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**Report on  
Vocations in Demand in India, Middle-  
east and South-east Asia, with focus in  
the adjoining market centers in India**

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## **Acknowledgement**

Federation of Nepalese Chambers of Commerce and Industry (FNCCI) as a sub-contractor to Education for Income Generation Program/Winrock International was assigned to undertake a study on “Vocations in Demand (with reference to Banke, Bardiya, Surkhet & Dang Districts) in India, Middle-east and South-east Asia with focus in the adjoining market centers in India.”

The study was undertaken by short term consultant and field surveyor. Findings and recommendations contained in this report are based on secondary and primary information acquired during the interview and discussion with concerned stakeholders, representatives from Chambers/Associations and Development Agencies from both private and public sector in the districts. In addition, the Study team organized focus group discussion, observation and one to one meeting during approximately 10 days of field study and observation in the location. We are hopeful that this report will provide the EIG Program in Nepal an overview on “Vocations in Demand (with reference to Banke, Bardiya, Surkhet & Dang Districts) in India, Middle-east and South-east Asia with focus in the adjoining market centers in India.”

The study was undertaken by Dr. Pitamber Rawal and his associates, under the overall guidance of Govind Dev Pandey, Member/Program Coordinator, Yukta N. Shrestha, Employment Coordinator and the EIG Project team at FNCCI.

## **EXECUTIVE SUMMARY**

This study is the outcome of the task assigned for conducting a scrutiny on Vocations in Demand in India, Middle-east and South-east Asia etc., with Special Focus in the Adjoining Market Centers in India (Lucknow, Kanpur, Barailly and other towns).

The present study covers the four districts of Mid-Western Development Region, namely, Banke, Bardiya, Dang and Surkhet. This study focuses on the labor force going in search of jobs on a daily and short term basis to the adjoining market centers in India and other countries for employment.

The target population of the study was households with members in Indian market centers, third countries, local entrepreneurs, vocational schools etc.

One of the objectives of the study is to take stock of border area labor employed in Indian market centers.

The methodology uses both secondary and primary information. Considering the level of development based on the HDI ranking, all the four survey districts fall within 25 to 35 range out of 75 districts. However, the industrial development in all these districts is yet to pick up. Agriculture is the mainstay of the population. Even small scale enterprises are mostly limited in and around the urban centers. Household level cottage industries fare no better. The household level enterprises mostly cater to the limited number of clients within the periphery of their establishments. Unemployment is a chronic problem with youth population.

Although this study emphasises on the micro-level situation of the concerned districts, it is difficult to obtain data at district level without resorting to a comprehensive field survey of the subject matter. However, the information available at the macro-level gives an indication of the extent of the issues faced by individual districts. Information reveals that the overall development of the mid-western region is lower than that of the other parts of the country. Thus we can conclude that these regions have problems of far greater magnitude than that observed for the whole country.

More jobs can be created only if the economy is growing. For a growing economy, a quality manpower is necessary. Quality manpower is possible only with a sound education policy which emphasises on the needs of the growing economy. Economic analysis at the macro-level is necessary to understand the economic problems and to relate with employment at district level.

The 2001 population census results show that a total of 589,050 individuals were absent from home and were in India for at least the past six months from the districts. The 2001 census further reveals the type of work they are engaged in India. The majority of the people, in the case of all the four districts, are employed in the category of personal service indicating that they are engaged as residential *security guards*, *domestic helpers* etc. The other major category is the 'Others' which includes students, and those married in India and others. The information also indicates to the overwhelming majority of males in various types of jobs in India.

This situation depicted by the 2001 census has not changed much over the years. It seems that the only major job category 'Personal Service' seems to dominate the job opportunity in India.

This may be because this is one of the very few opportunities where Nepalese seem to enjoy a competitive advantage.

India is a vast country with a myriad of employment opportunities and the level of development is also higher than that of Nepal. This means that, with a lower level of technological development in Nepal, the Nepalese migrant labor force cannot compete with local Indian labor force whose technological knowhow in any field is much higher than those of the Nepalese. Even in the agricultural sector in which Nepalese laborers are engaged (horticulture farms in Northern hilly parts of India and the wheat farms of Punjab), the technological development in these areas is far higher than those places from where migrants originate. Therefore, it would not be expedient to train Nepalese young laborers for work in India. Rather, if young laborers are to be trained, then it should be directed towards developing the technology of agriculture in Nepal. If such a training program is contemplated, then the agricultural workers returning from India should initially be tapped.

One of the topics covered during focus group discussion (FGD) was labor and its mobility. The FGD revealed a very interesting aspect of labor movement between Nepal and India. The survey revealed that there is no visible daily movement from Nepal to Indian border towns for employment. Rather, there is a considerable movement of Indian labor crossing into India daily for employment in the case of two districts, namely Banke and Bardiya. As such, most if not all industrial establishments, according to knowledgeable persons, prefer to employ Indian labor because of their efficiency in work and their non-attachment with the trade unions.

The survey in Banke and Bardiya also found that most of the labor from Nepal goes to Uttar Pradesh, Kalapahad Punjab and Delhi in India. Those laborers with land go to India for a shorter period (6-8 months). Landless laborers migrate to India for a period of 2-4 years. Young Nepalese migrant laborers to countries outside India prefer Malaysia, the Middle East and Korea Republic.

Nepalese migrant workers in India work as non-skilled workers in the construction of roads and houses. These are seasonal laborers traveling to India for short term employment. The shortest period for such workers are six months, often arriving to Nepal prior to paddy cultivation and leaving again for India after the main festival, like Dasahara in October. More Nepalese are found to work in orchards and sugar cane plantations in India and poultry farms in Punjab.

Those going to India for the first time for jobs are usually taken to India by relatives, neighbors etc when they are on leave. Those few who go on their own usually land in small tea stalls as dishwashers, cleaners.

Training has been provided by the Office of Cottage Industries in different trades useful for seeking employment. However, these trainings seem to concentrate more on job types suitable for employment in countries other than India.

One of the topics covered during FGD in Dang was labor. The discussions revealed that it was difficult to find Nepalese skilled labor, even unskilled ones because such category of laborers are trying to find jobs outside Nepal, preferably in countries other than India. It was reported that of the skilled labor employed in the district, ninety percent are from adjoining areas of India. These

workers were working in brick kilns and as mechanics. Investigation in the field revealed that there was no manpower companies registered in Dang. All recruitment of manpower for foreign employment was operated through agents. It was estimated that there were nearly 450 agents operating in the area. Of the total, around 50 have offices as outlets for Kathmandu based offices. According to the agents nearly 1000 people were recruited for foreign employment in the previous year. In the current year, around 600 people have been recruited so far.

Majority of people recruited for Saudi Arabia were found to be non-skilled (65%). Skilled workers were drivers, plumbers, carpenters, machine operators, steel fixtures, security guards, and those employed in departmental stores. Nepalese women were found reaching different destinations via India but many times were also cheated.

Nepalese are generally found to work in construction companies in Qatar, in factories in Malaysia, and as cleaners in Saudi Arabia. Construction companies in Dubai demand more non-skilled labor. Many of the non-skilled laborers hence find employment in construction companies.

Information on Nepalese traveling to India for work from the areas under survey is difficult to collect because it is non-regulated. Knowledgeable source inform that Nepalese laborers mostly go to big cities in India like Lucknow, Delhi, Kanpur and Bombay

Nepalese migrant workers in India work as non-skilled workers in the construction of roads and houses. These are seasonal laborers traveling to India for short term employment. The shortest period for such workers is six months, often arriving to Nepal prior to paddy cultivation and leaving again for India after the main festival, like Dasahara in October. Nepalese workers are also found to work in agriculture farms, orchards and sugar cane plantations in Himachal Pradesh, Haryana and in Punjab.

A small survey was conducted at the border town of Nepalgunj to validate some of the opinions generated in the FGD. Altogether 35 people were randomly selected and interviewed at the border within a period of 12 hours on one particular day in May 2009.

The survey reveals that of the sample of 10 Nepalese entering India, three reported that they were from Salyan district and were going to Shimla, the northern part of India, to work as laborers. The other seven respondents were from Rolpa district and reported of going to Shimla to work in road construction and also in orchards. They all reported that they would be returning to Nepal after five months. This confirms the finding from the FGD that the majority of Nepalese workers traveling for employment to India work as non-skilled workers for short durations.

Another 25 Nepalese entering Nepal from India were interviewed. Of the 25 migrant laborers, the majority were from Dang district (8 respondents), five from Salyan, two each from Kalikot, Dailekh Rolpa and Rukum, and one each from Banke, Bardia, Jumla, and Pyuthan. Out of 25 respondents 19 reported that they would be going back to India for work after spending sometime in Nepal. In the situation where it is the Indian labor from border towns which has been dominant in skilled jobs in Nepal, there seems to be little prospect in locating skilled jobs for Nepalese worker in Indian towns across the borders. The focus should rather be given to prepare Nepalese in skills which could replace the Indian skilled labor in Nepalese markets and in particular in the studied district markets.

There is scope in enhancing the skill level of Nepalese workers engaged in India in security, hotels and restaurants, orchards and construction skills.

Majority of people going for employment in overseas countries require substantial amount of money (roughly NRs. 100,000) for commission and processing fee of applications, travel documents and travel. Therefore, access to this kind of employment is limited to those with cash. Those who cannot manage such fund explore employment in Indian market.

Specific training needs directed towards the job markets in Indian towns are limited and selective mainly because of the level of technological differences between the Nepalese and Indian labor. It is difficult, through a study such as this to come up with any specifics on the job types which Nepalese may have comparative advantage in Indian markets other than the traditional jobs like unskilled construction workers, security guards and domestic helpers. Furthermore, a detailed list could be formulated only by interviewing Indian employers, at least in the border towns, who are employing Nepalese. As a matter of fact Nepalese have not been able to establish their comparative advantage in any other jobs other than security guards and domestic helpers.

Considering the above, trainings could be imparted in the areas listed below. However, these training requirements are not limited to the Indian job market but are equally, if not more, appropriate for jobs in countries other than India.

Training areas:

- Carpentry
- Construction
- Cooks
- Driving
- Electric wiring
- Machine operation
- Masonry
- Mechanics
- Motorcycle mechanics
- Painting and fabric painting
- Plumbing
- Security guards
- Domestic Helper

Trades particularly more important in the Indian market are:

- Carpentry
- Hotel room boys and restaurant boys
- Cooks
- Masonry, scaffolding works
- Security guards
- Domestic Helper

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## **I. Introduction**

This study is the outcome of the task assigned for conducting an investigation on Vocations in Demand in India, Middle-east and South-east Asia, with Special Focus in the Adjoining Market Centers in India (Gorakhpur, Lucknow, Baraily and other towns). Banke, Bardia, Surkhet and Dang districts in Mid-Western Region of Nepal are the focus of the study.

### **1.1 Background**

This is a micro level study directed towards selected districts and communities. This study addresses a very important issue in a small way and will shed light to the important issue of identifying vocations that are in demand in adjoining market centers of India and other destinations to which Nepalese workforce are attracted. The study is geared towards identifying vocations for the purpose of upgrading the skill levels of the workforce for employment in higher paying jobs and thereby reducing poverty in the country.

The key characteristics of the economy is observed to remain largely rural and agriculture based and the difficult terrain of much of the country, which restricts communications and inhibits development in many difficult to reach areas. More than 80% of the population lives in rural areas and the agricultural sector accounted for almost 35% of the economy in 2007. Nepal remains one of the poorest countries in south Asia and the 12th poorest country in the world, with a per capita GNI in 2006 of \$320. Nepal also has a low Human Development Index (HDI) and is placed 142 out of 177 countries.

### **1.2 Scope of Study**

The present study covers the four districts of Mid-Western Development Region, namely, Banke, Bardia, Surkhet and Dang. This study focuses on the labor force going in search of jobs on a daily and short term basis to the adjoining market centers in India and the labor force going to other countries for employment.

The target population of the study was households with members in Indian market centers, third countries, local entrepreneurs, vocational schools etc.

### **1.3 Objectives**

The main objective of the study is to take a stock (by volume and kind – skill and type) of border area labor employed in Indian market centers.

The specific objectives are to identify:

- local level involvement in employment in Indian towns, the Middle East and other destinations
- problems associated with employment in Indian towns, the Middle East and other destinations
- types of skills required by potential employees in nearby Indian market towns, the Middle East and other destinations
- training needs if any for upgrading the skill level of the potential and existing labor force seeking employment in Indian Towns, the Middle East and other destinations

## 1.4 Methodology

The methodology consisted of identification/collection of both secondary and primary sources of information/data.

## 1.5 Collection of Secondary Information

A review of important studies, reports, and district level information was carried out in order to understand the existing situation of the target areas. The review of secondary information was used for designing the field survey. The review consisted of digging into the district profiles of the respective districts, obtaining information from different and relevant organizations.

## 1.6 Collection of Primary Data

Information and data have been collected from the Field. A survey using appropriate field instruments like check lists for interviews with the stakeholders (existing labor force employed in India) and guidelines for Focus Group Discussions were administered. (See Annex 1)

## II. Macroeconomic Situation

Although this study emphasises on the micro-level situation of the concerned districts, it is difficult to obtain data at district level without resorting to a comprehensive field survey of the subject matter. However, the information available at the macro-level gives an indication of the extent of the issues faced by individual districts. Information on Nepal reveals that the overall development of the mid-western region is lower than that of the other parts of the country. Thus we can conclude that these regions have problems of far greater magnitude than that observed for the whole country.

More jobs can be created only if the economy is growing. For a growing economy quality manpower is necessary. Quality manpower is possible only with a sound education policy which emphasises on the needs of the growing economy. Economic analysis at the macro-level is necessary to understand the economic problems and to relate this with employment.

Between 1995/96 and 2003/04 Nepal made considerable progress in reducing poverty, with a fall in the headcount poverty rate from 42% to 31%. In urban areas poverty declined from 22% to 10% of the population, while in rural areas it declined from 43% to 35%. During this period, poverty rates declined in all development regions and across all ecological belts. This decline in poverty has been accompanied by an increase in inequality, with the Gini co-efficient increasing from 34.2 to 41.1, although the largest part of the increase in inequality occurred because of the growth of the gap between the “middle class” and the “rich”.

The creation of employment and reduction of poverty largely depends upon the performance of the economy in terms of growth of national income. The performance of the economy in recent years has varied, as may be seen from the Table below:

**Table 2.1: Key Indicators (2003/04 - 2007/08)**

	2003/04	2004/05	2005/06	2006/07	2007/08 <sup>1)</sup>
GDP growth (%)	4.4	2.9	4.1	2.6	5.6
GNI growth per capita (%)	2.3	1.7	2.3	1.5	2.8
Population (million)	24.7	25.3	25.9	26.4	27.0

	2003/04	2004/05	2005/06	2006/07	2007/08 <sup>1)</sup>
Agriculture sector growth (%)	4.7	3.4	1.7	0.9	5.7
Non-agriculture growth (%)	5.4	2.7	6.0	4.1	5.6

Source: MOF Economic Survey 2007/08

Notes: 1) Estimates

Nepal typically has a trade deficit, with merchandise imports being about two to two-and-a-half times the value of merchandise exports in recent years. This deficit is made up by earnings from tourism, workers' remittances and inflows of capital and development assistance. The importance of workers' remittances in the external sector may be noted from the Table 2.1.

Remittances are about 10 times the level of tourism receipts (although these have been depressed by the civil disturbances and have been increasing again in the last year or two) and 4 to 5 times the level of development aid receipts. Remittances from foreign employment show a growing importance at the local level in communities: the World Bank has estimated that remittances have been the main factor in reducing the poverty rate over the last decade (although exporting labor also has social costs and possibly negative impacts on long term development).

**Table 2.2: Balance of Payments (% GDP)**

	2003/04	2004/05	2005/06	2006/07	2007/08 <sup>1)</sup>
Exports	10.0	10.0	9.2	8.4	7.3
Imports	25.4	25.4	26.6	26.4	27.3
Trade deficit	-15.3	-15.4	-17.4	-18.0	-22.6
Tourism	3.4	1.8	1.5	1.4	2.2
Workers' remittances	10.9	11.1	14.9	13.8	16.5
Foreign loans and grants	3.5	4.0	2.7	3.8	4.1
Current Account Surplus	2.7	2.0	2.2	0.5	0.2

Source: MOF Economic Survey 2007/08

Notes: 1) Estimated

In the given scenario of performance of the economy, creating employment opportunities for the rapidly increasing population is a major problem for a small country like Nepal. Overwhelming majority of the population is still self-employed in the agriculture sector. Employment in other sectors is not very promising. Employment is provided in formal, informal sectors and in recent years foreign employment sector is becoming a major absorber of Nepalese youth. The formal sector is not very developed and consequently employment creation in this sector is very limited.

The failure to create and implement a coherent overall development strategy mobilizing all of Nepal's resources including effective education, training, and manpower planning for human resource development has led to low rates of growth and high levels of unemployment and underemployment in what remains a largely subsistence agriculture, handicraft, and service-based economy, with around 31 percent of the population below the poverty line. Hence, the massive upsurge in migration from rural areas to cities and other countries.

The implications of this situation are far-reaching for Nepal as a whole, for the structure and dynamics of regional and local economy and society, and most of all for households and individuals all over the country, both those directly involved in foreign labor migration and those left behind.

It is in this background that the present study was conducted for seeking ways and methods of creating a work force conducive to the demand for skilled and semi-skilled labor in the markets of adjoining Indian Market centers and other destination. The focus on the adjoining Indian market centers is not only because of the age old tradition of Nepalese going to India for jobs, but also because the Indian economy since the recent past has been growing at an accelerated rate. The increases in the development activities in India provide huge opportunities for Nepalese workers. However, Nepalese workers lack the necessary skills, training and education to fruitfully avail from the opportunities in India.

It is hoped that the outcome of this study will generate interest in investment and support to the local population in upgrading the skills of potential job seekers outside Nepal for improving their livelihood.

### **III. Migration – Historical Perspective**

Looking into the past pattern of the movement of Nepalese migrant workers is helpful to understand the trend and the type of job markets they were involved in. Furthermore, it would be interesting to see the shift in the destination and type of employment. Historical analysis provides inputs for looking into the new potentials of employment and also indicate the type of infrastructure that need to be created in order to fulfill the demands of the new potentials.

#### **3.1 India**

The history of foreign employment from Nepal to India dates back to the beginning of the 19th century. It was then when men from the hill areas of what was then known as Gorkha migrated westwards to the city of Lahore in the northern region of Punjab. There they joined up as soldiers in the army of the Sikh Rajah, Ranjit Singh.

After the Gorkhas of Nepal fought a war with the British East India Company (1814-1816), an increasing number of "Gurkhas" joined the British army in India. This has become a tradition among the Gurkhas that continues to this day.

Throughout the 19th century and well into the 20th, Nepali men served in India. These men were often accompanied by their families, who either remained in the regimental "lines" or accompanied their men folk on campaigns as camp-followers. As the Gurkha migrants in India increased in number and size, they also attracted Nepali workers seeking civilian employment. The brothels that developed in these new centers may well have included women from Nepal and from the surrounding areas. (Source: Seddon 2005) In addition, the development of tea estates in northeast India increased demand for labor, Nepali workers — both men and women — came in substantial numbers, and a significant expatriate Nepali community began to grow in those areas.

During World War I, Nepal provided hundreds of thousands of men to fight for Britain and the Allies. Many Nepalese who had gone to fight for the British and the allies decided to settle in India, where the economy was rapidly growing and employment opportunities were increasing. While in Nepal, the autocratic Rana dynasty was presiding over a "semi-feudal" and predominantly subsistence-based agrarian economy which did not attract the Nepalese to come back to their country.

During the 1920s and 1930s in particular, there was a significant increase in the number of Nepali men and women working in India. One area to which migrants flocked was Darjeeling, not only to work in the now well-established tea estates, but also to take up a variety of other jobs in what had become a major "hill-station" or resort. In Darjeeling, Sherpas, mountain people from the Solokhumbu area of Nepal, were increasingly employed as porters for the climbing expeditions that approached the Himalayas via Tibet in this period.

In World War II, Nepal again provided hundreds of thousands of men as soldiers, and again suffered significant casualties and losses. When India achieved its independence, in 1947, some of the Gurkha regiments remained with the British army; others merged with the Indian army.

Over the next few decades, Nepali soldiers in both armies saw action in defense of Indian and British interests in other parts of Asia, including Kashmir, Malaya, and Borneo. From the 1970s onwards, however, the number of Gurkhas in the army has declined, and today only some 3,400 Nepalis are employed in the British Gurkhas. (Source: Seddon, 2005)

In recent years, population movement between Nepal and India is said to have increased dramatically for trade and commerce, employment opportunities, education, pilgrimage, migration of labor force for development projects and agriculture. Moreover, the border area population from Nepal finds it more expedient to make use of the open border for seeking employment in the adjoining market centers. From the early periods up to this day, the volume and trend of international labor migrants is concentrated to India mainly because of the open border between India and Nepal.

### **3.2 Nepalese in India Today**

Significant numbers of Nepali men were employed in the Indian Army through the 1950s and 1960s; recruitment to the Indian police and other services, including the civil service, augmented the total of those employed in the public sector in India. Towards the end of the 1990s, some 250,000 Nepalese were employed in India's public sector, of which perhaps 50,000 were in the army.

According to research in 1997 by the Nepal Institute for Development Studies, the first systematic look at Nepali foreign labor migration, as many as 750,000 men and women were working in India's private sector. Most were engaged in manual labor jobs in industry, construction work, agriculture, or the service sector. Their wages tended to be low and the work was often dirty, dangerous, and even degrading. For example, large numbers of Nepali women are reportedly employed in the sex industry across India.

Although average earnings are low and individual remittances relatively small, the aggregate value of money sent (or brought) back to Nepal from India has been substantial reportedly between NRs NRs 50- 60 billion, or about US \$640-770 million, at present.

The present study indicated that although the migration pattern in terms of destination has changed over the years, the employment pattern of the Nepalese migrant workers in India has not changed. The Gurkha recruitment in the Indian army has been declining because there is

sufficient Indian population of Nepalese origin from which the recruitment in the Gurkha regiments is being replenished. Employing Nepalese is slowly being ceremonial.

The age old pattern of employment of Nepalese migrants in India is then, apart from the Indian army, as chowkidars, agricultural workers, unskilled workers in the construction sector mainly roads and cheap hotel and restaurants as unskilled labor. The wage rate of these workers has remained low in keeping with the low level of manpower the Nepalese migrants represent.

### **3.3 Overseas**

Besides India, the Nepalese have begun to take advantage of job opportunities in the Gulf countries, Malaysia, South Korea and other countries for foreign employment. The trend of foreign employment has been increasing in recent years.

In 1968, the government for the first time permitted its people for foreign employment. The foreign employment sector got a further boost when the Foreign Employment Act-1985 was brought into effect. This Act allowed the private agencies to make necessary arrangements with foreign employers to send Nepali manpower there. Today, Nepali people have the opportunity of going to over 19 countries for employment. At a time when the country's only foreign-currency-spinning tourism sector is staggering, foreign employment has kept the national economy floating.

Although the trend of going to India and other countries for employment has been increasing over the years, there are problems. With the recent ongoing recession the demand for foreign workers may decline. This will more likely result in the increase of people going to India in search of jobs. However most of the jobs the Nepalese migrant lands in India is low paid and menial.

### **3.4 Southeast Asia**

Links established through the Gurkhas stationed overseas in Hong Kong and Singapore made these countries prime destinations for employment. In 1997, it was estimated that over 40 percent of all Nepalis living and working overseas were in Hong Kong, Singapore, and Brunei, most of them in Hong Kong.

The next most "popular" destination at that time was Japan. Although immigration to Japan was illegal and the risk of repatriation (or jail) was high, Nepalis could earn over 10 times the average wage in Nepal, even in low-skilled manual jobs in the service sector. A significant Nepali expatriate population had also developed in the UK, largely as a result of the "Gurkha connection."

The majority of women working overseas were to be found in these countries, where remuneration rates are high, demand for domestic workers buoyant, and the support of significant expatriate Nepali communities plentiful.

In February 2001, the Malaysian government officially "opened" its labor market to Nepali workers. Within six months, over 12,000 labor migrants had left for Malaysia, and a year later Malaysia was hosting some 85,000 Nepali migrant workers.

### 3.5 Gulf Countries

Nepalese, during the latter part of the 1990s, increasingly began to migrate to the Gulf countries for work, particularly to Saudi Arabia, the United Arab Emirates (UAE), Kuwait, and Qatar. Within a short period, the number of manpower agencies operating in Kathmandu to recruit and send Nepalese to the Middle East had soared, as had the number of Nepalese migrating. The government's only contribution to this massive movement to the Gulf was to establish a consulate in Qatar to supplement the existing embassy in Saudi Arabia.

By August 2001, 87 percent of officially registered migrant workers (those recruited by recognized manpower agencies) were headed for the Gulf. An analysis of Nepali migrant workers in 2002 by the Nepal Institute for Development Studies for UNIFEM, the women's fund at the United Nations, revealed that two-thirds of Nepalese working overseas were employed in the Gulf, mainly in Saudi Arabia (42 percent), Qatar (11.5 percent), and the UAE (nine percent). The total was estimated at 465,000, ten 10 times more than in 1997.

## IV. Current Status of Foreign Employment

### 4.1 Macro-Level Status

As many as 107 countries have been opened for foreign employment by Nepal Government. According to the Labor Department of the Nepal Government, approximately 2,000,000 Nepalese citizens are working in various sectors and areas of the world. An average of 600 Nepalese fly away formally from around 700 recruiting agencies every day.

The demand for foreign employment is increasing, especially among the youth of the country.

**Table 4.1: Situation of Foreign Employment**

Fiscal Year	No of People Going for Foreign Employment
1999/00	35,543
2000/01	55,025
2001/02	104,739
2002/03	105,055
2003/04	106,660
2004/05	135,992
2005/06	177,506
2006/07	204,533
2006/07*	108,985
2007/08*	152,682

*\*up to mid-March 2007 and 2008*

*Source: Ministry of Labor and Transportation Management*

More recent information on Nepal shows that foreign employment is still providing an important and an alternative source of employment for the Nepalese. According to data provided by the Ministry of Labor and Transport Management, 205,033 people including 390 females had gone for foreign employment in FY 2006/07 while, during the first eight months of FY 2007/08, 152,652 people went for the foreign employment. Though the government of Nepal has permitted 107 destinations for foreign employment, Nepalese job seekers mostly go to Malaysia, Saudi Arabia, Qatar, Israel, UAE, Bahrain, Russia, New Zealand, Macau, USA, Canada, Seychelles, South Korea, Maldives, Singapore, Cyprus, Kuwait, Oman, Japan, Hong Kong, etc. On the basis of the data provided by the Ministry, the following trend of the number of Nepalese going for foreign employment emerges:

**Table 4.2: Distribution of Workers to Countries other than India by Development Region**

Work on Country	Far West		Mid-West		West		Central		Eastern		Total
	N	%	N	%	N	%	N	%	N	%	N
Gulf	48	0.4	396	3.2	3982	32.2	3363	27.2	4565	37.0	12,354
Asia	100	1.3	547	7.1	2650	34.5	1812	23.6	2565	33.4	7,674
Europe	-	-	-	-	7	31.8	12	54.5	3	13.6	22
North America	-	-	-	-	43	42.6	34	33.7	24	23.8	101
Africa	-	-	-	-	3	42.9	1	14.3	3	42.9	7
Total	148	.7	943	4.7	6,685	33.2	5,222	25.9	7,160	35.5	20,158

Source: Ministry of Labor and Transportation Management

## 4.2 Districts and the outflow pattern

This section describes the outflow pattern from the districts of Nepal in general and the survey districts in particular.

### 4.2.1 Overall Pattern

A study undertaken around 2002 explored the district-wise distribution of Nepalese migrant workers. It was found that workers going abroad are mainly from urban areas, middle hills and terai regions. Workers going abroad for foreign employment from remote districts consisted of only 143 persons from 16 districts. This is just 0.71 percent of total migrants. The study also showed that the restraining factors behind such inequity are lack of proper information, remoteness, lack of financial capacity to bear transaction costs and contingency expenses, and lack of support from government agencies and social networks. (SDC, 2003)

The majority of Nepalese workers seeking employment in other countries apart from India have the following characteristics:

- Workers are from periphery of accessible urban and semi-urban areas;
- They are mostly unskilled/semi skilled
- The majority are illiterate or just literate
- The majority are from the lower income group
- The majority are from the age group 20-35 years
- Only 8% of the employed labor force consist of SLC passed (TFE Report)

Majority of people going for employment in overseas countries require substantial amount of money (roughly NRs. 100,000) for processing of documents and travel. Therefore, access to this kind of employment is limited to those with cash. Feedback from this kind of people reveals that the salary they receive is not that substantial to repay the loans taken within a very short period. One way to bail out such low earning migrant workers to overseas countries is to encourage them to initiate small self-employment programs in Nepal.

#### 4.2.2 Sectoral Pattern of Employment

The areas the Nepalese laborers are involved in foreign employment can be broadly categorized into the following sectors:

- Construction
- Manufacturing
- Hospitality
- Security Service
- Agriculture, Cleaning
- Logistics

Table 4.3 gives the detailed information on the type of work by location for those employed overseas. The table further indicates that the demand for labor for the larger variety of work is concentrated in the Gulf Countries.

#### 4.3 Demand for Type of Work by Location

**Table 4.3: Demand for Type of Work by Location**

Type of Work/Location	Gulf	Jordan	Hong Kong	Malaysia	Asia	Europe	N. America
Home Maker (Domestic Helper)		<input type="checkbox"/>	<input type="checkbox"/>				
Steward	<input type="checkbox"/>						
Carpenter	<input type="checkbox"/>						
Mechanic	<input type="checkbox"/>						
Security Personnel	<input type="checkbox"/>				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Driver	<input type="checkbox"/>						
Fabricators	<input type="checkbox"/>						
Welders	<input type="checkbox"/>						
Steel Fixer	<input type="checkbox"/>						
Plumbers	<input type="checkbox"/>						
Electricians	<input type="checkbox"/>						
Cooks	<input type="checkbox"/>						
Goldsmith	<input type="checkbox"/>						
AC Technicians	<input type="checkbox"/>						
Construction Supervisor (Overseer)Goldsmith	<input type="checkbox"/>						
AC Technicians	<input type="checkbox"/>						
Construction Supervisor (Overseer)	<input type="checkbox"/>						

Source: Ministry of Labor and Transportation Management

It is difficult to identify the types of skills in demand by potential employers in India. This is because migration to India for employment is non-regulated. No employment facilitating agency exists as yet to direct migratory labor to India and thus far referral by kith and kin and friends is the major source of job sourcing for Nepalese in India.

The survey areas of the present study cover four districts namely Banke, Bardiya, Surkhet and Dang. While Banke and Bardiya lie in the Terai of the mid-west, Surkhet and Dang are located in the mid-mountain and the Siwalik range. These two are sometimes referred to as being located in the inner Terai.

In the following paragraphs a description of the four districts has been presented.

### 4.3.1 Banke

The district with a total area of 3235 sq. km is a land mass comprising of the terai (49.2%), inner terai (48.2%) and mid-mountain (2.6%). The district borders with Dang in the east, Salyan in the north, Bardiya in the west and Uttar Pradesh of India in the south. Administratively, Banke district is divided into 46 VDCs and one municipality.

A brief profile of the district is given in Annex 2.

The total population of the district as per the 2001 census has been estimated to be 287,689 people consisting of 49.97 percent male with a household size of about 6. The population growth rate of the district is 3.01.

**Table 4.4: Employment of Economically Active Population - Banke**

Occupation Groups	No. of Persons	%
Agriculture & Forestry	58387	39.57
Fishery	91	0.06
Mining & Quarrying	230	0.16
Manufacturing & Recycling	18575	12.59
Electricity, Gas & Water Supply	3137	2.13
Construction	11020	7.47
Wholesale & Retail Trade	26464	17.94
Hotels & Restaurants	3661	2.48
Transport, Storage & Communications	4448	3.01
Financial Intermediation	1963	1.33
Real Estate, Renting, & Business Activities	1080	0.73
Public Administration & Social Security	8609	5.83
Education	3362	2.28
Health & Social Work	1900	1.29
Other Community, Social & Personal Service	1605	1.09
Private HHs with Employed Persons	1871	1.27
Extra Territorial Organizations & Bodies	517	0.35
Not Stated	627	0.42
<b>Total</b>	<b>147547</b>	<b>100.00</b>

Source: District Profile, CBS, 2009

Of the total population 56 percent is economically active. Of the economically active population, about 40 percent are engaged in agriculture and related activities followed by wholesale and retail trade (17.94%). In all the other kinds of jobs, the involvement of the local people is low. This is mainly because of the underdeveloped nature of the economy on the one hand and the predominance of Indian skilled labor in jobs seeking specialized workforce like in manufacturing and recycling, carpentry, masonry, haircutting and other types of skills.

The National Labor Survey 2008 reveals that there is a problem of underemployment, especially during the off agricultural season. It is during this time period that the rural agriculture population seeks alternative employment. Thus, this is the population which crosses the border to India to seek short term employment in construction, horticulture and as porters. The unskilled type of work being sought by the Nepalese migrant workers is mainly due to lack of education and skill. The table 4.7 reveals that such potential migrant population has at best education up to class 10 and constitutes the majority of the young population.

The literacy rate for the district is about 58 percent. The schooling level of the population which can read and write, a majority of about 70 percent had only up to secondary level of education. A significant 39 percent had only primary education. Only about 22 percent had higher secondary to post graduate level education, while only 1.2 percent had completed Post graduate level.

**Table 4.5: Education Status of the Population: Banke**

Details	No.	%
<b>Total Population (6 yrs. &amp; above)</b>	<b>323512</b>	<b>100.00</b>
Can Read & Write	<b>187561</b>	<b>57.98</b>
<b>Completed Level of Education</b>		
<b>No Schooling</b>	<b>15656</b>	<b>8.35</b>
Primary (1 - 5)	73599	39.24
Lower Secondary (6 - 7)	34735	18.52
Secondary (8 - 10)	22831	12.17
<b>Sub-total</b>	<b>146821</b>	<b>69.93</b>
SLC & Equivalent	15240	8.13
Certificate Level & Equivalent	15030	8.01
Graduate & Equivalent	8210	4.38
Post Graduate & Equivalent	2260	1.20
<b>Sub-total</b>	<b>40740</b>	<b>21.72</b>
<b>Total</b>	<b>187561</b>	<b>100.00</b>

Source: District Profile, CBS, 2009

#### 4.3.1.1 Main Market Centers

With the development of road network in the district, several market centers have emerged. The main market centers of the district are Nepalganj, Kohalpur, Khaskarkando, Khajura, Narainapur, Khaskusma and Chisapani Bazar. The market areas are located between 3 and 62 kilometers from Nepalganj. The nearest being Khaskarkando, situated 3 kilometers and the

farthest being Khaskusma, at 62 kilometers from Nepalganj. All the market centers with the exception of Narainapur are connected to Nepalganj by bitumen roads. Kohalpur and Chisapani located in the East-West Highway are rapidly growing in importance.

The market centers are served by 15 banks and cooperatives. Of the 15, four are Development Banks, 8 Commercial Banks, 2 Cooperatives and one Rural Development Bank.

With the increasing demand for all kinds of workforce in the new and emerging market centers, it is but natural that the agricultural population is attracted, more so in the off season. However, it is quite obvious that the agricultural population can only offer unskilled labor in the face of lack of any facilities for gaining specialized skills. This has led to the “import” of specialized skills from across the border.

The main market center of Banke, Nepalganj offers opportunities for such skills as waiter, cook, cleaner, and other skills related to small hotels. Information further reveals that minute specialization is not necessary. But hotels require persons with multiple skills. It was further revealed that for such multiple skills training, needs assessment is absolutely necessary. Moreover, training given should not be completely free.

#### **4.3.1.2 Level of Development**

The district has remained predominantly an agricultural one. The district produces cereal and cash crops. The surplus food availability is about 4055 MT.

The Gross Domestic Product of the district was NRs. 7,152 ml. at market prices in 2003 according to the Nepal Human Development Report, 2004. The share of agriculture in the GDP of the district was 36.81 percent which therefore by far the single most contributor. With a population of 385840, the per capita income was about NRs. 18,537 which is slightly higher than the national level of NRs. 17, 722.

Manufacturing, which is an indicator of the level of development of an economy, contributed a meager 7.83 percent to the GDP. Service sectors are relatively more developed in terms of contribution to the total income.

#### **4.3.2 Bardiya**

The district with a total area of 2025 sq. km is a land mass comprising of the terai (68.76%) and inner terai (31.24%). The district borders with Banke in the east, Surkhet and Salyan in the north, Kailali in the west and Uttar Pradesh of India in the south. Administratively, Bardiya district is divided into 31 VDCs and one municipality.

A brief Profile of the district is given in Annex 2.

The total population of the district as per the 2001 census has been estimated to be 382649 people consisting of 50.35 percent male with a household size of about 6.42. The population growth rate of the district is 2.76.

**Table 4.6: Employment of Economically Active Population - Bardiya**

Occupation Groups	No. of Persons	%
Agriculture & Forestry	104358	65.72
Fishery	80	0.05
Manning & Quarrying	139	0.09
Manufacturing & Recycling	11607	7.31
Electricity, Gas & Water Supply	2185	1.38
Construction	9231	5.81
Wholesale & Retail Trade	14030	8.84
Hotels & Restaurants	936	0.59
Transport, Storage & Communications	1275	0.80
Financial Intermediation	357	0.22
Real Estate, Renting, & Business Activities	470	0.30
Public Administration & Social Security	3741	2.36
Education	1985	1.25
Health & Social Work	644	0.41
Other Community, Social & Personal Service	1081	0.68
Private HHs with Employed Persons	5470	3.44
Extra Territorial Organizations & Bodies	1060	0.67
Not Stated	140	0.09
<b>Total</b>	<b>158789</b>	<b>100.00</b>

Source: District Profile, CBS, 2009

Of the total population, 45 percent is economically active. Of the economically active population about 66 percent are engaged in agriculture and related activities followed by wholesale and retail trade (8.84 %). In all the other kinds of jobs the involvement of the local people is low. This is mainly because of the underdeveloped nature of the economy on the one hand and the predominance of Indian skilled labor in jobs seeking specialized workforce, like in manufacturing and recycling. The National Labor Survey 2008 reveals that there is a problem of underemployment, especially during the off agricultural season. It is this time period that the rural agriculture population seeks alternative employment. Thus, this is the population which crosses the border to India to seek short term employment in construction, horticulture and as porters. The unskilled type of work being sought by the Nepalese migrant workers is mainly due to lack of education and skill. The table 4.12 reveals that such potential migrant population has at best education up to class 10 and constitutes the majority of the young population.

The literacy rate for the district is about 44 percent. The schooling level of the population which can read and write, a majority of about 80 percent had only up to secondary level of education. A significant 51 percent had only primary education.

Only about 9 percent had higher secondary to post graduate level education. Post graduate level was completed by only 0.21 percent. In terms of formal education this district lags behind Banke district.

**Table 4.7: Education Status of the Population: Bardiya**

Details	No.	%
<b>Total Population (6 yrs. &amp; above)</b>	<b>321693</b>	<b>100.00</b>
Can Read & Write	<b>141872</b>	<b>44.10</b>
<b>Completed Level of Education</b>		
<b>No Schooling</b>	15918	11.22
Primary (1 - 5)	72464	51.08
Lower Secondary (6 - 7)	26630	18.77
Secondary (8 - 10)	13753	9.69
<b>Sub-total</b>	<b>128765</b>	<b>79.54</b>
SLC & Equivalent	7073	4.99
Certificate Level & Equivalent	3943	2.78
Graduate & Equivalent	1793	1.26
Post Graduate & Equivalent	298	0.21
<b>Sub-total</b>	<b>13107</b>	<b>9.24</b>
<b>Total</b>	<b>141872</b>	<b>100.00</b>

Source: District Profile, CBS, 2009

#### 4.3.2.1 Level of Development

The district has remained predominantly an agricultural one. The district produces cereal and cash crops. The surplus food availability is about 33019 MT.

The Gross Domestic Product of the district was NRs. 5,019 ml. at market prices in 2003 according to the Nepal Human Development Report, 2004. The share of agriculture in the GDP of the district was 55.87 percent which therefore is by far the single most contributors. With a population of 382649, the per capita income was about NRs. 13,115 which is lower than the national level of NRs. 17, 722.

Manufacturing, which is an indicator of the level of development of an economy, contributed a meager 1.47 percent to the GDP. Service sectors are relatively more developed in terms of contribution to the total income.

#### 4.3.3 Dang

The district with a total area of 2955 sq. km is a land mass comprising of the terai (0.09%), inner terai (42.61%) and mid-mountain (57.30%). The district borders with Pyuthan, Arghakhanchi and Kapilvastu in the east; Salyan, Pyuthan and Rolpa in the north; Banke and Surkhet in the west; and Uttar Pradesh of India in the south. Administratively, Banke district is divided into 41 VDCs and one municipality. A brief Profile of the district is given in Annex 2.

The total population of the district as per the 2001 census has been estimated to be 462380 people consisting of 49.52 percent male with a household size of about 6. The population growth rate of the district is estimated at 2.66.

**Table 4.8: Employment of Economically Active Population – Dang**

<b>Occupation Groups</b>	<b>No. of Persons</b>	<b>%</b>
Agriculture & Forestry	116590	58.68
Fishery	70	0.04
Mining & Quarrying	911	0.46
Manufacturing & Recycling	22309	11.23
Electricity, Gas & Water Supply	4870	2.45
Construction	8005	4.03
Wholesale & Retail Trade	17545	8.83
Hotels & Restaurants	3794	1.91
Transport, Storage & Communications	4327	2.18
Financial Intermediation	1038	0.52
Real Estate, Renting, & Business Activities	697	0.35
Public Administration & Social Security	4885	2.46
Education	4745	2.39
Health & Social Work	1072	0.54
Other Community, Social & Personal Service	1182	0.59
Private HHs with Employed Persons	5976	3.01
Extra Territorial Organizations & Bodies	358	0.18
Not Stated	321	0.16
<b>Total</b>	<b>198695</b>	<b>100.00</b>

*Source: District Profile, CBS, 2009*

Of the total population, 44.39 percent is economically active. Of the economically active population about 59 percent are engaged in agriculture and related activities followed by manufacturing and recycling (11.23 %). In all the other kinds of jobs the involvement of the local people is low. This is mainly because of the underdeveloped nature of the economy on the one hand and the predominance of Indian skilled labor in jobs seeking specialized workforce like in manufacturing and recycling.

The National Labor Survey 2008 reveals that there is a problem of underemployment, especially during the off agricultural season. It is this time period that the rural agriculture population seeks alternative employment. Thus, this is the population which crosses the border to India to seek short to medium term employment in construction, horticulture, restaurants, and household jobs like helpers, cleaners, and cooks and as porters. The table 4.17 reveals that such potential migrant population has at best education up to class 10 and constitutes the majority of the young population.

The literacy rate for the district is about 58 percent. The schooling level of the population which can read and write, a majority of about 76 percent had only up to secondary level of education. A significant 46 percent had only primary education.

Only about 16 percent had higher secondary to post graduate level education. Post graduate level was completed by only 0.48 percent. Formal education, thus, is still a problem in the district.

**Table 4.9: Education Status of the Population: Dang**

Details	No.	%
<b>Total Population (6 yrs. &amp; above)</b>	<b>387731</b>	<b>100.00</b>
Can Read & Write	<b>223726</b>	<b>57.70</b>
<b>Completed Level of Education</b>		
<b>No Schooling</b>	19195	8.58
Primary (1 - 5)	101882	45.54
Lower Secondary (6 - 7)	45423	20.30
Secondary (8 - 10)	22217	9.93
<b>Sub-total</b>	<b>188717</b>	<b>75.77</b>
SLC & Equivalent	18755	8.38
Certificate Level & Equivalent	10395	4.65
Graduate & Equivalent	4780	2.14
Post Graduate & Equivalent	1079	0.48
<b>Sub-total</b>	<b>35009</b>	<b>15.65</b>
<b>Total</b>	<b>223726</b>	<b>57.70</b>

Source: District Profile, CBS, 2009

#### 4.3.3.1 Level of Development

The district has remained predominantly an agricultural one. The district produces cereal and cash crops. The surplus food availability is about 30891 MT.

The Gross Domestic Product of the district was NRs. 6,645 ml. at market prices in 2003 according to the Nepal Human Development Report, 2004. The share of agriculture in the GDP of the district was 42.92 percent which therefore is by far the single most contributors. With a population of 462380, the per capita income was about NRs. 14,371 which is lower than the national level of NRs. 17, 722.

Manufacturing, which is an indicator of the level of development of an economy, contributed a meager 2.98 percent to the GDP. Service sectors are relatively more developed in terms of contribution to the total income.

#### 4.3.4 Surkhet

The district with a total area of 2451 sq. km is a land mass comprising of the terai (0.09%), inner terai (38.68%) and mid-mountain (61.32%). The district borders with Salyan in the east, Dailekh, Achham and Jajarkot in the north, Doti in the west and Bardiya and Kailali in the south. Administratively, Surkhet district is divided into 50 VDCs and one municipality.

A brief Profile of the district is given in Annex 2.

The total population of the district as per the 2001 census has been estimated to be 288527 people consisting of 49.5 percent male with a household size of about 5. The population growth rate of the district is estimated at 2.45.

**Table 4.10: Employment of Economically Active Population – Surkhet**

<b>Occupation Groups</b>	<b>No. of Persons</b>	<b>%</b>
Agriculture & Forestry	58331	53.72
Fishery	56	0.05
Mining & Quarrying	659	0.61
Manufacturing & Recycling	9699	8.93
Electricity, Gas & Water Supply	2643	2.43
Construction	6288	5.79
Wholesale & Retail Trade	13907	12.81
Hotels & Restaurants	2005	1.85
Transport, Storage & Communications	1652	1.52
Financial Intermediation	405	0.37
Real Estate, Renting, & Business Activities	326	0.30
Public Administration & Social Security	4550	4.19
Education	3183	2.93
Health & Social Work	1294	1.19
Other Community, Social & Personal Service	744	0.69
Private HHs with Employed Persons	1229	1.13
Extra Territorial Organizations & Bodies	1333	1.23
Not Stated	287	0.26
<b>Total</b>	<b>108591</b>	<b>100.00</b>

*Source: District Profile, CBS, 2009*

Of the total population 41.36 percent is economically active. Of the economically active population about 54 percent are engaged in agriculture and related activities followed by wholesale and retail trade (12.81 %). In all the other kinds of jobs the involvement of the local people is low. This is mainly because of the underdeveloped nature of the economy on the one hand and the predominance of Indian skilled labor in jobs seeking specialized workforce like in manufacturing and recycling.

The National Labor Survey 2008 reveals that there is a problem of underemployment, especially during the off agricultural season. It is this time period that the rural agriculture population seeks alternative employment. Thus, this is the population which crosses the border to India to seek short to medium term employment in construction, horticulture, restaurants, household jobs like helpers, cleaners, cooks and as porters. The table 4.21 reveals that such potential migrant population have at best education up to class 10 and constitute the majority of the young population.

The literacy rate for the district is about 62 percent. The schooling level of the population which can read and write, a majority of about 76 percent had only up to secondary level of education. A significant 46 percent had only primary education.

Only about 16 percent had higher secondary to post graduate level education. Post graduate level was completed by only 0.48 percent. In terms of formal education this district also does not fare well.

**Table 4.11: Education Status of the Population: Surkhet**

Details	No.	%
<b>Total Population (6 yrs. &amp; above)</b>	<b>224069</b>	<b>100.00</b>
Can Read & Write	<b>139991</b>	<b>62.48</b>
<b>Completed Level of Education</b>		
<b>No Schooling</b>	13822	8.58
Primary (1 - 5)	61994	45.54
Lower Secondary (6 - 7)	27919	20.30
Secondary (8 - 10)	14744	9.93
<b>Sub-total</b>	<b>118479</b>	<b>75.77</b>
SLC & Equivalent	12342	8.38
Certificate Level & Equivalent	5753	4.65
Graduate & Equivalent	2655	2.14
Post Graduate & Equivalent	762	0.48
<b>Sub-total</b>	<b>21512</b>	<b>15.65</b>
<b>Total</b>	<b>139991</b>	<b>62.48</b>

Source: District Profile, CBS, 2009

#### 4.3.4.1 Level of Development

The district has remained predominantly an agricultural one. The district produces cereal and cash crops. The surplus food availability is about 496 MT.

The Gross Domestic Product of the district was NRs. 4,247 ml at market prices in 2003 according to the Nepal Human Development Report, 2004. The share of agriculture in the GDP of the district was 43.49 percent which therefore is by far the single most contributor. With a population of 288527, the per capita income was about NRs. 14,721 which is lower than the national level of NRs. 17, 722.

Manufacturing, which is an indicator of the level of development of an economy, contributed a meager 2.68 percent to the GDP. Service sectors are relatively more developed in terms of contribution to the total income.

#### 4.4 HDI Ranking

##### 4.4.1 Banke (HDI ranking 30 out of 75)

The study of the present type cannot make a detailed assessment of the status of Nepalese migrant labors to India for two reasons. The first reason is that the study is too small and the resources and time allocated to carry out the study does not permit to do an exhaustive study. The second reason is that the methodology adopted to carry out the study limits to do a detailed investigation

The short survey undertaken at the border point in Nepalganj failed to reveal the movement of Nepalese going to Indian border towns for employment. Since Banke has a fairly good urban economic setting, the available employment opportunities for unskilled labor seem to have been absorbed in the urban centers. Moreover, because of growing urbanization there are more opportunities for self employment.

Talking to Nepalese police at the Indian border at Nepalgunj revealed an interesting aspect of cross border movement for employment. It was revealed that instead of Nepalese moving towards India, the Indian laborers were commuting to Nepal each day to work in Nepalgunj. Everyday 200-300 Indians were commuting to Nepal to work in 'kathha' and plywood factories. Indian laborers worked in auto workshops, saw mills, and also as steel fixtures. Businessmen in Nepalgunj reported that they preferred Indian workers because they are not unionized and hence do not give labor hassles. Furthermore, Nepalese industrialists are not interested in training Nepalese laborers. On the contrary no Nepalese labors were commuting daily to India for work. There is abundant room for replacing Indian labor by skilled Nepalese.

A small survey was conducted at the border town of Nepalgunj to validate some of the opinions generated in the FGD. Altogether 35 people were randomly selected and interviewed at the border within a period of 12 hours on one particular day in May 2009.

The survey was conducted during a season when one finds the Nepalese coming back home for holidays as well as to work in their own farms. At this time people do not move out towards India, because they are busy in their own farm duties.

The survey reveals that of the sample of 10 Nepalese entering India three reported that they were from Salyan district and were going to Simala the northern part of India to work as laborers. The other seven respondents were from Rolpa district and reported of going to Simala to work in road construction and also in orchards. They all reported that they would be returning to Nepal after five months. This confirms the finding from the FGD that the majority of Nepalese workers traveling for employment to India is for short duration and work as non-skilled workers.

Another 25 Nepalese entering into Nepal from India were interviewed. Of the 25 migrant laborers, the majority were from Dang district (8 respondents), five from Salyan, two each from Kalikot, Dailekh Rolpa and Rukum, and one each from Banke, Bardia, Jumla, and Pyuthan. Out of 25 respondents 19 reported that they would be going back to India for work after spending sometime in Nepal.

One respondent from Dang said that he is the owner of a hotel in Garwal and that he was coming to Nepal after ten years. Another respondent from Bardia worked as a driver in Garwal. Two respondents from Dailekh reported they were in the Indian army. Another five reported working in hotels in Delhi. 16 respondents reported working as laborers in India. Of the 25 respondents two were females.

During the survey in Nepalganj, the concerned at the border point also reported that about 40 Nepalese going to different parts of India cross the border every day for a limited number of months (5 months). Those going to Delhi and other big cities in India cross the border from

Gadda Chowk (Mahendra Nagar) the Far West exit point. From this point, about 60 cross the border daily for employment for a limited period (5 months).

As shown by the discussions with those going into and coming from India, there were virtually no daily commuters for day to day employment in the Indian border towns. Rather, the border authorities reported that a large number of Indians from across the border crossed over to Nepal on a daily basis.

Majority of people going to India for employment are from the hills and mountains where poverty is more intense. Apart from those in the Indian Army, the majority of those working in India for short (less than six months) to medium term (more than two years) employment are in most cases unskilled looking for jobs as porters, construction workers, farm laborers etc.

#### **4.4.2 Bardiya ( HDI ranking of 34 out of 75)**

The following discussions are the results of the focus group discussions (FGD) held at Gularia and Rajapur of Bardia district of Nepal. Members who participated in the discussions were Mr. Rajendra Prasad Kadel, Mr. Atek Ahmadh Iraki, treasurer FNCCI, Ms. Rupa Sharma Bajagai (entrepreneur), Ms. Krishna Devi Pandey, Mr. Bal Krishna Lamichanne, and Mr. Puspa Raj Baral and an indepth interview with Mr. Naseem Ahmad, (entrepreneur).

One of the topics covered during FGD was labor and its mobility. The group revealed that

- The skill level of the available labor is low
- Difficult to get Nepalese skilled laborers
- Ninety percent skilled laborers working as mechanics are from India
- The majority of the laborers working in brick kilns are from India
- Difficult to avail even unskilled Nepalese laborers because such category of laborers are trying to find jobs outside Nepal
- Laborers are found to travel both to India and overseas countries for employment.
- Those going to India mostly go to Utter Pradesh, Kalapahad and Delhi in India. Those laborers with land go to India for a shorter period (6-8 months). Landless laborers migrate to India for a period of 2-4 years. Nepalese migrant laborers to countries outside India prefer Malaysia, the Middle East and Korea Republic.

Those going to India for the first time for jobs are usually taken to India by relatives, neighbors etc when they are on leave. Those few who go on their own usually land in small tea stalls as dishwashers, cleaners.

The training provided by OCI may be an indication of the demand for different trades in countries other than India and also for the Nepalese urban center markets.

Training has been provided by the Office of Cottage Industries in the following trades:

- House wiring
- Radio TV repairs
- Entrepreneurship development
- Food processing

- Incense making
- Laundry soap
- Candle making
- Sewing/tailoring
- Painting and fabric painting
- Carpentry
- Bicycle repairs
- Hair cutting
- Other trades
- Bamboo/cane
- Bicycle repairs
- Motorcycle mechanics
- Sewing machine repairs
- Bangles decoration
- Vegetables vending

The above trainings were intended either to meet the local market demand or for employment in countries other than India. The competitive market in India does not seem to allow Nepalese labor with the skills obtained during a short period of training. As such no mention was made by anyone during the FGDs about the specific training requirements in detail specifically directed towards the Indian employment market. This is because it is extremely difficult at this juncture to understand the Indian labor market. So far Nepalese going to India and getting employed are confined to only a few and limited opportunities.

#### **4.4.3 Dang** (HDI ranking 21 out of 75).

The following discussions are the results of the Focus Group Discussions (FGD) held at Tulsipur, Dang district of Nepal. Because of the ongoing political unrest and frequent closures which has become a common phenomenon in Nepal, it was difficult to get a large number of participants for the discussion. Because of the small FGD an in-depth interview was also done with Mr. Madav Sharma, proprietor of Ghorai Dana Udyog (livestock Feed). Other members who participated in the discussions were Mr. Madhusudan Baidya , General Secretary Of Dang FNCCI and Mr. Surya Poudyal , owner of a Garment factory. Apart from the three persons contacted discussions were also held with the office bearers at the Dang FNCCI office.

One of the topics covered during FGD was labor. The group revealed that

- The skill level of the labor available is low
- Difficult to get Nepalese skilled laborers
- Ninety percent skilled laborers working as mechanics are from India
- The majority of the laborers working in brick kilns are from India
- Difficult to avail even unskilled Nepalese laborers because such category of laborers are trying to find jobs outside Nepal

Investigation in the field revealed that there was no manpower companies registered. All recruitment of manpower for foreign employment was operated through agents. It was estimated that there were nearly 450 agents operating in the area. Of the total around 50 have offices as outlets for Kathmandu based offices. According to the agents nearly 1000 people were recruited

for foreign employment in the previous year. In the current year around 600 people have been recruited so far.

Majority of people recruited for Saudi Arabia were found to be non-skilled (65%). Skilled workers were drivers, plumbers, carpenters, machine operators, steel fixtures, security guards, and those employed in the departmental stores. Nepalese women were found reaching different destinations via India but many times were also cheated.

Nepalese are generally found to work in construction companies in Qatar, in factories in Malaysia, and as cleaners in Saudi Arabia. Construction companies in Dubai demand more non-skilled labor. Many of the non-skilled laborers hence find employment in construction companies.

Information on Nepalese traveling to India for work is difficult to collect because it is non-regulated. It was reported that Nepalese laborers made for big cities in India like Delhi, Bombay and Punjab. It was reported that they are found to be working mainly in hotels and restaurants and also factories. These are workers who tend to stay longer (2-4 years) in India.

Nepalese migrant workers in India work as non-skilled workers in the construction of roads and houses. These are seasonal laborers traveling to India for short term employment. The shortest period for such workers are six months, often arriving to Nepal prior to paddy cultivation and leave again for India after the main festival like Dasahara in October. More Nepalese are found to work in orchards and sugar cane plantations in India and poultry and wheat farms in Punjab.

It was found during the FGD that nearly 60 trainees received driving license from the three driving centers located in Dang. Under the Sworajgar program, trainings were conducted in different trades which included plumbing and carpentry. FGD further identified that there was still the need for training to be imparted in trades like electric wiring, plumbing, machine operation and vehicle driving. However, these trainings are directed towards foreign employment. It seems that there is an implicit understanding that even trained (short-term) Nepalese workers will not be a match for the trained Indian counterparts in India.

#### **4.4.4 Surkhet** (HDI ranking 28 out of 75).

The following discussions are the results of the focus group discussions (FGD) held at Surkhet, Surkhet district of Nepal. Members who participated in the discussions were Mr. Bishnu Bahadur Shahi, Mr. Padam Bahadur Shahi, Mr. Moti Prasad Kadel, Mr. Ganesh Kumar Basnet and Mr. Mitra Raj Pyakuryal.

One of the topics covered during FGD was labor. The group revealed that

- The skill level of the available labor is low
- Difficult to get Nepalese skilled laborers
- Majority of skilled laborers working as machine operators are from India

Laborers are found to travel both to India and overseas countries for employment. Those going to India mostly go to Uttar Pradesh and major towns in India. Those laborers with land go to India for a shorter period (6-8 months). Landless laborers migrate to India for a period of 2-4 years.

Nepalese migrant laborers to countries outside India go to Malaysia, the Middle East and Korea Republic. Skilled Nepalese laborers don't want to stay in

Surkhet district but want to go either overseas or to larger Indian cities because of higher pay.

The FGD identified a need for training in the following areas:

- Electric wiring
- Plumbing
- Machine operation
- Driving
- Cooks
- Security guards
- Mechanics

Among the training needs listed above, cooks and security guards may be more relevant to the Indian market. Many Nepalese are already employed in India as security guards, their comparative advantage being honesty, dedication and discipline.

#### 4.4.5 Trend of out-migration for jobs in India:

It is worthwhile to mention here that most of those going for employment to India are either relatives, friends of those already employed there or run-a-ways, that is some run away from home at an early age. These land up in very low wage paying jobs like cleaners in tea shops, restaurants and domestic helpers.

**Table 4.12: Absentee Population and Category of Jobs taken up in India**

Job	Banke				Bardiya				Dang				Surkhet			
	M	F	Total	%	M	F	Total	%	M	F	Total	%	M	F	Total	%
<b>Agriculture</b>	7	9	52	0.82	51	12	63	0.77	186	32	218	1.34	59	10	69	0.66
<b>Business</b>	67	6	73	1.15	78	7	85	1.04	183	8	191	1.18	93	7	100	0.96
<b>Personal Service</b>	3911	246	4157	65.68	5597	328	5925	72.54	11993	512	12505	77.08	7090	348	7438	71.15
<b>Institutional Service</b>	588	25	613	9.69	646	34	680	8.33	1097	32	1129	6.96	767	17	784	7.5
<b>Others</b>	971	463	1434	22.66	885	530	1415	17.32	1480	701	2181	13.44	1470	593	2063	19.73
<b>Total</b>	5580	749	6329	100	7257	911	8168	100	14939	1285	16224	100	9479	975	10454	100

Source: Population Census 2001, CBS, June 2002

M – Male; F – Female

The above table reveals that the majority of the people (over 65%), in the case of all the four districts, are employed in the category of personal service indicating that they are engaged as residential security guards, domestic helpers etc. The other major category is the 'Others' which includes students, and those married in India and others. The table also indicates to the overwhelming majority of males in various types of jobs in India.

Concerning the age distribution of Nepalese workers from the four districts, no specific 'data' could be obtained from any of the sources in the districts. The border point survey results show that the age group of these workers is between 35-45 years. This should, however, be not taken at its face value because of methodological problem, time duration of the survey and the number of sample.

This situation depicted by the 2001 census has not changed much over the years. It seems that the only major job category 'Personal Service' seems to dominate the job opportunity in India. This may be because this is one of the very few opportunities where Nepalese seem to enjoy a competitive advantage.

Although India is a vast country with a myriad of employment opportunities, the level of development is also higher than that of Nepal. This means that, with a lower level of technological development in Nepal, the Nepalese migrant labor force cannot compete with local Indian labor force whose exposure to education and training, technological know how in any field is much higher than those of the Nepalese. Even in the agricultural sector in which Nepalese laborers are engaged (horticulture farms in Northern hilly parts of India and the wheat farms of Punjab), the technological development in these areas is far higher than those place from where migrants originate. Therefore, it would not be expedient to train Nepalese young laborers for work in India. Rather, if young laborers are to be trained, then it should direct towards developing the technology of agriculture in Nepal. If such a training program is contemplated, then the agricultural workers returning from India should initially be tapped.

The survey and discussions with knowledgeable persons at the border point of Banke failed to reveal the extent of peoples' movement towards India in search of jobs on a daily basis. However, a reverse movement was observed. In other words, Indians cross the border into Nepal on a daily basis to work in various jobs requiring skills not readily available in Nepal. As such, most if not all industrial establishments, according to knowledgeable persons, prefer to employ Indian labor because of their efficiency in work and their non-attachment with the trade unions.

## **V. Summary, Conclusion and Recommendation**

### **5.1 Summary and Conclusion**

This is a micro level study directed towards selected districts and communities. This study addresses a very important issue in a small way and will shed light to the important issue to take a stock (by volume and kind – skill and type) of labor employed in Indian market centers for identifying employment creation and thereby reducing poverty in the country.

The specific objectives are to:

- identify local level involvement in employment in Indian towns, the Middle East and other destinations

- identify problems associated with employment in Indian towns, the Middle East and other destinations
- identify types of skills required by potential employees in nearby Indian market towns, the Middle East and other destinations
- identify training needs if any for upgrading the skill level of the potential and existing labor force seeking employment in Indian Towns, the Middle East and other destinations

The methodology uses both the secondary and primary information. Considering the level of development based on the HDI ranking, all the four survey districts fall within 25 to 35 range out of 75 districts. However, the industrial development in all these districts is yet to pick up. Agriculture is the mainstay of the population. Even small scale enterprises are mostly either limited to the areas in and around the urban centers. Household level cottage industries fare no better. The household level enterprises mostly cater to the limited number of clients within the periphery of their establishments. Unemployment is a chronic problem with youth population.

Traditionally, employment in India has been a source of livelihood for the poor. It is more convenient to go to India than to foreign countries. However, the lure of higher pay in jobs outside India has been a motivating factor for increasing the demand for foreign employment. Foreign employment, thus, has become an important source of national income. It has been estimated that about 20 percent of GDP is contributed by this sector.

**Banke** (HDI ranking 30 out of 75): This district is fairly developed. It has a big urban center and thus has a large industrial base; therefore finding employment for a skilled labor is not a problem. There is an opportunity for replacing Indian skilled labor by Nepalese ones.

Majority of people going to India for employment are from the hills and mountains where poverty is more intense. Apart from those in the Indian Army, the majority of those working in India for short (less than six months) to medium term (more than two years) employment are in most cases unskilled looking for jobs as porters, construction workers, farm laborers etc.

**Bardiya**: is a less developed district with an HDI ranking of 34 out of 75. The district is still agricultural.

People from this district, according to the FGD, are found to go to India, mostly Utter Pradesh, Kalapahad and Delhi in India. Those laborers with land go to India for a shorter period (6-8 months). Landless laborers migrate to India for a period of 2-4 years.

Laborers from the district going to countries outside India prefer Malaysia, the Middle East and Korea Republic.

**Dang** is a fairly more developed district in terms HDI ranking (21 out of 75). There two urban centers in Dang.

Investigation in the field revealed that there was no manpower companies registered. All recruitment of manpower for foreign employment was operated through agents. It was estimated that there were nearly 450 agents operating in the area. Of the total around 50 have offices as

outlets for Kathmandu based offices. This is an indication that people from this area are being tapped for foreign employment.

It was found that training activities in driving, plumbing and carpentry also indicate that there is a demand for workers from the district. In order to further enhance the skill level of those seeking foreign employment, it has been felt that trainings in areas such as electric wiring, plumbing and machine operation need to be pursued.

Nepalese migrant workers from Dang work in India as non-skilled workers in the construction of roads and houses. These are seasonal laborers traveling to India for short term employment. The shortest period for such workers are six months, often arriving to Nepal prior to paddy cultivation and leave again for India after the main festival like Dasahara in October.

**Surkhet** (HDI ranking 28 OutOf 75) is unique in terms of location and land use.

Laborers are found to travel both to India and overseas countries for employment. Those going to India mostly go to Utter Pradesh and major towns in India. Those laborers with land go to India for a shorter period (6-8 months). Landless laborers migrate to India for a period of 2-4 years. Nepalese migrant laborers to countries outside India go to Malaysia, the Middle East and Korea Republic. Skilled Nepalese laborers don't want to stay in Surkhet district but want to go either overseas or to larger Indian cities because of higher pay.

In order to upgrade the skill level of those potential labor seeking foreign and/or empmployment in India, training needs for the following trades was felt necessary.

- Electric wiring
- Plumbing
- Machine operation
- Driving
- Cooks
- Security guards
- Mechanics

## **5.2 Recommendation**

The 2001 population census results show that a total of 589,050 individuals were absent from home and were in India for at least the past six months from the districts. The 2001 census further reveals the type of work they are engaged in India. The majority of the people, in the case of all the four districts, are employed in the category of personal service indicating that they are engaged as residential *security guards*, *domestic helpers* etc. The other major category is the 'Others' which includes students, and those married in India and others. The information also indicates to the overwhelming majority of males in various types of jobs in India.

India is a vast country with a myriad of employment opportunities and the level of development is also higher than that of Nepal. This means that, with a lower level of technological development in Nepal, the Nepalese migrant labor force cannot compete with local Indian labor force whose technological knowhow in any field is much higher than those of the Nepalese. Even in the agricultural sector in which Nepalese laborers are engaged (horticulture farms in Northern hilly parts of India and the wheat farms of Punjab), the technological development in

these areas if far higher than those places from where migrants originate. Therefore, it would not be expedient to train Nepalese young laborers for work in India. Rather, if young laborers are to be trained, then it should be directed towards developing the technology of agriculture in Nepal. If such a training program is contemplated, then the agricultural workers returning from India should initially be tapped.

One of the topics covered during focus group discussion (FGD) was labor and its mobility. The FGD revealed a very interesting aspect of labor movement between Nepal and India. The survey revealed that there is no visible daily movement from Nepal to Indian border towns for employment. Rather, there is a considerable movement of Indian labor crossing into India daily for employment in the case of two districts, namely Banke and Bardiya. As such, most if not all industrial establishments, according to knowledgeable persons, prefer to employ Indian labor because of their efficiency in work and their non-attachment with the trade unions.

The survey in Banke and Bardiya also found that most of the labor from Nepal goes to Uttar Pradesh, Kalapahad Punjab and Delhi in India. Those laborers with land go to India for a shorter period (6-8 months). Landless laborers migrate to India for a period of 2-4 years. Young Nepalese migrant laborers to countries outside India prefer Malaysia, the Middle East and Korea Republic.

Nepalese migrant workers in India work as non-skilled workers in the construction of roads and houses. These are seasonal laborers traveling to India for short term employment. The shortest period for such workers are six months, often arriving to Nepal prior to paddy cultivation and leave again for India after the main festival like Dasahara in October. More Nepalese are found to work in orchards and sugar cane plantations in India and poultry farms in Punjab.

Those going to India for the first time for jobs are usually taken to India by relatives, neighbors etc when they are on leave. Those few who go on their own usually land in small tea stalls as dishwashers, cleaners.

Training has been provided by the Office of Cottage Industries in different trades useful for seeking employment. However, these trainings seem to concentrate more on job types suitable for employment in countries other than India.

One of the topics covered during FGD in Dang was labor. The discussions revealed that it was difficult to find Nepalese skilled labor, even unskilled ones because such category of laborers are trying to find jobs outside Nepal, preferably in countries other than India. It was reported that of the skilled labor employed in the district, ninety percent are from adjoining areas of India. These workers were working in brick kilns and as mechanics. Investigation in the field revealed that there was no manpower companies registered in Dang. All recruitment of manpower for foreign employment was operated through agents. It was estimated that there were nearly 450 agents operating in the area. Of the total around 50 have offices as outlets for Kathmandu based offices. According to the agents, nearly 1000 people were recruited for foreign employment in the previous year. In the current year around 600 people have been recruited so far. Majority of people recruited for Saudi Arabia were found to be non-skilled (65%). Skilled workers were drivers, plumbers, carpenters, machine operators, steel fixtures, security guards,

and those employed in the departmental stores. Nepalese women were found reaching different destinations via India but many times were also cheated.

Nepalese are generally found to work in construction companies in Qatar, in factories in Malaysia, and as cleaners in Saudi Arabia. Construction companies in Dubai demand more non-skilled labor. Many of the non-skilled laborers hence find employment in construction companies.

Information on Nepalese traveling to India for work from the areas under survey is difficult to collect because it is non-regulated. Knowledgeable source inform that Nepalese laborers mostly go to big cities in India like Lucknow, Delhi, Kanpur and Bombay.

Nepalese migrant workers in India work as non-skilled workers in the construction of roads and houses. These are seasonal laborers traveling to India for short term employment. The shortest period for such workers are six months, often arriving to Nepal prior to paddy cultivation and leave again for India after the main festival like Dasahara in October. Nepalese workers are also found to work in agriculture farms, orchards and sugar cane plantations in Himachal Pradesh, Haryana and in Punjab.

A small survey was conducted at the border town of Nepalgunj to validate some of the opinions generated in the FGD. Altogether 35 people were randomly selected and interviewed at the border within a period of 12 hours on one particular day in May 2009.

The survey reveals that of the sample of 10 Nepalese entering India three reported that they were from Salyan district and were going to Simla the northern part of India to work as laborers. The other seven respondents were from Rolpa district and reported of going to Simla to work in road construction and also in orchards. They all reported that they would be returning to Nepal after five months. This confirms the finding from the FGD that the majority of Nepalese workers traveling for employment to India is for short duration and work as non-skilled workers.

Another 25 Nepalese entering into Nepal from India were interviewed. Of the 25 migrant laborers, the majority were from Dang district (8 respondents), five from Salyan, two each from Kalikot, Dailekh Rolpa and Rukum, and one each from Banke, Bardia, Jumla, and Pyuthan. Out of 25 respondents 19 reported that they would be going back to India for work after spending sometime in Nepal.

Nepalese migrant labor force cannot compete with local Indian labor force whose exposure to education and training, technological knowhow in any field is much higher than those of the Nepalese. Even in the agricultural sector in which Nepalese laborers are engaged (horticulture farms in Northern hilly parts of India and the wheat farms of Punjab), the technological development in these areas is far higher than those place from where migrants originate. Therefore, it would not be expedient to train Nepalese young laborers for work in India. Rather, if young laborers are to be trained, then it should direct towards developing the technology of agriculture in Nepal. If such a training program is contemplated, then the agricultural workers returning from India should initially be tapped.

In the situation where it is the Indian labor from border towns which has been dominant in skilled jobs in Nepal, there seems to be little prospect in locating skilled jobs for Nepalese worker in Indian towns across the borders. The focus should rather be given to prepare Nepalese

in skills which could replace the Indian skilled labor in Nepalese markets and in particular in the study district markets.

There is scope in enhancing the skill level of Nepalese workers engaged in India in security, hotels and restaurants, orchards and construction skills.

Majority of people going for employment in overseas countries require substantial amount of money (roughly NRs. 100,000) for commission and processing fee of applications, travel documents and travel. Therefore, access to this kind of employment is limited to those with cash. Those who cannot manage such fund explore employment in Indian market.

Specific training-needs directed towards the job markets in Indian towns are limited and selective mainly because of the level of technological differences between the Nepalese and Indian labor. It is difficult, through a study such as this to come up with any specifics on the job types which Nepalese may have comparative advantage in Indian markets other than the traditional jobs like unskilled construction workers, security guards and domestic helpers. Furthermore, a detailed list could be formulated only by interviewing Indian employers, at least in the border towns, who are employing Nepalese. As a matter of fact Nepalese have not been able to establish their comparative advantage in any other jobs other than security guards and domestic helpers.

Considering the above, trainings could be imparted in the areas listed below. However, these training requirements are not limited to the Indian job market but are equally, if not more, appropriate for jobs in countries other than India.

Training areas:

- Carpentry
- Construction
- Cooks
- Driving
- Electric wiring
- Machine operation
- Masonry
- Mechanics
- Motorcycle mechanics
- Painting and fabric painting
- Plumbing
- Security guards, Domestic Helper

Trades particularly more important in the Indian market are:

- Carpentry
- Hotel room boys and restaurant boys
- Cooks
- Masonry, scaffolding works
- Security guards, Domestic Helper

## **VI. Annexes**

### **Annex I**

#### **Vocations in Demand in India, Middle-east and South-east Asia etc., with Special Focus in the Adjoining Market Centers in India (Gorakhpur, Lucknow, Barailly etc)**

##### **Information required from the field:**

- identify local level involvement in employment in Indian towns, the Middle East and other destinations

##### **Indian Market Towns:**

- i) The extent of local people going to Indian border area market towns for jobs on a daily basis.
- ii) The preferred market towns for day to day employment.
- iii) The male – female composition of those going to Indian market towns on a daily basis.
- iv) The extent of local people going to India for short and long term employment.
- v) The preferred towns, cities for short and long term employment.
- vi) The male – female composition of those going to India for short and long term employment.

##### **Foreign Destinations:**

- i) The extent of local people going for foreign employment to various destinations.
  - ii) The male – female composition of those going for foreign employment.
  - iii) The preferred destinations for foreign employment.
- identify problems associated with employment in Indian towns, the Middle East and other destinations
    - i) What are the problems faced by those going to Indian border towns for daily jobs.
    - ii) What are the problems faced by those going to Indian towns and cities for short and long term employment.
    - iii) What are the problems associated with foreign employment: problems in securing foreign employment, on the job problems, and any other problems.

- identify types of skills required by potential employees in nearby Indian market towns, the Middle East and other destinations

**Indian Market Towns:**

- i) Types of jobs (skilled/unskilled) for which people go to the Indian border area towns.
- ii) Are there any specific skills for which there is demand in the Indian border area towns?

**Foreign Destinations:**

- i) Types of jobs for which people go for foreign employment (skilled/semi-skilled and un-skilled)
  - ii) Types of jobs/skills for which there is demand in the destination countries.
- identify training needs if any for upgrading the skill level of the potential and existing labor force seeking employment in Indian Towns, the Middle East and other destinations
    - i) Are there any training institutions engaged in training of daily, short and long term job seekers in India and those wanting to go for foreign employment?
    - ii) What are the skills the training institutions specialize in?
    - iii) If there is no training institution, is there any need for it? Is there any demand for training in specific skills?

## Annex II

<b>District Profile: Banke, Bardiya, Dang and Surkhet</b>					
		<b>Bheri</b>	<b>Bheri</b>	<b>Rapti</b>	<b>Bheri</b>
		<b>Mid-West</b>	<b>Mid-West</b>	<b>Mid-West</b>	<b>Mid-West</b>
		<b>Nepalganj</b>	<b>Gulariya</b>	<b>Tribhuvan</b>	<b>Birendranagar</b>
		<b>Banke</b>	<b>Bardiya</b>	<b>Dang</b>	<b>Surkhet</b>
<b>Area</b>	sq.km	2337	2025	2337	2451
<b>Area</b>	ha	<b>235982</b>	<b>203553</b>	<b>587339</b>	<b>355916</b>
<b>Mid Mountain</b>	ha	<b>6137</b>	<b>0</b>	<b>336540</b>	<b>218234</b>
Cultivated	ha	962	0	6480	17177
Non-cultivate	ha	755	0	4874	118737
Grazing	ha	138	0	5005	13246
Forest	ha	4282	0	320181	67698
Others	ha	0	0	0	1376
<b>Siwalik</b>	ha	<b>113697</b>	<b>63580</b>	<b>250249</b>	<b>137682</b>
Cultivated	ha	2903	2063	61775	18998
Non-cultivate	ha	1032	485	7556	4188
Grazing	ha	49	0	3900	1152
Forest	ha	107528	59153	166641	110157
Others	ha	2185	1879	10377	3187
<b>Terai</b>	ha	<b>116148</b>	<b>139973</b>	<b>550</b>	<b>-</b>
Cultivated	ha	47527	52915	91	-
Non-cultivate	ha	5797	6473	8	-
Grazing	ha	2434	2894	0	-
Forest	ha	55389	68529	451	-
Others	ha	5001	9162	0	-
<b>Pop 2001</b>					
HHs		51603	59569	82495	54047
<b>Population</b>		<b>287689</b>	<b>382649</b>	<b>462380</b>	<b>288527</b>
Male		143756	192655	228958	142817
Female		143933	189994	233422	145710
HH Size		5.58	6.42	5.6	5.34
Pop. Density	/sq. km	139	189	156	118
Pop. Area	sq.km	2063	2025	2955	2451
<b>HHs With</b>					
Agricultural Land Only		9142	5345	6086	4290
Livestock Only		2762	1616	1532	590
Poultry Only		389	1110	411	200
Land & Livestock		25550	12618	17277	10070
Land & Poultry		626	1619	1382	813
Livestock & Poultry		724	3073	1429	464
Land, Livestock &		10211	27448	43400	28880

<b>District Profile: Banke, Bardiya, Dang and Surkhet</b>					
		<b>Bheri</b>	<b>Bheri</b>	<b>Rapti</b>	<b>Bheri</b>
		<b>Mid-West</b>	<b>Mid-West</b>	<b>Mid-West</b>	<b>Mid-West</b>
		<b>Nepalganj</b>	<b>Gulariya</b>	<b>Tribhuvan</b>	<b>Birendranagar</b>
		<b>Banke</b>	<b>Bardiya</b>	<b>Dang</b>	<b>Surkhet</b>
Poultry					
None		17865	6740	10978	5384
<b>HHs Operating Small Scale Non-Ag Activities</b>					
<b>Having Economic Activities</b>		<b>23255</b>	<b>11240</b>	<b>13846</b>	<b>8732</b>
Not Having Economic Activities		44014	48329	68649	41959
Manufacturing		917	485	1367	794
Trade/Business		5736	3280	4257	2483
Transport		737	151	398	97
Services		7657	3724	5119	2666
Others		8208	3600	2705	2692
<b>Literacy (6 yrs. &amp; above)</b>					
<b>Total (6 yrs. &amp; above)</b>		<b>323512</b>	<b>321693</b>	<b>387731</b>	<b>224069</b>
Male (6 yrs. & above)		166400	161900	191287	110675
Female (6 yrs. & above)		157112	159793	196444	113394
<b>Cannot Read &amp; Write</b>		<b>116691</b>	<b>152650</b>	<b>138683</b>	<b>69590</b>
Male		47270	61579	47287	22216
Female		69421	91071	91396	47374
<b>Can Read Only</b>		<b>18534</b>	<b>20736</b>	<b>23413</b>	<b>13743</b>
Male		8696	9980	11079	6542
Female		9838	10756	12334	7201
<b>Read &amp; Write</b>		<b>185555</b>	<b>146073</b>	<b>223726</b>	<b>139993</b>
Male		108664	89123	131955	81610
Female		76891	56950	91771	58383
<b>Not Stated</b>		<b>2733</b>	<b>2235</b>	<b>1910</b>	<b>743</b>
Male		1771	1218	966	307
Female		962	1017	944	436
<b>Completed Level of Education</b>					
No Schooling		10716	16922	17858	12721
Primary (1 - 5)		73599	72464	101882	61994
Lower Secondary (6 - 7)		34735	26630	45423	27919
Secondary (8 - 10)		22831	13753	22217	14744
SLC & Equivalent		15240	7073	18755	12342
Certificate Level & Equivalent		15030	3943	10395	5753

<b>District Profile: Banke, Bardiya, Dang and Surkhet</b>					
		<b>Bheri</b>	<b>Bheri</b>	<b>Rapti</b>	<b>Bheri</b>
		<b>Mid-West</b>	<b>Mid-West</b>	<b>Mid-West</b>	<b>Mid-West</b>
		<b>Nepalganj</b>	<b>Gulariya</b>	<b>Tribhuvan</b>	<b>Birendranagar</b>
		<b>Banke</b>	<b>Bardiya</b>	<b>Dang</b>	<b>Surkhet</b>
Graduate & Equivalent		8210	1793	4780	2655
Post Graduate & Equivalent		2260	298	1079	762
Others		538	245	162	195
Not Stated		2397	2952	1175	906
<b>Population (10 yrs. &amp; over)</b>		<b>280621</b>	<b>275985</b>	<b>334737</b>	<b>0</b>
Male		144664	138739	164395	
Female		135957	137246	170342	
<b>Economically Active Population</b>		<b>161154</b>	<b>172648</b>	<b>205232</b>	<b>119334</b>
Male		105128	101288	114099	65775
Female		56026	71360	91133	53559
<b>Economically Inactive Population</b>		<b>119467</b>	<b>103337</b>	<b>581505</b>	<b>74747</b>
Male		39536	37451	502296	29679
Female		79931	65886	79209	45068
<b>Economically Active Population - Major Occupation Groups</b>					
Legislators, Senior Officials & Managers		1724	246	1156	659
Professionals		4151	2263	4307	3278
Technicians & Associate Professionals		4878	1973	4190	3206
Clerks or Office Assistants		4573	2240	2855	2966
Service Workers, Shop & Market Sales Workers		24161	10581	18583	9983
Skilled & Semi-skilled Ag., Forestry & Fishery Workers		51708	91874	106039	54161
Craft & Related Trade Workers		19802	11864	26717	11673
Plant & Machine Operators & Assemblers		2854	1156	3781	1383
Elementary Occupations		33562	36345	30971	21170
Not Stated		136	247	100	110
<b>Economically Active</b>					

<b>District Profile: Banke, Bardiya, Dang and Surkhet</b>					
		<b>Bheri</b>	<b>Bheri</b>	<b>Rapti</b>	<b>Bheri</b>
		<b>Mid-West</b>	<b>Mid-West</b>	<b>Mid-West</b>	<b>Mid-West</b>
		<b>Nepalganj</b>	<b>Gulariya</b>	<b>Tribhuvan</b>	<b>Birendranagar</b>
		<b>Banke</b>	<b>Bardiya</b>	<b>Dang</b>	<b>Surkhet</b>
<b>Population - Major Industry Division</b>					
Agriculture & Forestry		58387	104358	116590	58331
Fishery		91	80	70	56
Mining & Quarrying		230	139	911	659
Manufacturing & Recycling		18575	11607	22309	9699
Electricity, Gas & Water Supply		3137	2185	4870	2643
Construction		11020	9231	8005	6288
Wholesale & Retail Trade		26464	14030	17545	13907
Hotels & Restaurants		3661	936	3794	2005
Transport, Storage & Communications		4448	1275	4327	1652
Financial Intermediation		1963	357	1038	405
Real Estate, Renting, & Business Activities		1080	470	697	326
Public Administration & Social Security		8609	3741	4885	4550
Education		3362	1985	4745	3183
Health & Social Work		1900	644	1072	1294
Other Community, Social & Personal Service		1605	1081	1182	744
Private HHs with Employed Persons		1871	5470	5976	1229
Extra Territorial Organizations & Bodies		517	1060	358	1333
Not Stated		627	140	321	287
<b>Economically Active Population - Employment Status</b>					
Employer		3788	5942	4314	4241
Employee		47480	41767	47913	28913
Self Employed		77782	92947	122574	61425
Unpaid Family Worker		18499	18133	23898	14010

### **Annex III**

#### **List of Individuals Present During the Focus Group Discussion**

The Focus Group Discussions were carried out in the respective Chamber of Commerce and Industry offices of the districts concerned.

#### **Banke**

Asok Kumar Karmacharya	NG, CCI, General Secretary
Jeeb Nath Sapkota	FNCCI, Vice President
Krishna Shrestha	NG, CCI
Ravi Devkota	NG, CCI
Chitra Bahadur KC	CA Member

#### **Bardia**

Mr. Rajendra Prasad Kadel	President, GCCCI
Mr. Atek Ahmadh Iraki,	Joint Treasurer FNCCI
Ms. Rupa Sharma Bajagai	Small Entrepreneur
Ms. Krishna Devi Pandey	Small Entrepreneur
Mr. Bal Krishna Lamichanne	Entrepreneur
Mr. Puspa Raj Baral	Vice President, DCCI
Mr. Naseem Ahmad	Entrepreneur

#### **Dang**

Mr. Madav Sharma	Proprietor of Ghorai Dana Udyog
Madhusudan Baidya	General Secretary FNCCI
Mr. Surya Poudyal	Owner, Garment factory
And Office Bearers	FNCCI office

#### **Surkhet**

Mr. Bishnu Bahadur Shahi	President, SCCI
Mr. Padam Bahadur Shahi	Secretary General, SCCI
Mr. Moti Prasad Kadel	Entrepreneur
Mr. Ganesh Kumar Basnet	Entrepreneur
Mr. Mitra Raj Pyakuryal	Entrepreneur