

**EMPLOYEES PROVIDENT FUND FOR SOCIAL
SECURITY BY GENDER IN NEPAL**

A Thesis

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By

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LETTER OF RECOMMENDATION

The thesis entitled **Employees Provident Fund for Social Security by Gender in Nepal** has been prepared by **Babu Ram Gandharba** under my supervision. I here by recommend this thesis for examination by the thesis committee as a fulfillment of the requirements for the Degree of MASTER OF ARTS in ECONOMICS.

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LETTER OF APPROVAL

This thesis entitled **Employees Provident Fund for Social Security by Gender in Nepal** submitted by **Babu Ram Gandharba** to the Central Department of Economics, Faculty of Humanities and Social Sciences, Tribhuvan University, in partial fulfillment of the requirements for the Degree of MASTER OF ARTS in ECONOMICS has been found satisfactory in scope and quality. Therefore we accept this thesis as a part of the said degree.

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ABSTRACT

This study entitled, "Employment Provident Fund for Social Security by Gender In Nepal" focuses on the role EPF in social security in Nepal. The study analyzes socio economic situation of the respondents working EPF, explore the social security of EPF by gender and to give suggestions for the better performances of EPF in social Nepal. Social security is one of the major issues of Nepal because current constipation 2015 focused on the issue on social security.

The study followed qualitative paradigm of research in nature of descriptive and analytical research design. It analyzed the only social security based function of EPF on the view of the staffs have been working in Central office and Thamel branch of employment provident fund office. Both primary and secondary sources were used to collect data from the field. The primary data were collected by the researcher personally, conducting field survey where as secondary data were collected from the relevant available materials such as books, journal, projects reports, and articles and so on. Data collection tools/ techniques besides interview schedule, information was collected by observation of office environment, the working conditions, and behaviors of the staffs. The data collected through various techniques and tools during the survey was analyzed in the subsequent chapter using both descriptive and statistical methods of analysis. The collected data were processed, classified according to their nature and presented by applying simple statistical tools.

Both primary and secondary source were used to collect data. Primary data has been collected from the field by using various tools of data collection on the basis of data it has found various aspects of the EPF in term of social security based programs. The responsibility of EPF has been increasing day by day in Nepal. Around 3 Kharab (2.93). deposit had been collected in the fund from various government and non government offices(KSH, Kosh, Visheanka, 2075). Recently Nepal government also announce social security fund. That fund also provides the certain cash support in the name of social security. Amount of collected money in the pension fund should be invested in mega projects such as hydropower, fast track etc. So that the fund could increase its income. Implementing the defined contribution pension system or hybrid pension system, pensioner should be provided pension after certain years (i.e. 2 years). of retirement. For instance, if a worker retires at his/her age of 58, he/she

could be paid pension from age of 60. Retirement age may be leveled up to 60 years for civil servant. Government can extend the retirement age by two months for every year. In this situation, burden for public fund is lesser than other scheme. Providing free health service in government hospitals to the family of workers and managing free education to them, pension amount can be minimized

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