

CHAPTER-ONE

Introduction:

2.1 Background of the Study

Human beings are considered to be the most widely distributed creature on the earth that inevitably started to move since the establishment of human civilization. Though migration is a geographical phenomenon, it is one of the significant social variables. Due to the complexity, migration is not easy to define. The multilingual demographic dictionary defined that "Migration is a form of geographical mobility or spatial mobility between one geographic unit and another, generally involving change in residence from the place of origin or place of departure to the place of destination or place of arrival" (UN,1973).

Migration of people from one place to another is a usual phenomenon since the beginning of human civilization. The migration in the beginning was for the sake of foods and exploring new place for security purpose. In the present time people are migrated from one place to another place especially for economic motives. But gradually the migration took the shape in diverse form and now has become a very essential and common in each corner of the world International labour migration is one of the integral components while talking about international migration. Millions of people from around the world (especially from the developing world) are leaving their usual place of residence for seeking better employment opportunities and supply food for their dependents. Globalizations and integration of regional economics have added impetus to the growing mobility of workers across borders" (ILO 2003).

Most of the people migrate from their origin to abroad in search of better living for the migrants and family. In fact, unemployment, low wages, meager career prospects for highly educated people, significant country risk for national investors in the home country are all factors that people to migrate abroad (Sedan,2005).

The poor economic condition, low productivity, low land holding are the supply push factor, and globalization and the development process in general are the demand pull factor for the migration of labour. Such migration which had played significant role

by transferring funds to their home countries has characterized much been used by migrant families for personal consumption, to finance education of relatives left behind, to pay for the costs of migration and to invest funds for other purposes (Ghimire,2008).

In the context of Nepal, it has long history of International labour migration. The scarcity of non-farm employment opportunities in the hill was the drawing force for labour migration. In many areas of North and North-east India a big number of Nepali labour were employed in tea plantation, border security, oil fields, timber work and road construction . Employment in the British and the Indian Army acted as an incentive for Nepali emigrants. From the early 19th century, the British Government in India, recruited the "Gorkha" in their army. This avenue for employment encouraged many young adults from the hill to join the British of Indian army (Sharma,1985).

In the hill, where the proportion of agriculture land is in low in comparison to its population, thus people of this region are forced to generate their incomes from diverse source including wage labour either in local or elsewhere i.e. is involved in labour migration. Migration within the country seems less significant as the pace of development and industrialization is slow. Thus people cross the national territories in search of better economic opportunities for the households no matter how the problem they will face and what kind of job they have to do abroad . Nevertheless this sort of practice is being done since the beginning of the 19th century. They derive the income from various sources. The source of income comes from wages and salaries, pensions and remittance. (Kansakar, 2003) .

The demand for foreign workers has led the Gulf region to emerge as a prime destination for skilled the unskilled workers from around the world. In the most of the Gulf Co-operation Council countries, the migrant population exceeds the native population with the proportion of the former ranging from a high of 87 percent in Qatar to 21 percent in Oman. Further , owing to the growing demand for domestic workers in those countries between 2009 to 2011, 1604,922 migrant domestic workers were employed of whom 986,566 (62 percent) were female(CESLAM, 2012).

Nepalese youths and women have a common dream of better earnings from foreign employment. Large number of Nepalese youths are going out from Nepal for the

search of their secure future. Besides this true fact, Political unrest brewing in the Gulf Countries could spread to other part especially in countries which host large number of unskilled Nepali migrant worker. The movement of people is not limit within their country now days (Amnesty International, 2011).

Since 1991, women began to move visibly from agricultural to non-agriculture. As the carpet industry started low business, contractors of the carpet industry started working as recruiting agencies for foreign employment . This was because they had learnt to recruit worker at local level which enhanced their work while recruiting for foreign employment (Rijal,2010).

Although women are slowly joining the expanding modern sector- including manufacturing, trade, commerce, and tourism in urban areas – they are concentrated in low skill jobs due to lack of education and training , the biases of their employers and their limited mobility. Women were increasingly migrating to towns, cities, within and outside of the country for employment. This ranges from cottage industries, such as carpet- weaving , textiles and handicrafts, to cleaning, securities, sales and marketing among others(Rijal,2010).

Shrinking economy and the poverty made women too cross that four walls of house and challenge the patriarch norms of society. This means in today's Nepali context, more women leave the country for the purpose of income generation.

According to OHCHR, 2004 , the advancement of technology and communication, skilled and semi-skilled migrants tends to search better opportunities in global market. Poverty and the inability to earn enough or produce enough to support oneself or a family are major reasons behind the movement of work seekers from one place to another. These are not only characteristics of migration from poor to rich states; poverty also fuels movement from one developing country to others where work prospects seem-at a distance, at least-to be better (cited by Acharya, 2014).

In terms of Nepali migrants to the Gulf CO-operation Council, recent data from the Department of Foreign Employment (DoFE) indicate that over a six month period (mid-July 2011 to mid-January 2012) 145310 Nepalese received permission to work in these countries of whom 8,700 (or 6 percent) were women. It should be noted though that these figures obtained from the DoFE, are considered to be an underestimation because of the illegal channels that Nepali women use to reach the Gulf countries. For its part seeking to capitalize on the demand for domestic workers in the GCC countries on October 2011 the Government of Nepal announced that it would be sending approximately 150,000 women to the Gulf countries while also guarantee in them protection and creating provisions that would allow them to work as housemaids only with sponsors who agree to certain terms and conditions.

Nepal has officially opened 108 countries for Nepali migrant worker, among them accounts 90 per cent of Nepali migrant workers except India. But the recruitment agencies and migrant laborer themselves attempted to go non-permitted countries for allure of good salary.

The three year interim plan (GoN, 2010) takes note of a number of achievements and progress made in relation to labour management and employment promotion. These include the creation of Department of Foreign Employment (DoFE, 2012), protection of worker's rights and fixation of minimum wage, establishment of foreign employment Promotion Board, rescue and relief operations for Nepal women migrant workers facing difficult circumstances, establishment of migration resource centers, Appointment of Labour Attaches, labour agreement with countries.

Specific research focused on the socio-economic status, causes of going foreign employment and their difficulties, and known or unknown about the foreign employment policies, rules and regulation etc . Therefore, it is kind to explore several aspects of women .

1.2 Statement of The Problem

Traditionally, women were perceived as bread earner of the family and women were seen in their reproductive role. But changing global economic phenomenon women started crossing the boundaries of the four wall of the house that created job opportunities in several sector within and out side of the country.

Lack of employment opportunities and/or opportunities for adequate remuneration in the country have instigated women to migrate for employment to foreign countries. Because of gender discrimination women migrant workers are found to face many constraints countries.

The causes of economic, political , cultural and social changes, women have the responsibilities of family care , children education and income generating activities in the present . In addition; the causes of conflict , poverty , less opportunities of job in country , female also go to the foreign employment equal basis .

The foreign labour migrants women face problems right from the village or location where they stay and start the process of migration. There are several agencies involved in the process of migration and they cheated in each and every step of migration process, including the place where they work in the destination country. There is a mechanism to report cheating fraudulent cases to the government, but many people facing those problem do not come to file a complaint. The interest rate of loan obtained from money lenders is high for a significance number of migrants. Similarly, arranging the required documents, obtaining citizenship certificate and passports take time for migrants. This is especially for the uneducated and illiterate migrants who are also significant in total volume of migrants.

Similarly, who were in non-gulf countries, not receiving any professional training, not doing details health check up, not receiving certain orientations, not doing insurance, not having documents with them, not informed about social customs and attempted flight from out of Kathmandu were found more chances of vulnerable.

In common practice, there are no proper schools that train labour migrants in the skills appropriate to their destination country. Without proper travel documents, innocent migrant workers forced to travel abroad by false promises of local agents. Even

registered labour agents sometimes provide workers with improper and illegal documents. Their agents may encourage workers to travel and work abroad using somebody else's passport, or with false information on their own passport. They may also encourage a worker to be smuggled into another country by crossing the border in risky ways. Most of the migrant workers have no idea about labour law and acts, common social norms and value systems of destination countries. If they face abuse or mistreatment, they have no proper information to appeal to their Embassy or police station.

Low salary long working hours and physical verbal sexual and psychological abuses often characterized the situation of domestic workers in the Gulf countries. Since they are considered a member of the Kafil's family domestic workers are not covered by labour laws and their work is not legally recognized or even classified as a form of work. Consequently these workers are unable to exercise their rights and freedoms and hence form the 'invisible working class' makes it all the more difficult to scrutinize and regulate their working conditions. The research questions are as follows:

- 1) What are the causes of female migration in Nepal?
- 2) What types of gender-based violence have you heard in destination country?
- 3) Are you known or known about skill, language, knowledge and information ?

1.3 Objective of The Study

- 1) To study the causes of female migration in Nepal.
- 2) To study the known or unknown about gender based violence in the situation of foreign employment rules regulation in destination country.
- 3) To find out the known or unknown about knowledge, skill and language information.

1.4 Importance of the Study

Migration is often analyzed as responses to 'push and pull' factors characterizing the zone of departure and arrival. This kind of analysis has been particularly applied to migration from the country to city which has been the center of attention for some time. On the other hand, under employment and poverty in the rural areas as the lack of facilities and services, population pressure on the other the greater opportunities for employment in the city, the better chance for the presences of facilities and services, the more varied social life, greater liberty of individual behavior, have cited as pull factors. Little attention has been given to the role of taxation, saving and investment in the rural areas and in small and medium sized towns.

Lee(1966) has proposed the 'push-obstacles' model of migration on the basis of Revenstein Theory. According to Lee, the decision to migrate and the process of migration are determined by , Factor associated with the area of origin(push factors). Factor associated with the area of destination (pull factors). Intervening obstacles (distance, cost of lack of transport and communication etc.) Personal factor (age, sex education, race, etc.).

This theory is more connected with evidence of Nepalese women. Nepalese women have many more intervening obstacles, but they are seeking a global market for their labour-related services. Women's remittances have had a significant impact on overall poverty reduction and on household capital formation leading to improvement in the quality of life. But they are exploited in terms of their labour rights, especially due to the lack of State protection and promotion of women migrant workers' rights to employment and the choice of profession.

Other obstacles are difficulties in documentation in trafficking because of the clandestine (tacit) agreement between the concerned parties promote unsafe migration. Most of the unskilled Nepalese migrants' workers have forced to involve decent works, which might have high risk of vulnerability. Discrimination and exploitation are another part of discussion issues for safe migration. Lack of adequate information and awareness on safety mechanism are common problems among labour migrants from Nepal. The study would also find out why and what made women break traditional patriarchal norms of society.

1.5 Limitation of the Study

This study was a part of academic degree of Masters Degree in Sociology. It was carried out with the certain limitations of time and resources. It was a cross sectional descriptive survey, this study was not free from it's by default limitations.

-) It was based on those women who are labour migrants from Nepal .
-) Samples were drawn on purposive basis, which might have influenced in its findings by outliers in some variables.
-) Sample size of this study was limited with 40 migrants women from periphery of the Department of Foreign Employment.
-) For analytical tools, like simple frequency tables, cross- tabulation, analysis also were used in this study.

CHAPTER- TWO

LITERATURE REVIEW

2.1 Review of Theoretical Literature

International migration provides both challenge and opportunities for sending and receiving countries. The migrants provide a valuable sources of semi-skilled and skill labour to many industrialized countries and provide a source of high skilled labour to advanced countries their by assisting the later in maintaining economic competitiveness.

The chapter embodies both theoretical and empirical literatures pertinent to the subject of the study. But there is no single developed theory of migration on women. But we can link migration to different theories.

Revenstein (1885) formulated the laws of migration from an analysis over inter-country movements within Britain in 19th century using census birth place data. According to him, there are certain undesirable factors in the place of origin, which stimulates the individual to migrate to the other places, and there are certain undesirable factors in the destination place that attacks the migrants. In his words, the former factors are 'Push Factors' and the later are the 'Pull Factors' causing the event of migration. According to him, the distance from the place of origin, determines the volume of migration between the place of origin and the destination place. Faster the distance, lower the volume of migrants and vice-versa. He also said that migration occurs with stream and counter streams. He was not sure to say that only the distance between the origin and destination place determines the volume of migration.

The economic theory of migration maintain that major factors of migration decisions are economic considerations and migration takes place in response to expected rather than the real wage differentials (Todaro,1970). Expectation of increased income are specified but whether these earning involve occupational change or not are specified. Some studies largely confined among persons of upper socio-economic status.

Development economists (mainly neo-classical approach)have focused their views on the labour migration as an integral part of modernization, which was emphasized much more during the period of 1950s-1960s. Labour surplus at origin and their flow of remittances was expected to improve productivity and income in the countries of

origin. Countries like Philippines, Turkey and Morocco adopted his view, expecting that labour expert would facilitate their economic development (Massey, et al, 1998).

During the period from 1950s- 1980s the debate between neo-classical theory and historical institution theory (Mainly neo-Marxist approach) were viewed the migration process as contradictory. Development economists' have analyzed the migration on the basis of neo-classical approach. In which, individual decision to migrate is based on rational economic consideration of relative benefits and costs, and the migrants are quite aware of their wages and employment opportunities at destination. In the long-run migratory flows should help to lead economic equilibrium by equalizing wages and conditions in developed and under developed regions of the world. In poor countries, the beginning of development stimulated migration which enhanced development and trend to income equilibrium by eliminating the root causes of migration, as a result it lessened migration (Kunwar, 2011).

Contrasting with the neo-classical view, the historical-institutional approach explained migration mainly as a way of mobilizing cheap labour for capital formation. According to this approach underdevelopment was a legacy of European colonialism, exploiting the resources of poor countries to make the rich countries make the richer. This analysis lay in Marxist political economy-dependency theory. The penetration of multinational corporations in to less developed countries accelerated rural change leading to poverty displacement of workers, rapid urbanization and the growth of informal economies.

Immanuel Wallerstein's (1980) world-system theory classified countries, according to their degree of dependency, and distinguished between the capitalist "core nations" followed by the semi "peripheral" "peripheral", and isolated nations in the "external" area which were not yet included in the capitalist system. Core and periphery are economically developed and developing regions respectively and semi-periphery which is located between core and periphery, they benefited from the periphery through unequal exchange relations.

Zelinsky (1971), forwarded his views on 'mobility transition', by developing five phase of mobility transition to be parallel with vital transition as "essential component modernization process". According to him in the beginning process of modernization and industrialization, there is frequently an increase in emigration, mainly due to

population growth and decline in rural employment and low wage levels rise as a result emigration falls and labour immigration begins to take its place.

Migration is an event that occurs in a time interval and hence the temporal aspect is also important, as is the spatial when such moments occur within a country they are referred to as internal migration while they are involve crossing national boundaries they are referred to as international migration and immigration inside the country from the other countries (UN,1956).

At present, there is no single theory widely accepted by social scientists to account for the emergence and perpetuation of international migration throughout the world, only a fragmented set of theories that have developed largely in isolation from one another, sometimes segmented by disciplinary boundaries. Current patterns and trends in international migration suggest that a full understanding of contemporary migration process will not be achieved by relying on the tools of one discipline alone, or by focusing on a single level of analysis or one conceptual model (Shakya,2008).

2.2 Review of Empirical Literature

In the ancient period, Nepalese people were migrated to India and China for the purpose of religion , politics and marriage purpose . The first women of Sita , Bhrikuti and Charumati also migrated by marriage purpose . Among them most of the Nepalese servant also migrated with them . King ASHOK of India also came to visit Nepal by political purpose .In that time more Nepalese were went to India with them . The first foreign policy was made in the period of Lichhabi king Amsuburma (UNIFEM,2005).

The Medieval period of 12th -17th century , Nepalese people were migrated to India ,Burma ,Bhutan and Tibet for the employment and business purpose . Bhutanese ruler settled in Terai region of Bhutan to the Magar , Gurung, Newar, Kirat ,and Khas in 1673 to 1709 B .S.

The modern tradition of Nepalese going for foreign employment started about 200 years back (1815/1816) which the east India company recruited the Nepalese youths in the Indian army. This trend is in practice ever since. In early 19th century for instance the first men migrated to Lahore (in todays pakistan) to join the army of the Sikh ruler Ranjit Singh.(NIDS,2004)

The period of unification and expansion of Nepal's territory during the late 18th and early 19th century was (generally) accompanied by movement and settlement of the Nepalese in Darjeeling, Sikkim, Kumaon and Garhwal (1984:50) Many Nepalese emigrated to India because of their search for arable land for which North and North east India become the potential destination.(Subedi,1999).

The major stand in the history of migration is the recruitment of Nepali men in to the British army and later after India independence, also in to the Indian army. Women were not recruited but after accompanied their husbands or parents to live with them in the regimental stations (cantonments or lines) and followed them on companies as camp followers.(NIDS,2004).

Throughout the 19th century and well into the 20th, Nepali men served in India, often accompanied by their wives and sweethearts, who either remained in the regimental "lines" or accompanied their men folk on campaigns as camp-followers. As the Gurkha settlements in India increased in number and size, they also attracted Nepali workers seeking civilian employment. The brothels that developed in these new centers may well have included women from Nepal and from the surrounding areas.

In addition, the development of tea estates in northeast India (in Assam and Darjeeling) increased demand for labor. Nepali workers — both men and women — came in substantial numbers, and a significant expatriate Nepali community began to grow in those areas. During World War I, Nepal provided hundreds of thousands of men to fight for Britain and the Allies, suffering significant casualties and losses. As a result, many Nepaleses decided to settle in India, where the economy was rapidly growing and employment opportunities were increasing. By contrast, Nepal's autocratic Rana dynasty was presiding over a "semi-feudal" and predominantly subsistence-based agrarian economy. During the 1920s and 1930s in particular, there was a significant increase in the number of Nepali men and women working in India. Some intellectuals regarded this as shameful because it reflected poorly on the state of development within Nepal and revealed the ruling Rana dynasty's failure to generate economic prosperity within the country. Problems were identified after there was an increase in the number of youths going for foreign employment and the first foreign employment policy was formed in the year 1984.(UNIFEM,2006).

In this way , after going for foreign country by the medium of study, tourism, and family relation etc are about 30 lakh unregistered / undocumented number are involve in foreign employment . Among them , about 78308 women of foreign employer are unregistered . Among the total number of foreign employer ,the share of remittance contribution of women is 13.2 percent . (CBS, 2011)

Labour migrants of Nepal generally classified into four groups as their capacity to cross the intervening obstacles during migration process. First group of labour migrants are very low economic and social status and tend to migrate to India. They can afford only little money for their trip and want to be free from documentation process. The second groups are from relatively better economic condition and can afford airfare and service fees to recruiting agencies. Middle East countries and Malaysia are common destination for that group of labour migrants. The third groups of labour migrants are characterized from middle class family who have motive to migrate to the East Asian countries. They can spend huge amount of money for the process and ready to bear high risk for high level income. The fourth category of labour migrants are also from well established family status and select their destination to European countries, American and other developed countries. These groups of people can afford the residential status in their destination countries.

Migrants often do jobs that people in the host country will not or cannot do migrant workers often work longer hour and for lower salaries, and what is controversial, sometimes exploitative, it benefits the host country, migrants when made to feel welcome in the host society, can contribute to the diversity of that society. The major concerns related to international labour migration include irregular migration and exploitation of labour, loss of highly skilled workers and negative forces of globalization (ILO,2002).

The dark side of international labour migration includes several risks and adverse effects at national as well as individual level . Center for the Study of Labour and Mobility (CESLAM) Policy paper, March 2012 clearly highlighted seven most vulnerable points of Nepalese migrant workers in Gulf Countries. These most critical points are no job contract paper, Violation of individual rights, Sexual violence, Violation of job agreement, not access to legal justice, exploitation from recruitment agencies, and lack of information. Thus studies in this area have been massive. In this

preview, this study has brought some of the studies to support the argument of the researcher. Simultaneously, the usage of the literature shall vary the currency of the present study as well.

2.3 Women and International Migration

Women's migration for employment is benefitting women's at personal level, state level and for the destination countries. With Globalization of free migration policies and adoption of structural adjustment programme social security and are being cut in different countries. In this situation migrant women workers are the people who are taking care of elderly, children and household work. This is contributing to family income, women empowerment and creating security and safety nets in the society in the destination countries where women work. Similarly, women's migration for employment is contributing to women's empowerment, changes socio-cultural discriminatory value towards women and establishes women as economic agent of the family and society in the country of origin. This changes women's stereotypical role and largely contributes to women empowerment (IOM, 2009)

The foreign labour migrants women face problems right from the village or location where they stay and start the process of migration. There are several agencies involved in the process of migration and they got cheated cheat in each and every step of migration process, including the place where they work in the destination country. There is a mechanism to report cheating fraudulent cases to the government, but many people facing those problem do not come to file a complaint. The interest rate of loan obtained from money lenders is high for a significance number of migrants. Similarly, arranging the required documents, obtaining citizenship certificate and passports take time for migrants. This is especially for the uneducated and illiterate migrants who are also significant in total volume of migrants (Poudel, 2010).

The share of women age 15 yrs and above in wage employment in the non-agricultural sector was 19.9percent in 2008 which is only 1 percentage point increment from 1990. overall, 78.5percent of women 15 years and above are employed . The gender gap in labour force participation is 7.4 percentage points for males and females aged 15 years . and above (CBS 2009). Women often work for no monetary compensation :74.8percent of unpaid family labour force is female (CBS 2009)The high representation of women in unpaid labour suggests that a large

proportion of economically active women still have no access to economic resources. The gender gap in average daily earnings -either cash or kind--is wide in the non-agricultural sector ,at NRs 148.9 per women and NRs 212.5 for men (Bhattarai 2009) This suggest that women are either not paid equally with men for the same job or that there are more women in jobs that require a low level of academic qualifications or skills, which pay less.

Although women are still mostly employed in traditional sectors , their participation in the non-traditional work force such as the armed forces and overseas employment has increased rapidly in recent years. In 2006/07, women's share of the total foreign labour force was 1.9 percent (Bhattarai 2009) Unreported cases of women's labour migration, along with migration to restricted countries ,knowingly or un knowing have also increased. Consequently exploitation and abuse of Nepali women employees in host countries as well as in Nepal employment agencies and brokers has also reportedly grown. There is also a recognized link between foreign employment and trafficking of women .

Lack of employment opportunities and/or opportunities for adequate remuneration in the country have instigated women to migrate for employment to foreign countries. Because of gender discrimination women migrant workers are found to face many constraints both in-country and the country of destination. It is said that limited data is available on women's foreign labour migration and that data on remittances are not gender disaggregated (UNIFEM/NIDS, 2006).

Similarly, who were in non-Gulf countries, not receiving any professional training, not doing details health check up, not receiving certain orientations, not doing insurance, not having documents with them, not informed about social customs and attempted flight from out of Kathmandu were found more chances of vulnerable.

In common practice, there are no proper schools that train labour migrants in the skills appropriate to their destination country. Without proper travel documents, innocent migrant workers forced to travel abroad by false promises of local agents. Even registered labour agents sometimes provide workers with improper and illegal documents. Their agents may encourage workers to travel and work abroad using somebody else's passport, or with false information on their own passport. They may also encourage a worker to be smuggled into another country by crossing the border

in risky ways. Most of the migrant workers have no idea about labour law and acts, common social norms and value systems of destination countries. If they face abuse or mistreatment, they have no proper information to appeal to their Embassy or police station (NCCR,2009).

Low salary long working hours and physical verbal sexual and psychological abuses often characterized the situation of domestic workers in the Gulf countries. Since they are considered a member of the Kafil's family domestic workers are not covered by labour laws and their work is not legally recognized or even classified as a form of work. Consequently these workers are unable to exercise their rights and freedoms and hence form the 'invisible working class' makes it all the more difficult to scrutinize and regulate their working conditions. The research questions are as follows (CESLEM,2012).

Nepali Migrant workers have low level of skill. They are destined to work in miserable environmental conditions. This plight is further aggravated by the work load. That is why, many such workers are prone to unexpected problems and risks. Such dire consequences often result into negative implications and filled them with nostalgia. For instance, women working in various countries in the Gulf regions as domestic maids are subject to physical and mental torture. Some of them are not paid for their work but are instead subjected to physical and psychological exploitation. Report say some women were stranded in Gulf countries as they have been expelled by their employers and did not have expense to go back home (NIDS,2009).

Panta (2005) indicated some points regarding safe migration, while there has been a great deal of effort in sending women for work, South Asian countries are yet to develop strategies to facilitate safe migration, which in turn contributes to illegal trafficking. Even if they succeed in entering the country legally, unskilled laborers remain vulnerable to trafficking. Research indicates a vast majority of people who are trafficked are migrant workers. The South Asian women migrants do not have a regular immigration status, particularly in Gulf States and Malaysia. Most migrants have to send their earnings through private transfer agencies, which charge exorbitant sums as service charges. The central governments do not have any programmes to encourage the safe investment of remittance in the home countries. Lack of schools that train women migrants in the skills appropriate to their destination country.

2.4 National and International Efforts

International Labour conference 2004 adopted a plan of action to ensure that migrant workers are covered by the provision of international labour standard. Framework accepted in the conference will comprise international guidelines between sending and receiving countries that address different aspects of migration; promoting decent work of migrant workers; licensing and supervising agencies for migrant workers; preventing abusive practices migrant smuggling and trafficking in persons; protecting their human rights and preventing and combating irregular labour migration.

The Ministry of Labour and Transport Management is the focal ministry for overseas employment. The Government of Nepal (GoN) has taken some progressive steps in managing labour migration including drafting of a Migration Policy. It has enacted the Foreign Employment Act 2007 and enforced Foreign Employment Regulation 2008. Foreign Employment Act, 2007 is supposed to provide protection for migrant workers. It requires recruitment agencies to provide migrant workers with a copy of their contract in advance and guards against excessive fees for recruitment services. It also allows for punishment of recruitment agents that fail to abide by terms of contract. The GoN has established the Department of Foreign Employment for effective foreign employment regulation and the Foreign Employment Promotion Board for undertaking welfare activities for overseas migrants. Nepal has signed four labour agreements with Qatar, South Korea, United Arab Emirates, and Bahrain. It has also signed an MoU with the Japan International Training Cooperation Organization to send Nepalis agriculture trainee or technical trainees to work in Japan. Nepal has appointed labour attaches in the United Arab Emirates (UAE), Qatar, Malaysia and Saudi Arabia.

The then His Majesty's Government of Nepal has issued a National Labour Policy in 1999. This document primarily deals with general labour policies and has no policy and practice of treating migrant workers (MWs) specifically. However, the following provisions are indirectly concerned with MWs as well:

A study conducted by Society of Economic Journalist Nepal (Sejon) in 2009 concluded that most of the Nepalese migrant workers appointed to high risk and low paid jobs in international labour market. They had no adequate counseling for their

safety and security at their working station. Especially domestic workers were more vulnerable due to their low education and lack of proper counseling.

Summary

A historical turn in the migratory pattern came with the restoration of democracy in Nepal in 1990. The democratically elected government in 1992 embarked on a journey of economic liberalization and made official moves to a market economy, which also encouraged out-migration. The liberalization on mobility as well as the economy after the 1990s coupled with the rapidly increasing labour demand in the Middle East countries, gradually increased the number of migrants travelling beyond India.

Cases of workplace accidents that caused disabilities have been reported to the Foreign Employment promotion Board. The number of stranded migrant workers due to various reasons (Overstay, resigning from the contracted job, sickness etc.) are large in proportion to the total migrants workers. Since the enactment of the foreign employment Act, 2007 and accompanying Regulations in 2008, the government has introduced many procedural measures to address grievances and distress among labour migrant workers, including fraud and other abuse in the process of migration. A considerable number of cases, particularly in relation to female labour migrants, have been frequently reported in the media. Both female and male have been victims of exploitation, including workplace accidents, trafficking and situations equal to forced labour.

Nepali migrant workers leave every month for the Gulf Co-operation Council (GCC) countries in search of employment opportunities and better livelihood options for themselves and their families. Most of these workers reach their destination after paying exorbitant recruitment fees but without much knowledge about the laws and regulation of these countries. Perhaps the most central amongst these is the Kafala system which is the sponsorship system that gives the sponsors complete control over the migrants' mobility as well as their visa status. Under this framework, the state of domestic workers is particularly precarious since they are not protected by the labour laws of the GCC countries and come directly under the purview of the Kafala system only.

Department of Foreign Employment is described as not migrant friendly. Due to the large numbers of worker applying to go abroad, the building is congested and short-staffed .There are long gaps in the processing of request from abroad for migrant workers and issuing the labour permit. The information regarding the details of available jobs that are advertised in Nepal does not match the information provided for the labour permit- such as the name of the employer and the terms and condition of employment.

The job description, wage rate and the name of the recruiting agency often do not match what is in the contract signed before applying for the labour permit. These gaps in the Department of Foreign Employment processes increase the chance of fraud and malpractice and allow recruiting agencies freedom to operate as they like.

Female migration involves largely of informal channels, and at high risk of exploitation in the country of destination. With proper travel and work permit documents, and are involved in domestic or unorganized sectors. Thus, they are the most risk of trafficking and sexual or labor exploitation . The majority of women do not have easy access to information or adequate support systems and net-works. Majority of women are literate only and there is lack of training and counseling system .

As, women work has been gendered and stereotyped in the labour market, that remains within domestic and other forms of service sector. Making women's work invisible, informal, low valued and potential for different forms of abuses. Similarly as women's work in service sector has not been considered as work they neither fall within the rader of labour right movement nor gets governed by labour laws. This being evidence in country with increasing number of cases of women returning being abused exploited and torture.

CHAPTER –THREE

RESEARCH METHODOLOGY

Research methodology means the process how the research goes ahead . It means the steps to be followed for exploring the hidden facts of the aimed group in a broad way. For not to believe just on the hearings, we need to go to the depth and for going to be depth, we need to take help of the various tools. This application of tools is a methodology of research. In order to proved what the researcher means to say. He/she has to apply every possible ways in the forms of tools in a reliable manner. All progress in born of inquiry. Doubt is often better than overconfidence, for it leads to inquiry and inquiry leads to invention.

The chapter presents the research methodology that used to collect qualitative and quantities data for the site selection, research design, nature and source of data, sampling procedure, technique of data collection, process of data analysis and limitation of the study.

3.1 Research Design

This study has adopted descriptive research design with purposive sampling method. Descriptive research studies are concerned with describing the characteristics of a particular groups or individual. Major source of information was carried out from quantitative data and some specific information also derived from qualitative data. To fulfill the purpose of this study the field survey was carried out from Department of Foreign Employment in Kathmandu in 2017. The self visit was made in the study area to collect required information such as household information, socio-economic status, causes of labour migration in their household.

3.2 Sampling and Sample Size

Women labour migrants were selected as the respondents of this study . The number and point to meet was not fixed to determine a good sampling frame. So, purposive sampling technique was applied to interview with them. By using snowball sampling

technique, 40 women respondents were trapped from Department of Foreign Employment in Kathmandu within 15 days of data collection period in 2017.

3.3 Nature and Sources of Data

Primary and secondary data were used in this study. Primary data was collected from fieldwork using various methods, tools and techniques. The secondary data has taken from various studies such as books, published and unpublished documents from related literature and government documents from different libraries and institutes.

3.4 Data Collection Tools and Techniques

For the generation of primary data, questionnaire survey and key informant interview were applied. Parts of the data collected are of primary nature, which are especially for the determination of the socio-economic status of the study area.

3.5 Data Analysis and Interpretation

The data collected via different techniques and tools were, firstly, processed or edited with verification and the conclusions were drawn out after much verification/analysis. For the analysis, different kinds simple statistical tools were used as required. Then after the data were transformed into SPSS 17.0 to clean, edit code, recode and compute the required variables. MS excel was also used to edit result tables as its requirement.

3.6 Data Presentation

The findings of the structured questionnaire were presented in a descriptive table comparing with different variables. Basically, Frequency tables were used to describe the women labour migrants. Cross tabulation were used for bi-variant analysis of the findings.

CHAPTER- FOUR

BACKGROUND CHARACTERISTICS OF RESPONDENTS

This section presents socio-economic and other characteristics of the study respondents. Those women who were processing for foreign employment in different area of the country. Basically, it provides the age and sex structure, caste composition, religion, marital status, educational status, occupational status, income status etc. This study has covered the 40 respondents were trapped from Department of Foreign Employment in Kathmandu within 15 days of data collection period in 2017.

4.1 Individual Information

4.1.1 Caste/ Ethnicity Composition of Study Respondents

Ethnic community of a place contributes a new flavor to the culture taste of nations. In this context of Nepal, bears dispersed and extended varieties of ethnicities. Caste and ethnic groups of population are key factors for analysis of this study. Brahmin/Chhetris are higher than other caste group in study population in Nepal. Out of the total sampled respondents, the caste and ethnic groups migrants women are distributed as below.

Table 4.1 Distribution of Caste Composition of Migrants Women in F E Department Kathmandu.

Caste	Female	
	Number	%
Brahmin/ Chhetri	8	20.0
Newar	6	15.0
Limbu	2	5.0
Magar	3	7.5
Rai	5	12.5
Tamang	4	10.0
BK	1	2.5
Gurung	4	10.0
Yogi	1	2.5
Dalit/ Nepali	3	7.5
Dhimal	1	2.5
Chepang	2	5.0
Total	40	100.0

Source, Field Survey, 2017.

Table 4. 1 shows that between the picture of caste / ethnicity, majority of the Brahmin/Chhetris 20.0 percent followed by Newar 15.0 percent and Rai women are 12.5 percent. Similarly, the percentage of Tamang and Gurung women are 10.0/10.0 percent .

The Indo-Aryan women from Brahmin and Chhetri caste group although usually more educated, generally have little control over decision-making and have restricted mobility. Most women of Tibeto-Burman origin such as Sherpa, Gurungs, Magars, Rais, Limbus Tamangs although less educated, usually have more decision-making powers and economic responsibilities within their communities .

Tibetan-Burmese Janajati women have considerably greater freedom in matter of marriage, such as choice of partners, age of marriage and freedom etc. in comparison to Indo-Aryan women. Women of the Janajati communities hold liberty in selecting the economic activities they wish to pursue. Its indicate that Hill Janajati women are more comfortable to go foreign employment.

4.1 .2 Age Group and Caste/Ethnicity Composition of Study Respondents

Age is a crucial demographic phenomenon for the social study. The age structure of the study unit is divided in to 5 year age cohort group. Out of total selected 40 respondents, the proportion of the respondents age group 26-35 is relatively higher than that of other age group.

Table 4.2 Distribution of Age Group and Caste/Ethnicity of Women Migrants in F E Department Kathmandu.

Age Group	Case/Ethnicity									
	Brahmin/Chhetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
	N	%	N	%	N	%	N	%	N	%
16-25	2	22.2	2	7.7	1	25.0	0	0.0	5	12.5
26-35	6	66.7	17	65.4	3	75.0	1	100.0	27	67.5
36-45	1	11.1	7	26.9	0	0.0	0	0.0	8	20.0
Total	9	100.0	26	100.0	4	100.0	1	100.0	40	100.0

Source, Field Survey, 2017.

Table 4.2 shows the total selected respondents 40 are female migrants. The proportion of the age group 26-35 is relatively higher than that of other age group. Age distribution tends to be a smoothly increasing over the 26 years respondents proportion in each successive age group. Similarly, middle age population of and females higher than that of oldest and youngest population. In addition, the elderly population were also lower. This information supports to conclude that youngest women are more active to go foreign employment in Nepal. The causes of economic, political, cultural and social changes, women have the responsibilities of family care, children education and income generating activities in the present. In addition; the causes of conflict, poverty, less opportunities of job in country, female also go to the foreign employment equal basis.

4.2 Status of Respondents Religion

Religion is the cultural aspects of the analysis of socio-cultural relation and change. Nepal is the mosaic of the different religious group of people. Religious composition of society reflects its characteristics norms and value, thus the level of development depends on religious belief of the society. The percentage of Hindus are (92.5%) in the study population. The religion status is shown in the following table.

Table 4.2 Distribution of Religious and Caste/Ethnicity Composition of Migrants Women in F E Department Kathmandu.

Religion	Case/Ethnicity									
	Brahmin/Chhetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
	N	%	N	%	N	%	N	%	N	%
Hindu	9	100.0	23	88.5	4	100.0	1	100.0	37	92.5
Others	0	0.0	3	11.5	0	0.0	0	0.0	3	7.5
Total	9	100.0	26	100.0	4	100.0	1	100.0	40	100.0

Source, Field Survey, 2017.

Table 4.2 clearly shows that 92.5 percent of the sample populations are found Hindu followed by Kirati and Christian 2.5 percent. Modes of social life and cultural values have been highly influenced by Hindu religion faiths and beliefs. Most of them speak Nepali as their mother language and use dress in modern foreigner style and

Nepali ways. They use Brahman astrologers or the pundits to perform their religious and cultural rites and rituals . They fallow Hindu religion and various dogmas.

4.3 Country for Foreign Employment

Responsibilities of earning drive to become labour migrants. Most of the migrant workers have high ambitions to secure their future through the earnings. High percentage of (22.5%) women wanted to go United Arab Emirates than other countries for foreign employment. The status of foreign country is shown in the following table.

Table 4.3 Distribution of Country for Foreign Employment of Migrants Women in F E Department Kathmandu.

Country for Employment	Total Number	Percent %	Country for Employment	Number	Percent
					%
Baharin	2	5.0	Oman	1	2.5
Israel	1	2.5	Qatar	7	17.5
Jourdan	2	5.0	Saudi	6	15.0
Kuwait	8	20.0	South Africa	1	2.5
Lebnan	2	5.0	UAE	9	22.5
Makau	1	2.5			
Total Number =40					

Source, Field Survey, 2017.

Table 4.3 shows that High percentages of women's destination places are Middle East countries like United Arab Emirates, Qatar and Kuwait. Nepal has officially opened 108 countries for Nepali migrant worker, among them Malaysia and Gulf countries accounts 90 per cent of Nepali migrant workers except India. Foreign labor migration from Nepal is still largely a privately organized affair in which individuals make use of their own personal networks or make arrangements through a number of private, government-registered manpower or recruitment agencies.

4.4. Social Aspect

4.4.1 Educational Status of Study Population

Education is one of the single indicators, which depicts the real image of various demographic and socio-economic variables of any community or nations. Among educational status, majority (47.5%) of the respondents are literate. They can read and write only. Distribution of respondents by educational status is given in following table.

Table 4.4.1 Distribution of Educational Status of Migrants Women in F E Department Kathmandu.

Level of Education	Case/Ethnicity									
	Brahmin/Chhetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
	N	%	N	%	N	%	N	%	N	%
0-5	0	0.0	1	3.8	0	0.0	0	0.0	1	2.5
6-9	0	0.0	4	15.4	1	25.0	1	100.0	6	15.0
10/SLC	3	33.3	2	7.7	0	0.0	0	0.0	5	12.5
10+2	4	44.4	3	11.5	0	0.0	0	0.0	7	17.5
Bachelor	0	0.0	2	7.7	0	0.0	0	0.0	2	5.0
Literate	2	22.2	14	53.8	3	75.0	0	0.0	19	47.5
Total	9	100.0	26	100.0	4	100.0	1	100.0	40	100.0

Source, Field Survey, 2017.

Above the table shows that, almost 47.5 percent of the sample women respondents are literate only. Among them, 53.8 percent of Hill Janajati women and 75.0 percent of the Dalits women are literate only. The proportion of caste/ethnicity and females literacy is not equal. Highest proportion of sample respondents are accounted for just read and write.

Among the level of education, 17.5 percent of women population are accounted for 10+2 followed by 10 class and SLC. Least of the respondents studied in higher education. It is observed that the decreasing percent of higher education and Intermediate and above. Women who didn't have good educational qualification too got income generating ways in developed economy like Qatar. Higher demand of cleaners allowed even rural women to join the migrant population.

4.4.2 Marital status

Marital Status has been one of the influential and important variables of an individual's position in a society. Marriage especially in Hinduism has a vital role in relation to social prestige, honor and it is marriage through which women change their status of daughter to daughter-in law. Distribution of respondents by marital status is given in following table.

Table 4.4.2 Distribution of Marital Status of Migrants Women in F E Department Kathmandu.

Marital Status	Case/Ethnicity									
	Brahmin/Chhetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
	N	%	N	%	N	%	N	%	N	%
Married	8	88.9	8	30.8	1	25.0	0	0.0	17	42.5
Unmarried	1	11.1	11	42.3	0	0.0	0	0.0	12	30.0
Yes/ Widow	0	0.0	4	15.4	2	50.0	1	100.0	7	17.5
Yes / Divorce	0	0.0	1	3.8	1	25.0	0	0.0	2	5.0
Husband Married with Other Women	0	0.0	2	7.7	0	0.0	0	0.0	2	5.0
Total	9	100.0	26	100.0	4	100.0	1	100.0	40	100.0

Source, Field Survey, 2017.

Table 4.4.2 shows that 42.5 percent and females have been currently married followed by unmarried 30.0 percent. And 17.5 percent of females are single(widow) and 5.0/5.0 percent women divorce and husband married with other women are single . The table indicates that high percentage of Janajati women are unmarried. Women participation in the foreign labour migration is growing recently, despite restriction and multiple forms of discrimination. Those women who are facing many problem in family, left (divorced) by their husband, those who are literate only, unmarried in the high ages and widow (single) women etc are the responsibility of family care for earning money.

4.4.3 Marriage Decision

Marital status is simply categories in two groups' unmarried and married. Near about two-third (70.0%) of the respondents are found married at the time of survey. Being married, people feel more responsibility to take care family and tried to earn more and more money. Among the total respondents, more than one-third (64.3%) are reported they decided their marriage themselves.

Table 4.4.3 Distribution of Marriage Decision of Migrants Women in F E Department Kathmandu.

Decision in married time	Case/Ethnicity									
	Brahmin/Chhetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
	N	%	N	%	N	%	N	%	N	%
Self	5	62.5	8	53.3	4	100.0	1	100.0	18	64.3
Discussion in Family	3	37.5	7	46.7	0	0.0	0	0.0	10	35.7
Total	8	100.0	15	100.0	4	100.0	1	100.0	28	100.0

Source, Field Survey, 2017.

Table 4.4.3 shows that high percentage (64.3%) of women decided their marriage themselves followed decided by family (35.7%). It indicates that high percentage of women got love marriage in schooling period. So their educational status and economic status are low.

4.4.4 Age at Marriage

Child marriage is the highly gender discriminative Hindu marriage law permitted the marriage of a very young girl and very old man.

The legal age at marriage in Nepal is 18 for both men and women. There are basically two legal provisions regarding the age at marriage in Nepal. The first is for marital purpose, the girl and boy showed have completed 16 years and 18 years of age respectively with the consent of their respective guardians . Incase of having no consent of the guardians the minimum age of marriage is fixed as 18 years and 21 years respectively (Muluki Ain). The research shows that high percentage(67.8%) of women got marriage in less then 19 years .

Table 4.4.4 Distribution Age at Marriage of Migrants Women in F E Department Kathmandu.

First Marriage Age	Case/Ethnicity									
	Brahmin/Chhetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
	N	%	N	%	N	%	N	%	N	%
10-14	0	0.0	2	13.3	0	0.0	0	0.0	2	7.1
15-19	2	25.0	10	66.7	4	100.0	1	100.0	17	60.7
20-24	5	62.5	3	20.0	0	0.0	0	0.0	8	28.6
25-29	1	12.5	0	0.0	0	0.0	0	0.0	1	3.6
Total	8	100.0	15	100.0	4	100.0	1	100.0	28	100.0

Source, Field Survey, 2017.

The 4.4.4 shows that high percentage of (60.7%) women got marriage in less than 15-19 years followed by 20-24 years 28.6 percent . Some women (7.1%) got married in child period 10-14 years. It indicates that high percentage of women got marriage in schooling period or less than 19 years. Child marriage is wide spread in remote and rural village in Nepal. It is considered a human rights violation because it deprives those involved, especially girls, of education and health services, the chance to learn skills and develop their personalities, and leaves them vulnerable. Child marriage is nexus of crime of violence, together with crimes like polygamy and trafficking.

4.4.5 List of Work

In a traditional rural society, occupation of the households' heads determines the main role in decision-making, which influences each aspect of the household activities. In the study area the majority of female respondents are engaged in household work. Distribution of respondents by list of work is given in following table.

Table 4.4.5 Distribution of List of work of Migrants Women in F E Department Kathmandu.

List of work	Case/Ethnicity									
	Brahmin/Chhetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
	N	%	N	%	N	%	N	%	N	%
All the HH and Agricultural Works	6	66.6	20	76.8	4	100.0	1	100.0	21	77.5
Hospital/Project Office	0	0.0	1	3.8	0	0.0	0	0.0	1	2.5
Fashion Design	0	0.0	1	3.8	0	0.0	0	0.0	1	2.5
Teaching/ Job	0	0.0	2	7.7	0	0.0	0	0.0	2	5.0
Student/HH Work	1	11.1	1	3.8	0	0.0	0	0.0	2	5.0
Parler/Business/Daily work	1	11.1	0	0.0	0	0.0	0	0.0	1	2.5
Business/Daily HH Work	1	11.1	1	3.8	0	0.0	0	0.0	2	5.0
Total	9	100.0	26	100.0	4	100.0	1	100.0	40	100.0

Source, Field Survey, 2017.

Table 4.4.5 shows that high percentage of (77.5%) women engaged in all the household work and agricultural. List of the women are engaged in teaching job, student, beauty parlor, hospital job etc. It indicates that high percentage of women have the burden of house hold activities and agricultural work. Nobody help them , majority of the women have to work themselves.

Women often work for no monetary compensation :74.8 percent of unpaid family labour force is female (CBS 2009)The high representation of women in unpaid labour suggests that a large proportion of economically active women still have no access to economic resources. The gender gap in average daily earnings -either cash or kind--is wide in the non-agricultural sector ,at NRs 148.9 per women and NRs 212.5 for men (Bhattarai 2009) This suggest that women are either not paid equally with men for the same job or that there are more women in jobs that require a low level of academic qualifications or skills, which pay less.

4.6.6 Gender Based Violence in Family

Moreover , harassment for dowry especially in Terai, which in many cases has found to be translated in to the life of women at stake or circumstantially involvement of young women in trafficking and consequently in prostitution. Low share in property rights of women also leads to many other problems like : low age at marriage, low age at child birth, shorter birth spacing , frequently child bearing and unsafe abortion(NDHS, 2011). But now-a-days it is decreasing trend. Distribution of respondents by working condition is given in following table .

Table 4.4.7 Distribution of Gender-Based Violence in Family of Migrants Women in F E Department Kathmandu.

Violence in Family	Case/Ethnicity									
	Brahmin/Chhetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
	N	%	N	%	N	%	N	%	N	%
Yes	3	33.3	3	11.5	0	0.0	0	0.0	6	15.0
No	6	66.7	23	88.5	4	100.0	1	100.0	34	85.0
Total	9	100.0	26	100.0	4	100.0	1	100.0	40	100.0

Source, Field Survey, 2017.

Table 4.4.7 shows that high percentage of (85.0%) women reported that they didn't feel any violence in family. Some (15.0 %) women facing gender-based violence like husband beating, marriage with other women , husband got divorce etc.

Unreported cases of women's labour migration, along with migration to restricted countries ,knowingly or un knowing have also increased. Consequently exploitation and abuse of Nepali women employees in host countries as well as in Nepal employment agencies and brokers has also reportedly grown.

4.4.7 Participation for Development Activities in Village

The public and private space is very limited for Nepalese women. When they began to be socialized, they got condition to be demure, polite and submissive. Women's relationships with the world outside are mediated through male relatives who place physical and social restrictions on them. Different types of agencies are trying to play their role to upgrade the existing situation of disadvantage groups in the country.

Governmental and non-governmental organizations are involved in this task .
 Distribution of respondents by working condition is given in following table.

Table 4.4.7 Distribution of Participation for Development Activities in Village of Migrants Women in F E Department Kathmandu.

Participation for Development Activities in Village	Case/Ethnicity									
	Brahmin/Chhetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
Yes	3	33.3	3	11.5	0	0.0	0	0.0	6	15.0
no	6	66.7	23	88.5	4	100.0	1	100.0	34	85.0
Total	9	100.0	26	100.0	4	100.0	1	100.0	40	100.0

Source, Field Survey, 2017.

Table 4.4.8 shows that high percentage of (85.0%) females respondents were no participated in local level of development activities. and the rest of the and females were participated at community level Programme. Some 15% of women were participated in making school and roads etc. It indicates that women have burden of household work in family.

4.4.8 Casting Vote

Sustainable societies require that diverse views be part of the decision-making process because different holistically informed views, rather than a single view, come up with the best solution for long-term sustainability. Thus, a democratic system is one of the main requirements of sustainability in any country. This unequal encouragement and the social limitations that women faced and still face are usually described as part of the practices of culture. However, that this is only partially true. Presently Nepalese wants to build a democratic country with a stable economy and government. Distribution of respondents by vote casting condition is given in following table.

Table 4.4.8 Distribution of Casting Vote of Migrants Women in F E Department Kathmandu.

Did you Caste Vote ?	Case/Ethnicity									
	Brahmin/Chhetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
Yes	5	55.6	9	34.6	2	50.0	1	100.0	17	42.5
No	4	44.4	17	65.4	2	50.0	0	0.0	23	57.5
Total	9	100.0	26	100.0	4	100.0	1	100.0	40	100.0

Source, Field Survey, 2017.

Table 4.4.8 shows that high percentage of (57.5%) women have never casting vote followed by casting vote (42.5%). It indicates that majority of the women no aware of the political activities. To build a strong democratic country, the nation needs to address gender issues along side other issues in the country.

4.4.9 Reason of No participation in Political Activities.

Addressing gender issues in Nepal will surely ameliorate its other political and economic situations as a step forward to build a “strong democracy,” which is crucial for building a sustainable society. Moreover, giving equal rights and encouragement to women would prepare informed citizens to take democratic steps for better alternatives. But (92.5 %) women were no participated in any political activities. Only (7.5 %) women participated in political activities .

Table 4.4.9 Distribution of Reason of No Participation in Political Activities of Migrants Women in F E Department Kathmandu.

Why didn't you Participate ?	Case/Ethnicity									
	Brahmin/Chhetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
	N	%	N	%	N	%	N	%	N	%
Unknown about programme	0	0.0	1	4.2	0	0.0	0	0.0	1	2.7
Busy in Household Activities	1	12.5	4	16.7	2	50.0	0	0.0	7	18.9
No Interested	5	62.5	14	58.3	2	50.0	1	100.0	22	59.5
Sathi le Bhanera	0	0.0	1	4.2	0	0.0	0	0.0	1	2.7
Not allowed to go by family	1	12.5	3	12.5	0	0.0	0	0.0	4	10.8
Opportunity Napayara	1	12.5	1	4.2	0	0.0	0	0.0	2	5.4
Total	8	100.0	24	100.0	4	100.0	1	100.0	37	100.0

Source, Field Survey, 2017.

Table 4.4.9 shows that high percentage of (59.5%) women have no interested in participation of political activities followed by busy in household activities(18.9%). Some (1.8%) women have no allowed to go to take part in political activities. Some of (5.4%) women didn't get any opportunity to take part in political activities. It indicates that high percentage of Janajati women are no participated in political activities.

4.5 Economic Aspect

4.5.1 Major Income Source

Unpaid work, including housework and care of children and the elderly in homes and communities, contributes to well-being and to economic growth by producing a labour force that is fit, productive, knowledgeable and creative. Getting unequal pay by women for equal work is a common practice in the developing world.

Occupation is a primary indicator of economic status of people. The men and women known by their occupation is the primary work of an individual gives special identity to the individual at both households and community level. The level of income and the living standard are ultimately determined by the occupation of the household members.

In the study area the majority of female participants were engaged in agricultural activities.

Table 4.5.1 Distribution of Major Income Source of Migrants Women in F E Department Kathmandu.

Major Income Source	Case/Ethnicity									
	Brahmin/Chhetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
	N	%	N	%	N	%	N	%	N	%
Agriculture	7	77.8	20	76.9	4	100.0	1	100.0	32	80.0
Job/Salary	0	0.0	3	11.5	0	0.0	0	0.0	3	7.5
Business	2	22.2	3	11.5	0	0.0	0	0.0	5	12.5
Total	9	100.0	26	100.0	4	100.0	1	100.0	40	100.0

Source, Field Survey, 2017.

The table 4.5.1 shows the highest frequency occurred in agriculture (80.0%) followed by business (12.5%) of the total respondents. High percentage of (76.9%) Hill Janajati women involved in agriculture. It indicates that female are generally involved in the agriculture and farm labor is also an important occupation. Among the people of low-income groups, whose economic activities are more or less decisive to run their families.

4.5.2 Saving Account

Women always plan their income budgeting for household activities and well being of the family but many incidence showed that some men expend the money on wine or other anti social gatherings. These situations give rise to the poverty in the family resulting in to less consumption of nutrient diet by women and children. Unpaid work in national accounts would better reflect the realities of time use especially for women. So majority of the women have no saving account. Distribution of respondents by status of saving account is given in following table.

Table 4.5.2 Distribution of Saving Account of Migrants Women in F E Department Kathmandu.

Do you have Saving Account ?	Case/Ethnicity									
	Brahmin/Chhetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
	N	%	N	%	N	%	N	%	N	%
Yes	6	66.7	6	23.1	0	0.0	1	100.0	13	32.5
No	3	33.3	20	76.9	4	100.0	0	0.0	27	67.5
Total	9	100.0	26	100.0	4	100.0	1	100.0	40	100.0

Source, Field Survey, 2017.

Table 4.5.2 shows that high percentage of (67.5%) women have no saving account. But some (32.5%) women have saving account. It indicates that majority of the women have less income and they have the burden of daily household activities.

4.6.1 Causes of Going Foreign Employment

Statistics indicate a dramatic rise in the demand of South Asian women who are willing to work as unskilled laborers abroad. Many governments in South Asia are also attempting to involve women in gainful economic activities and are seeking to promote women migration for the advancement of their lives outside their country of origin. The demand for foreign workers has led the Gulf region to emerge as a prime destination for skilled the unskilled workers from around the world.

The number has been changed due to the improving educational status of women, more nuclear family living outside the main household, increasing internal migration and married women's need to supplement their husband's incomes due to poverty and family expenditure (Pourakhi,2005). So high percentage women have the dream of earning money . Distribution of respondents by causes of going foreign country is given in following table.

Table 4.6.1 Distribution of Causes of going Foreign Countries of Migrants Women in F E Department Kathmandu.

Causes of going Foreign Country	Case/Ethnicity									
	Brahmin/Chhetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
	N	%	N	%	N	%	N	%	N	%
To earn money for Raring , Caring & education for child/ To make home	2	22.2	9	34.6	1	25.0	0	0.0	12	30.0
Improve Economic Status/ To buy Land and House	1	11.1	2	7.7	0	0.0	0	0.0	3	7.5
To Increase Monitary Status	1	11.1	3	11.5	0	0.0	1	100.0	5	12.5
Paisa Kamaune Thulo Sapana dekhera	4	44.4	6	23.1	0	0.0	0	0.0	10	25.0
To earn money	0	.0	4	15.4	2	50.0	0	0.0	6	15.0
Husband le Kut pit garera/ Sari Dukha diyara	1	11.1	0	0.0	0	0.0	0	0.0	1	2.5
Nepal ma Rojgar Nabhayara/ Yogyata ko mulya lina	0	0.0	1	3.8	0	0.0	0	0.0	1	2.5
Nepal ma dukha payara Paisa Kamauna	0	0.0	0	0.0	1	25.0	0	0.0	1	2.5
Ghar Paribar lai Sahayoga Garna	0	0.0	1	3.8	0	0.0	0	0.0	1	2.5
Total	9	100.0	26	100.0	4	100.0	1	100.0	40	100.0

Source, Field Survey, 2017.

Table 4.6.1 shows that majority of (30.0%) have the necessity of earning money for raring , caring & education for child followed by women have the dream of earning money (25.0%) . Some percentage of (15.0%) respondents reported that they have to earn money . It indicates that majority Nepali women have the high dream of earning money for improving economic status and investment for child education.

4.6.2 Person Encouraged to go Foreign Countries

The causes of economic, political , cultural and social changes, women have the responsibilities of family care , children education and income generating activities in the present . In addition ; the causes of conflict , poverty , less opportunities of job in country , domestic violence , gender discrimination , female also go to the foreign employment equal basis . The number of women are growing for foreign

employment because of high dream of earning money. So they self decided to go foreign countries.

Table 4.6.2 Distribution of Person Encouraged to go Foreign Countries of Migrants Women in F E Department Kathmandu.

Who Encourage u to go Foreign Country ?	Case/Ethnicity									
	Brahmin/Chetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
	N	%	N	%	N	%	N	%	N	%
Self	5	55.6	22	84.6	3	75.0	1	100.0	31	77.5
All Family	3	33.3	4	15.4	1	25.0	0	0.0	8	20.0
Husband	1	11.1	0	0.0	0	0.0	0	0.0	1	2.5
Total	9	100.0	26	100.0	4	100.0	1	100.0	40	100.0

Source, Field Survey, 2017.

Table 4.6.2 shows that high percentage of (77.5%) women self decided to go foreign countries followed by encouraged by their family. Advanced communication facilities providing quick and reliable information help the professionals around the world to grab any job opportunities in the world. People with access to such facilities have good choices as they can find out themselves where they can try their destiny based on their competence.

4.6.3 Difficulties to Go Foreign Countries

Female migration involves largely of informal channels, and at high risk of exploitation in the country of destination. With proper travel and work permit documents, and are involved in domestic or unorganized sectors. Thus, they are the most risk of trafficking and sexual or labor exploitation. (NHRC,2009).

Table 4.6.3 Distribution of Difficulties for Going Foreign Countries of Migrants Women in F E Department Kathmandu.

Whats the difficulties are ?	Case/Ethnicity									
	Brahmin/ Chhetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
	N	%	N	%	N	%	N	%	N	%
It is very defficult to prepare document and money In Nep	4	44.4	7	26.9	1	25.0	0	0	12	30.0
Chinta Lagchha/ Dar Lagchha	1	11.1	4	15.4	0	0.0	0	0.0	5	12.5
Suruma Nabujhera Apharo Hunchha	2	22.2	6	23.1	2	50.0	1	100.0	11	27.5
No Difficulties	1	11.1	6	23.1	1	25.0	0	.0	8	20.0
Language Problem in Domestic Work	0	0.0	1	3.8	0	0.0	0	0.0	1	2.5
Skill/Language Problem	1	11.1	2	7.7	0	0.0	0	0.0	3	7.5
Total	9	100.0	26	100.0	4	100.0	1	100.0	40	100.0

Source, Field Survey, 2017.

Table 4.6.3 shows that high percentage of (30.0%) women reported that they have difficulties to prepare document and money in the processing period. And some women (27.5%) feel that , it is difficult in beginning period. But some of the women (20.0%) didn't feel difficulties . Because agent and their family supported to make document. Some of the women have the difficulties experiences in foreign countries.

4.6.4 Heard about Gender-based Violence and Exploitation in foreign Countries

Given these circumstances low salary long working hours and physical verbal sexual and psychological abuses often characterized the situation of domestic workers in the Gulf Co-operation Council countries. Since they are considered a member of the Kafil's family domestic workers are not covered by labour laws and their work is not legally recognized or even classified as a form of work. Consequently these workers are unable to exercise their rights and freedoms and hence form the 'invisible working class' makes it all the more difficult to scrutinize and regulate their working

conditions. Majority of the women are heard about gender based violence. High percentage of (92.5%) women heard about gender-based violence and exploitation in foreign Countries . Only (7.5%) women did' heard about gender-based violence and exploitation in foreign Countries . High percentage of women heard gender-based violence and exploitation by employer and agent.

4.6.5 Causes of Come in Foreign Employment Department

A labour survey shows , about 15 percent population are out of home and 51.1 percent are in foreign country . If people are registered in labour department for foreign employment those person will be documented .

Table 4.6.5 Distribution of Causes of Come in Foreign Employment Department in foreign Countries of Migrants Women in F E Department Kathmandu.

Why do you come in this Department ?	Case/Ethnicity									
	Brahmin/Chhetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
	N	%	N	%	N	%	N	%	N	%
To understand about all activities	0	0.0	1	3.8	1	25.0	0	0.0	2	5.0
Sram ko Kajaj Banauna	9	100.0	23	88.5	3	75.0	1	100.0	36	90.0
Agent le Sikara Pathako	0	0.0	2	7.7	0	0.0	0	0.0	2	5.0
Total	9	100.0	26	100.0	4	100.0	1	100.0	40	100.0

Source, Field Survey, 2017.

Table 4.6.5 shows that high percentage of (90%) women reported that they come to labour department to make labour register document followed by to understand about all activities(10%). In this way , after going for foreign country by the medium of study, tourism, and family relation etc are about 30 lakh unregistered / undocumented number are involve in foreign employment . Among the total number of foreign employer , the share of remittance contribution of women is 13.2 percent . So the Nepal government made compulsory rules to make labour document.

4.6.6 Known about Foreign Employment by Means of Communication.

Means of communication plays vital role to change the society. Now a- days most of the Radio, Television and local news paper also fore caste about foreign employment. So must of the rural and remote people have easy access to get information about foreign employment. high percentage of (92.5%) women heard about foreign employment by means of communication like Radio, Television, Internet, Newspaper etc. But some (7.5%) women are unknown about foreign employment by means of communication.

4.6.7 To provide information about Causes of Difficulties in Foreign Employment

In the absence of any kind of protection, domestic workers often become victims of sexual abuse at the hands of their employers ranging from sexual advances, molestation, and unwanted fondling rape and offer to pay money in exchange for sex (HR watch 2007). Apart from sexual abuse, forced 'acceptance' of sex work is also reported as being quite common in the GCC countries . These are the difficulties for women.

Table 4.6.7 Distribution of Provide Information about Causes of Difficulties in Foreign Employment of Migrants Women in F E Department Kathmandu.

If information is Necessary Why ?	Case/Ethnicity									
	Brahmin/Chhetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
	N	%	N	%	N	%	N	%	N	%
It is necessary to known about foreign employment	5	55.5	13	49.0	1	25.0	1	100.0	20	49.0
Bides gayara dukha napaos/ Sabai janakarihos	3	33.3	7	26.9	2	50.0	0	0	12	30.0
Skill,Language and Contract Paper ko barema Jannu Anibarya	0	.0	2	7.7	0	0.0	0	0.0	2	5.0
Sukha /Dukhako barema Sabailai Jankari Hos	0	0.0	1	3.8	0	0.0	0	0.0	1	2.5
Mahila Didi Bahini haru Sachet Hunu Paryo	1	11.1	2	7.7	0	0.0	0	0.0	3	7.5
Ghar Ko Kam ma Janelai garo Hunchha / Bujhera jane	0	0.0	0	0.0	1	25.0	0	0.0	1	2.5
Kasto 6 Bides ko kam bhanera	0	0.0	1	3.8	0	0.0	0	0.0	1	2.5
Total	9	100.0	26	100.0	4	100.0	1	100.0	40	100.0

Source, Field Survey, 2017.

Table 4.6.7 shows that high percentage of (40.0%) women reported that it necessary to know about foreign employment followed by no body have to face sorrow and difficulties in foreign countries(30.0%). Remaining other women emphasized about skill, language and contract paper, women right, aware about domestic work etc.

4.6.8 Personal Opinion of Women

Information is most importance things for human beings . Without information it is difficult to go foreign countries. Understanding about document, labour registration, rules and regulation about destination company, government policies etc. To effect the modern communication technology, rural women also aware of foreign employment.

Table 4.6.8 Distribution of Caste/Ethnicity and Personal Opinion of Migrants Women in F E Department Kathmandu

What is your View ?	Case/Ethnicity									
	Brahmin/ Chhetry		Hill Janajati		Hill Dalits		Teri Caste		Total	
To learn Skill and Language/Don't Go in Domestic Activities	2	22.2	6	22.1	0	0	1	100.0	9	22.5
Bujhera Jane/ Don't go in Domestic labour	0	0.0	5	19.2	2	50.0	0	0.0	7	17.5
Sabailai FE ko barema Gyan Garaune	1	11.1	0	0.0	0	0.0	0	0.0	1	2.5
Kasto Thagma jana lagako Bujhera jane	1	11.1	3	7.5	0	0.0	0	0.0	4	10.0
House Made ma bhanda Company ma janu ramro	0	0.0	2	7.7	0	0.0	0	0.0	2	5.0
Bides jada Sodes mai ramro Jankari liyera jane	3	33.3	3	11.5	0	0.0	0	0.0	6	15.0
Honesty/Language/Skill Sikera matra Bides Jane	0	0.0	5	19.2	2	50.0	0	0.0	7	17.5
Malai Ramro hos bides ma	0	0.0	1	3.8	0	0.0	0	0.0	1	2.5
Employment /Salary/Medical/Visa Jasta kura Bujhera jane	2	22.2	1	3.8	0	0.0	0	0.0	3	7.5
Total	9	100.0	26	100.0	4	100.0	1	100.0	40	100.0

Source, Field Survey, 2017.

Above the table shows that high percentage of (22.5%) women kept their view to learn skill and language/don't go in domestic activities followed by to understand all things and don't go in domestic labour. Its indicate that high percentage of women wanted to go to understand about all things.

CHAPTER—FIVE

SUMMARY AND CONCLUSIONS

5.1 SUMMARY

The process of moving a person or group of people from one region or country to another is known as migration. In the process, (migrants) permanently or temporarily leave their place of birth or residence for another place. Definitions of migration do not place restriction upon distance, on legal aspects of movement or upon the voluntary nature of the act, nor is distinction made between external and internal migration, and short-term or seasonal and permanent migration. Human migration is a natural phenomenon and has been taking place since ancient times.

International labour migration has emerged as a significant social and economic phenomenon. It is an important role in our national context as well as in family livelihood. The process where by Nepali women migrate to foreign countries for work and the consequence of their migration and work abroad in terms of its impact on their earning, livelihood and social life are poorly understood.

A large number of Nepalese youths and women are going out from Nepal for the search of their secure future. Advanced communication facilities providing quick and reliable information help the professionals around the world to grab any job opportunities in the world. People with access to such facilities have good choices as they can find out themselves where they can try their destiny based on their competence. Migration offers benefits to both sending and receiving countries. Receiving countries are able to fill in labour shortages and offset demographic pressures, while countries of origin can prevent “brain drain” by allowing managed migration which would ensure that returning migrants bring back new skills, contacts and financial resources that enhance the growth rate of the local economy.

The Government of Nepal (GoN) has taken some progressive steps in managing labour migration including drafting of a Migration Policy. It has enacted the Foreign Employment Act 2007 and enforced Foreign Employment Regulation 2008. Different policy instruments regarding foreign employment are trying to manage the situation

of Nepali labour migrants. Among them, Foreign Employment Act 2007, Foreign Employment Regulation 2008, National Labour Policy 1999, The Interim constitution of Nepal 2006 have clearly maintained about welfare of youths/women and labour force in Nepal.

The decision to migrate for economic reasons can have both positive and negative consequences. Ensuring safe migration is a priority issue for countries like Nepal which has to rely so much on remittances for sustaining their economies. Unsafe migration creates lots of consequences to affect individual, family as well as state authorities.

Female migration involves largely of informal channels, and at high risk of exploitation in the country of destination. With proper travel and work permit documents, and are involved in domestic or unorganized sectors. Thus, they are the most risk of trafficking and sexual or labor exploitation . The majority of women do not have easy access to information or adequate support systems and net-works. There is lack of training and counseling system . Some of the findings are as follows.

Out of the total selected 40 respondents, the proportion of the respondents age group 26-35 is relatively high than that of other age group. Majority of the percentage of (22.5%) women wanted to go United Arab Emirates than other countries for foreign employment. Among educational status, majority (47.5%) of the respondents are literate. They can read and write only.

Out of total 40 women unmarried 30.0 percent followed by 17.5 percent of females are single(widow) and 5.0/5.0 percent women divorce and husband married with other women are single . Among the total respondents, more than one-third (64.3%) are reported they decided their marriage himself.

The research shows that high percentage (67.8%) of women got marriage in less than 19 years. The research shows that high percentage of (77.5%) women engaged in all the household and agricultural work. Majority of the women (42.5%) reported that they get nobody help in household and agricultural activities.

High percentage of (85.0%) females respondents were no participated in local level of development activities. Out of total 40 respondents , high percentage of (57.5%) women have never casting vote. Majority of the percentage of (59.5%)

women have no interest in participation of political activities. In the study area majority of (80.0%) female were engaged in agricultural activities. The research shows that high percentage of (67.5%) women have no saving account.

High percentage women have the dream of earning money. Majority of (30.0%) have the necessity of earning money for raising, caring & education for child. The research shows that high percentage of (77.5%) women self decided to go foreign countries.

The research shows that (30.0%) of women reported that they have difficulties to prepare document and money in the processing period.

High percentage of (92.5%) women heard about gender-based violence and exploitation in foreign Countries. High percentage of (90%) women reported that they come to labour department to make labour register document.

High percentage of (92.5%) women heard about foreign employment by means of communication like Radio, Television, Internet, Newspaper etc. Some (40.0%) of women reported that it necessary to understand about foreign employment. Some percentage of (22.5%) women kept their view to learn skill and language/don't go in domestic activities.

5.2 Conclusions

Foreign employment has become increasingly important sources of income in Nepal. Remittances can alleviate household poverty and can sometimes have wider positive effect on communities through consumption, investment, and savings. At the same time, they do not automatically generate development. Despite the positive experiences of many migrants, a large proportion of them continue to suffer abuse and exploitation at their destination- especially the most vulnerable groups of workers (Women, undocumented migrants, trafficked persons). They may face forced labour, low wages, poor working conditions, absence of social protection and other forms of exploitation, which have negative consequences on the level of remittances they may send.

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Interview List
Survey Questionnaires
Personal Details of Respondents.

Name of Respondents : Date :
Name of Household Head : VDC :
Sex : Religion :
Age : Caste/Ethnicity :
District : Country for Foreign
Employment:

Social Aspect :

- 1) How much have you studied ?
- 2) If you studied, what class have you studied ?
- 3) Are you married or not ? (i) Yes (ii) No (iii) Widow
- 4) What was your age in first marriage time ?
- 5) Who decided your marriage ?
(i) Self (ii) Decision in family (iii) Others
- 6) May you tell me your list of daily household activity ?
- 7) Who help your daily work?
- 8) Have you been faced gender-based violence in your family ?
(i) Yes (ii) No
- 9) Do or not to take decision to send children in school, to buy books?
(i) Yes (ii) No
- 10) Have you been participated in development activities in your village?
(i) Yes (ii) No
- 11) If you participated , in which types of development activities have you been participated ?
- 12) Have you been cast vote ?
(i) Yes (ii) No
- 13) Have you been participated in political parties' programme ?
(i) Yes (ii) No
- 14) If you involved, why did you involve?
- 15) If you not involved , why have you not involved ?

Economic Aspect :

16) What is your income source in your family ?

- (i) Agriculture (ii) Job (iii) Business (iv) Others

17) Do you have saving account?

18) If you have saving, what are the sources of saving ? What is the aim of saving ?

Causes of Going Foreign Employment

19) What are the causes of going foreign employment?

20) Who encourage you to go foreign employment?

21) What are the difficulties to go foreign employment?

22) Where do you invest your foreign income?

23) Do you have heard about gender-based violence and exploitation in employer
(destination) country ?

24) Where do you invest your foreign income?

25) Do you heard about gender-based violence and exploitation in foreign (destination)
country ?

26) What types of difficulties have you got in beginning process of foreign employment?

27) Why do you come in this department?

28) Have got information about foreign employment by means of communication like
Radio, Newspaper, Television etc.

29) Is it necessary or not to inform about easy and difficulties in foreign countries by
means of communication ?

30) If necessary why?

31) Do you have any opinion?