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Report on

**Job placement opportunities
for the EIG target population in
Lucknow, India**

Prepared for:

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1. Job placement opportunities for the EIG target population in Lucknow, India:

FNCCI conducted a rapid study on job placement opportunities for the EIG targeted youth in Lucknow India in collaboration with the Nepalgunj Chamber of Commerce and Industry. The objectives of the study were as follows:

- Explore potential job opportunities in Lucknow for targeted Nepalese youth,
- Find out the working environment for Nepalese youth
- Identify the value of vocational training for income generation
- Identify job placement modality

2. Methodologies:

Following methodologies were adopted to conduct the study:

- Meetings and discussions with representatives of business membership organizations
- Meetings and discussions with Nepalese workers working in different sectors in Lucknow
- Collection and review of secondary information
- Observations

3. Study team:

The study team composed of two members: Mr. Pradeep Kumar Gupta, Deputy Secretary General of Nepalgunj Chamber of Commerce and Industry and Mr. Yukta Narayan Shrestha, Employment Coordinator of FNCCI / EIG.

4. Background:

4.1 City of Lucknow

Lucknow is a major city, located in the state of Uttar Pradesh, India. It is the closest and largest city to EIG's working area in the Mid-west. The population of Lucknow is more than 20 million. Along with a growing economy, the city has a well developed health, transportation (road, railway, and air), education, electricity, and communication system.

Lucknow is 210 km from the border of Nepal. It takes approximately 6 hours by ground travel to reach Lucknow from bordering Nepal. Due to Lucknow's

proximity, Nepalese workers have travelled to seek employment there along with other major cities such as Delhi, Mumbai, Kanpur and Nainital.

4.2 Nepalese workers in Lucknow

It is reported that altogether 40,000 Nepalese are living in Lucknow, out of which 15,000 are retired office workers living permanently and 25,000 are seasonal workers working in different sectors. It was determined during the study that Nepalese workers are majorly employed as waiters/room persons in hotels and restaurants, sales-people, and security guards in residences and offices.

Nepalese workers tend to have a positive image among the employers of Lucknow. They are perceived as honest, gentle, hard working, open towards learning and regular in their work attendance. Additionally, Nepalese workers are considered more loyal and disciplined as compared to Indian workers.

The supply of Nepalese workers to Lucknow occurs through a highly informal system. Majority of the workers travel to Lucknow with “seniors” (Nepali workers with prior work experience and linkages with employers in Lucknow), who refer them to potential employers.

The hiring process is informal and workers do not receive recruitment letters.

There is no set salary scale. Salary negotiation is informal. A worker’s final salary depends on variable factors such as employer’s perception of the worker’s skill-level, negotiation skills of the worker, and influence of the middleman (the person who supplies the worker to the employer) on the employer. Besides their hourly salary, workers do not receive additional benefits.

Once hired, these workers learn skills on-the-job. Promotion takes place informally, after the employer recognizes that the worker has acquired a certain skill-level. This is a subjective process and there can be irregularities in worker-promotion from one employer to another.

The informal nature of the business, along with low skill and literacy of majority of Nepalese workers results in their lack of leverage against employers for negotiation of salary, promotion, or any additional benefits.

4.3 Indian Workers in Lucknow:

As compared to Nepalese workers, Indian workers are generally more skilled and are employed in skilled jobs such as construction, mechanical works and machine operation. They also find more opportunities than Nepalese workers because of their familiarity with the city. They frequently change professions due to more opportunities available to them.

5. Employment opportunities for Nepalese youth in Lucknow:

Because of a prospering economy, many employment opportunities are emerging in Lucknow. There is increasing urbanization with development of new and improved roads, underground railway lines and various public and corporate office buildings. Other sectors offering job opportunities are hotel, trade, industry, driving, and securities. This has resulted in an increase in the demand for a skilled labor force in these sectors.

The representatives of Indian Industries Association reported that workers coming to Lucknow should have skills to handle automotive and semi automotive equipments which require more than one year of training. Training of less than a year is not enough for working in the industrial sector because it demands high-skilled workers.

The construction sector has been providing employment to a large number of workers in vocations such as masonry, mixer, supervisor, laborer, electrician and others. Indian workers dominate in mechanical and industrial jobs due to their better exposure and training and their availability in the Lucknow area. The daily wage in construction sector for semi-skilled workers (IRs. 100/day) is not attractive to Nepalese migrant workers. Therefore, in order to be employed in high-skilled jobs of the construction sector Nepalese workers need to be trained.

Below is a brief profile of various chambers and business membership organizations visited and contacted during the Lucknow visit:

6. Chambers of commerce and industries and commodity association of Lucknow:

There are many CCIs and commodity associations in Lucknow representing different groups of businesses and sectors. The team determined that there are altogether 400 business membership organizations (BMO) in Lucknow. The organizations were established for protecting the interest and meeting the aspiration of the members. However most of the BMO organizations' structures are not developed; and service delivery and support to the members is rather weak and low-profile. It was also informed that management of most of the BMOs in Lucknow area is linked to political parties.

7. Indian Industries Association (IIA), Lucknow

Indian Industries Association (IIA) is the leading business membership organization of Lucknow. It represents the industrial sector of Lucknow and

undertakes advocacy and lobbying activities to safeguard and nurture the interest of its members and development of industries in the area. Furthermore, it also conducts different member oriented promotional activities. During the discussion, IIA management requested the team to keep them informed about various vocational training being carried out, and the skill-level of training graduates so as to match them with the requirements of industries in Lucknow area.

4.4 Uttar Pradesh Udhog Byapar Mandal

Uttar Pradesh Udhog Byapar Mandal is the federal organization of business membership organizations in Lucknow. It has very good access to lobbying of government authorities. The organization is less active on member oriented promotional activities, promotion of enterprise sector and delivery of services. The chairman of Uttar Pradesh Udhog Byapar Mandal, Mr. Banwarilal Kanchhal informed that Nepalese youths are highly appreciated by the Indian employers. He also added that, if the Nepalese workers possess the required skill, they could get a higher salary.

4.5 Nepal Bharat Ekata Samaj

Nepal Bharat Ekata Samaj is an organization established by Nepalese workers in Lucknow. There are three Nepalese organizations established in Lucknow affiliated with different political parties. Out of the three organizations, Nepal Bharat Ekata Samaj is an active organization of Nepalese workers. The objective of Samaj is to facilitate Nepalese workers coming to Lucknow for employment and other purposes. During the discussion, it was known that Samaj is supporting job placement for Nepalese youths in Lucknow, negotiating with employers and supporting the workers in work related accident cases. It has a network in Kanpur city which is about 100 kilometers from Lucknow, and in other cities as well.

Nepal Bharat Ekata Samaj stated that potential areas for Nepalese workers are vocations in hotel and restaurants where they can work as chefs, cooks, waiters, room boys, security guards and night watchmen. In addition, many young men are working as sales persons in cloth, garment shop and groceries shops. The organization reported that Nepalese workers in Lucknow earn a salary in the range of range IRs. 3000.00 to IRs.32,000.00 per month.

During the meeting, the representatives of Samaj showed great interest to facilitate the vocational training graduates for job placement in Lucknow. They also assured that they can provide support to Kanpur city. Samaj management stated that there is a demand for 100 people as cooks/helpers in different hotels and restaurants of Lucknow and the institution can track and facilitate employment.

4.6 Lucknow Hotel /lodge association:

It is reported that more than 200 deluxe hotels and more than 2,000 economy hotels, restaurants, sweet shops, Dhawas are presently operating in Lucknow. They offer a large number of opportunities for jobs for Nepalese youth. As reported by the association, there are many Nepalese workers employed in most of the hotels and restaurants. They reported that very often Indian youth are not as interested in hotel related jobs as cooks, waiters, helpers and that they prefer other areas of work. Most of the employers of hotel / restaurants prefer Nepalese workers because they offer better hospitality services, work for longer durations, possess good learning attitude, and are loyal. As reported by Nepalese Society, there is demand for the Nepalese youth not only in Lucknow, but also in Kanpur, Delhi and other major cities.

4.7 Lucknow Jewelers Association

The Study team had a meeting with Lucknow Jewelers Association to explore job opportunities, especially in the security guard area. During the meeting, it was known that there are more than 700 Jewelry shops in Lucknow and most of the leading jewelry shops recruit security guards. At present, most of the security guards are Indian youth who have the license to carry arms (gun) and skills to operate the arms. The team suggested possibilities for Nepalese youth as security guards if the employers agree to replace the gun with Khukuri. During the meeting they assured that they would discuss this amongst the members and would advise.

8. Findings:

- Job opportunities for Nepalese youth exist in the areas/vocations such as cook, chef, waiter, room boy, helper, cleaner for hotel / restaurants, night watchmen, sales boys, and security guards.
- Indian employers prefer Nepalese youth because of their work attitude, loyalty and ability to work hard.
- There exists higher opportunities for Nepalese workers in manual work rather than in mechanical jobs.
- Although the trend of Nepalese migration to Indian towns for employment is continuing and has been there for a long time, the supply chain of

Nepalese workers i.e. hiring, salary fixation, and facilities to workers are still entirely informal.

- Local business organizations in Lucknow area were not found to be eager and willing to track and facilitate job placement of Nepalese workers. Hence, presently there is less possibility of developing institutional linkage between Nepalgunj Chambers of Commerce and Industries and counterpart organizations in Lucknow to establish labour market supply chain for Nepalese workers.

Only, Nepal Bharat Ekata Samaj, a social forum of migrants, has offered to provide assistance in locating job positions and placement of Nepalese workers in Lucknow and Kanpur areas.

- For EIG, one of the problems of sending trained youth to India is in tracking their income and employment status. This has been a difficulty in the past when other training and employment placement providers have trained workers for India. Therefore, FNCCI would suggest EIG to support the initiative of appropriate private sector entities to develop worker supply channels targeting Nepalese workers in the Indian labour market. This can be similar to the approach that is being currently followed for employment sourcing in labour markets of other foreign countries.
- FNCCI and local Chambers can identify and motivate local entities in Banke with strong linkages in Lucknow area labour market to track job opportunities, and facilitate and monitor job placement for Nepalese workers.
- The identified entity in Nepal will play the lead role to get feedback via his/her contact in Lucknow about jobs in demand that are suitable for the targeted youths; S/he will make liaison and provide facilitation to deliver the workers and track, monitor and report their employment status.

9. Annex 1: Individuals and Organizations Consulted

SN	Name	Organization
1	S. D. Verma	Indian Industries Association, Lucknow, IIA Bhawan, Bibhuti Khand, Gomtinagar, Lucknow
2	Anil Gupta	Indian Industries Association, IIA Bhawan, Bibhuti Khand, Gomtinagar, Lucknow 915222720090
3	Chandra Kumar Chhawad	Awadh / Lucknow: Awadh Chamber of Lucknow Jeweller's Association
4	Devendra Misra	Uttar Pradesh Udhog Byapar Mandal
5	Banawarilal Kanchal	Uttar Pradesh Udhog Byapar Mandal
6	Lekhak Prasad Sapkota	Nepal Bharat Ekata Samaj Madhurima Hotel, Aminabag, Lucknow 9455032839
7	Naresh Aryal	Nepal Bharat Ekata Samaj, Royal Café, Hajrat Ganj, Lucknow 9450435865
8	Bijaya Pandey	Nepal Bharat Ekata Samaj Lucknow
9	Representative	Lucknow Hotel's Association
10	Rabindra Mehata	Lucknow Jewellers Association Aminbag, Lucknow
11	Representative	Association of Chambers of Lucknow