

Nepal:

Labour Under the Chimney

A Study on the Brick Kilns of Nepal



NEPAL

LABOUR UNDER THE CHIMNEY

A Study on the Brick Kilns of Nepal

GEFONT/ASI Publication

Published by

GEFONT

General Federation of Nepalese Trade Unions
Man Mohan Labour Building, GEFONT Plaza,
Putalisadak, Kathmandu, Nepal

P O Box: 10652

Tel: +977 1 4248 072 Fax: +977 1 4248 073

E-mail: dfa@gefont.org URL: www.gefont.org

**Cover, Lay-out, Design and
Printing Management**

M'sMouse

Putalisadak, Kathmandu

E-mail: msmouse@wlink.com.np

Price: Nrs. 100.00

© GEFONT 2007

ISBN: 978-9937-8069-0-9

GEFONT Publication No. 104

ACKNOWLEDGEMENTS

This report is a study on the Brick Kilns of Nepal. The report is the product of a study that was commissioned as part of a regional project in association with Anti-Slavery International, London.

The General Federation of Nepalese Trade Unions (GEFONT), the Centre for Education and Communication (CEC) and Pakistan Institute of Labour Education and Research (PILER) have been working in partnership with Anti-Slavery International in Nepal, India and Pakistan respectively to analyse the effectiveness of interventions for the eradication of the bonded labour system prevalent in these countries as part of a four-year action research project.

In the second phase of the project, GEFONT carried out a field research in the Brick Kiln of Nepal on which builds this report.

We would like to extend our sincere thanks to *Dr. Shiva Sharma* for his work as the project team leader. Dr. Sharma is the General Secretary of National Labour Academy (NLA-Nepal), a partner organisation of GEFONT in research-work.

Contents

Acknowledgements	3
Chapter 1 Introduction	7
1.1 Background	7
1.2 Objectives of the Study	8
1.3 Methodology of the Study	10
Chapter 2 Brick Kilns in Nepal	13
2.1 Background	13
2.2 Types of Brick Kilns in Nepal	14
2.3 Labour Arrangement Process.....	14
Chapter 3 Survey Findings	19
3.1 Socio-economic characteristics of family of Respondents	19
3.2 Characteristics of Respondents	21
3.3 Remuneration and Income	35
3.4 Loan	38
3.5 Freedom, Work Opportunity and Awareness	40
3.6 Child Labor.....	46
Chapter 4 Findings and Recommendations	57
4.1 Major Findings	57
4.2 Recommendations.....	61

Tables

Table 3.1: Sex distribution of household members	19
Table 3.2: Age distribution of HH member	20
Table 3.3: Educational status of HH members(Above 6 Years)	20
Table 3.4: Occupation of HH members	21
Table 3.5: Sex distribution.....	22
Table 3.6: Age distribution	22
Table 3.7: Caste distribution	23
Table 3.8: Educational status.....	24
Table 3.9: Permission to leave the work	24
Table 3.10: Origin of Respondents	25
Table 3.11: Housing status	26
Table 3.12: Land ownership and size of holding	27
Table 3.13: Status of rented in land and size of holding	28
Table 3.14: Person taking to work place	28
Table 3.15: Present accommodation	29
Table 3.16: Duration of worked time at present place.....	30
Table 3.17: Reasons of leaving previous work	31
Table 3.18: Reasons of working at Brick Kiln.....	32
Table 3.19: Types of work	32
Table 3.20: Work time	33
Table 3.21: Workdays in a week	34
Table 3.22: Working month in a year	34
Table 3.23: Average monthly income	35
Table 3.24: Mode of remuneration	36
Table 3.25: Advance taken by labours.....	36
Table 3.26: Amount taken as advance.....	37
Table 3.27: Repayment system of advance.....	37
Table 3.28: Outstanding Remuneration	38
Table 3.29: Loan borrowed from employers	39
Table 3.30: Amount of loan	39
Table 3.31: Remaining loan and mode of payment	39
Table 3.32: Freedom to quit work	40
Table 3.33: Reason for unable to quit work	41
Table 3.34: Starting and ending months of work.....	41
Table 3.35: Engagement after the end of kiln work.....	42
Table 3.36: Knowledge about minimum wage	43
Table 3.37: Alignment with trade unions' membership.....	43
Table 3.38: Addictions of the laborers	44
Table 3.39: Monthly expenses on addiction	44
Table 3.40: Alternate work of brick kiln	45
Table 3.41: Expected income from alternative works	46
Table 3.42: Work of child labor by types	46
Table 3.43: Mode of remuneration	47
Table 3.44: Previous experience of kiln work.....	48
Table 3.45: Status of schooling at place of origin	48
Table 3.46: Status of schooling at present.....	49
Table 3.47: Schooling plan after the end of work.....	49
Table 3.48: Freedom to quit form the work	50
Table 3.49: Sexual harassment in the work	51
Table 3.50: Health hazards and type	54
Table 3.51: Addiction type of child labor	54
Table 3.52: Knowledge on prohibition of child labor	55

Chapter 1

Introduction

1.1 Background

The promotion of fundamental principles and rights at work encounters a serious challenge in South Asia where bonded labour affects millions of the poorest and most vulnerable workers. Bonded labour is a critical concern because it perpetuates poverty, hampering economic growth by undermining labour productivity and human capital development. Experience shows that families who are trapped in bonded labour are often excluded from mainstream poverty reduction programmes, formal systems of social protection, and have no access to social sector development programs.

Bonded labour is often found amongst socially low status castes, minorities and migrant workers. They suffer additionally from discrimination and social exclusion. Although most prevalent in traditional agricultural production based on sharecropping and casual wage labour, bonded labour also occurs in other economic activities such as mining, brick-kilns, carpet weaving, cash crops such as tea, commercial sexual exploitation, match factories, stone cutting and quarries. It is also emerging in construction, domestic labour and security services. It invariably occurs in the informal, unregulated and unorganized parts of the economy.

In its most typical manifestation, a worker - usually an adult man - takes a loan or salary advance from an employer, labour contractor or landlord. Then the debtor - and often his family members as well - is obliged to work for the employer for reduced wages until the debt is repaid. The terms of the unwritten and interlinked labour-credit contract are strongly biased in favour of the lender. To meet family needs, the worker is forced to borrow additional

cash and the debt burden mounts, resulting in bonded labour. Larger debts strengthen the employer's control to the point where basic freedoms to the labourers may be denied. In the worst cases, workers are kept captive through violence or threats of violence.

This 'typical' model of bonded labour masks a wide range of situations, from the relatively benign and short-term to severe, long-term abuse of human rights. Women may be forced to work for little or no wages to repay the debts incurred by their spouses. The labour of children may be pledged to repay loans taken by parents. Inherited debt can result in bonded labour that is passed down from generation to generation.

A Story of Head Technician: Ram Lakhan Yadav

Ram Lakhan Yadav -33 is from Darbhanga district, Bihar, India. He is working as a head mistri in Azima Brick Industry, Bhatdukur, Chamthali of Bhaktapur. He is continuously working since 12 years. In the beginning he worked as a colonnade worker for six years and then worked as a fireman for five years. His experience made him as a head technician. Recently, he is supervising overall technical job of the kiln.

Labour collection and arrangement is the main part of the brick kiln. In this context, Ram Lakhan brings more than 70 workers including sub-technician from India. As a technician Ram Lakhan has to be responsible for all these workers. Not only that he is also fully responsible for the production of best quality brick.

For labour collection, he bags 100,000 rupees from owner to distribute advance among more than 70 labourers. The distribution of advance ranges Rs. 1600 to 3200 per person. The advance is generally distributed among the labours in their

Bonded labour has existed for thousands of years. In South Asia it took root in the caste system and continues to flourish in feudal agricultural relationships. Research reports show that bonded labour relationship exists in brick kiln workers of India and Pakistan. This report explores the labour relationship in brick kilns of Nepal; and diagnoses types and extent of bonded labour relation.

1.2 Objectives of the Study

The main objective of the study is to investigate and analyze the critical issues and options associated with the livelihoods of the labourers, including bonded ness. The study then aims to

hometowns during the month of October/November (Dashain to Tihar). In spite of this lucrative advance about 20 percent labourers does not come in the kiln. He is also responsible for this. Sometimes even Ram Lakhan distributed his own money as advance for the labourers who are interested to work in the brick kiln.

The head technician is paid on monthly basis. His monthly salary is Rs. 8000 (IC 5000). He is also facilitated with other perks such as refreshment (smoking, chewing tobacco and nuts), a set of clothes in the season including shoe, food and travel expenses to and fro to India.

The job of the brick kiln has changed his life style. He is satisfied and happy with his earnings. His living standard has up graded by this work. He has added one bigha of agricultural land and made a new concrete house in his village. He is able to provide good education to the children.

recommend a set of policy and programs for improving their livelihoods and protecting the interest of the labourers.

More specifically, the following research questions are identified:

- Study the background and livelihood status of the brick kiln labourers in Nepal.
- Find out the existence of bonded ness and its nature if any.
- Study their working conditions (employment, payment, shelter, seasonality, etc), and how do these differ for different groups of labourers and across different regions.
- What policy, institutional arrangements and programs are needed in order to better protect the interests of the labourers?

1.3 Methodology of the Study

Survey was conducted in five districts of three development regions of the country. Morang district was selected from Eastern Region, Lalitpur and Bhaktapur were included from Central Region, Tanahun was surveyed from Western Region and Banke was included from Mid-western Region. Altogether 1,135 brick kiln workers were interviewed of which 17.7 percent were female. Sample distribution by district is presented in Table 1.1.

Table 1.1: Sample Distribution by Districts

Sex	Districts					Total
	Morang	Banke	Lalitpur	Bhaktapur	Tanahun	
Male	239	300	53	327	15	934
Female	91	18	11	71	10	201
Total	330	318	64	398	25	1,135

Information was also collected from brick kiln owners of sample brick kilns through discussions using checklists. Hiring pattern of labours, payment systems and other relevant information was collected from them. Child labourers working in brick kilns were also interviewed separately to know their situation. Case studies were also conducted to study the individual cases of labourers.

Chapter 2

Brick Kilns in Nepal

2.1 Background

The Brick production in Nepal is quite old phenomenon. Bricks are seen as a part of Nepalese art and architecture from the very beginning. It is decorative facade of buildings to show social prestige. Old Nepalese temples are the testimonial of long history of brick production and its use.

Archeologists have the opinion that production of bricks started in Kathmandu valley and spread to other parts of the country as the oldest monument and temples here are constructed using bricks. The excavation of Lumbini and Tilaurakot contain remains of artifacts, pottery and remnants of old buildings are the witness of the history of brick manufacturing dating more than three thousand years back. Usually when there was no technology to fire the bricks, raw and sun-dried bricks were used. Still some old houses of Kathmandu valley are seen which are made using raw bricks.

Brick industry falls under small/cottage industry group, despite investment on this industry is very large. It is a seasonal industry, with a seasonal employment opportunity. With the expansion of urban area, brick industry is also rapidly growing. Construction works in urban areas is increasing in a fast rate due to migration of people from rural to urban areas where houses are mainly built using concrete and bricks. Therefore, brick kilns are basically situated in interiors of sub-urban areas close to urban areas.

There are more than 500 brick factories in Nepal employing more than 400,000 workers. Although the work of brick kiln is health hazardous but rampant poverty and less work opportunity in the country side compels the poor people to work in brick kilns. It is astounding that in this industry not only Nepalese poor people are working, but labours come from India as well. Indian workers are considered better than the Nepali counterpart in technical works like management of fire in brick kilns. A survey reveals that 41 percent Indian labourers are involved in Nepalese brick kilns.

2.2 Types of Brick Kilns in Nepal

Three different types of brick kilns exist in Nepal. They are (i) single chimney, (ii) double chimney and (iii) no chimney brick kilns. In Kathmandu valley almost all brick kilns are with single permanent chimneys whereas in terai districts both permanent and temporary chimney types of brick kilns exist. Brick kilns with permanent chimneys are generally large in size and chimneys are fixed in one place. In temporary chimney type of brick kilns there are two medium height chimneys whose location is changed as per the fire work sites. In hilly region and interior valleys there are small brick kilns where bricks are baked without using chimneys. In all type of brick kilns both firewood and coal are used as fuels to bake the bricks.

2.3 Labour Arrangement Process

Brick kiln is a labour intensive industry. Making the arrangements of labourers in the brick kiln is one of the crucial factors and is a challenging job. As the work-season of a brick kiln starts mostly from the last week of October, arrangement of labourers in the kiln must be done earlier to ensure smooth kiln operation. The labourers of the kiln are mostly from agricultural sector and are contacted prior to

agriculture season. The sources of labour arrangement are as follows;

- a. **Through Naikes:** The labours are generally hired through Naikes (also known as sardar or meth) prior to production season. Female Naikes are also seen in some of the brick kilns of Morang district. The major involvement of the female Naike is in unbaked brick carrying because majority female workers are involved in this activity. The main role of Naike is to make sure the availability of workers and lead them while working in the kiln. So lead person is the main source of labour arrangement in the brick kiln. Naikes visit labourers in the origin and provide advances for the work prior to the working season in the brick kiln. These advances are deducted from wages earned by the workers during the season.
- b. **Through brick kiln owners:** In some cases owner them selves hire the labourers. Basically, labours who work in coal crushing, woodcutting and wall maintaining in the kiln are contacted by owners themmselves. This type of labour work in the kiln on daily wage basis.
- c. **Self:** Some labours come in the kiln for work without any connection either with owner or Naikes. Presence of self-approached labourers is found in all the sample kilns across the country. However, such type of labourers work mainly in the brick carrying work.

Brick production involves various activities. Different types of works have to be performed in a single brick kiln. In such a situation it is impossible to provide supervision inputs to each and every activity by the owner himself. It was

seen that overall responsibility of all activities is given to respective Naikes so that owner does not have any burden of monitoring and supervision of labourers. As four types of works are prominent in the brick kiln, there are four types of Naikes as well. These are: (a) Technician head (b) Brick Moulding Naike (c) Unbaked Brick Carrying Naike, and (d) Baked Brick Carrying Naike. It is also seen in some brick kilns that the main Naike has his assistant naikes working under him.

- (a) Technician head:** Often the head technician or Naike is from adjoining state of India such as West Bengal, Bihar and Uttar Pradesh. The head technician is responsible to bring labour for furnace work from India. The furnace work includes; (i) colonnade the unbaked brick into the kiln, (ii) spreading rubbish over the brick, (iii) firing the furnace, (iv) control the fire and flame and (v) hole cleaning. All these works are directly related with the good quality of bricks, which is the goodwill of kiln and owner, and the base of its success.
- (b) Brick laying Naike:** Brick laying is one of the crucial works of brick kiln. The main activities of brick laying works are; (i) mud preparation (ii) brick laying (ii) sun baking, and (iv) brick staking. Both, Nepali and Indian workers are engaged in this work. In the case of Kathmandu, Lalitpur and Bhaktapur Nepali workers are involved in brick laying work who are from Makwanpur, Ramechhap, Sindhuli, Kavre and Lalitpur and also from districts as far as Rukuk, Rolpa, Salyan, Piuthan and Dang districts. Contrast to this the survey of brick kilns of Biratnagar and Banke revealed that there are significant numbers of brick layers from India as well. The brick layers are totally annexed with the Naikes who are the lead person of the brick layers in the brick kiln.

- (c) **Raw brick carrying Naike :** The raw brick transportation is very important in the kiln because the raw bricks are delicate to handle. Precaution should be taken to handle the raw brick carrying for less breakage. The modes of raw brick transportation are human carriers, animal carriers, cycles and tricycle, tractors and mini trucks. A human carrier of brick is called REZA in local language. According to field survey, in Kathmandu valley raw bricks are transported by human labour as well as automobiles such as tractor and mini trucks. In Biratnagar mainly human labour are engaged in this work with the exception of bi- cycle in few cases. In Banke mainly horses, mules, donkeys are used for raw brick transportation where children drive the animals. The Naike has to bring and manage labours in the kiln. In the course of survey, it was found that one Naike controls about 25-30 raw brick labourers. One kiln has 3-7 raw brick Naikes.

After the kiln is fired the perpetual delivery of raw bricks is necessary. For this, the Naike has to control and administer the raw brick carriers in such a way so that there will be no shortage of raw bricks in the kiln.

- (d) **Baked brick carrying Naike:** The baked brick carrying is also important component of the kiln. The baked brick carrying is done only by human labourers. The Naike is also called REZA in local language. Therefore the role of baked brick Naike or Sardar can not be overlooked. In this context the Naike has to bring and manage labours in the kiln for the work. In the course of survey, it was known that one Naike controls about 25-30 baked brick labourers.

The labour arrangement of baked brick carrier (REZA) differs from place to place in the surveyed areas. In Kathmandu valley mostly Indian labours work as baked brick REZA where as in Biratnagar and Banke local Nepali are working in the sector.

A Story of Brick Layers Naike : Abdul Latif Miyan

Latif Miyan-33 is from Kuchbihar district , West Bengal, India. He is working in New ACC Brick Kiln, Katahari-9, Morang. He is working since three yers as a Naike. Latif controls over 45 families of brick layer in the kiln. To bring them to the work he distributes advance in their hometown in the month of June to July. For this he takes Rs. 160,000 from the brick owner and distributes the amount to the needy workers in three phases. This amount ranges from Rs 1600 to 4800 per family depending upon the size of family. This is the debt trap for the workers bounding them morally and socially to the kiln.

Latif Miyan gets Rs 2,880 per month as his salary. He is given two sets of clothes, travelling expenses including food. Similarly he gets commission too. The rate of commission is Rs. 10 per thousand brick laid. In a season 8 million bricks are laid. Thus the total amount of his commission becomes Rs 80,000 per season. Among the total arranged labour 10-15 percent does not come in the kiln. As such the distributed amount among them is deducted by the owner from Latif's Commission.

Latif is satisfied with his work and responsibilities. He does not have any comment in relation to kiln. He is also satisfied on his kiln earnings. He has constructed a pucca building recently and purchased 10 katha of arable land for agriculture production. He is conscious for quality education for his children.

Chapter 3

Survey Findings

3.1 Socio-economic characteristics of family of Respondents

In this section the socio-economic characteristics of respondents' family members is presented. This includes, sex- distribution, population distribution by age categories, educational status above 6 years and above population and the occupations in which the population were found engaged.

3.1.1 Sex Distribution

Of the total population 54 and 46 percent were found male and female respectively. The nearest equality in sex distribution was in Morang as there are 51 percent male and 49 percent female. Similarly, the highest disparity in sex distribution was found in Banke where 57 percent are male and 44 percent are female (Table 3.1).

Table 3.1: Sex distribution of household members

Sex	Districts										Grand Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Male	830	51	993	57	182	55	1039	54	63	55	3107	54
Female	797	49	764	44	149	45	885	46	52	45	2647	46
Grand Total	1627	100	1757	100	331	100	1924	100	115	100	5754	100

3.1.2 Age Distribution

The highest proportion of people (37 percent) are in the age group of 19 to 40 years followed by 33 percent in 6 to 18

and 15 percent each in 0 to 5 and above 40 years age group (Table 3.2).

Table 3.2: Age distribution of HH member

Age range	Districts										Grand Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
0-5	245	15	296	17	42	13	252	13	21	18	856	15
6-18	565	35	573	33	121	37	603	31	33	29	1895	33
19-40	616	38	604	34	110	33	751	39	45	39	2126	37
Above 40	201	12	284	16	58	18	318	17	16	14	877	15
Grand Total	1627	100	1757	100	331	100	1924	100	115	100	5754	100

3.1.3 Educational Status

Of the total population, 59 percent are illiterate and remaining 41 percent are literate. Of the total population, 32 percent are up to grade ten, 8 percent have attended informal education classes and one percent have completed higher education (Table 3.3).

**Table 3.3: Educational status of HH members
(Above 6 Years)**

Education status	Districts										Grand Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Illiterate	838	61	1076	72	160	55	813	49	38	40	2925	59
Informal Education	104	8	93	6	38	13	117	7	24	26	376	8
Upto class 10	420	31	319	21	90	31	735	44	32	34	1596	32
Higher Education	15	1	3	0	3	1	11	1		0	32	1
Grand Total	1377	100	1491	100	291	100	1676	100	94	100	4929	100

3.1.4 Occupational Status

The occupational status of the population above 6 years of age was enquired during the survey. It was reported that the highest number of family members (40 percent) are working together at the present work place (brick kiln) with the respondents followed by working at own villages (35 percent), going school at own villages (14 percent), doing nothing (8 percent) and dwelling with families at work and attending school near the work places (3 percent) respectively (Table 3.4).

Table 3.4: Occupation of HH members

Occupation	Districts										Grand Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Working together in kiln	642	46	440	29	143	49	727	43	52	55	2004	40
Together but school going	28	2	7	1	13	4	79	5	19	20	146	3
Working at village	411	30	647	43	86	29	570	34	15	16	1729	35
Schooling at Village	198	14	220	15	28	10	228	14	6	6	680	14
Nothing	104	8	188	13	23	8	83	5	2	2	400	8
Grand Total	1383	100	1502	100	293	100	1687	100	94	100	4959	100

3.2 Characteristics of Respondents

This section highlights the sex and age distribution, caste distribution and educational status of the respondents along with the freedom to quit the assigned work at the work places.

3.2.1 Sex Distribution

Of the total respondents, 82 percent were found male and 18 percent female. The nearest equality on sex distribution of

respondents was found in Tanahun district where 60 percent male and 40 percent female were interviewed. The highest disparity in sex distribution was found in Banke district where 94 percent male and 6 percent female were contacted (Table 3.5).

Table 3.5: Sex distribution

Sex	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Male	239	72.4	300	94.3	53	82.8	327	82.2	15	60	934	82
Female	91	27.6	18	5.7	11	17.2	71	17.8	10	40	201	18
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.2.2 Age Distribution

Analysis of age distribution of respondents shows that 93 percent of the respondents were between 15 to 59 years of age group. About 6 percent of the respondents were found under 14 years and respondents above 60 years were found below 2 percent (Table 3.6).

Table 3.6: Age distribution

Age Group	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
0 to 14	23	7.0	19	6.0	3	4.7	19	4.8			64	5.8
15 to 59	304	92.1	292	91.8	61	95.3	376	94.5	25	100	1058	93.1
60 and above	3	1	7	2			3	1			13	1.2
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.2.3 Caste Distribution

All the major castes existing in the areas of study are working in the brick kilns. They include Hill Brahmin/Chhetri, Hilly

Dalits, Nationalities, Terai castes, Newar, Terai Dalits, Tharus, Muslim and Indians. Of the total caste groups engaged in the brick kilns, the highest are Indians the lowest are Tharus (Table 3.7).

Table 3.7: Caste distribution

Caste	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Hill Brahmin/ Chhetri	1	0.3	1	0.3	1	1.6	71	17.8	6	24	80	7
Hilly Dalits	1	0.3			11	17.2	42	10.6	4	16	58	5
Nationalities	84	25.5	1	0.3	13	20.3	76	19.1	12	48	186	16
Terai Caste	37	11.2	35	11.0	0		6	1.5			78	7
Newar					29	45.3	91	22.9	3	12	123	11
Terai Dalits	64	19.4	29	9.1							93	8
Tharu							2	0.5			2	0
Muslim	2	0.6	67	21.1							69	6
Indians	141	42.7	185	58.2	10	15.6	110	27.6			446	39
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.2.4 Educational Status

Of the total respondents, 37 percent were found literate and the remaining were illiterate. Of the total population, 24 percent have completed grade ten, 12 percent have received informal education and 2 percent have got higher education (Table 3.8).

Table 3.8: Educational status

Education status	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Illiterate	231	70.0	230	72.3	33	51.6	204	51.3	14	56	712	63
Informal education	38	11.5	41	12.9	15	23.4	34	8.5	10	40	138	12
Upto Class Ten	53	16.1	46	14.5	15	23.4	154	38.7			268	24
Higher Education	8	2.4	1	0.3	1	1.6	6	1.5	1	4	17	2
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.2.5 Permission to Leave Job on Better Opportunities

The respondents were asked whether they get permission from the employers to quit the job if they get better opportunities from other work places. About 37 percent respondents reported that they themselves and their family members would get permission to quit the job if such opportunities are available. The remaining 64 percent responded that they would not get permission for other better options (Table 3.9). This clearly shows that there exists some kind of bondedness among the labourers of brick kilns.

Table 3.9: Permission to leave the work

Response	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Permitted	86	30.7	68	50.0	14	31.8	57	27.0	23	92	248	35.6
Not permitted	194	69.3	68	50.0	30	68.2	154	73.0	2	8	448	64.4
Total	280	100	136	100	44	100	211	100	25	100	696	100

3.2.6 Origin Place of Respondents

Of the total respondents, 59 percent had migrated from 34 districts of the country. Migrants from India are 41 percent.

Of the total migrants from the various districts of the country, the highest was reported from Morang (15 percent) followed by Banke, Kavre, Dang, Rolpa and Ramechhap districts (11, 8, 7 and 4 percent) respectively (Table 3.10).

Table 3.10: Origin of Respondents

Home place	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Kathmandu	4	1.2	1	0.3			4	1.0			9	1
Morang	169	51.2	1	0.3							170	15
Banke			126	39.6							126	11
Bardiya							1	0.3			1	0
Dang			2	0.6	11	17.2	67	16.8			80	7
Jhapa					1	1.6					1	0
Sunsari	3	0.9									3	0
Kavre					3	4.7	92	23.1			95	8
Sindhuli							2	0.5			2	0
Bhojpur							1	0.3			1	0
Solukhumbu	1	0.3									1	0
Dailekh	1	0.3									1	0
Khotang							7	1.8			7	1
Sindhupalchok							9	2.3			9	1
Sarlahi							4	1.0			4	0
Salyan							1	0.3			1	0
Rolpa					8	12.5	50	12.6			58	5
Ramechhap					29	45.3	21	5.3			50	4
Rupandehi							2	0.5			2	0
Bhaktapur							18	4.5			18	2
Kapilvastu							1	0.3			1	0
Dhadhing							1	0.3			1	0
Palpa							1	0.3			1	0
Mahotari							1	0.3			1	0

Home place	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Dolakha							4	1.0			4	0
Makwanpur					1	1.6	1	0.3	1	4	3	0
Lalitpur					1	1.6					1	0
Nuwakot									3	12	3	0
Gorkha									6	24	6	1
Lamgunj									3	12	3	0
Okhaldunga									1	4	1	0
Chitwan									3	12	3	0
Parbat									2	8	2	0
Tanahun									6	24	6	1
India	152	46.1	188	59.1	10	15.6	110	27.6			460	41
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.2.7 Permanent Dwelling

Of the total labourers, 97 percent have their own houses in their place of origin. Remaining 3 percent do not have any permanent dwelling (Table 3.11).

Table 3.11: Housing status

Own House	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Yes	316	95.8	305	95.9	63	98.4	391	98.2	21	84.0	1,096	97
No	14	4.2	13	4.1	1	1.6	7	1.8	4	16.0	39	3
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.2.8 Land Ownership Pattern

Data on land ownership pattern shows that 64 percent of the respondents have their own land for cultivation and remaining 36 percent do not have their own land. Of the land owners, about 72 percent have the land size of less than 0.5 hectare, 19 percent have the land size of 0.5 to 1 hectare and 9 percent have the land size of above 1 hectare (Table 3.12).

Table 3.12: Land ownership and size of holding

Own land	Districts											
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Yes	157	47.6	175	55.0	54	84.4	315	79.1	22	88.0	723	64
No	173	52.4	143	45.0	10	15.6	83	20.9	3	12.0	412	36
Total	330	100	318	100	64	100	398	100	25	100	1135	100
Land Size												
Less than half ha	121	77.1	118	67.4	32	59.3	223	71.7	21	95.5	515	71.6
Half to one ha	24	15.3	31	17.7	16	29.6	65	20.9	1	4.5	137	19.1
One ha and above	12	7.6	26	14.9	6	11.1	23	7.4	0	0.0	67	9.3
Total	157	100	175	100	54	100	311	100	22	100	719	100

3.2.9 Rented-in Land

Of the total respondents, 23 percent have rented-in land as sharecroppers. Of those, who cultivate rented-in land, their size of holding was reported less than 0.5 hectare by 54 percent, less than 0.5 to 1 hectare by 22.8 percent and more than one hectare by 23.2 percent (Table 3.13).

Table 3.13: Status of rented in land and size of holding

Rented land	Districts						Total					
	Morang		Banke		Lalitpur				Bhaktapur		Tanahun	
	N	%	N	%	N	%	N	%	N	%		
Yes	51	15.5	93	29.2	12	18.8	103	25.9	2	8.3	261	23
No	279	84.5	225	70.8	52	81.3	295	74.1	23	91.7	874	77
Total	330	100	318	100	64	100	398	100	25	100	1135	100

Land Size

Less than half he	27	52.9	41	44.6	9	75.0	61	59.8	2	100	140	54.1
Half to one he	9	17.6	23	25.0	2	16.7	25	24.5			59	22.8
One he. and above	15	29.4	28	30.4	1	8.3	16	15.7			60	23.2
Total	51	100	92	100	12	100	102	100	2	100	259	100

3.2.10 Access to Brick Kiln Work

Various sources were reported in use for accessing the current work. They are from Sardar/Naike (i.e. team leader to control laborers), friends, employers themselves, employees themselves and parents. Of the various sources, laborers recruitment through Sardar/Naike is found the highest (59 percent) (Table 3.14).

Table 3.14: Person taking to work place

Came with	Districts						Total					
	Morang		Banke		Lalitpur				Bhaktapur		Tanahun	
	N	%	N	%	N	%	N	%	N	%		
Sardar Naike	231	70.0	72	22.6	43	67.2	320	80.4			666	59
Friends	62	18.8	87	27.4	15	23.4	48	12.1	17	68.0	229	20
Ownself	36	10.9	92	28.9	3	4.7	23	5.8	7	28.0	161	14
Employer	1	0.3	65	20.4	2	3.1	3	0.8			71	6
Parents			2	0.6	1	1.6	4	1.0	1	4.0	8	1
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.2.11 Present Accommodations

Of the total respondents, 75 percent reported that they lived at the shelters (Jhyauli) provided by the employers. The workers living at their own village house are 24 percent and the rest 2 percent lived in rented rooms near by the work place. The present accommodation situation in Morang and Banke was found different, where about 45 and 35 percent of the laborers respectively commute from their own villages. It indicates that the local laborers in these two districts are higher than in other sample districts (Table 3.15).

Table 3.15: Present accommodation

Sating at	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Workplace	181	54.8	197	61.9	61	95.3	383	96.2	24	96.0	846	75
Village	148	44.8	110	34.6	3	4.7	9	2.3			270	24
Rent	1	0.3	11	3.5			6	1.5	1	4	19	2
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.2.12 Extent of Work Tenure

Of the total respondents, 52 percent reported that they were working in the brick kilns for the first time (i.e. for one season). Similarly, 17 percent reported second tenure and 15, 11 and 6 percent are working for the third, fifth and more than fourth seasons respectively (Table 3.16).

Table 3.16: Duration of worked time at present place

Worked-year	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
One Yrs	139	42.1	161	50.6	35	54.7	240	60.3	10	40	585	52
Two Yrs	57	17.3	55	17.3	9	14.1	68	17.1	2	8	191	17
Three Yrs	76	23.0	39	12.3	8	12.5	43	10.8	2	8	168	15
Four Yrs	22	6.7	15	4.7	4	6.3	16	4.0	6	24	63	6
Five and More Yrs	36	10.9	48	15.1	8	12.5	31	7.8	5	20	128	11
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.2.13 Reasons for Discontinuing the Kiln Work

It was reported that few labourers change the kiln every year. Various reasons were given for doing so. They were: low remuneration, fired by the employers, long working distance, no contact person to get work, no advance received, termination from the kiln, no provision of leave in necessity, bad quality of soil, manipulation in final remuneration and the kiln without license. Of the reasons explained, about 35 percent (the highest) reported the low salary for not continuing their work in the same brick kiln. Similarly, the lowest (0.3 percent) number of labourers reported that the reason of quitting was kilns operation without license which was observed only in Bhaktapur and Lalitpur kilns (Table 3.17).

Table 3.17: Reasons of leaving previous work

Responses	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Low salary	80	45.5	61	37.9	11	28.9	54	24.9	10	58.8	216	35.5
Employer Fired	11	6.3	8	5.0	1	2.6	11	5.1	3	17.6	34	5.6
Long Distance			20	12.4			14	6.5			34	5.6
No Contact Person	3	1.7	8	5.0	10	26.3	54	24.9	1	5.9	76	12.5
No Advances	14	8.0	10	6.2	2	5.3	16	7.4	2	11.8	44	7.2
Klin Closed	52	29.5	37	23.0	4	10.5	23	10.6	1	5.9	117	19.2
Cannot leave when desired	9	5.1	13	8.1	6	15.8	14	6.5			42	6.9
Bad quality Soil	3	1.7	2	1.2	2	5.3	25	11.5			32	5.3
Manipulation in Final Account	4	2.3	2	1.2	1	2.6	5	2.3			12	2.0
No Klin License					1	2.6	1	0.5			2	0.3
Total	176	100	161	100	38	100	217	100	17	100	609	100

3.2.14 Reasons for Working at Kilns

Various reasons were spelled out for working at brick kilns. Of all reasons, the highest (56 percent) response was that it is quite easy to get jobs in the brick kilns. The other main two reasons were: more income than other jobs and possibility of working extended hours where 21 and 20 percent of the respondents reported respectively (Table 3.18).

Table 3.18: Reasons of working at Brick Kiln

Responses	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
More Income	52	15.8	84	26.4	14	21.9	92	23.1			242	21.3
Easy to Find Job	203	61.5	184	57.9	25	39.1	202	50.8	17	68	631	55.6
Can work at free time	74	22.4	46	14.5	23	35.9	83	20.9	7	28	233	20.5
Paid Instantly			3	0.9	2	3.1	5	1.3	1	4	11	1.0
With Parents			1	0.3			1	0.3			2	0.2
To See Kathmandu							11	2.8			11	1.0
Whole Family Can Work	1	0.3					4	1.0			5	0.4
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.2.15 Types of Works

Labourers are involved in different types of work in brick kilns. Altogether 17 types of activities were identified. Of the total works to be performed by the laborers, the highest were found engaged in brick molding which also include mud digging, mud preparation, brick carrying and piling of bricks (Table 3.19).

Table 3.19: Types of work

Work Type	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Mud Digging	155	47.0	179	56.3	31	48.4	127	31.9	11	44	503	44.3
Mud Preparing	148	44.8	181	56.9	29	45.3	130	32.7	13	52	501	44.1
Making Brick	154	46.7	184	57.9	34	53.1	142	35.7	17	68	531	46.8
Brick Carrying	100	30.3	49	15.4	42	65.6	188	47.2	16	64	395	34.8
Wood/Coal Carrying	11	3.3	11	3.5			4	1.0	1	4	27	2.4

Work Type	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Brick colonnading	143	43.3	41	12.9	25	39.1	118	29.6	13	52	340	30.0
Baking Brick	11	3.3	20	6.3			13	3.3	3	12	47	4.1
Sand Carrying			3	0.9			1	0.3			4	0.4
Wholeman	2	0.6									2	0.2
Rabish men	13	3.9	9	2.8	1	1.6	7	1.8			30	2.6
Water Management	3	0.9	1	0.3			1	0.3			5	0.4
Making Wall	6	1.8									6	0.5
Token Giver(Kaudi)	2	0.6					8	2.0			10	0.9
Supervisor	4	1.2	2	0.6	1	1.6	1	0.3			8	0.7
Wood/Coal Breaking			21	6.6			9	2.3			30	2.6
Wood Stacking			4	1.3							4	0.4
Fireman							2	0.5			2	0.2

3.2.16 Daily Working Hour

Of the total respondents, about 44 percent work for 5 to 10 hours a day. About one fourth work from 10 to 12 hours and 30.8 percent labourers work for more than 12 hours per day (Table 3.20).

Table 3.20: Work time

Working time in a day	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
5 to 10 Hrs	180	54.5	127	39.9	28	43.8	156	39.2	3	12	494	43.5
10 th 12 Hrs	76	23.0	82	25.8	8	12.5	115	28.9	10	40	291	25.6
More then 12 Hrs	74	22.4	109	34.3	28	43.8	127	31.9	12	48	350	30.8
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.2.17 Working Days

More than 50 percent respondents reported they worked 7 days in a week. Similarly, 49 percent of the respondents reported that they work for 6 days in a week. Laborers working less than 6 days in a week were found nominal (Table 3.21).

Table 3.21: Workdays in a week

Work days in a week	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Four days							6	1.5			6	0.5
Six days	218	66.1	197	61.9	19	29.7	111	27.9	12	48	557	49.1
Seven days	112	33.9	121	38.1	45	70.3	281	70.6	13	52	572	50.4
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.2.18 Work Duration

Most of the work in brick kiln is seasonal. Of the total respondents about 81 percent reported that their involvement in kiln works is for 6 months. Similarly, 9 percent labourers reported that their involvement is 5 and 7 months in a season (Table 3.22). Insignificant numbers of laborers were found working all the year especially in Tanahun district.

Table 3.22: Working month in a year

Working months in a year	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
4 months			2	0.6			3	0.8			5	0.4
5 months	2	0.6	46	14.5	4	6.3	45	11.3			97	8.5
6 months	268	81.2	240	75.5	59	92.2	341	85.7	9	36	917	80.8
7 months	58	17.6	30	9.4	1	1.6	9	2.3	5	20	103	9.1
8 months	2	0.6							8	32	10	0.9
Year round									3	12	3	0.3
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.3 Remuneration and Income

This section includes information on monthly remuneration, mode of payment of advances and repayment system of advance borrowed.

3.3.1 Monthly Remuneration

It was reported by 38 percent of the respondents that their monthly earning ranges from Rs.2500 to 5000. Similarly, 35 percent earned from Rs.1500 to 2500 and 13 percent earn less than Rs. 1500 per month. Only 10 percent were found earning remuneration more than Rs. 5000 per month (Table 3.23). Caution should be taken here because these information on remuneration include the payment for toil of family members also. As family involvement is common as kiln workers, the remuneration is attributable to family's joint earning.

Table 3.23: Average monthly income

Income	Districts								Total			
	Morang		Banke		Lalitpur		Bhaktapur				Tanahun	
	N	%	N	%	N	%	N	%	N	%	N	%
Less than 1500 Rs.	77	23.3	44	13.8	7	10.9	18	4.5			146	12.9
1500 to 2500	157	47.6	99	31.1	17	26.6	111	27.9	12	48	396	34.9
2500 to 5000	92	27.9	96	30.2	30	46.9	205	51.5	10	40	433	38.1
5000 above					5	7.8	36	9.0	3	12	44	3.9
Don't Know	4	1.2	79	24.8	5	7.8	28	7.0			116	10.2
Total	330	100	318	100	64	100	398	100	25	100	1135	100
Average	2,220.41		1,850.50		2,922.19		3,140.51		3,100.00		2,646.72	

3.3.2 Process of Remuneration Payment

Mode of payment of remuneration is different for different activities. As majority of labourers are involved in brick molding activities they get their payment in piece count

basis (77 percent). About 17 percent respondents reported that they get their remuneration on monthly basis and 6 percent of them get their wages daily (Table 3.24).

Table 3.24: Mode of remuneration

Mode	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Monthly	57	17.3	55	17.3	7	10.9	71	17.8	4	16	194	17.1
Yearly	1	0.3	1	0.3							2	0.2
Dailily	17	5.2	41	12.9			7	1.8	1	4	66	5.8
Per 1000	255	77.3	221	69.5	57	89.1	320	80.4	20	80	873	76.9
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.3.3 Advance Disbursement

Of the total, more than 70 percent of the respondents reported that they received advance amount before the start of current season at their original place of the residence. This system of advance payment was reported as to guarantee labour supply for the brick kiln to be operated in the coming season (Table 3.25).

Table 3.25: Advance taken by labours

Responses	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Yes	258	78.2	187	58.8	49	76.6	289	72.6	20	80	803	70.7
No	72	21.8	131	41.2	15	23.4	109	27.4	5	20	332	29.3
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.3.4 Extent of Advance Disbursed

The amount of advance received by the labourers varies. Of the total advance recipients, 30 percent received less than Rs. 1500, 30.1 percent received Rs. 1500 to 2500, 23 percent

received Rs. 2500 to 5000 and 17 percent received more than Rs. 5000 (Table 3.26).

Table 3.26: Amount taken as advance

Amount	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Less than 1500 Rs.	114	44.2	22	11.8	12	24.5	88	30.4	7	35	243	30.3
1500 to 2500	74	28.7	84	44.9	15	30.6	61	21.1	8	40	242	30.1
2500 to 5000	65	25.2	65	34.8	5	10.2	47	16.3	3	15	185	23.0
5000 above	5	1.9	16	8.6	17	34.7	93	32.2	2	10	133	16.6
Total	258	100	187	100	49	100	289	100	20	100	803	100
Average	2,000.58		3,264.17		6,254.69		5,133.58		2,595.00		3,849.61	

The advance amount is deducted from the respective laborers' remuneration. This system of settling advance is found in all sample brick kilns (Table 3.27).

Table 3.27: Repayment system of advance

Paying system	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Deducted from Wage	258	100	187	100.0	49	100	289	100	20	100	803	100
Total	258	100	187	100	49	100	289	100	20	100	803	100

3.3.5 Outstanding Remuneration

The trend of remuneration payment varies according to the type of kiln's work categories. Those laborers employed as daily and monthly basis receive their remuneration in stipulated time. Where as those engaged in piece count basis get their remuneration either on weekly or monthly basis. In this perspective, 58 percent get their remuneration on time and remaining 42 percent have to wait until the end

of season to receive their wage. Further more, 57 percent of the total recipients of outstanding remuneration reported unawareness about the amount of money to be received. Remaining others expressed their sum of money will be received in the final calculation (Table 3.28).

Table 3.28: Outstanding Remuneration

Responses	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Yes	179	54.2	108	34.0	18	28.1	164	41.2	9	36	478	42.1
No	151	45.8	210	66.0	46	71.9	234	58.8	16	64	657	57.9
Total	330	100	318	100	64	100	398	100	25	100	1135	100
Remain Amount												
Less than 1500 Rs.	63	35.2	18	16.7	5	27.8	12	7.3	4	44.4	102	21.3
1500 to 2500	27	15.1	7	6.5	2	11.1	13	7.9	4	44.4	53	11.1
2500 to 5000	4	2.2	7	6.5			8	4.9	1	11.1	20	4.2
5000 above			3	2.8			27	16.5			30	6.3
Don't Know	85	47.5	73	67.6	11	61.1	104	63.4			273	57.1
Total	179	100	108	100	18	100	164	100	9	100	478	100
Average	576.65		747.19		412.33		2,270.17		1777.78		1,156.82	

3.4 Loan

3.4.1 Loan Management

Data reveals that the tendency of borrowing loan during work is minimal among the labourers of brick kilns. Loan borrowing practice was observed only in Morang and Bhaktapur districts. The average loan borrowed was calculated to be Rs.3567. In relation to the repayment of loan, more than 50 percent reported that it was deducted from the remuneration earned (Table 3.29, 3.30 and 3.31).

Table 3.29: Loan borrowed from employers

Responses	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Yes	33	10.0					4	1.0			37	3.3
No	297	90.0	318	100	64	100	394	99.0	25	100.0	1,098	96.7
Total	330	100	318	100	64	100	398	100	25	100	1135	100
Time of loan taken												
This Year	33	100					4	100			37	100

Table 3.30: Amount of loan

Loan Amount	Districts				Total	
	Morang		Bhaktapur			
	N	%	N	%	N	%
Less than 1500 Rs.	8	24.2	1	25.0	9	24.3
1500 to 2500	7	21.2			7	18.9
2500 to 5000	12	36.4	1	25.0	13	35.1
5000 above	6	18.2	2	50.0	8	21.6
Total	33	100.0	4	100.0	37	100.0
Average	3,196.97		6,625.00		3,567.57	

Table 3.31: Remaining loan and mode of payment

Remain amount	Districts				Total	
	Morang		Bhaktapur			
	N	%	N	%	N	%
Less than 1500 Rs.	9	27.3	2	50.0	11	29.7
1500 to 2500	4	12.1			4	10.8
2500 to 5000	2	6.1	1	25.0	3	8.1
5000 above			1	25.0	1	2.7
Don't Know	18	54.5			18	48.6
Total	33	100.0	4	100.0	37	100.0
Mode of payment						
From wage	33	100.0	4	100.0	37	100.0

3.5 Freedom, Work Opportunity and Awareness

3.5.1 Freedom to Work

Of the total respondents about 64 percent reported that they could not quit the work during the operation period of the kiln. This situation was found more severe in Tanahun district. Data discloses the fact that the labourers once entered in the kiln work for a season with verbal bond and could not quit until the seasonal kiln work accomplished (Table 3.32). This suggests the existence of seasonal type of bondedness where labourers are tied-up for one working season.

Table 3.32: Freedom to quit work

Responses	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Can quit	101	30.6	153	48.1	22	34.4	135	33.9			411	36.2
Can't quit	229	69.4	165	51.9	42	65.6	263	66.1	25	100.0	724	63.8
Total	330	100	318	100	64	100	398	100	25	100	1135	100

2.5.2 Inability for Quitting the Work

Those who responded about the inability for quitting the work, 89 percent spelled out that advance amount from the employers is the main reason for inability to quit. Of the other reasons, 5 percent were obliged to work in the kiln for loan they had borrowed during work. The later cause is mainly in Morang and Bhaktapur districts reported by 14 and 2.3 percent respondents respectively (Table 3.33). Of all, 23 labourers did not give any reason.

Table 3.33: Reason for unable to quit work

Reasons	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Loan	32	14.0					6	2.3			38	5.4
Advance	197	86.0	158	95.8	39	92.9	228	86.7	2	100	624	89.0
Relatives Job			1	0.6			1	0.4			2	0.3
Time Bound			4	2.4	3	7.1	15	5.7			22	3.1
Dad Won't Let			1	0.6							1	0.1
Account clearance will be at end of the season			1	0.6			13	4.9			14	2.0
Total	229	100	165	100	42	100	263	100	2	100	701	100

3.5.3 Work Start and Ending Period

Brick kilns start their work after the harvesting of paddy crop. Therefore it varies with the variety of paddy cultivated in the area. However, the pick initiation month of kiln work is November in most of the cases. Some kilns start their works on the month of September and others on October. Of the total respondents, 63 percent responded that the work starts in the month of November. The works in kilns close before the start of monsoon (Table 3.34).

Table 3.34: Starting and ending months of work

Work start month	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
September			3	0.9			1	0.3	21	84	25	2.2
October	35	10.6	37	11.6	8	12.5	8	2.0	3	12	91	8.0
November	281	85.2	101	31.8	52	81.3	280	70.4	1	4	715	63.0
December	14	4.2	142	44.7	4	6.3	106	26.6			266	23.4
January			35	11.0			3	0.8			38	3.3
Total	330	100	318	100	64	100	398	100	25	100	1135	100

Work start month	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Work ending months												
April	287	87.0	64	20.1	46	71.9	229	57.5	11	44	637	56.1
May	41	12.4	192	60.4	12	18.8	147	36.9			392	34.5
June			57	17.9	6	9.4	15	3.8			78	6.9
August									3	12	3	0.3
February			3	0.9			3	0.8	4	16	26	0.9
March	2	0.6	2	0.6			4	1.0	7	28	15	1.3
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.5.4 Employment after Kiln Work

It is obvious that kiln employment is seasonal. When asked about the employment for the rest of the months 36 percent reported that they engaged themselves in own agricultural activities. Similarly, 31 percent were found engaged as non-agricultural laborers and 30 percent as agricultural laborers (Table 3.35).

Table 3.35: Engagement after the end of kiln work

Work after kiln	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Own Agri. Work	62	18.8	98	30.8	37	57.8	206	51.8	3	12	406	35.8
Agri Labour	160	48.5	78	24.5	9	14.1	84	21.1	9	36	340	30.0
Non Agri. Work	103	31.2	131	41.2	13	20.3	95	23.9	13	52	355	31.3
Work in India	5	1.5	2	0.6	4	6.3	8	2.0			19	1.7
Stay at Home			9	2.8			5	1.3			14	1.2
Study					1	1.6					1	0.1
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.5.5 Awareness of Minimum Wage

The respondents were found almost unaware about the issue of minimum wage. Only about 2 percent respondents were found aware about the issue. Hence, they were likely to be exploited in their wages in the work (Table 3.36).

Table 3.36: Knowledge about minimum wage

Responses	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
know	5	1.5	9	2.8	3	4.7	3	0.8			20	1.8
Don't know	325	98.5	309	97.2	61	95.3	395	99.2	25	100	1115	98.2
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.5.6 Association with Trade Union

The brick kiln labourers mostly were found unaware about the trade unions. Therefore, of the total, 97 percent were not found aliened with any trade union (Table 3.37).

Table 3.37: Alignment with trade unions' membership

Responses	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Aligned	1	0.3	20	6.3	1	1.6	11	2.8	1	4	34	3.0
Not aligned	329	99.7	298	93.7	63	98.4	387	97.2	24	96	1101	97.0
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.5.7 Addictions

Most of the respondents (66.2 percent) reported that they are addicted with some addictives like nicotin or alcohol. Of the total addictives, 63 percent responded the addiction of cigarettes, followed by chewing raw tobacco, alcohol and chewing nuts. Respondents had more addiction than one too (Table 3.38).

Table 3.38: Addictions of the laborers

Responses	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Yes	174	52.7	260	81.8	42	65.6	259	65.1	16	64	751	66.2
No	156	47.3	58	18.2	22	34.4	139	34.9	9	36	384	33.8
Total	330	100.0	318	100.0	64	100.0	398	100.0	25	100	1135	100.0
Type												
Cigarette/ Bidi	77	44.3	195	75.0	27	64.3	166	64.1	8	50	473	63.0
Alcohol	31	17.8	49	18.8	18	42.9	76	29.3	9	56.3	183	24.4
Nuts/Types of Nut	31	17.8	65	25.0	7	16.7	27	10.4			130	17.3
Tobacco	115	66.1	107	41.2	10	23.8	119	45.9	9	56.3	360	47.9
Total	174	146.0	260	160.0	42	147.7	259	149.7	16	162.6	751	152.6

3.5.8 Expenditure on Addiction

The monthly expenses on additional habits ranged from Rs. 100 to 250 for 46 percent respondents. About 27 percent spent less than Rs. 100 and 22 percent of the spent Rs. 250 to 500. The addicts spending more than Rs. 500 are 5 percent of the total respondents (Table 3.39).

Table 3.39: Monthly expenses on addiction

Expenses	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Less than 100 Rs.	65	37.4	82	31.5	6	14.3	49	18.9	2	12.5	204	27.2
100 to 250	88	50.6	117	45.0	19	45.2	115	44.4	6	37.5	345	45.9
250 to 500	19	10.9	50	19.2	14	33.3	75	29.0	5	31.3	163	21.7
More than 500	2	1.1	11	4.2	3	7.1	20	7.7	3	18.8	39	5.2
Total	174	100	260	100	42	100	259	100	16	100	751	100

3.5.9 Engagement in Alternative Works

When asked about where they would have engaged themselves if brick kiln work is not available, the highest number of them (36 percent) reported that they would have engaged in agriculture sector working as laborers. Similarly, 33 and 19 percent respondents responded that they would have been involve in non-agriculture sector and own agricultural activities respectively. It was also observed that a few percentages of respondents said that they would have just stay at home; whereas some of them would have worked in Indian kilns (Table 3.40).

Table 3.40: Alternate work of brick kiln

Alternate work	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Agri. Labour	192	58.2	91	28.6	21	32.8	97	24.4	11	44	412	36.3
Non. Agri. Labour	74	22.4	131	41.2	24	37.5	129	32.4	13	52	371	32.7
Pulling Rickshaw	25	7.6	27	8.5			9	2.3			61	5.4
Going India	4	1.2	2	0.6	8	12.5	4	1.0			18	1.6
Staying At Home			12	3.8	1	1.6	31	7.8	1	4	45	4.0
Own Agri. Work	35	10.6	50	15.7	9	14.1	124	31.2			218	19.2
Brick Kiln At India			5	1.6	1	1.6	4	1.0			10	0.9
Total	330	100	318	100	64	100	398	100	25	100	1135	100

3.5.10 Expected Income from Alternate Work

The expected income of the respondents from the alternative works was also asked. Of the total respondents, about 41 percent reported same income as in brick kiln works. Similarly, 35, 17 and 7 percent respondents reported half,

less than half and more than brick kiln income from the alternative works respectively (Table 3.41).

Table 3.41: Expected income from alternative works

Level of difference in income	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Same	127	43.1	78	30.5	24	44.4	109	44.9	17	68	355	40.7
Half of this	100	33.9	117	45.7	19	35.2	65	26.7	7	28	308	35.3
Less than half of this	35	11.9	56	21.9	6	11.1	49	20.2	1	4	147	16.8
More than this	33	11.2	5	2.0	5	9.3	20	8.2			63	7.2
Total	295	100	256	100	54	100	243	100	25	100	873	100

3.6 Child Labor

3.6.1 Involvement of Child Labor

Study of children working in the brick kilns with their family members was conducted. For this, altogether 348 child laborers were surveyed. Most of the child labourers (50 Percent) were found engaged in carrying bricks in and out of the kiln followed by brick laying work (37 percent). In other activities of brick kilns the use of child laborers is found nominal (Table 3.42).

Table 3.42: Work of child labor by types

Types	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Making Brick	57	49.6	24	32.4	11	36.7	35	28.0	1	25	128	36.8
Carrying Brick	57	49.6	22	29.7	14	46.7	78	62.4	3	75	174	50.0
Brick colonnading			4	5.4			3	2.4			7	2.0

Types	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Making Mud	1	0.9	11	14.9	5	16.7	2	1.6			19	5.5
Carring Sand			1	1.4			3	2.4			4	1.1
Coal Breaking			10	13.5							10	2.9
Rabishman			2	2.7							2	0.6
Token Giver(Kaudi)							3	2.4			3	0.9
Carring Coal							1	0.8			1	0.3
Total	115	100	74	100	30	100	125	100	4	100	348	100

3.6.2 Remuneration and Daily Wage

About 19 percent of the child laborers were found unaware about their remuneration. Of the total, 68 percent reported that they get remuneration on piece count basis followed by 9 percent in daily wage basis and remaining 4 percent on monthly basis (Table 3.43).

Table 3.43: Mode of remuneration

Mode	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Every Thousand	92	80.0	34	45.9	25	83.3	83	66.4	4	100	238	68.4
Daily	5	4.3	22	29.7	2	6.7	2	1.6			31	8.9
Don't Know	18	15.7	12	16.2	2	6.7	33	26.4			65	18.7
Monthly			6	8.1	1	3.3	7	5.6			14	4.0
Total	115	100	74	100	30	100	125	100	4	100	348	100

3.6.3 Previous Experience

Of the total child laborers, previously experienced in brick kiln works were found 62 percent and 38 percent were entered in the brick kiln works first time (Table 3.44).

Table 3.44: Previous experience of kiln work

Responses	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Yes	87	75.7	38	51.4	22	73.3	67	53.6	2	50	216	62.1
No	28	24.3	36	48.6	8	26.7	58	46.4	2	50	132	37.9
Total	115	100	74	100	30	100	125	100	4	100	348	100

3.6.4 Status of Schooling at Place of Origin

Data reveal that about 52 percent of the child laborers were attending school in the place of their origin. In Tanahun district cent percent were found attending school at their villages (Table 3.45).

Table 3.45: Status of schooling at place of origin

Schooling	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Yes	48	41.7	36	48.6	15	50.0	77	61.6	4	100	180	51.7
No	67	58.3	38	51.4	15	50.0	48	38.4			168	48.3
Total	115	100	74	100	30	100	125	100	4	100	348	100

3.6.5 Status of Schooling at the Work Place

It was reported that it is not possible for the migrants child laborers from the rural areas to attend school at the work place. The percent of such laborers were 88. This case was found severe in Morang and Banke district where more than 90 percent were deprived from schooling (Table 3.46).

Table 46: Status of schooling at present

Schooling	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Yes	11	9.6	6	8.1	4	13.3	18	14.4	2	50	41	11.8
No	104	90.4	68	91.9	26	86.7	107	85.6	2	50	307	88.2
Total	115	100	74	100	30	100	125	100	4	100	348	100

3.6.6 Schooling after the Termination of Work

Child laborers once entered into wage earning activities seldom found reenrolled in schools. Only 24 percent of such laborers reattend school in their villages after the completion of brick kiln works (Table 3.47).

Table 3.47: Schooling plan after the end of work

Responses	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Yes	17	14.8	13	17.6	9	30.0	43	34.4	2	50	84	24.1
No	98	85.2	61	82.4	21	70.0	82	65.6	2	50	264	75.9
Total	115	100	74	100	30	100	125	100	4	100	348	100

3.6.7 Freedom to Work

The respondents were asked whether the child laborers were free for selecting works in other kiln by quitting the present work place. Of the total, only 31 percent responded that they were free. Remaining others responded inability to quit the present work place (Table 3.48). This is mainly due to the advances their parents had taken from the employers. In this case also symptoms of seasonal bondedness exists.

Table 3.48: Freedom to quit form the work

Responses	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Yes	10	8.7	48	64.9	7	23.3	41	32.8	3	75	109	31.3
No	87	75.7	26	35.1	23	76.7	84	67.2	1	25	221	63.5
Don't Know	18	15.7									18	5.2
Total	115	100	74	1000	30	100	125	100	4	100	348	100

3.6.8 Sexual Harassment

Of the total, about 3 percent of the child laborers were found sufferers of sexual harassment. However, no sexual

A Story of Raw Brick Carrying Naik : Nita Mandal

Nita Mandal is 40 years old. She is continuously working since 11 years in Anand Brick Kiln, Morang. She started work as a raw brick carrying labour as well as Naik. She is one of the experienced female Naikes of the kiln. Her eldest daughter joins her hands in this work. Nita arrange and supervise about 125 labourers. She collects these labourers from nearby VDC of the district.

She brings labourers willing to work in the kiln's office. In her presence the owner of the kiln distributes advance against remuneration. The range of advance is Rs. 300 to Rs 3000 each, depending upon number of workers in a family. This is usually distributed in July and recorded in the account book.

Nita is not hired on the basis of monthly salary. Therefore she has to carry brick in the kiln for earnings. There are three types of lines and each differs in the brick numbers and their rates. The brick lines and rates are as follows.

harassment was reported in Lalitpur and Tanahun districts. Data indicates that sexual harassment was caused by family members, fellow workers and the employers (Table 3.49).

Table 3.49: Sexual harassment in the work

Responses	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Yes	3	2.6	1	1.4			5	4.0			9	2.6
No	112	97.4	73	98.6	30	100	120	96.0	4	100	339	97.4
Total	115	100	74	100	30	100	125	100	4	100	348	100

- 13” lines contains 3000 bricks and carrying wage @ Rs. 138
- 16” lines contains 3500 bricks and carrying wage @ Rs. 142
- 20” lines contains 4000 bricks and carrying wage @ Rs. 175

She carries the 20” line, which contains 4000 bricks and gets Rs 175. Nita completes this work in one and half days. So she gets Rs. 117 per day. In case if she is not carrying bricks she only gets her commission. In an average Nita collects Rs 8000 per season as her commission from the kiln. This commission is calculated against the number of bricks carried by labourers working under her in the kiln.

In spite of hardship in the work she saved a handful amount of money. This saving encourages sending her elder son to India for better job with high income. With her earnings she made a concrete house in the village.

Responses	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Harassment by												
Family members	1	33.3					1	20.0			2	22.2
Fallow workers	2	66.7	1	100			3	60.0			6	66.7
Employer							1	20.0			1	11.1
Total	3	100	1	100			5	100			9	100

An Indian Labour : Bengali Family in Brick Kiln

Jitendra Barman, 34 and Brojbala, 24 are from Kuchibihar district of Bengal India. They were advanced Rs. 4800 in two installments, in July and August. The 8 to 10 katha land in the village and the house is being looked after by Jitendra's brother. Mother lives with him, so she also came along. With two daughter, a family of five migrated for work in Anand Brick Kiln in October. After coming here, they made a small hut in the kiln premise using bricks and corrugated sheets provided by the employer. They work close to the hut.

Jitendra and Brojbala lay bricks, they prepare soil, cast bricks, dry them, stack them and when brick is counted by the Munsijee (kiln worker), their task is over. For 1000 bricks, from soil work to stacking, they are paid Rs. 240. In average, the family makes Rs. 240 per day. Labour of Saraswati the eldest daughter aged 11 years is also involved in this earning, she does brick laying and helps in drying of the bricks (brick is turned couple of time while drying). She used to go to school in the village., and Jitendra said, in examination time, he will send her to sit for examination of Grade 4. There are many families (53) from the same village or near by villages working in the kiln. That way, it is like a

3.6.9 Health Hazards

Health hazards could be considered severe among the child laborers in the brick kiln. Of the total 61 percent reported that they were facing health hazards in the work place. The major health hazards reported were- hand/leg related pain, backache, headache, ear pain, eye pain and fever (Table 3.50).

Bengali village, children play together and adults socialize within own community.

The family receives weekly advance of RS. 400 and the final calculation of their earnings is made at the end of season. They make savings of Rs, 15,000 to 20,000 in the season. The employer also provides, the train/bus fair, allowances for new clothes and some pocket money to each of the family members (say Rs. 3000 for the family). For general illness, health check up and drugs are supplied free in the kiln. Some times they have to buy medicine on their own.

Income made here is higher than that could be made back home, Jitendra said. In kilns there, all family members can not get job. The wage also is low, Rs.192 per thousand. The availability of continuous work for almost eight month for the family is an attraction. They will return home in April, and will come back again in October. How long this will continue? Jitendra said, as long as job is available in Nepal. When asked can not Nepali workers do the job, Jitendra says that Nepali workers do not like to work that hard!

Table 3.50: Health hazards and type

Responses	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
Yes	73	63.5	43	58.1	21	70.0	73	58.4	3	75	213	61.2
No	42	36.5	31	41.9	9	30.0	52	41.6	1	25	135	38.8
Total	115	100	74	100	30	100	125	100	4	100	348	100

Type of problems

About Hand/Leg	50	68.5	31	72.1	8	38.1	43	58.9			132	62.0
Back Pain	21	28.8	15	34.9	9	42.9	35	47.9	3	100	83	39.0
Headache	9	12.3	13	30.2	9	42.9	28	38.4	2	66.7	61	28.6
Ear pain	1	1.4	1	2.3			1	1.4			3	1.4
Eye pain			1	2.3							1	0.5
Fever					1	4.8					1	0.5
Total	73	100	43	100	21	100	73	100	3	100	213	100

3.6.10 Child Laborer's Addiction

Of the total child laborers, 87 percent had no addiction of any type. About 6 percent were found addicted with cigarette/ Bindi followed by 5 percent addicted with chewing tobacco and 2 percent with drinking alcohol (Table 3.51).

Table 3.51: Addiction type of child labor

Type	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun			
	N	%	N	%	N	%	N	%	N	%	N	%
cigarette/Bidi	1	0.9	8	10.8	5	16.7	6	4.8			20	5.7
Alcohol	3	2.6			3	10.0	1	0.8			7	2.0
Tobacco	2	1.7	5	6.8			10	8.0			17	4.9
No	109	94.8	61	82.4	22	73.3	108	86.4	4	100	304	87.4
Total	115	100	74	100	30	100	125	100	4	100	348	100

3.6.11 Awareness on Prohibition against Child Labor

Only 42 percent child labourers were aware of legal prohibition of using child laborer. Those who were aware in this issue had identified the causes of being child laborers. As reported by them poverty is the main cause of being child labour (9.5 percent). Getting educational opportunity (4 percent) and family problems (1percent) are other reasons of becoming child labourers (Table 3.52).

Table 3.52: Knowledge on prohibition of child labor

Responses	Districts										Total	
	Morang		Banke		Lalitpur		Bhaktapur		Tanahun		N	%
	N	%	N	%	N	%	N	%	N	%		
Yes	40	34.8	27	36.5	16	53.3	62	49.6	2	50	147	42.2
No	75	65.2	47	63.5	14	46.7	63	50.4	2	50	201	57.8
Total	115	100	74	100	30	100	125	100	4	100	348	100
Reasons of working												
Poverty	38	95.0	25	92.6	16	100	59	95.2	2	100	140	95.2
Educational Problem	2	5.0	2	7.4			2	3.2			6	4.1
Family Problem							1	1.6			1	0.7
Total	40	100	27	100	16	100	62	100	2	100	147	100

Chapter 4

Findings and Recommendations

4.1 Major Findings

- **Involvement of labours in the brick kiln:** In reference to surveyed brick industry in Nepal each brick kiln was found employing 350 to 500 labourers. The involvement of the labourers in brick kilns is on both seasonal and permanent basis. Basically rural poor are employees of the Nepalese brick kiln. They are involved in the brick kiln after the agriculture work. The involvement of Nepali labour in the brick kilns of Kathmandu valley is large. They are from remote hilly areas such as Dang, Rolpa, Rukum, Ramechhap, Sindhupalchowk, Sidhuli, and Kavre districts. Labours are accompanied with their family members in Kathmandu valley, the situation in Terai districts is different. The labourers in Terai basically are from adjacent villages as far as 3 to 4 km around the brick kiln and also from India.
- **Attraction towards Indian labours:** Indian labourers play vital role in the Nepalese brick kilns. Indian labours are already trained in brick kiln's furnace work. Nepali workers are not trained and as well as they do not want to take technical responsibilities of the kiln. Reasons behind this are; (i) lack of experience (ii) lack of positive attitude and aptitude and (iii) lack of skill. Therefore, Nepalese brick owners are attracted to the Indian technicians. Besides, Indian labourers also work at a low wage rate than Nepali labourers. In the case of brick molding in Morang, there is difference between wage rate of Nepali and Indian labourers. The Nepalese worker are molding brick at the rate of Rs 300 per

thousand where as Indian labours are molding only at Rs 240 per thousand.

- **Advance and loan are the main source of labour hiring:** The advance provided in advance are the main attraction to labourers to join the brick kilns. The objective of advance distribution is to trap labourers for one season (six to eight months). The distribution of advance is performed in the nick of time when the labour is in need of pecuniary help. The workers easily accept the

Anita Kumari Mandal : Baked Brick Carry Labour

Anita Kumari Mandal-17 of VDC Sorabhag-2 of Morang district is working as baked brick carrying worker since 10 years. She is working in the same brick kiln from the beginning She recalls her early days when she used to carry four bricks at a time with her mother. Her mother also works in the same brick kiln. Recently her mother has become female chieftain (Sardar) of the brick kiln. She handles about 125 baked and unbaked brick carrying workers. Among them 100 are unbaked brick carrying workers.

Her work period starts from 7 AM. in the morning and ends at 6 PM in the evening. She carries one line of brick in one and a half days. One line of baked brick contains about four thousand bricks. She gets 175 rupees for one line. She is not satisfied with this rate. But the lack of other work opportunities she is compelled to work in low rate.

amount and reserve themselves for work in the kiln. The distribution of amount to the needy workers is performed in three phases. The ranges of distributed advance amount per family are; (i) Rs. 300 to Rs. 2000 for brick carrying labour (ii) Rs. 1000 to Rs 4800 for brick moulders, and (iii) Rs. 1600 to 4800 for technician. This advance depends upon the size of family. This is the debt trap for the workers in which the labours are morally and socially bounded for one season. Thus the

Dhan Bahadur Acharju : A Brick Child Labour

Dhan Bahadur Acharju-13 is a child labour, working in the Azima Fixed Brick Kiln, Bhaktapur. He is in this brick kiln since two years. He is from Barhabise ward no. 7 of Kavreplanchowk district. Dhanbahadur came here with his elder brother who is working in this kiln since five years. At first, he worked in a local hotel of Jagati, Bhaktapur for six months.

Dhan Bahadur gets a time bound job for six months in the monthly salary basis and gets Rs. 1200 per month. His main job in the kiln is to distribute token (Kauri) to brick carrying labour. His extra works include cleaning office daily, making tea for office bearers, visitors and owners. For this extra works he gets only two cups of tea daily. In addition to this he clears the broken baked and unbaked bricks as well as brick dust of the kiln. Dhan Bahadur has to cook food for his brother and himself. To complete all these works he wakes up early in the morning and works in the kiln till late evening. He gets Rs 250 per week for food (khuraki) which is deducted from his final account. When asked what he would do with his savings he says that he has to send savings to the parents.

advance plays two vital roles, one for labour's livelihood and other for seasonal bondage.

- **After closing down of the brick kiln labourers return their home:** The laborers in the Nepalese brick kilns work mainly in two basis; seasonal (six to eighth months) and annual. The workers enter in the kiln in the month of 'September/October' and return in the month of 'April/May'. In between, workers get money only for foodstuff in weekly basis. The final payment of labourers is done in the closing month or in the end of season. The seasonal labourers' remuneration arrangement for their works is different such as daily, monthly and piece basis (per thousand). The labourers who work in seasonal basis return home from their work when the kiln work is off. But in the case of permanent labour such as accountant, munsiji, supervisor (owner's staff) are paid their remuneration in monthly basis and they are appointed for one year.
- **Sexual exploitation:** There are many cases of sexual harassment found in the various sectors where there is a presence of labourers. But no sign of sexual harassment is seen in this sector. This is due to; (i) presence of their parents, (ii) responsibility of native Naikes, (iii) supervisor deputed by the brick owner to avoid such type of un-social deed, and (iv) specially girl workers are controlled and supervised by the female Naikes.
- **Lack of labour union:** Brick kiln as an industry has large involvement of the labourers. But there is only 3 percent of labourers involved in the union in the brick kilns.
- **Bonded ness:** Bondage occurs through several sources among brick kiln workers. The advances issued to the workers before the season connects workers and

employers. Second, the withholding part of payment of workers till the end of season creates binding as the workers can not leave the workplace or the payment is not made.

- **Child labourers:** Involvement of children as kiln labourers is rampant, and in the process children forgo their education. Thus, next generation brick kiln workers are in making.

4.2 Recommendations

- Brick kilns are registered with the government, and thus are obliged to abide by the regulations especially labour laws and regulations. Yet, they remain outside the arms of the government. Enforcement of legal arrangements are urgent in the factories to ensure rights of workers and reduction in exploitation.
- Trade unions are gradually extending their activities in informal sectors in Nepal, and brick kilns have remained still outside their arms. Workers in the kilns need to be brought under union umbrella for collective bargaining and protection of rights of workers.
- Children in brick kiln needs to be gradually removed, and till then educational opportunities need to be ensured.
- Health and sanitation facilities need to be ensured to the kiln workers.
- Exploitation free labeling to the brick kilns can be practised and the buyers can be made aware leading to social pressure among brick kilns for decent labour practices.

References

Child Labour in Brick Kilns in Nepal, CONCERN Nepal, 2005

Economic Survey, MOF, HMG/N, 2004/2005

Field Survey in Various Districts of Brick Kiln such as Lalitpur, Bhaktapur, Morang and Banke, February 2006

Macro Economic Policy and Poverty Reduction in Nepal, NLA, 2005

Nepal Human Development Report 2004, Employment and Poverty Reduction, UNDP, 2004

Nepal Living Standard Survey Vol. I and Vol. II, CBS, 2005

Social Problems in India, Ram Ahuja, 1999

Nepal: Labour Under the Chimney

Bonded labour has existed for thousands of years. In South Asia it took root in the caste system and continues to flourish in feudal agricultural relationships. Research reports show that bonded labour relationship exists in brick kiln workers of India and Pakistan. This report explores the labour relationship in brick kilns of Nepal; and diagnoses types and extent of bonded labour relation.

