

Chapter -1

INTRODUCTION

1.1 **Background:** The situation where workers work less than desired or standard hours of works per week. People work less than 35-40 hours per week & they could not be able to full utilize of their skills, the situation is known as underemployment {Survey of economic & social development in the ESCWA (Economic & Social Commission for Western Area) region 1998-1999} .According to 1966 ICLS underemployment exists when person's employment is inadequate in relation to special norms & alternatives employment account being taken of his occupational skills (training & working experience). If an individual participate in the lower level job than his /her qualification and experience, the situation is underemployment, which can be offered job frustration. "Suboptimal utilization of labor also termed sub-employment: invisible underemployment involves underutilization of person's skill, qualification, experience in job that is lower grade than their usual job or involves a skill & may lead to low productivity and low income. The majority of part time jobs are taken voluntarily preference to full time jobs and so don't constitute visible underemployment. However part time jobs after involves invisible underemployment. Visible underemployment involves working fewer hours or prefers to work" (Gordon Marshall: 2005).

We understand that there are two principal form of underemployment, on the one hand invisible, which is characterized by low income, underutilization of skills, low productivity & other factors on another hand visible which is reflected by insufficient hours in the volume of employment. Persons, who works less than normal duration for voluntary or involuntary reason, they are underemployed. Persons who work less than normal duration due to involuntary reason, they are to be considered for inclusion among underemployment. There are fewer working hours than adequate working hour's .According to Key Indicator of the Labor

Market persons are underemployed, whose hours of work were below a certain cut off point and who wanted & sought to work additional (2002 KILM). Where is lack of employment? There is existing underemployment in the high level and there has been sought additional work during reference period.

Labor is necessary to mobilize the society, where labor has poured, there can grow changes. Labor is spent in various sectors such as formal, informal, private & public. Labor is synonymous with wage labor, however in maximum attention is often drawn conflicting interest of labor & capital. Labor is a broad sociological sense referring to human efforts in the production of some forms of goods and service for the satisfaction of needs of people of society. Underemployed labor should be central subjects in the developing countries because there is diverse economy. Underemployment is a rising problem within diverse economy.

The concept of underemployment was accepted at 6th ICLS (International Conference of Labor Statisticians, 1948). It was discussed further 8th & 9th (1954 & 1957) before a substantial resolution was adopted at the 11th ICLS (1996). It was becoming a study subject at all the 13th (1982). 16th ICLS had mentioned about underemployment in 1998. Terrible underemployment situation was explicated by researcher in the Malakheti VDC. Various causes are responsible to bring underemployment. Results, which aren't favorable for the society, they are occurring.

1.2 Problem Statement

Underemployment is the most serious problem in contemporary period, which is playing important role to bring social problems in the society underemployment problem is the highest level problem in diversified economic than developed economic. The employment situation can't be fully described alone without underemployment data. Information's are supplied by underemployment to understand employment.

Underemployment has particular relevance in developing countries, where persons are involved in agriculture & informal sectors. In many developing countries there

is measured low unemployment, where persons were engaged in self-employment. High degree underemployment is existed into self employment. There are undergoing risks, & lack of working hours and seeking additional works. They couldn't be used their skill, qualification, & efficiency in proper field with full time, so the study in this topic is the most necessary to find out cause & consequences of under employment and spell out solutions to solve problem. A little work might not fulfill the needs of the people and they seek works in reference period, but they couldn't grab additional work. Then wrong thoughts are borning in the mind, afterward many kinds social deviances take place, which are playing crucial role to raise problems. So research is compulsory to bring out realities about underemployment. Underemployment is a current problem, but it could not have been become concerning topic. Large volume of labor is being wasted due to lack of proper labor market. People, who work in agriculture, informal sectors and other sectors with in Malakheti VDC, they were victimized by the underemployment. Underemployment was becoming source of pain for youths in Malakheti VDC. Their creativeness and active life was destroyed by the lack of adequate work. Underemployment was researchable issue for researcher because too many problems such as:

Drinking, gambling, deforestation and other social problems were being taken birth by underemployment.

Large volume of labor force (70.6%) has engaged in agriculture according to the interim plan, the data has supplied situation of underemployment. Employment status of Nepal helps to carry out underemployment situation. Self employed (6210841), unpaid family workers (874678) has been categorized by population census 2001. Economically active persons (9900109 has involved in the several sectors according to population census. 147200 population has engaged in self employment & 15992 active population has involved in the unpaid family workers in the Kailali accordance population census 2001. Migration is a main cause of unemployment in Kailali district, where female (87784), male (89310) has being

moved from other district and foreign country. Population has being moved rural to rural (21876 F & 20806 M), rural to urban (55266 F & 58270 M), urban to urban (1117 F & 1167M) urban to rural (2799 F & 2938 M). There has being moved of population from foreign country to rural (2799 F 2938M). There has being moved of population from foreign country to rural (894 F & 933), to urban (5832 F & 5916M) (district profile of Kailali: 2063).

High underemployment brings crucial step in the society. We should be faced too much problems. Underemployment has being increased in labor market, which is clarified by the following example the case in Africa, underemployment increased 36.6 to 95 million unemployed persons rose 9.5 to 22 million in the same period. The case in latin America where the work force engaged in informal activities rose from 40 to 55 percentage between 1980 to 1995. these studies aren't excessive to understand underemployment situation of Nepal. Some research had became about underemployment linking with unemployment, but it is the huge problem than unemployment. Some studies had been tried to make clear underemployment, but they focused only economic perspective, sociological lance is weared by researcher in the study. The study has spelled out cause & consequences of underemployment and its situation. The study was centered to dig out problems which were related to social reality. People can be understood about underemployment by the study. The study considers that 18-44 age groups had led as a concerning group. Responsible aspects were also raised to understand underemployment problem. The study focused to discuss about underemployment problem. The study focused to discuss about underemployment & its position in the society. By the difference tools & techniques, information or data were collected. sociological theory was also used to analysis underemployment problem. Sampled group was emphasized by researcher to investigate various elements about underemployment. Following research questions were addressed by the study:

- What is the cause of underemployment in the study area?
- What kinds of consequences are there among due to underemployment?
- Who are victimized by the underemployment?
- How does it help to know situation of employment in the study site?
- Which factors are responsible to raise underemployment?

1.3 Objectives:

Following objectives has been completed by the study:

- i. To make a situation analysis of underemployed labor in the study area.
- ii. To find out social causes of underemployment, and
- iii. To explore consequences of underemployment.

1.4 Justification:

Underemployment labor was selected by the researcher as a research topic, because underemployment problem has linked to contemporary social issues. Labor force was wasted due to lack of adequate works, which was serious problem. Many youth are suffered by the underemployment. So the study was needed to find out realities & dig out consequences & causes of underemployment. Employment situation was understood by the study. How has underemployment connected with society? Answer of the question is mentioned by the study with in thesis. Underemployment problem is clarified by the study from sociological perspective. The study had provided real information's to gain knowledge about underemployment. The study won't be useful only for economist also sociologist. Facts were collected from field, they are also useful for planners, academics, professional, and policy makers etc. the study is justified by some points, which are given below:

- Social problems are drawn in the study.
- The study provides reality about underemployment.
- Development framework can also be prepared by the study.
- Causes & consequences were digging out from the study.
- Underemployment situation of the study area is reflected by the study.

Chapter: 2

Literature Review

2.1 Background

Survey of economic active population, employment & underemployment (1990) studied situation of underemployment. Unemployment is considered to be an extreme situation of total lack of work. Less extreme situation of partial lack of work is all embodied within the concept of employment. The concept of underemployment has been introduced to understand employment problem. At the international level, the concept was accepted at the sixth ICLS (1948) & was discussed further at the eighth & Ninth ICLS (1954 & 1957 respectively). Before a substantial resolution was adopted at the eleventh ICLS (1966), later on revised at the thirteenth ICLS (1982).

Underemployment exists when a person's employment is inadequate. Underemployment is an ongoing problem due to training, working experience, alternative works. There are two forms of underemployment such as visible underemployment: visible underemployment reflects insufficiency in the volume of employment. According to the international definition, persons visibly underemployed comprise all persons in paid or self employment, whether at work or not at work, involuntarily working less than normal duration of work determined for the activity who were seeking or available for additional work during the reference period". This means that underemployment is defined as a subcategory of employment. There are three criteria for identifying people those who are visibly underemployed: (i) working less than normal duration (ii) doing so on an involuntary basis (iii) seeking or being available for additional work during the reference period. The visibly underemployed may include persons in paid employment as well as persons in self-employment & not only persons current at work but also persons temporarily absent from work. An unemployed person & economically inactive persons can't be underemployed.

Invisible: invisible underemployment, characterized by low income underutilization of skill, low productivity & other factors. Invisible underemployment is primarily an analytical concept reflecting a misallocation of labor resources or fundamental imbalance as between labor & other factors of production. There are two aspects about invisible under employment such as: **a-** disguised underemployment, which is the related to the criteria of low income & underutilization of skill **b-** potential underemployment which is related to the criteria of low productivity.

Rawski (1971) in his book 'economic growth & employment in china' has analyzed transferability of china's experience to other countries. He has interpreted relevance of political, economic social system & policy of china to solve unemployment & underemployment problem. China's farm technology topography, climate, agricultural popⁿ are all well suited to provide works. China's farmers work long time in the growing season intensively & their activities are centered to composting, land leveling, maintenance of irrigation works in off season. Thus there create works to farmers & increases productions. There is provided too many facilities to farmers. Skillful & efficient human resource is prepared by china to solve underemployment & unemployment problem. Effective administration of china is helpful to reduce underemployment problem. Steeply rising investment problem, restriction of peasant migration to the cities, enforced migration of educated urban youth to agriculture comities, direct training efforts to local leaders, well established & distribution of industries etc are the most effective work policy of china to growth employment, although industries occupy small fraction of rural workforce. China's successful employment record may be linked with social& economic conditions & growing opportunities.

2.2 Underemployment Studies:

Unwin & Allen (1971) studied situation of women in top jobs. There are many reasons for women's lack of sources. Fewer women are recruited & fewer women

one graduates them men. Large industrial enterprises want to use women according to their interest staying attractive position. Advertising, market research & public relations are thought to be suitable area for woman to work. But they are developed in the chicken & egg situation. Woman should undergo undesirable situation. They feel that they are unsafe due to biology. Imbalance of sexes is a chief cause to work everywhere freely. They are devalued by male during working period. Women have never done jobs out of the door. They can't be able to face alone their problems. Traditional attitudes shows women are weaker than men in every sector. They are always being dominated by male. They are always being dominated by male. They haven't directly completed with their male colleagues & superiors. Another reason for woman lack of success is to be found in women themselves. Women are playing role to stay back them. Right works of woman have been criticized by women. They aren't thinking in term of carrier. They aren't thinking about productive jobs. Women ought to learn to market them selves a bit better. They can't be concerning subject wearing miniskirts, T-shirt & jeans to look too much like pretty dollies. Nobody will take them seriously, if they don't speak about their productive right in man's world.

The girls are terribly diffident, even if they have fought on their life. Educated girls have become loss diffident about themselves. Their abilities were raised frequently with boy. A lot of female aren't properly trained to take responsibilities. Women expertise & teachers don't discuss to learn women about outside world. They are reluctant to compete in full time jobs because they should relay on their husband, father, family & society

Mamoria C.B.&Doshi L.(1958) studied in India to find out labor problem. Workers have engaged within low level works & jobs, there is not better safety for the workers. Dust heat, darkness, high light etc aren't advantage full to the workers. The condition of work can't be elastic & there can see health problems in the body of workers. Employers try to meet the minimum requirements & they are only regarded with their interest. They don't take up any extra measures to prevent

the occurrences of accident or secure better safety for the workers against unfavorable conditions. There should be general conditions of works for the efficiency of workers. Working condition of workers in bigger units isn't satisfactory except some area. Although some scope remains for their improvement. But most of employers are indifferent towards improving things. Solutions of problems hasn't been looked for by employers and stakeholders. Better rules and regulations require to reduce accidents and maintain workers efficiency. Rules and regulations ought mostly to be considered with workers. Employers should also be responsible to provide facilities for the workers. In many cases, workers has been injured by the lack of good condition of work. Statutory provisions of work condition is essentials for laborers. Researcher finds that underemployed laborers are mostly victimized by unfavorable working conditions.

Midiarmid (1997) explained clearly about unskilled labor. Stratification is increasing in labor market. Urban labor market is divided in to informal & formal sub sectors. The formed urban labor market consists of workers who have found niche in the urban commercial industrial or public sector economy. The informal labor market consist of workers who have found street works such as selling unusual merchandize, working in labor gangs from day to day & periodical works etc. A large number sub group may exist in each of these two broad categories when may have varied degree of competition within & between them. In contrast rural labor force is homogeneous but not strictly homogeneous. There is less diversified than economically active urban population new contrasts are involving in subsistence market or informal sector due to lack of physical, intellectual & other capacities. But it is not final conclusion, there are acted many other causes manifestly & latently. formal or capitalist labor market may approximate full employment, even though there isn't granted to provide equality, equity, elasticity in the distribution procedure. There is existed high stratification to give return for employees. The situation creates to arise underemployment. Unskilled labor are

going in the informal sector due to incapable, participating in the organized or capitalist sector. Miller point out limited knowledge about jobs opportunities among the different segments of the labor market tends to make the supply of labor much less elastic than otherwise [pp 17]. If wages paid by foreign owned or party foreign owned are usually higher than those of domestic firms, social welfare can be erosion & hence domestic firms may enforce against such forms. During imbalanced situation underemployment rise more than thinking

Survey of economic & social development in the ESCWA, (1985) has highlighted two types of distribution of labor force by occupation existence in ESCWA. The first is observed n the diversified economy countries, where agriculture workers & laborers & production workers & laborers are two major groups. The second type is existed in GCC countries where the National labor force formed more than two thirds of total in the main occupation such as: clerical workers, service workers, production workers.

In view relatively low productivity in agriculture, its role in employment is much greater than production. Quite sizeable labor force is engaged in the agriculture from the diversified & least size is engaged in agriculture from GCC or developed countries.

KILM (1999) focused on measurement & indicator of underemployment. In line with the frameworks for meaning the labor force the measurement of underemployment & indicator of inadequate employment should be based primary on the current capacities & work situation as described by those employed. The concept of underemployment is based on theoretical models about the potential capacities & desired for work of the working age population. Underemployment reflects underutilization of productive capacity of the employed population. The situation arises deficiency in the national & local economy. It relates to an alternative employment. Situation in which persons are willing & available to engage. Underemployment has related with inadequate employment situation that affect the capacity & well being of workers & which may differ according to

national condition. Some aspects are responsible to analyze work situation such as use of occupational skill, degree & types of economic risks, schedule of work, travel to work, occupation safety, health & general working condition etc. These aspect should be available to improve employment situation, but such situation haven't been sufficiently developed in developing countries. Employed persons may simultaneously in underemployment & inadequate underemployment situation.

Burrow S.(2006) Mentioned full employment right at work. A quarter of the global labor force is underutilized by the labor market where are existed low income & extreme poverty. Unemployment or underemployment, poverty, inequality is increasing between developed & developing countries due to global partnership, whereupon interest of developed countries is primarily risen by the partnership. Any plans for the full employment must encompass 'education for all' as a success requires infrastructure for health, education and child care services equal to and integrated with growth involving, energy, technology & transport.

The social threat to having 25 percent of world labor force either excluded or deeply frustrated by inequity is both a time bomb in global security & a threat to a sustainable global economy. As the director General of the ILO has said, "if we continue a long the present path, the world risks becoming more fragmental, protectionists & confrontational fair globalization is necessary for the employment rights at work. Greed globalization isn't advantage full for companies to drive down price & drive up profits. According to Juan Sornavia. There are 40 million jobs are essential in each year to prevent global job crisis. Proper wages, working time, social security or occupational health & safety are needed to the employees for the working rights. Fair globalization, collective bargaining, freedom form forced labor, are compulsory aspects in the productive employment where can be remained right at works. An income should be enabled to fulfill people's basic economic, social & family needs & responsibilities which is the fundamental rights of workers. But underemployed respondents are hasn't acquired income &

production which is essential for them, so they are suffered by the lack of fundamental rights.

Agriculture in an unstable economy is a book which is written by Theodore W. Schultz in 1945. He finds that under productive employment, lack of adequate works & techniques, low utilization of skill & chemical & mechanical methods are responsible to increase underemployment problem in agriculture. Agriculture is main source of employment despite of it is becoming center place of underemployment. There should be equilibrium in agriculture policy to distribute labor force.

He analyses problems in agriculture & its results. Underemployment in agriculture is concerning subject to him. But he hasn't mentioned underemployment in other sector such as industries, business teaching daily wages etc. the study should be co-operated to understand other sector's under employment.

Transmit to the Congress (1975) highlighted seasonal unemployment. Seasonal fluctuation in the demand for & supply of labor cause large flows of persons into underemployment. The seasonal nature inherent in some production process such as agriculture construction, manufacturing, small industries, etc. In some season labor force is mostly essential to increase production & profit. Change in technology, such as mechanical harvesting equipment, modern & largest industries, new methods, declining of indigenous knowledge & skill, crisis of cottage industries, extended of manufacturing goods, low utilization of local productions must be responsible to arise underemployment problem. Seasonal fluctuation can also arise on the labor supply side. Underemployed young people have a strong seasonal component. They have seasonal jobs & working during peak season of works in the labor market. High Seasonal unemployment is increasing with the entry of new entrants in labor market. Seasonal employment plays important role to rise underemployment.

Lee K. S. (2002) says that moving to center from metropolis is the chief cause of underemployment. Jobs are moving outwards from central area. If jobs create

effectively in metropolis area to take knowledge about cautions, underemployment problem may be solved. There should establish small firms & industries to create more jobs, because they help to solve underemployment problem. Small industries & firms are more equilibrium than large industries & firms. Rural area's underemployment problem can solve from development of small forms & industries. They relay on agririan raw materials, thus farmers gain market to sell their productions & encourage too much more productions.

Mamoria C.B.&Doshi L.(1958) studied in India about women labor. Labor division between men and woman had being existed during primitive period. Woman were participated less dangerous and more circumscribed occupations, there used to be fought, hunted, gone to sea by men in that period. Which situation has changed now but labor division is existed. Recent society feels that woman's participation in employment may have significant effect upon home life and upon the health of children. At the same time their participation in economic activities may exert significant effects upon other employment condition. The development of technology and techniques are explored in the modern period. There are therefore numerous important labor problems that arise out of the employment of woman in modernization. Women are seeking to come out from household works with modernization. Women were mostly oppressed by customs & traditions before world war. Women of developing countries couldn't have been totally free now. The First World War changed some of the conception of regarding women's capacity & physical strength.Women had come outside to refer participation in economic activities during second world war. Young & not young women were volunterarily entered into industry & agriculture. During the period men were involved into the armed force & other transactions were done by women. But also women workers are in many respects handicapped on account of their physical structure & social & psychological background which were proved by a survey. The survey was conducted in Canada. Interesting facts were revealed by the survey, which are given below:

- On an average women are only 85% as heavy as men & have only 60% as much physical strength, therefore they can't lift or hold as heavy weight.

- Women are built on a much smaller anatomical scale than men & hence machines built to scale of men often require excessive reaching or stretching on the part of women & the height of the work bench is often unsuitable usually women are more valuable than men to situation in industry which produce fatigue. Many women have responsibilities before & after work which cause excessive fatigue.

- Women are ill more frequently & lose more time from work than men.

- Women with young children & pregnant women are at a disadvantage from the point of view of employment customs; traditions are the blockage of women to denote participation on the full employment. Their physical, social, psychological structure & background are also responsible to remain in underemployment situation. Child labor is not only sociological problem also economic problem. if child labor is becoming constant problem, underemployment will be long term problem, many slogans has existed in recent period such as the child is the father of man, the children are citizens of tomorrow, today's children are the nation builders of the tomorrow etc but children are faced bitter reality & slogans are only standing on the world not practices.

Marawetz D. (1952-1975) studied about underemployment. Because of rapid population growth, the labor force is increasing at a faster rate than employment opportunities in the formal sector. Most people in developing countries work in family or self employment, agriculture, service & informal industries, in which the notion of a job is much less clear than in formal sector. In developing countries the employment problem expresses itself more as underemployment working too few hours or with excessively low productivity than as open unemployment what has been happening to rates of underemployment in developing countries? Nobody really knows but it is essential to know about underemployment. Employment problem are highly arising on informal sector. Take for example, the small trader,

freight carriers, shoes shiners & news paper sellers are suffering from underemployment problem these people spend long hours each day waiting for raw materials or customers during which time their productivity literally zero, they say that they are move underemployed now. Degree of underemployment is changing in recent period. Underemployment percentage could be estimated that would have any meaning in either a time serves or cross-section context open unemployment is measured by developing countries there hasn't felt requirements to measure underemployment but it is the most serious problems of developing countries.

Vision of the future of social justice (75th anniversary) has focused global crisis underlying causes of jobless growth in this book, there has interpreted four factors such as:

Counter revolution, modern technology, the spread of marketization, the perennial problem of mismatch between the comings from education system and manpower needs & economy.

Raweski (1971) in his book economic growth & employment in china has analyzed employment and unemployment in china. In this area as in such fields as health, education, housing,& regional development chin's achievements compare with those in other large & populous developing nations. Involuntary unemployment in china's cities is limited by central over peasant migration. Most peasant are expected to participate in winter construction project & seasonal non farm jobs. They have found jobs & rise income to involve in seasonally available jobs / works. Thus they find regular work in labor market. Young men & women have abandoned rural assignments jobs without permission. "Judging from various estimate that have been made there may be several hundred thousand of these youth living a kind of semi legal life between town & country, some of these youth manage to obtain regular urban jobs, sustain themselves by engaging in petty crime, or in black market activities." Thomas Bernstein. Several million people transferred from urban to rural location, the resulting scale of employment

has raised as developing countries as in china. The national average of annual workdays per agricultural workers has risen from fewer than 6200 days in the rural sector for most new entrants into china's labor force, agriculture was the only possible source of employment. Under the condition, the government faced the choice of using available farm labor either more or less intensity & raised employment in farm sector exportation of textile & manufacturing goods has contributed to increase employment.

I find that migration of people from one place to another place there is existed under employment. Author has arisen underemployment problem in his book, but they couldn't be enabled to interpret underemployment detail. From the observation, underemployment is the problem like unemployment which is near of the one Nepalese proverb such as 'Tato Dudha Nilnanu ukelnu.'

Auer P. (2001) has explained about underemployment & full employment in changing labor market in Europe, which is written by him underemployed or part time work expanded rapidly in source full countries & is stagnating or even dealing in others. We suspect that following factors play crucial role in some parts wage different between full timers & part times: volunteer for reduced hours will be them on the ground. Gender gap is also important. It can also be argued that decision on part time work depend on the distribution not only of individual but also household earnings, household income in lowest deciles of the income rang:

- ❖ Difference in social security arrangements for full employees & under employees part time jobs are cheaper for employers but such job are scarily acceptable to employees.

- ❖ Carrier downturn or cultural acceptance in a culture that place a high values on full time work. Part time or inadequate working days works will not gain lasting cultural acceptance under employed workers are confined to marginal activities.

❖ Women's participation & integration as very low in labor market. Labor Market in the ESCWA region during the past 25 yrs. (1998-1999) revealed labor problem in diversified economy. Most of the more diversified economics in the region have faced the labor problems that usually associated with developing countries. However the GCC countries have transformed in developed countries due to rapid economic growth & heavy investment infrastructure. Produced labor shortage that had to be fulfilled by importing large number of worker. Meanwhile government policy of increase distribution through public employment schemes for nations created a situation that encouraged nations to seek public sector employment. Employment problems are characterized especially in the public sector. In the countries for on going reforms allowed the private sector to engage in economic activities to absorb a considerable part of labor force. High population growth, poor human resources, poor infrastructure & limited access etc are becoming problems to find productive employment opportunities in labor market. The labor market is facing a growing over supply of unskilled laborers: A situation which has led to large underemployment, which has resulted structural imbalance in the labor force & high vulnerability to external factors.

Continued additions to public recruits beyond saturation level due to welfare policies are resulting underemployment of new recruits. Annually new jobs should be created by government to reduce underemployment problem. Labor market is segment in two sectors such as public & private axis. The segmentation of labor market has presented serious obstacles in labor mobility among sectors led to overstaffing & decreasing efficiency of the public sector. It has also resulted in prolonged duration of unemployment for those who preferred to queue for government jobs rather than seek employment elsewhere.

Survey of economic & social development condition of Africa (1987-1988) analyzed problem of full employment. Workers feel that agriculture, Manufacturing & construction industries & other several works remain to them in underemployment small farmers are neglected by government policies in

developing countries. Especially women in food sector & the inadequate police to promote rural industries & non farm development activities are the chief causes of underemployment in the rural area. Rural area is the birth place of employment problems of developing countries. At the same time industries has not been sufficiency reoriented to labor intensive strategies to absorb more of the rapidly growing work force. Infact as industries is currently operating at only about half installed capacity; it has tried up sizable scarce national resource in most countries without generating further employment opportunities. There is lack of full employment for graduates. A high degree of underemployment & job dissatisfaction was also increased. Graduated couldn't has found suitable jobs accordance their education. They expressed dissatisfaction with their works. There is not guarantee to graduates for public or formal sector employment.

Globalization & labor market in the ESCWA region (1999) has highlighted to globalization as a problem of employment. In many countries increased global competition had led to jobless or to flexible employment arrangement that are often less secure & provide social benefit than full time jobs- "ILO world Report cited by UN. At global level, labor competitiveness is directly linked to productivity. In a globalization world, an individual can either be qualified to complete with the high productivity segment of the market. Physical works has been replaced by intelligent machines or can join the underpaid & underemployed labor force. The global employment situation is not satisfactory. The lack of demand for labor in formal activities has forced most new entrants to the labor market to seek informal employment where working condition are below standard. Too many new jobs are emerging as part time or temporary in the global labor market. Another consequence of the globalization process & its related restructuring is that million of workers are being placed on reduced pay & forced to take leave.

A more competitive economic environment that is able to adapting to changes. In the competitive world, it will be more difficult to predict what skill will be needed

in the future for how long. A more mobile work force that is highly flexible in adapting to new skills will be required. Short term workers are unlikely be able to adapting to new skills will be required. Short term workers are unlikely to be able to adapt quickly to the demand of more competitive global economy. Those who lack of skills on general education, necessary to learn new skills rapidly may be displaced. Because there may be shortage of qualified workers for the new modes of production. Such an imbalance situation brings fluctuation between the supply & demand. Thus resulting & underemployment is directly seen due to lack of skill & qualification.

KILM (2001-2002) has highlighted underemployment problems. When the economy failed to provide jobs for its unemployment, it fails but to lesser degree to provide full time for those who would prefer to work more or vice versa. The job indicators incorporate verities of natural definition relating to time related underemployment, but the majority tends to cluster around the following three:

(i) Persons in employment who reported that they were working part time or whose hours of work were below a certain out off paint & who also reported involuntary reasons for working fewer than full time hours.

(i) Who wanted to work Additional hours?

(ii) Who sought to work additional hours?

The true employment situation is known by an indication of time related underemployments which provides sufficient information's to understand the short comings of the labor market in an economy. Underemployment is only a small part of wider problem of inadequate use of the economy's human resources. As a consequences of low earning & standards of living for workers & families are affected by tension. 'Most individuals who finds themselves without works must engage in any activities to survive, even if it doesn't employ them fulltime & suit their skill levels low employment figures, in these economics are also consequences of traditional work management, common in many rural communities where by the available of tasks are absorbed by the community as a

whole at the cost of lowering the individual hours of work & income of all most individual community members'. As a result a considerable member of workers in developing economics as well as some transition economics, work fewer hours than they would prefer, earn lower income, use their skill less,& in general work less productivity than they could to do & would like to do. Labor market in the industrial economics is known by the information of under employment. Developed economics have adjusted to reduction the demand of labor. Mainly workers in these economics don't experiences a total lack of employment possibilities but rather a lack of adequate employment opportunities. They are only offered jobs, in which they can't use their skills fully or where they earn lower hourly wage.

Abdallah A. (2006) interpreted social & economic conflict from his article .Youth underemployment or unemployment & armed violence feed each other reciprocally. This dynamics produces a 'vicious circle' through which massive youth under employment increasingly emerges as both a radical consequences & a fundamental cause of violence. Massive unemployment emerges as a symptom of a deeper dysfunction in the political system, which usually is bad governance & corrupt management. Investing in physical infrastructure & public works which play key role to job creation especially for non-qualified youth. Private sectors, domestic & international institution create too many jobs, but there isn't equal access for all due to several causes.

2.3 Youth & Underemployment:

Brown M. (2006) emphasized the problems & challenges of youth unemployment in his article. Excellencies, people aged 15-24 are only a quarter of the worlds working population but they comprise half of its unemployed. Across the world the young remain more prone than other age groups to work longer hours for lesser pay with little job security. The lack of opportunities for the young, Human resources energy & creativity were being wasted. Youth group has being faced too many problem such as: young farm workers thrown off the land by the over

population, land degradation shifting or unclear land ownership issues, their young cousins, migrants, living at the bottom on the informal system, the children of the middle class finding that growth has not created better jobs even more jobs & their young counterparts in the finding that the rungs on the career ladder are equally perilous because of training, education & structural economic issues. Youths are adapting to a global economy & dramatic pace of change where employment oriented strategies, education, training & others new job creation aspects are needed for the employment. Vocational training & enhanced career opportunities are essential through a skills development find to free from underemployment. Short term training, youth empowerment, address disadvantage groups are also the compulsory subject for the full employment.

Flassbeck H. (2006) explained deeply about growth investment & employment. Income growth is sustainable, if it is based on investment growth. Investment holds a central place to generate income, create new jobs, expand productive capacity & carry to technological progress, skills acquisition and institutional depending. Investing in youth employment is bright future. Access by young people to productive work that generates an adequate income is the surest way. Young people can realize their potential improve their life & work prospect & actively contribute to their communities.

Tjanjone B. (2006) focused on the challenge of youth employment in his article .Job is a sign of independence, which could lead the young to their choice. For different reasons young people find it more & more difficult to find a jobs many more million youth are forced to seek a living in the informal economy, often in dangerous circumstances, with no social protection & working for long hours at very low wages. Young people are involving in the criminal activities, drug abuse, armed conflict due to lack of opportunities or means, who are also main victims of violence. 85 percent youth are living in developing countries, a much higher member of them is underemployed. Too much young people are expected to enter the world's work force in the every year. Unemployment rate for young people is

two to three times higher than that for adults young women aren't gaining opportunities like men in the industrial countries. The informal sectors accounts for up to 93 percent of all jobs available to young people, wages in the informal sectors are 44 percent lower than in the formal economy & protection and benefits are not existent youth have the potential to positively, shape the landscape of the world economy as well as social, cultural, technological & political development . They are ready to play key role either worker, innovators, agents of change, professional or entrepreneur. So, they should consume job opportunities to lead ahead progresses in every sector. In many countries young people find that what they learned in school doesn't always match with requirements needed by the labor market. Having a high school, diploma or a university degree is no guarantee passport to the right jobs. Young people aren't receiving good education for the jobs during their education period.

Young people make important contributions as innovators entrepreneurs, workers, consumers & citizens. Investing in young people provides them with hope & dignity as well as prevents immense costs associated with a lineation & frustration. Young people themselves should participated in policy making for youth employment & local economic development policy makers shouldn't only invite young people but also listen & act their advice participation and real influenced have positive effects on people's sense of belonging the legitimacy of policies & programmes, and hence also their success. But above mentioned solutions aren't followed by the stakeholders or regarding sectors.

2.4 Underemployment Studies in Nepal:

Report on Nepal labor survey (1998-1999) has highlighted average hours of per week of persons in the different occupation & industries. The focus of previous study was on unemployment. However it is not really surprising to find that overall unemployment rate are low. In the absence of unemployment insurance schemes, very few people can afford to be unemployed any period of time, and the bulk of population must engage at all times in some economic activity, however

little or inadequate that may be. Although at the same time they may be seeking other or additional work, they will not be considered as unemployed. In this situation & we should supplement this information with data on underemployment persons who would like to work longer hours, but is prevented from doing so for economic reasons, they look for additional work, but can't find. Lack of business, finance, raw materials & other reasons are responsible to decrease working hours of people. If people didn't go to work more hours, they wouldn't be counted as underemployed. Industrial dispute & break down of equipment are the involuntary reasons, which play a pivotal role to increase underemployment. Involuntary reasons & voluntary reasons play a key role to rise underemployment. Can't find work, off season's inactivity & other involuntary situations are known as involuntary reasons, which are playing a crucial role to arise underemployment? People are also underemployed by the voluntary reasons such as: have sufficient work, household duties, student, unpaid, training, illness, disabilities, vacation, pregnant/ delivery & others.

Panta Y.P.(1997) has shown weak policies for employment in Nepal. The size of population, the gradual disappearance of handicrafts & small agro industries, the inadequate & negligible development of non agriculture occupation & the evils of the education system are the main causes of the underemployment or unemployment. Agriculture is not only a cause of underemployment but also industrial & service sector. Economically active labor force is rapidly increasing & growing pressure in agricultural occupation due to lack of other sectors.

Therefore underemployment is the major problem, so the plans should contain concrete employment efforts. There should invest essential inputs in the small farmers effective agrarian reforms and promoting massive works programmes to generate income and employment.

Baskota & Kelkar (1973) studied problems of underemployment. Less working days are available per household in rural areas in all types of agricultural & non-agricultural operations. Few hours & days are available for workers. Child labor is

the long lasting problem to increase underemployment. The child labor reduces working time of economically active group. Due to entrance of new persons in to labor force & growth of population, there should be created additional jobs. Underemployment new jobs needed to control migration pattern. Problem don't eradicate with out creation of new jobs. New jobs are essential for the goal of full employment. Poverty is the key problem of people, which don't solve easily without full employment. Maximum people were found below the subsistence level of the standard of living, which was another dimension of underemployment in Nepal.

Working part time instead full time, there has existed underemployment. if part time jobs have more than more one place, there might be over employment. Frustration and angry grow from underemployed situation. Fewer working hours than normally works, which is known as underemployment person's skill, experience, qualification, which is underutilized, in the case underemployment, is the serious problem.

Conflict is a form of social interaction. It isn't always inviting only dysfunction also eu-function. Direct communication has existed within conflict- **the foundation of sociology 1939**. "Conflict is characterized a suspension communication the opposing parties". **G.A. lundberg**. Likewise conflict rises as well as competition as forms of interaction. "All activities in which men contend one another for any objectives". **R.M. Maciver**.

According to Marx, Economic situation is a key seeds of conflict. According to Max Weber conflict is existed in the society to gain power. We find out that social structure has be existed by conflict. According to Ralf Dahrendont, society is characterized by dispute about participation in and exclusion from the exercise of authority. Organizations & scholars have conducted some studies of underemployment, but sociological theory was neglected by them. A little studies has conducted considering to Nepalese situation.

Chapter 3

Research Methods

3.1 Rational of site selection:

The study had conducted in the Malakheti VDC of Kailali District, where the number of population was 20391 (Male: 10259 + female: 10132). In the Malakheti VDC there was bad situation of employment. Persons were victimized by the underemployment. Underemployment problem was higher than unemployment in the site. Researcher had collected data or information to spell out reality of underemployment in the Malakheti VDC of Kailali district. Large volume of labor force had been supplied by the agriculture due to the lack of alternative sectors. Seasonal employment was the problem of the study area. Informal or private sectors were also emerged; where large size of labor force was participated for survive not to be employed. Self employed people were also suffered by the underemployment. 272349 people were in 20-44 age group of Kailali district, most of them were underemployed. Foreign employment was also playing crucial role to rise underemployment problem in the malakheti VDC. Various causes were responsible to arise underemployment. Consequences, which were come by the underemployment, they were hindrances of progress in the malakheti VDC. So Researcher had studied about underemployment situation & its causes & consequences of Malakheti VDC. Under employment wasn't only problem of the Malakheti VDC, it was the common problem of the Nepal but also it was the rising problem of the Malakheti VDC. So researcher had selected Malakheti VDC for research Data which are stated in this point, they had been taken by the district profile of Nepal 2007/08.

3.2 Research design: Descriptive research design was mostly used by researcher knowledge of the study area was acquired by researcher to explain or describe of the study. Research had confined with in the various limitations & rules in the study area to find out reality of underemployment. The study was concluded by descriptive nature. Some information was explored but it wasn't conducted by

explorative nature. The research design had become helped to describe the situation, cause & consequences of the underemployment.

3.3 Nature & source of data collection:

Quantitative & qualitative data was collected to describe about the problem. Underemployment problem was clarified by the both nature of data. The data & information for the study was collected by the primary sources as well as secondary sources. Primary data or information was collected by the tools of research such as questionnaire, interview, household survey, observation, group discussion & case study. Primary data or information was also given by the social workers, development workers, local leaders, household head & key information. The secondary data was acquired by the co-operation of VDC, DDC, CBS, NPC, census, newspaper, journals, reports, district profile & others.

3.4 Universe & Sampling Procedure: - The representative sample had been taken from study site. The purposive sample was used by researcher with non-randomly. 18-44 age group of Malakheti VDC was universe, where investigator selected 200 laborers as a population. Research conducted staying under purposive sampling; there were selected 54 laborers as a sample. The sample selection procedure was based on underemployment or employment situation. Current data was brought by the VDC, voter list & district profile to chose sample.

3.5 Data collection & techniques

3.5.1 Observation: in the study site, there had undertaken observation of the situation, consequences & causes of underemployment. Causes & consequences of the underemployment were found out by the observation. The observation had conducted in the Malakheti VDC, where certain age group & households were selected. Different sex, caste/ ethnic group, culture, tradition society & behavior were also identified by eyes. Information's were gathered by observation in the field.

3.5.2 Interview: Information was collected by the interview. There was taken interview with male, female, Dalits caste/ethnic groups & others, who were

confined in the certain age group. Household chief's interview also took to collect facts. Nepali & Local languages were used by researcher to collect data or facts. Interview had obtained information from underemployed respondents. Household heads of them were also used to take interview. VDC members, farmer's local leaders, social workers & CBO members also participated in the interview. During the observation period, privacy was also observed by researcher. Structured & semi structured questions, interview schedules were used by researcher in the field.

3.5.3 Questionnaire: - Structure & semi structure questionnaire was main tools to collect data or information. The questionnaire had prepared before referring participation in the research. The questionnaire had been taken by researcher in the Malakheta VDC where sample was selected non-randomly. The questionnaire had utilized to take knowledge about occupation, education, income, sex, caste/ ethnic group, underemployment situation, causes & consequences. The questionnaires were mainly surrounded 18-44 age group. The questionnaire was already helpful to collect data with purpose of accurate findings. The questionnaire had been also filled by the information of household head.

3.5.4 Group discussion: People were requested for the group discussion. Youth clubs or community based organizations were craved by researcher to involve in group discussion. Persons who were in 18-44 age groups, they had participated in the group discussion. Problem was provided by researcher for the purpose of group discussion or debate and spell out of the realities. Researcher was already conscious to prevent weakness, so several caste/ ethnic groups, sex, cultures & religions. People were included in the group discussion because the study couldn't make reliable, valid & equitable without involvement of them.

3.5.5 Case study: case study was co-operative to clarify to the various cases. Underemployed respondent's case was studied by the case study. The case study investigated answer of the case to rise how & why questions in the research. The case study was limited in the 18-44 age groups. Feeling & aspiration of

respondents were poured by the case study, which was mostly useful to know about pain of underemployed respondents.

3.6 Data analysis: collected data or information was systematically analyzed, which were taken by secondary or primary sources, and then they were classified by researcher in the different group. There were also used tables, pie chart & diagram to analysis data. Data or information was also presented by the term of percentage.

Data analysis process undertook after verify the data or information. Information were categorized separately accordance its feature & objectives of the study.

Chapter: 4

Malakheti VDC: The setting of Research

4.1 Population Distribution of Malakheti V.D.C.

Table: 1

Ward N.

| Households | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | Total |
|------------|------|------|------|------|------|------|------|------|-----|-------|
| | 498 | 371 | 157 | 345 | 187 | 164 | 446 | 171 | 104 | 2532 |
| Male | 1672 | 1041 | 588 | 1309 | 634 | 547 | 1404 | 636 | 360 | 1854 |
| Female | 1590 | 1087 | 572 | 1296 | 566 | 546 | 1368 | 608 | 375 | 7757 |
| Total | 3262 | 2128 | 1180 | 2602 | 1200 | 1093 | 2772 | 1244 | 734 | 15611 |

Source: District of Kailali district : CBS (2063).

There are 2532 households in the Malakheti VDC Male & Female are 7854 & 7757 respectively. There are 15611 total numbers of persons. From above table large size population & households are in the ward No. 1, where is 3262 population & there are 498 households. In the ward No. 9 there is 734 populations, where are 104 households. Underemployment situation can be understood by the population distribution. Population distribution shows effective way to study about underemployment.

From above Table, economically active & inactive population has been separated by the sex & age group. Female population is the lower than male in the 0-14 age group, but female population size is the higher than male in the 18-44 age group. Female population is higher than male in the 50-54, 65-70 & 75+ --- age groups respectively. Male population is higher than female in the 45-49, 55-59, 60-64 & 70-74 age groups respectively. The table proves that dependency ratio is high, where large place has been occupied by child & aged population.

4.3 Population composition by caste/ethnic groups.

Table: 3

| | | | | | | | | | | | |
|------------|------|-------|------|---------|------|---------------------|------|---------|------|--------|----|
| Chhetri | 5476 | Bahun | 3303 | Tharu | 2237 | Not stated Dalit | 1827 | Kami | 1148 | Damai | 35 |
| Not stated | 322 | Yadav | 180 | Thakuri | 171 | sarki | 125 | Sanyasi | 93 | Magar | 60 |
| Nurang | 58 | Bania | 55 | Luhar | 45 | sunar | 34 | Gurung | 28 | Tamang | 21 |
| Rai | 21 | Yadav | 20 | Muslim | 8 | Terai bahun | 7 | Kaiti | 5 | Badi | 5 |
| Other | 9 | | | | | | | | | | |

Source: district profile of Kailali district, CBS (2063)

Various caste/ ethnic groups have found in the Malakheti VDC. Chhetri, Bahun & Tharu cover 5476, 3303, 2237 population respectively, which is the largest volume of total population. Beside muslim, Yadav & Tharu, other population had migrated form hill area in the VDC. Indigenous occupation is different according to their caste/ ethnic groups. All caste / ethnic groups are coming out from their indigenous occupations for the works/jobs. Dalits also occupies large size of population. Tharu occupation & cultures are being displaced by the impact of others.

4.4 Population composition of Malakheti VDC by the religion:

Table: 4

| Religions | Population | Religious | Population |
|-----------|------------|------------|------------|
| Hindus | 15504 | Christian | 37 |
| Baudha | 35 | Sikha | 0 |
| Islam | 8 | Bahai | 3 |
| Kirat | 2 | Not stated | 21 |
| Jain | 1 | - | - |

Source: District profile of Kailali District, CBS (2063).

Hindus cover 15504 population of the total. Maximum people follow Hindu religion. Christians are also increasing where 37 numbers are. Bauddha religion is followed by 37 people. Other religion also exists in the village.

4.5 Population composition of Malakheti VDC by the Matri language:

Table: 5

| Languages | Population |
|----------------------|------------|
| Nepali | 13619 |
| Tharu(Dagamra/ Rana) | 1551 |
| Maithali | 26 |
| Hindi | 47 |
| others | 381 |

Source: district profile of Kailali district, CBS (2063)

Nepali language is used by the 13619 population, which is mostly using in the all sectors. Tharu language is also spoken by Tharu. It's used by Tharus within family & their community. Maithali, Hindi & others also exists in the Malakheti VDC.

4.6 Literate population of Malakheti VDC by more than 6 years above age groups.

Table: 6

| Total population | | Write & read both not know | Only read to know | Write & read both know | Not stated |
|------------------|-------|----------------------------|-------------------|------------------------|------------|
| Total | 13151 | 4516 | 2337 | 6005 | 293 |
| Male | 6707 | 1650 | 1094 | 3714 | 249 |
| Female | 6444 | 2866 | 2291 | 2291 | 44 |

Source: District profile of Kailali district, CBS (2063)

Researcher can't be satisfied by the literacy condition. Female are mostly suffered by the educational status, which is poor for women as well as men, but men are less illiterate than female. Large volume of male is included in the write & read both knowing column, where women are less than men. Large space is occupied by female in the other columns, in which there has been denoted poor status of female in the educational sector. Female literacy rate is 48.6% & male literacy rate is 74.21% in the Kailali district, where literacy rate total is 60% in the district.

77082 persons has engaged in agriculture, where is a little or too much land with 77082 farmers. But there is not a piece of land with 203 farmers. Farmers whose ownership is not in the land, they work constantly as well as laboriously in others land. 67838.7 hector land is suitable for agricultures whereupon 53899.6 hector is irrigated land & 13969.1 hector is irrigated land in the Kailali district. 147200 & 15992 people are respectively engaged in the self-employed & unpaid family works according to population census 2001.

Chapter: 5

'Situational analysis of underemployed labor force'

Information had collected in the study area. Underemployment Situation is terrible problem in the society. Such situation isn't only seen study area also whole Nepalese context. The study has helped us to know about underemployment situation in Malakheti VDC of Kailali District, where 54 underemployed laborers & households of them were sampled together data or information's. Key informants were also important source to collect information. Underemployed people, who are known as economically active (18- 44 age group), they were taken as a main respondents.

5.1 Overall underemployment Situation:

Underemployed people work in optimal skill utilization sector they gain under wage from their labor. They hadn't received opportunities of full employment due to optimal working house day. They prefer to do more work but they are doing less work than their willingness. On the other hand people work much more but they don't get product according to their labor, they were obligated to work in under wage because of inadequate employment. Workers nakedly exploited by employers. In the situation, there is rising economic productivity for only employers not for all, but social productivity is decreasing elsewhere in the study are. In the case fluctuation has raised constantly in high degree within society & raised unsatisfaction. Time, income, productivity, utilization, willingness or aspiration is importance variables to measure underemployment situation. Underemployment is the strong problem in the rural area. Semi-urban area is also undergoing rising level of underemployment. Overall underemployment situation is shown by following data. The table is drawn accordance economic categories of underemployed labor force.

Table: 7

Overall underemployment situation:

| Economic Categories | Male | | | | Female | |
|---------------------|--------------------|------------|--------------------|------------|--------------------|------------|
| | Married | | Unmarried | | Married | |
| | Respondents Number | Percentage | Respondents Number | Percentage | Respondents Number | Percentage |
| Poor | 5 | 29.4 | 4 | 25 | 4 | 33.3 |
| Low | 7 | 41.1 | 5 | 31.2 | 4 | 33.3 |
| Middle | 4 | 23.5 | 4 | 25 | 2 | 16.6 |
| High | 1 | 5.8 | 3 | 18.7 | 2 | 16.6 |
| Total | 17 | 100 | 16 | 100 | 12 | 100 |

Source: Field Survey 2008.

Underemployed Respondents were divided by economic categories according to marital Status & sex. The table shows that poor & low are mostly victimized by underemployment. High & middle groups are also suffered by underemployment male & female both sexes have been underemployed in the study area. The table reveals that gap between have & have not group. Likewise the table signifies that there weren't contingency on underemployment situation between married & unmarried respondents. According to economic categories & sex, 29.4% poor married male & 25% poor unmarried male, 41.1% low married male & 3.12%, 25% middle unmarried male & 23.5 middle married male, 5.8% high married male & 18.7% high unmarried male were underemployed in the study area. Likewise 33.33% poor married female, 33.33% low married female & 22.2% middle unmarried female, 16.6% high married female & 12.2% high unmarried woman, 16.6% middle married female & 22.2% middle unmarried female were underemployed in Malakheti VDC.

Poor & low were involved in low quality works; there was low wage & productivity lack of alternative works & adequate working time in the field, it was raising problem to increase underemployment. Middle groups were more educated than low & poor. They were seeking jobs in high productive sector, but they weren't succeeded to meet such jobs. Hence they had participated in part time jobs & underutilization of skill & knowledge sectors being underemployed. Underemployment problem has shown in high level like poor & low within middle groups because they didn't want to involve in low quality & underwage works like poor& low. Underemployment problems were less than other in high economic categories groups, because they were educated & skilled. Their access was also expended adequately within government & Non-government & organization, political institution & other sectors. Therefore unqualified & inefficient persons of high economic categories groups had consumed jobs opportunities. Researcher notifies that wrong trends & imbalance social structure were responsible to encourage them grabbing jobs opportunities, which were economically, socially, politically powerful & strong. But they weren't free from underemployment problem. Inclusion & reservation policy couldn't strongly be acted by government in the study area. So underemployment was a quicksand is for underemployed workers in rural area. People of rural area, who couldn't have been awareness, educated, skillful & come out from agriculture sector, they were mostly underemployed.

The data notifies that there was gap between Male & Female underemployed respondents. The gap was much more in middle & high than poor& low. There has shown vulnerable situation between both sexes. Beside in some cases income of female underemployed persons should give clearly to male but maximum male underemployed respondents spent her & their income in harmfulness & Non profitable sector. Female & Children were always pouring sadness & tension to listen their family & stakeholders, but they weren't hearing. As a whole Researcher

find that underemployment was common problems for all, but female, poor, children were maximum victimized by it.

5.2 Underemployment situation by age:

There were variants within different age group. Child & aged people hadn't included to measure underemployment situation. Active population was mainly concentrated group to research about underemployment situation.

Underemployment situation was differed by age group, which has clarified by the given table.

Table: 8

| Age Group | Underemployed Respondents | |
|-----------|---------------------------|------------|
| | Respondents | Percentage |
| 18-25 | 10 | 18.5 |
| 25-34 | 23 | 42.5 |
| 34-44 | 11 | 20.3 |

Source:- Field Survey 2008

The table shows that 18.5% underemployed within 18-25 age group, 42.5% underemployed within 25-34 age groups & 20.3% underemployed within 34-44 age groups. The table clarifies that too much active human resource were 25-34 age groups. They were underemployed, as a result there was reduced productivity & income. 18-25 age groups were less underemployed than others because people were included in the study during the period. 34-44 age group couldn't be free from underemployment problem, but they were less than others, because maximum persons had engaged in working sector during the period. Some body wasn't seeking alternatives jobs & additional working hours.

5.3 underemployment situation by religion:

Researcher finds that Hindu, Buddha, Islam etc. religions has existed in this area. Maximum people have followed Hindu religion. Underemployment situation was spelt out by religion, which can understand by the mentioned table.

Underemployment situation by Religion

Table: 9

| Religion | Underemployed Respondents | |
|----------|---------------------------|------------|
| | Respondents | Percentage |
| Hindu | 49 | 90.7 |
| Bauddha | 4 | 7.4 |
| Islam | 1 | 1.8 |

Source: – Field Survey 2008

90.7% underemployed respondents of them followed Hindu religion, 7.4% of them were Bauddhist & 1.8% underemployed respondents were Islam. The table finds that the member of Hindus were much more than others. Underemployment problem had remained too much within Hindu community Bauddhist female were free to comparison with Hindus women & their earning rate was also higher than Hindus & Islamic. They were participated to increase earnings. Therefore, they had included in various economic activities. They could be taken decision, which was favorable for them. Hindu's female could have been taken decision not alone; male should be presented during the period. Otherwise, female reached near of the worse words & beating, which were provided by male persons. Caste/ ethnic stratification was highly ranked into Hindu community. Bauddhist & Islam community were divided by heirchy. The researcher finds that caste/Ethnic groups were separated by the religion, but stratification level was higher than Bauddha within Hindu. Low level people were absorbed by low quality works where

income & productivity weren't excess accordance labor. So poor community couldn't have come out from vicious circle of poverty.

5.4 Underemployment situation by caste/ Ethnic group:

Caste / ethnic groups were units of a structure in the malakheti VDC. They had activated to maintain social structure. There was also contradiction between caste/ Ethnic groups to be free & consume employment opportunities. The contradiction was helpful to arise awareness into back warded community. The study finds that conflict or contradiction were building strong social structure but not weak because they had co-operated to construct awareness & unity among units. Bahun, Chhetri, Dalits, Ethnic groups had being lived in malakheti VDC. The underemployment situation has detaily known by castes/Ethnic groups from the table such as

Table: 10

Underemployment situation by caste/ Ethnic groups.

| Cast/ Ethnic group | Respondents Number | Percentage |
|--------------------|--------------------|------------|
| Bahun | 14 | 25.92 |
| Chhetri | 11 | 20.37 |
| Sarki | 8 | 14.8 |
| Kami | 5 | 9.25 |
| Damai | 4 | 7.4 |
| Badi | 1 | 1.85 |
| Chaudari | 7 | 12.96 |
| Shrestha | 1 | 1.85 |
| Gurung | 1 | 1.85 |
| Rai | 1 | 1.85 |
| Thapa | 1 | 1.85 |
| Total | 54 | 100% |

Source:– Field Survey 2008

In term of percentage 25.92% Bahun, 20.37 Chhetri, 14.8% sarki, 9.25% Kami, 7.4% Damai, 1.85% Badi, 12.96% chaudhari, 1.85% Shrestha, 1.85% Gurung, 1.85% Rai, 1.85% Thapa were sampled by researcher to spell out underemployment situation in the Malakheti VDC.

All caste & Ethnic groups were suffered by underemployment problems. But size of underemployed labour force was large & small among communities. Bahun, Chhetri, Dalit, & Ethnic groups had migrated from hill area in Malakheti VDC before some year. Now, numerous families of them has lived in the VDC. Tharus were native people of this area, but they were displaced in recent period from other communities. Tharu's culture was slowly disappeared by hillization. Hillization was becoming the largest problem for the natives. High position & main business center had controlled by migrated people from hill area. Hill area's people used to come to work in Tharu's community, which was known from historical study. When Aullo was eradicated by the tries of government, who used to work in home of Tharu, they became landlord & they undertook to keep tharus for the households & farming works. The situation shows that tharu community had remained in the center during the period they were landlord & their access had expended in high position & business center in Malakheti VDC. They used to control various resources & distribute them according to their aspirations & willing. But they were lived now in periphery. Resources weren't controlled by them in recent period. The situation of center & periphery has been clarified by the figure which is given below.

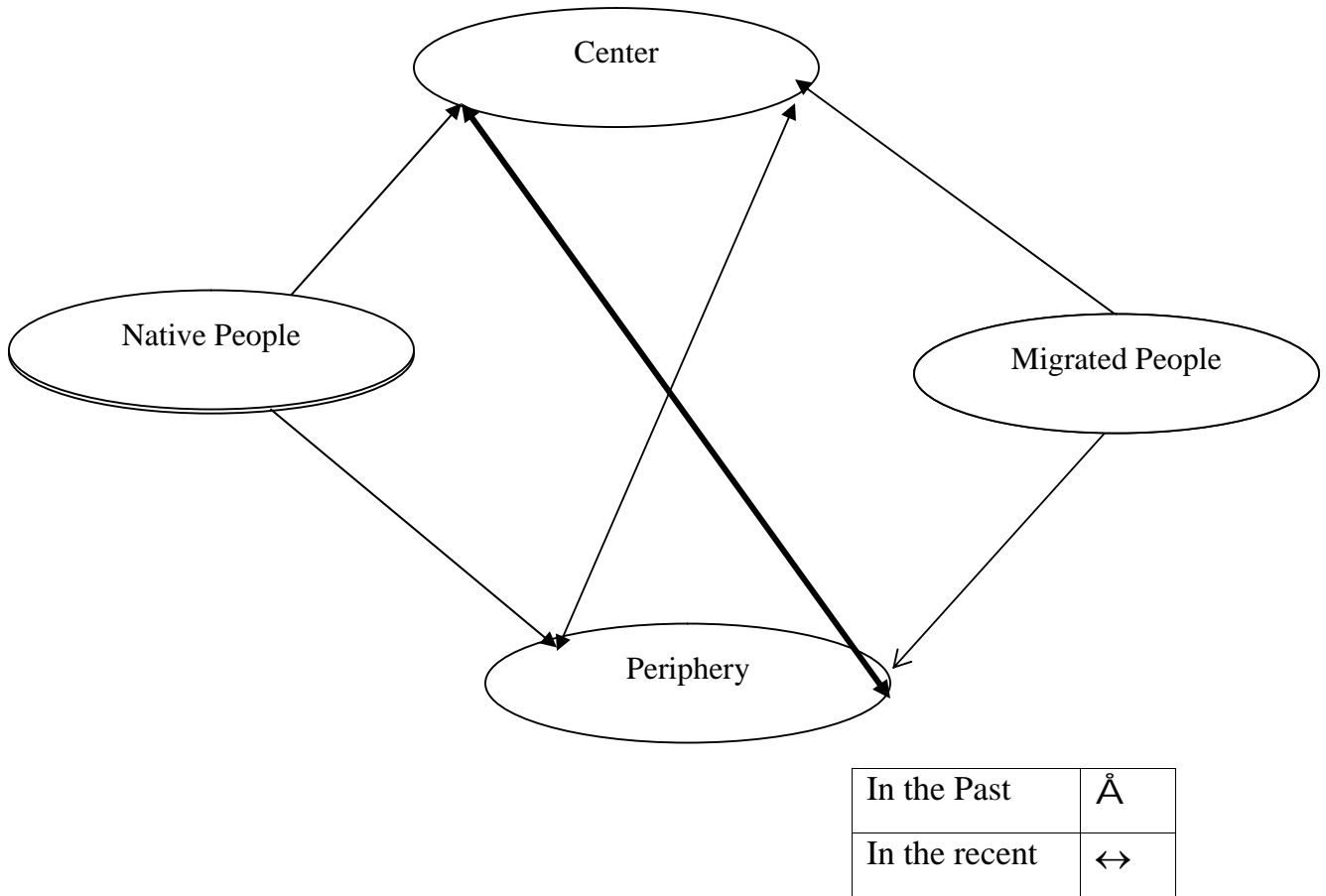


Figure: 1

The figure shows that native people were constrained to live in the periphery because of lack of resources & opportunities. They were manifestly or latently oppressed by migrated people except some exception. Their past was just opposite of the recent situation. Migrated people were in the center, even though Dalits & poor weren't gone in the center to excessive consumption of resources & opportunities. Thus have found in negligible number in Malakheti VDC in the present. They were going to distance & isolated place, where they can be preserved their culture & free from oppression of migrated people. Tebeto Burmese like Gurung, Rai, Thapa, Newar etc had also migrated from hill area. Their population was less than Bahun & Chhetri. Cultural & sociological &

occupational structure has become imbalance from various fluctuations in this area. Imbalance situation & fluctuation were responsible to increase underemployment problem. Dalits hadn't received essential land ownership. A littil soil was controlled by them for the shelter. So they had participated in nonfarming works & farming related works. But their works were known as low level works, although agriculture & construction works were not possible without tools, which were made by them, even readymade tools& materials had reduced to their works & underemployment was becoming rising problem of this area. Small size of land, which wasn't essential for survive, was owned by negligible number of Bahun & Chhetri.

5.5 Work sectors of underemployment respondents:

New entrants were increasing day by day in the labor market. Government & private sectors were failed to create new jobs for the new job seekers. In the situation, there was large volume of underemployed labors in Malakheti VDC. There were not only unqualified & unskilled labor force but also qualified & skilled. Qualified & skilled labor force was undergoing underemployment problem but unskilled & unqualified were much more underemployed than qualified & skilled. All underemployed respondents had engaged within following sectors:

Table: 11

Works sector of underemployed Respondents

| Work sector | Number of Respondent | Percentage |
|---------------|----------------------|------------|
| Private | 7 | 12.96 |
| Formal | 3 | 5.55 |
| Informal | 24 | 44.4 |
| Self-employed | 20 | 37.0 |
| Total | 54 | 100% |

Source:– Field Survey 2008.

5.5.1 Private Sector:

Industries, constructions, manufacturing sectors were conducted by private sectors, where 12.96% underemployed respondents were engaged. Private sectors were seeking high level economic growth & profit. In the case they had used labor force to take high economic profit, social profit had remained on the shadow from view of private sectors. They had admitted to the workers in the peak season & pulled out from the works in the slack season. Then there was risen underemployment problem.

5.5.2 Formal Sector:

Some institutions were formally conducted to follow certain rule & regulation. They had provided jobs & works to people. Generally we understand that formal sectors were conducted by government, that is all right, but formal sectors weren't only conducted by government. Others institution, & organizations were also formally conducted. Differentiation, inequality, exploitation degree were less than informal sector within formal sectors, but there were existed them. Resources & returns were not equitable distributed by formal sectors. So underemployment wasn't only problem of informal sector also formal sectors. If underemployed laborers undertook collective bargaining to gain employment rights & be free from oppression & exploitation, they would be constrained to leave their jobs/works. 5.5% underemployed laborers were in formal sector. Underemployed laborers were trapping latent web of formal sector. There weren't guarantee of works. They could be pulled out by the employers in any time. In the case, underemployment was the crucial problems in the Malakheti VDC.

5.5.3 Informal Sector: Large volume of underemployed labor force had involved in the informal sector. Informal sectors had absorbed too many new entrants. Government policy & market policies had been failed to create new jobs for all new workers. So they had compelled to include informal sectors where high

level exploitations inequality, differentiation & oppression had remained. Informal sectors like agriculture construction, refining, small industries etc. were becoming job centers for increasing labor force. Informal sectors can't be provided fulltime jobs for workers. So there was increasing rate of underemployed laborers. Informal sectors were rising with marketalization & privatization, where new job seekers had involved the work for the survive. In the situation, there was arising unsatisfaction & stratification between workers & jobs. Thus underemployment was highlighting problem of this area 44.4% underemployed respondents were engaged in informal sectors.

5.5.4 Self employed sector:

Self employed sector were respectively eroded by modernization. Local productions were rejected by consumers because import production were rapidly expended in this area from own country & other countries. They didn't want quality but wanted shiningness. Shiningness of productions were impossible from cottage industries & small machine. Small business were also self employed sector but there wasn't attractiveness of new job seekers. Selfemployed sectors couldn't provide full time jobs. Productions & services which were provided by selfemployed respondents, they weren't selling in proper price due to manufacturing goods. 37.0% underemployed respondents were engaged in selfemployed sectors.

5.6 Occupational distribution of underemployed respondents by sex:-

underemployed respondents were actually involved within low income & low productive sectors. They weren't gaining output justicly. Their occupational distribution has been studied by given the below table:

Table: 12

| Occupation | Male | | Female | |
|-----------------------|-----------------------|------------|-----------------------|------------|
| | Respondents Number | Percentage | Respondents Number | Percentage |
| Agriculture | 15 | 45.45 | 10 | 47.6 |
| Business | 1 | 3.0 | - | - |
| Teaching | 1 | 3.0 | - | - |
| Daily wages | 3 | 9.0 | 2 | 9.5 |
| Household work | - | - | 2 | 9.5 |
| Foreign Employment | 12 | 36.36 | 7 | 33.33 |
| Others | 1 | 3.0 | - | - |
| Total | 33 | 100% | 21 | 100% |

Source: Field Survey, 2008

5.6.1- Agriculture was main occupation of this area where 45.45% male respondents & 47.60% female respondents were engaged in agriculture. Agriculture couldn't be started by according the modern ways. Subsistence farming was main characteristics of the study areas, where workers had met jobs seasonally. Extra time of the years they were underemployed because of lack of alternative jobs. Underemployed respondents preferred to work in the out sectors of agriculture & tried to look for jobs, but they couldn't be able to find jobs in the other sectors. Agriculture was main source of works/ jobs, it absorbs large volume of labourforce. They worked limit time in agriculture sector, therefore their income wasn't adequately to fulfill their needs. In the recent period, there has involved female more than male in agriculture. Male were mobilized to outside from agriculture. Foreign sector was also the destination of underemployed male

respondents. So female percentage was more than male in agriculture. In the situation, there were growing underemployment, which was creating tension within persons family & society. As a result there was showing fight between employers & employees, scarcity & expectation of people.

5.6.2 The study finds that daily wages workers had been involved in different activities. Female daily wages workers were as much as male, but they gained less wage than male. Female feel that weakness to compare with male, but it wasn't whole reality. Some women worked strongly more than men, even some studies had shown physically & psychological weakness of women. Daily wage workers or respondents didn't get works daily. They ought to be worked on the under wage, when they found works. They worked 10-15 days in a month & occurred vacant nearly 15 days without works. Daily wages sectors weren't free from gender gap. Female had constrained to work in under wage to the comparison with male. The uneven situation of daily wages workers in the study area, there had increased up & down feeling in the working place between workers. Such feeling raised contradiction & conflict between them female were latently victimized by the rape in daily wages sectors where male were actively participate in this activity without willing of female but also they were obligated to involve in daily wages works. 9.0% male respondents & 9.5% female respondents of them were included in daily wages works.

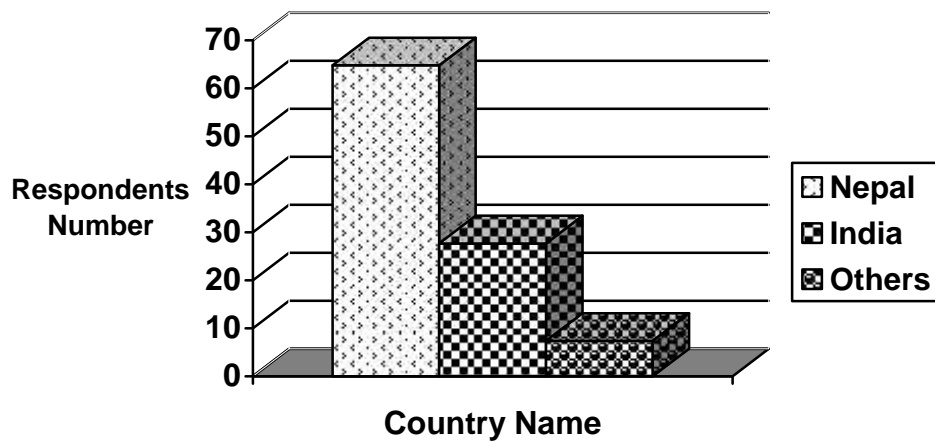
5.6.3 Underemployed laborer was looking for opportunities in foreign countries in the term of percentage there had found 36.0% male & 33 % female of them. Underemployed laborers were going seasonally in Indian labor market & for years other countries. They hadn't met long term jobs due to several caused such as family, working time & place, return distribution, oppression, exploitation etc. much amount of works & less distribution of return was main problem of foreign employment. There didn't provide leave, when was essential for workers, while there isn't essential of leave, employers had been given press to take leave because in this period low labor force was essential for the employers.

5.6.4 Low investment in the business was chief cause of underemployment. Underemployment had mainly existed in small business in the Malakheti VDC 3% male respondents were underemployed in business. Small business, which was undertaken by local goods. They were being collapsed by import manufacturing goods. Vegetable business was also affected by Indian market. Indian raw productions were playing important role to scathe productions of Malakheti VDC, in the case there raised underemployment problems.

5.6.5 3% male were underemployed in teaching occupation. Boarding school's teachers were not underemployed but also exploited by the founder or employers. Teachers who were appointed by private resources in government school. They were becoming underemployment. Female percentage was much more than male in household works. So female could give a little time to work out of the home & they were underemployed. Household works had known as non economic activities, but their contributions were expended broadly to increase economic growth. In sociological view of point, household works play crucial role to maintain infrastructures & preconditions, which were compulsory to do everything's. 3% underemployed respondent was engaged with other sectors such as temporary service sectors, several projects etc.

5.7 Countries, in which people are underemployed as:

The study area was a developing area, where could be found diversity economy. Large volume of labor force was absorbed by non formal sector & there was also existed structural imbalance. Therefore these were high degree of underemployment rate. Underemployment respondents had made their destination place to Nepal, India & other countries for the working in Malakheti VDC. The situation was explained by the bar diagram, which is drawn below:



1cm = 5 persons

Figure: 2

(Field survey: 2008)

Table: 13

Countries in which People are under employed as:

| Countries | Respondents Numbers | Percentage |
|-----------|---------------------|------------|
| Nepal | 35 | 64.8% |
| India | 15 | 27.7 |
| Others | 4 | 7.4 |

Source: Field Survey, 2008

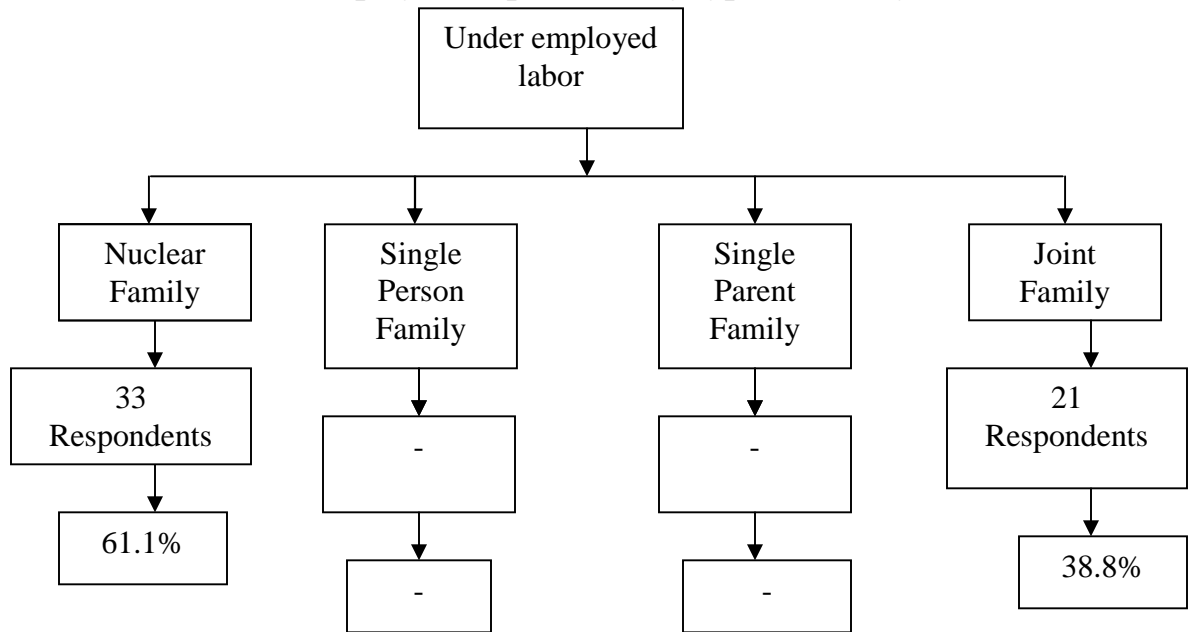
In the term of percentage 64.8% underemployed laborers worked in Nepal within different sectors 27.7% underemployed respondents went in India to work in several area, maximum underemployed, who worked in India, they participated in low level works or jobs. 7.4 % worked in the other countries. New entrants were arising day by day in labor market in Malakheta VDC. Nepal hadn't succeeded to provide jobs for job seekers. So they worked to India & other countries seeking jobs they should be faced several unfavorable circumstances out of the countries.

5.8 Distribution of underemployed respondents by the types of family:

Respondents, who were sampled by researcher they lived in nuclear & joint family. Joint family number was gradually reducing in the malakheti VDC joint family had found more than others within Tharu community. Underemployment problems had occurred in the both types of family. The table, which has drawn below, is helpful to know detailly.

Table: 14

Distribution of under employed respondents by types of family.



Source: Field Survey, 2008.

The table shows that 61.1% respondents lived in nuclear family & 38.8% respondents included in joint family. The member of nuclear family was gradually increasing due to education impact, modernization & changing mentality etc. underemployment problem had rapidly spreaded in nuclear family. Underemployed respondents, who lived in nuclear family. They couldn't be lived out of the door till long time because they should be completed their responsibilities, which had related with their family & children. In the situation

they come back towards their home to throw their jobs. On the other hands in the joint family there couldn't be come such situation because there was filled their absent by other member of family. The income of underemployed persons was aggregated in the joint family. Such combination or aggregation of the income had helpful to increase size of income. So there was less scarcity of the income than nuclear family. Single person family & single family weren't existed.

5.9 Working hours in the week by sex:

Time is main tools to measure underemployment situation who work less than 35 hours per week. They are characterized by the underemployment. Inadequate time was the problem to increase underemployment, underemployment situation according to time is explained below:

Table: 15

Working hours in the week by sex

Less than

| Both sexes | 35 hours | | 25 hours | | 15 hours | | 5 hours | |
|------------|----------|------|----------|------|----------|------|---------|------|
| | R | P | R | P | R | P | R | P |
| Male | 7 | 21.2 | 13 | 39.3 | 9 | 27.2 | 4 | 12.1 |
| Female | 6 | 28.5 | 9 | 42.8 | 4 | 70 | 2 | 9.5 |

Note : R = Respondents Number

P = Percentage

Field Survey, 2008

Seven male respondents & 6 female respondents worked less than 35 hours in per week. 13 male & 9 female respondents occupied 15 hours in per week. 4 male & 2 female respondents worked less than 5 hours in per week. The working hours of under employed respondents referred high under employment situation in the study area. They wanted additional working hours & struggle to gain full time jobs. Public sectors were unlikely provided jobs for the all new entrants because

its speed wasn't fast towards forehead. Other employers weren't also succeeded to provide jobs. Thus underemployed laborers were compulsion to grab inadequate time works in the Malakheti VDC.

5.10 Recent underemployment status of Sampled group:

All underemployed respondents were looking for works the except some exception. Underemployment problem was a critical problem of the malakheti VDC of Kailali district. Under employed people were suffered by low income & production & inadequate working time. Underemployment was common problem for educated & uneducated, male & female. The table clarifies recent underemployment status of sampled group, which is given below:

Table: 16

Recent underemployment status of sampled group

| Underemployed looking for the work | | | | | | | | Underemployed and not looking for the work | | | | | | | |
|------------------------------------|------|--------|------|--------|------|---------|------|--|---|--------|---|--------|---|---------|-----|
| Male | | | | Female | | | | Male | | | | Female | | | |
| Edu. | | Un Edu | | Edu. | | Un Edu. | | Edu. | | Un Edu | | Edu. | | Un Edu. | |
| R | P | R | P | R | P | R | P | R | P | R | P | R | P | R | P |
| 11 | 33.3 | 17 | 51.5 | 5 | 23.8 | 6 | 28.5 | - | - | - | - | - | - | 1 | 4.7 |

Source:– Field Survey, 2008

Note:

R = Respondents Number

P= Percentage

Edu = Educated

Un Edu = Uneducated

In the term of percentage 33.3% educated male & 23.8 educated female were underemployed. Skillful qualified & trained respondents confined within educated

framework certificate of formal education couldn't only be measured educated or qualified situation, so researcher had drawn outline of skill, qualification, training to measure educated situation. 51.5 % uneducated male & 28.5 uneducated female were underemployed. Male & female both sexes were victimized by the underemployment. There was differentiation between both sexes. Female couldn't be participated freely in the works because there was lack of social security for them. Educated underemployed laborers had rapidly increased in labor market, which was terrible situation & its impact can't be positive in the society & nation. If underemployment problems couldn't be solved to follow cautions, its result won't be adoptable for anybody in Malakheti VDC of Kailali District.

96.3% underemployed respondents were always seeking jobs/works in the labor market. Because they weren't satisfied by their working time & income. Underemployed people income wasn't adequate to fulfill their needs. So they were looking for jobs/ works. Educated & uneducated both were seeking jobs/works, but educated persons had looked for jobs more actively than uneducated persons

Chapter – Six

Causes of underemployment:

Underemployment was the most horrible problems of the study area. It was more highlighted problem. External & internal operations had played crucial role to invite underemployment. Underemployed people couldn't be participated in the works according to their desire due to their deformity, Morally deficiencies, weak mentality, defective education & training, lack of equality & equity, social security, physically disability etc were the main hindrances to prevent entrants to go labor market with briskness. Seasonally conducted business, industries & other activities were responsible to increase underemployment. In labor market, changes were coming in the malakheti VDC day by day, which were played important role to increase needs. Thus their ambitious were becoming too much & they seek high quality & earning works. In the situation there should be tried till long time to meet suitable jobs for the works. During the period they were involved in the short term jobs & seasonal jobs, which were the chief cause of underemployment. Industrialization procedure was followed by countries. Nepal has also wanted to participate in industrialization process but she couldn't be gained efficiency to develop cottage industries, agro based industries . Donors didn't listen people's voice due to their selfishness. Underemployed respondents couldn't be taken vocational training to present their efficiency in the work field. People's traditional knowledge & skills were playing important role to provide works /jobs, but they are declining due to negative impact of modernization & westernization. Educated underemployed people have undertaken to see dream on the horizon, which can never hold, because they had taken only theoretical knowledge. They weren't getting opportunities to operate their knowledge in the behavioral life.

Seasonal activities were the causes of underemployment. Underemployed workers were engaged in building, trade, agriculture, construction, but they hadn't gotten fulltime works through out year in the mention sectors people who were involved in the certain works temporally, they were also underemployed. Underemployed

laborers who got works only peak season, they had become underemployed in the slack season.

There was rapidly increasing demands & needs. There wasn't limitation & boundaries to prevent demands & needs. So there was operated various activities to fulfill needs & demand of underemployed respondents but there hadn't followed any kinds of caution being insightful. Therefore social units were gradually deformed, and then social structure was becoming imbalance. As a result there wasn't only social & cultural contradiction also economical. So underemployment problem wasn't solving in the malakheti VDC but it is rising due to several causes. Aspiration & willingness of delivery has been collapsed by the ghost of selfishness in malakheti VDC so employers were primarily focused on their interest, which was the main obstacle to create employment for underemployed workers. When labor force was essential to produce, employers had provided works /jobs to underemployed respondents. During the period employers had been taken high profit from labor of people. Employers had tried to reduce workforce, when there wasn't needed labor, in the case there wasn't any alternative ways to be employed. Therefore they ought to be underemployed until they don't have other jobs. Consumable trend was developing in the society, after then creativeness has been damaged from the mentality of jobs providers. Government wasn't presented in the home of villagers. In the rural area, where has lived large number of youth, but youths were becoming unemployed or underemployed in the lack of jobs. Their labor, which could be sweet fruit on the step of progress, village & country, could be lifted by the productive labor. But there was a terrible situation youths were lossing their productive life with out works. Government wasn't created new jobs for the new job seekers due to several causes.

Disequilibrium, differentiation, inequality, insecurity were also reasons of the underemployment the study area. Political, social, economical, cultural, educational structure were playing crucial role to arise underemployment. Underemployment problem was rising due to lack of capital, skilled human

resource, gap in each other within social structure. The new policies should be invented by government & local level to provide jobs for new entrants. New workplace should be created by public & private sector to solve underemployment problem Malakheti VDC of Kailali district.

6.1 People who engaged in traditional occupational occupation:

Traditional occupations were playing important role to solve underemployment problem but they haven't been lifted by government & stakeholders. The condition of traditional occupation hasn't improved due to several causes. Traditional occupations weren't attractive sector for the underemployed people because they hadn't developed with changing time. They weren't so much productive because of lack of investment. Improving people's status was vertically determined from their works so, they were in compulsion situation to forget their tradition occupations high & low status was provided by the society according to the nature of works, which was wrong thought & way. The thought was becoming serious problem, which is increasing underemployment problem. New generation was displacing form their traditional occupations to be changed. Low income & productivity was the characteristics of the traditional occupation, so new entrants hadn't encompassed within their patric occupation. In the case traditional occupation were nearly disappearing & underemployment was increased by the declining situation of traditional occupations

Table: 17

People who are engaged in traditional occupation

| Caste/ Group. | Ethnic | Traditional occupation | Respondents Number | Percentage |
|------------------|--------|---------------------------|-----------------------|------------|
| Bahun | | Preist (Pujari) | 1 | 7.1% |
| Sarki | | Skin work | - | - |
| Kami | | Iron work | 1 | 20% |
| Damai | | Taloring | 1 | 25% |
| Chaudhari | | fishing | - | - |

Source: Field Survey, 2008

Traditional occupations were divided accordance casts of ethnish groups. Various casts /ethnic groups had involved their different operations. The table signifies that traditional occupations were rapidly reducing & people weren't entered within their traditional occupations for works due to poor condition of traditional occupations. The table notifies that 7.1% Bahuns, 20% Kami & 25% Damai were participated in their traditional occupation such as preist, tailoring, irons work etc. social & cultural ceremonies, rituals & religious programmers weren't too much emphasized due to educational impact & impact of import culture. Outer's role was main reason to decrease traditional occupation so Bahun's new generation wasn't entering in to their paitric occupations who couldn't be taken education, training, skill & opportunities, they had only involved in their paitric occupations. Peoples view wasn't positive to priest they told that tapari Bahun, lovi Bahun etc who had given contunity to their traditional occupation. People were becoming materialist they don't believe in the Ajapuja. Thus people's attractiveness was reduced & arised underemployment problem for poor, uneducated, unskilled bahuns, because there wasn't alternative jobs.

Irons work has been done by kami, who was recognized as a low caste by the social structure. There had seen mobility in kami community to come out from

low caste. They think that their traditional occupation was playing crucial role to keep them under the low caste. Other people didn't want to involve in the iron's work. Industrial iron tools were importing in the market, which had also discouraged to people for escape from their traditional occupation. Government & Non-government organization were spreading awareness to the backwarded community, but they hadn't encouraged them to learn skill focusing in their previous occupation. Their awareness was becoming chief cause to leave their traditional occupation without alternative jobs/works. Then underemployment had being given sorrowful result. Tailoring was the traditional occupation of damai, which was the easier than skim & iron works. The income was also better, so other communities were participating in the tailoring. As a result Damai community hadn't received market. Therefore they were working less than normal hours in per day. Then they search additional works to satisfy & fulfill their needs. Nevertheless it wasn't easy in the labor market, so they were underemployed by the uneven situation 20% Kami & 25% Damai had involved in their traditional occupation, but they didn't work fulltime in their traditional occupation.

Westernization is expending from Katmandu to far western Nepal. So people's life style had changed & they were emating constantly of the import culture & behavior. The situation was spreading surrounding, which wasn't helpful to preserve traditional occupation & increase income & productivity. Skin & fishing works weren't found by researcher but too much people had been involved in this occupation in the past. Fishing occupation had been declined by the use of pesticide. Abuse & use from wrong way of pesticide was reducing the income & productivity.

6.2 Types of labor force:

Population is rapidly increasing in malakheti VDC. New entrants were coming in the labor market day by day. Labor force couldn't be utilized properly in the VDC. All underemployed respondents weren't skilled & unskilled. The table helps us to understand about labor force, which is given below:

Table: 18

Types of labour force:

| Labour force | Number of Respondents | Percentage |
|--------------|-----------------------|------------|
| Skilled | 7 | 12.9 |
| Semiskilled | 16 | 29.6 |
| Unskilled | 28 | 51.8% |
| Over skilled | 3 | 5.5% |

Source: Field Survey, 2008.

All types of labor force were underemployed in the labor market. Unskilled labor proportion was the higher than skilled, semiskilled & over skilled labor proportion in the study area. Higher degree underemployment was remaining within unskilled labor force. The table reveals that 51.8% unskilled, 29.6% semiskilled, 12.9% skilled & 5.5% over skilled respondents were underemployed within sampled group on the one hand lack of skill was main cause of underemployment. Another hand skilled & over skilled respondents were also underemployed due to lack of works. Underemployed labourers were compelling to remain underemployed, because there weren't created jobs for all labour force.

Labourers couldn't be qualified for works without efficiency & skill, therefore maximum labourforce was underemployed. The income wasn't invested by underemployed respondents to learn skill. They were searching jobs without confidence. But skilled & over skilled persons were also underemployed due to weak economy. Eventually the study says that underemployment was the common problems for all labour force.

6.3 Cultural festivals & rituals that compell respondents to leave their jobs:

People gave important place to their cultural festivals & rituals in their life. They wanted to live with their family & society during cultural festival & rituals period. But they hadn't been had leave from employers, in the case they had left their jobs/works. The situation had particularly come in the life of workers. Who

worked in foreign countries & informal sectors. Following table helps to know already.

Table: 19

Cultural festivals and Rituals that compel respondents to leave their jobs

| Festivals and Rituals | Number of Respondents | Percentage |
|---------------------------|-----------------------|------------|
| Dashain and Tihar | 5 | 9.2 |
| Brith, Marriage and Death | 3 | 5.5 |
| Maghi | 1 | 1.8 |

Source: Field Survey, 2008.

Dashain, Tihar & Maghi are vital festivals in the context of malakheti VDC. Birth, Marriage & Death are important step of life. Underemployed labourers had talked with job providers during the period, but their voice couldn't be listened by job providers. Because employers wanted to keep them under their order & took much profit from high working time & low paid. Such festival were peack season for them. It was the golden time to earn or increase the income for the employers. So they didn't give leave for the workers. There emerged clash between employer & employees in the situation. If they couldn't gain leave, they left their works/jobs and came in the home during the festivals & rituals period for exchange love sympathy, blessing etc. when such festivals & rituals went away, they would be underemployed & participated other works, where they didn't grab fulltime jobs.

6.4 Average labour coverage percentage

31% labour was covered by child, import & overemployed labour of the total labour percentage. The situation was the cause of underemployment in malakheti VDC of Kailali districts which is clarified by the pie chart.

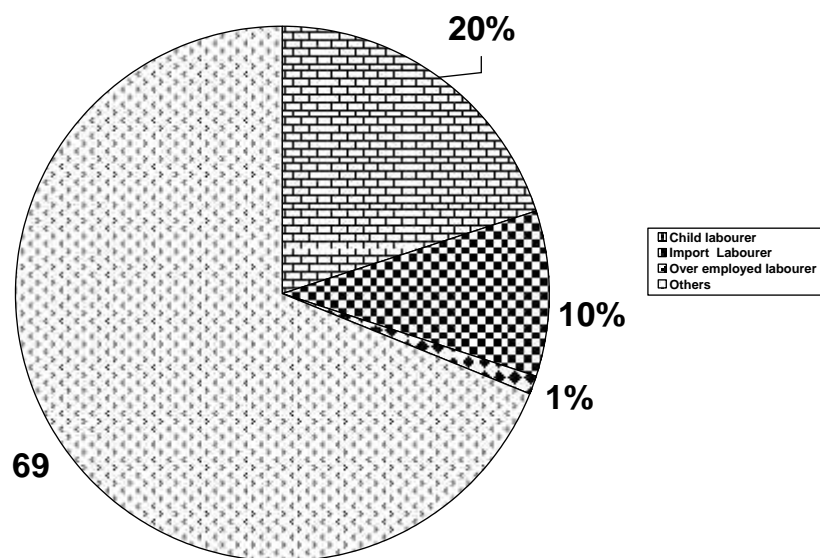


Table:20

Figure: 3

14. Average Labour coverage percentage

| Labourers | Percentage |
|-------------------------|------------|
| Child labourers | 20% |
| Import Labourers | 10% |
| Over employed Labourers | 1% |

Source: Field Survey, 2008

The table was drawn by the observation in the field child labor had occupied 20% labor, child labor had mostly used in subsistence agriculture. Child labor was also used in non-agriculture sectors such as: business, household works several industries, transportation etc. the use of child labor had brought educational & health problems in the children. Educational & health problems of children are is

long term causes of underemployment. child labour was reducing working hours or days of economically active people. There were differentiations & inequality between girls & boys child. Girl child worked much more than boys in the working sectors. They weren't focused by their parents to provide good education & opportunities like boys. Now, there were coming changes, girls were participated in different sectors such as education, awareness programme & others. Their thin voice has come out in the opposed of wrong socialization process. Child labour had been abused by the employers they gave low payment to the child imported labour was covered 10% labour in the study area. Labourers were emigrated from India to work in malakheti VDC & labourers were seasonally migrating from neighbour VDC & hill area. In the situation local people were becoming underemployment. Employers had received cheap labour from imported labourers. So they had primarily emphasized imported labour to give works in several sectors. In the case there had grown cleavage between employers & labourers. There was also existed cleavage between imported labour & local labour. Imported labour was playing important role to rise underemployment in the local level.

over employed labourers worked more than average working hours because they were skillfull & efficient. More working hours of over employed labourers had reduced working hours of other people.

6.5 Castes/Ethnic groups wise monthly income in rupees.

Underemployed respondents weren't full employed. As a result they earned made quite income. The low income brought many problems in family of underemployed respondents. There had been existed mental tension to fulfill their needs. Some respondents had failed to fill their basic needs. The table which is given below may be helped to understand monthly income.

Table: 21

Caste / Ethnic Group wise monthly in come in rupees.

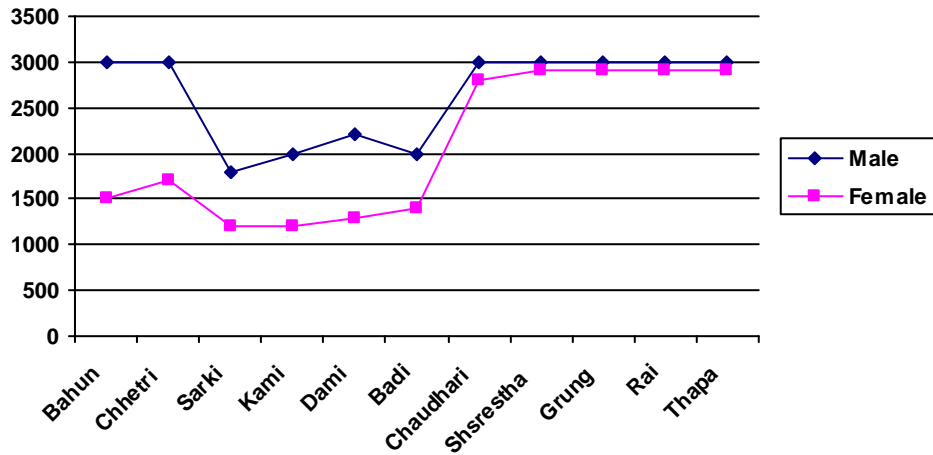
| Caste/ ethnic group | Monthly in come in Rupees | |
|---------------------|---------------------------|--------|
| | Male | Female |
| Bahun | 3000 | 1500 |
| Chhetri | 3000 | 1700 |
| Sarki | 1800 | 1200 |
| Kami | 2000 | 1200 |
| Damai | 2200 | 1300 |
| Badi | 2000 | 1400 |
| Chaudhari | 3000 | 2800 |
| Shrestha | 3000 | 2900 |
| Gurung | 3000 | 2900 |
| Rai | 3000 | 2900 |
| Thapa | 3000 | 2900 |

Source: Field Survey, 2008.

Information were gathered by group discussion to know about monthly income of several communities.

Male's income in the Bahun /Chhetri community who were underemployed, they earned nearly 3000/- rupees in per a month. In the average, male of dalit community who were underemployed, they collected almost 2000/- rupees in per a month. In the average male of ethnic group, who were underemployed. They earned nearly 2900/- rupees in per a month. Female of the dalit community who were underemployed, they collected almost 1250/- rupees in per a month, women of ethnic groups, who weren't worked full time through out year, they earned about 2900/- rupees in per a month. Female of bahun/chhetri community who were underemployed, they earned nearly 1600/- rupees in the average. The line

graph has helped us to know about gender gaps among communities, which has prepared below:



1cm = 500 rupees

Figure 4

The line graph notifies that there were low income of underemployed labourers. Gender differentiation & inequalities has been proved by line graph. High degree gender gap had found between both sexes within Bahun /Chhetri communities. Gender gap was also occurred within dalit community but it was less than bahun & Chhetri. Female were participated to earn as much as male within ethnic groups, but also gender gap was slightly existed within ethnic groups. Gender gaps has being become vast problem in the study area. Social & economic benefits hadn't distributed justicly to both sexes. Female were oppressed by male within imequilibrium social structure. They didn't work freely in labour market. The income which was earned by female it should be given to male. Male spent their income & her income according to their desire, which was the vulnerable situation for female in the society. Lack of adequate income, underemployed labourers hadn't taken vocational training, education, skill etc. then, they had felt weakness & pessimistic ness such situation was the chief cause of underemployment.

6.6 youth loosing their jobs because of conflict by different economic categories:

Jobs had been lost by youth when there was conflict between maoist & state. Underemployed respondents who used to work in distance place & force sector, they had constrained to loose their jobs, because they didn't want to be killed by the war without reason. The table is given below to clarify about jobs loosing respondents.

Table: 22

Youth loosing their jobs because of conflict by different economic categories

| Economic categories | Total Respondents | Jobs loosing Respondents | Percentage |
|---------------------|-------------------|--------------------------|------------|
| Poor | 16 | 1 | 6.2 |
| Low | 18 | 1 | 6.2 |
| Middle | 12 | 2 | 16.6 |
| High | 8 | 1 | 6.2 |

Source: Field Survey, 2008

The table shows that underemployed respondents have been separated by their economic categories. Middle group was highly affected by the Maoist & state during armed conflict period. In term of number, 1 poor 1 low, 2 middle & 1 high had been underemployed due to armed conflict some of them had conducted their business in the distance place & others were involved several sector such as force, service etc. when Maoist undertook kidnap to people, they had escaped from their works for survive. During the period government & state couldn't be responsible with the public and working environment was damaged, then people were obligated abandon their jobs. Middle & high class's people were also suffered by the Chanda terror. Middle group's persons were mostly victimized by the Maoist & state during armed conflict period. Workers who weren't Maoist, they were also

beaten by Indian police saying Maoist terrorist during armed conflict period, then they had come back to the Nepal , but they couldn't be able to find full time jobs in the labor market. In the terrible environment of armed conflict, Laborers had changed their working sector, but they weren't finding jobs, therefore they were participated in the low income & low productive works without adequate working hours. Political conflict & instability was the main cause of underemployment.

6.7 Education attainment of underemployed respondent's

Education is sharpening tools to make qualified & efficient. Qualification & efficiency helped to be employed for underemployed people. Education attainment in Malakheti VDC couldn't be given satisfactory for everybody. There was also lack of working field for educated respondents. Labor market wasn't expended broadly to utilize skill, efficiency & knowledge of workers. Infrastructures weren't prepared by government & stakeholders to solve underemployment problem & provide full time job for economically active people. Educational attainment of underemployed respondents has been cleared by the table which is given below:

From above data 9.25% underemployed respondents were illiterate, where were mostly illiterate in the Dalit communities. Female of other communities were also more illiterate than male. 22.2% underemployed respondents had completed secondary level. 18.5% underemployed respondents had finished lower secondary level study. Such percent was in the intermediate level, but female were less than male in the intermediate level. 7.4% underemployed laborers had studied bachelor level; where upon female were 0%. 9.25% underemployed respondents were only literate & 14.8% of them had completed primary level education.

6.8 Reasons of underemployment

In the Malakheti VDC underemployment was increasing due to the narrow confines of non- farmer sector & increasing size of population day by day. Fluctuations were coming in labor market with dynamic time, which were responsible to increase underemployment some causes are given below.

Table: 24

| Reasons | Respondents Number | Percentage |
|-------------------|--------------------|------------|
| Marriage | 4 | 7.40 |
| Family | 3 | 5.55 |
| Language | 2 | 3.70 |
| Sex | 4 | 7.40 |
| Industries | 1 | 1.85 |
| Inequality | 4 | 7.40 |
| Migrated Laborers | 2 | 3.70 |
| Total Number | 54 | - |
| Total Percent | - | 100 |

Source: Field Survey, 2008

The table reveals that too many reasons were playing role to rise underemployment. Various element or components were creating underemployment. They were related with society, culture, economy, education etc. Some reasons are pointed out according to the table:

6.8.1- Marriage: - Jobs couldn't only be found around the village town & state town. When underemployed respondents used to maturate to marry, they must be come back towards their home. In this situation, if they wouldn't gain leave facility by the employer. They were pressed by the family to leave their jobs. Then, they used to be jobless. When they married, they should be felt too much responsibilities towards family. Afterward they couldn't be gone out countries for the works. They looked for works /jobs near the home, but jobs hadn't found to be employed & they ought be underemployed & unemployed some respondents had involved in the works till inadequate time, where provided low income. Skill of underemployed respondents were underutilized by the employers female should

come males home after marriage. In particular case, there had come compulsion to devote low jobs for the female. Then, they had participated in the short time jobs & low income & productive jobs. The table spell out that 7.4% underemployed respondent was underemployed & marriage.

6.8.2 Family: child, youth & aged people live in the family child & aged people were relayed on youth. So they looked for them, in the case they couldn't be far from home for works. Family is the group of more than two persons, there was existed competition to go on the high position & take decision. The researcher finds that who was qualified, skillful & efficient they got opportunities participating high degree works. Females access was lower than male in the family, there wasn't easy to consume opportunities for them such unfavorable situation had invited to the underemployment in the malakheti VDC, where 5.5% respondents were underemployed by the cause of family.

6.8.3 Language: - Underemployed laborers were underemployed due to English. English language wasn't improving in the educational institutional of rural area. Therefore qualified & skilled candidates weren't going in competition with confidence. English had become compulsory language as well as Nepali in jobs vacancy Matri Language was essential to work in the field, but all candidates hadn't known above languages. Then, they become underemployed 3.10% underemployed respondents were underemployed due to language.

6.8.4 Sex: - Generally, female couldn't be able to meet jobs like men, because there were linked too much sociological & biological causes. The eyes of society always looking to women on the down step to comparison with male. Female were victimized by the various crime & they weren't feeling security to work out of the door. So they hadn't consumed education & jobs opportunities, then they had compelled to be underemployed due to lack of skills & qualification. Government has taken reservation policy in the present period. The policy is helping to reduce

gap between male & female in the employment sectors; but not solve underemployed problems. Qualified & skilled male persons has been pushed backside because of reservation & inclusive policies. The policies were useful from the sociological view, but they can't be clairvoyant. Therefore, there has seen new forms of conflict within the sociological structure. There were found out 7.40% underemployed respondents due to sex.

6.8.5 Industries: - Industrial development wasn't in Malakheti VDC from satisfactory ways. Industrial infrastructures hadn't been developed & cottage & small industries hadn't been focused by the government & stakeholders. Some industries were established by private sectors. High number of people had grabbed jobs in these industries, but they had only been employed by employer on under time & under wage. Employers were fulfilled their interest by the excessive labor exploitation. 1.85% respondents had underemployed due to industries.

6.8.6 In equality: - There had existed inequality among castes/ethnic groups. Changes were coming, but they weren't reaching in the grassroots & deprived groups. Changes were becoming ' Akash ko phal Akhan tari Mar' for them. Education & Training opportunities weren't practiced by the deprived groups who lived in remote area. Awareness was essential for them to come in mainstream of employment & competition. Traditional skill & knowledge had failed to provide jobs in labor market due to unsuccessful policies of state, where people could be employed. Underemployment was becoming on going problem in the study area. 7.40% respondents were underemployed due to inequality.

6.8.7 Migrated labor: - In Malakheti VDC, there had been worked by migrated laborers. Migrated labors were ready to work in the less wages than native laborers so employers liked to give works migrated labourers. In the case migrated laborers who come from India & neighbor districts & VDCs, they were chief cause to

increase underemployed rate in the malakheti VDC. There had seen competition between migrated labor & native laborers. Such competition had given press to the native to loss their jobs 3.70% underemployed respondents were underemployed due to migrated laborers.

6.9 Causes of underemployment:

Maximum economically active human resource was involved in agriculture in recent time. New entrants were absorbed by agriculture because of lack of non farming working sectors. Non agriculture sectors was emerging from primitive stage. They couldn't excessively be developed in Malakheti VDC. Agriculture sector wasn't able to provide jobs throughout year. So it was a chief cause of underemployment because it wasn't vocationally conducted by the use of modern ways such as: proper use of pesticide & chemical, focus to cash crops, take advice from advisor , such as : J.T.A ect . Lacks of education, training, skill, opportunities, qualification, employment were major characteristics of labor force of Malakheti VDC.

There were incoming other causes to arise underemployment with global changes. People should be adopted in these changes to consume job opportunities & make easy life. Global changes had been expended their impact due to communication network. Indigenous occupations, people's lifestyle, societal structure, cultural pattern, economic structure, political consciousness were being transformed by the global changes. Social insecurity, political basis, consumable & facilitated aspirations & desires were also being developed by the global changes. Indigenousness of the society in malakheti VDC had stood on the terrible & critical stage due to erosion of indigenous rituals, customs, knowledge & skill. From several causes, there weren't only political transitional period but also cultural, sociological, economical transitional period. Such uneven situation raised underemployment in Malakheti VDC. New generation was directly affected by the uneven situation, which was the main cause of underemployment. Various causes are given below:

Table: 25

Cause of underemployment due to

| Causes | Respondents, Number | Percentage |
|-----------------|---------------------|------------|
| Privatization | 4 | 12.9 |
| Globalization | 6 | 19.3 |
| Marginalization | 3 | 9.6 |
| Modernization | 5 | 16.1 |
| Social security | 9 | 29.9 |
| Political bias | 4 | 12.9 |
| Total | 31 | 100 |

Source: Field Survey, 2008

6.9.1 Privatization:- High economic profit has sought within privatization. There is lack of carefulness to social profit. Strong, qualified, efficient persons have been employed in the privatization process privileged groups couldn't go in competition due to weak circumstances. Reservation & inclusive policies weren't effectively followed by employers in the private sectors. They were only focused on efficient, qualified & strong candidates. Therefore underemployment was mostly remained in the privileged & backward community in the Malakheti VDC. Some industries were established by private sector, in which people weren't equitably participated. The data explicit that there were 12.9% underemployed respondents due to weakness of privatization. Private sectors hadn't emphasized to social profit. So, there wasn't relax or easy environment to run for the jobs within privatization procedure.

6.9.2 Globalization: - Origin in the one place of the world & spread World wide is the definition of globalization in the short term. Indigenous occupations & skills were eroded by globalization in the Malakheti VDC for example Sarki of

Malakheti VDC used to make skin's shoes in the past, but now, the market of skin shoes had been collapsed due to production of modern type shoes by the largest industries of the world. Tailoring was the especial occupation of the Damai community in the Malakheti VDC, but others were including in the present. Readymade clothes has expended in this village, which has been sewed by other countries or outers. Their work of sewing was rapidly reduced by the readymade clothes. Pesticide & chemical were produced in the one place of the world but they have spreaded in the Malakheti VDC now. Because of the abuse of pesticide, fishing occupation of Tharu community had been disappeared. Dhiki, Jato, were in critical stage & Kolu was declined due to inventions of largest & modern industries. Productions of farmers hadn't gotten proper price in the market due to manufacturing goods, which were imported from other place & countries. Indian production had extended in Malakheti VDC which were the cheaper than local productions, so local productions were displaced by Indian productions. As a result there was increasing underemployment problem. The table signifies that 19.3% respondents were underemployed due to globalization.

6.9.3 Marginalization: Female, Dalits, some ethnic groups & other were margined. They were denied access on the important position of economic, religious, political & social power within society of Malakheti VDC. There had developed diverse economy, in the case margin groups had being undergone difficulties to grab employment opportunities. Power was becoming stronger than qualifications, skills & efficiencies in the trend of the study area. So many respondents were stopped by the power & source to catch job opportunities in the labor market. Power & source both weren't available for margin group, therefore there was increased gap between powerful & margin group. Marginalization was becoming on going process due to growth of margin people. The data notifies that 9.6% underemployed respondents were underemployed due to marginalization.

6.9.4 Modernization: - In the context of the study area modernization was the process of imitation of others & throughing indigenous knowledge & skill, which was the tremendous & terrible situation, thus there is increasing underemployment problem. On another aspect modernization process has brought changes in the form of technology, which technology can work faster than traditional technology. Afterwards, the working hours or days of labor force had reduced & seen underemployed problem. There has shown transformation in the social values & norms with modernization. Life style social structure, economic structure was changed by modernization. People were fashionable & ambitious. So they couldn't be fulfilled their needs from certain available resources. They had preferred high degree income works to utilize their working hours & skills, but there weren't jobs accordance expectation of underemployed labor in the market 16.1% respondent were underemployed because of modernization in Malakheti VDC.

6.9.5 Social security: - State & other institutions & organizations hadn't reached in the root level of the study area. Backwarded communities had been suffered by the lack of basic needs such as health, education, housing, food, clothes. Female were also undergoing problem of social security. Female were victimized by the several violence & vulnerable situation which were occurred out of the door & in the door during working period. The study proves that there were 29.0% underemployed respondents because of social security. Social insecurity had prevented to people work freely in the labor market.

6.9.6 Political bias: - Qualified persons were out from the opportunities because of political bias. Have group of society had maintained their hegemony in the political power. So who had remained around their paw they had easily held jobs within government & Non- government sectors. Political bias was major cause to increase underemployment in malakheti VDC. Nepotism way playing crucial role

in the political organization. 12.9% underemployment respondents were underemployed due to political bias in the study area.

6.10 Underemployment because of NGOs & INGOs by Sexes: – NGOs & INGOs flood was flowing in the Malakheti VDC NGOs & INGOs were operating or conducting various programmes in the study area. Their statements were so much sweet but activities weren't sweet they had shown dreams and expectations to the people & they say that their works must be conducted by the button up approach. There had seen problems in the stage of operations. There were various gap between saying & doing in the NGOs & INGOs. They played crucial role to increase conflict within the society as the name of consciousness & awareness. People had come out from their indigenous occupations to grab new & productive opportunities but they hadn't found jobs. Afterwards they were underemployed. Dreams or expectations weren't fulfilled by NGOs & INGOs in the real ground. They were rising underemployment due to their weakness & there were inviting several underemployed problems due to wrong system of NGOs & INGOs, which is shown below:

Table: 26

Underemployment because of NGOs and INGOs by sexes:

| Sexes | Total | Involved with in NGO | | | In recent |
|---------------------|-------|----------------------|------------|-----------|-----------|
| | | Respondents | Percentage | Personal | |
| Male | 33 | 1 | 3.0 | 18 months | Vacant |
| Female | 21 | - | - | - | - |
| 3 rd sex | - | - | - | - | - |

Source: Field Survey, 2008

The table reveals that 3.0% underemployed respondents had become underemployed because of NGOs & INGOs project or programmes were

conducted by NGOs & INGOs till fix time, when project or programme finished, there wasn't any alternative solutions being employed after ending of project. People worked during the project period & then they ought to be underemployed. Labor force was rapidly increased more than demand of labor force in the labor market human resource had supplied in the agriculture sector because other sector were in few hand.

Chapter: 7

Consequences of underemployment:

Underemployed labors had utilized minimum skills & labor days. They couldn't have been received full working hours, then they were underemployed. In the situation of underemployment, there had seen several results such as: low income, low productivity, seasonal unemployment, dependency, social deviances etc. In the Malakheti VDC, laborers requirement was very low in the formal & private sectors comparison to the labor supply of labor. The situation had invited terrible condition, which there has resulted ultimately in existence of surplus labor. Because of surplus labor employer were benefited & laborers were constrained to sell cheap labor. There had increased exploitation level & contradiction between them to fulfill their interests. Low productivity & earnings were mostly responsible to push back remunerative employment. Underemployed laborers were frusted in every sector due to concentration of job opportunities in few hands. Underemployed laborers couldn't have been transferred themselves to other sectors due to lack of skill, knowledge, education, training, equality, justice etc. where upon there was explicating contradiction to fulfill their expectations. Their exercises were running to receive gainful employment. They preferred to face their challenges for the jobs, but they couldn't be employed by the several sociological, economic political, psychological causes. There were too much objections about wrong trends of society, which powerful & source full could be employed easily without good performance. The researcher finds that there had brought criminal idea in the mind due to underemployment. Underemployment & unemployment were the causes of conflict. As a result there were coming unfavorable situations.

7.1 social deviances as resulted through different development interventions:

Underemployed respondent were victimized by various problems. They weren't satisfied by their achievement. In the case they had followed wrong way to be free

from their tension, afterward they had involved in the wrong activities, which were known as social deviances. A table is given below: from which consequences of underemployment have been analyzed. Information was gathered by the observation of activities of underemployed respondents during field survey.

Table: 27

Social deviances as resulted through different development interventions.

| Social deviances | Male (33) | | Female (21) | |
|------------------------------|-----------------------|---------|-----------------------|---------|
| | Number of Respondents | Percent | Number of Respondents | Percent |
| Drinking | 22 | 66.6 | 2 | 9.5 |
| Play card | 23 | 69.6 | - | - |
| deforestation | 9 | 27.2 | 5 | 23.8 |
| prostitution | 7 | 21.2 | 3 | 14.2 |
| pollution | 5 | 15.15 | 1 | 4.7 |
| Other unfavorable activities | 25 | 75.7 | 1 | 4.7 |

Source: Field Survey, 2008

7.1.1 Drinking: - Underemployed workers worked nearly 2-4 days in per week. They weren't engaged fulltime works in their working days. Maximum underemployed laborers hadn't been helped to their family in the leisure times. They were spent over time in the tea shop, where can be available of wine. Women were also involved in drinking but they didn't drink in teashop or public place. Female were less than male in the drinking of wine. Female, who were participated in the drinking they didn't spent overtime because they should to be worked in the home. When maximum respondents came in the home after drinking, they gave hurt to their family such as; wife, child & others. They weren't responsible towards their children, in the case children weren't receiving adoptable environment for their mental & physical development. They bought meat or fish &

cooked in shop to eat with wine, but there was problem of salt in their family, which were terrible & painful conditions. The study finds that too many demerits were emerging due to leisure times without works. People's life was being erased by the drinking. Drinking was not only harmful for underemployed drunker but also family & society. Several incidents were occurred by dipsomania in the society, who was generally underemployed. From the above table, there were 66.6% male & 9.5% female were involving in the drinking, who were underemployed.

7.1.2 Playing cards: Underemployed respondents passed their time playing cards. They earned too little money because of underutilization of their skills & times. Their income was spent to play cards. They saw dream to collect too much money from playing cards, but at last there was kept zero in to the pocket. The low income was abused by underemployed respondents. Angry & tension were talking birth from loosing their income, from which family was suffered. Their Childs were crying with their mother to buy pencil but there wasn't any kind of ownership & freedom to mobilize the property, which was kept within her bed room. But there weren't hindrances to the father to abuse the property. The table reveals that 69.6% underemployed male respondents were involved in the playing cards.

7.1.3 Deforestation: Because of lack of alternative jobs, underemployed laborers made their destination to the forest for the saturation of needs. They had engaged in the deforestation beyond other works to increase income. Forest was the main source of the income, so they cut down trees & bought log wood & firewood. As a result there were burning various ecological problems due to deforestation. Deforestation rate was rapidly increased in Malakheti VDC due to underemployment or unemployment. The table shows that 27.2% male underemployed respondents & 23.8% female underemployed respondents had involved in the deforestation for the saturation of needs.

7.1.4 Prostitution: - The study finds that male was included more than female in the prostitution. High & middle class male who were underemployed, they had involved more than low or poor class male in the prostitution. But low or poor class female who were underemployed. They had participated more than high or middle class female in the prostitution 21.2% male underemployed & 14.2% female underemployed were referred their participation in the prostitution.

7.1.5 Pollution: In the agriculture sector, there has used pesticide & chemical to increase production with out proper learning. Underemployed laborers wanted to plant crops from modern way, but they didn't know clearly about the using process, where upon there had seen negative & bad impact in the production & environment because of lack of knowledge & techniques of underemployed laborers. Pesticide & chemical weren't only useful also harmful, if there couldn't know details about the using process. Pesticide was also used by underemployed respondents in the river or stream to kill & catch fishes in Malakheti VDC. Thus there was creating dangerous environment for survive with healthy. 15.15% male underemployed respondents & 4.7% female underemployed respondents were denoted their involvement in the pollution to seek additional works.

75.7% male underemployed laborers & 4.7% female underemployed laborers were participated other unfavorable activities such as rape, theft, rubbery, crowd ness, violence etc.

7.2 Poverty of underemployed people:

Underemployed respondents were fallen below from poverty line. Their income wasn't adequate but needs were increasing. Their income was being wasted in the many sectors such as: drinking, playing cards etc. poverty was raising in the study area due to low income & abuse of low income. Abuse & inadequate use of labor force was playing crucial role to increase poverty. Scarcities were talking birth due to poverty in the society. The seeds of clash & cleavage were growing, where was lack of saturation. There had found two types poverty in the study area. One was absolute poverty, where underemployed respondents were pouring pain or sad

because of the lack of too much small size income. They were suffered by the lack of basic needs. Their life was mostly difficult & sorrowful. Another was relative poverty, where underemployed people fulfilled their basic needs, but they weren't successes to saturate their general needs. They weren't able to make facilities life they were also suffered by the lack of resources.

Table: 28

Poverty of underemployed people

| Cost/ Ethnic group | Total Number of Respondents | Absolute Poverty | | Relative Poverty | |
|--------------------|-----------------------------|------------------|-------|------------------|-------|
| | | R | P | R | P |
| Bahun | 14 | 1 | 7.1 | 9 | 64.28 |
| Chhetri | 11 | 1 | 9.0 | 8 | 72.72 |
| Sarki | 8 | 4 | 50 | 4 | 50 |
| Kami | 5 | 2 | 40 | 3 | 60 |
| Damai | 4 | 1 | 25 | 3 | 75 |
| Badi | 1 | 1 | 100 | - | - |
| Chaudhari | 7 | 1 | 14.28 | 4 | 57.1 |
| Shrestha | 1 | - | - | - | - |
| Gurung | 1 | - | - | 1 | 100 |
| Rai | 1 | - | - | - | - |
| Thapa | 1 | - | - | 1 | 100 |
| Total | 54 | - | - | - | - |

Source: Field Survey, 2008

Note: R = Respondents Number

P = Percentage

The table signifies that Dalit community was mostly affected by absolute poverty. 50% sarki, 40% kami, 25% Damai, 100% Badi were included in the absolute poverty. Bahun / Chhetri community was less than dalits community in the absolute poverty. 7.1% Bahun & 9.0% Chhetri were in absolute poverty. Ethnic groups were least suffered by absolute poverty. 14.28% underemployed respondents of tharu community had remained within absolute poverty.

Relative poverty was also existed in the malakheti VDC which was proved by above drawing table. 64.28% Bahun, 72.72% Chhetri, 50% Sarki, 60% Kami, 75% Damai, 57.1% Chaudhari, 100% Thapa & Gurung were respectively included in the relative poverty. The study explicit that maximum underemployed respondents were becoming victim of poverty, which was the result of underemployment. They couldn't have been participated in the productive activities due to several causes.

In the shortage of working hours, there was low income of underemployment respondents. Underemployment & poverty were strongly related to bring vulnerable situation in the study area. Poverty has increased due to fixed & low income & working hours of underemployed respondents. Poverty was a result which had been occurred by the low wage, low income, low productivity, underutilization of skill, inadequate, working days, insufficient employment volume etc.

7.3 Psychological impact on children due to their underemployed parents:

Underemployment was the main cause of quarrel in the family, because there were many kinds of scarcities, which couldn't be fulfilled due to low income & wastage of low income. Quarrel of underemployed parents was mostly responsible to bring various psychological hazards on the children. Their conflict, clash & cleavage were playing major role to develop negative thinking & concentration on the children. Several psychological impacts had seen on the children due to their underemployed parents. Information were found out by the observation of the family of underemployed respondents, which is clarified by the pie-chart.

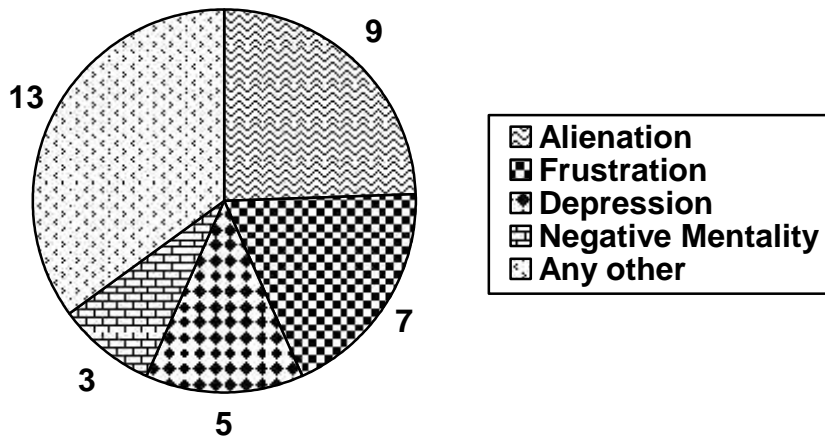


figure: 5

7.3.1 Alienation: Children want that their needs should be fulfilled by their parents. They gave press to their parents to know about their demands. But, they couldn't have been saturated according to their aspirations. Thus they saw weakness themselves to comparison with their friends. Children were concerned with their parents activities. These activities should be useful for children. Children were teased by their friends because of wrong & unfavorable activities of their parents. Then they were victimized by alienation Girls child were feeling more alienation than boys child. Five children were suffered by the alienation. Children were directly affected by the elder's behaviours, so they must be right & favorable otherwise alienation could be problems & obstacle on the psychological development way.

7.3.2 Frustration: - children, who were undergoing problems lack of playing, writing, reading, entertainment etc. they feel that they were interference & displaced by the other. Afterwards they had shown aggression behavior. If children have ever met blockage on the pleasure seeking path & pain avoiding way, they could have been felt pessimistic ness. In the situation children were frustrated by the underemployed parent's activities in the study area. Seven child were suffered by the frustration in the study area children were encouraged towards criminal activities because of frustration.

7.3.3 Depression:- Depression problem was also seen on the child psychology. Children feel that they are trapped by the sadness, hopelessness, loss of interest due to underemployed parents. They couldn't feel free from their situation, and then there was generated vulnerability by the underemployed parents. In the situation there had brought depression. The paichart notifies that children were depressed by the situation of underemployed parent.

7.3.4 Negative Mentality:- In the lack of proper environment to develop positive thinking, there has come difference negative thought on the mind of child, on the one hand income of underemployed parents wasn't adequate to create favorable & proper environment to the children. On another hand their activities weren't co-operated to make proper environment for children. In the case they were motivated by the wrong incidences Negative mentality was a psychological problem on the children due to underemployed parents. The pie-chart shows that nine children were affected by negative mentality.

Other difference psychological problems were existed on the child such as weakness, angry, unsatisfaction; boring etc. thirteen children were affected by those problems, which had come in the family & society due to underemployed parents.

7.4 Underemployed laborers who are victimized by different types of exploitation in various countries:

Underemployed respondents of Malakheti VDC were conducting on going practices to seek jobs, but there wasn't easy to meet jobs from equitable way. Contractor & their helpers looked for high commission from the works of underemployed laborers. Underemployed laborers were pressed by the complicated situation. They were selling cheap labor due to their sadness & vulnerable situation. They worked too much hours in the peak season but they weren't found return according to their labor. Rewards or products weren't distributed justice in the working field. Underemployed respondents devoted their jobs in the slack season due to lack of works. Employers gave pressure to the

employee to leave their jobs, because they couldn't be saturated their interest by the respondents in the slack season. The situation shows that there was high level exploitation of underemployed laborers. Exploitation has remained within country & out of country which were clarified by given table.

Table: 29

Underemployed labor who are victimized by different types of exploitation in various countries:

| Location | Respondents Number | Percentage |
|----------|--------------------|------------|
| Nepal | 25 | 71.4 |
| India | 12 | 80 |
| other | 2 | 50 |

Source: Field Survey, 2008

7.4.1 Nepal: Underemployed laborers were highly engaged within informal & private sectors in Malakheti VDC. There were 71.4% underemployed laborers, who were exploited by employers. They worked in agriculture, construction, business, industries, etc. Exploitations are the consequences of underemployment because underemployed respondents had compelled to give cheap labor in low price, where exploitation is existed.

7.4.2 India: - India was main labor market of the labor force, where people were constrained to provide labor in the less than normal return or price. Labor force of Malakheti VDC was exploited by Indian household works, industries, business etc 80% respondents who went in the India for the works. They were exploited in the Indian labor market. They hadn't benefited any kinds of facilities; however they were so much busy in works. They grabbed low pay & came back in their home in the slack season.

7.4.3 Others:- underemployed respondents had also gone in the khai Rastra such as Malaysia, Dubai, and more those 50% of them were exploited in the

several sectors. Labor exploitation of the respondents was highly in the khadi Rastra.

7.5 Wastage of time by the respondents by Region:

There were possibilities of self-employment but respondents weren't concerning to create self-employment. Government & Non-government organization & institution weren't responsible to solve underemployment problems. Leisure time wasn't utilized by respondents. Meaningless talking were focused by underemployed respondents which weren't advantage full for them. Such nonsense talking couldn't be solutions but they were becoming problems. There had happened fighting & debate each other due to so much chat, which time was provided by underemployment situation. They were only wasted their time to criticize of others, which is clarified by the given table:

Table: 30

Wastage of time by the Respondents by Region:

| Region | Male Respondents | Percentage | Female Respondents | Percentage |
|------------|------------------|------------|--------------------|------------|
| Semi urban | 7 | 71.4 | 3 | 66.6 |
| Rural | 26 | 80.7 | 18 | 61.6 |

Source: Field Survey, 2008

7 Male respondents lived in semi urban area. 71.4% of them were wasting their leisure time. 26 male respondents lived in rural area. 80.7% of them were wasting their leisure time. 3 female respondents lived in semi urban area 66.6% of them were wasting their leisure time 18 female respondents lived in rural area 61.1% of them were wasting their leisure time.

The study finds that high percent male were wasted their leisure time in rural area & high percent female were wasting their leisure time in semi- urban area.

7.6 Use of the income by underemployed respondents

Underemployed respondents weren't able to spend their income in the productive sectors because of inadequate income. There were difficulties to fulfill their daily needs. So they couldn't think to spend their income in the productive sectors. From another aspect they were abusing their income in the non productive sectors such as: playing card, drinking, drugging etc which is analyzed from drawing table.

Table: 31

Use of income by underemployed

| Sector | Number of Respondents | Expenditure percentage |
|----------------|-----------------------|------------------------|
| Productive | 11 | 20.3 |
| Non-productive | 43 | 79.62 |

Source: Field Survey, 2008

The income of the 11 underemployed respondents was invested in the productive sector such as: education, training, production, skill increasing etc. 43 underemployed respondents were spending their income in non-productive sectors the table signifies that 20.3% underemployed respondents were thinking being insightful & investing in the productive sectors. 79.62% underemployed respondents were spending their income in the non-productive sector due to various causes, which was the terrible result in the employment sector. Many jobs opportunities were escaping from the hand of underemployed laborers due to lack of skill & knowledge. If low income of underemployed laborers could utilize in the productive sector they gained full employment.

7.7 Underemployed laborers involvement different activities:

Underemployment laborers were mentally illness due to underemployment. They were feeling difficulties from their aspirations which couldn't be fulfilled by their income. There was lack of essential expenditure to underemployed people. They

used wrong way to free from problems which wasn't meritful for them or society. The wrong way & the actuality of underemployed people were inviting others too much problems. Various activities are given below.

Table: 32

Underemployed laborers involvement different activities.

| Activities | Male persons | Percentage | Female person | Percentage |
|---------------|--------------|------------|---------------|------------|
| Conflict | 5 | 15.15 | 2 | 9.52 |
| Violence | 4 | 12.12 | 1 | 4.76 |
| Rubbery | - | - | - | - |
| Theft | - | - | - | - |
| Rape | 1 | 3.03 | - | - |
| Total percent | - | 30.3 | - | 14.28 |
| Total number | 10 | - | 3 | - |

Source: Field Survey, 2008

7.7.1 Conflict: - Conflict was existed within family & out of the family. In the family, there was conflict between wife & husband, father & son, dependent family members & underemployed persons. Family members wanted too much product from active or youth. They preferred to take return of their investment which was invested on the youth generation. underemployed respondents were also responsible to plant conflict within family due to unfavorable activities. Wives were mostly oppressed by their underemployed husbands because they poured their tension & angry on the head of wives. So, they wanted to free from oppression & there raised conflict. Female were also responsible to rise conflict within family when needs couldn't be fulfilled by the household head or husband. There was large gap between aspiration & products in the case conflict were growing in the imbalance situation. There was also polarization between employer & underemployed respondents due to selfishness of employer. Employer focused

to take high profit & give lowest than low return for underemployed respondents. Conflict was becoming manifestly & latently which was the consequence of underemployment. 15.15% male respondents & 9.52% female respondents were involved in the conflict.

7.7.2 Violence: - Underemployed respondents were undergoing various uneven situations in the life. They had participated in the different activities for the survive. They thought continuously, but there didn't find solutions to come out from quicksands of underemployment. Then there had emerged wrong ideas & thoughts in the mind, which were encouraging them to refer participation in the violence's. Domestic violence was growing with increasing rate of underemployment, whereupon female; child & aged persons were violated by the underemployed persons. 12.12% male respondents & 4.7% female respondents had involved in the violence. Child & aged persons were violated by female within family. Exploitation, oppressions, biases were also responsible to rise violence in the working sectors.

7.7.3 Rape: - Female was latently victimized by rape in the working sector. Wife of underemployed respondents were also raped by underemployed husband. They think that wife is a object, who can be used anytime to fulfill their sexual satisfaction. When they drank a lot of wine they encountered & intercourse to the wife without her wants. 3% underemployed respondents were participated in the rape. Rape couldn't be occurred by the balance or healthy mentality, it was result of imbalance or unhealthy mentality, in which underemployment was a causal element.

Rubbery, theft, lies expressions, supply of drug & wood, black marketing were the alternative way to earn money of underemployed laborers, these results were so much harmful & demerit full for the society of Malakheti VDC.

7.8 Consequences of underemployment:

There were more than more demerits from underemployment, underemployment created unfavorable environment & difficulties in the society some consequences are clarified by the given table:

Table: 33

Consequences of underemployment:

| Consequences | Number of Respondents | Percentage |
|---------------------------|-----------------------|------------|
| consciousness | 1 | 1.8 |
| Pessimistic | 6 | 11.1 |
| Dropout | 9 | 16.6 |
| Dependency | 23 | 42.5 |
| Underutilization of skill | 54 | 100 |
| Unsatisfaction | 45 | 83.3 |

Source: Field Survey, 2008

7.8.1 Consciousness:- 1.8% underemployed respondents used their leisure time to read newspaper & books, listen news & speech, participate in seminar & meetings, talk in the each other about current events such as political, social, educational, occupational, employment etc. Thus they were becoming conscious & aware from their leisure time, which was provided by underemployment.

7.8.2 Pessimistic: - underemployed respondents were feeling fatigue from their on going tries to look for jobs. They had left their expectations & aspirations which couldn't be received by the underemployed respondents. They weren't confidence to gain employment from the labor market. Afterward pessimistic ness grew there in the mind underemployed laborers which was the consequence of underemployment. 11.1% underemployed persons were victimized by the pessimistic in the study area.

7.8.3 Dropout: - some respondents had left their study due to underemployed parents. Some respondents had gone out from their higher education because of their underemployment. As a whole, 16.6% persons were dropped out from their study due to underemployment.

7.8.4 Dependency: - Underemployed persons borrowed co-operations from others because their income wasn't adequate for the saturation of needs. They were always depending on powerful & resourceful persons to meet jobs. Underemployed respondents were also dependent on other countries to grab seasonal jobs & works for some years. They were located in the periphery & their jobs destination place was as a core. They had used according to interest of core. The core had actively participated in the exploitations. Periphery was dominated by the core. So there were boring

Clash & cleavage between core & periphery. 42.5% underemployed respondents were exploited & survived by the dependency. Dependency was increasing constantly due to underutilization of skill, inadequate working hours or days low paid. underemployed labor weren't self dependent.

7.8.5 Unsatisfaction: - Necessities were increasing, but income wasn't increasing due to underemployment. In the case, there had risen unsatisfaction. Underemployed laborers hadn't found return according to their labor. They compelled to sell cheap labor in the labor market. There weren't adequate income & working hours or days. So they were unsatisfied from their incomes works. 83.3% underemployed respondents were unsatisfied from the underemployment situation.

7.8.6 Underutilization of skills:

Skills were underutilized by the underemployed respondents 100% underemployed respondents were losing their skills & income due to underutilization of skill. There had ever gained low pay & inadequate working hours or days for the underemployed respondents.

7.9 Beneficiaries NGO/INGO of development interventions by difference economic categories:

Government & Non-government organizations has operated in this area INGO has also acted in the Malakheti VDC. Deprived & back warded group or communities were focused by the programmes of NGOs/ INGOs but these programmes were conducted by the have group. NGOs & INGOs were expending awareness in the poor & backwarded communities but they weren't benefited by the employment opportunities, which were provided by NGOs/ INGOs. Large volume of labor force was seeking jobs in the NGOs & INGOs. Employed persons were also devoting their jobs for the appointment in the NGOs & INGOs because there can be found salary in the dolor. The bar–diagram has helped to understand, who were mostly benefited by the NGOsINGOs:

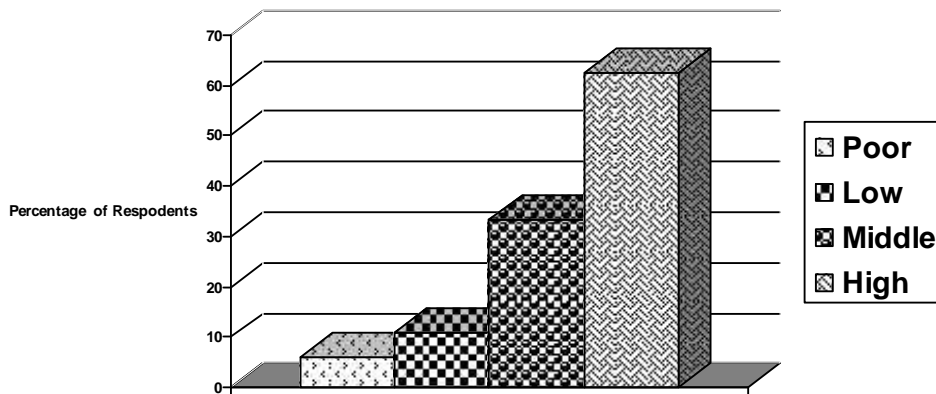


figure: 6

(Econo

mic Categories) 1cm = 5 percent.

On the one hand poor & low hadn't taken training & education due to weak economic condition. So they weren't more qualified & efficient than middle & high. On another hand their access wasn't spreading in the political, economic,

social institution. So, they weren't succeeded to reach on the high position. There was lack of resources & power of poor & low communities. Then they were had involved in the low level works where high underemployment was situated. 6.25% poor & 11.11% low respondents were only benefited by NGOs & INGOs. They were directly & indirectly taken advantages. 33.363% middle & 62.5% high of them were benefited by the NGOs & INGOs.

There were coming much more dangerous results from underemployment. Underemployment was playing crucial role to arise conflict in the society. The study finds that underemployment was more terrible problems than unemployment because a little income & leisure time of underemployed laborers was always pushing to select or chose wrong way. Various causes were responsible to bring worse consequences.

Chapter: 8

Summary, Main Findings & Future direction

8.1 Summary:

Underemployment is the main problem of youth. There are too many challenges for the young generation to find jobs. Labor force is being increased by the rapid population growth in the developing countries & there has also remained diverse economy, which are the important factors to rise underemployment. Large volume labor force of the study area is absorbed by the agriculture due to lack of jobs in the other sectors, subsistence farming is focused by the farmers, where people gain employment seasonally. Afterward other informal sectors are also working place, even though they couldn't be provided jobs throughout years. Indigenous skills & occupations are gradually collapsed by the impact of modernizations or industrialization. Greed globalization hasn't centered to provide social benefits. There couldn't be created proper environment to develop traditional skills & occupation & income is also lower than modern occupations. So under employment is generating form the non-stop way. Underemployment has also existed in the formal & private sectors. Additional works aren't available for underemployed laborers. They didn't receive gainful jobs in the working period. Employment volume is insufficiencies and there is lack of normal duration of works. An alternative job wasn't met by underemployed laborers. There has grabbed fewer working hours by the underemployed respondents. Underemployment has also characterized by the low income & production & underutilization of skills, which situation has found in the study area. Consequences, which aren't favorable for people & society, they are occurred by the underemployment. In the Nepalese context, underemployment is the common problems of all VDC & N.P., but also it is mostly highlighted problem of the malakheti VDC. India is the main labor market of the labor force of malakheti VDC, where most of them are exploited by the Indian labor market. Eventually

there is poor employment situation & underemployment is higher than unemployment.

Malakheti VDC is located in the Kailali District at far western development region, where has been studied by the researcher about underemployment. The objectives of this study are to understand and find out situation, causes & consequences of underemployment, where 18-44 age groups were enclosed for the research. Underemployment is the rising problem, so it has made research topic to identify linkage problems with underemployment situation.

The study is based on both primary & secondary data. Primary data or information are obtained through field survey & secondary data or information are gathered from VDC & several district offices. Questionnaire, group discussion observation, case study was used by the researcher as a sharp tools. Data are presented by the tables and figures. Statically tools are also used to analyze data. Descriptive research design is used by researcher. Sample is selected according to the rule & regulation of purposive sampling method.

Different caste / Ethnic groups live in Malakheti VDC. Chhetri/ Bahun community has occupied large place and number. Dalits are living but their number is the lower than Bahun / Chhetries. Tharu's number is also higher than other ethnic groups. Most of the underemployed laborers are in the sobering situation due to the lack of resources & goods. They are spending miserable life because of lack of basic needs, which are compulsory for the survive. Educational status wasn't good of underemployed laborers; there was also lack of training & skills of the underemployed people. Labor wages hadn't provided equitably or equally for all laborers. Too many causes are responsible to increase underemployment such as: social, political, economical, psychological, educational, cultural etc. consequences of underemployment aren't useful for the society & people. Many types' incidences are occurred by the underemployment, which are unfavorable for the development of the several dimensions.

8.2 Main findings:

1. 61.1% respondents of the sampled group live in Nuclear family & 38.8% respondents of them live in joint family, so, under employment is high within nuclear family.
1. 53.7% married respondents & 46.29% unmarried respondents of the sampled group are underemployed, they are confined within 18-44 age group.
2. Tharu's culture & Traditional occupation is gradually eroded by the impact of outers & underemployment problem is more serious problem in the Hindu community other communities aren't also free from underemployment problem.
3. Large volume of labor force has involved within informal & self-employed sectors. Underemployed laborers have also remained in the private & formal sectors.
4. Increasing labor force is absorbed by agriculture. Agriculture is the destination place of jobs for new entrants, who are looking for works. There are other sectors such as daily wages, business, teaching, foreign employment, household works, where underemployed people work.
5. There is lack of jobs/ works for all underemployed respondents
6. Traditional occupations are disappearing due to industries, globalization & other reasons. Unskilled labor force is highly underemployed, others are also underemployed.
7. Cultural festivals & rituals are responsible to increases underemployment. Working time of labor force is reduced by child labor, import labor & over employed labor.
8. Gender gap is high in the Bahun /Chhetri community also dalits community to comparison with others.

9. Middle group has highly victimized by conflict, conflict, which had occurred between Maoist & state, its impact is responsible to arise underemployment during armed conflict period & now.
10. Underemployment is increasing due to lack of education, although educational certificates aren't becoming good & efficient pass port for the jobs.
11. Underemployment is growing constantly due to marriage, language, family, sex, industries, migrated laborers, inequality, and lack of skills social security.
12. Greedy privatization & globalization, Marginalization & modernization, political bias & social security are the key causes of underemployment, in which interest of employers is highly reflected through consumption of opportunities. NGOs & INGOs are also increased underemployment by the certain time programmes & projects.
13. Social deviances are increasing from underemployment & poverty is the current problem which is taken birth by the underemployment.
14. Child psychology can't be developed by the underemployed parents because they couldn't fulfill their general needs due to lack of income.
15. Underemployed laborers have participated in the low level works at the informal sectors, so they are exploited by the employers in the country & out of the country.
16. Leisure time is wasted by underemployed respondents due to lack of additional work and they have referred participation in the useless talking & activities. They haven't implemented their little income in the productive sectors.
17. Underemployed respondents has involved in the wrong activities which results aren't useful for them & society.
18. Consequences of unemployment are given respectively: conflict, violence, Rape, pessimistic ness, Dropout, dependency, underutilization of labor &

skills, dissatisfaction, theft, rubbery etc., which are harmful & they bring several hindrances on the life way.

8.3 Directions for future research

In the basis of this study, I suggest other researcher to focus their study in the following areas.

- Social position of underemployed laborers
- Problem of labor force in the labor market
- Gender discrimination between both sexes in the informal sector
- Abuse of child labor and underemployment
- Underemployment in agriculture
- Difference between underemployment and unemployment
- Relation between diverse economic and underemployment
- Impact of globalization in the employment pattern
- Degradation of natural resources and underemployment

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LETTER OF RECOMMENDATION

This is certify that the dissertation work entitled "**Situational Analysis of Underemployed labor in Kailali District, Nepal**" has been prepared by Mr. Narayan Dutta Joshi under my supervision. As a supervisor, I forward this dissertation for its final evaluation as per the rules of the department.

Date: 19-02-2009

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**SITUATIONAL ANALYSIS OF UNDEREMPLOYED
LABOR OF MALAKHETI V.D.C. KAILALI
DISTRICT, NEPAL**

Narayan Dutta Joshi

1. Introduction:

Underemployment is mostly highlighted problem of Nepal. People are underemployed with in several sectors due to lack of sufficient employment & additional working days. Invisible underemployment is characterized by low income, underutilization of skill & low productivity. Visible underemployment is reflected by insufficient hours in the volume of employment. If an individual has been participated in the lower level job than her/his qualification and experience, the situation also called as a underemployment. Normally people, who work less than 35 – 40 hours per-week, they are suffered by underemployment. Labor is the human efforts, which is responsible to mobilize the society towards changes, but which is underutilized due to lack of proper labor market in the Malakheti V.D.C. of Kailali district.

2. The specific objectives of this study:

- i) To make a situation analysis of underemployed labor in the study area.
- ii) To find out social causes of underemployment and,
- iii) To explore consequences of underemployment.

3. Research Methods:

Descriptive Research design is adopted for the purpose of study. The purposive sample is used by researcher with non randomly, where 54 laborers were selected as a sample from 200 laborers. The study is confined with in 18-44 age group to spell out underemployment situation, causes and consequences. The study is mainly based on both quantitative and qualitative data, which has been analyzed by using both descriptive & statically method of analysis.

Primary data are collected by the observation, interview, questionnaires, group discussion and case study. Secondary information are gathered through VDC, DDC, CBS, census, newspaper, journals, reports, district profile, books and others.

4. Main findings:

1. 61.1% respondents of the sampled group live in Nuclear family & 38.8% respondents of them live in joint family, so, under employment is high within nuclear family.
2. 53.7% married respondents & 46.29% unmarried respondents of the sampled group are underemployed, they are confined within 18-44 age group.
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4.2 Population Composition of Malakheti VDC by Sex & Age groups.

Table: 2

| Sexes | | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 25-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65-69 | 70-74 | 75+.... |
|--------|-------|------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|
| Male | 7854 | 994 | 1170 | 1159 | 847 | 777 | 556 | 469 | 394 | 324 | 316 | 204 | 195 | 172 | 100 | 84 | 57 |
| Female | 7757 | 967 | 1090 | 1034 | 882 | 799 | 609 | 487 | 429 | 350 | 291 | 225 | 167 | 172 | 116 | 66 | 73 |
| Total | 15611 | 1961 | 2260 | 2193 | 1729 | 1576 | 1165 | 956 | 823 | 674 | 607 | 465 | 392 | 344 | 216 | 150 | 130 |

Source: District Profile of Kailali District, CBS (2063).