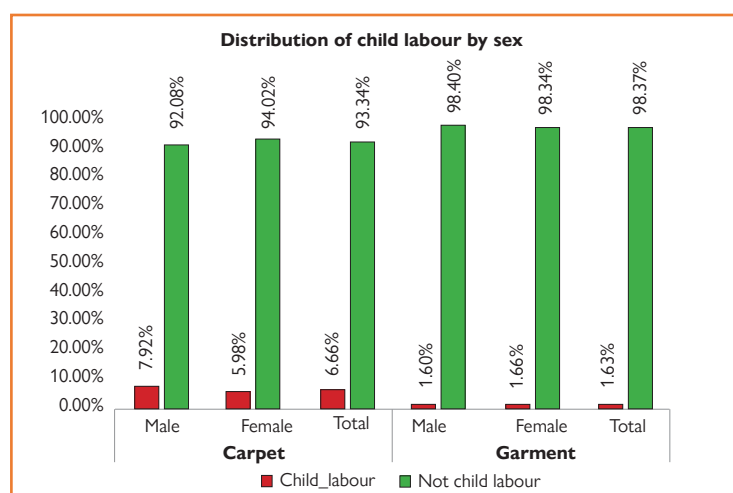
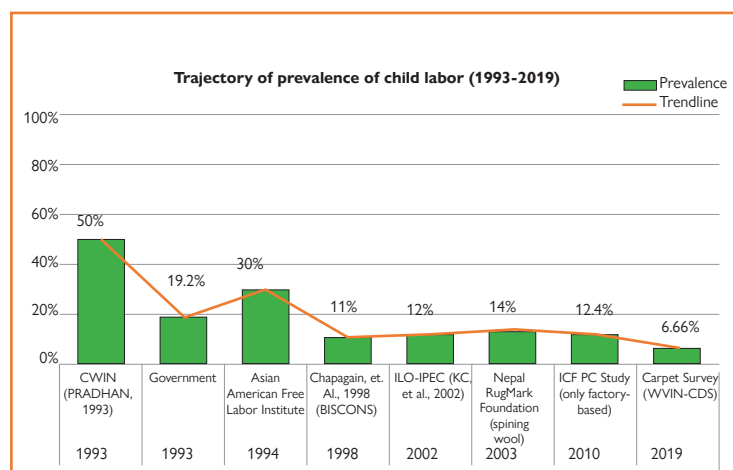


FIGURE 23:
Trajectory of prevalence of child labour in Nepal (1993-2019)



Trajectory of Decline in Child Labour Use in the Carpet Industries

This study used findings of studies undertaken at different periods of time and the prevalence of child labour in manufacturing establishments established by them. The information produced through these studies were pulled to draw a trajectory of decline in the prevalence of child labour in manufacturing establishments in Nepal, including those in the carpet making enterprises, over the period 1993-2019. The obtained trend is presented in Figure 23. This clearly reveals significant progress made since 1993 in curbing the child labour use in the manufacturing establishments in the country. This has been possible due to proactive action of the GoN by bringing numerous legislative reforms and improving enforcement of regulations to address the employment of child labour in the manufacturing establishments in the country. The roles of UN agencies and international non-governmental organizations and civil society in Nepal have been equally important in sensitizing Nepali state and citizenry on child labour, particularly forced and

worst forms of child labour use in the country and the need for concerted effort to curb child labour use.

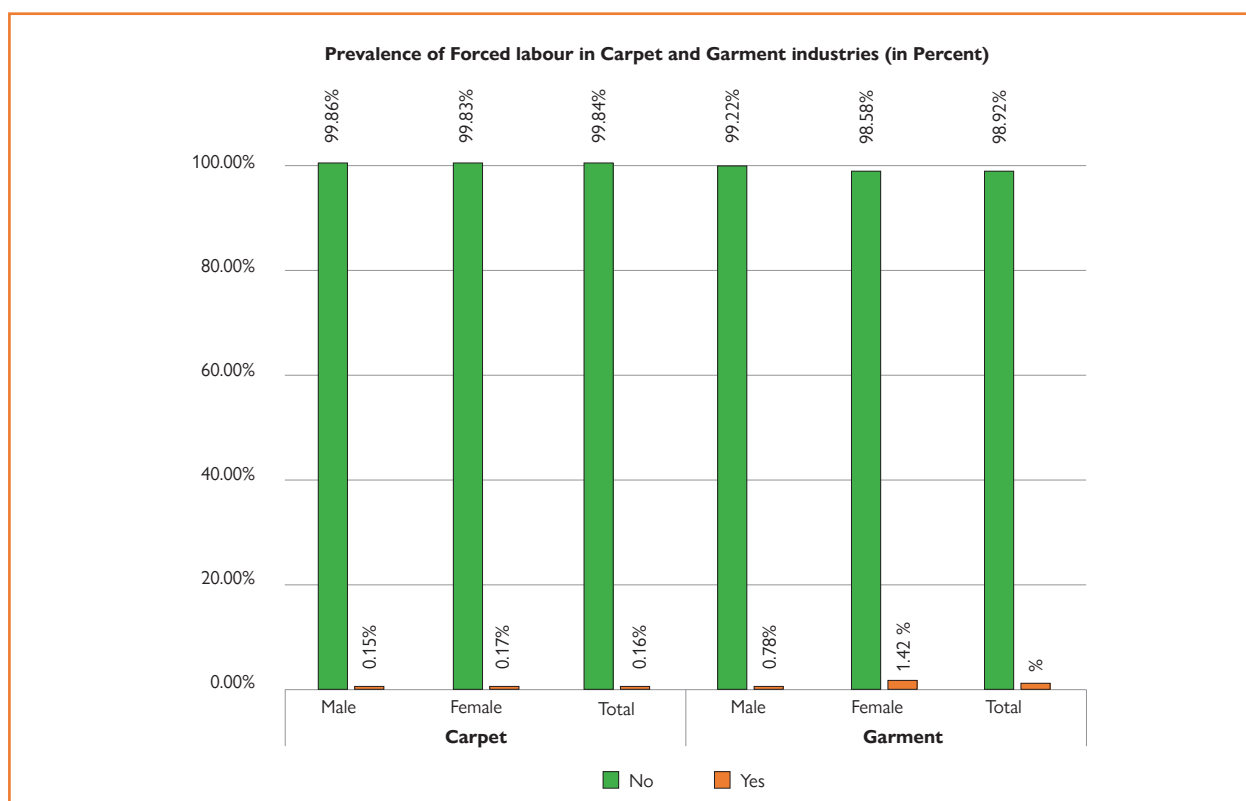
Prevalence of Forced Labour

Forced labour involves those forms of coercive labour engagements that involve denial of freedom of movement, food and nutrition, healthy living, education and recreation. Prevalence of forced labour in the carpet and garment industries, which involves one or more forms of coercive conditions stated above, established in this study

are presented in Figure 24. The findings revealed that prevalence of forced labour in the carpet industry was 2 persons per 1000 against 11 persons per 1000 in the garment industry. The obtained records segregated by sex revealed higher prevalence of forced labour among the female 14 per 1000 than the male 8 persons per 1000 in the garment industries. Contrarily, the prevalence of forced labour was not equal among male and female in the carpet industries.

FIGURE 24:

Prevalence of forced labour in carpet and garment industries



Concluding Remarks

This study aimed to produce evidences on prevalence of child labour in the carpet and garment industries in the country, the two fast growing industries known for their large share in export and foreign currency earnings during early 1990s and 2000s. The two industries faced significant setback in growth in the period after 1995 due for allegations of coercive child labour employment in them raised by international community and child centred organizations. The two industries not only suffered economic recession but also moral recession for employing and exploiting child labour following this period. Undertaking of this study carried relevance to produce new evidences on prevalence of child labour and their conditions in the carpet and garment industries. These evidences carried importance to look into the progress made in curbing child labour use in the two labour intensive industries through reforms in the public policies and enforcement of regulations.

The findings of the study revealed significant reduction in the child labour use in the manufacturing establishment in Nepal, including carpet and garment industries, from 19.2% in 1993 to 5.11% in 2019. This has been possible due to proactive reforms in the policies and new legislations brought by the GoN during this period, including Children's Act (1992), Labour Act (2017), Local Government Operation Act (2017) Children's Act (2018) Child Labour (Prohibition and Regulation Act 2000), Bonded Labour Prohibition Act, (2002) and improvement made on enforcement of regulations to control the use of child labour in the manufacturing sector. These legislations prepared ample ground to initiate effective action on child labour employment in the carpet and garment industries. Similarly National Master Plan on Child labour (2004-2014) and National Master Plan on Elimination of Child Labour (2018-2028) to make community and

country child labour are major implementing plan of Government to contribute changing state and prevalence of child labour

The support rendered by UN Agencies, particularly UNICEF and ILO, International organizations and Nepal's civil society has been instrumental to this end. They had worked in hand with the government in rolling reforms agenda. These agencies also rolled number of child centred education, behavioural change and awareness programs which were targeted to the potential employers to sensitize them and involve them proactively in restraining to employ child labour.

The findings of the study however revealed persistence of the child labour in the two industries even to this date because 6.66% of the work force in the carpet industry and 1.63% in the garment industries were below 18 years of age. When the prevalence of child labour of this age group was segregated by sex in the two industries, 7.92% of the workers of this age group were boys and 5.98% were girls in the carpet industries while prevalence of boys and girls in the garment industries were found nearly equal at 1.6%. The study also pointed to the prevalence of forced labour in the two industries, even though the incidences were much smaller. These findings indicated that the child labour free carpet and garment industry is yet to achieve. This would require more vigorous efforts in rolling the reforms to curb the occurrence of child labour in the two industries. These reforms will have both social and psychological value but more importantly economic reform value in long run through their roles in reversing the setback suffered by the carpet industries due to occurrence and prevalence of child labour in them revealed during 1990s. It will be important to succeed in ensuring the two export-oriented industries in the country free of child labour roll this message convincingly to the international community.

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ANNEXES

ANNEX 1: ORGANIZATION AND THEIR CONTRIBUTION

S.N.	Organization Name	Contribution	Address
1	Ministry of Labour, Employment & Social Security (MoLESS)	Leading	Singhadurbar, Kathmandu
2	Central Bureau of Statistics (CBS)	Technical Support	Thapathali, Kathmandu
3	Nepal Carpet Manufacturers and Exporters Association (NCMEA)	Coordination	Tusal, Bouddha, Kathmandu
4	Garment Association of Nepal (GAN)	Coordination	New Baneshwor, Kathmandu
5	World Vision International Nepal (WVIN)	Financial/Technical Support	Kusunti, Lalitpur
6	Child Development Society (CDS)	Coordination and Management	Buddhanilkantha-12, Kapan , Kathmandu

ANNEX 1.1: DETAILS OF TECHNICAL ADVISORY COMMITTEE (TAC)

S.N.	Name	Position (TAC)	Organization
1	Sujan Jojju	Coordinator, Under Secretary	MoLESS
2	Anaraj Tiwari	Member	CBS
3	Hari Bahadur Jyu Thakuri	Member	NCMEA
4	Bhupendra Basnet	Member	GAN
5	Krishna Prasad Subedi	Member	CDS
6	Bharat Tamang	Member	WVIN

ANNEX 1.2: TECHNICAL SUPPORTERS

S.N.	Name	Position	Organization
1	Rajeshwari Sapkota	Section Officer	MoLESS
2	Chet Bahadur Rokka	Statistic Officer	CBS
3	Anaraj Tiwari	Statistic Officer	CBS
4	Dilip Raj Giri	Portfolio Advisor-Protection	WVIN
5	Geeta Dangol	Urban Program Manger	WVIN
6	Tryambakesh Kumar Shukla	Former Urban Specialist	WVIN
7	Ashish Bajracharya	Former Protection Specialist	WVIN
8	Imran Ahmad Ansari	MEALS Specialist	WVIN
9	Rajesh Lamichhane	Chief Executive Officer	GAN
10	Pradip Kumar Shrestha	Program Manager	CDS
11	Prakash Maharjan	Program Officer	CDS
12	Deepak Upreti	Former MEALS Officer	CDS

ANNEX 2: LIST OF RESEARCH TEAM

S.N.	Name	Position	Working District
1	Dillaram Bhandari	Lead Researcher	
2	Sanjay Khatri	Research Coordinator	
3	Anna Bajagai	Enumerator	Bhaktapur
4	Apeal Tiwari	Enumerator	Kaski
5	Asmita Neupane	Enumerator	Kathmandu
6	Babi Daisy Gupta	Enumerator	Kathmandu
7	Baburam Manandhar	Enumerator	Dhanusha, Parsa, Sarlahi, Mahottari, Sunsari
8	Bhuban Sapkota	Enumerator	Dhanusha, Parsa, Sarlahi, Mahottari, Sunsari
9	Bishnu Mani Pokhrel	Enumerator	Jhapa, Morang
10	Bishnu Prasad Subedi	Enumerator	Kaski, Rupendehi
11	Chakrit Subedi	Enumerator	Kathmandu Valley
12	Damayanti Adhikari	Enumerator	Kathmandu
13	Dambar Kumari Ghale Pariyar	Enumerator	Kathmandu
14	Deepak Dulal	Enumerator	Chitwan, Kavrepalanchowk, Makwanpur, Ramechhap, Sindhupalanchowk
15	Gita Chaulagain	Enumerator	Kathmandu Valley
16	Jamuna Waiba	Enumerator	Kathmandu
17	Kabita Dahal	Enumerator	Bhaktapur
18	Khusbu Dhungana	Enumerator	Kathmandu
19	Lekha Pandey	Enumerator	Lalitpur
20	Mandeep Silwal	Enumerator	Chitwan, Kavrepalanchowk, Makwanpur, Ramechhap, Sindhupalanchowk
21	Niraj Chalise	Enumerator	Jhapa, Morang
22	Parbati Rana	Enumerator	Kathmandu
23	Prem Bahadur Adhikari	Enumerator	Kailali, Kanchanpur, Kathmandu, Lalitpur, Surkhet
24	Prem Bahadur Dhant	Enumerator	Kathmandu, Lalitpur
25	Rachit Upadhyay	Enumerator	Bhaktapur
26	Rizwan Ahmand	Enumerator	Kailali, Kanchanpur, Kathmandu, Lalitpur, Surkhet
27	Sanu Babu Khadka	Enumerator	Kathmandu Valley
28	Sobita Neupane	Enumerator	Kathmandu Valley
29	Sujata Karki	Enumerator	Kathmandu
30	Sumitra Tamang	Enumerator	Kathmandu, Bhaktapur
31	Upama Karanjit	Enumerator	Kathmandu, Bhaktapur
32	Rita Shahi	Enumerator	Kathmandu
33	Tara Thakuri	Enumerator	Kathmandu
34	Mira Thakuri	Enumerator	Bhaktapur
35	Pabanta Rai	Enumerator	Lalitpur
36	Anil Bomjan	Enumerator	Kathmandu Valley
37	Saroj Ghising	Enumerator	Kathmandu Valley

ANNEX 3: SURVEY QUESTIONNAIRE

श्रम रोजगार तथा सामाजिक सुरक्षा मन्त्रालय गलैँचा तथा तयारी पोशाक प्रतिष्ठान सम्वन्धी सर्वेक्षण २०७६ प्रश्नावली

परिचयात्मक खण्ड

प्रतिष्ठानको नाम

प्रतिष्ठान संचालकको नाम :

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सम्पर्क नं. :

प्रतिष्ठानको प्रकार : 1 गलैँचा ☐ 2 तयारी पोशाक ☐

SECTION-A : ESTABLISHMENT INFORMATION

A1. यो प्रतिष्ठान कुनै सरकारी निकायमा दर्ता भएको छ ?

1. छ 2. छैन > A3

A2. यो प्रतिष्ठान कुन निकायमा दर्ता भएको छ ?

1. घरेलु तथा साना उद्योग कार्यालय 2. उद्योग विभाग 3. कम्पनी रजिष्टारको कार्यालय

प्रतिष्ठानको सि. नं.

गणना मिति : गते महिना वर्ष

D	D	M	M	Y	Y
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प्रदेश नं.

गणकको नाम :

जिल्ला :

हस्ताक्षर :

गाउँनपा :

वडा नं. :

गाउँटोल :

इमेल ठेगाना

यस प्रश्नावली अन्तर्गत सोधिएका व्यक्तिगत
विवरणहरू तथ्याङ्क ऐन, २०१५ बमोजिम
गोप्य राखिनेछन् । यी विवरणहरू तथ्याङ्कीय
प्रयोजनका लागि मात्र प्रयोग गरिनेछन् ।

A3. यस प्रतिष्ठानको स्वामित्व कस्तो प्रकारको हो ?

1. व्यक्तिगत 2. साभेदारी 3. प्रालि
4. पब्लिक लिमिटेड 5. अन्य (खुलाउने).....

A4. प्रतिष्ठानमा गणनाको दिनमा संलग्न व्यक्तिहरूको विवरण :

सि.नं.	विवरण	संलग्न व्यक्तिहरूको संख्या				
		जम्मा	नेपाली		विदेशी	
			पुरुष	महिला	पुरुष	महिला
(१)	(२)	(३)	(४)	(५)	(६)	(७)
1	कार्यरत साभेदर/संचालक					
2	बेतलवी पारिवारिक श्रमिक					
3	निर्देशक/प्रबन्धक/महाप्रबन्धक					
4	नियमित कर्मचारी/श्रमिक					
5	पछके श्रमिक					

A5. बिगत १२ महिनामा श्रमिकको हडतालका कारण यस उद्योग बन्द भएको थियो ?

1. थियो दिन संख्या 1a 2. थिएन

A6. बिगत १२ महिनामा उद्योगको लागि ऋण लिनुभएको वा पहिले लिएको ऋणको साँवा वा ब्याज तिर्नु भएको थियो ?

1. थियो ब्याजदर (प्रतिशतमा) 2. थिएन

A7. तपाईं यो व्यवसायलाई निरन्तरता दिन चाहनुहुन्छ ?

1. चाहन्छु 2. चाहन्न

A8. तपाईंलाई सामाजिक सुरक्षा योजनाको बारेमा जानकारी छ ?

1. छ 2. छैन > **A10**

A9. यस उद्योगमा सामाजिक सुरक्षा योजना लागू गर्न चाहनुहुन्छ ?

1. चाहन्छु 2. चाहन्न

A10. यस प्रतिष्ठानबाट श्रमिकहरूलाई पेशकी रकम दिने गर्नुभएको छ ?

1. छ 2. छैन

A11. बिगत १२ महिनामा यस उद्योगले भोगेका मुख्य समस्याहरू के के थिए ? (बहुउत्तर संभव छ)

- | | |
|--------------------------------|----------------------------------|
| 1. हडताल/बन्द | 2. कच्चा पदार्थको अभाव |
| 3. बजारको अभाव/विक्रीको समस्या | 4. बिजुली/खानेपानी/बाटोको समस्या |
| 5. दक्ष श्रमिकको अभाव | 6. अनावश्यक आर्थिक सहयोगको दवाब |
| 7. समस्या | 8..... |
| 9..... | 10..... |
| 11..... | 12..... |

A12. तपाईंको व्यवसायलाई सहयोग पुऱ्याउन तपाईंका सुझावहरू के के छन् ?

- | | |
|--------|--------|
| 1..... | 2..... |
| 3..... | 4..... |

A13. Shramikako Jamma Sankya (Shramikako List bata herera lekne)

A14. Antarbarta line sharmikako jamma sankya:

SECTION-B: EMPLOYEES COMPOSITION, EDUCATION AND TRAINING

I D C O D E	नाम थार	सम्पर्क मोवाइल नं जाँतजाति कोड जिल्ला कोड	तपाईंले काम गर्ने उत्पादन इकाई कुन हो ?	तपाईं पुरुष वा स्त्री के हो ? पुरुष ..1 स्त्री ..2	तपाईंको जाँतजाति कुन हो ?	तपाईंको उमेर कति हो ? (पूरा गरेको वर्ष)	तपाईंको हालको वैवाहिक स्थिति के हो ? (10 वर्ष वा सोभन्दा माथिकालाई मात्र) अविवाहित...1 विवाहित...2 विधुरविधवा.3 छुट्टिएको4 पारपात्रुके ...5	तपाईंको कुन देशको नागरिक हुनुहुन्छ ? नेपाली ... 1 भारतीय...2 बंगलादेशी...3 भुटानी4 अन्य (खुलाउने)....5 (विदेशी भएमा प्रश्न B09 सोध्नु पर्नेछ)	तपाईंको स्थायी ठेगाना भएको जिल्ला कुन हो ?
	B01	B02	B03	B04	B05	B06	B07	B08	B09
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SECTION C. CHARACTERISTICS OF JOB

I D C O D E	तपाईँले कस्तो प्रकारको काम गर्नुहुन्छ ?	तपाईँको मुख्य काम वा कर्तव्य के हो ?	तपाईँको रोजगार को शर्तनामा कुन प्रकारको हो ?	तपाईँको करार कस्तो प्रकारको हो ?	तपाईँको सामाजिक सुरक्षा yojana (बीमा वा सञ्चयको ष आदि)को लागि रोजगारदाताले योगदान गरेको छ ?	तपाईँले कुनै पनि तलबी बिदा वा बिदा वापतको पैसा प्राप्त गर्नुहुन्छ ?	तपाईँले बिरामी वा दुर्घटना हुँदा बिदा वा बिदा वापतको पैसा प्राप्त गर्नुहुन्छ ?	तपाईँले हाल गरिरहेको काम परिवर्तन गर्न चाहनुहुन्छ ?	तपाईँले हाल गरिरहेको काम परिवर्तन गर्ने कारण के हो ?	
	(जस्तै : बुनकर, वासर, डिजाइनर, आदि)	(जस्तै : हातले उन धुने, मेशिनले गलैचामा बुट्टा भर्ने आदि)	लिखित करार ..1 मौखिक सम्झौता2	नियमित....1 अन्य.....2	छ1 छैन2 थाहा छैन ..3	गर्छु.....1 गर्दिन2 थाहा छैन3	गर्छु.....1 गर्दिन2 थाहा छैन ..3	चाहन्छु.....1 चाहन्न2 >C10	हालको काम अस्थायी भएकोले..1 राम्रो काम पाउनका लागि ...2 आम्दानी बढाउन3 बढी समय काम गर्न4 कम समय काम गर्न5 शीप सुहाउँदो काम गर्न.....6 कार्यवस्थामा सुधार ल्याउन ..7 अन्य (खुलाउने)8	
	C01	C02		C03	C04	C05	C06	C07	C08	C09
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SECTION C. CHARACTERISTICS OF JOB.....

I	यो प्रतिष्ठानमा ट्रेड यूनियन इकाइ छ ?	के तपाईंले ट्रेड यूनियनको सदस्यता लिनु भएको छ ?	तपाईं यस प्रतिष्ठानमा को मार्फत भर्ना हुनुभयो ?	तपाईंले यो काम शुरू गर्न कुनै पेशकी रकम लिनु भएको थियो ?	तपाईंले उक्त पेशकी रकम कोसँग लिनु भएको थियो ?	तपाईंलाई सामाजिक सुरक्षा को षको बारेमा जानकारी छ ?	तपाईं को घरपरिवारको आम्दानीको प्रमुख स्रोत के हो ?
D	छ 1 छैन ... 2 Thana Chain_3	छ 1 छैन ... 2	दलाल/एजेण्ट संस्था 1 दलाल/एजेण्ट व्यक्ति ... 2 सिधै भर्ना 3 परिवारका सदस्य..... 4 नोतेदार..... 5 साथिभाई..... 6 अन्य (खुलाउने)..... 7	थियो ... 1 थिएन ... 2	भर्नाकर्ता/दलाल/एजेण्ट संस्था .. 1 भर्नाकर्ता/दलाल/एजेण्ट व्यक्ति .. 2 परिवारका सदस्य..... 3 नोतेदार..... 4 साथिभाई..... 5 अन्य (खुलाउने)..... 6	छ .. 1 छैन ... 2	रोजगारी .. 1 आफ्नो कृषि व्यवसाय.. 2 आफ्नो गैरकृषि व्यवसाय.. 3 अन्य (खुलाउने) .. 4
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O							
D							
E							
	C10	C11	C12	C13	C14	C15	C16
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SECTION D. WORKING TIME

I D C O D E	तपाईंले अक्सर प्रतिहप्ता कति घण्टा काम गर्नुहुन्छ ?	तपाईंले विगत ७ दिनमा काम गर्नुभयो ? गरे .. 1 गरिन. 2 > D04	तपाईं ले विगत 7 दिनमा कति घण्टा काम गर्नुभयो ?	तपाईंले विगत ७ दिनमा काम नगर्नुको मुख्य कारण के थियो ? घाइते/विरामी.. 1 बिदा बसेको ...2 पारिवारिक/सामाजिक/धार्मिक कारण..3 भेशिनको समस्या/कच्चापदार्थ अभाव.....4 हड्ताल5 खराब मौसम.....6 अन्य (खुलाउने)7	तपाईंले काम गर्ने समय विहान ६ बजे देखि बे लुका ६ बजे सम्म भित्र मात्र हो ? हो 1 >E01 होइन ... 2	तपाईंले बेलुका ६ बजे देखि विहान ६ बजे सम्म प्रतिहप्ता कति घण्टा काम गर्नुहुन्छ ?
	D01	D02	D03	D04	D05	D06
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SECTION E. EMPLOYMENT- RELATED INCOME

I D C O D E	तपाईंले कामको पारिश्रमिक पाउने अवधी कुन हो ? (गणना गर्ने आधार) दैनिक ...1 (E04 nasodne) साप्ताहिक ...2 (E04 nasodne) मासिक...3 (E04 nasodne) गोटा गन्ती (Piece rate) ...4 E04 अन्य....5 E04	तपाईंले विगतमा मुख्य काम गरे वापत नगद आम्दानी प्राप्त गर्नुभएको थियो ? थियो ...1 थिएन..2>E05	तपाईंले विगतमा मुख्य काम गरे वापत उक्त अवधिको कति नगद आम्दानी प्राप्त गर्नुभएको थियो ? (रकम रु.)	तपाईंले विगतमा मुख्य काम गरे वापत सरदर महिनामा कति नगद आम्दानी प्राप्त गर्नुहुन्छ ? (रकम रु.)	तपाईंले विगतमा मुख्य काम गरे वापत कति र कम बराबरको जिन्सी आम्दानी प्राप्त गर्नुभएको थियो ? (रकम रु.)	तपाईंलाई रोजगारदाताबाट निम्न बस्तु/सुविधाहरू निःशुल्क वा सहूलियतदरमा प्राप्त हुन्छ ? प्राप्त गर्नु ...1 प्राप्त गर्दिन...2 (यदि कुनैपनि प्राप्त गर्दिन भन >E12)			
						आवास	खाद्य / पेय पदार्थ	यातायात	कपडा (लुगा भत्ता)
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[illegible]

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I	तपाईंले इच्छा विपरितको काम स्वीकार गर्नु परेको थियो ?	तपाईंले इच्छा विपरितको काम स्वीकार गर्नु परेको मुख्य कारण के थियो ?	यदि तपाईंले उक्त काम/जागिर अस्वीकार गरेको भए के कस्ता जोखिमहरू आउन सक्दछन् ? (बहुउत्तर सम्भव छ, प्राथमिकता अनुसार संकेत लेख्नुहोस्)	तपाईंलाई यो काम कसले स्वीकार गर्न लगाएको थियो ?
D			जग्गाजमिन, वासस्थान लगायतका सुविधाहरू गुम्ने1	अभिभावक.....1
C		आर्थिक (ऋण/अग्रीम रकम) सहयोगको बदलामा.....2	परिवारको सदस्य/नातेदारको रोजगारी खोसिने डर.....2	रोजगारदाता2
O		गैर आर्थिक (घर/आवास/जग्गा वा अरु कसैलाई काम दिएको) सहयोगको बदलामा..3	आफै वा परिवारको सदस्यलाई यौनजन्य हिंसाको धम्की.....3	जग्गाको मालिक3
D		ज्याला,सुबिधा, रोजगारदाता, कामगर्ने मुलुक जस्ता विषयमा भुला आवश्यकता फसेर..4	आर्थिक ढण्ड (जरिवना, व्याजदर बढाउने) को डर.....4	भर्ति केन्द्र/भर्ना कर्ता.....4
E		अन्य (खुलाउने).....5	भविष्यमा काम नदिने.....6	अन्य (खुलाउने).....5
	थियो1	अन्य (खुलाउने).....5	परिवारिक/सामाजिक दवाव.....7	थाहा छैन.....6
	थिएन.....2 > F05	जगिरको आवश्यकता भएर.....6	कानूनी कारवाही (देश निकाला, भुटा आरोप).....8	उत्तर दिन चाहन्न.....7
	थाहा छैन.....3	जगिरको आवश्यकता भएर.....6	Blackmail (धम्याउने).....9	
	उत्तर दिन चाहन्न..4	थाहा छैन.....7	परिवारको अन्य सदस्यलाई बलजफती काम लगाउने डर....10	
		उत्तर दिन चाहन्न.....8	अन्य (खुलाउने).....11	
			कुनै जोखिम नभएको.....12	
			थाहा छैन.....13	
			उत्तर दिन चाहन्न.....14	

SECTION F. UNWANTED EMPLOYMENT.....

	तपाईंलाई स्वीकार गर्न नसकिने शर्तमा वा इच्छा नभएको काम गर्न बाध्य पारिएको थियो ?	तपाईंलाई के कस्ता काम गर्न बाध्य पारिएको थियो ? (बहुउत्तर सम्भव छ, प्राथमिकता अनुसार सकेत लेख्नुहोस्)	तपाईंले उक्त अवस्था अस्वीकार गरेको भए के कस्ता जोखिमहरू आउन सक्दथे ? (बहुउत्तर सम्भव छ, प्राथमिकता अनुसार सकेत लेख्नुहोस्)								
I											
D		हद भन्दा बढी समय काम गर्नु परेको.....1	जग्गाजमिन, वासस्थान लगायतका सुविधाहरू गुम्ने.....1								
C		विश्राम र साप्ताहिक विदा विना जुनसुकै समयमा काम गर्नु परेको.....2	परिवारको सदस्य/नातेदारको रोजगारी खोसिने डर.....2								
O		सम्झौता विपरितको काम गर्नु परेको.....3	आफै वा परिवारको सदस्यलाई हिसाको धम्की.....3								
D		थुनेर वा परिवारसँग सम्पर्क विच्छेद हुनेगरी काम गर्नु परेको.....4	तलब/ज्याला बक्यौता रहने डर.....4								
E	थियो1	अनैतिक काम गर्न बाध्य पारिएको.....6	आर्थिक दण्ड (जरिवना, ब्याजदर बढाउने) को डर.....5								
	थिएन.....2	तालिम र सुरक्षा उपकरण विना जोखिमपूर्ण काम गर्नु परेको.....7	आधारभूत आवश्यकता (खाना, पानी, निद्रा आदि)बाट बञ्चित हुनुपर्ने6								
	>F08	खराब अवस्था वा अस्वस्थकर वातावरणमा बस्नु परेको.....8	बन्धक बनाइने डर.....7								
	थाहा छैन.....3	घाइते वा विरामी हुँदा पनि काम गर्न बाध्य पारिएको.....9	संस्था छोड्ने अनुमती पत्र रोक्का गर्ने धम्की.....8								
	उत्तर दिन चाहन्न्..4	रीति परम्परा वा धर्म मान्न नदिइएको.....10	आफै वा परिवारको सदस्यलाई यौनजन्य हिसाको धम्की.....9								
		यौनजन्य क्रियाकलापमा संलग्न गराइएको.....11	कानूनी कारवाही (देश निकाला, भुटा आरोप)को डर.....10								
		अन्य (खुलाउने).....12	Blackmail (धम्याउने).....11								
		बाध्य नपारिएको13 >F08	पासपोर्ट/परिचयपत्र/प्रमाणपत्र लगायतको कागजपत्र रोक्का.....12								
		थाहा छैन.....14	परिवारका सदस्यहरू विद्यालयवाट निस्कासित हुने डर.....13								
		उत्तर दिन चाहन्न्15	परिवारको अन्य सदस्यलाई बलजफती काम लगाउने डर.....14								
			केही कारवाही नहुने15								
			थाहा छैन.....16								
			उत्तर दिन चाहन्न्17								
	F05	F06a	F06b	F06c	F06d	F06e	F07a	F07b	F07c	F07d	F07e
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SECTION F. UNWANTED EMPLOYMENT.....

I D C O D E	तपाईंलाई सम्झौता गरिएको भन्दा बढी समयावधिसम्म काम गर्न बाध्य पारिएको थियो ? थियो 1 थिएन2>F10 थाहा छैन.....3 उत्तर दिन चाहन्छ.....4>F10	तपाईंले उक्त काम छोड्न नसक्नुका कारणहरू के के थिए ? (बहुउत्तर सम्भव छ, प्राथमिकता अनुसार संकेत लेख्नुहोस्)					तपाईंलाई कति अवधिसम्म इच्छा विपरितको श्रम गर्नु परेको थियो ? (महिनामा लेख्ने)										
		जग्गाजमिन, वासस्थान लगायतका सुविधाहरू गुम्ने1	परिवारको सदस्य/नातेदारको रोजगारी खोसिने डर.....2	आफै वा परिवारको सदस्यलाई हिंसाको धम्की3	तलब/ज्याला बक्यौता रहने.....4	आर्थिक दण्ड (जरिवाना, व्याजदर बढाउने) को डर5		ऋण तिर्न नसकेको6	बन्धक बनाइने डर7	संस्था छोड्ने अनुमती पत्र रोक्का गर्ने धम्की8	आफै वा परिवारको सदस्यलाई यौनजन्य हिंसाको धम्की9	कानूनी कारवाही (देश निकाला, भुटा आरोप)10	Blackmail (धम्क्याउने).....11	पासपोर्ट । परिचयपत्र । प्रमाणपत्र लगायतको कागजपत्र रोक्का....12	परिवारका सदस्यहरू विद्यालयबाट निस्कासित हुने डर13	परिवारको अन्य सदस्यलाई बलजफती काम लगाउने डर14	आम्दानीका लागि.....15
	F08	F09a	F09b	F09c	F09d	F09e	F10										
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Annex 4: List of Photographs



Meeting with Nepal Carpet and Manufacturing Supply Association regarding research survey



CBS, WVIN & CDS representatives interviewing enumerators for research survey



Orientation to Enumerators on Data Collection



**Enumerator collecting data from Bhumika Tailors at
Urlabari, Biratnagar on 2019.**



**Data collection monitoring by MoLESS , Carpet and Garment Association
in facilitation of CDS-WVI Nepal on 2019**



**Sharing of Research findings to CDS, WVI Nepal, Carpet
& Garment Association by CBS**



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to end child marriage

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