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**Report**  
on  
**RAPID MARKET ASSESSMENT**  
in  
**Bardiya, Jumla, Pyuthan and Rolpa**  
**(Volume II)**

Prepared for:

USAID/Nepal's Education for Income Generation in Nepal Program

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**November 2008**

## Table of Contents

	<u>Page No.</u>
<b>Foreword</b>	1
<b>Executive Summary</b>	2
<b>Background</b>	5
<b>Scope of the Study</b>	6
<b>Methodologies</b>	6
<b>Period</b>	6
<b>Study areas</b>	6
<b>Information about the selected Districts and Towns</b>	
<b>Bardiya</b>	8
<b>Pyuthan</b>	16
<b>Jumla</b>	24
<b>Rolpa</b>	32
<b>Summary of the Findings &amp; Recommendations</b>	39
<b>Suggestions</b>	39
<b>Annexes</b>	

## **Rapid Market Assessment Report (Volume II)**

### **Foreword**

Federation of Nepalese Chambers of Commerce and Industry (FNCCI) as a sub-contractor to EIG in Nepal Program, Winrock International (WI) was assigned to perform Rapid Market Study (RMS) in order to assess employment opportunities and identify location of jobs and training requirements in major commercial centers and vicinity in the Mid-west. This study report (referred to as RMA Volume II) has been prepared on the basis of study in the 4 districts of Bardiya, Pyuthan, Jumla and Rolpa. The findings and recommendation contained in this report are based on information collected from the desk work, discussion and feedback during the study/survey with a large number of entrepreneurs, representatives of business intermediaries like Chambers/Associations and local DDC, VDCs, Officials of Government and non-governmental entities and knowledgeable persons. We are hopeful that this report will provide the EIG of Nepal Winrock International an overview on employment opportunities, aggregate data on job and training requirements in the major enterprises in the area.

The study has been led by Govind Dev Pandey, Member/Program Coordinator, EIG/FNCCI with the assistance of Yukta Narayan Shrestha, Employment Coordinator / EIG/FNCCI, Achut Raj Bhattarai, Officer/FNCCI and staff members in the respective districts of CCIs.

## 1. Executive Summary of the Study:

The RMS was undertaken in different market centers of 4 districts namely Bardiya, Pyuthan, Rolpa and Jumla to obtain information about employment opportunity and requirement of vocational training in the existing & potential manufacturing, production oriented and service enterprises.

The referred RMA districts are all highly conflict afflicted districts and are also in the initial stage of socio and economic development<sup>1</sup>. After the peace accord and elected government in place, aspiration and expectation of the people in the area is for rapid development in social and economic sectors. The districts' economic activities were hard hit during more than a decade long conflict period. The number of conflict victims especially in the 2 districts of Rolpa and Pyuthan were reportedly significant and there are large number of conflict distressed and displaced people.

Presently, major economic activity in all the districts is mostly agriculture oriented, with majority of household members spending time on agriculture and related livelihood activities. The districts have rich agricultural, forestry, mineral resources and many places of tourism attraction that have enormous development potential. Presently, industrial sector in the districts comprise mostly micro and small industries. Simple processing of primary products from agriculture, forestry and mines and some touristic enterprises are dominant industrial activities.

Major exportable products from the districts comprise of some processed products and primary agricultural and forestry products. Major import items consist of products of daily consumption, clothing, medicines, and varied construction materials.

Out-migration and in-migration is a key household survival strategy and employment generator in these three districts.

Low income and low purchasing power has limited the number and variety of products demanded in the local market. Besides limited development of infrastructure and investment, low literacy rate and unavailability of skilled and educated manpower are major impeding factors for the development of these districts.

The areas surveyed were urban townships and major market centers. The summary of findings of the study are provided in the Table below:

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<sup>1</sup> As per current classification of the districts by the Government of Nepal on the basis of index of economic and infrastructure development, Jumla and Rolpa are classified as most underdeveloped, Pyuthan underdeveloped and Bardiya less developed)

SN	Sub-sector	Employment Opportunity and Training Requirement Identified				
		Bardiya	Jumla	Rolpa	Pyuthan	Total
1	Hotel/Restaurant/Lodge	50	59	20	40	169
2	Cement tile industry	-	-	-	10	10
3	Furniture industry	60	46	20	50	176
4	Grill industry	30	9	1	20	60
5	Rice and oil mill	20	-	-	3	23
6	Bread and bakery	3	-	-	7	10
7	Printing press	2	-	-	14	16
8	Automobile repairing	20	20	10	20	70
9	Jewellery making	-	3	10	20	33
10	Leather shoes making	-	10	10	-	20
11	Tailoring	40	20	40	-	100
12	Energy(solar, micro hydel repair & maintenance)	-	20	1	-	21
13	Transportation workers	-	200	-	-	200
14	Metal product workshop	-	9	-	-	9
15	Sweets/Snacks making	20	6	-	20	46
16	Saw milling	10	-	-	-	10
17	Brick molding enterprise	40	-	-	-	40
18	Bicycle repairing	20	-	-	-	20
19	Construction workers	100	-	200	100	400
20	Allo Processing			20		20
<b>Total:</b>		<b>415</b>	<b>402</b>	<b>332</b>	<b>304</b>	<b>1,453</b>

Study finding indicates potential for employment opportunity and vocational training requirement in some enterprise activities. Major enterprise activities having potential for employment generation through wage based employment or self employment are:

**Bardiya:** occupations related to hotel & lodges, construction works, furniture (including bamboo and cane furniture), brick molding, garment tailoring, and bi-cycle repairing,

**Jumla:** vocations related to transport services, hotels& lodges, furniture making, automobile repairing, sweet & snacks making, installation, repairing and operation skill for micro hydel, solar energy, apple processing and packaging, herbs collection and processing,

**Rolpa:** vocations related to construction, tailoring, hotel & lodges and furniture making, Allo / Lokta processing, apple processing and packaging, Nepali paper making (handmade paper), herbs collection and processing,

**Pyuthan:** vocations related to construction works, hotels& lodges, furniture, jewelry making, and automobile repairs.

Following are viewpoints and observation of employers, CCI members, FNCCI members, local officials of governmental and non-governmental agencies and finding of the RMA study:

- It is a trend for large number of skilled youths (carpenter, mason, cooks, waiter, plumbers, light and heavy vehicle drivers) to out-migrate to India or other countries like Malaysia and Arabian countries that offer higher remuneration. Lack of security, rampant work disturbances and unawareness about career path development and local opportunities are other reasons for their exodus.
- Employers need to be appropriately incentivized to participate in schemes to provide apprenticeships for young people. However, they are unlikely to agree to train young people if they feel they will then out-migrate for better paid jobs abroad. Additional challenges also arise in regard to relations between youth and employers as youths are seen skeptically among businesses due to too much politicization.
- For facilitating job placement of the trained graduates, most of the present day entrepreneurs in the districts are to be exposed and sensitized on entrepreneurship, and business plan and growth strategy. It will be an education for most of them to get better prepared for business growth and planning which motivates to engage skilled & trained workers in their enterprises.
- The micro, small and medium enterprises are an important source of sustainable, new job creation. Most entrepreneurs in all districts reported that they are severely constrained due to lack of skilled workers and would be glad to recruit and pay higher salary in case of availability of trained and skilled workers.
- Like in other districts, most workers at present learn skill through on-the-job training. These learning process are based on traditional technologies and ideas from the seniors. The quality of training is thus only as good as the skills of the master and his willingness and ability to pass them on. Hence the importance of theoretical aspect of learning through specialized TTPs which will make the worker more skilled to produce high quality products and services.
- There is general lack of expertise and physical facilities with the technical training providers (TTPs) in governmental or non governmental sector in

the referred RMA districts. Hence, they are as yet incapable of making much inroad in the local labour market and the enterprises.

- Due to absence of specialized TTPs training skilled workers and general absence of skilled manpower in the labor market, the practice followed by many entrepreneurs is hiring of new entrants in junior level work; later when they attain experience, they are promoted to mistri, head mistri and supervisor etc.
- Most employers are not aware about the training capability of TTPs and therefore they need convincing illustration about TTPs capability of producing required skilled cadres within a set time frame, and better substitutes than the “learning-by-doing cadres”.
- Collaboration and participation of local Chamber of Commerce and Industry (CCI) and other Industry and Commodity Associations can play vital role for job placement and self-employment initiative after OJT / Internship.
- Skill training programs’ curricula should also include to a certain extent, topics such as better employer-labor relations, workers code of conduct, retraining, career planning, labor laws and rules, etc.

## **2. Background:**

FNCCI is a partner organization of Winrock International in implementation of USAID/Nepal’s Education for Income Generation in Nepal Program (hereinafter referred as EIG) in Mid-west region of Nepal. Scope of FNCCI’s work under the Project includes market studies in order to assess areas of employment opportunity, location of jobs and training requirements in major commercial centers and vicinity of Mid-west region. In addition to the labor market assessment, FNCCI will also be administering a database and web portal to facilitate the linkage between Technical Training Providers, trained skilled workers and potential employers. Similarly, FNCCI is to facilitate memorandum of understanding (MoU) between Technical Training Providers (TTPs) and potential employers for providing on-the-job-training / internship to the participants of vocational training, which will support job placement for job seekers.

The approach and findings in this rapid market report reflects quick assessment undertaken during the course of approximately 4- 5 days of study and observation in each centers to provide EIG, a framework about major enterprise sub-sectors with employment opportunities and training requirement.

## **3. Scope of Rapid Market Assessment (RMA):**

This report pertains to the rapid market study (RMA) to identify areas of employment opportunity, location of jobs and training requirements in 4 districts namely Bardiya, Pyuthan, Rolpa and Jumla of mid-western region of Nepal. It is prepared in order to support the EIG Program's objective of addressing quality education and employment through training of target groups. Following is the scope of study:

- Cursory look into the characteristics and composition of the labor market,
- Outline on available trade-wise and area wise job opportunities, and
- Suggestions on training requirements.

#### **4. RMA Methodology:**

Following methodologies were used to conduct the RMA in the field:

- Discussion (semi-structured interview) with business membership organizations (BMOs) and CCIs, Commodity and Industry Associations, TTPs, Development organizations, Employers, NGOs and Knowledgeable Persons to acquire general information about employment opportunities, labor supply and demand situation etc.
- Circulation and collection of data-sheets/questionnaire from the local industries/enterprises /members of CCIs/Associations,
- Interview/survey and collection of structured questionnaire,
- Review of secondary information,
- Meeting with governmental, financial, development and line agencies,
- Labor market observation,
- Focus Group Discussion to validate the information collected during survey.

#### **5. Period:**

The study was undertaken between August and September, 2008.

#### **6. Study areas:**

The study focused mainly on urban cities and market centers of the districts. The RMA covered the following market centers of following districts:

<b>SN</b>	<b>District</b>	<b>City</b>	<b>Supported by</b>
1	Bardiya	Mainapokhari, Gulariya, Sanoshree, Taratal, Bhurigau, Kothiyaghat	Gulariya CCI
2	Pyuthan	Khalanga, Bijuwar, Bagdula, Chakchake, Bangesal, Baddada, Bhingri	Pyuthan CCI
3	Rolpa	Liwang, Sulichaur	Rolpa CCI
4	Jumla	Chandannath	Jumla CCI

**7. Information about the selected districts and towns:**

Information on demography, social and economic profile of the districts and the findings of RMA are provided in the following sections:

## 7.1 BARDIYA

District Area:	2,025 Sq. KMs.																
Distribution of Land:	<table> <tr> <td>Siwalik:</td> <td>63,580 Hectares</td> </tr> <tr> <td>Terai:</td> <td>139,973 Hectares</td> </tr> <tr> <td>Cultivated:</td> <td>54,978 Hectares</td> </tr> <tr> <td>Pasture:</td> <td>2,894 Hectares</td> </tr> <tr> <td>Forest:</td> <td>127,682 Hectares</td> </tr> </table>	Siwalik:	63,580 Hectares	Terai:	139,973 Hectares	Cultivated:	54,978 Hectares	Pasture:	2,894 Hectares	Forest:	127,682 Hectares						
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Terai:	139,973 Hectares																
Cultivated:	54,978 Hectares																
Pasture:	2,894 Hectares																
Forest:	127,682 Hectares																
Total Population:	382,649 (2001 Census)																
Literacy Rate:	45.41% (2001 Census)																
No. of Municipalities/ VDCs:	32																
Economically Active Population:	172,648 (2001 Census)																
Economically Inactive Population:	103,338 (2001 Census)																
Major Groups of Economically Active Population: (2001 Census)	<table> <tr> <td>Legislators/Senior Officials/Managers:</td> <td>246</td> </tr> <tr> <td>Prof./Semi Prof./Technical Workers:</td> <td>4,236</td> </tr> <tr> <td>Adm. and Clerical Workers:</td> <td>2,240</td> </tr> <tr> <td>Services/Sales Workers:</td> <td>10,581</td> </tr> <tr> <td>Farm/Fishing/Forestry Workers:</td> <td>91,874</td> </tr> <tr> <td>Craft and Trade Workers:</td> <td>11,864</td> </tr> <tr> <td>Production Labour Workers:</td> <td>1,156</td> </tr> <tr> <td>Others and not stated:</td> <td>36,592</td> </tr> </table>	Legislators/Senior Officials/Managers:	246	Prof./Semi Prof./Technical Workers:	4,236	Adm. and Clerical Workers:	2,240	Services/Sales Workers:	10,581	Farm/Fishing/Forestry Workers:	91,874	Craft and Trade Workers:	11,864	Production Labour Workers:	1,156	Others and not stated:	36,592
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No. of Migrated People (from outside) (2001):	74,708																
No. of Industries Registered and Approved for Foreign Investment:	6 (2005/06) (Approved: 4)																
No. of Small & Cottage Industries Registered:	83 (Fiscal Year 062/63)																
Entrepreneurs trained by Small & Cottage Industries:	189 (Fiscal Year 062/63)																
Agricultural Production (in 2005/06):	<table> <tr> <td>Paddy:</td> <td>1,186,680 Metric Ton</td> </tr> <tr> <td>Maize:</td> <td>21,875 Metric Ton</td> </tr> <tr> <td>Millet:</td> <td>- Metric Ton</td> </tr> </table>	Paddy:	1,186,680 Metric Ton	Maize:	21,875 Metric Ton	Millet:	- Metric Ton										
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	Wheat:	42,720 Metric Ton
	Barley:	10 Metric Ton
	Oil Seed:	7,200 Metric Ton
	Potato:	25,250 Metric Ton
	Tobacco:	25 Metric Ton
	Sugarcane:	81,600 Metric Ton
	Lentil:	8,535 Metric Ton
	Chick Pea:	650 Metric Ton
	Pigeon Pea:	2,500 Metric To
	Black Gram:	850 Metric Ton
	Soya bean:	32 Metric Ton
	Other pulses:	1,003 Metric Ton
	Fruit(banana, citrus)	6,006 Metric Ton
	Vegetables:	38,734 Metric Ton
	Milk:	21,431 Metric Ton
	Meat:	5,026 Metric Ton
	Egg:	7,939,000 Nos.
	Wool:	5,841 Kg
	Fish:	860,500 Kg
Infrastructures:	Road:	293 Km (2004)
	No. of Airport:	0
No. of schools (2005):		405
No. of Campus:		1 (Private)
No. of Banks (2006):		6
No. of Households consuming Electricity (2007):		16,736 (25.1% of Total Households)
Educationally disadvantaged population:		6.45%
Employment to population of Working age ratio:		62.1%

### Details of RMA Finding: Bardiya

Bardiya district is bordered with Karnali River in the west; Kailali, Banke and Surkhet districts in the east and north; and Indian state of UP in the south. This district is traversed by Mahendra Highway from Kohalpur, Banke to Chisapani, and a motorable road from Nepalgunj to Kothiyaghat linking it with small market centers in the district. Bardiya National Park and Karnali River are the major natural resources of Bardiya. The indigenous Chaudhari community has dominated Bardiya; the number of migrant people from hilly districts is also significant.

Major income source of the district is agriculture and economic activity in the district is centered on agricultural and forest products. Besides agricultural products namely, paddy, wheat, maize, sugarcane etc., vegetable and livestock largely contributes to employment and income generation of people in the district. Bardiya has widespread forest area abound in wide-ranging timber and non-timber forest products. In addition to timbers, one of the

prominent forest products of Bardiya is cane and bamboo, popularly called 'bett bas' in Nepal. Cane and bamboo are major natural forest products that are used for manufacturing of furniture and other construction purposes. The famous river Karnali, which navigates in the districts shelters widespread fishing which is another popular income generating activity for the population in the district. People generate income through fishing, collection of sand, and stones and other resources available in the river.

Many market centers exist in the district, namely Mainapokhari, Gulariya, Sanoshree, Rajapur, Taratal, Khata, Kothiyaghat, Bhurigau, Basgadhi, Dhodari etc. Transportation to other parts of Nepal is available to the people of Bardiya directly or via Nepalgunj and there exists wide inter district road connection as well. The district does not have significant commercial transaction directly with the Indian market centers. This is due to the absence of easy connectivity by road. Major trading transaction is effected through Nepalgunj and Rupaidia in India. The Bardiya National Park has added attraction and value of Bardiya which is a famous touristic place for jungle sight seeing, wildlife observation and elephant ride in the country. Many small enterprises and off-farm activities are in operation due mainly to the national park where 19 hotels and other business activities are established and are contributing to employment creation and income generation.

After the peace process, Bardiya is now-a-days witnessing increasing development activities. The impact of these development activities has been increased off-farm economic activities such as setting up small enterprises, retail shops, hotels etc which have expanded opportunities for wage based employment.

The number of registered enterprises in Bardiya as given by the Office of Cottage and Small Industry (OCSI) Bardiya are as per following:

SN	Types of enterprises registered in OCSI	Number of enterprises	Remarks
1	Cement tile production	24	
2	Rice, oil and floor mills	245	
3	Hotel/lodges and restaurants	35	As was observed, the actual number is more than the registered
4	Brick molding	6	
5	Auto repair workshops	6	
6	Saw Milling	8	
7	Veneer making	3	
8	Furniture	32	As was observed, the

			actual number is more than the registered
9	Iron grill making	16	As was observed, the actual number is more than the registered
10	Construction related	68	
10	Others	84	
	<b>Total:</b>	<b>529</b>	

It can be seen in the data provided by OCSI that rice, oil and floor milling enterprises have dominated industrial investment in Bardiya. Data also indicates that Bardiya has rich resources in agriculture which contributes significantly to the income of rural people. Also, lodges & hotels, construction services, cement tile production, furniture and grill making business are prominent enterprise activities in the district. The RMA covered 49 different enterprises in Bardiya and out of 49, 72 employment opportunities were found in different vocations. Please refer the annex for details about these opportunities. Sector wise illustration is attempted in the chapter below. The real opportunities identified in the study is provided in the annex (all districts).

#### **Hotel/Restaurant :**

During the study, Hotel Association of Bardiya (HOB) informed that, HOB has 165 member hotels of different categories, mostly of economy and moderate. Although registered hotels and lodges number 35, many more hotels are in operation than official records indicate. Since there are many market centers in Bardiya, there are many hotels and lodges in operation. In Bardiya National Park alone, 17 hotels are in operation. Gulariya, Bhurigaun, Sanoshree and Kothiaghat are other major market centers where hotels and lodges are a booming business.

During the Rapid Market Assessment, 3 hotels were covered as a sample size, and opportunities for five people were found. The president of HOB informed that none of the hotels, including the hotels in Bardiya National Park have trained and skilled cooks, waiters, room boys etc. He opined that the main reason for this is weak business acumen of the hotel entrepreneurs and their limited exposure to professional management in business. Based on the existing opportunity, there is a potential for training and employment for 50 youths in hotel sector in Bardiya.

#### **Construction work:**

Construction sector is an emerging business in Bardiya after the peace process and improved political scenario in the county. Many governmental buildings in the townships and VDCs in the districts which were affected during conflict period are being renovated and reconstructed. The President of Constructor's Association of Bardiya and the President of Gulariya Chamber of Commerce and Industry (GCCCI) informed that there is total lack of skilled

workers (mainly mason, shuttering workers and plumbers) in construction vocation. Local Chaudhary youths are increasingly attracted to construction vocations, but they lack skill and experience to compete with Indian workers coming from the other side of the border. In addition to many non registered entities, there are 68 construction businesses registered in the Office of Cottage and Small Industry (OCSI). It was reported that many of them are employing the construction workers from other places and India.

They also reported that due to rising trend in construction of office buildings and private residential houses in different market centers, there is significant demand for trained and skilled workers such as mason, house wirers, plumbers, carpenters, steel fixers, scaffolders, tile fixers, plasterers etc. On discussion with the Chambers and Construction Contractor's Association, a minimum of 100 workers in the construction vocation have training and employment opportunity in Bardiya.

### **Bicycle assembly and repairs:**

Bardiya's terrain is plain land; hence use of rickshaw and bi-cycle is a common means of local transportation. Both male and female widely use bicycle and rickshaw to visit market centers, businesses offices, schools/ colleges and far and wide places in the district. In Sanoshree alone, one of the small market centers of Bardiya, 9 assembly shops and few wholesaler shops were seen doing brisk business of bicycle and rickshaw assembling. It was reported by the people in the bi-cycle trade that 100 cycles a day are sold in Bardiya during 3-4 months prior to festive season of Dashain. It is known that more than 25 Assemblers and whole sellers exist in Bardiya. This is an indication of demand for bicycle and rickshaw use.

During RMA, 3 cycle wholesalers were contacted for survey purpose. It was reported that almost all the manpower engaged in this vocation got trained and skilled while working in the business. It was also known that the activity of assembly and repair works of bi-cycle and rickshaw requires basic skills and common observation. This can be one of the promising enterprises for self employment as well as wage employment in local market centers of Bardiya. During discussion, they highlighted the employment opportunity for 20 people in bicycle and rickshaw assembly and repair work.

### **Automobile / Workshop:**

Bardiya is connected by an all-weather, metalled road with other areas of the major township and market centers. Dozens of long route vehicles and hundreds of local route vehicles ply in the district. Also quite a few numbers of private cars, motor cycle trucks and tractors operate in the nook and corner of the district. The access of road and movement of vehicles in the district has given rise to the demand of drivers, helpers, workers in automobile repair and maintenance, tire repairing, cleaning, motor parts shops etc. The data of OCSI indicates registration of 6 automobile workshops. In addition, it is reported that there are quite a few more automobile repair workshops operating without registration. During the brief RMS, 2 workshops were visited

and interviewed. They reported requirement for 2 skilled workers. Under this basis, estimate of total market size for employment is for 20 skilled youths.

### **Wooden furniture making:**

According to the OCSI, Bardiya, 32 furniture industries have been registered and majority of them are in operation and doing brisk business. Also many small, unregistered small furniture making enterprises are reportedly operating in the districts. Furniture making and wood works are one of the lucrative businesses in Bardiya and they provide many employment opportunities. During the brief RMA, 6 operating furniture industries were visited and they reported 35 employees working and 9 opportunities for skilled carpenters and woodwork helpers. As in other enterprises in the districts bordering India, in the furniture industries of Bardiya too, many Indian workers are employed. In Sanoshree market center, in one of the well managed furniture making enterprise owned by Dilip Kumar, it was observed that 3 skilled workers including one young boy from India were found employed. During RMS, it is observed that there exists training need and employment opportunity for more than 60 people in furniture industry in the district.

### **Iron & metal working ( including iron grill) enterprises:**

In Bardiya too, iron & steel products are getting popular due to growth in market & commercial centers. It is known from the record of OCSI that 16 enterprises are registered and many of them are in operation. Also few small iron grill making enterprises are found operating in different market centers without registration with government offices in different market centers of Bardiya. During the RMA study, 3 enterprises were visited and it was reported that 9 employment opportunities are available for trained skilled workers. It was also found that none of the enterprises have trained and skilled workers to meet growing demand for iron grills, channel, iron gates and other iron and metal products. Since the demand for iron & steel products is ever rising, opportunity in iron & metal working enterprises is also increasing. On the basis of RMA, the study team foresees training and employment opportunity for 30 skilled people in this vocation in Bardiya.

### **Sweets and snacks outlets:**

Different market centers in Bardiya have potential for sweet and snacks making enterprises. Together with urbanization, sweet & snack outlets have also become popular amongst local inhabitants, visitors and workers. For all inhabitants, whether from the hills or terai communities, taking snacks and sweets is a daily practice and most of the local people consume sweets and snacks in morning and day time. Due to this popular demand, the RMA study team was given information that quite many eateries outlets are flourishing in all the market centers of Bardiya. The finding of the study team is that this can be a potential self employment activity rather than attracting wage employment in Bardiya. It is surmised that 20 people can get self employment by engaging in sweet & snack making enterprises in different market centers of Bardiya.

### **Hair cutting outlets**

Due to the growth of market centers, hair cutting saloons in the district are also on the rise. It was observed in Sanoshree and Taratal that most of the hair cutting outlets are managed by migrant workers from India, although few Chaudhary youths were also found operating the outlets. This can be a potential line of activity, especially for Chaudhary and Terai community youths. With small investment and basic skill to start with, this can be a potential income generating activity for self employment in the district. It is observed that 20 people may get self employment opportunity by starting their own business.

### **Brick molding:**

Due to suitability of soil and rise in demand for building bricks from construction work in public and private sector (impact of growth of market centers, construction of governmental & commercial buildings, irrigation and other private residential structures) Bardiya district has potential for location of brick molding enterprises. It is known that 6 brick kilns are registered with OCSI. In addition, few more local brick kilns of mobile nature have been established (without registration) in the district. Brick industry is labor intensive and needs significant number of brick baking personnel, brick molders and unskilled workers. As is the case now, in most of the enterprises, the workers are from India. Recently, few Chaudhary youths have been attracted to this vocation and they are joining some entities. Two enterprises were visited during the RMA and it was reported that the requirement of molders in a factory can be as many as 15-20. Since brick molding is a seasonal activity, starting after Deepawali and ending prior to rainy season (October to May), it can be an attractive vocation for local youths who can continue their agriculture & farm activity during rainy season.

Study suggests there is a training and employment opportunity for 40 people in brick molding activity in the district.

### **Tailoring /Local garments:**

Tailoring is one of the potential sectors for wage based as well as self employment. It was observed during the survey that tailoring shops are a major flourishing business in the area. Garment making shops targeted to local customers is a common sight in different market centers in the district. The discussion during the RMA revealed that there exists a demand for skilled workers in design, cutting and stitching line. Forecast of the study is for a total employment opportunity for 40 people in design, cutting and stitching skills.

### **Others:**

Because of large forest areas and forest reserve areas, 3 foreign joint ventures have been operating hotel resorts and hotels in the district. Investment and employment opportunity in these entities are sizeable and

they provide direct employment to hundreds of local people. One more enterprise by the name of Rhino Lodge, Bardiya has been given permission to start a hotel resort and all these would be engaging a number of semi-skilled and skilled workers in vocations related to operations of lodge and hotels.

**Income generating activities for women:**

Many opportunities are found in Bardiya for the gainful employment of women. Some major enterprise activities where women can get wage and self-employment are apparel and ready-made garments tailoring, scented stick making, beads and bindi making, food spices and masala, embroidery works, thread crafts, knot-crafts, incense sticks, cotton textile weaving, hosiery products, pickles, food spices (masalas) potato chips and pulse based snacks, vegetable drying and packing, and shop assistants etc.

**Self employment:**

Bardiya is rich in agriculture and forest products. Besides the prospect of promoting many large and medium agro-based enterprises in the district, there exists potential for promoting many non-timber based products both in small and medium scale.

Non-timber forest fibre products like basket and chatai making, cane & bamboo household utility products, bee-keeping, vegetable processing drying & packaging, carpentry, collection and marketing of rural product such as vegetable, fruits and livestock, small hotels, candle making, tailoring, radio /TV repairing, bicycle repairing, hair cutting, grocery shop, mason, house wiring, tile fitting, sweet snacks making business are some potential enterprises for self employment in Bardiya. With little exposure to entrepreneurship, marketing, start-up support in the form of technical skill and process technology (production equipment & tools), and easy credit access, youth can be made capable and confident to initiate and run the business.

## 7.2 PYUTHAN

District Area:	1,309 Sq. KMs.
Distribution of Land:	High Mountain: 10,078 Hectares Mid Mountain: 114,558 Hectares Siwalik: 4,854 Hectares Cultivated: 28,171 Hectares Pasture land: 12,899 Hectares Forest area: 72,694 Hectares
Total Population:	212,484 (2001 Census)
Literacy Rate:	46.57% (2001 Census)
No. of Municipalities/VDCs:	49
Economically Active Population:	102,116 (2001 Census)
Economically Inactive Population:	45,101 (2001 Census)
Major Groups of Economically Active Population:	<u>2001 Census</u> Legislators/Senior Officials/Managers: 49 Prof./Semi Prof./Technical Workers: 1,847 Adm. and Clerical Workers: 707 Services/Sales Workers: 2,330 Farm/Fishing/Forestry Workers: 71,775 Craft and Trade Workers: 12,313 Production Labour Workers: 452 Others and not stated: 9,065
No. of Migrated People (from outside) (2001):	5,464
No. of Small & Cottage Industries Registered:	27 (Fiscal Year 062/63)
Entrepreneurs trained by Small & Cottage Industries:	157 (Fiscal Year 062/63)
Agricultural Production (2005/06):	Paddy: 13,252 Metric Ton Maize: 18,038 Metric Ton Millet: 2,025 Metric Ton

	Wheat:	15,640 Metric Ton
	Barley:	570 Metric Ton
	Oil Seed:	450 Metric Ton
	Potato:	8,692 Metric Ton
	Lentil:	136 Metric Ton
	Chick Pea:	68 Metric Ton
	Pigeon Pea:	41 Metric Ton
	Black Gram:	240 Metric Ton
	Soya bean:	350 Metric Ton
	Other pulses:	110 Metric Ton
	Fruits(orange, citrus):	4,000 Metric Ton
	Vegetables:	9,529 Metric Ton
	Milk:	12,080 Metric Ton
	Meat:	2,038 Metric Ton
	Egg:	1,513,000 Nos.
	Wool:	2,033 Kg
Infrastructures:	Road:	216 Km (2004)
No. of schools (2005):		399
No. of Campus:		1 (Private)
No. of Banks (2006):		3
Hydro Power Generation:		Jhimruk (Approx. 13 MW)
No. of Households consuming Electricity (2007):		10,806 (24% of Total Households)
Educationally disadvantaged population:		3.14%
Employment to population of working age ratio:		76.9%

### Details of RMA Finding: Pyuthan

Pyuthan district of Rapti Zone is surrounded by Dang in the south-west, Rolpa in north-west, Baglung in the north, Gulmi in the east and Arghakhachi in the south-east. It has a diverse geography encompassing Siwalik to High Mountains. About 30% of total land is fertile and is cultivable. It has vehicular road access to different parts of the country and is connected with Mahendra Highway. In addition to transportation, communication and electricity facilities are available in major market centers. The literacy rate of the district is 46.57%, which is comparatively higher than other districts of the region. Pyuthan is one of the highly conflict afflicted districts during the decade of conflict.

Khalanga is the district headquarter of Pyuthan and Bangesal, Baddada, Devasthan, Chakchke, Bhingri, Bijuwar, Bagdula and Khalanga are the other major market centers of the district. Pyuthan is rich in natural resources endowed by Mandawi and Jhimruk Rivers. About 65% (72694 hectare) of land is covered by jungle where many non-timber forest products are available.

After the restoration of peace in the country, people are vying for a better future. Due to presence of road connectivity with other market centers, opportunity for economic activities at district level and regional level has widened. Business community has been active to invest in new projects. Development activities in governmental / non governmental sector and private sector are on the rise. Jhimruk Hydro Power which came into commissioning at the mid of conflict period is poised for contributing to increased income generating activities in the district. Micro Enterprise Development Project (MEDEP / RECODEF), CSIDB has contributed to business literacy and skill development sector. Similarly, Pyuthan CCI, FNCSI district chapter and other BMOs are actively working to bring about development of enterprises. People's participation in community mobilization, social development, micro credit and financing is on rapid rise. Many small market centers have emerged in the Bhalubang Pyuthan and Rolpa highway, which is reportedly being black topped. Better and all-weather transportation infrastructure will create more income generating activity and employment, and raise rural income.

As per CSIDB Pyuthan, the existing status of enterprises in Pyuthan are as per following;

<b>SN</b>	<b>Nature of business</b>	<b>Number</b>	<b>Estimate of employment opportunity at the time of registration</b>
1	Service oriented	229	1518
2	Agriculture and forest based	26	85
3	Production oriented	278	1676

**Details of enterprises:**

<b>SN</b>	<b>Enterprise</b>	<b>Number of enterprise</b>	<b>Estimate of employment opportunity at the time of registration</b>
	<b>Service oriented:</b>		
1	Rice oil and floor mill	91	153
2	Construction	93	1245
3	Computer	14	18
4	Printing press	6	19
5	Tailoring and fabric painting	8	13
6	Jhimruk Industrial Dev. Center	1	29
7	Film Hall	1	7
8	Cable TV network	1	2
9	Automobile	1	2

10	Engineering consultancy	1	3
11	Engineering workshop	1	4
12	Motor parts welding repairing	1	2
13	Photo processing	1	2
14	Hotel& Lodge business	8	22
15	Technical Training Provider	1	1
	<b>Agriculture and Forest:</b>		
1	Ginger processing	1	1
2	Herbal collection	1	1
3	Poultry farming	1	1
4	Bee keeping	1	1
5	Bamboo craft	2	8
6	Furniture	21	71
	<b>Production oriented:</b>		
1	Steel furniture	1	4
2	Grill shutter	8	22
3	Tile Udhyog	1	7
4	Copper industry	1	4
5	Dhaka cloth	1	2
6	Ice cream	1	2
7	Bee hive	1	2
8	Feed industry	1	12
9	Chalk	1	4
10	Fiber processing	1	3
11	Herbal soap	1	3
12	Box industry	1	3
13	Allo processing	1	3
14	Noodle making	7	16

RMA team consulted a total of 39 enterprises in Pyuthan. 134 opportunities for training and employment were reported in these enterprises. Please refer the annex for detail information. The sector wise findings of the study is illustrated below.

#### **Hotel / Restaurant sector:**

CSIDB office record indicates 8 hotels & lodges registered and operating. There are many non-registered hotel and lodges operating in the market centers of the district. Narayan Nakarmi, President of Hotel Organization of Pyuthan informed that more than 100 enterprises of all level (rooms with common bath room and attached bath) are running in Pyuthan district. Many of the hotels & lodges are family-run enterprises. The number of trained and professional workers in these entities is almost non-existent.

The district is experiencing sizeable inflow of visitors for different purpose after the peace accord and election of government. It is forecasted that after

black topping of the main highway from Bhaluwang, the number of visitors in the district will significantly increase, which will have salutary impacts on the economic activity of Khalanga, Bijuar and other market centers. This will contribute for expansion of the market for hotel business; hence, potential of hotel business in different market centers in Pyuthan is promising.

Information from 15 hotels was collected during the RMA and they reported 32 employment opportunities. RMA suggests that 40 skilled youths can get job opportunities in Pyuthan District in this vocation.

### **Construction work:**

Construction of physical infrastructure in public and private sector is increasing significantly in the district. Many infrastructure development projects are being undertaken besides reconstruction of damaged infrastructure during the conflict. Construction of private housing and shops also is on the rise. This has given rise to the demand for workers in construction sector such as mason, plasterers, house wiring, plumber, shuttering, carpentry, and painters.

It was reported that the Contractor Association of Pyuthan has 87 members. The president of Contractor Association of Pyuthan, Mr. Budha Bahadur GC informed that there is utter lack of semi and skilled construction workers in Pyuthan. Presently, most of the workers in construction sector are reportedly from Dang and other neighborhood districts. He further added that around 200 masons are Chaudharis from Dang district. Furthermore, he reported that the Janajati have aptitude to work in the construction sector if they get opportunity to learn skill. Analyzing the information about the market prospect, there exists opportunity to train and employ about 100 youths in different vocation of construction.

### **Automobile / Workshop sector:**

Pyuthan has direct road access to all over the country via Mahendra Highway. Every day, dozens of vehicles operate long distance to local destinations. Also, the number of private cars, motor cycles and tractors for agricultural purpose and transportation for goods is also on the rise in the district. After the improvement of road and black topping from Bhaluwang to Pyuthan, the vehicle population visiting the district is expected to rise significantly in the near future. All this is an indication of traffic volume of vehicles (passenger services vehicle, goods carrier, light vehicles, private vehicles, motor cycles etc) which increases prospects for automobile, two wheeler repair workshops, spare part & maintenance shops etc.

It is reported that at present, 8 automobile workshops have been established at different market centers of Pyuthan. CSIDB registration record shows 4 workshops established. RMA covered 4 entities and reported opportunities for 13 people in mechanics and helper vocations. Since the vehicular traffic volume is on the rise, the local CCI opine that the opportunity for skilled workers such as mechanics, painter, tire repairing, greasing, dent & paint,

servicing etc will also simultaneously increase. On this basis, there exist opportunity for 20 skilled youths in these vocations.

#### **Furniture sector:**

Office Chief of CSIDB informed the RMA team that 21 furniture industries have been registered in CSIDB with estimate of creation of employment opportunities to 71 people. The district is rich in forest resources and many entities making wooden furniture are seen in the market centers. At present the local carpenters only make furniture for local use. As reported by CCI, large quantity of quality wooden furniture are brought for sale in the local markets from Dang, Nepalgunj and Butwal. Main reason for this is reported to be lack of skilled carpenters in Pyuthan. During the study, it was reported that some of the skilled carpenters working in the area are from eastern parts of Nepal. RMA team visited 8 enterprises and found the opportunity for 28 carpenters and 16 helpers in the visited units. On the basis of information provided, it is estimated that there exists training and employment opportunity for about 50 people in furniture making business in Pyuthan.

#### **Iron metal products making enterprises:**

Construction and urbanization process in Pyuthan is picking up; hence, the enterprise making different types of metal based products like grills, shutters, hinges etc are also on the rise in Bijuwar, Bagdula, Khalanga market centers. The construction & development works in governmental sector buildings, schools and reconstruction of conflict affected infrastructures have added to the market size for these enterprises.

As informed by CSIDB Pyuthan, eight enterprises for grill & shutter making business are registered and most of them are in operation. They cater to the growing demand of different market centers such as Bangesal, Baddada, Devasthan, Chakchake, Bhingri, Bijuwar, Bagdula, Khalanga.

During the RMA, 2 business of this sector were consulted and employment opportunity for 8 skilled workers, four for supervisor level, and 4 for helper level were found. On the basis of sample size and feed back from the market, 20 skilled people have opportunity for employment in this vocation.

#### **Sweets and snacks sector:**

Sweets / snacks and tea outlets are popular family-run enterprises in the market centers located at Highway in Pyuthan. Local entrepreneurs have initiated sweet & snack business in different market centers on the basis of conventional practice and the quality of products & services are not up to the desired level of the visitors. Few sweet making business are seen in Bagdula and Bijuwar manned and operated by the people from terrain who service better quality products. Developing this sector will have backward linkage with the dairy enterprises producing milk in the districts. As reported during the RMA study, estimate of opportunity for training and employment(self) exists for 20 people in this sector.

### **Construction material (cement tile and blocks)**

Since the construction projects in public and private sector (urbanization, construction of governmental buildings, private residences and market areas and others) is rapidly increasing, the consumption of brick, stone and tile is also on a rise in Pyuthan. Buildings bricks from Dang is brought to Pyuthan for construction purposes since Pyuthan does not have a brick molding entity as yet. The cost of transport in bringing bricks from Dang to Pyuthan is about 30 per cent of brick cost. CSIDB official informed that one or two brick molding enterprises are feasible, based upon the rising demand in the market, and there are inquiries from investors in this regard. CCI office bearers also shared a similar view and they are putting effort to promote these enterprises in the district. CSIDB registration number shows one enterprise producing cement tile, pillars, blocks etc which is also getting popular in the building activity in the area. It is reported there are 5 enterprises operating without registration. There is opportunity for employment of skilled workers in these enterprises in Pyuthan.

### **Tailoring /Local garments:**

Tailoring / ready made garment business was found to be one of the potential businesses in Pyuthan. Besides some entities based on traditional experience many young entrepreneurs have adopted this business using improved equipments and skills. It is reported that more than 100 small tailoring / garment business are in successful operation in the district's different market centers. This vocation is suited for women employment. During RMA, it is noticed that, 2-3 persons are employed in each business. Major skill required in this business is measuring, cutting, designing, stitching, ironing and finishing. It is reported that 40 women can get employment/wage based employment in different market centers if they have special skills for designing, cutting and stitching.

### **Jewelry:**

Jewelry making business is one of the potential sectors in Pyuthan. There are more than 20 jewelry shops in different market centers of Pyuthan. Most of the entrepreneurs are Kaligadh type, learning skills with their seniors. None of these Kaligadh have learnt skills through formal training program as yet. RMA team visited 3 jewelry shops and the entrepreneurs reported the requirement of 12 Kaligadhs. On the basis of sample size, employment estimate exists for 20 skilled people in this vocation.

### **Income generating activities for women:**

Like in other hilly districts with road connectivity and expanding market, women can secure gainful employment and wage based employment in different income generating enterprises in Pyuthan. Enterprises most suited for women and having high prospect of developing are beauty parlors, scented stick making, beads and bindi making, candle making, dried

vegetables, apparel and ready made garments, embroidery works, thread crafts, knot-crafts, incense sticks, allo processing spinning and textile weaving, hosiery products, fruit marmalade, fruit candies, pickles, food spices (masalas) noodles, potato chips and pulse based snacks, vegetable drying and packing, herb drying and processing, and shop assistants.

**Self employment:**

Bicycle repairing, small hotels, carpentry, candle making, packaging and sale of daily consumable products, tailoring, collection and marketing of rural product such as vegetable, fruits and livestock, radio / TV repairing, hair cutting, grocery shop, mason, house wiring, tile fitting, sweet snacks making business are potential businesses for self employment in Pyuthan. People can start these businesses with minimum investment, once they have the skill and business know-how.

Pyuthan being rich in forest products, there exist potentiality for promoting many non-timber based products both in household and small scale.

Besides furniture making, non-timber forest fibre products like basketry making, bamboo household utility products, bee-keeping, vegetable processing drying & packaging, sweet snacks making business, marketing of vegetable, fruits and livestock, small lodge& hotels, candle making, tailoring, IT service, radio / TV repairing, grocery shop, mason, house wiring etc. are some major feasible enterprises for self employment. However, the target groups need some amount of exposure to entrepreneurship traits and start-up support in the form of technical skill and process technology(production equipment & tools) and easy credit access.

### 7.3 JUMLA

District Area:	2,531 Sq. KMs.																		
Distribution of Land:	<table> <tr> <td>High Himalayas:</td> <td>85,449 Hectares</td> </tr> <tr> <td>High Mountain:</td> <td>168,916 Hectares</td> </tr> <tr> <td>Cultivated:</td> <td>14,743 Hectares</td> </tr> <tr> <td>Pasture:</td> <td>66,225 Hectares</td> </tr> <tr> <td>Forest:</td> <td>104,571 Hectares</td> </tr> </table>	High Himalayas:	85,449 Hectares	High Mountain:	168,916 Hectares	Cultivated:	14,743 Hectares	Pasture:	66,225 Hectares	Forest:	104,571 Hectares								
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High Mountain:	168,916 Hectares																		
Cultivated:	14,743 Hectares																		
Pasture:	66,225 Hectares																		
Forest:	104,571 Hectares																		
Total Population:	89,427 (2001 Census)																		
Literacy Rate:	32.41% (2001 Census)																		
No. of Municipalities/VDCs:	30																		
Economically Active Population:	42,712 (2001 Census)																		
Economically Inactive Population:	6,304 (2001 Census)																		
Major Groups of Economically Active Population:	<table> <tr> <td colspan="2"><u>2001 Census</u></td> </tr> <tr> <td>Legislators/Senior Officials/Managers:</td> <td>17</td> </tr> <tr> <td>Prof./Semi Prof./Technical Workers:</td> <td>980</td> </tr> <tr> <td>Adm. and Clerical Workers:</td> <td>570</td> </tr> <tr> <td>Services/Sales Workers:</td> <td>1,096</td> </tr> <tr> <td>Farm/Fishing/Forestry Workers:</td> <td>34,357</td> </tr> <tr> <td>Craft and Trade Workers:</td> <td>1,879</td> </tr> <tr> <td>Production Labour Workers:</td> <td>9</td> </tr> <tr> <td>Others and not stated:</td> <td>2,580</td> </tr> </table>	<u>2001 Census</u>		Legislators/Senior Officials/Managers:	17	Prof./Semi Prof./Technical Workers:	980	Adm. and Clerical Workers:	570	Services/Sales Workers:	1,096	Farm/Fishing/Forestry Workers:	34,357	Craft and Trade Workers:	1,879	Production Labour Workers:	9	Others and not stated:	2,580
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Others and not stated:	2,580																		
No. of Migrated People (from outside) (2001):	1,457																		
No. of Industries Registered and Approved for Foreign Investment:	0 (2005/06)																		
No. of Small & Cottage Industries Registered:	8 (Fiscal Year 062/63)																		
Entrepreneurs trained by Small & Cottage Industries:	148 (Fiscal Year 062/63)																		
Agricultural Production (in 2005/06):	<table> <tr> <td>Paddy:</td> <td>4,500 Metric Ton</td> </tr> <tr> <td>Maize:</td> <td>6,900 Metric Ton</td> </tr> <tr> <td>Millet:</td> <td>4,400 Metric Ton</td> </tr> <tr> <td>Wheat:</td> <td>2,000 Metric Ton</td> </tr> </table>	Paddy:	4,500 Metric Ton	Maize:	6,900 Metric Ton	Millet:	4,400 Metric Ton	Wheat:	2,000 Metric Ton										
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	Barley:	3,500 Metric Ton
	Oil Seed:	95 Metric Ton
	Potato:	19,010 Metric Ton
	Lentil:	4 Metric Ton
	Black Gram:	3 Metric Ton
	Soya bean:	30 Metric Ton
	Other pulses:	123 Metric Ton
	Fruits(apples):	4,834 Metric Ton
	Vegetables:	5,111 Metric Ton
	Milk:	1,538 Metric Ton
	Meat:	518 Metric Ton
	Egg:	457,000 Nos.
	Wool:	32,154 Kg
Infrastructures:	Road:	32 Kms.
	No. of Airport:	1
No. of schools (2005):		177
No. of Campus:		1 (Constituent)
No. of Banks (2006):		2
No. of Households consuming Electricity (2007):		5,540 (31.2% of Total Households)
Educationally disadvantaged population:		18.31%
Employment to population of working age ratio:		89.6%

### **Details of RMA Finding: Jumla**

Jumla district lies in the Karnali zone and also houses the zonal capital. The landscape of the district largely consists of high Himalayan mountains. The district has a forest area of 104571 hectares, a pasture land of 66225 hectares, whereas the cultivatable land area is only 14743 hectares. The distribution of land indicates Jumla's limited area for cultivation and reason for deficit in food grains.

The Surkhet – Jumla road (still a fair weather construction) was recently opened for public transportation and availability of surface transportation has made life of the people in the area somewhat easier. Disruption of transportation is rampant due to the limited load bearing capacity of unmetalled road track. Accidents rate is reportedly high due to deteriorating condition of vehicles and roads. Hence the benefit of road linkage is yet to be realized by the inhabitants of the area. Regular air services is available for Jumla.

Jumla is endowed with favorable climate for horticulture resources. Besides various types of high value herbs and non-timber forest products, apple production in Jumla has great potential for income generation. Presently,

about 5000 MT apple is cultivated in Jumla annually. Due to the problem of road transportation, local production faces difficulty in accessing outside markets.

Road network and electricity are two major infrastructure needed for the growth of industry and business. Jumla urban area is supplied with electricity by micro hydel power plant installed few years back. The road access and availability of hydro power has to some extent made possible some industrial and business activities in the urban area of Jumla.

Although Jumla has many constraints, it also has much potential. Nature has bestowed Jumla with serene valleys and mountains. The gorgeous mountains and scenic beauty have created many more opportunities for tourism and travel business; industries like hotels, trekking, adventure travel and peripheral businesses have started. After surface transport becomes reliable, many more opportunities are likely to be available in Jumla area and neighboring geographical areas.

As reported, the details of enterprise registered with CSIDB Jumla in 2007-08 are as per following:

SN	Enterprise	Number
1	Construction	12
2	Furniture	32
3	Rice, oil and floor mill	20
4	Hotels	7
5	Nursery	4
6	Others (computer institute, bio engineering, photo studio, tours and travel, art, iron works, natural product processing)	10
	Total registered during 2007-2008	85
	Operating enterprises (cumulative)	232
	Total number of enterprises	317

Similarly, 34 micro hydro power projects are reportedly running in Jumla and 15 additional projects are under construction. The total availability of power from these units is expected to be 400 kilowatt.

Sector wise finding of the survey is as per following. Please refer annex for detailed opportunity identified.

#### **Hotel/Restaurant sector:**

During the last fiscal year, seven hotels got registered in Jumla with CSIDB, Jumla office. The total number of hotels is on the rise and one can see a number of hotels of different grades being established at Jumla area and neighborhood. At present in Jumla township alone, 6 leading hotels provide basic services for fooding and lodging. Our observation about the operation is that there is lack of professional hospitality services in all these hotels. The

president of Hotel Association of Jumla, Mr. Ashok Shrestha informed that the number of hotels is increasing day by day. But none of the entrepreneurs are conscious about the quality / professional services to the guests. Different types of guests/visitors go to Jumla, including locals from the neighborhood, staffs of governmental / non governmental offices and internal and external tourists. Majority of existing hotels are not geared to provide minimum professional and quality services expected by different level of guest visitors.

RMA team visited and interviewed promoters of 7 hotels and restaurants and were told about immediate opportunities for a cook, room boy, waiter etc. Based on findings of sample size, there exists prospect and potential for the hotel and restaurant business, which would need more trained and skilled manpower. Rough estimate about the training need and employment opportunity is 50 in the existing hotels and restaurants for above jobs.

### **Construction work:**

Due to urbanization, construction activities are increasing at a rapid pace in Jumla. The supply of construction related skilled laborers is not sufficient in Jumla in terms of quality and quantity. The existing local workers only have exposure to basic construction skills of mason, iron steel fixture, shuttering, carpentry, plumbing, house wiring etc. Few migrant skilled workers from Surkhet and Nepalgunj are reportedly available in Jumla. It is also gathered that Jumla has high demand for stone mason since the brick is not available at local level. On interview with Jumla CCI members, training need and employment opportunity exists for about 200 in construction related vocations.

### **Automobile workshops:**

On commencement of transport service in Surkhet- Jumla road (45 K.M. distance covered by road in the district), entrepreneurs have invested a great deal in transport sector. People have invested in light vehicles for passenger services, tractors for transportation of goods, motor cycles, motor parts shop and other related business. In a short span of time, it is reported that more than 100 vehicles have started service in Jumla district. Although the vehicular traffic has increased, not a single repair workshop with expert technicians exists in Jumla area. If vehicles break down or some mechanical problem occurs, the vehicle parts need to be dismantled and taken to Surkhet or Nepalgunj for diagnosis and repair. It was noticed that a motor cycle was taken in an aeroplane to Nepalgunj for repair and maintenance. As reported by Jumla CCI and transport entrepreneurs, 20 people having skill in motor cycle and vehicle repair works can get employment (wage and self) in different market centers in the highway.

### **Automobile Driver and Helpers:**

Presently, the drivers in Surkhet- Jumla road are mostly from out of the district and other regions. Like the repair mechanics, light vehicle operating drivers and helpers are highly in demand in Jumla. Transport entrepreneurs reported that they are facing many problems dealing and monitoring drivers from out of Jumla. It was reported by a transport entrepreneur that drivers who depart from Surkhet to Jumla time and again elope on the way to Jumla with the goods loaded in the vehicle. To avoid this situation, entrepreneurs are looking for local people with driving skills and this has created demand for drivers of local origination. During discussion meeting with 8 transport entrepreneurs and local CCI, it was gathered that at present there is a potential demand for 200 drivers / helpers in Jumla. Please refer annex for detailed information.

### **Micro hydro, solar power, bio-gas plants:**

34 micro hydro power plants are running in Jumla and 15 additional plants are under construction, as reported by a member of Micro Hydro Entrepreneurs Association of Jumla. As informed, presently the micro hydro power operators are facing problem due to lack of skilled technicians both for regular operation as well as for repair and maintenance. Due to unavailability of trained manpower, some micro hydro plants are already in closed condition. It was also found that only one enterprise namely, Karnali Bidhyut and Metal Workshop, exists in the area at present that manufactures and installs most of the parts of micro hydro, improved cooking stove, and bio-gas plant. As informed by Mr. Sukbir Nepali of Karnali Bidhyut and Metal Workshop, they have supplied micro hydro plants to Mugu, Dolpa and Kalikot also. As per the information, micro hydro sector may employ 20 people in operation and repair and maintenance if the skill is provided to right candidate.

Other potential area of vocation is repair and maintenance of solar panels. There are more than 15 solar panel distributors in Jumla. Since the government provides facilitation and grant / subsidy to install the solar panel in remote districts, thousands of solar panels have been installed in Karnali Zone. During the discussion, it was reported by an entrepreneur that more than 8000 solar panel have been distributed just in the rural areas of Jumla. Similarly the numbers of panels distributed in other districts of Karnali is also understood to be as high as in Jumla. The solar panel needs regular repair and maintenance, which is the responsibility of the supplying company. But, the companies are finding it difficult to field technicians for repair and maintenance in the rural areas due to lack of repair technicians. As a result, large number of solar panels are out of operation because of lack of repair.

Based on the information provided by the representative of Micro Hydro Power Entrepreneurs Association, there exists opportunity of employment for 20 trained technicians in solar installation companies and in repair business.

### **Furniture sector:**

Wooden furniture making is a booming business in Jumla due to urbanization and reconstruction work. Especially after the peace accord, the demand for wooden furniture in the local residential buildings, business and offices of Government/projects, private and NGO sectors is reportedly significant. This is the one of the most potential sectors for employment generation in the region. CSIDB Jumla informed the RMA team that 32 furniture industries have been registered to produce and supply furniture in adjoining markets of Jumla. Furniture entrepreneurs reported during the study that they are finding great difficulty in engaging skilled furniture making carpenters. They have carpenters of semi skilled level groomed up locally through learning-by-doing. Technical Training Providers are not available in Jumla to transfer carpentry skills. RMA covered 3 enterprises and was told about vacancies for 9 opportunities. Based on the sample size and information gathered, 40 skilled youths have training and job opportunity in the furniture sector.

Please refer annex for detailed opportunity.

### **Apple processing, Non-timber Forestry Products (NTFP) / Herbal and botanical products collection & processing:**

Apple cultivated in Jumla is famous for its distinctive quality and is highly demanded all over the country. It is known that more than 5000 metric ton apple is produced in Jumla annually. Apple related income generating activity can be the most potential sector in Jumla for both urban and rural population. Due to the bottleneck in road transportation and present high cost of air transport, Jumla apple is yet to establish its market in other major consuming markets of Nepal. We can find apple @ Rs. 10.00 / kg. in Jumla, while it is selling at Rs.80.00/kg to 90/kg in Surkhet and Nepalgunj. Besides timely surface transportation by road for fresh table apple, there exists potential in packaging and apple processing activities in Jumla. It is understood that few people have tried to dry, slice and pack apple and sell in the market. Also, few people have initiated newer products like juice, wine and brandy. But due to the conventional processing technology and small scale of operation, they are yet to come out with quality and standard apple products in line with the demand in the urban area of consumption. Now that the surface road transportation has started, the bottleneck in the transportation is likely to be mitigated. In the coming days, apple supply and transportation business and apple processing industry are likely to be highly prospective to large number of people if appropriate knowledge and skill is made available in the area.

The climatic condition in the region is highly favorable for various types of high value herbal products, mushrooms and other non-timber forest products. Demand for these products is already quite huge internally and abroad. It is known that large number of people would economically benefit if training in cultivation and collection management, grading, primary processing and packaging technique is made available. The skills gained can raise income and employability of the local population.

### **Tailoring / garments:**

Tailoring / ready made garment shop is an upcoming, attractive income generating activity in Jumla. It was noticed in Jumla bazaar that most of the tailoring shops are operating with untrained workers who have acquired skills by learning-by-doing. During discussion with 4 entrepreneurs, they expressed their requirement for 11 Kaligads (stitching workers). This sample size indicates potentiality for 20 skilled stitchers in the tailoring and garment sector. For detailed opportunity please refer the annex.

### **Shoe making and repair:**

Majority of local people of Jumla spend lot of time walking because they do not have vehicle facility to travel from one place to another. Generally people walk 5-6 hours / day in local areas. Majority of rural people wear local shoes, manufactured at local level.

More than 20 shoe shops are seen in small town of Jumla. It was noticed that women were also repairing shoes for getting additional income. Local shoe makers have acquired skill by practice from childhood. They do not have formal training nor do they have any exposure and idea about design and appropriate materials required for making shoes. Local shoe making and repairing can be an important income generation activity for rural people. Based on meeting with some local enterprises, there is opportunity for training and employment of 10 skilled workers in this product line.

In addition to the above findings, during the RMA, a small Focus Group Discussion was arranged in Jumla CCI to get feedback on job demand of market and employment opportunities in Jumla. Altogether, 7 entrepreneurs participated in the workshop. The findings of the workshop are summarised in the following Table, which is in line with the findings of RMA.

<b>SN</b>	<b>Activities</b>	<b>Vocation</b>	<b>Number</b>
1	Wooden Furniture	Carpenter	40
2	Light vehicle	Drivers	200
3	Auto mobile workshops	Auto mechanics	20
4	Solar energy	Technician	10
5	Construction	Stone mason	200
		House wiring	10
6	Apple processing/packaging	Skilled	50
7	TV computer R&M	Repair technician	10
8	Slaughter house	Slaughtering	20
9	Hotels & restaurants	Cook / waiter	20
10	Herbal collection and processing		7
11	Hair cutting	Barbers	10
12	Sweets and snacks	Kaligadh	10
13	Tailoring/Readymade Garment	Kaligadh	20

14	Grocery shops	Salesman	200
15	Security	Security guards	25
		<b>Total:</b>	<b>852</b>

### **Income generating activities for women:**

The commercial and market centers in Jumla are not widespread or numerous. Due to long isolation, undeveloped infrastructure and road connectivity, most of the local resources available including agricultural products hardly go through the value chain and commercialization process. As a result, business development stage and wage employment opportunities are at a low ebb. However, there are ample emerging sectors for women to initiate enterprising and employment activities. Women can get employment and be involved in enterprising activities in different sectors in Jumla, such as, apple processing (slicing, packaging and selling), apparel and ready made garments, beauty parlor, beads and bindi making, candle making, dried fruit, food spices (masala) and consumable product packaging, lodges & hotels, tea and snacks shops, small grocery shops, embroidery works, thread crafts, knot-crafts, incense sticks, allo processing spinning and textile weaving, hosiery products, pickles, potato chips and pulse based snacks, vegetable drying and packing, and herb drying and processing.

### **Self employment:**

Potential businesses found for self employment are as follows: lodges & hotels, carpentry, candle making, packaging and selling of daily consumable products, tailoring, collection and marketing of rural product such as vegetable, fruits and livestock, micro hydel maintenance & repairing, solar panel repairing, radio/TV repairing, hair cutting, grocery shop, mason, house wiring, and sweet snacks making business. People can start these businesses with minimum investment after acquiring the required skills and business know-how.

## 7.4 ROLPA:

District Area:	1,879 Sq. KMs.																		
Distribution of Land:	<table> <tr> <td>High Mountain:</td> <td>47,862 Hectares</td> </tr> <tr> <td>Mid Hills:</td> <td>139,288 Hectares</td> </tr> <tr> <td>Cultivated:</td> <td>36,702 Hectares</td> </tr> <tr> <td>Pasture:</td> <td>32,699 Hectares</td> </tr> <tr> <td>Forest:</td> <td>94,097 Hectares</td> </tr> </table>	High Mountain:	47,862 Hectares	Mid Hills:	139,288 Hectares	Cultivated:	36,702 Hectares	Pasture:	32,699 Hectares	Forest:	94,097 Hectares								
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Forest:	94,097 Hectares																		
Total Population:	210,004 (2001 Census)																		
Literacy Rate:	37.25% (2001 Census)																		
No. of Municipalities/VDCs:	51																		
Economically Active Population:	126,928 (2001 Census)																		
Economically Inactive Population:	20,432 (2001 Census)																		
Major Groups of Economically Active Population:	<p><u>2001 Census</u></p> <table> <tr> <td>Legislators/Senior Officials/Managers:</td> <td>50</td> </tr> <tr> <td>Prof./Semi Prof./Technical Workers:</td> <td>1,488</td> </tr> <tr> <td>Adm. and Clerical Workers:</td> <td>595</td> </tr> <tr> <td>Services/Sales Workers:</td> <td>1,883</td> </tr> <tr> <td>Farm/Fishing/Forestry Workers:</td> <td>95,144</td> </tr> <tr> <td>Craft and Trade Workers:</td> <td>10,268</td> </tr> <tr> <td>Production Labour Workers:</td> <td>562</td> </tr> <tr> <td>Others and not stated:</td> <td>13,797</td> </tr> </table>	Legislators/Senior Officials/Managers:	50	Prof./Semi Prof./Technical Workers:	1,488	Adm. and Clerical Workers:	595	Services/Sales Workers:	1,883	Farm/Fishing/Forestry Workers:	95,144	Craft and Trade Workers:	10,268	Production Labour Workers:	562	Others and not stated:	13,797		
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No. of Migrated People (from outside) (2001):	3,396																		
No. of Industries Registered and Approved for Foreign Investment:	1 (2005/06)																		
No. of Small & Cottage Industries Registered:	21 (Fiscal Year 062/63)																		
Entrepreneurs trained by Small & Cottage Industry office:	65 (Fiscal Year 062/63)																		
Agricultural Production (in 2005/06):	<table> <tr> <td>Paddy:</td> <td>8,500 Metric Ton</td> </tr> <tr> <td>Maize:</td> <td>17,200 Metric Ton</td> </tr> <tr> <td>Millet:</td> <td>1,000 Metric Ton</td> </tr> <tr> <td>Wheat:</td> <td>14,000 Metric Ton</td> </tr> <tr> <td>Barley:</td> <td>875 Metric Ton</td> </tr> <tr> <td>Oil Seed:</td> <td>70 Metric Ton</td> </tr> <tr> <td>Potato:</td> <td>16,500 Metric Ton</td> </tr> <tr> <td>Lentil:</td> <td>15 Metric Ton</td> </tr> <tr> <td>Chick Pea:</td> <td>18 Metric Ton</td> </tr> </table>	Paddy:	8,500 Metric Ton	Maize:	17,200 Metric Ton	Millet:	1,000 Metric Ton	Wheat:	14,000 Metric Ton	Barley:	875 Metric Ton	Oil Seed:	70 Metric Ton	Potato:	16,500 Metric Ton	Lentil:	15 Metric Ton	Chick Pea:	18 Metric Ton
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	Black Gram:	231 Metric Ton
	Soya bean:	236 Metric Ton
	Other pulses:	94 Metric Ton
	Fruits(apples,etc)	4,831 Metric Ton
	Vegetables:	8,511 Metric Ton
	Milk:	9,855 Metric Ton
	Meat:	2,157 Metric Ton
	Egg:	2,166,000 Nos.
	Wool:	24,500 Kg
Infrastructures:	Road:	77.8 Km (2004)
No. of schools (2005):		403
No. of Campus:		1 (Private)
No. of Banks (2006):		2
No. of Households consuming Electricity (2007):		6,177 (14.3% of Total Households)
Educationally disadvantaged population:		12.32%
Employment to population of Working age ratio:		84%

### **Details of RMA Finding: Rolpa**

Rolpa is a highly conflict affected district of Nepal. It is a rugged hilly district surrounded by Dang, Pyuthan, Salyan, Rukum and Baglung. Geographically, it is one of the remote districts of Rapti zone, though the district is connected with Mahendra highway by a motorable graveled road and has access with other major cities of the country. Liwang is the district headquarter of Rolpa which is about 100 KM far from Mahendra highway point of Bhaluwang, in Dang district. Rolpa abounds in serene and scenic places and can be a major tourist attraction. At present it is predominantly an agriculture economy and the Rolpa people depend mainly on agricultural sector for livelihood. Working in different cities in India in unskilled and semi skilled occupations is a regular source of income for male population and remittance is a major source of income in the district.

Rolpa has the minimum prerequisite for enterprise creation and development, and employment generation. Sulichaur, Liwang, Satdobato are the major market centers lying in district highway in Rolpa. Thawang is another township of Rolpa, which has potential to develop as a rural market center as reported by local CCI. Liwang is the district headquarter and is comparatively a smaller city than other district headquarters. The city is located in the base of two high mountains and there is very less opportunity for it to grow as an industrial centre.

Rolpa is also rich in natural resources such as forest and non timber forest products (lokta, allo, hemp, wood, herbs and botanical products) etc. These resources if commercially exploited and processed can spawn plenty of contribution to the district's income. Jaljala is a famous tourism destination of Rolpa and there are many more places of tourism attractions; therefore, there is potential to develop enterprises and employment opportunity in lodges & hotels, restaurants, trekking and tourism related businesses.

Wooden furniture making , transportation, grocery shop, lodges & hotel, readymade garment & tailoring, jewelry, shoe making business, construction materials for residential houses, installation business for alternative energy are the major businesses of Liwang, Rolpa. As informed by CSIDB Rolpa, the status of enterprises in Rolpa at present are as per following;

<b>SN</b>	<b>Enterprise</b>	<b>Number</b>	<b>Estimated employment (based on information on registration time)</b>
1	Textile	4	29
2	Hosiery	7	13
3	Furniture (wooden)	18	70
4	Nepali paper	1	5
5	House painting	4	5
6	Mills(floor milling, grinding etc)	62	165
7	Water mills (Ghatta)	4	10
8	Bread making	5	17
9	Noodles	4	7
10	Carpets	2	5
11	Soap	1	3
12	Scented stick	1	1
13	Jam jelly	1	4
14	Candle making	3	6
15	Shoe making	2	4
16	Bamboo craft	1	1
17	Metal works	1	5
18	Tailoring	25	48
19	Gavin ware	1	2
20	Construction	108	300
21	Grill Udhyog	2	8
22	Service oriented (photo studio, computer training, typing institute, plumbing, house wiring, beauty parlor, jewellery etc.	51	117
<b>Total:</b>		<b>308</b>	<b>825</b>

Due to the nascent stage of the enterprising activities in Rolpa, the employment opportunities generated by business and enterprises are limited to few hundreds only. During the survey, altogether 25 enterprises representing different sectors were covered in Rolpa. Please refer data tabulation annex for details. The sector wise description are as per following:

**Furniture:**

Local forest based wooden furniture is one of the popular enterprises in Rolpa. Altogether 4 enterprises were consulted and we found six opportunities in furniture industries. At 18 registered enterprises together with some informal enterprises( not registered with government offices) in rural market centers, 20 skilled youths have prospect for training and employment, both for self employment and wage based employment.

### **Shoe making:**

Shoe making enterprises are operated by Dalit Sarki families (shoe makers), who possess traditionally inherited skills. The market for local made shoes and repairing business in Rolpa is steady despite availability of imported shoes. Although only 2 enterprises are registered with CSIDB office, Rolpa, RMA team noticed more than 5 enterprises in Liwang only. Based on the interview during RMA, it is gathered that 10 people will get employment in shoe making business in Rolpa.

### **Jewelry:**

Jewelry is a traditionally inherited vocation of the Biswokarmas, another dalit caste. Entrepreneurs from Bhairahawa, Narayangadh have established jewellery shops in Rolpa. It is reported that many migrant workers who return from work from other cities in Nepal, India and other countries, buy some jewelries for their family members; this is the factor behind the thriving market for jewelries. 4 enterprises were consulted during the RMA and 3 employment opportunities were reported. Based on the finding of RMA and discussion with local CCI, 10 people have opportunity for employment in this vocation.

### **Automobile:**

Liwang, Rolpa has direct bus services to Kathmandu, Nepalgunj and other major cities. 15 to 20 buses were seen parked in Liwang waiting their turn. It was known that 10 buses depart daily from Liwang to different cities of the country. Similarly, the number of goods carrying trucks also is reportedly high. Looking at the traffic volume, there is an ample market for repair and maintenance job for heavy vehicles. At present, one workshop has been established; but reportedly due the lack of skilled workers, the workshop is not getting enough work. During discussion, the workshop reported about their requirement for 3 skilled people in automobile repair and maintenance. The estimate of opportunity for employment is 10 people in different vocations (tire repairing, greasing, servicing, engine repairing, denting, painting, body repairing etc) in automobile repair activities ( both in self employment and wage base employment).

### **Tailoring:**

Tailoring is another flourishing business utilizing local entrepreneurs ( in terms of capital investment, mobilization of local skills especially women) in Liwang

and other nearby market centers. This sector has potential, especially for self-employment of women. 2 opportunities were identified with four enterprises for wage based employment. On discussion with concerned entrepreneurs and CCI, there seems to be opportunity for 40 skilled workers ( self employment and wage employment ) in different market centers of Rolpa.

#### **Hotel and restaurant:**

Hotel and restaurants are one of the thriving businesses in Liwang and Sulichaur townships. More than 100 hotel / restaurants/lodges of different levels are operating in Rolpa. Most of the hotel / restaurants are operated by family and hired employees who are not proficient in the line of business. During the study it was found that the management of the hotels/restaurants are not mindful of customer care and market promotion. Six hotels were interviewed during RMA and opportunities for 6 cooks were found. There is opportunity for 20 youths in the vocation of cook, waiters, room boys etc.

#### **Allo threads and Nepali paper, herbal & botanical products collection and processing (non timber forest products):**

In recent days, this business has been flourishing in Rolpa mainly due to some apparel making and handicraft enterprises in Kathmandu who have extended their network for sourcing allo fibres and yarn . As in other hilly districts of Nepal, Allo is available in plenty, growing wildly in the nearby forest areas. People in the rural areas in the neighborhood collect allo from the jungle and extract fibre and make yarn using traditional technology during leisure time. The rural people bring the fibre or yarn to the market center and sell those to the stockist outlet or the collection centers. During RMA, the study team came across few such outlets and a collection center for allo fibre and yarn in Liwang. The collection center has developed a network to collect these allo products from the collectors and processors in rural areas of Rolpa and supply them in bulk to the craft units and enterprises in Kathmandu where they are used as raw materials in making allo fabrics, apparels, and handicraft items etc. From the discussion with enterprises/users in Kathmandu Valley, it is known that allo yarn and fabrics which have unique natural characteristic are in great demand in the market. It was also emphasized by the buyers and user units that there is a dire need to improve allo collection and processing technique to improve the quality of the fibre and yarn; this will increase the value of the product. For this, they have suggested short term skill training and exposure to the people in allo available areas on cutting and cultivation management, improved fibre processing technique, yarn making, grading etc. This will contribute to the development and growth of self employment enterprises and increase income opportunity for sizeable number of people in Rolpa. On the basis of discussion with the knowledgeable person in the trade in Rolpa and Kathmandu, the Study Team suggest organizing a skill training programme on Allo collection (cutting), fibre extraction and yarn making for about 20 youths.

Lokta, another forest product used to make Nepali handmade paper is available in plenty in Rolpa. It is also grown wildly and is collected and

processed using local and traditional technique. The collectors and processors who make final paper sheets need to be trained and given exposure to cultivation management, cutting, processing technique to make quality hand made paper like in other parts of the country. Handmade paper has a flourishing market in local, nearby districts and Kathmandu for export and local use. This activity has high potential for employment generation and self employment enterprises for Rolpa people.

Rolpa also possesses a suitable climate for various types of high value herbal products, mushrooms and other botanical products. Demand for herbal and botanical products is already quite significant in the internal and external market. On discussion with CCI and trade community, it has been brought to our notice that large number of people would highly benefit if training in cultivation and collection management, grading, primary processing and packaging technique is made available. The skills gained can raise income and employability of the local population.

### **Others:**

One foreign investment joint venture has been licensed to establish and operate coal mining industry in Rolpa which is expected to provide employment to the local population in mining operation. On enquiry, it was reported that at least 50 semi skilled workers( diggers, graders, packers, mostly youths) will be absorbed once the industry goes into operation after 1 year.

### **Income generating activities for women:**

It has been observed that women in Rolpa are relatively economically active. Women are engaged in different micro and off-farm income generating activities like hotels/lodges/restaurants, grocery shops, garment tailoring, fibre basketry, allo thread making, lokta collection and Nepali paper making etc. Enterprises most suited for women and having high prospect of developing in the district are embroidery works, bead weaving, thread crafts, knot-crafts, apparel and ready made garments, incense sticks, tika making, allo processing spinning and textile weaving, hosiery products, fruit Marmalade, fruit candies, pickles, food Spices (masalas) noodles, potato chips and pulse based snacks, vegetable drying and packing, herb drying and processing and shop assistants etc.

### **Sector for self employment:**

Rolpa is a highly conflict affected district. After the peace accord and election, the people of Rolpa have high expectation about all-round development particularly thrust on improved facility for education, health, roads, energy and employment generating activities. Since the economic activities are at an initial stage, after some improvement in the development of infrastructure (roads & power generation) there can be substantial development in the economic front in the district. Many opportunities exist for self employment enterprises. Iron grill shutter making, carpentry, wooden furniture, hotel/lodge/

restaurant, jewellery making, automobile service shops (mechanical & tire repairing, mechanical), repair and maintenance of solar panel, micro hydel, TV radio repair shops, eateries in high ways, sweet and snack making, IT cyber café, house wiring, mason, etc., are promising enterprises for self employment in Rolpa.

## **8. Summary of the Findings and recommendations:**

All the RMA covered districts are undeveloped in terms of development activity and there exist many unexploited potentialities. Many places of tourist attraction and natural resources exist in the 3 hilly districts and the district of Bardiya offers splendid location for water sport, gaming and forest resort. Some market areas have some industrial and service enterprises which have provided increased income to the inhabitants. On the other end, majority of the people in the districts are in the grip of low income, illiteracy, low skill, hunger and disease.

Attached Annex I, provides indication about employment opportunity and requirement of vocational training in the major manufacturing, production oriented and service enterprises in the districts. Besides these activities, as per our study and information supplied by the CCIs and knowledgeable business persons, there are large infrastructure projects such as completion phase of Surkhet-Jumla highway, initiation of north-south roads, West Seti Hydropower generation and transmission lines, irrigation projects such as in Babai river, and many reconstruction and rebuilding programs. These activities and projects will offer large scale opportunities for jobs like electricians (building and industrial), masons, plumbers, scaffolders, carpenters, plasterers, masons, block makers, earth moving equipment operators, drivers (light/heavy ), gas welders, machine operators, industrial workers, general administrative staffs, utility equipment operators, waiter and waitresses, tour guides etc.

There are many opportunities for self employment in the locations covered by this RMA. Small enterprises, which can be started with small investment, local resources, targeted to local market are the most appropriate for self employment. These enterprises can bring significant economic benefit to the local population and local economy. Extensive list on potential enterprises for self employment in the area are given in the Annex II attached.

The Study has also found many vocational opportunities suitable to women employment in the market centers of the districts. Women can take up many jobs along with male candidates if they get the opportunities to attain skill through training and education. Annex III provides list of appropriate vocation areas for employment of women target group. Women can be gainfully employed in household level enterprises producing utility items, and craft products or in a sub contract job, where they can work at home to supply the products to bigger units who do the labeling, branding and packaging of these products in bulk.

## **9. Suggestions:**

Below are provided some broad points and concern of the FNCCI/CCIs/Industry and Commodity Associations including the employers in the areas to be addressed in order to bring reform in the labor market and provide quality training for enhancing trainees' employability:

- At present out-migration and remittances is a key household survival strategy and employment generator in the three hilly districts, while in the district Bardiya, there is a large influx of workers from bordering areas of India. This seems to speak in favor of schemes that aim to provide vocational training to make young people more employable and displace workers from India.
- It is also reported that there is negligible per cent of people who are trained to handle foreign jobs, hence they are paid lowly. By focusing on potential foreign employment seekers in the target groups and training them as per need of the foreign market, EIG in Nepal will significantly contribute to make them earn higher salaries (higher remittances). At the same time, this will enable these workers to initiate self-employment enterprises after they return.
- Lack of security, rampant work disturbances and unawareness about career path development and local opportunities are other reasons for their exodus.
- Employers need to be appropriately incentivized to participate in schemes to provide apprenticeships for young people. However, they are unlikely to agree to train young people if they feel they will then out-migrate for better paid jobs abroad. Additional challenges can also arise in regard to relations between youth and employers since the long period of conflict has caused a distrust of youths among entrepreneurs.
- The micro, small and medium enterprises are an important source of sustainable new job creation. Most of the entrepreneurs in all districts reported that they are severely constrained due to lack of skilled workers and would be glad to recruit and pay higher salary to available trained and skilled workers.
- Like in other districts, most workers at present learn skill through on-the-job training at their place of work. This learning process is based on traditional technologies and ideas from senior workers. The quality of training is thus only as good as the skills of the master and his willingness and ability to pass them on. Hence the importance of theoretical aspect of learning by specialized TTPs, which will make workers more skilled to produce high quality products and services.
- There is general lack of expertise and physical facilities with the technical training providers (TTPs) in governmental or non governmental sector in the referred RMA districts. Hence, they are as yet incapable of making much inroad in the local labour market and the enterprises.
- Due to absence of specialized TTPs training skilled workers and general absence of skilled manpower in the labor market, the practice followed by many entrepreneurs is hiring of new entrants in junior level work and later when they attain experience, they are given jobs of mistri, head mistri and supervisor etc.

- Most employers are not aware about the training capability of TTPs and therefore they need convincing illustration about TTPs capability to produce required skilled cadres within a set time frame and better substitutes than the “learning-by-doing cadres”.
- Collaboration and participation of local Chamber of Commerce and Industry (CCI) and other Industry and Commodity Associations can play a vital role for job placement and self-employment initiative after OJT / Internship.
- Skill training programs’ curricula should also include to a certain extent, topics such as better employer-labor relations, workers code of conduct, retraining, career planning, labor laws and rules, etc.
- For facilitating job placement of trained graduates, most present day entrepreneurs in the districts need to be exposed and sensitized about entrepreneurship, business plan and growth strategy. This will better prepare them for business growth and planning, which will in turn motivate them to engage skilled & trained workers in their enterprises.

FNCCI and CCIs are committed to work with EIG in Nepal Project to address these challenges and contribute to facilitate growth and reform of labor market for trained and skilled youths and enhance their employability.

## **Annex I**

### **Details about Surveyed Enterprises**

### Opportunities for self-employment<sup>2</sup>

- Bee-keeping and Honey
  - Candle Making
  - Masala( Spices) production
  - Incense and scented sticks
  - Allo processing, yarn and fabric making
  - Embroidery
  - Hosiery and socks
  - Hair & Body Saloon
  - Beauty parlor
  - Local vegetable processing, drying and packing
  - Noodles, Potato chips and Pulse Snacks
  - Fruit processing (Juice, marmalade, candies etc.)
  - Stationery products, envelopes and printing works
  - Forest - Fibre handicrafts
  - Paper bag making
  - Handmade paper
  - Retail shops
  - Carpenter shop & Wooden Furniture
  - Signboard, hoarding board painting
  - Small hotels & restaurants
  - Sweet snacks shop
  - Local snacks
  - Apparel & garment tailoring
  - Block printing
  - Leather products, shoes & repair shops
  - Tea shops
  - TV, radio, electronic repair shops
  - Plumbing, Sanitary fittings
-

- Cycle rickshaw repairing (in plain geographical areas)
- Motor-cycle repairing (Urban centers)
- Tyre repairing workshops
- Mechanical workshops
- Vending business (Vegetables, masalas etc.)
- Travel tour guides

<sup>2</sup> . Above listing is just to provide information about some popular self-employment activities in both the rural and urban market centers in hilly districts of Nepal. Detailed survey about these occupations according to districts, estimate about opportunity in each occupation was not covered during the RMA. This will be covered under the planned STTA studies.

### **Vocations appropriate for Women**<sup>3</sup>

- Embroidery works
- Bead products weaving
- Thread crafts, knot-crafts
- Apparel and Ready made garments
- Incense Sticks
- Tika making
- Allo processing spinning and textile weaving,
- Forest - Fibre handicrafts
- Hosiery products
- Fruit Marmalade
- Fruit Candies
- Ketchup, Pickles
- Food Spices (Masalas)
- Noodles, Potato chips and Pulse Snacks
- Cook(chef), Bakers
- Waiters and Maid services in hotel / restaurant,
- Vegetable drying and packing
- Ginger drying and processing
- Caretaker & Health workers
- Painting in automobile sector
- Jewelry making
- Beauticians and beauty parlor
- Laundry
- Shop assistants
- Light Masonry works

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<sup>3</sup> Above listing is just to provide information about some popular activities appropriate for women in both the rural and urban market centers in some hilly districts of Nepal. Detailed survey about these occupations according to districts, estimate about opportunity in each occupation was not covered during the RMA. This will be covered under the planned STTA studies in some districts.

## Annex IV

### Name of the persons and organizations visited and interviewed:

SN	Name	Office	Designation
1	Govinda Shahi	Jumla CCI	President
2	Ashok Shrestha	Hotel Organization of Jumla	President
3	Ram Chandra Tiwari	REAP / SNV-IEDI, Jumla	Coordinator
4	Ritesh Shah	EIGNP, Jumla	District Coordinator
5	Min Bahadur Mahat	KIRDAC, Jumla	Coordinator
6	Shambhu Upadhya	CSIDB, Jumla	Assistant
7	Lalit Mahat	Hotel Organization of Jumla	Member
8	Devendra Giri	Jumla CCI	Office Secretary
9	Durga Pandey	Micro Hydro Power Entrepreneurs Association, Jumla	Treasurer
10	Mandhoj Khatri	EIGNP Jumla	BDSO
11	Dhanraj Gautam		Coordinator
12	Ram Datta Rawal	Jumla CCI	Secretary
13	Sukbir Nepali	Karnali Bidhyut and Metal Works	Proprietor
14	Kishore Sharma	Rolpa CCI	President
15	Rupa Acharya	Rolpa CCI	Office Secretary
16	Rajendra Shrestha	CSIDB, Rolpa	Assistant
17	Nirmal Malla	Rolpa CCI	Member
18	Shiva Acharya	„	„

<b>SN</b>	<b>Name</b>	<b>Office</b>	<b>Designation</b>
19	Santa Kumar Shrestha	„	Vice President
20	Iman Singh Bharati	Pyuthan CCI	President
21	Narayan Nakarmi	Hotel Organization of Pyuthan	President
22	Manoj Shrestha	Pyuthan CCI	General Secretary
23	Ram Bahadur Rana	CSIDB, Pyuthan	Chief