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Research Article

Working Conditions and Challenges of Motorcycle Repair Workshop Workers: Evidence from Lagankhel, Nepal

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ABSTRACT

This paper examines working conditions and issues faced by workers in motorcycle repair workshops in Lagankhel, Nepal. Motorcycles are commonly used as a means of transportation in Nepal, particularly in urban areas like Kathmandu Valley. It is based on primary data collected during fieldwork. Using purposive sampling, data were collected from 30 workers through interviews and observations. The study highlights that most motorcycle repair workshop workers in Nepal are male and come from diverse caste and ethnic backgrounds, with many migrating from the Terai region and India. Working conditions of workers are worse, such as inadequate drinking water and toilets, and they face challenges such as long working hours, low wages, irregular payments, and job insecurity. The majority of the workers are experiencing insecurity in employment, having a daily wage of up to NPR 500, and excessively long working hours, such as 11 hours or more per day. Health hazards were common, including frequent cases of skin diseases, work-related injuries, and respiratory problems due to prolonged chemical exposure.

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Introduction

A motorcycle repair workshop worker is commonly known as a motorcycle mechanic. Their primary responsibilities include inspecting, servicing, and repairing motorcycles, including engines, brakes, electrical systems, and other components in a specialized motorcycle workshop. 'Workshop' refers to a firm or company registered to repair punctures and wheel alignments, perform regular servicing, maintenance, replacement of spare parts, denting, painting, and engine overhauling of vehicles. Those who perform mechanical maintenance, electrical wiring repairs, body repairs, and dent and paint work on motorcycles, scooters, and mopeds are called workshop workers (Department of Transport Management, 2017). The primary duties of workshop workers are performing routine maintenance like oil changes, tire rotations, brake checks, and more complex repairs like engine rebuilds, electrical system repairs, and component replacements. The Transport Management Department documents that Nepal has a total of 3.22 million registered vehicles. Among them, motorcycles account for approximately 78 percent, with 2.53 million. Surprisingly, nearly 40 percent of the motorcycles operate in Kathmandu Valley alone, indicating the region's high reliance on two-wheelers for urban transport. The trend here shows the predominance of motorcycles in Nepal's transportation sectors (Wagle, 2021). The Survey of Motor Vehicle and Motorcycle Service Centers, 2015-16, is the first large-scale sample survey conducted by CBS's Trade Statistics Section. The study follows the classification of the International Standard Industrial Classification of All Economic Activities (ISIC) 2008, Revision IV, i.e., Section G (Wholesale and retail trade; repair of motor vehicles and motorcycles), Division 45 (Wholesale and retail trade and repair of motor vehicles and motorcycles), and Groups 452 (Maintenance and repair of motor vehicles) and 454 (Sale, maintenance, and repair of motorcycles and parts and accessories thereof). Previous efforts in this direction were undertaken by the Establishment Survey Section of CBS in 2005 on a much-limited scale. The 2015 survey represents an enhancement of these previous efforts by expanding the coverage and intensity of data collection, thereby providing greater insights into the sector. The findings of this survey are part of a broader understanding of market trends, business practices, and service sector dynamics in the motor vehicle and motorcycle industry. In addition, this research is a valuable instrument for policymakers, business communities, and researchers interested in the economic contribution and growth of the automotive service industry in Nepal (CBS, 2015). According to the National Economic Census 2018, there are 13,800 factories established in the Lalitpur district for wholesale and retail trade, motor and motorcycle repair and maintenance, and engaged 32,790 workers. Similarly, there are 9,772 factories established in Lalitpur Metropolitan City for wholesale and retail trade, motor and motorcycle repair and maintenance, and engaged 24,226 workers (CBS, 2021). But this number is not limited to workers working in motorcycle workshops. Wholesale and retail trade, motor and motorcycle repair and maintenance include various activities such as wholesale and retail sale and maintenance of motor vehicles and

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motorcycles, wholesale trade other than motor vehicles and motorcycles, and retail trade other than motor vehicles and motorcycles (CBS, 2017).

The Labour Act, 2017, and the Labour Rules, 2018 are primarily the regulatory framework of Nepal's labour law that establishes minimum standards of working conditions and minimum principles and rights at work (FPRW). The legal provisions of these acts prohibit forced labour (Clause 3) and child labour (Clause 5) and offer protection against discrimination based on gender, origin, religion, colour, and other factors (Clause 6). Furthermore, the Act also mandates equal pay for work of equal value (Clause 7) and requires workers' right to join a trade union and establish one (Clause 8). Furthermore, it also establishes a legal framework for accessing remedies in cases of the infringement of rights (Clause 9), highlighting Nepal's emphasis on the encouragement of fair and equitable labor practices (Nepal Law Commission, 2017). Motorbikes have become an essential means of transportation in Asia because of their affordability and usefulness in both urban and rural areas. One of the main reasons for their broad adoption, according to research, is affordability, especially in the low- to middle-income class where affordable transportation options are crucial (Hung et al., 2006). Because bikes require less initial capital and less maintenance over time than cars, they are a desirable choice for people and families with tight budgets. Motorcycles are a fundamental enabler of human movement, particularly in cities, where their low cost and ease fulfill basic transportation needs. Motorcycles in Nepal are now a necessity for middle-class people, offering a low-cost way to travel daily and access economic opportunities. Beyond their practical function, motorcycles are now cultural symbols of status and desire, particularly among young people, reflecting broader trends toward urban and modernization. This boom in motorcycle ownership has not just transformed transport trends but also brought about additional demands, notably the spread of motorcycle repair workshops.

The development of such repair workshops underscores their importance in Nepal's informal economy. Although informal, these establishments are a significant source of livelihood, notably for low-skilled and semi-skilled workers, thereby contributing to livelihood and economic resilience. While informal sector, these workshops have a systemic function by keeping Nepal's growing motorcycle users, which is increasingly central to urban and peri-urban transport. This mutual relationship between motorcycle users and workshop spread emphasizes the socioeconomic significance of the motorcycle, which has attracted scholarly attention to the working conditions in these workshops. This study seeks to analyze the work conditions of workers in motorcycle repair workshops in Lagankhel, a common urban town in Nepal. By considering factors like salary systems, occupational hazards, and job security, the study seeks to highlight the realities of workers.

Statement of the Problem

Classical sociologists have analyzed labor from different perspectives, focusing on how labor influences society. August Comte linked industrialization with urbanization as a factor that witnessed individuals migrating to urban areas in search of jobs. Émile Durkheim linked the relationship between division of labor and social solidarity. The specialization of the division of labor leads to the making of organic solidarity in society. Max Weber examined the impact of labor on social status and class division, and Karl Marx examined capitalism as exploiting workers and creating class consciousness and class struggle (Haralambos & Heald, 2003). Contemporary research invites us to research the conditions of labor in unique industries such as motorbike repair workshops to better comprehend labor relations today.

The application of the term *Mistri* to refer to technicians or artisans is also prevalent among common sense and in the particular context of motorcycle repair workshops. Despite the occupation being viewed as mechanical, discussions with such laborers reveal deeper socio-economic and occupational factors beyond technical ability. Common issues such as occupational hazards, occupational injuries, delayed wage payment, and the insecure labor nature of their work point to key concerns for workers' rights, occupational health, and economic security in this sector.

Despite the pervasiveness of such problems, there is a noticeable gap in the scholarly literature on the working conditions of motorcycle repair workshop workers, particularly in the context of the huge literature on industrial and agricultural labor. Earlier research, e.g., Cameron (1995), Blaikie et al. (2003), and Gautam & Prasain (2011) has documented the shifting work patterns of Nepal, e.g., the decline in agricultural work and rise in non-agricultural and services work. However, these studies do not address the specific concerns of the workers in informal industries like motorbike repair. Further, although Nepal has ratified several International Labour Organization (ILO) conventions aimed at safeguarding workers' rights and occupational safety, the ratification and enforcement of some vital conventions remain incomplete, e.g., ILO Conventions No. 155 and 187 regarding occupational safety and health. This raises the question of how far these global commitments are being made real in terms of actual working condition improvement among informal sector workers, including motorcycle repairmen.

Research by Khairunnisa (2018) and Ardani et al. (2014) references the occupational risks of motorcycle workshop workers, including exposure to hazardous substances (e.g., benzene), musculoskeletal diseases, and respiratory diseases, primarily due to a lack of preventive measures and inadequate workplace safety management. Sahri et al. (2019) also highlight the health impacts of benzene exposure and the need for interventions in the form of improved ventilation systems and the use of personal protective equipment. However, such implementation remains sporadic in informal and small-scale workshops. Against this backdrop of issues, there is a need for immediate academic research to chart the experiences of *Mistri* (workers) in motorcycle repair workshops against their working conditions, occupational health risks, and socio-economic exposures. This research seeks to address the following main research question:

- What are the socio-economic characteristics of motorcycle repair workshop workers?

- What are the working conditions and major problems of motorcycle repair workshop workers?

Objectives

- The overall objective of this article is to describe the condition of motorcycle repair workshop workers.
- The specific objectives are to explore the socio-economic characteristics, working environment, and problems of motorcycle repair workshop workers.

Methods

The rationale for the selection of this study area is easily accessible and a lot of motorcycle repair workshops are found. The study area is located in Lalitpur Metropolitan-5, about 6 km from the east-south of Tundikhel, Kathmandu. The universe of the study is unknown, so it has been adopted a purposive sampling method. The sampling unit of this research is a person who is working as a worker in a motorcycle repair workshop. 30 workers are selected as the sampling population. Primary and secondary

data have been collected. Interview schedules have been used to get detailed information about workers. The researcher visited the working site and then planned for an interview, and some informal dialogue was conducted with the respondent, and observation was done to obtain information on working conditions. Quantitative data has been analyzed with the help of statistical tools. It is limited only to workers who work at motorcycle repair workshops in the Lagankhel area and does not cover other areas of motorcycle repair workshops where workers are working.

Socio-Economic Characteristics of Workers

This section deals with age, caste, ethnic group, place of origin, job duration,

Age and sex composition

Age is an important demographic variable for the work, and sex is important for understanding gender relations. Table 1 shows the age composition.

Table 1: Age structure of the respondents

Age in years	Number	Percentage
Below 15	2	6.66
16-25	3	10.00
26-35	11	36.67
35-45	9	30.00
45-55	5	16.67
Total	**30**	**100.00**

Source: Field Work, 2024.

The table shows the age structure of the workers in motorcycle repair workshops, where the majority (66.67%) of the workers are between 26-45 years, which is the main working age. The maximum percentage (36.67%) is 26-35 years, and the second maximum (30%) is 35-45 years. The labor force participation declines after 45 years (16.67%), maybe due to retirement or lack of job opportunities. The young labor force (16-25 years) accounts for only 10%, maybe due to education or job restrictions. Interestingly, 6.66% of employees are aged below 15, generating issues of child labor. The statistics capture peak working ages, decreasing participation with increasing age, and low youth employment. There are no female workers, all workers are male. The absence of female workers suggests that the motorcycle repair workshop does not represent the workers equally.

Caste/Ethnic Group

Nepali society is composed of diverse ethnic/ caste groups, and they are engaged in different professions. The following table shows the caste/ethnic composition of workers in motorcycle repair workshops.

Table 2: Caste ethnic group of the respondents

Caste Ethnic Group	Number	Percentage
Chaudhari	10	33.33
Yadhav	8	26.67
Rajbanshi	5	16.66
Kalwar	3	10.00
Rauniyar	2	6.67
Shrestha	2	6.67
Total	**30**	**100.00**

Source: Field Work, 2024.

The table shows the distribution of respondents by caste/ethnic group. Out of the total respondents, the largest number belonged to the Chaudhari, 33.33% (10 respondents). The Yadhav came next at 26.67%. The Rajbanshi community represented 16.66%. The Kalwar caste represented 10.00%. Both Rauniyar and Shrestha have similar representations, with each having 6.67%. These are significant percentages representing the mixed caste ethnic composition of the respondents in the study.

Place of Origin

Motorcycle repair workshop workers come from different districts. Most of the respondents are found to have migrated from the Tarai area to Kathmandu Valley. The following table shows the origin place of the workshop workers.

Table 3: Distribution of the respondents by their Districts

Districts	Number	Percentage
Rautahat	9	30.00
Parsa	7	23.33
Chitwan	5	16.67
Jhapa	2	6.67
Bara	2	6.67
Motihari (India)	3	10.00
Sitamadi (India)	2	6.66
Total	30	100.00

Source: Field Work, 2024.

The table indicates the distribution of the respondents based on their districts. Of the total 30 respondents, the highest percentage, 30.00%, is from the Rautahat district. Parsa is second, with 23.33%, followed by Chitwan, also 16.67% (5 respondents). The Jhapa district contributed 6.67% (2 respondents). There were also respondents from Motihari, India (10%, 3 respondents) and Sitamadi, India (6.66%, 2 respondents). The table indicates the geographical representation of the participants from different districts of Nepal and India.

Period of Joining the Job

The period of joining a job plays a crucial role in understanding employees' working conditions and professional experiences. Workers with longer tenure tend to possess extensive work-related expertise and skills, which can significantly impact their productivity and job performance. Therefore, the table below presents a detailed classification of the respondents according to their period of joining jobs, offering valuable insights into their professional backgrounds and work experiences.

Table 4. Distribution of the respondents by their period of joining the job.

Period of joining the job	Number	Percentage
1 year	5	16.67
2 years	7	23.33
3 years	8	26.67
4 years	6	20.00
5 years	3	10.00
6 years	1	3.33
Total	30	100.00

Source: Field Work, 2024.

The Table shows the distribution of the respondents according to the period of joining the job. Out of the total respondents, the highest proportion, 26.67%, has served for three years, followed by 23.33% having served for two years. In addition, 20.00% of respondents have served for four years, and 16.67% of respondents have served for one year. Some 10.00% of the group has five years of work experience, while a very small number, 3.33% (1 respondent), has six years of work experience. The above table helps to demonstrate variations in work experience among the respondents.

Working Conditions and Perception, Attitude towards Work

This section describes the work type, working hours, conditions of the working place, drinking water facility, safety, and toilet facility.

Rank of the Workers

Workers in motorcycle repair workshops are categorized into different ranks based on their skills and experience. The primary classifications include senior technical mechanics, junior technical mechanics, and helpers. Additionally, some workshops employ apprentice workers who are in the process of acquiring technical skills. Notably, none of the workers have been granted permanent employment by the workshop owners, highlighting the prevalence of informal or temporary labor arrangements in this sector.

Table 5. Distribution of the respondents by their rank.

Period of joining the job	Number	Percentage
Senior technical mechanics	8	26.67
Junior technical mechanics	12	40.00
Assistants/helper	6	20.00
Trainee worker	4	13.33
Total	30	100.00

Source: Field Work, 2024.

The table above shows the respondents' distribution by their rank. Among 30 respondents, 40.00% are junior technical mechanics, followed by 26.67% senior technical mechanics. Next, 20.00% are categorized as assistants/helpers, while the remaining 13.33% are trainee workers, indicating their involvement in skill development. This spread is a representation of the diversity in the workers' experience with most having a significant role in technical work and others doing work to assist.

Working Hour

Working hours are found to differ from one another. Working hour is a crucial factor in determining the work that is determined by the workshop owners. The following table shows the working hours of respondents.

Table 6: Working hours of the respondents

Working hours per day	Number	Percentage
8 hours	3	10.00
9 hours	9	30.00
10 hours	7	23.33
11 hours	8	26.67
12 hours	2	6.67
13 hours	1	3.33
Total	30	100.00

Source: Field Work, 2024.

The table shows the per-day working hours of the respondents. Out of 30 respondents, 10.00% work 8 hours daily, while the majority, 9 respondents (30.00%) work 9 hours per day. Additionally, 7 respondents (23.33%) reported working 10 hours daily, and 8 respondents (26.67%) reported 11 hours per day. In a smaller portion of the respondents, 2 respondents (6.67%) work 12 hours daily, and only 1 respondent (3.33%) works 13 hours per day. This data indicates that 9 hours and 11 hours per day are the most common working hours among the respondents.

Condition of the workplace

The condition of the workplace is a significant motivating factor in understanding the perceptions of workers in motorcycle repair workshops. The study focuses on evaluating workers' views regarding the condition of their workplace, including factors such as safety, cleanliness, equipment availability, and overall working conditions. These perceptions are essential as they directly impact job performance, employee morale, and the overall efficiency of the workshop.

Table 7: Perception of workplace

Respondent's perception	Number	Percentage
Very good	7	23.33
Good	12	40.00
Bad	11	36.37
Total	30	100.00

Source: Field Work, 2024.

The table indicates the perceptions of respondents regarding their workplace. Out of 30 respondents, 23.33% said their workplace environment is 'very good', indicating high satisfaction with the workplace. The majority of the respondents (40%) said their workplace is 'good', which is a generally positive perception. Still, a significant portion, 9 respondents (36%) said their workplace is 'bad, which suggests dissatisfaction or problems with the working environment. Overall, the evidence presents a mixed view of the workplace, with a high proportion of the respondents having negative attitudes, something which may be subject to follow-up investigation and improvement efforts aimed at achieving greater workplace satisfaction.

Drinking water facility

According to the Labour Act 2048, employers should provide sufficient drinking water for laborers at the workplace. So, drinking water facilities an important for the health of labourers. The following table shows the drinking water facility for workshop workers.

Table 8: Perception toward drinking facility

Perception toward drinking water	Number	Percentage
Sufficient	9	30.00
Moderate	11	36.67
Insufficient	10	33.33
Total	30	100.00

Source: Field Work, 2024.

The above table shows the respondents' perception of the availability of drinking water in their workplace. Of the 30 respondents, 36.67% reported that the drinking water facility is moderate, i.e., water is available but not always adequate. On the other hand, 33.33% said the drinking water supply was inadequate, which means the lack of access to an adequate and reliable source. On the other hand, 30.00% found the provision of drinking water facilities to be satisfactory, meaning their needs were being adequately satisfied. These findings indicate varying degrees of satisfaction with the provision of drinking water among workers.

Safety and toilet facilities

According to the Labour Act, 2017, employers should provide safety and toilet facilities for workers at the workplace. So, safety and toilet facilities are important for the health of workshop workers. To reveal their perception of safety respondents were asked whether they had safety facilities or not. Answers found that there are no proper and essential devices provided to them for safety. Respondents viewed that they need hand gloves, masks, gumboots, and helmets, but Workshop owners do not want to provide these goods. The following table shows toilet facilities for workers.

Table 9: Perception of Toilet Facilities

Perception of the toilet facility	Number	Percentage
Good	6	20.00
Normal	10	33.33
Bad	14	46.67
Total	30	100.00

Source: Field Work, 2024.

The above table shows that 46.67% of the interviewees mentioned that the toilet facility is bad, and 33.33% mentioned that the toilet facility is normal. The remaining 20.00% mentioned that the toilet facility is good. Data indicate that most workers are not satisfied with the toilet facility, with nearly half stating it is bad and only a small portion considering it is good. This may indicate a need for improvements in hygiene and maintenance of the toilet facilities.

Problems faced by workshop workers

Health problems

Motorcycle repair workers are exposed to various health risks associated with their workplace environment and the nature of their work. These risks can lead to a range of health complications over time. The following table presents data on the health problems experienced by workshop workers in the motorcycle repair workshop over six months.

Table 10: Health problems faced by respondents

Health problems	Number	Percentage
Back Pain	3	10.00
Skin problem	7	23.33
Dysentery and diarrhea	6	20.00
Wound	7	23.33
Headache	7	23.33
Total	30	1000

Source: Field Work, 2024.

The table illustrates the health problems motorcycle repair workers experienced during six months. Among the diseases reported, skin problems, wounds, and headaches are the most common, each of which occurred in 23.33% of cases. Dysentery and diarrhea are found in 20.00% of cases, and the lowest was back pain in 10.00% of cases. The data indicate motorcycle repair workers are exposed to a variety of workplace-related health problems, and skin-related disease, injury, and headache rank at the top. This may be brought about by prolonged exposure to chemicals, physical stress, and inadequate protective equipment. Better workplace safety, protective gear, and regular health checks may reduce the risks.

Job insecurity

Work in motorcycle repair workshops is generally casual, with no formal hiring and firing procedure. Such informality provides job insecurity and limited access to employment benefits. Table 11 shows the respondents' perception of job security.

Table 11: The respondent's perception of job security

Perception of job security	Number	Percentage
Secure	3	10.00
Not secure	27	90.00
Total	30	100.00

Source: Field Work, 2024.

The data in Table 11 illustrates the respondents' perceptions of job security among motorcycle repair workshop workers. Out of 30 respondents, only 3 individuals (10%) felt their jobs were secure, while a significant majority of 27 respondents (90%) perceived their jobs as not secure. This indicates a prevalent sense of job insecurity within this occupational group. Such insecurity may stem from the informal nature of employment in this sector, characterized by a lack of standardized hiring and termination procedures.

Low wages and Irregularity of payment

Nepal motorcycle repair workshop workers generally experience issues with low wages and irregular payment schemes. General Federation of Nepalese Trade Unions (GEFONT, 2007) has reported that industrial businesses failed to pay their employees the minimum wage as mandated by law. The following table shows the daily wages of the workers.

Table 12: The per-day wage of the workers

Per day wages in Rs.	Number	Percentage
1000/-	5	16.67
800/-	6	20.00
600/-	9	30.00
500/-	10	33.33
Total	30	100.00

Source: Field Work, 2024.

The table indicates the distribution of 30 workers' daily wages. It indicates that 5 workers receive Rs. 1000 per day, which represents 16.67% of the workers. Another 6 workers receive Rs. 800 per day, which represents 20.00% of the workers. The largest group is 9 workers who receive Rs. 600 per day, which represents 30.00% of the workers. Finally, 10 workers are given Rs. 500, which is 33.33% of the laborers. The allocation reflects the inequality of wages among the workers. Motorcycle repair workshop workers have been facing low wages and irregularity of payment. The table states that motorcycle repair workshop workers are working very low wages. They have not received their wage in a timely. Labour Act 2048 makes provision for timely payment and adequate wages. It prohibits payment of wages of workers exceeding one month but does not apply this rule in this study area.

Discussion and Results

This study reveals a significant participation of workers from the Terai castes in motorcycle repair workshops, which are key areas for modern technical labor. As the use of motorcycles has increased in the Terai region, workshops have become vital centers for labor. Consequently, it can be argued that castes from this region are predominantly employed in these workshops. The findings of this study support with Cameron's (1995) assertion that work in Nepal is often determined by caste and gender, while also suggesting that specific jobs are geographically bound. The historical involvement of Terai-origin individuals in labor roles driven by modernization predates the participation of people from the hilly and mountainous regions. Therefore, it can be concluded that the higher participation rate of individuals of Terai origin in these workshops is a reflection of this long-standing trend. The study reflects significant cross-border participation, suggesting a dependency or connection to the neighboring Indian regions, especially considering the proximity and socio-economic ties between the Terai region of Nepal and northern India. The study shows a higher number of junior technical mechanics and trainees than senior technical mechanics. Junior technical mechanics and trainees generally require lower wages compared to their senior counterparts. It may be argued that this is a significant financial advantage, especially when the business is in its early stages or looking to minimize operational costs for owners. The duration of joining a job (1-6 years) indicates the workers' years (1-2 years) are likely still settling, learning, and

establishing their first connections, which necessitates strong ongoing practices and mentorship programs. As workers stay for longer time spans (3-4 years), they likely transition into more stable roles with deeper embedding within the firm's culture and can begin taking on mentoring roles themselves. Finally, motorcycle repair workshop workers with 5-6 years of experience have effectively completed socialization but can have trouble staying motivated if career progression is not fulfilled.

The data reveal significant deviations from the legal daily working limit outlined in the Labour Act, 2017 of Nepal, and more than half the respondents are engaging in excess over the legally accepted 8 hours a day. This can be an indicator of potential exploitation of labour, occupational hazards, and law breach. The workers as well as government administrators must ensure the workforce remains under legal guidelines to have their rights as well as well-being secured. From a Durkheimian perspective, the data on overtime working hours in terms of the Labour Act 2017 is an indication of anomie in society within the workplace. The absence of regulation and compensation for overtime work according to the legal framework is bound to introduce the deregulation of labor by morality, resulting in social disintegration, worker dissatisfaction, and alienation. Durkheim's theory describes how the lack of clear and consistent labor norms, especially on working hours, can generate a feeling of alienation and discontent among workers, thereby compromising social solidarity and leading to psychosocial tension. For social cohesion to be maintained, it is required that laws like the Labour Act are strictly enforced, protecting employees from overwork and their rights being violated (Durkheim, 1911). The variation of the answers shows that workplace problems need to be addressed to boost overall satisfaction. The presence of a large dissatisfied segment shows that businesses need to conduct additional studies such as employee surveys to identify the particular areas that need to change. Changing these areas will enable businesses to work towards developing a better and more positive working environment, which can ultimately lead to improved employee morale and performance.

Irregularity of wage payment is a kind of exploitation. Most of the respondent reported that they have not received their wage timely and regular. Some of them have received their wages monthly basis on a timely. Large numbers of the respondents are exploited due to the lack of appropriate workplace and working facilities.: A large portion of workers face inconsistent or inadequate drinking water access (33.33%), while nearly half (46.67%) find toilet facilities unsatisfactory, indicating a need for better hygiene and maintenance. Common health problems include skin diseases, wounds, and headaches (23.33% each), largely due to chemical exposure and inadequate protective measures, emphasizing the need for improved safety regulations. Job insecurity is a major issue, with 90% of workers feeling their jobs are temporary. Wage disparities are evident, with a significant portion earning low wages (Rs. 500-600 per day). Standardized wages and labor protections could help improve financial stability. The Labour Act, 2017 mandates employers to provide safe drinking water and hygienic sanitation facilities. The poor toilet conditions and inconsistent water supply violate these provisions. It obligates employers to minimize workplace hazards, provide protective equipment, and conduct regular health check-ups. The high incidence of skin diseases, wounds, and chemical exposure indicates non-compliance. It requires formal employment contracts and safeguards against arbitrary termination. The high level of job insecurity rate suggests a lack of formal contracts, which contradicts the Act's provisions. The Act sets minimum wage standards and promotes equal pay for equal work. The low wage and disparity among workers suggest a need for proper wage standardization and enforcement of minimum wage laws. In this context linking Durkheimin's perspective, unemployment insecurity, income inequality, and poor workplace policies illustrate a decline in existing labor standards and established social norms. Anomie is defined as where society does not have provisions that provide stability, creating uncertainty and alienation of individuals (Durkheim, 1911). Among workers in the motorcycle repair sector, informalization of labor and economic inequality both lead to vulnerability due to workers' lack of institutional protection necessary for occupational and economic security. The lack of enforcement of regulation in the labor market also reinforces this scenario, generating a context where workers remain disconnected from secure economic systems. Without the explicit protection of standardized pay and stable job contracts, employees experience greater economic hardship, consistent with Durkheim's argument that social turbulence arises when normative frameworks dissolve. This disconnect not only decreases worker morale but also erodes broader social cohesion by reinforcing class-differentiated injustices and worker discontent.

Conclusion

This study is concerned with serious labor issues among motorbike repair workshop workers, namely gender, caste, and region-based employment practices, job security, working conditions, and breach of labor laws. The study indicates that Terai region workers dominate the workshop, reflecting traditional employment patterns based on geography and modernization. The study also finds significant working conditions problems such as unhygienic conditions, irregular supply of drinking water, occupational health risks, and salary disparities, all of which contribute to worker dissatisfaction and economic insecurity.

From a Durkheimian perspective, the nature of work in motorcycle repair workshops exhibits characteristics of anomie, in which the breakdown of working norms leads to instability and alienation. The absence of employment security, wage exploitation, and inadequate workplace protection are examples of a breakdown of social regulations that leave workers exposed to economic uncertainties. The inability to apply labor laws, such as the Labour Act, 2017 also intensifies these problems, causing worker dissatisfaction, social disintegration, and declining occupational stability.

To resolve these problems, policy measures and the implementation of strict labor laws are needed to enhance work conditions, grant equal pay, and safeguard the employment protection of workers. The employers also need to take responsibility for placing the well-being of the workers at the center by institutionalizing wage rates, improving health and safety standards, and creating a stable and healthy working environment. Additional research must examine certain interventions, such as workers' feedback and motorcycle repair workshop reforms that can enhance greater labor protection schemes and promote social cohesion among the workers in this industry.

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