

# CHAPTER I

## INTRODUCTION

### 1.1 Background of the Study

Foreign employment or popularly called migration in Nepal- is a worldwide phenomenon. The main reason for migration is the difference in wage in destination country and country of origin of migrants. In addition, increasingly transnational transport systems which have been developed in last few decades as well as global communication systems have also facilitated increased migration. Going from one country to another country for job and to earn money is called foreign employment. People of Nepal go to different countries of the world for jobs and earning. It uplifts the life standard of the people and has become an important source of earning foreign currency. Due to lack of job opportunity, many Nepalese youths are compelled to go to various countries of the world in search of jobs. This trend is increasing day by day. It has an immediate benefit but it is not beneficial for a long term. The Nepalese labour and sweat is being used in foreign countries and there is scarcity of human power for the development of our own country. (Bhattarai, 2005)

The establishment of labour department in B.S 2028 provided the legacy of the foreign employment. Although Nepal was in practice of foreign employment since 500 BC. The history of migration dates back to the beginning of human civilization. Broadly speaking, the Trans-Himalayan trade between India, Nepal, Tibet and china, the origins of which can be traced as far back as 500 BCE, is identified as the earliest form of movement to and from Nepal. (Sijapati and Limbu, 2012). People migrated internally and externally for various reasons like better grazing grounds for cattle, better environment, better employment opportunities, etc. Today most of the people migrate in search of better employment opportunity. Especially in the developing countries like Nepal, most people migrate to foreign land in search of employment so that they can well feed and support their families. In Nepal's modern history, the phenomenon of labour migration dates back to the Rana regime where people migrated predominantly in search of employment. Long before the recruitment to

British and Indian armies, Nepalese have been found to migrate to neighbouring countries to evade excessive taxation and exploitation from state agencies. The notion of foreign employment started in Nepal after the Nepal-British India war in 1814-1815. Thereafter, British armed force recruited Nepalese youngster as British Gurkha (Bhattarai, 2005).

Besides working as British Gurkha, Nepalese migrants have been found working in the tea state of Darjeeling and the forest of Assam during the 19th century. After the boom of oil industry in the early 1970s, migration to the Middle East from South Asian countries has been found to increase greatly. For the past thirty years, migration for employment in the Gulf States and other south East Asian countries like Malaysia has also grown. Given that these states are growing economically stronger, the demand for the workforce in these countries has trickled down to countries like Nepal, India, Sri Lanka and more. For e.g. the growing housing business of Gulf countries has created a demand of large number of Nepalese workers (DOFE, 2014). Similarly, in Qatar, which is hosting a showpiece World Cup Football tournament in 2022, the amount of construction works happening there has increased the demand of Nepalese workers again. These are only few instances that have triggered the demand of Nepalese workers in the Middle Eastern countries.

Labour is the keystone of development of human life, personality and civilization. The generation of income-generating employment opportunities is necessary for proper human living. Since income distribution can take place in society only through occupation or employment, the right to work is considered one of the fundamental rights of the person. Similarly, the generation of income-generating employment opportunities is the chief means of poverty alleviation. In this context, it becomes the State's duty to build an environment that enables a life that is full of dignity, exploitation-free and just with at least the minimum social and professional security by ensuring access to income-generating employment opportunities for all citizens of the country without discrimination. Employment is a subject that is dynamic, multifaceted and dependent upon the pace, structure and nature of economic growth. Higher productivity calls for, along with economic growth, establishment of cordial labour relations based on mutual trust and benefit. Growth in productivity could set off a virtuous cycle that boosts investments, thus generating added employment

opportunities. Therefore, balance should be maintained between the labour market elasticity, productivity and social security. (Employment policy, 2062)

There are a few cases of manageable trauma and tragedy but the foreign employment is still a sign of prosperity in the rural parts of the country. From increasing family income to changing consumption pattern, remittances have played a major role in driving the rural economy, particularly when the raging conflict has erased other activities.

Perceiving the need for a distinct policy for the labour sector, Government of Nepal has formulated and enforced the 'National Labour Policy'. The enforcement of that policy has made it possible for the Nepalese labour sector to take on a concrete shape and for the efforts for organizing and streamlining the labour sector to proceed along the International Labour Organization's (ILO) basic guidelines. Similarly, a culture of tripartite and bipartite dialogue along the distinct identity of labour administration has been developed, and a range of institutional frameworks allowing such dialogue have been established. In the same vein, along with the rise in the awareness of child labour and informal sector labour, common perceptions are developing among social partners vis-à-vis the diverse aspects of labour. Although these achievements are, in themselves, positive, the need for added efforts in the labour and employment sector has been acutely felt. In fact, changes have been taking place at a rapid pace in the labour market and technology sector for the past few years. (Employment Policy, 2062)

Foreign employment has been the premier base of national economy in recent years that shares about 25% of national GDP. Nearly 80% of such hard remittance is expended in household consumption (ILO, 2013). Social remittance or "Brain Gains" in terms of skill and knowledge is equally instrumental for national development. The remittance has significantly contributed to the reduction of poverty and up scaling the livelihoods of rural people in the country. Sources state that about three million workers have been working in countries like Saudi Arabia, Malaysia, Qatar and UAE alone. In addition equal number of people are working in India and elsewhere. The current Foreign Employment Act entrusts the Ministry of Labour and Employment, with a central role in the management of foreign labour migration. Under the act the

Government has instituted departments, embassies and employment promotion board and has co-worked with private institutions for training, health tests and other aspects of recruitment process focusing on the interest of migrant workers.

The policy implementation aspect however, is not up to the desirable level towards strengthening the whole paradigm of foreign migration to protect the rights and interest of our migrant workers. Private agencies are the main actors to recruit (more than 90 %) the migrant workers. These agencies are supposed to be responsible to take care of entire genuine concern of workers while working abroad. On the contrary these agencies have been observed to ignore the workers once they depart from Nepal for the destination country. Cheating their money, false health tests and pre-departure orientations, luring them by false attractions of work and salary has become the norm of the day. Many migrant workers end up with accidents, mental disorder and committing suicide. Despite having enough legal provision, these despotic actors ordinarily escape the law and the plight of these victims is still limited to the newspaper headline without proper heeding. This has been a big challenge for authorities concerned to control these fraudulent activities. Most of our migrant workers are from rural areas having poor financial background. They are often exploited by brokers and recruiting agents. These people struggle to obtain required amount, either by selling whatever assets they have or by taking high interest loans. More than 75% of Nepalese migrant workers are unskilled and are engaged in four Ds (difficult, dirty, dangerous and dignity less) type of works. It is obvious that they could double their earning and command more respect if they could be upgraded to semi-skilled or skilled level. (Institute of Foreign Affair, 2014)

There are different dynamics of foreign employment, whether it could be in the form of diplomacy, labour market or even involvement in the name or form of restoring peace activities. In the present context the world is a small global village and all are dependent with each other nations for development, socio cultural activities and many more. Foreign employment has become the major business for each and every nations. The people from underdeveloped countries go to developing countries in the search of job and similarly the people from developed countries also migrate from their country to underdeveloped countries too. This research paper helps in providing the lot many

information about the understanding of the foreign employment, its socio economic impact and the policies regarding the foreign employment. (Baral, 2018)

The literal simple meaning of foreign employment is working abroad for the money is foreign employment. According to the foreign employment act, 2064 “Foreign Employment” means employment which a worker gets abroad .and worker means the citizen of Nepal who gets in foreign employment. The migration of people from place to place in search of better opportunities and higher living standard goes back to centuries. People may have been pressurized to leave the original place of residence by many factors like, war, inter conflicts, famine, poverty for survival and ultimately comfortable and peaceful living. Now, People from developing countries are moving towards the developed countries as migrant workers. The flow of information, skills, and remittances has dramatically changed the nature and scope of international migration today. International labour migration has become a survival strategy for men and women of many least developed and developing countries. (Nepal Migration Year Book, 2006)

The international labour migration is one of the main sources of employment to the young Nepali. The youths in mass who are in prime working age are seeking employment opportunities in Middle East and Far East region. Nowadays, in Nepal, many people are migrating for foreign employment, in process of labour migration they faces many challenges from very beginning of the processing and even after reaching the country of destination.

## **1.2 Statement of the Problem**

Foreign labour occupation has been developed as an emerging business in Nepal. But the business has not remained as a dignified profession at all. The reports about irregularities in foreign labour migration, problems faced by potential labour migrants before and after their departure for foreign employment are not properly addressed from the policy level.

Most of the migrant workers in aboard are working in a vulnerable situation without any effective legal protection by the Nepalese government as well as the receiving government. The exploitation made by the foreign companies in the work places is

reported several times but no specific labour diplomacy has been adopted by the Nepal government except some cases. Despite the great extent, international labour migration has long been paid little attention in Nepal. On the one hand the importance of international labour migration as an income source for Nepal's households and to the economy of Nepal as a whole remained officially invisible.

This research under the title "Foreign Employment and Its challenges" has been conducted to identify the major problems of international labour migrants as well as socio-economic impact of migrant workers in the Nepalese context. This research can be helpful to evaluate the existing government policies and programs to the regulation of international labour migration. Finally the major findings and conclusions has been present as key aspect of the research.

This study has been carried out to answer the following research questions:

1.2.1 What are the challenges faced by the foreign migrant workers in the place of origin and destination countries?

1.2.2 What are the socio economic impacts of foreign employment in Nepalese context?

### **1.3 Objectives of the Study**

The general objective of this research is to identify the challenges as well as ground level problems occurred in foreign employment.

The specific objectives of this study are:

1.3.1 To find out the challenges face by foreign migrants worker in place of origin and destination countries.

1.3.2 To identify the socio economic impact of foreign employment in Nepalese context.

## **1.4 Rationale of the Study**

Issue regarding the involvement of bulk of people in foreign employment is very burning one but very few studies were conducted in the past. While observing the past research documents it is seen that most of the studies are very specific to provide information on the status of foreign workers. Some of the studies have only focused on remittance where some others are only highlighted the issues of female foreign workers.

This study provides a glimpse of the situation of foreign employment. It has been like a mirror to observe the issues and challenges, cause and consequences and the Nepalese government's policies and program. It could be said that it is a study on the issues of foreign employment, so the findings of this study can useful for the guidelines to other courses to prepare the research work in future as well it may also be helpful to keep in the library. This research may also be useful for the concerned authority to make better policies and programs to manage and regulate the foreign employment.

## **1.5 Organization of the Study**

The study is presented in to following eight chapters and the research has prepared as followings.

Chapter One is the introduction parts where there includes background of the study, statement of problems, objectives of the study, rationale of the study and organization of the study.

Chapter Two deals with literature review of the study, where there is Empirical Review and theoretical review. Here, the books, journal, articles and other documents.

Chapter Three is related to research methodology where there is Research design, rationale for selection of the study area, universe and sampling, nature and source of data, primary sources of data, secondary sources of data, Data collection tools and techniques, interview with individuals, observation, questionnaire and procedure of data presentation and analysing data.

Chapter Four is related to overview of foreign workers. It deals: about foreign workers, reasons for migration, advantages of foreign workers. Chapter five, discuss about socio-economic impact of migration and the challenge, social and economic changes and migration as a challenges or opportunity.

Chapter Six discuss about government policies for foreign employment in Nepal which present the act, rules and policies for international migration.

Chapter Seven present the data analysis of the study area. It deals: Family structure and size, age composition, educational level, gender, marriage, ethnicity, destination country, occupation at destination, applying price, problems faced in the place of origin and destination, use the channel to solve it, decided to return Nepal, again want to migrate and do not want, income salary, migrants children and their schooling, food sufficiency, land owning, about saving and their saving invested in and migrants family economic condition.

The last Chapter Eight is related to the overall summary and conclusion of this study.



## **CHAPTER II**

### **LITERATURE REVIEW**

#### **2.1 Empirical Review**

Over the past three decades, policies in the area of labour migration have developed along four major paths: growing restrictiveness and selectiveness in the admission of labour migrants in developed countries; a significant increase in the number of countries, particularly developing countries that have become host to foreign workers; the rising recognition that the rights of migrant workers and their families need to be protected and; the adoption of regional agreements on the free movement of persons. (UN, 2002)

Globalization of integration of regional economies has added impetus to the growing mobility of workers across abroad. In Asia the movement of labour is becoming an important and enduring phenomenon associated with economic growth and development since it eases skill imbalances in labour markets and provide broad cultural and economic benefits for sending and receiving countries. Migrants' remittances, for example, are now a valuable and stable source of foreign exchange to many origin countries. At the global level, the importance of migration to development is now reflected in the fact that it has become the part of agenda of multilateral institutions, as for example in the trade negotiations within the framework of General Agreement on Trade and Services. (Bhattarai, 2005)

While market forces are driving labour migration, there are several signs of market failure associated with its related processes. A number of risks have been associated with migration including trafficking and forced labour, recruitment malpractices such as fraudulent job offers and exorbitant placement fees, debt bondage, sexual and physical harassment, employment in hazardous jobs, and under or non-payment of wages. Experience suggests that state intervention through appropriate regulatory institutions and measures are essential to the efficient and equitable working of the labour market. After the Second World War, migration of workers contributed to economic and social integration between countries in South and North. During both

these periods, labour went hand in hand with capital mobility, and migration was key factor in the globalization of economies.

Sijapati and Limbu (2017) in their books ‘ Governing Labour Migration in Nepal present about the legal and policy framework that regulates migrant labour originating in Nepal. This book present acts, rules and policy about the foreign employment in Nepal. They writes that in today’s modern world foreign labour employment has become a part of the transnational movement where thousands of youth who are unable to get satisfactory employment within the country they prefer to migrate in foreign land. The top destination to which Nepalese migrate for work include gulf countries and Malaysia where there is high demand of labour. Foreign labour migration has contributed to poverty alleviation through in the inflow of remittances to migrant’s household and able to uplift their economic condition. This books also present about problems faced by migrants workers in various destination countries at that time Nepali embassies and consulate were not able do action to them to get rid out of this problems.

Nepal institute of Development studies 2010 which has published the book named ‘Nepal Migration Year Books 2009’ which present the trend of foreign labour migration from Nepal increasing rapidly and got permission to apply for jobs in 107 countries in 2009. Majority of migrants they were from the gulf countries and Malaysia where they involves in a jobs like cleaners, hotel, construction work, in company, driver, security guards etc. due to this remittance economic gradually increasing the national economy and economic condition of migrants. This books also present that male are more migrating than female in Gulf countries because government has officially or unofficially banned female migration because of sexually harassments and unsafe environment for them.

Labour migration is not a new phenomenon in the context of Nepalese society. Nepalese Nationals have been migrating in search of income and livelihood opportunities for the past 235 years. However, the present migration has a different nature. Now, a great deal of migration takes place for the purpose of unskilled jobs. Present day migration is more important in terms of its magnitude and its contribution to the national economy.

After the political change of 1990, migration to the Middle East and Southeast Asia increased dramatically. Liberal policies of the government in line with waves of globalization and market opportunities in the source countries helped increase labour migration. It is estimated that 10 percent of labour migrants are female. Among the migrants, nearly 90 percent are working in Qatar, Malaysia, Saudi Arabia, the UAE and Kuwait. Foreign employment has become one of the central pillars of the Nepalese economy. According to ILO 2013, remittance constitutes 25 percent of the country's GDP. Even at the household level, labour migration has become one of the main livelihood means and a major contributing factor for the reduction of poverty. (ILO, 2013)

Who are these international migrants? Those people who moved more or less voluntarily (e.g. long and short term worker ranging from unskilled labourers to highly skilled, profession and technical worker) as well as those whose movement is in forced (e.g. refugees and bone fide asylum seekers and people who move for environmental reasons). Among some move because of poverty and lack of employment at home. Migration for employment are poorly understood to the process of development itself. Developing countries, are trying to understand the better the role of migration in the development process because these developing countries which both send and receive the maximum number of international migration.

In this 21<sup>st</sup> century we can see quantitative changes, the essence of new development brought by globalization which is the transformation of patterns of trade and productive system. High skilled labours became more capital a like and is characterized through high international mobility, while movements of low skilled labour may become superfluous regarding rising capital portability. Migrant workers are often still subject to severe forms of exploitation in recruitment and employment, to forced labour, substandard housing, exclusion from social protection and denial of many basic human rights.

It is a discouraging factor that a large percentage of migrant workers is engaged in unskilled and low-wage jobs. According to an estimate in the fiscal year 2013/14 only 2 percent foreign labour migrants are skilled, 23 percent are semi-skilled and 75 percent are unskilled. If we see from the prospective of the age group, a large number

(80 percent) is in the 20-30 year bracket while most migrants are high school drop-outs. While talking about benefits, we shall not forget serious issues of cheating, fraud, exploitation, family disintegration and inhuman treatment tolerated by workers in host countries and its ever-increasing social cost. (The Kathmandu post, 2018)

The number of Nepali workers leaving the country for foreign employment has soared to 492532 in the fiscal year 2070, out of which 461760 male and 30763 female excluding illegally migrated people, students, people migrated to India. More than 1600 Nepalese leave the country daily for foreign employment, according to a latest data available at the Department of Foreign Employment. (DoFE, 2014) .This surge in the flight of Nepali manpower from the country is linked to political turmoil, sluggish growth in jobs, unfavourable business environment within the country and more lucrative salaries and perks offered by the destination countries.

The Nepal government has made it mandatory for Nepali migrant workers to acquire re-entry permission if they want to go back after a leave or holiday. This procedure has helped to discourage Nepali overseas workers to return with already expired employment contracts. Of all the destinations, Qatar has emerged as the most popular destination among Nepali migrants. A total of 1, 25,892 people left for the Qatar nation in the FY 2016/17 because Qatar has become friendly to migrant workers than other gulf nation. Malaysia came in as the second most popular destination with 98,437 in FY 2016/17 Nepali workers opting for Malaysia. Saudi Arabia hired 72,888 Nepali workers. The United Arab Emirates (UAE) and Kuwait were the other top hiring countries with the former hiring 52,509 Nepali workers and the latter 23,062. (The Kathmandu post, 2017)

According to the Department of Foreign Employment, around 2,000 people at present are seeking permission to go abroad every day. Official government data show around 2.2 million people—7.30 percent of the total population—are working in various countries. However, the actual number is said to be much higher than that. A majority of these workers are between the age of 20 and 23. The contribution of remittance to the country's Gross Domestic Product (GDP) is said to be above 30 percent, as no exact figures are available. A study commissioned by the Ministry of Labour and Transport management and the International Organization for Migration

(IOM) reported that 40 to 50 percent of the total migrant workers went abroad through irregular channels. (The Kathmandu Post, 2012)

Growing fascination and involvement of women in foreign employment is another area of concern. Due to globalization, democratization, governance system increasing level of education and sensitization trend of Nepali Women's involving in foreign employment is increasing. Care Industry to serve senior citizens at developed and highly-income countries (also due to population structure) and also female involvement as domestic worker, Nepali women are increasing at international labour market. 45 percent of remittance generated by female is spend on supply of basic needs, education of children and health related expenses of families which indirectly supporting to achieve Millennium Development Goal (MDG) and for poverty reduction. (Foreign Policy, 2068)

Youth migrant workers going in vast numbers go to a range of destinations where gulf countries like Qatar, Saudi Arabia and United Arab Emirates are the major destination along with Malaysia. A lot of young people go abroad every day as well, but these destinations attract workers as opposed to destinations like Australia, USA and other developed countries where Nepalese also migrate to receive higher education or migrant permanently. The migrant workers work in sectors that range from agriculture to transportation and mining to hospitality. However, a large section of migrant workers are found to be working in the construction sector, hospitality, security guards, domestic work, etc. Another major aspect of migrant labourer's situation in Nepal is that, young people at their most productive age migrate to the Gulf countries.

### **Causes and Consequences of international labour migration**

Causes of international migration are multiple, it changes over time understanding those causes, identifying what if any issues they raise for migrants and their countries of origin and destination.

**Consequences in origin:** Many developing country government have encouraged for foreign employment more often implicitly than explicitly. According to United Nation, the positive effects of foreign employment in the country of origin includes providing people opportunities to find work unavailable in their homeland and it also

help to remove unemployment problem at home. Another key benefits is receiving remittances, which help the countries of origin economy. There is also seen the increased movement of trade between the receiving country and the country of origin and it also help to increase human capital in the country of origin. Also the migrant returns to homeland with new skills acquired while living in the receiving country.

While talking about negative effects it includes loss of both skilled and unskilled workers which means highly brain drain in the origin country. There is a loss of country's labour force especially highly skilled worker, may lead to declining growth and reduced productivity in all areas requiring a well-trained labour force, including business and technology, possible financial problems, related to the loss of taxes on employees wages and potential for revenues from remittances to decrease over time but it is more clearly evident , however that migration and remittances improve the ability of migrants families to educate and provide health care for their children.

**Consequences in Destination:** Destination countries receiving highly skilled workers, or brain gain. They also got benefits from unskilled immigrant joining the labour force like on construction sites, housekeeping, hotel, resort and many more. There also seems economic growth due to added demand for products and services created by migrants as well as increased revenues through additional taxes paid by migrants on purchase and wages. Destination countries may experiences problems integrating immigrants into their society. Another problem for destination is that immigrants will take jobs from native workers and drive down salaries since they are usually willing to work for less pay, especially in unskilled and low end jobs. A mid fears can be seen that immigrants will change the historic fabric or identity of the receiving country many immigrant encounters hostility, racism, exploitation and marginalization. (Khatiwada, 2001)

## **2.2 Theoretical review**

International migration for employment is a complex process. It has economic, social, cultural, psychological, environmental, religions and political dimension. No single theory was there to explain all the situations. There are various scholars who have studied the migration process in different parts of world. A variety of theoretical

models has been proposed to explain about foreign employment having different concepts, assumptions and frame of reference.

**Neo- Classical Economic: Macro theory:** Neo- classical economics theory explains migration by geographical differences in the supply and demand for labour in the origin and destination countries as the main factors driving individual migration decisions (Haris and Todaro 1970; Lewis 1954; Ranis and Fei 1961; Schiff 1994; Todaro and Maruszko 1987). Among the assumptions of this model are that international migration will not occur in the absence of these differentials, that their elimination will bring an end to international movements, and that labour markets are the primary mechanisms inducing movements, government policy interventions affect migration by regulating or influencing labour markets in origin and destination countries.

**Neo-classical Economic: Micro theory:** At the micro level, neo-classical migration theory views migrants as individual, rational actor, who decide to move on the basis of a cost –benefits calculation. Assuming free choice and full access to information, they are expected to go where they can be the most productive that is, are able to earn the highest wages. This capacity obviously depends on the specific skills a person possesses and the specific structure of labour markets (Lee 1966:48, Bauer and Zimmermann 1998:95). This research is also based on micro level, data collected from each individual returnee migrants. This theory is applied, to collect the data where I also found that Most returnee migrants they migrate for the higher income or wages to live a better quality of life in a society.

**The New economics of migration:** In the 1980s and 1990s the so called new economics of labour migration emerged as a critical response to, and improvement of neo-classical migration. (Massy, 1993:436). A key insight of this new approach is that migration decisions are not made by isolated individual actors but by larger units of related peoples, families or household in which people act collectively not only to maximize expect income but also to minimize risks and to loosen constraints associated with variety of market failures apart from those in labour market (Stark and Levhari, 1982). So, this approach talks about migration as a collectively decision. The

new economics of labour migration places household in imperfect credit capital and risk (insurance) market that prevail in most developing countries.

New economics of labour migration perceived remittance as one of the most essential motives for migrating. Migration and remittances can be a household strategy to overcome such market constraints and may potentially enable households to invest in productive activities and to improve their livelihood (Stark, 1980). My research also carried out this new economics of labour migration where the remittance has become one of the key sight for improving the socio economic condition of Nepalese migrant's workers. Because of remittance returnee migrants they were able to buy land for farming, paying debt, invested in their children's education, building concrete houses, and some returnee migrants they had already started their business and some are going to start. Through help of Remittance migrants were able to uplift their family economic condition.

**Dual Labour Market Theory:** This theory holds that demand for low level; workers in more developed economies are the critical factor shaping international migration. To avoid he structural inflation that would result from raising entry wages of native workers, and to maintain labour as a variable factor of production, employers seek low-wage migrant workers. In this model international migration is demand based and initiated by recruitment policies of employers or governments in destination areas. Wage differentials between origin and destination are neither necessary nor sufficient conditions for migrations. The options for government policy intervention to affects migration are limited short of major changes in economic organization in destination areas.

The **push and pull model** has gained enormous popularity in the migration literature. The phenomenon pulls and pushes factor, where the migration process is pushing the migrants out of Nepal and pulling migrant into destination countries. The study is also based on push and pulls theories. Various environmental, demographic and economic factors determine migration decisions. Push factors are situations that push people to leave their place of origin because of lack of employment opportunities and poverty. Pull factors are those that pull people to new places, because of better jobs

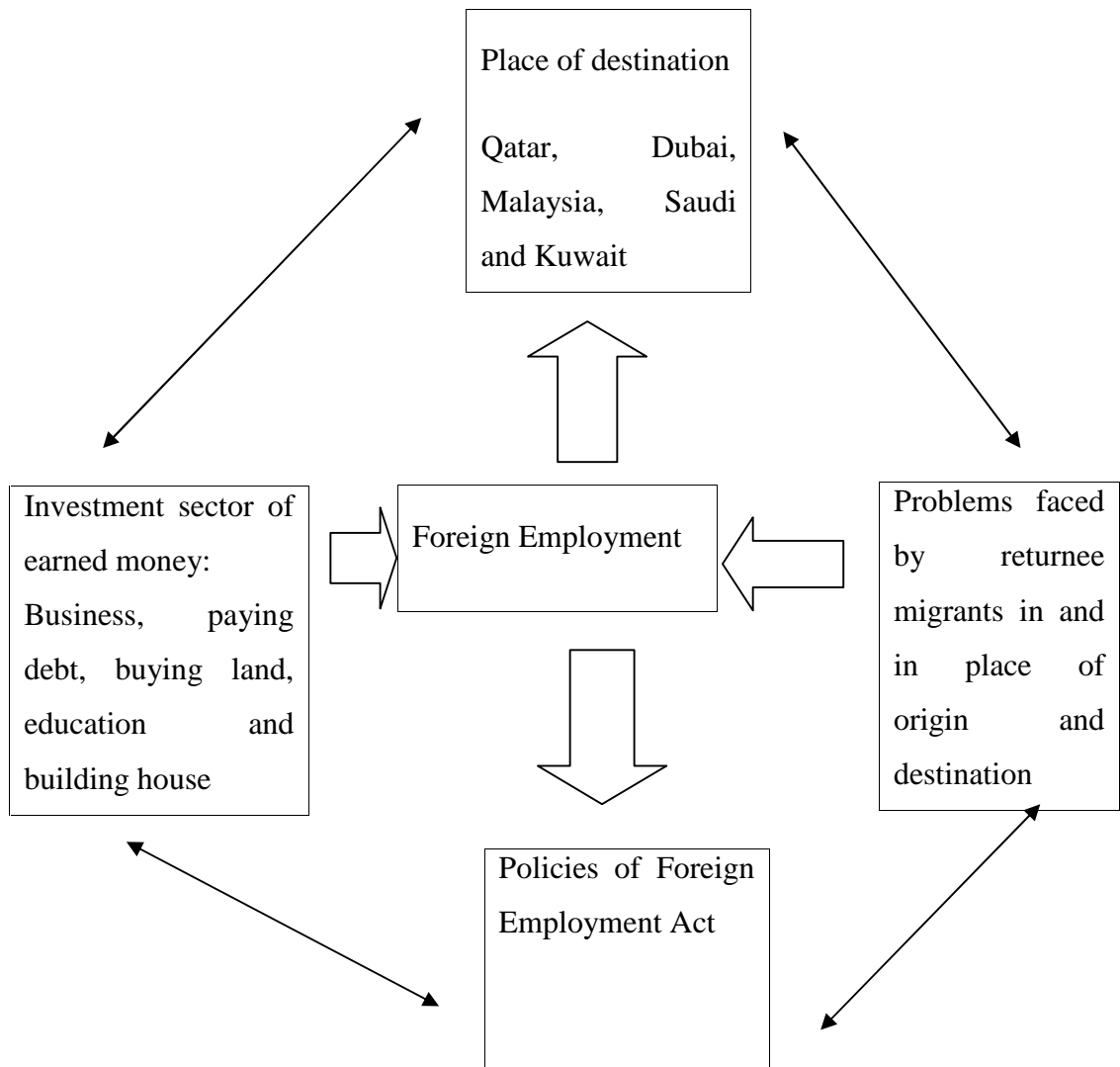


and facilities, higher income and stable government. Although, accordingly to my interpretation of the gathered information, I find the pulling factors stronger than pushing factors. There are also pushing factors such as poverty, lack of opportunities and so on. I am solely stating the pulling factor weigh more than pushing factors. Poor economic activity and lack of job opportunities are strong push factors for migration in this study area. Better economic, employment opportunities and better life pull people in foreign land.

Ravenstein (1989) declared the laws of migration. According to Ravenstein's laws of migration, people move from areas of low economic opportunities to an area of high economic opportunities. This theory mentioned that the volume of migration depends on distance i.e. the longer the distance; the lesser will be the volume of migration.

### **2.3 Conceptual Framework**

Foreign employment especially in gulf countries now a days have become the great issues and as a business in the Nepalese context. After getting involved in foreign employment, there has been made great changes in the society of the people. Also there had been change in the living standard of the people and the necessity of the living had been also changed. People used to invest their savings in children education, business, in paying debt, building house and buying land. As some people were able to change their economic condition but some were not because of less earning. Many people went for foreign employment by carrying the dreams of earning much more money but they had faces so many challenges in destination countries as well as country of origin although there were policies of Foreign Employment but not implemented properly by government. In the present society, the world is viewed as the global village which also had in changing the society culturally and also the shift of the need of the people in their day to day life as well. This makes the foreign employment as the vicious business which had uplifted and the problems as shown in the diagram below.



## **CHAPTER III**

### **RESEARCH METHODOLOGY**

#### **3.1 Rationale for Selection of the Study Area**

Based on the nature of study Devchuli Municipality Ward No.13 of Nawalparasi district has been selected for the study, where there are majority of migrant workers. Devchuli Municipality ward no.13 has been selected to carry out research work for the study. This area is my home town where I was born, where I found the large number of migrant workers and it is also easy for me to be observed and analysed the situation. So, this study area has been selected for the proper study.

#### **3.2 Research Design**

A descriptive and exploratory type of research design has been used in this study. This research evaluates the challenges faced by returnee migration while they were in foreign employment and its impact on their family socio-economic condition of Devechuli-13 Municipality of Nawalparasi. It is written analytically and in a descriptive way. The selection and implication of methodology are of great importance because it facilitates in analysing and interpretation fact and figures for the study mixture of both qualitative as well as quantitative techniques to yield best result have been used.

#### **3.3 Nature and Sources of Data**

This research study will be both qualitative and quantitative in nature using primary and secondary data. It will be written analytically and in a descriptive way. Primary data collected through field work whereas secondary data was accumulated through published reports, census, etc. but on describing and interpreting data in qualitative method has been preferred.

### **3.3.1 Primary Source of Data**

The study is mainly based on primary data and according to the necessity. Primary data have been collected through open and close ended questionnaire, interview and observation.

### **3.3.2 Secondary Source of Data**

Secondary data are endeavoured to collect from different website articles and reports, libraries, thesis, news media-audio, video, TV, newspapers, magazines, journals and periodicals. It is of great concern to make the research work as a balance product using different perspectives for the benefit of all the student.

## **3.4 Universe and Sampling**

The purposive sampling design has been selected to fulfil the objective of the study. The large sample could not be possible due to the constraint of time and money and also brings difficulties in interpretations. Therefore, from the large universe of the Nawalparasi district only Devchuli ward no.16 is chosen for the study. 45 returnee migrant respondents including different age groups, ethnicity and gender are taken as a sample size for the study.

## **3.5 Data Collection Tools and Techniques**

To generate the primary data the structured questionnaire, unstructured interview as well as observation method has been applied.

### **3.5.1 Questionnaire**

A survey questionnaire sheet was developed in consultation with the dissertation supervisor to gather quantitative data. The questionnaire sheet had both open and closed types of question. Questionnaires were asked through face to face conversation with concerned individual, basically personal experienced were noted.

### **3.5.2 Observation**

The observation has been used to get the relevant information for the study. Each respondents selected in sampling was visited and observed directly in the study area.

### **3.5.3 Interview**

Interview technique is used as main method as well as a supplementary. Take an interview of only those household having returnee migrants only from the gulf countries. Basically, it is used for to get personal opinion, attitudes and experiences to find out and future intention.

### **3.6 Procedure of Data Presentation and Analysing Data**

All the data and information are manually proceed with simple tabulation and analysed by descriptive way. And of course to analyse data different different types of table, pie chart, bar diagrams are used.

### **3.7 Limitation of the Study**

This study is done only on Devchuli municipality Ward no.13 of Nawalparasi district. Data is collected from those returnee migrants who have been staying in Nepal for 2 years. The returnee migrants who had return from destination countries form more than 2 years are not included in this research. The research study has been focused on returnee migrants from Gulf countries like Qatar, Dubai, Malaysia, and Saudi Arabia, Oman and Kuwait. This study has been done in micro-level. Small sample size is another limitation of the study. Therefore, findings of this study may not be applicable in other areas of country.

## **CHAPTER IV**

### **OVERVIEW OF FOREIGN WORKERS**

#### **4.1 Foreign Workers**

The people go abroad for the variety of reasons, it may be in search of better opportunities, may be forced, may be lack of poverty, may be to show off etc. Foreign workers may be in the form of skilled manpower, semi-skilled manpower and unskilled manpower (i.e. purely the labour market). **The permission given by Government to work abroad is shown in Appx “A”.**

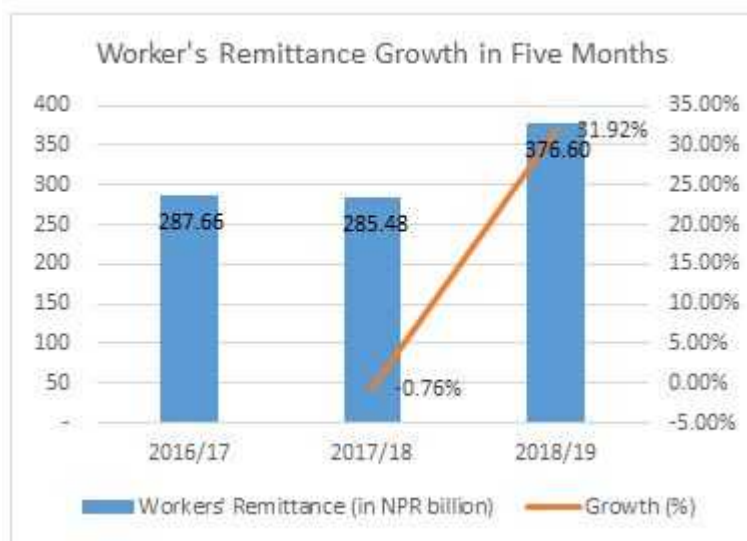
#### **4.2 Reason for International Migration**

During the political turmoil that lasted through the civil war (1996-2006) had displaced a huge number of Nepalese from their birthplace leaving them homeless and unemployed. The post conflict political situation has not witnessed major economic growth and hence unemployment and underemployment is still and ever growing phenomenon. The political unrest has decelerated the pace of industrial expansion and halted plenty of small and medium enterprises all over the country creating unemployment throughout the country. This has largely amplified the number of migrant workers. Because of the above mentioned reasons, foreign employment has become an emerging business in Nepal's current context. Foreign employment has been a topic of major discussion in the current economic as well as political discussion of Nepal. Hence, at this rate of departure, the country has also been receiving proportional amount of remittances, the details of which are presented below in this report. When the internal political turmoil, power shortages, insecure investment and business climate and labour issues are guiding the economy downhill, remittances have not only lifted the economy but also contributed to the sharp decline in absolute poverty (Bhattarai, 2005).

Nepal's economy has largely rested on its population opting for foreign employment. With subsistence agriculture as a major economic activity, staggering number of unemployed, low investments in the industrial sectors, tumultuous political and business environment, and the number of people leaving for foreign employment has

been ever rising. State is facing greater challenge to create productive and income generating employment opportunities .Even having favourable environment for development, State responding very slow economic-social growth in past. Therefore, State unable to broaden employment market as expected. As competitive labour-cost principle, trend of labour migration to developed countries of developing and least develop countries is increasing and Nepalese labour are also getting opportunities of foreign employment. Since past few years, there are many countries are emerging as destination for foreign employment and this foreign employment is emerging as an attractive option to eradicate unemployment challenges of the country. (Kathmandu Post, 2012)

Every day about 1600 Nepali Men and women leave the country mostly for Malaysia and the gulf countries. Nepal’s Department of foreign employment which has issued more than 3.5 million labour permits for men and women went for work to foreign land (DoFE). In such scenario, remittances have become a major source contributing to Nepal’s economy. It has helped in keeping Nepal’s ailing economy afloat. Remittances have tremendously increased liquidity in Nepal. This has resulted in astonishing positive results in the household arena at a time when the country’s major macroeconomic variables are either stagnant or declining amidst increasing political uncertainty. According to below diagram of Macroeconomic report based to five months data of fiscal year 2018/19, the workers remittance increased by 31.92% to NPR 376.60 billion during five months in fiscal year 2018/19.



## **4.3 Advantages**

### **4.3.1 Decline in Absolute Poverty**

The role of remittances in the economy and poverty reduction was claimed first by the Nepal Living Standards Survey (2004). It showed that the poverty declined from 42 % in 1995/96 to 31 % in 2003/04 and to 25% in 2011. As mentioned earlier, remittances can be attributed to the sharp decline in absolute poverty in Nepal, which is one of the positive results.

### **4.3.2 Children of the foreign employment workers are the long term beneficiaries**

There are also some long-term opportunities brought about by foreign employment. Children of the foreign employment workers are the long term beneficiaries of foreign employment as they are getting quality education paid for by the remittances from their parents.

### **4.3.3 The Nation can Benefit Skilled and Educated Manpower**

The nation can benefit in the long term out of this trend as skilled and educated manpower is produced for the economy. Another opportunity that lies within is that, most of the migrant workers head abroad with an intention of returning to their home country. So the skills of these returnees could be used to enhance the dexterity and expertise of other Nepalese, which would help foster an environment of skilled labourer in Nepal itself. These returnees are highly likely to become entrepreneurs given the certain amount of saving they would have which they would like to invest and willingness to work for oneself after having worked in strict settings abroad. Had the government laid down an investment friendly environment, they would for sure be interested in investing in their home land. The capital, skills and technology which migrant workers bring back home are among the most valuable gains from foreign employment. An investment and entrepreneur friendly environment could put these assets to their best use.



#### **4.3.4 The Remittance sent by the Migrant Workers can be used to further Generate Wealth in the Country.**

Besides spending on consumption, it has to be invested in productive sectors which would bring about some positive change on the major macroeconomic variables of the country. Not all the remittance coming to Nepal comes through formal channels though which makes it difficult to keep account of all the remittance incomes of the country. Due to the restrictions on taking out more than 4000 dollars abroad for investment, people are channelling remittance money towards investments in abroad before the money reaches Nepal. Benefits can be summarized as follows.

- ) Remittance to individual and in the country.
- ) Better living standard, support to family, educating children, improved health and better housing
- ) Exposure and new skills transfer (some) returnees are the trained and skilled manpower and able to contribute to the country
- ) Unemployed youth having options for employment
- ) Generating foreign exchange reserve
- ) Export of unemployed youth help local peace and security prospects
- ) Better understanding and cultural exchanges
- ) A more aware and disciplined human resources to the service of society
- ) Opportunity for cross cultural assimilation.
- ) Re-ploughing of earnings of the migrant workers would help generate the employment.

#### **4.3.5 Effect of work migration on household wellbeing can be summarized as follows:-**

- ) Change relative productivity of members of the sending households.
- ) Labour market implications for the household members.
- ) Affects health and educational attainments, etc.

#### **4.3.6 Remittances as the most tangible benefits of migration:**

- ) Enable households to overcome credit and risk constraints on their

ability to engage into the modern and more productive activities.

- ) Investment in housing and schooling.
- ) Direct consumption, etc.

## **CHAPTER V**

### **SOCIO-ECONOMIC IMPACT**

The foreign employment has created the great changes in the socio economic sector of Nepal. The employment itself is very good phenomenon. It has the wide positive as well as negative aspect. The aspiration of the society had changed a lot. There are many changes in the society whether it be in the home country or it be in the country of destination. The new society is formed with the mixed of diversified people around the world. If it can maintain the harmony among it then it will be good but there are chances of being depletion of the security and may result in the social conflict. It's very difficult to present the up to date data regarding the issues, but from the observation and other contents some of the socio economic impacts of the foreign employment has been discussed below:-

#### **5.1 Social changes**

The foremost change that the society has undergone is the migration. The people migrate from one place to another in search of better opportunity. The increase involvement had changed the rural population to shift to the urban area. Migration is the main area that the foreign employment has affected. Migration is only one of a number of forces which have contributed to their internationalization, its impact, especially in countries at early stages of modernization. The money migrants remitted while they were in foreign employment almost certainly improved his/her family's financial situation as well as their position in the village social order. Due to international migration, country is losing a number of workers, perhaps most intelligent and adventurous which seen impact on socio economic change. Although the society loses the skilled and unskilled labour when they return they came with the new ideas, skills and ambitions, which would certainly have a major impact on village life and social structure. The education pattern has been changed. Previously the people used to study in the government school now, the government school has been changed to public school as well lot many schools are open in the rural villages. The children of the foreign workers have started to educate in private school which is also the changes of foreign employment (Appleyard, 1989).

The family structure is being changed rapidly. Now, the people have started to buy own land and make a small house. They have started to live in nuclear family rather than the joint family and also started to shift from rural to urban areas to get better facilities and works. Each year the government identifies the agriculture as the main source of the Nepalese economy. But due to the foreign migration of the youth this sector has been badly hit. There is the shortage of the people working in the field, which has negative impact in the Nepalese economy. Also there is the shortage of the labour force who works in the domestic agriculture. These things have perceived negative impacts in economic sector due to international migration. ( Helweg, 1983)

Nowadays the people are so much aware of their rights. The women are also getting united and had started to go abroad for the work. In one hand this had made the women self-dependent but still in the rural society it had more burdens to do the works .i.e. household to business, entrepreneurs and also the family duty. Remittances which has a significant impacts on the social structure of village, it was used for family maintenance and improving land productivity. Remittance has been used to acquire a high class ranking and power within society. The other important aspect of foreign employment is the ‘Economic change.’” Currently Nepal is the first remittances receiving country in the world in terms of the percentage of The GDP with the country receiving remittance worth 32.3 percent. (World Bank, 2016)

Remittance has supported consumption and investment to some extent. However, Remittance may help boost private investment in physical and human capital by alleviating credit constraints. The world has now become the global village. Its economy is dependent with each other which we have the past experience also during the period of recession in the developed countries whole the world had become the suffer. The economic change also had lifted the marginalized poor to uplift their life standard. Increase in trade deficit, artificial price hike of customer goods including land and house, further increased the dependency on remittances, low level use of available natural resources including land cultivation and investment on unproductive sectors are perceived negative impacts in economic sectors due to foreign employment. (Giuliano & Ruiz-Arranzo, 2009)

## 5.2 Challenges

Social Problems have arisen out of the foreign employment. While the husband is working in foreign country, there have been the cases where the spouse has run away with another partner with all the money sent home by the husband. As most of the youths have gone abroad, there is shortage of male workers in Nepal. Only women are left behind in the villages to take care of the children and work the land. Nepalese migrant workers rely on the individual “agents” rather than the formal recruitment agencies to guide and facilitate their migrant process. These agents are loosely linked with the manpower agencies and there are organized sub-networks of handlers between both Nepal and India. Foreign Employment act includes the provision for regulating the agencies and registered agents to facilitate the migration process. But most of these are located centrally in Kathmandu and they are far beyond reach of the rural people. In which the migrant workers are compelled to take the illegal route of there are many cases of the fraudulent in the migrant worker (Kathmandu post, 2017).

Due to the open border there are the cases that the agents of both the countries are working in organized way to smuggle the migrants using fake passports, tourist visas and false contract paper. Migrants cited that they opt to go via the unofficial labour migration to gulf countries. These migrants who go through the unofficial channels (mainly female migrants who are working in households) fall outside the orbit of government protection. And similarly in the country of destination they face the grave situation that their undocumented status increases their exposure to exploitation by the unscrupulous agents. The numbers of Nepalese migrant workers are attracted in the gulf countries due to the political turmoil, sluggish growth in jobs, and unfavourable business environment within country. Most of the Nepalese workers are the cheap labour force in the foreign land and are unskilled. There are many reports that depict the working condition of the Nepalese migrant worker and their condition of living in foreign land. They are treated inhumanly, and are deprived of the basic facilities (UN, 2002).

Migrant workers are being cheated from the country of origin and in the country of the destination. They get less salary and other facilities also. Nepali women face physical torture and sexual harassment. There is the lack of proper information about

foreign jobs .and there is not the provision of the women migrant worker sending in the gulf countries legally. They are cheated by the agents through the open border. The contribution of the remittances in the GDP is above 30 percent. They are being spent in the unproductive sectors like buying land and house and on unproductive sectors. The government need to identify the lapses and make the proper policy through which it get channelled properly and in long run it will be helpful to create the job in own country (Sijapati and Limbu, 2012)

The government policies need to be implemented in the proper way. There is always a lengthy process in getting the passport and there is also the problem regarding the medical check-up for the migrant workers. Most of the migrant workers are uneducated and they are unaware on what the agreement between them and the countries of destination is. There is also the lack of knowledge in the visa they obtained due to the language barrier. There are the positive aspects also regarding to policies.

### **5.3 Is Foreign Employment Challenge or Opportunity???**

There may be controversy on saying foreign employment is a good or a problem. We can argue with various points on and against foreign employment. Most of the productive manpower are in foreign land and are busy on selling their labour, knowledge & skills. Day by day more and more people are appearing in airport with passport and work permit. They with a sweet dream of earning money are going foreign land to be a labour. People watching these all are questioning, are we doing good? An answer is yet to come.

Today above 30 percent of total GDP is leading by remittance. Plenty of people are abroad just for earning money. The reason behind it is just a lack of government policy. Government is not paying any attention towards it. Government never does the analysis why my people are running abroad, although they have a lot to do over here? Youth disappearance is actually must be the big issue for the government but why it is not being so? This is also the part to be analysed.

We are rich in agricultural field. We have lots of opportunities in our own country. We can develop new ideas and creations in business and can earn a lot in our own

country. Some of the practices we are seeing and listening. Going foreign country is not a bad thing and a big issue but the way how our people are running over there is an issue. The lot of our people are spending life in misery in the foreign land. There are also many cases of the fraudulent manpower who are creating this misery to our own people .Every month there is the dead body arrival of the foreign worker in TIA this also need to be address.

If good governance can be there in a country then this problem can be erased easily. Although it impossible to eliminate this problem immediately but slowly we can reduce the number of people from going abroad. The security on job, environment for foreign investment, government investment in business, promotion of agro based occupation etc. are some of the immediate measures the government should adopt in order to increase employment opportunities in the country and to stop the flow of people on foreign land for employment.

## **CHAPTER VI**

### **GOVERNMENT POLICIES**

Nepal is doing its best to organize the booming foreign employment industry through reforms in labour policies, law amendment and signing bilateral agreements and MoUs with destination countries. Stakeholders must work hand in hand to make sure all goes well with migrant workers both inside and outside the nation. Foreign Employment department of ministry of labour and employment has provisioned various rules and policies regarding foreign employment. They are as follows:

#### **6.1 Foreign Employment Act, 1985**

The Act was introduced to provide for the matters relating to foreign employment. It has been amended thrice, first amended in 2049, second in 2054 and then recently in 2064 BS. This act called for the licensing of institutions that wanted to be involved in the foreign business, the need to seek approval from the government while selecting workers, for business operators to advertise vacancies and mechanisms for action in case of non-compliance with the Act. Main features of the 1985 acts are presented here below:

The preamble: Preamble which meant to control and manage foreign employment and maintain financial interests and facilities of the general public.

Provision relating to license: the act made it mandatory to acquire a license prior to operating foreign employment business, including submission of a security deposit. Licensed recruitment agencies are allowed to send Nepalese only to those countries specified by the government.

Provision relating to selection of workers: need to required license to get permission from the government while selecting individuals for foreign employment. According to this act, the position for employment abroad was to be advertised after obtaining prior approval from the government. The selection of the worker was to be done impartially and representatives of both the government and the employer (if interested) were to be included in the selection process.

Provision relating to sending workers for foreign employment: the recruitment agency they are allowed to charge a service fee as prescribed by the government and was



required to provide detailed information to the worker about the full contents of contract. A copy of contract signed by the two parties was to be provided to the worker and the government such a contract should not be different from the contract submitted by the recruitment agency. This act also allowed individuals to go for foreign employment in their personal capacity after obtaining the required work permit from the government.

## **6.2 Foreign Employment Rules, 1999**

The rules were framed to exercise the power conferred by Section 27 of the Foreign Employment Act, 2042 (1985). Foreign Employment Rules were issued only in 1999 after the 1985 Foreign Employment Act had undergone two Amendments. It lists out provisions concerning issuance and renewal of license, insurance, labour attaché, inspection and all the necessary detail for foreign employment should be mentioned.

Any agency applying for license to be involved in recruitment for foreign employment was required to have a working capital of NPR 2-5 million was to submit and NPR 500,000 to the government as deposit and NPR 10,000 as license fee. The license was to be renewed within 90 days of the date expiry with a renewal fee of NPR 5000. The licensed agencies were also required to obtain prior approval while selecting workers to send abroad for employment.

Foreign Employment Rules 1999, stated that the qualification and experience of the applicant along with his or her age and physical fitness was to be considered while selecting the applicants.

## **6.3 Foreign Employment Act, 2007**

The Act was made to amend and consolidate laws relating to foreign employment. It is expedient to amend and consolidate laws relating to foreign employment in order to make foreign employment business safe, managed and decent and protect the rights and interests of the workers who go for foreign employment and the foreign employment entrepreneurs.

This act reflects to protect the rights of migrants and a more right based approach focusing as it does on information dissemination to migrant's worker promotion of policy arrangements to manage and secure foreign employment. This acts contains provision on producing skilled manpower for foreign employment and making the whole process of obtaining employment systematic and shorter.

Provision of the Foreign Employment Act 2007, the act directs government of Nepal to resolve any problem facing a worker who has gone for foreign employment, special providing facilities to women, dalit, indigenous nationalities, oppressed group, victims of natural calamities and people of remote areas to go for foreign employment, prohibition of any discrimination against women and under age 18 while sending them for foreign employment.

this acts empowers government to specify the minimum remuneration for worker as well as the maximum service fee and promotional costs, free visas and free ticket were there country including Bahrain, Qatar, Saudi Arabia, Malaysia, Oman Dubai and Kuwait. This acts also makes it compulsory for workers to undergo orientation from a government recognized institution prior to leaving for foreign employment.

The 2007 Act present that the government of Nepal to establish labour desk at the international airport and other places, if necessary in order to certify that workers leaving for foreign employment have followed the procedures specified in act. The licence agency is required to procure insurance as of March 12, the government have given approval to nine insurance companies to provide insurance to labour market. The act requires the licenced agency to only use the national airport while sending migrants worker abroad. The establishment of a foreign employment welfare fund under the foreign employment promotion board in order to provide for social security for workers in foreign employment.

#### **6.4 Foreign Employment Rules, 2008**

The rules were framed to implement the power conferred by Section 85 of the Foreign Employment Act, 2064 (2008). Foreign Employment Rules, deals with the selection of companies and their licensing, including requirements such as bank guarantee, their renewal and cancelation. It also lists provisions on the selection of workers, including

the need for advertising and an application process and also issues such as registering workers at point of departure, insurance and pre-departure orientation training and skill training.

It provides details on establishment and utilisation of foreign employment welfare fund, the formation and duties of the Foreign Employment Promotion Board, the establishment and functions of a Foreign Employment Tribunal, remittances and awarding best agency among others. In 2016, the government increased the compensation in the event of death to Rs 300,000 and an amount of up to NPR 300,000 in case of mutilation earlier stipulated amount of NPR 100,000 in the Foreign Employment Rules, 2008.

### **6.5 Foreign Employment Policy, 2012**

The foreign employment policy was passed by the parliament on February 24, 2012. The Policy has been formulated to give direction for the effective management of foreign employment, and to make the process of migration safe and accessible by overcoming the shortcomings of the prevailing Acts and Rules in addressing problems related to foreign employment.

### **6.6 Foreign Employment Tribunal Rules, 2012**

The Rules has been introduced in accordance to Article 85 of the Foreign Employment Act 2007. Its goal is to ensure safe, organized, respected and reliable foreign employment to contribute on poverty reduction along with sustainable economic and social development through economic and non-economic benefits of foreign employment. Its objective is to provide knowledge and skill based training to Nepalese human resources to develop skilled, empowered and competitive as per demand of international market creating safe, organized and respectable environment for foreign employment. Foreign employment related major policies shall be as follows:

- ) To identify and promote employment opportunities at international market.
- ) To develop skilled human resources having competitive capacity for maximize benefits from foreign employment.

- ) To create each step of foreign employment simple, transparent, reliable, organized and safe.
- ) To address concerns of female workers on labour market and ensure their rights in overall migration cycle.
- ) To ensure good governance on foreign employment management.
- ) To mobilize local, national and international resources for foreign employment management and also promote collaborative efforts through increasing sector partnership.
- ) To mobilize remittance on human development and productive sector as much as possible.

## **6.7 Reforms in labour Policies**

The government has started process to formulate a foreign employment policy. It is trying to make the policy more worker-friendly by accommodating new concerns in line with the changed scenario in both the source and destination countries. To fulfil the objective of making foreign employment safe, decent and systematic, the government has promulgates the Foreign Employment Act and Regulations. The Act and Regulations have been enforced primarily to respond to an increased amount of exploitation at various levels of migration. The Act and Regulations provide a great deal of protection to migrant workers and have provisions of punishment for the wrong doing. Some major legal provisions are as follows:

- ) It has tried to establish the rights of equality for both men and women in foreign employment. There is also positive discrimination in favour of women and disadvantaged groups.
- ) Establishment of Welfare Fund with contributions from migrants is another important provision to ensure social security of workers. The Act has clearly mentioned the modality and the repatriation procedure, which can be used also to support the deceased migrant's family.
- ) Foreign Employment Court planned to be set up in cities other than Kathmandu.
- ) Compulsory insurance of workers.

- ) The government can send workers to foreign countries having diplomatic ties through stated own agencies or private businesses.
- ) There is provision of deposit from the recruiting agency and security measures to protect the migrant workers.

Major institutions involved in foreign employment management are the Ministry of Labour and Transport Management (MoLT), the Department of Foreign Employment (DoFE), the Foreign Employment Promotion Board (FEPB), diplomatic missions and the Foreign Employment Tribunal. DoFE is responsible for the regulation, FEPB is responsible for the promotion and welfare activities and the tribunal is responsible for legal decisions on cases filed. The MoLT has authority over the policies to be adopted in foreign employment.

The government has a special arrangement to send Nepali workers to Korea under the EPS (Employment Permission System), which is famous for the comparatively low migration cost, safety and transparency in service delivery. Nepal has also signed an agreement with the Japan government on sending industrial trainees to enhance the technical capacity of Nepali citizens and to fill the human resource gap of the Japanese industrialist manpower. Nepal has signed memoranda of understanding with the UAE, Qatar, Bahrain, South Korea, and Japan (JITCO). MoUs with Malaysia and Lebanon are in the pipeline. Such bilateral agreements between two countries are important for the protection of the rights of migrant workers.

The UN convention on the protection of the rights of migrants and their family members can be helpful to solve many of the migrants' problems. Nepal should approach international agencies to convince host countries to respect the rights of migrants and to monitor their situation. The government has started reforms to make foreign employment decent, safe and systematic. DoFE has been making efforts to promote good governance in service delivery. Strict measures have been taken to ensure protection of migrants by compulsory implementation of contracts. Insurance scheme aimed at workers has been revisited to ensure more benefits in favour of migrants. Recently, the re-approval system has been started to bring the workers to the social safety net targeting those who want to continue on the same job after

completing their first tenure. Time-bound and 'first come first served' delivery mechanism has been developed to provide prompt and fair services. Similarly, all cash transactions have been channelled through the banks. To ensure transparency and to promote broader coordination among agencies concerned, Information Technology has been used intensively. Free legal assistance to the victims and volunteer mobilization has been started in collaboration with non-governmental agencies. To prevent the malpractices and cheating, lot number has been made mandatory while advertising vacancies. Furnishing the contract paper in Nepali has been made mandatory to make it easy for workers to understand the stated terms and conditions. Recently, the department has filed some cases against companies with a large number of fraudulent cases. (The Kathmandu post, 2012)

## CHAPTER VII

### DATA PRESENTATION AND ANALYSIS

This chapter attempts to analyse the data and information collected for securing objectives and derives the major findings of the study. To give the proper direction of the study at first the data are presented in tables form and analysis is made on the basis of research questionnaire.

**Table 1**  
**Gender of Returnee Migrants**

This table describes about the gender of returnee migrants. This table includes male and female gender to identify the respondents.

Gender	Number of Migrants	In percentage (%)
Male	44	97.78
Female	1	2.22
Total	45	100

*Source: Field Survey, 2019*

The above tables indicates that among the total 45 migrant respondents, highest percentage were the male(97.78%) returnee migrants in my study whereas 2.22% were the female returnee migrants which is the lowest one because there were less number of female migrants in the study area. Our society thinks that women's were not born to work outside this same thing found in my study. Less number of women migrate from this study area because there work is to take care of family and children doing only domestic work like cooking, washing, cleaning etc. 2.22% were female migrants, she migrants because she is from poor families background, to take care of family and for their survival this is the only option for her to migrate for foreign Employment.

**Table 2**  
**Age of Returnee Migrants**

This table shows about the age of returnee migrants where this table describes about the different ages of returnee migrants in which ages they belongs to.

Age Group	No. of Migrants	Percentage (%)
20-29	19	42.22
30-39	22	48.89
40-49	4	8.89
Total	45	100

*Source: Field Survey, 2019*

This above table shows about the age of returnee migrants where this table describes about the different ages of returnee migrants in which ages they belongs to.

The above table shows that out of 45 sample of returnee migrants, 48.89 percent of returnee migrants were from the age group 30-39 age group. 42.22% are from 20-29 age group and 8.89% are from 40-49 age group. In terms of age distribution, the highest returnee migrants are between the ages of 30 and 39 in the study area because some migrants said that this is their age to work hard for better life to survive. Young migrants are also significantly higher which is from between the ages of 20 and 29 holding 42.22 percent. Their engagement in international migration is a response to high demand for low-skilled labour force in foreign land. Lowest percent of returnee migrants were from the age between 40 and 49 because of their age bar.



**Table 3**  
**Caste and Ethnicity of Returnee Migrants**

This table shows in which caste or ethnic group returnee migrants belongs to. Here, total 45 respondents who have their own caste and ethnic group for their identification.

Caste and Ethnic Group	No. of Migrants	Percentage (%)
Brahmin	20	44.44
Chhettri	8	17.78
Magar	16	35.56
Tharu	1	2.22
Total	45	100

*Source: Field Survey, 2019*

The above table shows that out of total 45 returnee migrant respondents, 44.44 percent of returnee migrants were from Brahmin ethnic group whereas 17.78 percent of returnee migrants were from Chhettri ethnicity and 35.56 percent were from the Magar ethnic group. 2.22 percent were from Tharu caste groups. According to this it seems that Magar ethnic group is higher than Chhettri in this area because Magar are migrated most to Terai from hilly region for better facilities.

Highest Number of migrants were from the Brahmin ethnic group which is 44.44%. In this mostly Brahmin ethnicity seems to migrate more for higher income and live a better life. And second highest is from Magar caste groups for them migration is not new, as their male have migrated as soldiers for many generation. Lowest were from the Tharu ethnic groups and other minimum percent of migrants were from the Chhettri.

**Table 4**  
**Family Size of Returnee Migrants**

On this table the title describe about the number of family members in the returnee migrants home. Through this table we found the migrants having small family size to the extended family size.

Family Member	No. of Migrants	Percentage (%)
1 to 4	29	64.44
5 to 9	14	31.11
10 to 15	2	4.44
Total	45	100

*Source: Field Survey, 2019*

Household is a basic unit where decisions are made for basic economic purposes. The family of household used in the study is that of body of people who have shared income and assets pool. People live together sharing their living space and eat together from common stock of food and income.

The family size of the respondents varies from small with 1to 4 family members to as bigger 10 to 15 family members as shown in above table. 64.44 percent of returnee migrants have 1 to 4 members in family which is called nuclear family. 4.44% returnee migrants have family size of 10 to15 which is quit big family size called extended family. This is especially from Magar Ethnic group who does not live separately but altogether with grandfather/mother and grandson/granddaughter.31.11 percent of returnee have 5 to 9 family member which is called joint family.

From the above table shows that in the study area highest percentage of returnee migrants have nuclear family and they have migrate most. And lowest percentage of 4.44 were from extended family and 31.11 percentage returnee migrants were from joint family.

**Table 5**  
**Educational Attainment by Returnee Migrants**

This table shows about the education attained by the returnee migrants. According to the data we found the migrants attained the education from primary level to bachelor and also illiterate. Education is the measurement of the socio-economic development of a community and nation. It is called as major weapons to uplift poor condition of the weak people in a society. It helps to provide knowledge and skills gravitates a community towards participation in national buildings efforts. It plays a vital role to living standard, income level and economic status of nation.

Educational Attainment	No. of Migrants	Percentage (%)
Primary	6	13.33
Lower Secondary	7	15.56
Secondary	11	24.44
Intermediate	17	37.78
Bachelor	2	4.44
Illiterate	2	4.44
Total	45	100

*Source: Field Survey, 2019*

The above table shows the educational attainment by the migrants in Devchuli municipality ward No-13. The total numbers of migrants are 45, among them 13.33 percent have been attending in primary school, 15.56 percent have been attending lower secondary, 24.44 percent in secondary level, 37.78 percent have been attending intermediate, 4.44 percent in bachelor level and only 4.44 percent were found illiterate through my study.

In this study area most of percent of migrants have go to school and found that this area have easy access to basic education. We can see from the above table that the highest 37.78 percentage of returnee migrant's educational attainment is on intermediate level and second highest 24.44 percent were from secondary level.

**Table 6**  
**Marital Status of Migrants**

The table shows about the marital status of returnee migrants. The marital status of returnee migrants had been classified as whether migrants were married or unmarried.

Marital Status	No. of Migrants	Percentage (%)
Married	34	75.56
Unmarried	11	24.44
Total	45	100

*Source: Field Survey, 2019*

Above the table indicates that out of 45 total migrants respondents, 75.56 percent of returnee migrants were found married and 24.44 percent of returnee migrants were unmarried. Highest percentage 75.56 percentage of returnee migrants were married and also show that migrants were motivated to migrate after marriage. It is all because after marriage they bear kids and has family. There is a requirement of more than basic needs and for the betterment of kids and family mostly parents migrate for foreign employment for higher income to take care of family. This is why we can see married migrants are highest.

**Table 7**  
**Last Destination of Returnee Migrants**

This table shows about last destination of returnee migrants. This table includes migrants only return from the gulf countries. This table talks about the last destination country from where the migrants returned from.

Destination Country	No. of Migrants	Percentage (%)
Malaysia	9	20
Saudi Arabia	7	15.56
Qatar	12	26.67
UAE	15	33.33
Kuwait	2	4.44
Total	45	100

*Source: Field Survey, 2019*

20% of returnee migrants were from the Malaysia whereas 15.56% of returnee migrants were from the Saudi Arabia, 26.67% were return from Qatar, 33.33% were from the UAE and finally only 4.44% percent of returnee migrants were from Kuwait which seems the lowest migrated country in this study area. According to the table highest percentage of returnee migrants were from UAE (Dubai) because most of migrant's reason is that in Dubai easy to get work and get satisfied salary on time and in this study area also found the low-skilled people migrate most because the destination countries demand high numbers of low-skilled migrants.

**Table 8**

**Occupation at Destination of Returnee Migrants**

This table shows about what kind of job the returnee migrants have done in the foreign land. This table have classified the different kinds of jobs the migrants involve in destination country.

Occupation at Destination	No. of Migrants	Percentage (%)
Labour( Construction)	3	6.67
Labour( Company)	19	42.22
Driving	3	6.67
Security Guard	4	8.89
Hotel	9	20
Cleaner	2	4.44
Petrol Pump	3	6.67
Departmental Store	2	4.44
Total	45	100

*Source: Field Survey, 2019*

Number of Migrants involving in the job as a labour in a construction are 6.67%, in company as a labour were 42.22%, working in a driving sector were 6.67% of migrants, as a security Guard were 8.89%, working in a hotel were 20%, as a cleaner worker were 4.44%, involving in work in Oil Cooperation or in Petrol pump were 6.67% and finally job in department store were 4.44%. The results, the highest 42.22 percent of returnee migrants do the job as labour in a company and other occupation like cleaner, security guard, departmental store, driving, in construction field and in petrol pump were found lowest number migrants involving in such jobs in this area.

**Table 9**  
**Paying For Applying Process of Returnee Migrants**

This table shows about the migrants paying for their applying process for foreign employment. Some pay highest amount and some pay lowest according to their destination country and work.

Payment for applying (in Rs.)	No. of Migrants	Percentage (%)
10,000	2	4.44
10,000-25,000	2	4.44
50,000-75,000	9	20
75,000-1,50,000	26	57.78
1,50,000-1,75,000	6	13.33
Total	45	100

*Source: Field Survey, 2019*

The above table shows that out of 45 returnee migrant respondents, 4.44 percent of returnee migrants pay Rs.10, 000 for applying process for international migration, another 4.44 percent of migrants paid Rs.10, 000 to 25,000, whereas 20 percent of returnee migrants has paid Rs.50, 000 to 75,000. similarly, 57.78 percent of returnee migrants respondent has paid Rs.75,000 to 1,50,000 and 13.33 percent of returnee migrants has paid highest amount of Rs.1,50,000 to 1,75,000 for their applying process. The applying amount depend according to the countries.

So, this table indicates that highest 57.78 percent of returnee migrants paid the amount of Rs.75, 000 to 1, 50,000 and lowest 4.44 percent of returnee migrants paid Rs.10, 000 for applying in Foreign Employment because they have got free visas and free tickets.

**Table 10**  
**Faced Any Problem While Applying For Foreign Employment**

This table describes about did returnee migrants faced any difficulties while applying for the foreign employment.

Faced Problem	No. of Migrants	Percentage (%)
Yes	12	26.67
No	33	73.33
Total	45	100

*Source: Field Survey, 2019*

The above table shows that 26.67 percent of returnee migrants faced the problem in place of origin while applying for foreign employment and 73.33 percent of returnee migrants did not face any problems while for applying process for international migration. The majority 73.33 percent of returnee migrants did not face any problem in place of origin while applying because get help from the manpower agents and friends to know about the applying process.



**Table 11**

**Types of Problems Migrants Faced While Applying for Foreign Employment**

This table describe about the list of difficulties faced by returnee migrants in place of origin before applying for foreign employment. From this, it comes to know about the problems returnee migrants used to face although in their own born country.

Problem Faced in origin	No. of Migrants	Percentage (%)
Access to information of the recruitment process	4	13.33
Fully dependent on agent/ Manpower agency	9	30
Difficulties in accessing government systems	11	36.67
Difficulties in understanding contract agreement	4	13.33
Lack of support from recruitment process	2	6.67
Total	30	100

*Source: Field Survey, 2019*

In the above table, the number exceeds, due to multiple response. The table shows that migrants not only face the problems in destination country but also in country of origin. They faces problems while applying for foreign employment. Not all people are educated to understand each and every policies of foreign employment. The table shows that out of 45 returnee Migrants, due to lack of information 13.33 percent of migrants faced the problem of accessing to information of the recruitment process.

30 percent of returnee migrants faced problem because of fully dependent on agent or manpower agency. 36.67 percent of returnee migrants felt difficulties in accessing government system because of lack of information to them about the new government policies for international migrants. Similarly, some migrants like 13.33 percent faced

difficulties in understanding their contract agreement about their work in foreign land and 6.67 percent of migrants they did not get any support from recruitment process. From the above tabulation, highest 36.67 percent of returnee migrants faced the problem in difficulties in accessing government system and lowest problem faced like lack of support from recruitment process.

**Table 12**  
**Face Any Problem in Destination Country**

This table shows about did any returnee migrants had face problem in their destination country or in their work place.

Faced Problems	No. of Migrants	Percentage (%)
Yes	29	64.44
No	16	35.55
Total	45	100

*Source: Field Survey, 2019*

The above table shows that 64.44 percent of returnee migrants said that they faced the problem in country of destination while working in foreign land and 35.55 percent of migrants did not face any problems in their destination country while working in foreign land. The highest 64.44 percent of returnee migrants face problem in the destination country.

**Table 13**

**Types of Problem Returnee Migrants Faced in Destination Country**

This table describe about the list of difficulties faced by returnee migrants in destination country or in their working place. From this, it comes to know about the problems returnee migrants faced in destination country.

Problem Faced by migrants	No. of Migrants	Percentage (%)
Wage variation from contract	7	10.14
Work variation from contract	6	8.69
Passport and other documents are confiscated	12	17.39
Did not get salary on time	11	15.94
Skills/ language barrier	21	30.43
Psychological abuse	12	17.39
Total	69	100

*Source: Field Survey, 2019,*

In the above table the number exceeds, due to multiple response. The above table shows that Returnee Migrants has faced a lot of problem in their destination countries. Out of the total 45 sampled returnee migrants, 8.69 percent of returnee migrants face the problem of work variation from their contract agreement which means in contract paper they have signed that they will do that work in destination countries but when they arrive there they need to do another work. 10.14 percent of returnee migrants have faced the problem of wage variation from contract agreement which indicates that salary is totally different from contract agreement when they reached in destination.

17.39 percentage of migrants said that their passport and other documents are confiscated so that nobody can run away from their company. 15.94 percent of

returnee migrants did not get salary on time. Similarly 30.43 percent of returnee migrants faced problem because of language barrier and skills barrier and at last because of all these problem and difficulties in their work 17.39 percent of returnee migrants faces the problem of psychological abuse. From the above table, majority 30.43 percent returnee migrants of problems faced in destination country is skills/language barrier because of low level of educational attainment and skills qualification.

**Table 14**  
**Decided to Return From Abroad**

This table title shows about why the returnee migrants decided to return from foreign employment to their home country. According to the returnee migrants, some list of reasons were classify in the table.

Return from Abroad	No. of Migrants	Percentage (%)
Termination of contract	17	37.78
Unsatisfied with wage	6	13.33
Work was difficult	7	15.56
Family reasons	5	11.11
Back on work leave	5	11.11
Employer shut down	2	4.44
To explore opportunities in the home country	3	6.67
Total	45	100

*Source: Field Survey, 2019*

The above table shows that 37.78% of migrants return to their place of origin because of the termination of contract of finished contract agreement. Similarly, 13.33% of migrants return because of unsatisfied wage or salary whereas 15.56% of migrants were return to origin place because of difficult work and 11.11 percent of migrants return due to family reasons. Some 11.11 percent of migrants return because of

vacation or back on work leave, 4.44 percentage returns due to employer shut down and 6.67 percent of migration back to home country to explore the opportunities in their own place of origin.

Among the out of 45 sampled returnee migrants majority 37.78 percent of migrants return to Nepal because of finished contract agreement and lowest 11.11 percent of migrants return due to the family reason and to spend vacation.

**Table 15**  
**Want to Migrate Again**

Hereby the table shows whether the returnee migrants want to migrate again or not for the foreign employment. Some say they want to migrate and some did not want to migrate again.

Migrate again	No. of migrants	Percentage (%)
Yes	24	53.33
No	21	46.67
Total	45	100

*Source: Field Survey, 2019*

From the above table, out of 45 total sampled returnee migrants 53.33 percent of returnee migrants wants to migrate again for foreign employment because for them international migration has become a source for livelihood. 46.67 percent of returnee migrants does not want to migrate again for foreign employment because of difficulties they faces in foreign work. It seems that majority 53.33 percent of returnee migrants want to migrate again in foreign land for employment and other remaining migrants want to explore their opportunities in home country.

**Table 16**

**Reasons of Returnee Migrants to Migrate Again**

This table title describe about the reason of returnee migrants to migrate again for foreign employment. Here, some the reasons of migrants to migrate again foe employment is listed.

Reasons	No. of Migrants	Percentage (%)
Difficulty to find job in Nepal	14	46.67
Social trends	3	10
Higher income	8	26.67
Currently on vacation	5	16.67
Total	30	100

*Source: Field Survey, 2019*

In the above table, the number exceed due to the multiple response by respondents. The above table shows that among total 45 sampled returnee migrants, 46.67% of returnee migrants wants to migrate again because of difficulties to find job in Nepal whereas, 10% of returnee migrants want to migrate again because foreign employment is becoming a trends in today's society. Similarly, 26.67% of returnee migrant reasons to migrate again for foreign employment is to earn higher income because of insufficient income salary to look after family and 16.67% of returnee migrants is back to Nepal to spend their vacation. They stay some months with family until the vacation has finish and return back. Among the 45 migrants respondent the highest percentage 46.67 migrants wants to migrate again because of difficulties to get job in Nepal and lack of employment facilities in home country.

**Table 17**

**Reasons for Returnee Migrants not to Migrate Again**

This table title describes about the reason of returnee migrants not to migrate again for foreign employment. Here, the reason for migrants not to migrate again is listed according to their opinion.

Reasons	No. of Migrants	Percentage (%)
Start my own business	12	44.44
Plan on applying for job	5	18.59
Take care of family	7	25.96
Age bar	3	11.11
Total	27	100

*Source: Field Survey, 2019*

The above table shows that, the number exceed due to the multiple response from the respondents. Among the 45 total returnee migrant respondents, 46.67 percent of returnee migrants they do not want to migrate again. 44.44 percent of returnee migrants give reason of not to migrate again because to start their own business in home country. 18.59 percent of returnee migrants is applying for a job in Nepal whereas 25.96 percent of migrants wants to stay in Nepal to take care of family members. 11.11 percent of migrants reasons not to migrate in foreign land just because of age bar which indicates they are growing old enough to work hard.

**Table 18**

**How long have you been in Nepal?**

This table shows about that the duration of migrants staying in Nepal.

Duration of Stay	No. of Migrants	Percentage (%)
3-6 Months	20	44.44
1-2years	25	55.56
Total	45	100

*Source: Field Survey, 2019*

The above table shows that 44.44 percentage of migrants staying in Nepal since 3-6 months because some returnee migrants were in vacation whereas 55.56 percent of migrants staying in Nepal since 1-2 years. Majority 55.56 percent of returnee migrants staying duration in Nepal were from 1-2 years among them some wants to migrate again and some did not want.

**Table 19**  
**Income Salary of Returnee Migrants in Destination Countries**

This table describes about the income salary or earnings of returnee migrants in their work place.

Salary in destination(Rs.)	No. of Migrants	Percentage (%)
40,000	12	26.67
40,000-75,000	17	37.78
75,000- 1,00000	13	28.89
1,50,000-2,00000	3	6.67
Total	45	100

*Source: Field Survey, 2019*

The above table shows that 26.67 percent of migrant's income salary were Rs.40, 000 whereas the maximum 37.78 percent of migrants used to earn Rs.40, 000 to 75,000 in foreign land. There were 28.89 percent of migrants earning Rs. 75,000 to 1, 00000 in foreign employment. Similarly, the lowest 6.67 percent of migrants were earning Rs. 1, 50,000 to 2, 00000. Migrants used to get a salary according to their working hours in a company.



**Table 20**  
**Able to Save Earning**

Hereby the table shows that did returnee migrants were able to save their earning in foreign employment.

Save Earning	No. of Migrants	Percentage (%)
Yes	42	93.33
No	3	6.67
Total	45	100

*Source: Field survey, 2019*

The above table show that out of 45 returnee migrants 93.33 percent of returnee migrants are able to save their earnings whereas lowest 6.67 percent of returnee migrants are not able to save their earning because of low income wages.

**Table 21**  
**What you do with your saving?**

This table describes about if migrants were able to save their earning through foreign employment than what they do with their earning. Some migrants say that they send it to their home and save in bank and some say their earning were only enough for themselves.

Saving of Migrants	No. of Migrants	Percentage (%)
Save in Bank	7	15.56
Sent to home	35	77.78
Spent all money	3	6.67
Total	45	100

*Source: Field Survey, 2019*

From the above table we can see that 15.56 percent of returnee migrants used to save their income salary in Bank where as 77.78 percent of returnee migrants used to send their saving in their home country for family. Similarly, 6.67 percent of returnee migrants used to spent all their saving or can't able to save their earning due to low income salary. Majority 77.78 percent of returnee migrants were able to save their earning and sent it to their home as remittance which also help them to uplift their family economic condition.

**Table 22**  
**Invested Saving**

This table shows about the saving of returnee migrants which they have sent in their home invested in what purposes. Their saving were invested in education of their children, paying debt, buying land, building house and in business.

Invested in	No. of Migrants	Percentage (%)
Education	20	22.22
Paying debt	25	27.78
Buying land	10	11.11
Building house	20	22.22
Business	15	16.67
Total	90	100

*Source: Field Survey, 2019*

In the above table, the number exceed due to multiple response by Returnee migrants. The above table shows that out of 45 sampled returnee migrants, 22.22 percent of returnee migrants saving were invested in their children's education or in their brother and sister's education. 27.78 percent of migrants sending money were invested in paying debt whereas 11.11 percentage of earning were invested to buy land for farming. 22.22 percent of migrants saving were invested to build their house in home country to live in a better shelter. 16.67 percent of migrants they invest their saving to do own business, they are the one who are not decided to migrate again. In this study

area highest 27.78 percent of returnee migrants found to invest their saving in paying debt and 11.11 percent were invested in building house, in education and business. Their saving is helping them to live them better quality of life in a society.

**Table 23**

**Size of Farming Land of Returnee Migrants**

This table title describe about the different size of farming land of returnee migrants. Some have many more land to do farming and have minimum land size and some are landless.

Land size	No. of Migrants	Percentage (%)
1.01 – 2 bigaha	9	20
1-5 kattha	13	28.89
6-10 kattha	7	15.56
5- 10 dhur	11	24.44
11-15 dhur	2	4.44
Landless	3	6.67
Total	45	100

*Source: Field Survey, 2019*

Nepal is an agricultural country. Most of people are depending on agriculture in Nepal. The above table shows that 20 percent of migrants they hold the large size of farming land 1-2 bigaha. 28. 89 percent of migrants they hold small size of farming land 1- 5 Katha whereas 15.56 percent of migrants have medium land size of 6 to 10 Katha. 24.44 percent of migrants have small size of farming land 5 to 10 dhur. 4.44 percent of migrants they have 11to 15 dhur of farming land whereas 6.67 percent of migrants are landless.

It means there is no satisfactory size of land holding in this study area. The majority 28.89 percent of returnee migrants have medium size of land and 4.44 percent of returnee migrants hold small size of land so, it is only sufficient for them have food

for survival not more than enough sufficient for survival. Due all these for migrants foreign employment has become a source for their survival and Nepalese migrating more and more day by day.

**Table 24**  
**Food Sufficiency of Returnee Migrants**

This table shows about the food sufficiency for returnee migrants in months. The main land production in this study area is Rice, Wheat, Maize, Mustard and lentils and people also grown up the vegetables to sell in the markets and for themselves.

Food Sufficiency in months	No. of Migrants	Percentage (%)
Zero month	3	6.67
0-3 months	9	20
3-9 months	21	46.67
9- 12 months	12	26.67
Total	45	100

*Source: Field Survey, 2019*

The above table shows that 6.67 percentage of returnee migrants is landless which is food production is Zero. 20 percent of returnee migrants have food sufficiency for up to three months. It is meant that migrant's families have to depend on wage earnings for more than 9 months. 46.67 highest percent of returnee migrant have food sufficiency for 3 to 9 months and 26.67 percent of migrants households produce adequate quantity of food grains for one year. It also observed the food deficient from migrants household can complete needs by earning from wage labour, loan, and credit purchased.

**Table 25**  
**Children of Returnee Migrants**

This table shows did the returnee migrants have children or not.

Children	No. of Migrants	Percentage (%)
Yes	30	66.67
No	15	33.33
Total	45	100

*Source: Field Survey, 2019*

The above table show that out of 45 sampled returnee migrants, 66.67 percentages of migrants have children and 33.33 percentages of migrants do not have any children in the study area.

**Table 26**  
**Size of Returnee Migrants Children**

The table describes about the number of returnee migrants children. Here, the number exceeds because some migrants were unmarried, and some married migrants did not have child.

No. of Children	No. of Migrants	Percentage (%)
1 to 2	26	86.67
3 to 4	4	13.33
Total	30	100

*Source: Field Survey, 2019*

In above table, the number exceed due to multiple response of respondents. Above table shows that, 86.67 percent of migrants have 1 to 2 number of children in their house whereas 13.33 percent of migrants have 3 to 4 numbers of children. 86.67 percent of returnee migrants hold the highest number of children 1 to 2.

**Table 27**  
**Schooling of Returnee Migrants Children**

This table title shows about the schooling of returnee migrant’s children. Here, the number exceeds because some married migrants have children but due to small age they have not admitted to school.

School	No. of Migrants	Percentage (%)
Boarding school	18	60
Government school	9	30
Do not go to school	3	10
Total	30	100

*Source: Field Survey, 2019*

From the above table, the number exceed due to multiple response of respondents. The above table shows that, total sampled returnee migrants were 45, among them 30 numbers of returnee migrants were having children and their children used to go to school.

According to above table, 60 percent of returnee migrants children go to boarding school which is the highest percent seen according to the study. 30 percent of migrant’s children go to government school which is the lowest one. 10 percent of migrant’s children do not go to school because of small age.

**Table No.28**

**Is Returnee Migrants Earning Improving their Family Economic Condition?**

This table describe about will migrants earning were able to improve their family economic condition. Some say yes because of good salary and work and also able to save earning. Some say no because of low income salary and were not able to save their earning.

Improved Economic condition	No. of Migrants	Percentage (%)
Yes	35	77.78
No	15	33.33
Total	45	100

*Source: Field Survey, 2019*

The above table shows that, out of 45 total sampled returnee migrants 77 .78 percent of migrants earning become helpful to improve their family economic condition whereas 33.33 percent of migrants were not able to improve their economic condition it is all because of low income salary they earn in destination country. Highest 77.78 percentage of migrants were able to improve their family economic condition through living a better life by fulfilling daily basic needs. In the study area through this table we can see majority of people living with better economic condition which become possible because of getting opportunity to go for Foreign Employment.

**How was it helpful to improve their economic condition?**

Maximum percentages of migrants were able to improve their family economic condition in this municipality which has become possible from their income they earn in foreign employment. They send money to their home country which is known as remittances and utilize that money by migrant's families. Through the help of remittance migrants family were able to improve their economic condition and which helps them to live a better and standard life in a society.

Migrant's families were able to fulfil their basic needs, able to eat healthy foods, build new houses, buying land for farming, paying debt and doing investment in business

sectors and also maintain high living standard among other people in a society. Migrant's children getting chance to go to government or private school to study which helps children for their better future. These become possible because of earning in foreign employment and sending it to home country. This type of improvement was seen in this Devchuli-13 Municipality in Nawalparasi district during my research.

Out of 45 numbers of migrants among them numbers of 15 migrants were not able to improve their family economic condition it all because of difficulties for earning in foreign land and due to low wages they earn in foreign employment. Their earning was only sufficient for them to live in destination country. Migrants were not able to send earnings because of low income salary so due to this they were not able improve economic condition.



# **CHAPTER VIII**

## **SUMMARY AND CONCLUSION**

### **8.1 Summary**

This research study is based on the topic “Foreign Employment and Its Challenges: a study of Returnee migrants from Gulf countries”.

The study has been conducted to find out the challenges faced by the migrants worker in place of home country and in the destination and another one is to find out the socio-economic condition of migrants. This study is conducted in Nawalparasi district of Devchuli ward no.16 Municipality. 45 individual migrant respondents were included in the sample in the study. Descriptive and exploratory are the research design of this study and interview schedules and field observation, where the data collection techniques.

While talking about gender distribution of returnee migrants in the study area most of labour migrants to the gulf countries tends to be males which carried highest 97.78% than females which is relatively less because women’s comparatively restricted mobility and their role is to the realm of the household and family. In terms of age distribution of migrants, the majority of international migration are between the ages of 20-25 and 30-39 (as per male). The highest percentage of returnee migrant’s family size is 64.44 having 1-4 family members which is called nuclear family. 44.44 percent of returnee migrants were from Brahmin Ethnicity in the study area which holds the highest one and seems that they migrate most because foreign employment has become a source of livelihood. 35.56 percent of returnee migrants were from Magar caste group which holds second highest.

Among total 45 respondents, 75.56 percent of returnee migrants were found married whereas 24.44 percent of returnee migrants were unmarried. Married returnee migrants found most because they have kids and family and to fulfil their requirement of more than a basic needs they migrate for foreign employment to earn higher wages. Similarly, about the educational attainment of returnee migrants, 4.44 percent of returnee migrants found illiterate and 95.56 percent found literate. Out of which majority 37.78 percent of returnee migrants were found completing intermediate level

education and secondary level of education. And only few have completed bachelor, primary and lower secondary level.

According to data collected of returnee migrants from Devchuli-13 Municipality, a majority of returnee migrants were from UAE (Dubai) which include 33.33 percent and were also from Qatar which holds 26.67 percent. It seems that availability of jobs and demands of labour is high in UAE and Qatar. Second highest of migrants were from Malaysia holding 20 %. In terms of outflow of migrant workers to certain countries overtime, there has were seen fluctuation in the numbers going to Saudi Arabia, Kuwait, Oman and Bahrain. About Migrants occupation in destination countries 42.22 percent of migrants work as labour in company which is the highest percentage of returnee migrants involved in this job. 4.44 and 6.67 Lowest percent of returnee migrants were found involving in jobs like cleaner, departmental store, driving sector, labour in construction security guard and in oil cooperation. 20 percent of the returnee migrants were also involve in the hotel jobs found through my study.

57.78 percent of returnee migrants have paid Rs. 75,000 to 1, 50,000 for their applying process for foreign employment which seems the highest percentage. Minimum 20% of migrants has paid Rs.50,000 to 75,000 while applying process and lowest amount some migrants Paid Rs.10,000 for their applying process for foreign employment. Lowest paid were the one who went to foreign employment in free visas and tickets. The price for applying process is depending on the country and their work.

Not only in the destination countries returnee migrants were facing problems but also Nepalese labour migrants are facing numerous problems in their home country. According to collected data, I found that 26.67 percent of migrants faced the problem in their home country. Here is a list of prioritised problems of migrant's worker in home countries are mentioned on the basis of the research study. They are: Difficulties in understanding the contract agreement, fully dependent on agent/manpower agency, Difficulties in accessing government system, Lack of support from recruitment process, Access to information of the recruitment process and high interest loan.

According to my study, Highest 36.67 percent of returnee migrants have faced the problem in accessing government system it is because government not providing

information about the systems for foreign employment. 30 percent of returnee migrants faced the problem by fully dependent on Manpower agency. Some manpower companies are performing a good job while supplying labour migrants. Give proper information to the worker regarding their job, earning and other cultural orientation. But most agencies did not give real information to a worker need to aware while before going to work. They do not share difficulties and challenges occur during the job placement only share positive things about country and working illegally. Whereas 13.33 Minimum percent of returnee migrants face the problem due to lack of access to information of the recruitment process. Public information should be provided in an honest way, so a worker can be self-prepared about his/her work and earnings. Migrants faces these problems it sis all because of lack of government sincerity to identify the major problems of migrant workers.

Based on the study of relevant documents, interview with individual migrants and field observation, 64.44 percent of migrants faced problems in their destination countries. The following are found the major problems of Nepalese migrant's worker in foreign employment. They are: Wage variation from contract, Work variation from contract, Passport and other documents are confiscated, Low wages, did not get salary on time, Skills/language barrier, Psychological abuse and Lack of social protection

According to the study in Devchuli-13 Municipality, 30.43 percent of Majority returnee migrants were found who faced the problem of skills or language barrier because labour migrants from are typically males from working age groups with low level of educational attainment and skill qualification and lack of work related training. 10.14 And 8.69 percent of migrants faced the problem of work variation and wage variation from contract agreement. Migrants think that they will do the work what written in contract but when they reached there they need to do another work which is totally confused for them and need to face discrimination and having rush jobs and peak hours. 17.39 percent of migrant's passport and other documents are confiscated by the company. Migrants found working in bonded condition. Their travel documents are seized by the company during their placement, so that they could not raise voice against exploitation and compelled to work even in a low wages.

15.94 percent of returnee migrants they faces the problem of did not getting salary on time. While they do not get salary on time the workers they cannot speak about it due

to the fear of losing job. Migrants said that, some of the companies they force workers to work more hours written then in contract agreement in a low salary and also which is against the international provision of minimum working hours. Some returnee migrants have also faced psychological abuse in working places. These problems were found which has been faced by migrants in destination countries through my study.

Majority 30.43 percent of returnee migrants faced the problem of skill or language barrier, to solve it they took help from Nepalese friends, took language classes which help them to integrate in foreign environment easily. Some migrants also use the channel of recruitment agency in Nepal which coordination with diplomatic agency at destination and only few numbers of migrants get rid from those problem. The problems they faced in destination country, without solving it some migrants they did not do anything and leave it happen and suffer it is all because of our lack of cooperation of Nepalese diplomatic mission in labour receiving country. Human mafia are active to exploit the honest labours but the government is not sincere to take appropriate step. Workers are not organized and in massive exploitation and working in vulnerable condition.

37. 78 percent of returnee migrants they return to Nepal due to the reason of finished contract which is the highest percentage of migrants decided to return from abroad according to my study. 15.56 percent of returnee migrants decided to return from abroad because of work was difficult and 13.33 percentage of migrants return because of low wages or unsatisfied with work because they said that they need to work more and more hours but the salary used to be same always. 11.11 percent of returnee migrants back to home country because of family reason or of back on work leave. Small percent 4.44 migrant return because of employer shutdown/ company closed down and to explore opportunities in home country.

53.33 percent of returnee migrants want to migrate again because of difficulty to find job in Nepal according to their educational attainment and skill qualification. Due to low qualification it is difficult for them to find desirable employment opportunities at home country and in Nepal there is no opportunity of employment for those person. That's why they are likely to seek employment abroad, especially to gulf countries which demand for skilled and unskilled labourers. Highest 62.5 percent of returnee

migrants have been migrated again because of difficulties to find job in Nepal according to the study area. Whereas others have migrated to earn high income and foreign employment which has also become a trends in society on today's generation. Some migrate because they return Nepal just to spend their vacation and after that back in destination countries.

46.67 percent of returnee migrants do not want to migrate again for foreign employment. The reason behind this were to start their own business in home country like opening shops, hotel, restaurant etc., Plan on applying for job, due to age bar and to take care of family. Highest 44.44 percent of migrant wants to start their own business in their home country whereas lowest 11.11 percent of returnee migrants does not want to migrate because of age bar which means old age. 25.96 percentages wants to take care of family by doing job in Nepal.

While talking about migrant's income salary in destination countries, according to collected data, 37.78 percent of returnee migrants income salary were Rs. 40,000 to 75,000 and 28.89 percent of returnee migrants income salary were Rs. 75,000 to 1,00000. Some migrants earning were more and some earn less it depends on their work in destination countries. Only few 6.67 percent of returnee migrants were found earning highest income Rs.1, 50,000 to 2, 00000.

Out of 45 sampled migrants, 93.33 percent of returnee migrants they were able to save their earning. The highest 77.78 percent of returnee migrants they use to send their saving at home for their family. And 15.56 percent of returnee migrants they save half money of their earning in Bank and remaining send to home country. Those whose earning were less they cannot able to send their earning at home because earning were only sufficient for them to live in foreign land.

Those money returnee migrants send to their home country which is called remittance were invested in paying debt, in children education, for buying land, to build house and invested in business sector. This study shows that greater 27.78 percentages of returnee migrants invested their saving in paying debt and 22.22 percentage of returnee migrants they invested their saving in their children education. Less percent of returnee migrants they spend their saving in buying land, building new houses and doing business.

20 percent of returnee migrants they hold the large size of farming land 1-2 bigaha. 28.89 percent of returnee migrants they hold small size of farming land 1-5 Katha whereas 15.56 percent of migrants have medium land size of 6 to 10 Katha. 24.44 percent of returnee migrants have small size of farming land 5 to 10 dhur. 4.44 percent of migrants they have 11 to 15 dhur of farming land whereas 6.67 percent of returnee migrants are landless. It means there is no satisfactory size of land holding in this study area. It means that majority of returnee migrants were small size of land holding so, it is only sufficient for them have food for survival not more than enough sufficient for survival. 6.67 percent of returnee migrant are landless and they involve in non-agricultural sector for their livelihood.

Out of 45 total numbers of returnee migrants, 6.67 percent of returnee migrants were landless and they have not produced food grains for their subsistence. 20 percent of returnee migrants have food sufficiency for up to three months. It is meant that migrant's families have to depend on wage earnings for more than 9 months. 46.67 percent of returnee migrants have food sufficiency for 3 to 9 months and 26.67 percent of returnee migrant's households produce adequate quantity of food grains for one year. Therefore, agriculture has no economic value except subsistence.

66.67 percent of returnee migrants have children and 33.33 percent of returnee migrants do not have any children in the study area. 86.67 percent of returnee migrants have 1 to 2 numbers of children in their house whereas 13.33 percent of returnee migrants have 3 to 4 numbers of children. Total sampled migrants were 45, among them 30 migrants were having children and their children used to go to school. 60 percent of returnee migrants children go to boarding school which is the highest percent seen according to the study. 30 percent of migrant's children go to government school which is the lowest one it is because of low wages and cannot afford for their children to admit in the boarding school. 10 percent of returnee migrant children do not go to school because of small age.

Through my study, I found 77.78 percent of returnee migrants were able to improve their family economic condition. Remittance has become the key to lubricating the economic condition of the migrants. Migrants worker were able to uplift their family economic condition through the help of money they send in their home country. Their family were able to live a better and high standard life in a society. Their children

were going to government as well as private school where migrants helping their children to make bright future. Some migrants have built a new house and buying a small proportion of land for farming whereas some has started their own business like hotel, shops etc. Before some migrants they do not have money to travel here and there but now their family were able to travel and wearing nice dresses. Economic upliftment is also dependent on size of family. Those migrants who have large numbers of family size they can easily uplift their economic because involving others members in some kinds of wage labour. Those who have small family size, for them single person earnings is also sufficient to survive.

33.33 percent of returnee migrants they were not able to improve their family economic condition. It is because of low wages they earn in foreign employment. Earnings were only sufficient for them to live there. Although they sent the small portion of earning sometimes but it will finished in a second. Some migrants were back to Nepal because of difficult work and unsatisfied wage.

## **8.2 Conclusion**

Nepal has a long history (more than 200 years) of emigration and it is increasing trends. Foreign Employment mostly in gulf states and is a new phenomenon of migration in Nepalese context. Unexpectedly the foreign labour migration has developed in such a way, which has shifted the agricultural based economy towards remittance based economy.

Labours migration for foreign employment has been a vital livelihood option for the Nepali population; After the 1990s formalized labour migration as an opportunity for employment. The lack of jobs and increasing income gaps acted as push factors for the youth to explore foreign markets for employment opportunities. So, majority of Nepalese citizens migrates from Nepal for Foreign employment.

There are various problems faced by the migrant workers both in home country and in destination country. Various migrants found they did not do any to sole it and some take help from their relatives and friends. Majority of migrants they were able to uplift their economic condition and living better life from the help of Remittances. Nepal receives huge amount of remittance per year. These remittances should be utilized properly. It is seen most of the remittance is just used for house hold

activities. To increase quality of life through education, good home, good food, good clothes, luxuries products, most of the remittance are being expensed. The people working over foreign land should think about the proper utilization of remittance. Further investment is necessary in homeland by the income earned from foreign land is necessary. If it is done so then next time they need not to go foreign land again by renewing their passport. If investment can be done in home country then they need not to be worry about their job because form investment they can find their own job. Not only this other people even get chance of employment over there. If it can be done so then slowly our dependency on foreign land for employment gets decreased and the economic condition of the country slowly gets improved. And some they are still in the same position in the society and living the as usual life although they were in foreign employment due to the low income salary.

Unless addressing the problems of migrant worker from the policy level, solution is far behind. Nepalese government on the one hand is not capable enough for proper implementation of existed policy and the other there are several to do the regulation and management of foreign labour migration. Basic things that are found to improve are amending the existed laws, promotion of labour market through the labour diplomacy, management of manpower agencies and welfare activities to the best benefits of labour migration.

International provision were there to protect the rights of migrants but Nepalese governments in both sending and receiving countries does not seem active to the domestication of the spirit of international instruments, conference recommendation and plan of action. Manpower agencies are almost unfair and cheating the migrants and became only business dealing process. So, current need is more effective migration management to reduce the domination of migrant workers and safeguard the rights of migrant worker. Because of inactive government action migrants were facing difficulties in the both home country and country of destination.

A slow change is enough for us. A drastic change may not be possible but slowly and slowly we should change the habit of dependency. The next generation should be shown lots of opportunities in their own home land. They should not be forced to go foreign land for employment. If it can't be done so then we never can develop the nation. We should think, can the country be developed by simply selling all



knowledge, ideas and labor to the foreign land? If all young are to go foreign land then who are going to work for nation and how development is possible? Now it's time to think.

**PERMISSION FOR NEPALESE TO WORK FOR GIVEN FOREIGN  
COUNTRIES**

S.No.	Country	S.no.	Country	S.No.	Country
1	Afghanistan	2	Albania	3	Algeria
4	Argentina	5	Armenia	6	Australia
7	Austria	8	Azerbaijan	9	Bahrain
10	Bangladesh	11	Belarus	12	Belgium
13	Bolivia	14	Bosnia Hertz Govina	15	Brazil
16	Brunei Darussalam	17	Bulgaria	18	Canada
19	Chile	20	China	21	Columbia
22	Cambodia	23	Costarica	24	Croatia
25	Cuba	26	Cyprus	27	Czech Republic
28	Denmark	29	Egypt	30	Estonia
31	Fiji	32	Finland	33	France
34	Germany	35	Great Britain (UK)	36	Greece
37	Guano	38	Holysee	39	Hongkong
40	Hungary	41	Iceland	42	Indonesia
43	Iran	44	<b>Iraq* (not Allowed)</b>	45	Ireland
46	Israel	47	Italy	48	Japan
49	Jordan	50	Kazakhstan	51	Kenya
52	Kosovo	53	Kuwait	54	Laos PDR

55	Latvia	56	Lebanon	57	Libya
58	Luxemburg	59	Macau	60	Malaysia
61	Maldives	62	Malta	63	Macedonia
64	Mexico	65	Moldova	66	Mongolia
67	Mauritius	68	Morocco	69	Mozambique
70	Myanmar	71	Netherland	72	New Zealand
73	Nicaragua	74	Nigeria	75	Norway
76	Oman	77	Pakistan	78	Panama
79	Peru	80	Poland	81	Portugal
82	Qatar	83	Republic of Korea	84	Republic of Slovak
85	Rumania	86	Russia	87	Saipan
88	Saudi Arabia	89	Singapore	90	Slovenia
91	South Africa	92	Spain	93	Sri Lanka
94	Sweden	95	Switzerland	96	Seychelles
97	Tanzania	98	Thailand	99	The Philippines
100	Tunisia	101	Turkey	102	Uganda
103	Ukraine	104	United Arab Emirates	105	United States of America
106	Venezuela	107	Vietnam	108	Zambia

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## QUESTIONNAIRE

Name of respondent:

Age:

Household size:

Education:

Gender:

Ethnicity:

District/ Municipality:

Marital Status:

1. Last destination of your country

- a. Malaysia
- b. Saudi Arabia
- c. Qatar
- d. UAE
- e. Kuwait
- f. Oman
- g. Bahrain
- h. Others

2. Occupation at your destination.

- a. Labor ( Construction)
- b. Labor ( Company)
- c. Driving
- d. Security Guard
- e. Departmental Store
- f. Care giver (domestic work)
- g. Cleaner
- h. Hotel
- i. Others

3. How much did you pay for your applying process?

- a. 10,000
- b. 10,000-25,000
- c. 50,000-75,000
- d. 75,000-1,50,000



- e. 1,50,000-1,75,000
- f. 1,75,000-2,00,000
- g. 2,00,000

4. Did you face any problem while applying for foreign employment?

- a. Yes
- b. No

5. If “yes” what are the problems?

- a. Access to information of the recruitment process.
- b. Difficulties in understanding the contract agreement
- c. Fully dependent on agent/manpower agency
- d. Difficulties in accessing government systems
- e. Lack of support from recruitment process
- f. Changes in government policies
- g. Don't know where to lodge the complaints
- h. Others

6. Did you face any problem on your destination country?

- a. Yes
- b. No

7. If “yes” what were the problems?

- a. Wage variation from contract
- b. Work variation from contract
- c. Passport and other documents are confiscated
- d. Failure in medical at destination
- e. Difficulties in accessing medical support
- f. Employing agency closing down
- g. Did not get my salary on time
- h. Skills / language barrier
- i. Psychological abuse
- j. Others

8. What channel did you use to solve those problem?

- a. Recruitment agency in Nepal
- b. Employer( Company)
- c. Diplomatic agency at destination
- d. Embassy of Nepal at destination
- e. Department of foreign employment
- f. Foreign employment promotion board
- g. Ministry of labor and employment
- h. NGO working on migration related issues
- i. Did not do anything
- j. Others

9. Was it helpful?

- a. Yes
- b. No

If “yes” how was it helpful?

10. Why did you decided to return from abroad?

- a. Termination of contract
- b. Unsatisfied with wage
- c. Work was difficult
- d. Employer shut down
- e. Abuse at work place
- f. Family reasons
- g. To explore opportunities in home country
- h. Back on work leave
- i. Others

11. Are you planning to migrate again?

- a. Yes
- b. No

12. If “yes” why do you want to migrate again?

- a. Difficulty to find job in Nepal
- b. Social trends
- c. Higher income
- d. Peer pressure
- e. Political instability
- f. Currently on leave/ vacation
- g. Others

13. If “no” why you decided not to migrate?

- a. Start my own business
- b. Plan on applying for job
- c. Age bar
- d. Take care of family.

14. How long have you been in Nepal?

- a. 3-6 month
- b. 1- 2 years

15. What was your income salary?

- a. 40,000
- b. 40,000-75,000
- c. 75,000-1,00000
- d. 1,50,000-2,00000

16. Were you able to save your earning?

- a. Yes
- b. No

17. If “yes” what did you do with your saving?

- a. Save in Bank
- b. Sent to home
- c. Spent all money

d. Others.

18. If “no” why?

19. Where did you invested your savings?

- a. In Education
- b. Paying debt
- c. Buying land
- d. Building house
- e. Business

20. How much land did you own now?

- a. Bigha =
- b. Kattha =
- c. Dhur =

21. What is your food sufficient level in family?

- a. Zero month
- b. 0-3 month
- c. 3-9 month
- d. 9-12 month

22. How many children do you have?

23. Which school do your children go?

- a. Boarding School
- b. Government school
- c. Do not go to school

24. Was your earning helpful to improve your family economic condition?

- a. Yes
- b. No

25. If ‘yes’ how was it helpful?