PREFACE

The National Planning Commission is delighted to share the report of Nepal Labor Force Survey (NLFS) 2017/18. NLFS was conducted by the Central Bureau of Statistics (CBS) in collaboration with the International Labor Organization (ILO) Nepal. This is the third series in its kind. The NLFS 2017/18 follows the new revised standards recommended by the 19th International Conference of Labor Statisticians.

The statistics generated from the survey will serve as a reliable source of information on the labor market by province. This report provides information on employment, labor underutilization, and potential labor force along with other labor market indicators. This is the first survey which has included the forced labor in labor force survey.

NLFS data will be the benchmark data for the coming 15th five-year plan of the Government of Nepal. Undoubtedly, this survey will be instrumental for the Sustainable Development Goals (SDGs) progress monitoring.

On behalf of the National Planning Commission, I would like to extend my sincere thanks to all members of the Steering Committee and Technical Committee for their valuable guidance throughout the survey process. I would also like to thank the CBS for successfully undertaking this challenging survey. I sincerely acknowledge ILO Nepal for its generous support in this survey.

March 2019

Prof. Dr. Puspa Raj Kadel
Vice Chairman
National Planning Commission
I am pleased to present the most awaited results of the Nepal Labour Force Survey (NLFS), 2017/18. The survey was carried out in collaboration with the International Labour Organisation (ILO). Nine years have passed since the Central Bureau of Statistics (CBS) carried out the second round of Labour Force Survey in 2008. The indicators of labour force and labour market are changing fast due to the change in demographic pattern and the out-migration in Nepal. In this context, this survey updates various indicators of labour force statistics in Nepal. The NLFS results will enhance planning, monitoring and evaluation of the national and international development initiatives.

The survey has been implemented with the wider consultations of the different stakeholders in Nepal. The concepts and definitions adopted by the 19th International Conference of Labour Statisticians (19th ICLS) have been used in this survey. The adoption of the recommendations of the 19th ICLS is a major departure to make labour force statistics comparable across the countries. I am confident that the results of the survey will be instrumental for the labour governance. This will greatly contribute to Sustainable Development Goals progress monitoring.

I would like to acknowledge the ILO for its kind support in this survey.

Finally, I would like to extend my sincere appreciation to Mr. Suman Aryal, Director General, his team and all others who have contributed for the successful and timely completion of this survey.

March 2019

Laxman Aryal
Secretary
National Planning Commission
FOREWORD

The International Labor Organization (ILO) has been partnering with the Central Bureau of Statistics (CBS) to prepare the Nepal Labour Force Survey (NLFS) since 1998. These surveys have provided vital statistics related to labour and employment in Nepal and utilize an approach that is consistent with international standards. The results of these surveys have been utilized by planners, academicians and development practitioners to guide policy and programmatic responses on labour. There have been challenges in ensuring the regularity of the surveys in the past, but this does not diminish the importance of these surveys, especially their value for understanding contemporary economic challenges and opportunities.

The NLFS 2017/2018 is the third NLFS and measures employment and unemployment in line with the recent international standards from the 19th International Conference of Labour Statisticians (19th ICLS) of October 2013. A particular departure from the previous two surveys is that the NLFS-III provides statistics on the production of additional measure of labour underutilization to supplement the unemployment rate, and the measurement of activities of production for own-use consumption by households. Also, the survey for the first time has information on forced labour. The estimate of forced labour indicates less forced labor prevalence in Nepal compared to the worldwide average, but a clearer picture is expected after results from other related surveys are completed in mid-2019. I thank the United States Department of Labor (USDOL) for its contribution through the ILO Bridge Project to cover the cost of the forced labour component of this labour force survey. The materials presented in the report, however, do not necessarily reflect the views of the United States Department of Labour.

The survey outcomes have important implications for policymakers who are concerned with gender and regional disparities. For example, while male to female ratio is 100:125 in the working age population, it is 100:59 among the employed. Less than 1 in 7 managers in the country are women. Among those who are employed, median monthly earnings of females is two third of the earnings of males. Similarly, provinces 6 and 7 have distinctly low labour force participation rates and Employment-to-Population ratio. Disparities like these have the potential to undermine the political and economic order in the country and imply the need to judiciously allocate the limited government resources across the geographic and gender categories.

The survey outcomes also have important macroeconomic implications. Some macroeconomic growth models indicate that human capital is the long-run determinant of growth. However, according to this survey, four out of five persons in Nepal’s working population do not have a secondary education. If level of education is correlated with the efficiency of the worker, this indicates low level of efficiency of workers in Nepal. It also implies that Nepal needs to invest more in the education of its workforce to enhance the overall competitiveness of its labour force. This will also be an important channel through which the economy will expand.

The ILO is honored to have been a part of this important survey and hopes that this survey will continue to be useful in ways previous labour force surveys have been.

Richard Howard
Director
ILO Country Office for Nepal
ACKNOWLEDGEMENTS

The Central Bureau of Statistics (CBS) is pleased to present results of the Nepal Labour Force Survey (NLFS), 2017/18. This survey is the third of its kind carried out in Nepal, which updated the results of the two rounds of previous Nepal Labour Force Surveys of 1998/99 and 2008/09. All the surveys have followed the international concept and definitions used in labour force surveys, as laid down by the International Labour Organization. The survey was based on a large sample covering the whole country and was spread over an entire year to capture seasonal variations in employment. The survey was technically and financially supported by International Labour Organization (ILO). The findings are expected to be instrumental for the SDGs implementation and progress monitoring.

The NLFS 2017/18 followed the new revised standards recommended by the 19th International Conference of Labour Statisticians (ICLS). The 19th ICLS recommendations were built up to address the emerging issues of policy needs, changes in the labour market and patterns of work. As a result, the employment indicators generated from current NLFS may not be comparable to that of the indicators generated in the previous rounds of NLFS. The data users and readers may need to be careful while comparing the indicators across the years.

I am grateful to all the members of the household who participated in this survey by sparing their valuable time in providing information, and to the field staffs who have worked hard to collect the quality data. I appreciate the efforts made by NLFS core team for its successful completion. The core team comprises Statistics Officers Mr. Chet Bahadur Roka, Mr. Prithvi Vijaya Raj Sijapati, Mr. Ana Raj Tiwari, Computer Officer Mr. Pushpa Raj Poudel, Mr. Dol Narayan Shrestha and Statistics Assistant Ms. Ambika Regmi. The core team was ably led initially by the then Director Mr. Dilli Raj Joshi and towards the end by Directors Mr. Ambika Bashyal and Mr. Devendra Lal Karanjit. My sincere thank goes to Director Mr. Ram Hari Gaihre for his support on the fine tuning of this statistical report. I would like to thank Deputy Director Generals Mr. Nebin Lal Shrestha, Mr. Dilli Raj Joshi and the then Deputy Director General Dr. Rudra Suwal who took over the responsibility of coordinating the survey in different stages. Our special thanks also go to chairs and members of steering and technical committees.

I also like to thank Prof. Erniel B. Barrios, who helped this survey’s sampling design and Mr. Peter Buwembo, the consultant for report writing.

Finally, CBS would like to extend its appreciation to Dr. Richard Howard, Director of ILO Nepal Office and his team, especially Ms. Nita Neupane, Mr. Narayan Bhattarai, Mr. Arvind Lekhak and Ms. Anita Manandhar for their valuable contribution in this survey.

March 2019

Suman Raj Aryal
Director General
Central Bureau of Statistics

NEPAL LABOUR FORCE SURVEY - 2017/18
EXECUTIVE SUMMARY

The Nepal Labour Force Survey (NLFS III) was conducted by the Central Bureau of Statistics in 2017/18. This was the third Labour Force Survey and followed NLFS I in 1998/99 and NLFS II in 2008. This report presents the results of the 2017/18 survey. However, due to changes in the standards after the 19th International Conference of Labour Statisticians, results of NLFS III may not be comparable to the previous surveys.

Demographic profile

Nepal had a population of 29 million at the time of the survey of which 53.5 percent were females. The majority of the population, 63 percent (18.3 million) resided in urban areas while the remaining 37 percent (10.7 million) were rural dwellers.

The working age population (15 + years) had a share of 71.5 percent (20.7 million) of the total population of which 55.6 percent were females.

Labour Market Indicators

There were approximately 20.7 million people of the working age and approximately 7.1 million were employed while 908 thousand were unemployed. This translated into unemployment rate of 11.4 percent. Females reported a higher unemployment rate of 13.1 percent, which is 2.8 percentage points higher compared to males.

There are huge disparities in other labour market indicators between females and males, in that female employment-to-population (EPR) is 22.9 percent, which is 25.4 percentage points lower than male EPR. The female labour force participation rate (LFPR) was 26.3 percent compared to the male LFPR (53.8 percent).

There were also geographical disparities in the labour market outcomes. Province 3 reported the lowest unemployment rate of (7 percent) while Province 2 reported the highest unemployment rate (20.1 percent) which was 8.7 percentage points higher than the national average. Although the gap between urban and rural unemployment rate is minimal, i.e 10.9 percent vs 11.6 percent, the disparity in the employment to population ratio was pronounced, i.e 36.9 percent for urban versus 29.3 percent.

Industry, occupation and sector

One in every five people who had jobs in Nepal, were employed in agriculture, the biggest employing industry. Trade industry had the second largest share of employment (17.5 percent), followed by construction (13.8 percent). The informal sector had a bigger share of 62.2 percent.

Close to a quarter of all employed people (23.8 percent) were employed in service and sales occupations, followed by elementary occupations with just over 20 percent.
**Hours of work**

Nepalese usually worked 44 hours on average per week and those in transport and storage industry usually worked the longest hours (55 hours per week). Other industries where people worked excessive hours (i.e. more than 48 hours) included, accommodation and food services and construction. Males usually worked more hours (48) on average compared to females (39 hours).

**Education and labour market**

Education does matter, in that individuals with high level of education had better labour market outcomes. Employment-to-population ratio and labour force participation rate increased with the level of education for both male and female. However the gap between male and female remained irrespective of education with exception of the unemployment rate where the gap between male and female narrowed among those with tertiary education to a percentage point.

The unemployment rate is highest among young people aged 15-24 and 25-34 years. The employment-to-population ratio and labour force participation rate increased with age and peaked at age 35-44.

**Earnings**

Nepalese employees earned an average (mean) of Rs.17,809 per month. However, gender disparities were obvious in the mean monthly earnings gap between males and females of Rs. 5,834 in favour of males.

**Other forms of work**

The survey also collected information on other forms of work which is not regarded as employment. These included production of goods and services for final own use, provision of services for final own use and volunteer work.

The results show that approximately 12.3 million people aged 15 years and above reported to have been involved in production of goods for final own use in the 30 days prior to the interviews. These activities included subsistence food production; Manufacturing of household goods, fetching of water, collection firewood and construction of or major repairs to own dwelling. Females were more likely to get involved in these activities (65.7 percent of females were involved compared to 51.4 percent of males). Most people were involved in production of subsistence food stuff, i.e 11.4 million people age 15 years and above were involved. This is 55 percent of those aged 15 years and above.

Provision of service for own final use included, household chores, Help or assistance provided to adults, elderly or disabled, looking after own of family children. The results show that 14.8 million people (71.4 percent of those aged 15 years and above) were involved in these activities in a week prior to the interview. Almost 9 in every 10 females participated in these activities while only 4 in every 10 males reported to have participated.

There were approximately 369 thousand Nepalese who were involved in volunteer work in the 30 days prior to the interviews. This represents only 1.8 percent of individuals aged 15 years and above.

**Unemployment**

Survey reports that, there were approximately 908 thousand Nepalese who were actively looking for work (unemployed). 38.1 percent of job seekers were young people aged from 15–24 years. This was
the biggest group of unemployed and was followed by that of those aged between 25 and 34 years, at 31.1 percent. This implies that 69.1 percent of job seekers in Nepal were young people aged between 15 and 34 years.

Almost one third (30.4 percent) of those who were looking for work were in long-term unemployment, i.e. they had been unemployed for a period of 12 months or longer.

The most common job search method in Nepal is seeking help from relatives and friends; at least 57 percent of those looking for work did this by contacting relatives and friends.

**Children and work**

The survey also collected the work activities of individuals aged 5 years and older. It should also be noted that not all working children are in child labour and this report will not be isolating or presenting child labour but working children. Child labour will be presented in a different report.

Of the approximately seven million children aged between 5 and 17 years, approximately;

- 286 thousand were involved in work for pay.
- 2.1 million (29.6 percent) were involved in at least one activity related to producing goods for own final use.
- 36.3 percent of children were involved in at least one activity related to providing a service for own final use during the reference period (seven days prior to the interviews). Involvement in these activities was more prevalent among girls (51 percent) than among boys (22.4 percent). The burden of housework fell mainly on girls; 47.5 percent of girls were involved in housework compared to only 19.2 percent of boys.

**Forced labour**

The Nepal Labour Force Survey piloted, for the first time in the country, a module on measurement of forced labour, with the support of the International Labour Organization (ILO). Nepal was one of the first countries to do so in a national survey.

Given the small number of cases in the sample, and the fact that the NLFS sample was not exclusively designed to capture the phenomenon, results should be interpreted with caution. Therefore, the results on forced labour should be seen as indicative.

However, the results suggest that currently 31,338 individuals are in forced labour in Nepal. These individuals are on average in forced labour for 2.6 out of the last 5 years and are predominately male (56 percent). Among those, it is estimated that 17 percent are children. Forced labour is more prevalent in agriculture and forestry (44 percent), followed by construction (16 percent).

**Selected SDGs and decent work indicators**

Selected SDG indicators related to decent work are presented in the last chapter of the report. These include indicators related to social protection, gender equality and other decent work indicators. In almost all indicators which were disaggregated by sex, the disparity between men and women is visible. Goal 5 calls for gender equality and empowerment of all women and girls and some of the indicators include the proportion of women in managerial positions and average earnings by sex. The survey reveals that females had a share of only 13.2 percent in managerial position compared to 86.8 percent of males.

Other indicators showed unfavourable results in that 8 in every 10 workers in non-agricultural jobs in Nepal were in informal employment. Only 15 percent of employees were covered by social security.
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<td>3.16</td>
<td>Volume of hours worked by occupation and sex</td>
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<td>3.17</td>
<td>Employed by occupation, sex and average weekly hours worked</td>
<td>106</td>
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<td>3.18</td>
<td>Volume of hours worked by age and sex</td>
<td>107</td>
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<tr>
<td>3.19</td>
<td>Average weekly hours of work by age and sex</td>
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<tr>
<td>3.20</td>
<td>Volume of hours worked by sex</td>
<td>109</td>
</tr>
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<td>110</td>
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<td>Volume of hours of work in a week by level of education level and sex</td>
<td>111</td>
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<tr>
<td>3.23</td>
<td>Average weekly hours of work by level of education and sex</td>
<td>111</td>
</tr>
<tr>
<td>3.24</td>
<td>Volume of hours worked by sector and sex</td>
<td>112</td>
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<tr>
<td>3.25</td>
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<td>112</td>
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</tr>
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<td>Average monthly earnings by occupation and sex (employees only)</td>
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<td>3.29</td>
<td>Average monthly earnings by age and sex (employees only)</td>
<td>115</td>
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<tr>
<td>3.30</td>
<td>Average monthly earnings by level of education and sex (employees only)</td>
<td>116</td>
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<td>Average monthly earnings by sector sex (employees only)</td>
<td>116</td>
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<td>117</td>
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ACRONYMS

CBS  Central Bureau of Statistics
CAPI  Computer Assisted Personal Interviewing
ICLS  International Conference of Labour Statisticians
ILO  International Labour Organisation
LFPR  Labour Force Participation Rate
NLFS  Nepal Labour Force Survey
NPC  National Planning Commission
SNA  System of National Accounts
CHAPTER 1: INTRODUCTION

1.1 Introduction

The Nepal Labour Force Survey (NLFS III) was conducted by the Central Bureau of Statistics in 2017/18. This was the third Labour Force Survey and followed NLFS I in 1998/99 and NLFS II in 2008. This report presents the results of the 2017/18 survey. The objective is, where possible, to analyse the patterns of key labour market outcomes and trends.

Following the 19th International Conference of Labour Statisticians (19th ICLS) in 2013, the standards which had been introduced after the 13th ICLS in 1983 were revised. The rationale for revising these standards is documented in Report II of the 19th ICLS\(^1\). The rationale included evolving policy needs, changes in the labour market and patterns of work, and the limitations of the 1983 standards. The NLFS I and NLFS II followed standards that were in existence at that time, while the NLFS III followed the new, revised standards. This implies that most indicators generated from NLFS III may not be comparable to the previous rounds of NLFS. For example, although the new standard provides the opportunity to measure all forms of work, the employment definition in the new standard is narrower than was previously the case. While the previous definition of employment covered almost all activities within the System of National Accounts (SNA) production boundary, i.e. production for pay, profit or family gain, production for own final use, etc., the new definition of employment includes only work performed for others for pay or profit. Production for own final use is no longer regarded as employment. However, production for own final use accounted for a relatively large proportion of employment in Nepal previously. The higher unemployment and lower employment estimates reported in this report are in part the result of these changes.

1.2 Scope and coverage

The main objective of the Nepal Labour Force Survey 2017/18 (NLFS III) was to update labour force statistics. The objective was extended to collect information on other forms work other than employment, which included production of goods and services for own final use and volunteer work. The new concepts and definitions (recommendation of 19th ICLS) used in NLFS III set benchmark statistics on employment, unemployment and underemployment. Such information plays key role in assessing the impact of various government policies and programs planned for employment generation. Likewise, the results from the survey do provide information required for skill development, for managing the flow of migrant workers, for improving the status of women and children, and for assessing the role and importance of the informal sector.

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\(^1\) Report II. Statistics of work, employment and labour underutilization: Report for discussions at the 19th International Conference of Labour Statisticians (Geneva, 2-11 October 2013).
As in the NLFS I and NLFS II, the survey covered whole country. Following the same concept and definition of household as used in population census, i.e. the usual place of residence, all residents of the country including foreign nationals were considered eligible for the survey but households of diplomatic missions and institutional households such as school hostels, prisons, army camps and hospitals were excluded. People living for six months or more away from the households were not considered eligible and hence were excluded from the survey.

1.3 Survey questionnaire

The NLFS II questionnaire was developed on the basis of an ILO recommendation including core and supplementary modules comprising 130 questions in eight sections. This provided guidelines for developing the NLFS III questionnaire. The NLFS III questionnaire was substantially expanded to 168 questions in fourteen sections. The flow of questionnaire structure was organized in such a way that respondents' burden in the survey can be minimized.

For the sake of maintaining comparability and further use of disaggregated statistics, many questions from housing section were aligned with population and housing census. However, the change in the definition of employment implies that some indicators from this survey will not be comparable with the indicators from the previous rounds. In addition, some changes were made to address contemporary issues such as short-term returnees, volunteer work and forced labour situation in the country. The questionnaire was designed to capture data on general household information, current activities, current working hour, usual working hour, unemployment, past employment, and absentees. The sections on household information and absentee information were asked only to the head of household.

Branch of economic activities (industry) and occupation were open ended and they were later coded at the 4th digit level. Some of the questions were intended to provide statistics for monitoring the selected Sustainable Development Goals (SDGs). The flow chat describing the different paths of the questionnaire is attached as Annex IV.

Similar to NLFS I and NLFSII, work activities of children aged 5 and above were also collected in NLFS III. This included all forms of work i.e. work for pay, work for own final use and volunteer work.

Draft questionnaire was prepared with technical input from the ILO consultant and the household survey team of the CBS. The questionnaire was further modified after consultations with technical committee representing various interest groups. The questionnaire thereafter was pre-tested several times and revised intensively in accordance to the feedback received from each pre-test. The pre-tests were carried out to cover a wide range of areas and included different ecological belts and urban/rural areas. The questionnaire was finalized and endorsed by a Steering Committee chaired by the Vice-Chairman of National Planning Commission (NPC). The questionnaire in the final Nepali version was translated into English to ensure the same understandings for foreign
users. Interviewer’s manual in Nepali language was developed which included concepts, definitions, description of each question and fieldwork procedures, etc. to ensure that quality information was collected.

1.4 Sample design

The goal of sampling design was to achieve high level of efficiency of employment/unemployment estimates at the domain level (14 domains) considered as the primary strata with representative of 18,000 households.

In deciding on the sampling design, the characteristics of the frame was evaluated, foremost, normality of the distribution of auxiliary information (number of households) that was to be used in stratification and in sample selection. Kolmogorov-Smirnov test provided enough evidence against the assumption of normality of the distribution of number of households in each of the PSUs (p<0.01) among the domains. In fact, there was adequate evidence that the distribution was skewed. There were too few PSUs with large number of households, and most of the PSUs had small number of households. Thus, stratification was necessary in this population. However, simple proportional allocation could easily lead to oversampling of the stratum with more elements and under sampling in the stratum with less elements.

The problem of skewed population was addressed through stratification of the PSUs in each domain into three following the Lavallee-Hidiroglou (LH) algorithm. This stratification method jointly minimizes the total coefficient of variation and the sample size in the choice of stratum boundaries and in the determination of sampling rate per stratum. Further accounting for the possible discrepancy between the stratification variables (number of households) and the target variables (e.g., number of employed individuals), modified LH Algorithm is used. Modified LH Algorithm used to identify stratum boundaries of the three strata. Stratum 1 and Stratum 2 are smaller than Stratum 3, and are called the “take some” strata. Stratum 3, comprising of “bigger” PSUs where big is defined in terms of number of households, is also called “take all” stratum. From all the strata, samples were drawn from probability proportional to size (PPS) except in the areas where all the PSUs were taken in the sample. Regarding the sampling from stratum 3, the “take all” criterion was followed in all the rural areas and urban areas of province 3 only. More details of the sample design are given in Annex II.

Box1.1: Stratum Boundaries by Survey Domain

<table>
<thead>
<tr>
<th>Urban</th>
<th>Rural</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domain</td>
<td>Boundaries (Household)</td>
</tr>
<tr>
<td>Province 1</td>
<td>189  521</td>
</tr>
<tr>
<td>Province 2</td>
<td>152  373</td>
</tr>
<tr>
<td>Province 3</td>
<td>277  1,449</td>
</tr>
<tr>
<td>Gandaki</td>
<td>172  444</td>
</tr>
<tr>
<td>Province 5</td>
<td>229  690</td>
</tr>
<tr>
<td>Karnali</td>
<td>150  365</td>
</tr>
<tr>
<td>Sudurpashchim</td>
<td>194  518</td>
</tr>
<tr>
<td>province</td>
<td>Urban</td>
</tr>
<tr>
<td>--------------</td>
<td>-------</td>
</tr>
<tr>
<td>Province 1</td>
<td>102</td>
</tr>
<tr>
<td>Province 2</td>
<td>51</td>
</tr>
<tr>
<td>Province 3</td>
<td>75</td>
</tr>
<tr>
<td>Gandaki</td>
<td>75</td>
</tr>
<tr>
<td>Province 5</td>
<td>75</td>
</tr>
<tr>
<td>Karnali</td>
<td>63</td>
</tr>
<tr>
<td>Sudurpashchim</td>
<td>84</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>525</td>
</tr>
</tbody>
</table>

### 1.5 Organization of fieldwork

Twenty-four teams were formed to collect data from different parts of the country. Each team composed of one team leader, one supervisor/enumerator from statistics office and two members hired with the support from ILO. Each team was assigned a group of districts to carry out the interviews. Workload was assigned keeping in mind the state of urbanization, remoteness of the area, access of road and number of households in the PSU. Each team, on an average was supposed to cover 38 PSUs. Knowledge on local language and cultural familiarities were considered in deputation of the team.

Master trainers who belonged to the Household Survey Section and officials involved in NLFS I or NLFS II of the Central Bureau of Statistics were responsible for carrying out the training for the surveyors. A training for officials from the CBS was carried out to enhance central supervision and a separate training was conducted for the heads of statistics offices so that they would be able to provide adequate supervision and support to the field staff wherever necessary. This was then followed by an 18-day long training course for supervisors and enumerators together. Because of the large number of field staff (72) involved, three separate training groups were run simultaneously. A day-long field visit for the trainees was conducted which was very useful to know the techniques to deal with the respondents especially for those surveyors who were new for the survey.

Day to day control of each team was in the hands of the team leader, who was a member of the team, but additional supervisory visits were made by the staff from the CBS and the NPC. These visits were particularly important in the early stages of the field period, when interviewers were still not very familiar with the questionnaire. Thus, the extensive field supervisions both from the centre (CBS) and from the districts (SOs) were carried out during the survey period.

### 1.6 Reference period

A reference period of moving week concept (from Monday to Sunday inclusive), is used to determine employment. Consequently, estimates of income from employment and hours worked relate to the week preceding the date of interview. On the other hand, estimates of industrial attachment, occupation, education, marital status and training, relate to the date of the interview. Industry and occupation estimates relate to their last job. Own-use production of goods and volunteer work relate to the past 30 days.

Different reference periods were considered for unemployed, i.e. those persons who did not have a pay or profit activities in the week preceding the interview but who had been engaged in job-seeking activities within 30 days prior to that date of interview and would be available to start working during 15 days following the interview date if job is available.
The survey was spread over a 12 months period from July 2017 to June 2018 splitting annual sample into three seasons. Where, each sub-group was representing four months in the Nepali calendar. The three seasons are as follows:

<table>
<thead>
<tr>
<th>Season</th>
<th>Characteristics</th>
<th>Nepali calendar</th>
<th>Gregorian calendar</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Dry</td>
<td>Magh, Falgun, Chaitra, Baishakh</td>
<td>Jan to May</td>
</tr>
<tr>
<td>2</td>
<td>Rainy</td>
<td>Jestha, Ashadh, Shrawan, Bhadra</td>
<td>May to Sep</td>
</tr>
<tr>
<td>3</td>
<td>Winter</td>
<td>Ashwin, Kartik, Marg, Poush</td>
<td>Sep to Jan</td>
</tr>
</tbody>
</table>

### 1.7 Data processing

NLFS III is the first paperless large-scale national household survey conducted by the CBS using Tablet computers. Household listing as well as filling-up of main questionnaires was done through Tablets. A central database server was set up in the CBS to manage database of the survey. Enumerators had been allowed to send collected information in the central server after the completion of filling questionnaires and thoroughly reviewing all the information captured in the tablet. Data processing system was centralized in this survey. Computer officers compiled the information from server at the centre. In this survey, household survey team had more advantage of accessing the data immediately. If any inconsistencies were found in data it was informed immediately to the field team so that field staff could confirm the issues before leaving the PSU.

It was advantage of this survey that the burden of data entry was decreased due to the use of tablets for data collection. As usual, the CSPro (Census and Survey Processing) package was used for data management in the NLFS III. Household Survey Section had previous experience of using statistical package (STATA) for preparing output tables from censuses and surveys. So, the required tables for NLFS III were produced using STATA.

### 1.8 Lessons learned

Due to the development of information technology in recent years, data collection method has been modernized than previous surveys. Listing of the household and main enumeration operation were carried out using Tablets. Android based programme was prepared for listing of the household and data entry programme was prepared in CSPro. The household listing by PSU was available directly from field in electronic format which is a big asset of this survey. The information collected from the field using the main questionnaires had been received directly in the central server on time. It helped to minimize not only the burden of data entry, and industry and occupation coding but also reduced errors from various steps. The data sets were easily available in electronic format. Other side of using the CAPI (Computer Assisted Personal Interviewing) method is that precautions should be taken while collecting data especially while administering long questionnaire where linkage of previous to the later sections is quite cumbersome. One experience from this survey is that, in general, it is difficult to collect data for long questionnaire through tablets in android system. At the same time, well-developed programs in tablets helped to achieve clean data. Enumerators had shared their experiences that the use of tablet can save time compared to paper-based questionnaire.

Review workshops were very useful to minimize errors in different phases of the fieldwork. Household survey section team realized that the workshop for the beginning of the survey was very effective. Due to new sampling design, all the households of the selected ward were listed completely irrespective of its PSU which created extra burden to listing operation compared to the main enumeration. For the effective implementation of such surveys in the future, due care should be given to define enumeration area explicitly.
CHAPTER 2: DEMOGRAPHIC PROFILE

2.1 Introduction

This chapter focuses on the demographic profile of the Nepal population in 2017/18. The chapter covers the population distribution by socio-demographic characteristics such as age, sex and locality (urban/rural). A profile of household heads also forms part of this chapter.

Table 2.1: Distribution of population by age, sex and locality

<table>
<thead>
<tr>
<th>Age group (Years)</th>
<th>Nepal Male</th>
<th>Nepal Female</th>
<th>Nepal Total</th>
<th>Urban Male</th>
<th>Urban Female</th>
<th>Urban Total</th>
<th>Rural Male</th>
<th>Rural Female</th>
<th>Rural Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>thousands</td>
<td>percent</td>
<td></td>
<td>thousands</td>
<td>percent</td>
<td></td>
<td>thousands</td>
<td>percent</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>13509</td>
<td>100</td>
<td>15513</td>
<td>100</td>
<td>29022</td>
<td>100</td>
<td>4932</td>
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<tr>
<td>00-04</td>
<td>1526</td>
<td>11.3</td>
<td>1399</td>
<td>9.0</td>
<td>2925</td>
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<td>907</td>
<td>6.9</td>
<td>1 728</td>
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<td>05-09</td>
<td>1280</td>
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<td>1119</td>
<td>7.2</td>
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<td>8.3</td>
<td>782</td>
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<td>10-14</td>
<td>1496</td>
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<td>35-39</td>
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<td>7.3</td>
<td>1909</td>
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<td>40-44</td>
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<td>45-49</td>
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<td>711</td>
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<td>60-64</td>
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<td>1 110</td>
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<td>2131</td>
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<td>599</td>
<td>5.6</td>
<td>885</td>
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</tbody>
</table>

Table 2.1: Distribution of population by age, sex and locality

<table>
<thead>
<tr>
<th>Age group (Years)</th>
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<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
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<td>1 728</td>
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<td>7.3</td>
<td>1909</td>
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<td>859</td>
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<td>676</td>
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<td>4.8</td>
<td>420</td>
<td>5.6</td>
<td>779</td>
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<td>635</td>
<td>4.1</td>
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<td>4.1</td>
<td>346</td>
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<td>711</td>
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<td>60-64</td>
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<td>601</td>
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<td>3.8</td>
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<td>463</td>
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<td>2131</td>
<td>7.3</td>
<td>599</td>
<td>5.6</td>
<td>885</td>
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</table>
Table 2.1 shows that in 2017/18, Nepal had a population of 29 million, of which 13.5 million (46.5 percent) were male and 15.5 million (53.5 percent) were female. Almost 40 percent of the population was under the age of 20 years, which means Nepal has a dominant young population.

The majority of the population, 63 percent (18.3 million) resided in urban areas while the remaining 37 percent (10.7 million) were rural dwellers.

Table 2.2: Distribution of households by age, sex of household head and locality

<table>
<thead>
<tr>
<th>Age group (Years)</th>
<th>Nepal</th>
<th>Urban</th>
<th>Rural</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Total</td>
</tr>
<tr>
<td>10-14</td>
<td>3</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>15-19</td>
<td>50</td>
<td>50</td>
<td>100</td>
</tr>
<tr>
<td>20-24</td>
<td>178</td>
<td>188</td>
<td>365</td>
</tr>
<tr>
<td>25-29</td>
<td>347</td>
<td>265</td>
<td>612</td>
</tr>
<tr>
<td>30-34</td>
<td>432</td>
<td>314</td>
<td>746</td>
</tr>
<tr>
<td>35-39</td>
<td>574</td>
<td>277</td>
<td>851</td>
</tr>
<tr>
<td>40-44</td>
<td>579</td>
<td>209</td>
<td>788</td>
</tr>
<tr>
<td>45-49</td>
<td>588</td>
<td>146</td>
<td>734</td>
</tr>
<tr>
<td>50-54</td>
<td>512</td>
<td>113</td>
<td>625</td>
</tr>
<tr>
<td>55-59</td>
<td>448</td>
<td>100</td>
<td>547</td>
</tr>
<tr>
<td>60-64</td>
<td>370</td>
<td>84</td>
<td>454</td>
</tr>
<tr>
<td>65+</td>
<td>622</td>
<td>153</td>
<td>775</td>
</tr>
</tbody>
</table>

There were 6.6 million households in Nepal in 2017/18. At the national level, 28.9 percent of these households were headed by females, with the percentage of female-headed households being slightly higher in urban areas at 30.9 percent when compared to 25.2 percent in rural areas. There were some child-headed households: as many as 4 thousand or 0.1 percent of households were headed by children aged 10–14 years (see Table 2.2).
KEY LABOUR MARKET CONCEPTS

The working-age population comprises individuals aged 15 years and older who fall into one of the three labour market components (employed, unemployed, not in the labour force).

Persons in employment are people of working age who, during a short reference period, were engaged in any activity to produce goods or provide services for pay or profit. They comprise:

a) employed persons “at work”, i.e. those who worked in a job for at least one hour in the reference week

b) employed persons “not at work due to temporary absence from a job, or to working-time arrangements (such as shift work, flexitime and compensatory leave for overtime).

Paid trainee work is regarded as employment.

In order to be considered unemployed, based on the official definition, three criteria must be met simultaneously: a person must be completely without work, currently available to work, and taking active steps to find work.

If a person is working or trying to find work, he/she is in the labour force. Thus, the number of people who are employed plus those who are unemployed constitute the labour force.

A person who reaches working age may not necessarily enter the labour force. He/she may remain outside the labour force and is then regarded as not in the labour force. These are individuals who did not work in the reference week, either because they did not look for work or try to start a business in the four weeks preceding the survey, or were not available to start work or a business in the reference week.

The unemployment rate measures the proportion of the labour force that is trying to find work.

The labour force participation rate (LFPR) is a measure of the proportion of a country’s working-age population that engages actively in the labour market, either by working or looking for work; it provides an indication of the relative size of the supply of labour available to engage in the production of goods and services, relative to the population at working age (ILO, KILM 2015).

The employment-to-population ratio measures the proportion of the working-age population that is employed.

3.1 Introduction

This chapter begins by analysing the working-age population in the context of the overall population during 2017/18. The composition of the working-age population by socio-demographic characteristics such as age, sex, level of education and locality (urban/rural) is then analysed. Measures such as unemployment, employment-to-population ratio, and labour force participation rates, when disaggregated by sex, age, level of education, and province, underscore the vulnerability of several groups in the Nepal labour market.
### 3.2 Profile of the working-age population

#### Table 3.1: Working-age population by age, sex and locality

<table>
<thead>
<tr>
<th>Age group (Years)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>thousands</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Nepal</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15-24</td>
<td>9 208</td>
<td>11 537</td>
<td>20 744</td>
</tr>
<tr>
<td>25-34</td>
<td>2 535</td>
<td>3 120</td>
<td>5 654</td>
</tr>
<tr>
<td>35-44</td>
<td>1 714</td>
<td>2 475</td>
<td>4 189</td>
</tr>
<tr>
<td>45-54</td>
<td>1 375</td>
<td>1 534</td>
<td>2 908</td>
</tr>
<tr>
<td>55-64</td>
<td>1 064</td>
<td>1 236</td>
<td>2 300</td>
</tr>
<tr>
<td>65+</td>
<td>1 021</td>
<td>1 110</td>
<td>2 131</td>
</tr>
<tr>
<td><strong>Urban</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15-24</td>
<td>5 950</td>
<td>7 342</td>
<td>13 293</td>
</tr>
<tr>
<td>25-34</td>
<td>1 700</td>
<td>2 017</td>
<td>3 718</td>
</tr>
<tr>
<td>35-44</td>
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<td>2 821</td>
</tr>
<tr>
<td>45-54</td>
<td>979</td>
<td>1 319</td>
<td>2 297</td>
</tr>
<tr>
<td>55-64</td>
<td>887</td>
<td>973</td>
<td>1 860</td>
</tr>
<tr>
<td>65+</td>
<td>631</td>
<td>720</td>
<td>1 351</td>
</tr>
<tr>
<td><strong>Rural</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15-24</td>
<td>3 258</td>
<td>4 194</td>
<td>7 452</td>
</tr>
<tr>
<td>25-34</td>
<td>834</td>
<td>1 102</td>
<td>1 936</td>
</tr>
<tr>
<td>35-44</td>
<td>559</td>
<td>808</td>
<td>1 368</td>
</tr>
<tr>
<td>45-54</td>
<td>521</td>
<td>744</td>
<td>1 265</td>
</tr>
<tr>
<td>55-64</td>
<td>488</td>
<td>560</td>
<td>1 049</td>
</tr>
<tr>
<td>65+</td>
<td>433</td>
<td>516</td>
<td>949</td>
</tr>
</tbody>
</table>

There were 20.7 million people of working age, that is people aged 15 years and older. The majority of the working-age population, 13.3 million, resided in urban areas and the remaining (7.4 million) were rural dwellers. Irrespective of locality and age, there were more females in the working-age population than males.

*The majority of the working age population, 13.3 million resided in the urban areas*
Figure 3.1: Share of working-age population by age and sex

More than 40 percent of the 20.7 million people of working age were aged 15–34 years, reflecting a dominance of young population. Females accounted for a larger share of the working-age population in the lower age group (15–44 years) while males accounted for a larger share of the working-age population among those aged 45 years and older.

Figure 3.2: The age profile of persons in each component of the working-age population

Figure 3.2 shows that in 2017/18, young people aged 15–24 years made up 27.3 percent of the working-age population, but accounted for only 20.3 percent of the labour force. On the other hand, those aged 25–34 years made up 20.2 percent of the working-age population but accounted for 27.7 percent of the labour force. The same pattern is also observed among those aged 35–44 years and those aged 45–54 years. The oldest age group (65 years and older) made the smallest contribution to both the working-age population and the labour force (10.3 percent and 3.7 percent respectively).
Youth (aged 15–24 years) accounted for 20.3 percent of the labour force but only made up 18 percent of those in employment and 38.1 percent of those unemployed. On the other hand, those in the older age groups, except for those aged 25–34 years, accounted for lower shares of the labour force yet were overrepresented in employment and underrepresented in unemployment.

Table 3.2: Distribution of the working-age population by sex

<table>
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<tr>
<th>Indicator</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
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<tr>
<td></td>
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<tr>
<td>Employed</td>
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<td>2 640</td>
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<tr>
<td>Unemployed</td>
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<td>397</td>
</tr>
<tr>
<td>Labour force</td>
<td>4 958</td>
<td>3 036</td>
</tr>
<tr>
<td>Not in the labour force</td>
<td>4 250</td>
<td>8 500</td>
</tr>
<tr>
<td>Working-age population</td>
<td>9 208</td>
<td>11 537</td>
</tr>
</tbody>
</table>

Figure 3.3: Number of females per hundred males in the working-age population

Another dimension of the scale of gender inequalities in the Nepal labour market is the number of females per 100 males in each labour market category (Figure 3.3). For every 100 males in the working-age population, there were 125 females. However, when it came to employment, for every 100 employed males there were only 59 employed females. Gender disparities also existed among the unemployed and those who were not in the labour force.
The national Labour Force Participation Rate (LFPR) and Employment-to-Population Ratio (EPR) were 38.5 percent and 34.2 percent respectively. However, there are gender disparities in that, the male LFPR and EPR were higher than those for females. The male LFPR was 53.8 percent compared to 26.3 percent for females and 48.3 percent of males of working age were in employment compared to 22.9 percent of females. On the other hand, the unemployment rate was higher among females than among males (13.1 percent and 10.3 percent respectively).

Table 3.3: Key labour market indicators by sex and province

<table>
<thead>
<tr>
<th>Province</th>
<th>Working-age population</th>
<th>Employed</th>
<th>Unemployed</th>
<th>Not in the labour force</th>
<th>Labour force</th>
<th>UR</th>
<th>EPR</th>
<th>LFPR</th>
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<td>136</td>
<td>2 211</td>
<td>1 344</td>
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<td>317</td>
<td>2 395</td>
<td>1 578</td>
<td>20.1</td>
<td>31.8</td>
<td>39.7</td>
</tr>
<tr>
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<td>161</td>
<td>2 575</td>
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<td>47.1</td>
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<tr>
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<td>60</td>
<td>1 202</td>
<td>666</td>
<td>9.0</td>
<td>32.5</td>
<td>35.7</td>
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<td>144</td>
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<td>1 283</td>
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<td>37.3</td>
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<td>24.8</td>
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<td>24.1</td>
<td>27.3</td>
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</table>

<table>
<thead>
<tr>
<th>Province</th>
<th>Working-age population</th>
<th>Employed</th>
<th>Unemployed</th>
<th>Not in the labour force</th>
<th>Labour force</th>
<th>UR</th>
<th>EPR</th>
<th>LFPR</th>
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<tr>
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<td>4 446</td>
<td>511</td>
<td>4 250</td>
<td>4 958</td>
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<td>48.3</td>
<td>53.8</td>
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<td>77</td>
<td>756</td>
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<td>857</td>
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<td>56.7</td>
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<td>951</td>
<td>1 408</td>
<td>6.9</td>
<td>55.6</td>
<td>59.7</td>
</tr>
<tr>
<td>Gandaki</td>
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<td>340</td>
<td>35</td>
<td>395</td>
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<td>44.2</td>
<td>48.8</td>
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<td>37.8</td>
<td>42.8</td>
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<tr>
<td>Sudurpashchim</td>
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<td>294</td>
<td>38</td>
<td>396</td>
<td>332</td>
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<td>40.4</td>
<td>45.6</td>
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</table>

<table>
<thead>
<tr>
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<th>Employed</th>
<th>Unemployed</th>
<th>Not in the labour force</th>
<th>Labour force</th>
<th>UR</th>
<th>EPR</th>
<th>LFPR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>11 537</td>
<td>2 640</td>
<td>397</td>
<td>8 500</td>
<td>3 036</td>
<td>13.1</td>
<td>22.9</td>
<td>26.3</td>
</tr>
<tr>
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<td>1 456</td>
<td>502</td>
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<td>22.6</td>
<td>25.6</td>
</tr>
<tr>
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<td>404</td>
<td>162</td>
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<td>28.6</td>
<td>18.5</td>
<td>25.9</td>
</tr>
<tr>
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<td>35.2</td>
</tr>
<tr>
<td>Gandaki</td>
<td>1 098</td>
<td>266</td>
<td>24</td>
<td>807</td>
<td>291</td>
<td>8.4</td>
<td>24.3</td>
<td>26.5</td>
</tr>
<tr>
<td>Province 5</td>
<td>1 956</td>
<td>443</td>
<td>60</td>
<td>1 453</td>
<td>503</td>
<td>11.9</td>
<td>22.7</td>
<td>25.7</td>
</tr>
<tr>
<td>Karnali</td>
<td>676</td>
<td>105</td>
<td>7</td>
<td>565</td>
<td>111</td>
<td>6.0</td>
<td>15.5</td>
<td>16.4</td>
</tr>
<tr>
<td>Sudurpashchim</td>
<td>1 155</td>
<td>161</td>
<td>21</td>
<td>974</td>
<td>181</td>
<td>11.5</td>
<td>13.9</td>
<td>15.7</td>
</tr>
</tbody>
</table>
As reflected in Table 3.3, the highest unemployment rate was observed in Province 2 at 20.1 percent, followed by Sudurpashchim with 11.5 percent. The lowest unemployment rate was observed in Province 3, at 7 percent. Gender differences were evident as the unemployment rate was higher among females than among males in most provinces except in Gandaki and Karnali, where the rate was lower among females than among males. The labour force participation rate and employment-to-population ratio was higher among males than among females.

Table 3.4 Labour market status by education level

<table>
<thead>
<tr>
<th>Education level</th>
<th>Employed</th>
<th>Unemployed</th>
<th>Labour Force</th>
<th>Out of labour force</th>
<th>Working age population</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>thousands</td>
</tr>
<tr>
<td>Total</td>
<td>7 086</td>
<td>908</td>
<td>7 994</td>
<td>12 750</td>
<td>20 744</td>
</tr>
<tr>
<td>Illiterate</td>
<td>1 637</td>
<td>172</td>
<td>1 809</td>
<td>5 036</td>
<td>6 845</td>
</tr>
<tr>
<td>Childhood education</td>
<td>14</td>
<td>1</td>
<td>15</td>
<td>14</td>
<td>29</td>
</tr>
<tr>
<td>Literate (Non-formal)</td>
<td>312</td>
<td>16</td>
<td>328</td>
<td>589</td>
<td>917</td>
</tr>
<tr>
<td>Less than Basic</td>
<td>1 720</td>
<td>186</td>
<td>1 906</td>
<td>2 473</td>
<td>4 379</td>
</tr>
<tr>
<td>Basic</td>
<td>435</td>
<td>65</td>
<td>500</td>
<td>788</td>
<td>1 289</td>
</tr>
<tr>
<td>Less than Secondary</td>
<td>1 500</td>
<td>264</td>
<td>1 764</td>
<td>2 600</td>
<td>4 364</td>
</tr>
<tr>
<td>Secondary</td>
<td>779</td>
<td>140</td>
<td>919</td>
<td>887</td>
<td>1 806</td>
</tr>
<tr>
<td>Tertiary</td>
<td>690</td>
<td>63</td>
<td>753</td>
<td>363</td>
<td>1 116</td>
</tr>
</tbody>
</table>

|                          |          |            |              |                     | percent                |
| Total                    | 100      | 100        | 100          | 100                 | 100                   |
| Illiterate               | 23.1     | 19.0       | 22.6         | 39.5                | 33.0                  |
| Childhood education      | 0.2      | 0.1        | 0.2          | 0.1                 | 0.1                   |
| Literate (Non-formal)    | 4.4      | 1.7        | 4.1          | 4.6                 | 4.4                   |
| Less than Basic          | 24.3     | 20.5       | 23.8         | 19.4                | 21.1                  |
| Basic                    | 6.1      | 7.2        | 6.3          | 6.2                 | 6.2                   |
| Less than Secondary      | 21.2     | 29.1       | 22.1         | 20.4                | 21.0                  |
| Secondary                | 11.0     | 15.5       | 11.5         | 7.0                 | 8.7                   |
| Tertiary                 | 9.7      | 7.0        | 9.4          | 2.8                 | 5.4                   |

|                          |          |            |              |                     | percent                |
| Total                    | 100      | 100        | 100          | 100                 | 100                   |
| No secondary education   | 79.3     | 77.6       | 79.1         | 90.2                | 85.9                  |
| Secondary education      | 11.0     | 15.5       | 11.5         | 7.0                 | 8.7                   |
| Tertiary                 | 9.7      | 7.0        | 9.4          | 2.8                 | 5.4                   |

Table 3.4 shows that 79.1 percent of the labour force in Nepal did not have secondary education (i.e almost 8 in 10 people) were working or looking for work did not have a secondary education. The same pattern is also reflected among those who were employed in that 79.3 percent of those who were employed did not have secondary education.
Table 3.5 Key labour market indicators by education level and sex

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Employment population ratio</th>
<th>Labour force participation rate</th>
<th>Unemployment rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Total</td>
</tr>
<tr>
<td>Total</td>
<td>48.3</td>
<td>22.9</td>
<td>34.2</td>
</tr>
<tr>
<td>No secondary education</td>
<td>46.4</td>
<td>20.6</td>
<td>31.5</td>
</tr>
<tr>
<td>Secondary education</td>
<td>49.0</td>
<td>36.3</td>
<td>43.1</td>
</tr>
<tr>
<td>Tertiary</td>
<td>67.4</td>
<td>52.1</td>
<td>61.8</td>
</tr>
</tbody>
</table>

The proportion of those who are employed among the working age population (employment-to-population ratio) increase with the level of education irrespective of gender. For example the proportion of those who are employed among those with no secondary education is 31.5 percent compared to 61.8 percent reported by those who had a tertiary education. Similar pattern is observed among female and among and among men.

Disparities in labour market outcomes between males and females remained irrespective of education level. However, it should be noted that the gap between male and female unemployment rate declined among those with tertiary education to 1 percentage point.

The labour participation rate has a similar pattern by education to that of employment population ratio by education. The participation rate increase with the level of education for both male and female. However, the gap between male and female remained irrespective of education level.

The female participation rate among those with tertiary education was 17.4 percentage points lower compared to that of male counterparts with tertiary education.

Table 3.6 Key labour market indicators by age and sex

<table>
<thead>
<tr>
<th>Age group (Years)</th>
<th>Employment population ratio</th>
<th>Labour force participation rate</th>
<th>Unemployment rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Total</td>
</tr>
<tr>
<td>Total</td>
<td>48.3</td>
<td>22.9</td>
<td>34.2</td>
</tr>
<tr>
<td>15-24</td>
<td>31.2</td>
<td>15.4</td>
<td>22.5</td>
</tr>
<tr>
<td>25-34</td>
<td>66.0</td>
<td>32.3</td>
<td>46.1</td>
</tr>
<tr>
<td>35-44</td>
<td>71.0</td>
<td>33.1</td>
<td>49.1</td>
</tr>
<tr>
<td>45-54</td>
<td>60.1</td>
<td>25.9</td>
<td>42.1</td>
</tr>
<tr>
<td>55-64</td>
<td>39.8</td>
<td>16.4</td>
<td>27.2</td>
</tr>
<tr>
<td>65+</td>
<td>20.4</td>
<td>6.9</td>
<td>13.4</td>
</tr>
</tbody>
</table>

Disparities in labour market outcomes existed between age and between gender. EPR increases with age and peaks at age 35-44 years, then it starts to decline. Similar pattern is observed among females and among males. The gap between males and females exist across all age groups, with the highest observed at ages 35-44 years, where male EPR is 38 percentage points higher than that of females.

The national LFPR increase with age and peaks at the age 35-44 years and starts to decline. Similar pattern is observed in the male LFPR, however female LFPR peaks at ages 25-34 years. The gap between male and female is highest at age 35-44 years where the male LFPR is 40.1 percentage points higher compared to female.
The unemployment rate is highest among the young people, aged 15-24 years and declines with increasing age. Similar patterns are observed among males and among females. Unemployment among the young people aged 15-24 years was 10 percentage points higher than the national average.

Table 3.7 Key labour market indicators including indicators of labour underutilisation

<table>
<thead>
<tr>
<th>Labour force indicators</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Working-age population</td>
<td>9 208</td>
<td>11 537</td>
<td>20 744</td>
</tr>
<tr>
<td>Extended labour force</td>
<td>5 950</td>
<td>4 636</td>
<td>10 586</td>
</tr>
<tr>
<td>Labour force</td>
<td>4 958</td>
<td>3 036</td>
<td>7 994</td>
</tr>
<tr>
<td>Employed</td>
<td>4 446</td>
<td>2 640</td>
<td>7 086</td>
</tr>
<tr>
<td>Fully employed</td>
<td>4 048</td>
<td>2 375</td>
<td>6 423</td>
</tr>
<tr>
<td>Time related underemployed</td>
<td>398</td>
<td>265</td>
<td>663</td>
</tr>
<tr>
<td>Unemployed</td>
<td>511</td>
<td>397</td>
<td>908</td>
</tr>
<tr>
<td>Potential labour force</td>
<td>992</td>
<td>1600</td>
<td>2592</td>
</tr>
<tr>
<td>Unavailable job-seeker</td>
<td>26</td>
<td>20</td>
<td>46</td>
</tr>
<tr>
<td>Available potential job-seeker</td>
<td>966</td>
<td>1580</td>
<td>2546</td>
</tr>
<tr>
<td>Outside extended labour force</td>
<td>3258</td>
<td>6900</td>
<td>10158</td>
</tr>
</tbody>
</table>

Table 3.7 introduces the new measures of labour underutilisation suggested in the 19th International Conference of Labour Statisticians (ICLS) resolution. Traditionally, the unemployment rate is one measure of labour underutilisation, which to date is widely used. However, the 19th ICLS recognised that the unemployment rate cannot measure the potential supply of labour comprehensively since it does not cover all persons with unmet needs for gainful work. For example, ILO\(^2\) (2013) argues that countries’ labour markets respond differently to economic down turns depending on their level of development; in more developed countries, unemployment rates will increase during economic down turns, while in less developed countries where social protection such as unemployment benefits do not exist, people find alternatives by creating their own work. Secondly, in countries where labour markets are developed and conventional ways of seeking work are of limited relevance, people tend to remain out of the labour force. Nepal is no exception; the labour market is undeveloped and this is reflected in the job search methods discussed below in this report.

In order to generate supplementary measures of underutilisation, the concepts of potential labour force and extended labour force were introduced. The purpose of these concepts was to capture individuals who exerted pressure on the labour market in one way or another and to different degrees of intensity.

The ILO\(^3\) highlights the following measures of labour underutilisation that include, but may not be restricted to:
(a) time-related underemployment, when the working time of persons in employment is insufficient in relation to alternative employment situations in which they are willing and available to engage;
(b) unemployment, reflecting an active job search by persons not in employment who are available for this form of work;

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\(^2\) Report II Statistics of work, employment and labour underutilization (19th ICLS) page 18
\(^3\) Report II Statistics of work, employment and labour underutilization (19th ICLS)
In addition to the unemployment rate, additional indicators LU2–LU4 were developed in recognition of a policy imperative to integrate individuals in the labour market. As mentioned above, all these indicators "provide relative measures of prevalence of individuals putting pressure on the labour market with different degrees of intensity and attachment" [ILO].

The LU2–LU4 are defined as follows:

LU2: Combined rate of time-related underemployment and unemployment:
\[
\frac{(\text{time-related underemployment} + \text{unemployment})}{\text{labour force}} \times 100
\]

LU3: Combined rate of unemployment and potential labour force:
\[
\frac{(\text{unemployment} + \text{potential labour force})}{(\text{labour force} + \text{potential labour force})} \times 100
\]

LU4: Composite measure of labour underutilisation:
\[
\frac{(\text{time-related underemployment} + \text{unemployment} + \text{potential labour force})}{(\text{labour force} + \text{potential labour force})} \times 100
\]

Table 3.7 shows that there were 908 thousand people (4.4 percent) who were actively seeking work and available to work (i.e. unemployed), resulting in an 11.4 percent unemployment rate. However, there was another group of people who have had some attachment to the labour market in one way or another. This group of people were putting some pressure on the labour market, either by seeking work or by indicating that they wanted to work and they were available to work. This group included 46 thousand persons individuals who were actively seeking work but were not available to work (unavailable job-seeker) and it also included as well as an extra 2 546 thousand persons who indicated that they wanted to work and were available to start working. This suggests that a total 2 592 thousand people who were regarded as being out of the labour force were actually exerting pressure on the labour market, thus forming what is known as the potential labour force. When this group is added to the labour force, they form an extended labour force.

An extended labour force is a group of people with some degree of attachment to the labour market. These include the labour force (employed plus unemployed), unavailable job seekers and available potential job-seekers. In addition to unemployment, the potential labour force is also an indication of labour underutilization. When the group of unemployed is added to the potential labour force and calculated as a proportion of the extended labour force, this yields the indicator LU3, which in this case is 33.1 percent. In other words, 33.1 percent of the people who had some degree of attachment to the labour market did not have work, that is existing labour that was unutilised. However, not all those who were employed were fully utilised in that 663 thousand people reported that they wanted to work more hours. When this group is added to the unemployed and the potential labour force, it yields the composite indicator (LU4) of labour underutilisation which suggested that 39.3 percent of those with some kind of attachment to the labour market were underutilised.

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4 Report II Statistics of work, employment and labour underutilization (19th ICLS) page 47
CHAPTER 4: EMPLOYMENT

KEY LABOUR MARKET CONCEPTS

Persons in employment are people of working age who, during a short reference period, were engaged in any activity to produce goods or provide services for pay or profit. They comprise:

a) employed persons "at work", i.e. those who worked in a job for at least one hour
b) employed persons “not at work due to temporary absence from a job, or to working-time arrangements (such as shift work, flexitime and compensatory leave for overtime)”

Paid trainee work is regarded as employment.

The NLFS classifies a person as employed when he/she has worked for at least one hour during the reference week.

Economic activities are those that contribute to the production of goods or services.

Market production activities refer to work that is done usually for pay or profit, whereas production for own final use refers to work that is done for the benefit of the household, e.g. subsistence farming (production of fruit/vegetables for own consumption).

Employed persons may be described as fully employed if they do not want to work more hours than they currently do, or underemployed if they would like to work more hours than they currently do and working hour less than threshold. In essence, time-related underemployment measures situations of partial lack of work and thus complements the statistics on unemployment.

4.1 Introduction

This chapter presents a detailed analysis of the levels in employment in terms of age, sex, province, locality and education. The analysis focuses first on employment levels, followed by a discussion of various descriptors of employment. The industrial and occupational structure of the economy is assessed, followed by an analysis according to different sectors. The average weekly hours usually worked are analysed with special focus on variations by gender, education level, industry, occupation and sector.

Conditions of employment, and in particular employee benefits, are important in determining the characteristics of those employees who enjoy improved access to benefits. Therefore, employees will be distributed according to whether they are in formal employment or informal employment. Analysis of the formal and informal sectors, with specific emphasis on sex, age, population group, education level, province, occupation and industry, is also provided in this chapter.

Understanding variations in earnings is important in poverty and inequality analysis. This chapter presents an earnings distribution as well as median monthly earnings. Median earnings are compared across socio-demographic groups: female to male earnings ratios, age group earnings ratios and so on, as well as geographical location. Emphasis is also placed on the distribution of earnings by industry, occupation and province.
4.2 Profile of the employed

It is important to know the industries in which those in employment are employed and their occupations. There are some occupations that are traditionally thought of as specifically for males, while others are mainly for females. This has resulted in certain industries employing mostly females and others mostly males. It is for this reason that analysis in this part of the report is conducted according to sex.

Table 4.1: Employment by industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>4446</td>
<td>2640</td>
<td>7086</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>Agriculture, forestry and fishing</td>
<td>652</td>
<td>871</td>
<td>1523</td>
<td>14.7</td>
<td>33.0</td>
<td>21.5</td>
<td></td>
</tr>
<tr>
<td>Mining and quarrying</td>
<td>43</td>
<td>16</td>
<td>59</td>
<td>1.0</td>
<td>0.6</td>
<td>0.8</td>
<td></td>
</tr>
<tr>
<td>Manufacturing</td>
<td>719</td>
<td>353</td>
<td>1072</td>
<td>16.2</td>
<td>13.4</td>
<td>15.1</td>
<td></td>
</tr>
<tr>
<td>Electricity, gas, steam and air conditioning supply</td>
<td>27</td>
<td>7</td>
<td>34</td>
<td>0.6</td>
<td>0.3</td>
<td>0.5</td>
<td></td>
</tr>
<tr>
<td>Water supply</td>
<td>34</td>
<td>9</td>
<td>42</td>
<td>0.8</td>
<td>0.3</td>
<td>0.6</td>
<td></td>
</tr>
<tr>
<td>Construction</td>
<td>867</td>
<td>111</td>
<td>978</td>
<td>19.5</td>
<td>4.2</td>
<td>13.8</td>
<td></td>
</tr>
<tr>
<td>Wholesale &amp; retail trade, repair of motor vehicles &amp; motorcycles</td>
<td>695</td>
<td>545</td>
<td>1240</td>
<td>15.6</td>
<td>20.6</td>
<td>17.5</td>
<td></td>
</tr>
<tr>
<td>Transportation and storage</td>
<td>315</td>
<td>7</td>
<td>322</td>
<td>7.1</td>
<td>0.3</td>
<td>4.5</td>
<td></td>
</tr>
<tr>
<td>Accommodation and food service activities</td>
<td>204</td>
<td>167</td>
<td>371</td>
<td>4.6</td>
<td>6.3</td>
<td>5.2</td>
<td></td>
</tr>
<tr>
<td>Information and communication</td>
<td>48</td>
<td>13</td>
<td>60</td>
<td>1.1</td>
<td>0.5</td>
<td>0.9</td>
<td></td>
</tr>
<tr>
<td>Financial and insurance activities</td>
<td>63</td>
<td>55</td>
<td>118</td>
<td>1.4</td>
<td>2.1</td>
<td>1.7</td>
<td></td>
</tr>
<tr>
<td>Real estate activities</td>
<td>14</td>
<td>3</td>
<td>17</td>
<td>0.3</td>
<td>0.1</td>
<td>0.2</td>
<td></td>
</tr>
<tr>
<td>Professional, scientific and technical activities</td>
<td>35</td>
<td>9</td>
<td>44</td>
<td>0.8</td>
<td>0.3</td>
<td>0.6</td>
<td></td>
</tr>
<tr>
<td>Administrative and support service activities</td>
<td>57</td>
<td>7</td>
<td>64</td>
<td>1.3</td>
<td>0.2</td>
<td>0.9</td>
<td></td>
</tr>
<tr>
<td>Public administration and defence; compulsory social security</td>
<td>105</td>
<td>29</td>
<td>133</td>
<td>2.4</td>
<td>1.1</td>
<td>1.9</td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td>304</td>
<td>254</td>
<td>558</td>
<td>6.8</td>
<td>9.6</td>
<td>7.9</td>
<td></td>
</tr>
<tr>
<td>Human health and social work activities</td>
<td>78</td>
<td>92</td>
<td>171</td>
<td>1.8</td>
<td>3.5</td>
<td>2.4</td>
<td></td>
</tr>
<tr>
<td>Arts, entertainment and recreation</td>
<td>30</td>
<td>4</td>
<td>34</td>
<td>0.7</td>
<td>0.1</td>
<td>0.5</td>
<td></td>
</tr>
<tr>
<td>Other service activities</td>
<td>119</td>
<td>37</td>
<td>156</td>
<td>2.7</td>
<td>1.4</td>
<td>2.2</td>
<td></td>
</tr>
<tr>
<td>Private households</td>
<td>25</td>
<td>48</td>
<td>73</td>
<td>0.6</td>
<td>1.8</td>
<td>1.0</td>
<td></td>
</tr>
<tr>
<td>Activities of extraterritorial organisations and bodies</td>
<td>12</td>
<td>5</td>
<td>18</td>
<td>0.3</td>
<td>0.2</td>
<td>0.2</td>
<td></td>
</tr>
</tbody>
</table>

Table 4.1 indicates that one in five people in Nepal was employed in agriculture, forestry and fishing. However, gender disparities were observed where males were mostly employed in the construction, manufacturing and transport industries, while females were mostly employed in agriculture, forestry and fishing, wholesale and retail trade and education industries.

Figure 4.1: Share of employment by occupation
Close to a quarter of all employed people (23.8 percent) were employed in service and sales occupations, followed by elementary occupations with just over 20 percent. Craft and related trade occupations were among the top three contributors to total employment, with 19.6 percent. Managerial occupations accounted for only 1.2 percent of total employment.

**Figure 4.2: Share of employment by occupation and sex**

In 2017/18, more than 60 percent of those in employment were male. Figure 4.2 shows that about 86.8 percent of those employed in managerial occupations were male, compared to 13.2 percent who were female. Females were more likely than males to be employed as skilled agricultural, forestry and fishery workers. Although males dominated all but one of the occupations, they were most likely to work as plant and machine operators, and assemblers (94.7 percent).

**4.3 Hours of work**

“Usual hours” refer to the number of hours that employed people typically work in a short reference period such as one week, over a long observation period of a month, quarter, season or year that comprises the short reference measurement period used. The “actual hours of work” per week identifies the time that persons in employment effectively spent directly on, and in relation to, productive activities; down time; and resting time during the reference period. This section focuses on the average weekly hours worked (usual and actual) in the main job. The average weekly hours worked were analysed by sex, industry, occupation and sector.
Males worked longer hours than females – an average of 48 hours per week compared to 39 hours per week for females. Males worked longer hours than females in all occupations except in Managerial positions where on average females worked an additional hour per week compared to their male counterparts. Excessive usual hours of work was observed among Plant and machine operators, and assemblers occupations where males spent an average of 54 hours per week working. Those in Skilled agriculture, forestry and fishery occupations reported the least weekly hours of work, where average of 32 and 37 hours per week were reported for females and males respectively.
The average hours actually worked in the main job in the reference period was lower than the average hours usually worked – 48 versus 43 hours per week for males and 39 versus 35 hours per week for females. However, the pattern is similar, with males working longer hours in all occupations except in managerial occupations.

The analysis that follows focuses on the usual hours of work only.

### 4.4 Usual hours of work by industry

**Table 4.2: Average usual hours of work per week in the main job by sector**

<table>
<thead>
<tr>
<th>Industry</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>48</td>
<td>39</td>
<td>44</td>
</tr>
<tr>
<td>Agriculture, forestry and fishing</td>
<td>40</td>
<td>33</td>
<td>36</td>
</tr>
<tr>
<td>Mining and quarrying</td>
<td>46</td>
<td>40</td>
<td>45</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>50</td>
<td>35</td>
<td>45</td>
</tr>
<tr>
<td>Electricity, gas, steam and air conditioning supply</td>
<td>50</td>
<td>43</td>
<td>49</td>
</tr>
<tr>
<td>Water supply</td>
<td>48</td>
<td>39</td>
<td>46</td>
</tr>
<tr>
<td>Construction</td>
<td>50</td>
<td>50</td>
<td>50</td>
</tr>
<tr>
<td>Wholesale and retail trade; repair of motor vehicles and motorcycles</td>
<td>50</td>
<td>42</td>
<td>46</td>
</tr>
<tr>
<td>Transportation and storage</td>
<td>55</td>
<td>42</td>
<td>55</td>
</tr>
<tr>
<td>Accommodation and food service activities</td>
<td>56</td>
<td>49</td>
<td>53</td>
</tr>
<tr>
<td>Information and communication</td>
<td>47</td>
<td>43</td>
<td>46</td>
</tr>
<tr>
<td>Financial and insurance activities</td>
<td>44</td>
<td>43</td>
<td>44</td>
</tr>
<tr>
<td>Real estate activities</td>
<td>44</td>
<td>27</td>
<td>41</td>
</tr>
<tr>
<td>Professional, scientific and technical activities</td>
<td>43</td>
<td>38</td>
<td>42</td>
</tr>
<tr>
<td>Administrative and support service activities</td>
<td>46</td>
<td>45</td>
<td>45</td>
</tr>
<tr>
<td>Public administration and defence; compulsory social security</td>
<td>46</td>
<td>41</td>
<td>45</td>
</tr>
<tr>
<td>Education</td>
<td>41</td>
<td>39</td>
<td>40</td>
</tr>
<tr>
<td>Human health and social work activities</td>
<td>48</td>
<td>44</td>
<td>46</td>
</tr>
<tr>
<td>Arts, entertainment and recreation</td>
<td>48</td>
<td>46</td>
<td>48</td>
</tr>
<tr>
<td>Other service activities</td>
<td>45</td>
<td>46</td>
<td>45</td>
</tr>
<tr>
<td>Private households</td>
<td>52</td>
<td>42</td>
<td>45</td>
</tr>
<tr>
<td>Activities of extraterritorial organisations and bodies</td>
<td>44</td>
<td>42</td>
<td>43</td>
</tr>
</tbody>
</table>

The longest usual hours of work were observed in the transportation and storage industry; those engaged in this industry worked an average of 55 hours per week, followed by the accommodation and food service activities industry with 53 hours per week. Gender disparities were evident in most industries with males working longer hours than females. Those employed in the construction industry worked an average of 50 hours per week irrespective of sex. There was no single industry where females worked longer hours than males.
4.5 Usual hours of work by sector

Figure 4.5: Average usual hours of work per week in the main job by sector

<table>
<thead>
<tr>
<th>Sector</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private households</td>
<td>52</td>
<td>42</td>
<td>47</td>
</tr>
<tr>
<td>Informal non-agric</td>
<td>49</td>
<td>39</td>
<td>44</td>
</tr>
<tr>
<td>Informal agric</td>
<td>39</td>
<td>33</td>
<td>36</td>
</tr>
<tr>
<td>Formal non-agric</td>
<td>50</td>
<td>44</td>
<td>47</td>
</tr>
<tr>
<td>Formal agric</td>
<td>51</td>
<td>37</td>
<td>48</td>
</tr>
</tbody>
</table>

Average usual hours worked varied by sector and sex within each sector. Males tended to work excessively long hours compared to females. Males usually worked more than 48 hours a week (the threshold for excessive hours) in all sectors except those in the informal agricultural sector. Females, on the other hand, usually worked less than 40 hours per week in all sectors except those employed in the formal non-agricultural and Private households who on average usually worked 44 and 42 hours a week respectively.

Figure 4.6: Usual hours of work in the main job per week by age group and sex

Males worked longer hours than females, irrespective of age. The average usual hours worked increased with age between the ages of 15 and 44 years, after which there was a decline in the average usual hours worked.
4.6 Formal and informal sector

The informal sector serves as an alternative entry to employment when formal sector jobs are difficult to find (Blaauw, 2005). It also serves as an alternative for vulnerable groups, including women, and those with little or no education who have lost hope of finding work in the formal sector. The informal sector is important as it provides employment to the most vulnerable groups and may serve as a stepping stone into formal sector employment. This section of the chapter focuses on employment in the formal and informal sectors by demographic characteristics, highest level of education and geographic location (province and locality – urban/rural).

Formal sector (non-agriculture) comprises those employed in government or state-owned enterprises or international organisations/foreign embassies and those working for incorporated companies or establishments that are registered with relevant authorities.

Informal sector (non-agriculture), on the other hand, comprises those employed in enterprises that are neither incorporated nor registered with authorities. Those employed in private households are regarded as in the informal sector. Those whose economic activities are in the agricultural industries are reported on separately.

4.6.1 Employment by sector

Table 4.3 Employment by sector

<table>
<thead>
<tr>
<th>Sector of employment</th>
<th>Male (thousands)</th>
<th>Female (thousands)</th>
<th>Total (thousands)</th>
<th>Male (percent)</th>
<th>Female (percent)</th>
<th>Total (percent)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>4,446</td>
<td>2,640</td>
<td>7,086</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Formal</td>
<td>1,792</td>
<td>884</td>
<td>2,676</td>
<td>40.3</td>
<td>33.5</td>
<td>37.8</td>
</tr>
<tr>
<td>Agriculture</td>
<td>58</td>
<td>32</td>
<td>90</td>
<td>1.3</td>
<td>1.2</td>
<td>1.3</td>
</tr>
<tr>
<td>Non-agriculture</td>
<td>1,734</td>
<td>852</td>
<td>2,586</td>
<td>39.0</td>
<td>32.3</td>
<td>36.5</td>
</tr>
<tr>
<td>Informal</td>
<td>2,655</td>
<td>1,756</td>
<td>4,411</td>
<td>59.7</td>
<td>66.5</td>
<td>62.2</td>
</tr>
<tr>
<td>Agriculture</td>
<td>595</td>
<td>839</td>
<td>1,434</td>
<td>13.4</td>
<td>31.8</td>
<td>20.2</td>
</tr>
<tr>
<td>Non-agriculture</td>
<td>2,035</td>
<td>869</td>
<td>2,904</td>
<td>45.8</td>
<td>32.9</td>
<td>41.0</td>
</tr>
<tr>
<td>Private households</td>
<td>25</td>
<td>48</td>
<td>73</td>
<td>0.6</td>
<td>1.8</td>
<td>1.0</td>
</tr>
</tbody>
</table>

Of the 7.1 million people who were employed, over 60 percent were male. The main contributor to total employment was the informal non-agriculture sector, accounting for 41 percent of all jobs. The formal non-agriculture sector accounted for 36.5 percent of total employment. Informal agriculture accounted for 20.2 percent of total employment, informal agriculture accounted for 1.3 percent while private households accounted for 1 percent of total employment. Males were mostly employed in the informal non-agriculture sector (45.8 percent), followed by the formal non-agriculture sector with 39 percent. Females were almost evenly distributed across the formal non-agriculture sector, informal agriculture sector and informal non-agriculture with 32.3 percent, 31.8 percent and 32.9 percent shares respectively. Just under 2 percent of females were employed in private households, compared to 0.6 percent of their male counterparts.
4.6.2 Formal and informal sector employment by age

Table 4.4 Employment by sector and age group

<table>
<thead>
<tr>
<th>Sector of employment</th>
<th>Age group (Years)</th>
<th>15-24</th>
<th>25-34</th>
<th>35-44</th>
<th>45-54</th>
<th>55-64</th>
<th>65+</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>thousands</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>1 273</td>
<td>1 931</td>
<td>1 748</td>
<td>1 223</td>
<td>626</td>
<td>285</td>
<td>7 086</td>
</tr>
<tr>
<td>Formal</td>
<td></td>
<td>445</td>
<td>890</td>
<td>698</td>
<td>455</td>
<td>143</td>
<td>44</td>
<td>2 676</td>
</tr>
<tr>
<td>Agriculture</td>
<td></td>
<td>8</td>
<td>22</td>
<td>31</td>
<td>15</td>
<td>8</td>
<td>5</td>
<td>90</td>
</tr>
<tr>
<td>Non-agriculture</td>
<td></td>
<td>437</td>
<td>868</td>
<td>667</td>
<td>440</td>
<td>135</td>
<td>39</td>
<td>2 586</td>
</tr>
<tr>
<td>Informal</td>
<td></td>
<td>828</td>
<td>1 042</td>
<td>1 049</td>
<td>768</td>
<td>482</td>
<td>241</td>
<td>4 411</td>
</tr>
<tr>
<td>Agriculture</td>
<td></td>
<td>214</td>
<td>269</td>
<td>332</td>
<td>289</td>
<td>218</td>
<td>112</td>
<td>1 434</td>
</tr>
<tr>
<td>Non-agriculture</td>
<td></td>
<td>603</td>
<td>757</td>
<td>695</td>
<td>469</td>
<td>258</td>
<td>121</td>
<td>2 904</td>
</tr>
<tr>
<td>Private households</td>
<td></td>
<td>11</td>
<td>16</td>
<td>22</td>
<td>10</td>
<td>6</td>
<td>8</td>
<td>73</td>
</tr>
</tbody>
</table>

Table 4.4 indicates that the informal non-agricultural sector accounted for the largest share of total employment among all age groups except the 25–34 year age group, where the formal non-agricultural sector accounted for 44.9 percent of total employment.

4.6.3 Formal and informal sector employment by education

Figure 4.7: Formal and informal sector (non-agricultural) employment by education
Figure 4.7 indicates that among those with tertiary education, the largest proportion was employed in the formal sector (non-agriculture) with only a small proportion employed in the informal sector (91.6 percent in formal sector versus 8.4 percent in informal sector). Those with secondary education followed with 76.1 percent employed in the formal sector. Among those with education levels lower than basic education, 72.3 percent were employed in the informal sector. So, the higher the level of educational attainment, the greater the likelihood of being employed in the formal sector.

Table 4.5: Formal and informal sector employment by province

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>thousands</td>
<td>thousands</td>
<td>thousands</td>
<td>thousands</td>
<td>thousands</td>
<td>thousands</td>
<td>thousands</td>
</tr>
<tr>
<td>Nepal</td>
<td>7 086</td>
<td>90</td>
<td>2 586</td>
<td>2 675</td>
<td>1 434</td>
<td>2 904</td>
<td>73</td>
</tr>
<tr>
<td>Province 1</td>
<td>1 208</td>
<td>21</td>
<td>422</td>
<td>444</td>
<td>246</td>
<td>508</td>
<td>10</td>
</tr>
<tr>
<td>Province 2</td>
<td>1 261</td>
<td>3</td>
<td>270</td>
<td>272</td>
<td>447</td>
<td>526</td>
<td>17</td>
</tr>
<tr>
<td>Province 3</td>
<td>2 129</td>
<td>25</td>
<td>1 002</td>
<td>1 027</td>
<td>245</td>
<td>826</td>
<td>31</td>
</tr>
<tr>
<td>Gandaki</td>
<td>606</td>
<td>11</td>
<td>229</td>
<td>240</td>
<td>93</td>
<td>267</td>
<td>5</td>
</tr>
<tr>
<td>Province 5</td>
<td>1 139</td>
<td>18</td>
<td>391</td>
<td>410</td>
<td>277</td>
<td>445</td>
<td>7</td>
</tr>
<tr>
<td>Karnali</td>
<td>288</td>
<td>6</td>
<td>125</td>
<td>131</td>
<td>42</td>
<td>114</td>
<td>2</td>
</tr>
<tr>
<td>Sudurpashchim</td>
<td>455</td>
<td>5</td>
<td>147</td>
<td>151</td>
<td>83</td>
<td>218</td>
<td>2</td>
</tr>
</tbody>
</table>

Table 4.5 shows that formal non-agricultural sector employment accounted for the largest share of total employment in Province 3 and in Karnali, with the smallest share observed in Province 2 at 21.4 percent. Informal non-agricultural sector employment accounted for the largest share of total employment in all the other provinces, with the largest share recorded in Sudurpashchim (47.9 percent) followed by Gandaki with 44.1 percent.

Table 4.6: Formal and informal sector employment by occupation

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>thousands</td>
<td>thousands</td>
<td>thousands</td>
<td>thousands</td>
<td>thousands</td>
<td>thousands</td>
</tr>
<tr>
<td>Total</td>
<td>90</td>
<td>2 586</td>
<td>1 434</td>
<td>2 904</td>
<td>73</td>
<td>7 086</td>
</tr>
<tr>
<td>Managers</td>
<td>1</td>
<td>76</td>
<td>2</td>
<td>5</td>
<td>0</td>
<td>85</td>
</tr>
<tr>
<td>Professionals</td>
<td>1</td>
<td>556</td>
<td>0</td>
<td>23</td>
<td>0</td>
<td>580</td>
</tr>
<tr>
<td>Technicians and associate professionals</td>
<td>5</td>
<td>254</td>
<td>1</td>
<td>55</td>
<td>0</td>
<td>315</td>
</tr>
<tr>
<td>Clerical support workers</td>
<td>2</td>
<td>205</td>
<td>0</td>
<td>13</td>
<td>0</td>
<td>220</td>
</tr>
<tr>
<td>Service and sales workers</td>
<td>13</td>
<td>746</td>
<td>4</td>
<td>912</td>
<td>11</td>
<td>1 686</td>
</tr>
<tr>
<td>Skilled agricultural, forestry and fishery workers</td>
<td>44</td>
<td>4</td>
<td>915</td>
<td>3</td>
<td>2</td>
<td>968</td>
</tr>
<tr>
<td>Craft and related trades workers</td>
<td>1</td>
<td>262</td>
<td>9</td>
<td>1 116</td>
<td>2</td>
<td>1 390</td>
</tr>
<tr>
<td>Plant and machine operators. and assemblers</td>
<td>8</td>
<td>200</td>
<td>22</td>
<td>152</td>
<td>0</td>
<td>382</td>
</tr>
</tbody>
</table>
Table 4.6 indicates that among managers and those in skilled occupations, the majority were employed in the formal non-agricultural sector. The larger share of clerical support workers (93.1 percent) were also employed in the formal non-agricultural sector. The skilled agricultural, forestry and fishery workers were mainly working in informal agricultural sector (94.5 percent). The craft and related trade workers were mainly in informal non-agriculture (80.3 percent).

### 4.7 Formal and informal employment

The distinction between the formal and informal sector on the one hand and formal and informal employment on the other has become increasingly important in recent years. It is widely recognised internationally that growing numbers of employed persons who work in formal sector establishments do not have access to basic benefits. The focus on informal employment is therefore to identify persons who work in precarious employment situations, irrespective of the sector into which the entity for which they work falls.

Informal employment has been defined as “the total number of informal jobs, whether carried out in formal sector enterprises, informal sector enterprises, or households, or as the total number of persons engaged in informal jobs during a given reference period” by the International Labour Organization (ILO – 17th ICLS, Geneva, 24 November – 3 December 2003). In the Nepal Labour Force Survey, those in informal employment are identified and the residual is those in formal employment. Informal employment includes employers, own-account workers and contributing family workers who are employed in informal sector establishments, as well as employees and paid apprentices / interns who do not have paid annual leave or sick leave benefits and whose employers do not contribute to their social security.
As depicted in Figure 4.8, informal employment was highest among youth aged 15–24 years, at 94.4 percent. This proportion declined with age and was at its lowest among those aged 35–54 years at 78.6 percent, after which it increased.

Figure 4.9 illustrates that 84.6 percent of those in employment were informally employed. Some gender disparities were observed, where the share of those in informal employment was higher among females than among males (90.5 percent compared to 81.1 percent) – 9.4 percentage points difference.
Informal employment was higher among rural dwellers (90.9 percent) than among urban dwellers (81.8 percent). The proportion of rural dwellers in informal employment was 6.3 percentage points higher than the national average.

**Figure 4.11: Informal employment by province**

<table>
<thead>
<tr>
<th>Province</th>
<th>Informal employment</th>
<th>Formal employment</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>15.4</td>
<td>84.6</td>
<td>99.0</td>
</tr>
<tr>
<td>Province 1</td>
<td>15.2</td>
<td>84.8</td>
<td>100.0</td>
</tr>
<tr>
<td>Province 2</td>
<td>8.1</td>
<td>91.9</td>
<td>100.0</td>
</tr>
<tr>
<td>Province 3</td>
<td>19.4</td>
<td>80.6</td>
<td>99.1</td>
</tr>
<tr>
<td>Gandaki</td>
<td>17.1</td>
<td>82.9</td>
<td>100.0</td>
</tr>
<tr>
<td>Province 5</td>
<td>15.3</td>
<td>84.7</td>
<td>100.0</td>
</tr>
<tr>
<td>Karnali</td>
<td>16.9</td>
<td>83.1</td>
<td>100.0</td>
</tr>
<tr>
<td>Sudurpashchim</td>
<td>14.8</td>
<td>85.2</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Figure 4.11 shows that, generally, the Nepalese were in precarious employment in 2017/18. Those in informal employment accounted for 91.9 percent of the total employment in Province 2. While a similar picture was observed in all provinces where the majority were in informal employment, an estimated 19.4 percent were in formal employment in Province 3 – this was 4 percentage points higher than the national average.
Table 4.7: Formal and informal employment by occupation

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Formal</th>
<th>Informal</th>
<th>Total</th>
<th>Formal</th>
<th>Informal</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>1 093</td>
<td>5 994</td>
<td>7 086</td>
<td>15.4</td>
<td>84.6</td>
<td>100</td>
</tr>
<tr>
<td>Managers</td>
<td>62</td>
<td>23</td>
<td>85</td>
<td>72.9</td>
<td>27.1</td>
<td>100</td>
</tr>
<tr>
<td>Professionals</td>
<td>172</td>
<td>407</td>
<td>580</td>
<td>29.7</td>
<td>70.3</td>
<td>100</td>
</tr>
<tr>
<td>Technicians and associate professionals</td>
<td>135</td>
<td>180</td>
<td>315</td>
<td>42.8</td>
<td>57.2</td>
<td>100</td>
</tr>
<tr>
<td>Clerical support workers</td>
<td>56</td>
<td>164</td>
<td>220</td>
<td>25.5</td>
<td>74.5</td>
<td>100</td>
</tr>
<tr>
<td>Service and sales workers</td>
<td>404</td>
<td>1 281</td>
<td>1 686</td>
<td>24.0</td>
<td>76.0</td>
<td>100</td>
</tr>
<tr>
<td>Skilled agricultural, forestry and fishery workers</td>
<td>29</td>
<td>939</td>
<td>968</td>
<td>3.0</td>
<td>97.0</td>
<td>100</td>
</tr>
<tr>
<td>Craft and related trades workers</td>
<td>93</td>
<td>1 296</td>
<td>1 390</td>
<td>6.7</td>
<td>93.3</td>
<td>100</td>
</tr>
<tr>
<td>Plant and machine operators. and assemblers</td>
<td>81</td>
<td>301</td>
<td>382</td>
<td>21.2</td>
<td>78.8</td>
<td>100</td>
</tr>
<tr>
<td>Elementary occupations</td>
<td>38</td>
<td>1 402</td>
<td>1 439</td>
<td>2.6</td>
<td>97.4</td>
<td>100</td>
</tr>
<tr>
<td>Other</td>
<td>22</td>
<td>0</td>
<td>22</td>
<td>100.0</td>
<td>0.0</td>
<td>100</td>
</tr>
</tbody>
</table>

Table 4.7 indicates that among managers, the majority were in formal employment (72.9 percent). The majority all the other occupations were in informal employment. Those in elementary occupations were mainly in informal employment (97.4 percent), with 97 percent in skilled agriculture, forestry and fishery occupations.

Table 4.8: Formal and informal employment by sector

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Formal</th>
<th>Informal</th>
<th>Total</th>
<th>Formal</th>
<th>Informal</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>1 093</td>
<td>5 994</td>
<td>7 086</td>
<td>15.4</td>
<td>84.6</td>
<td>100</td>
</tr>
<tr>
<td>Formal sector</td>
<td>1 093</td>
<td>1 583</td>
<td>2 675</td>
<td>40.8</td>
<td>59.2</td>
<td>100</td>
</tr>
<tr>
<td>Informal sector</td>
<td>0</td>
<td>4 411</td>
<td>4 411</td>
<td>0.0</td>
<td>100.0</td>
<td>100</td>
</tr>
</tbody>
</table>

Table 4.8 shows that among those employed in the formal sector, 59.2 percent are in informal employment – they do not have paid annual leave and sick leave benefits and their employers do not contribute towards their social security.

4.8 Monthly earnings

This section focuses only on employees and paid apprentices/interns who were paid in cash the last time they were paid in their main job. Their earnings are the amount that they are paid by their employer plus any additional money they may have earned from tips or commissions or bonuses.

Table 4.9: Distribution of employees paid in cash by frequency of payment and sex

<table>
<thead>
<tr>
<th>Frequency of payment</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>2 732</td>
<td>1 086</td>
<td>3 818</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Daily</td>
<td>1 175</td>
<td>411</td>
<td>1 586</td>
<td>43.0</td>
<td>37.9</td>
<td>41.5</td>
</tr>
<tr>
<td>Weekly</td>
<td>39</td>
<td>12</td>
<td>50</td>
<td>1.4</td>
<td>1.1</td>
<td>1.3</td>
</tr>
<tr>
<td>Monthly</td>
<td>1 356</td>
<td>595</td>
<td>1 951</td>
<td>49.6</td>
<td>54.7</td>
<td>51.1</td>
</tr>
<tr>
<td>Piece rate</td>
<td>130</td>
<td>59</td>
<td>188</td>
<td>4.7</td>
<td>5.4</td>
<td>4.9</td>
</tr>
<tr>
<td>Other</td>
<td>33</td>
<td>10</td>
<td>43</td>
<td>1.2</td>
<td>0.9</td>
<td>1.1</td>
</tr>
</tbody>
</table>
As depicted in Table 4.9, there were 3.8 million employees and paid apprentices/interns who were paid in cash. The bigger share of them (51.1 percent) received payment monthly, followed by those who received payment from employment on daily basis (41.5 percent) and other payment frequencies accounting for the remaining 7.4 percent. A similar picture was observed within different sexes. All earnings were converted to monthly earnings for ease of analysis and comparisons. However, for those who were paid on the basis of a piece rate and “other” frequencies their earnings could not be converted to monthly. Therefore, the analysis that follows is based on the 3.6 million workers whose earnings could be converted to monthly.

4.8.1 Average monthly earnings

The mean is sensitive to extreme values while the median is not as sensitive to such values. For this reason, both mean and median monthly earnings are presented in this report.

Table 4.10: Distribution of monthly cash income from employment in main job by sex

<table>
<thead>
<tr>
<th>Monthly earnings (Rs.)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>thousands</td>
<td>percent</td>
<td></td>
<td>thousands</td>
<td>percent</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>2,569</td>
<td>1,018</td>
<td>3,587</td>
<td>71.6</td>
<td>28.4</td>
<td>100</td>
</tr>
<tr>
<td>&lt;7600</td>
<td>138</td>
<td>191</td>
<td>328</td>
<td>42.0</td>
<td>58.0</td>
<td>100</td>
</tr>
<tr>
<td>7600-10000</td>
<td>273</td>
<td>242</td>
<td>515</td>
<td>53.0</td>
<td>47.0</td>
<td>100</td>
</tr>
<tr>
<td>10000-13500</td>
<td>309</td>
<td>185</td>
<td>494</td>
<td>62.5</td>
<td>37.5</td>
<td>100</td>
</tr>
<tr>
<td>13500-15000</td>
<td>189</td>
<td>53</td>
<td>241</td>
<td>78.2</td>
<td>21.8</td>
<td>100</td>
</tr>
<tr>
<td>15000-25000</td>
<td>1,197</td>
<td>283</td>
<td>1,480</td>
<td>80.9</td>
<td>19.1</td>
<td>100</td>
</tr>
<tr>
<td>&gt;=25000</td>
<td>464</td>
<td>64</td>
<td>529</td>
<td>87.8</td>
<td>12.2</td>
<td>100</td>
</tr>
</tbody>
</table>

Figure 4.12: Share of employees by monthly income

According to Table 4.10, females accounted for 58.0 percent of those who earned less than Rs.7,600 per month – the lowest monthly earnings. Males accounted for a bigger share of those earning Rs. 7600 or higher, accounting for 87.8 percent of those earning Rs. 2,5000 or more (the highest earnings bracket). However, as depicted in Figure 4.12, only 9.2 percent of those employed in the Nepalese labour market earned less than Rs. 7600; the majority of employees (41.3 percent) earned Rs.15,000 to Rs. 25,000.
Table 4.11: Average monthly earnings of employees in the main job by occupation and sex

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Mean monthly earnings (Rs.)</th>
<th>Median monthly earnings (Rs.)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Total</td>
<td>19 464</td>
<td>13 630</td>
</tr>
<tr>
<td>Managers</td>
<td>34 162</td>
<td>29 342</td>
</tr>
<tr>
<td>Professionals</td>
<td>25 684</td>
<td>14 742</td>
</tr>
<tr>
<td>Technicians and associate professionals</td>
<td>26 494</td>
<td>21 838</td>
</tr>
<tr>
<td>Clerical support workers</td>
<td>17 021</td>
<td>14 948</td>
</tr>
<tr>
<td>Service and sales workers</td>
<td>15 194</td>
<td>10 580</td>
</tr>
<tr>
<td>Skilled agricultural forestry and fishery workers</td>
<td>13 640</td>
<td>12 816</td>
</tr>
<tr>
<td>Craft and related trades workers</td>
<td>21 803</td>
<td>15 686</td>
</tr>
<tr>
<td>Plant and machine operators and assemblers</td>
<td>17 578</td>
<td>9 401</td>
</tr>
<tr>
<td>Elementary occupations</td>
<td>15 033</td>
<td>11 388</td>
</tr>
<tr>
<td>Other</td>
<td>21 498</td>
<td>24 999</td>
</tr>
</tbody>
</table>

Table 4.11 shows that Nepalese employees earned an average (mean) of Rs.17,809 per month. However, gender disparities were obvious in the mean monthly earnings gap between males and females of Rs. 5,834 in favour of males. Based on median monthly earnings, the gap, still in favour of males, was Rs. 6,000. The table also shows that irrespective of occupation both mean and median monthly earnings of males were higher than those of females, except for “Other” occupations where females earned more than males. The largest gap of Rs. 10,942 in mean monthly earning is observed in the males of “Technicians and associate professionals” occupation group.

Table 4.12: Average monthly earnings of employees in the main job by age group and sex

<table>
<thead>
<tr>
<th>Age group (Years)</th>
<th>Mean monthly earnings (Rs.)</th>
<th>Median monthly earnings (Rs.)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Total</td>
<td>19 464</td>
<td>13 630</td>
</tr>
<tr>
<td>15-24</td>
<td>15 633</td>
<td>11 875</td>
</tr>
<tr>
<td>25-39</td>
<td>20 195</td>
<td>13 910</td>
</tr>
<tr>
<td>40-59</td>
<td>21 241</td>
<td>14 943</td>
</tr>
<tr>
<td>60+</td>
<td>17 849</td>
<td>10 397</td>
</tr>
</tbody>
</table>

As indicated in Table 4.12, average earnings increased with age until the age of 59 years, after which average monthly earnings decreased. Youth aged 15–24 years were the lowest paid employees with a mean monthly earnings of Rs.14,595, or median monthly earnings of Rs.13,036. Irrespective of age, female employees had average monthly earnings lower than those of male employees, with females aged 60 years and older being the lowest paid.

Table 4.13: Average monthly earnings of employees in the main job by sex and locality

<table>
<thead>
<tr>
<th></th>
<th>Mean monthly earnings (Rs.)</th>
<th>Median monthly earnings (Rs.)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Total</td>
<td>19 464</td>
<td>13 630</td>
</tr>
<tr>
<td>Urban</td>
<td>19 696</td>
<td>13 986</td>
</tr>
<tr>
<td>Rural</td>
<td>18 960</td>
<td>12 546</td>
</tr>
</tbody>
</table>

Table 4.13 indicates that average earnings of urban dwellers were higher than for rural dwellers. Employees residing in urban areas had mean monthly earnings of Rs.17,965, compared to Rs.17,437 for rural dwellers. Female employees residing in the rural areas were the most vulnerable in the Nepalese labour market as they had the lowest mean monthly earnings.
Employees in the bottom 5 percent of the earnings distribution had median monthly earnings of Rs. 6,000. Earnings of those in rural areas were Rs. 500 lower than earnings of those residing in urban areas in this earnings category. A pay gap of Rs. 3,062 was observed between urban and rural dwellers in the top 5 percent of the earnings distribution. Although the median earnings of those residing in Province 3 were lower than median earnings of those residing in Karnali, employees in this province both in the bottom 5 percent and top 5 percent of the earnings distribution were paid more than employees in other provinces.

### 4.9 Examining place of work

The survey collected information on the place where people do their work. Table 4.15 shows that approximately 1,361 thousand people either work from their homes or from a structure attached to their homes. This is 19.2 percent of workers. However, the proportion of females who are home-based workers is three times higher compared to that of males.

### Table 4.15: Employment by place of work and sex

<table>
<thead>
<tr>
<th>Place of work</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>thousands</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>4 446</td>
<td>2 640</td>
<td>7 086</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>At home</td>
<td>342</td>
<td>574</td>
<td>916</td>
<td>7.7</td>
<td>21.7</td>
<td>12.9</td>
</tr>
<tr>
<td>Structure attached to the home</td>
<td>202</td>
<td>243</td>
<td>445</td>
<td>4.5</td>
<td>9.2</td>
<td>6.3</td>
</tr>
<tr>
<td>At the client/employers home</td>
<td>336</td>
<td>50</td>
<td>386</td>
<td>7.6</td>
<td>1.9</td>
<td>5.4</td>
</tr>
<tr>
<td>At an office, shop, factory or other fixed place of work</td>
<td>258</td>
<td>117</td>
<td>375</td>
<td>5.8</td>
<td>4.4</td>
<td>5.3</td>
</tr>
<tr>
<td>Fixed stall in the market</td>
<td>307</td>
<td>131</td>
<td>438</td>
<td>6.9</td>
<td>5.0</td>
<td>6.2</td>
</tr>
<tr>
<td>Land forest, river</td>
<td>401</td>
<td>455</td>
<td>856</td>
<td>9.0</td>
<td>17.2</td>
<td>12.1</td>
</tr>
<tr>
<td>Without fixed location</td>
<td>263</td>
<td>34</td>
<td>297</td>
<td>5.9</td>
<td>1.3</td>
<td>4.2</td>
</tr>
<tr>
<td>Construction site</td>
<td>530</td>
<td>75</td>
<td>605</td>
<td>11.9</td>
<td>2.8</td>
<td>8.5</td>
</tr>
<tr>
<td>Other</td>
<td>62</td>
<td>12</td>
<td>74</td>
<td>1.4</td>
<td>0.5</td>
<td>1.0</td>
</tr>
<tr>
<td>Domestic workers</td>
<td>924</td>
<td>464</td>
<td>1 388</td>
<td>20.8</td>
<td>17.6</td>
<td>19.6</td>
</tr>
<tr>
<td>Government/SOEs/International organisations</td>
<td>476</td>
<td>225</td>
<td>701</td>
<td>10.7</td>
<td>8.5</td>
<td>9.9</td>
</tr>
<tr>
<td>Incorporated company</td>
<td>330</td>
<td>228</td>
<td>558</td>
<td>7.4</td>
<td>8.6</td>
<td>7.9</td>
</tr>
<tr>
<td>Unspecified</td>
<td>16</td>
<td>31</td>
<td>47</td>
<td>0.4</td>
<td>1.2</td>
<td>0.7</td>
</tr>
</tbody>
</table>

*Place of work was not asked for this category

The question of place of work was not asked to workers who indicated earlier that they work for government, incorporated company, international organisation, etc. The assumption was these would work from an office. If this is true, it implies that most employed people work from an office, shop, factory or any other fixed place.
CHAPTER 5: OTHER FORMS OF WORK

KEY LABOUR MARKET CONCEPTS

Other forms work. Besides employment, there are other forms of work including the following: own use production work, volunteer work and unpaid trainee work.

Persons in own-use production work are defined as all those of working age who are involved in any activity to produce goods or provide services for own final use.

The production of goods includes the following:
(i) producing and/or processing for agricultural products, fishing, hunting and gathering products;
(ii) collecting and/or processing for storage of mining and forestry products, including firewood and other fuels;
(iii) fetching water from natural and other sources;
(iv) manufacturing household goods (such as furniture, textiles, clothing, footwear or other durables);
(v) building, or effecting major repairs to, one's own dwelling, farm buildings, etc.

Provision of services includes
(i) household accounting and management, purchasing and/or transporting of goods;
(ii) preparing and/or serving meals, household waste disposal and recycling;
(iii) cleaning, decorating and maintaining one's own dwelling or premises, durables and other goods, and gardening;
(iv) childcare and instruction, transporting and caring for elderly dependent or other household members and domestic animals or pets, etc.

Persons in volunteer work are defined as all those of working age who, during reference period, performed any unpaid, non-compulsory activity to produce goods or provide services for others.

5.1 Introduction

In addition to work for pay or profit (employment), the Nepal LFS III measured other forms of work that included own use production work (both production of goods and provision of services for own final use) and volunteer work. This chapter presents the head counts of those involved in other forms work and the rate of involvement by activity. The chapter also covers involvement in other forms of work in relation to labour market status.
5.2 Production of goods for own final use

Production of goods for own final use by household members is a significant part of total production in many countries, and it plays an important role in improving and sustaining livelihoods. This survey captured at least six distinct categories of production of goods for own final use in which individuals were involved during the 30 days prior to the survey interviews. These included subsistence foodstuff production (farm work, caring for livestock, fishing, hunting or gathering food), processing foodstuffs for storage, manufacturing household goods, fetching water, collecting firewood and other fuels, and finally construction of or making major repairs to own dwelling.

Table 5.1: Involvement in production of goods for own final use by activity and sex (15+ years)

<table>
<thead>
<tr>
<th>Activity</th>
<th>Involved</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>thousands</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Subsistence foodstuff production/processing</td>
<td>Involved</td>
<td>4 342</td>
<td>7 068</td>
<td>11 409</td>
<td>47.2</td>
<td>61.3</td>
<td>55.0</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Not involved</td>
<td>4 866</td>
<td>4 469</td>
<td>9 335</td>
<td>52.8</td>
<td>38.7</td>
<td>45.0</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>9 208</td>
<td>11 537</td>
<td>20 744</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacturing household goods</td>
<td>Involved</td>
<td>109</td>
<td>206</td>
<td>315</td>
<td>1.2</td>
<td>1.8</td>
<td>1.5</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Not involved</td>
<td>9 099</td>
<td>11 331</td>
<td>20 430</td>
<td>98.8</td>
<td>98.2</td>
<td>98.5</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>9 208</td>
<td>11 537</td>
<td>20 744</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fetching water</td>
<td>Involved</td>
<td>825</td>
<td>1 664</td>
<td>2 489</td>
<td>9.0</td>
<td>14.4</td>
<td>12.0</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Not involved</td>
<td>8 383</td>
<td>9 873</td>
<td>18 256</td>
<td>91.0</td>
<td>85.6</td>
<td>88.0</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>9 208</td>
<td>11 537</td>
<td>20 744</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Collecting firewood</td>
<td>Involved</td>
<td>1 025</td>
<td>2 424</td>
<td>3 449</td>
<td>11.1</td>
<td>21.0</td>
<td>16.6</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Not involved</td>
<td>8 183</td>
<td>9 113</td>
<td>17 295</td>
<td>88.9</td>
<td>79.0</td>
<td>83.4</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>9 208</td>
<td>11 537</td>
<td>20 744</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Construction or major repair to own dwelling</td>
<td>Involved</td>
<td>197</td>
<td>108</td>
<td>306</td>
<td>2.1</td>
<td>0.9</td>
<td>1.5</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Not involved</td>
<td>9 010</td>
<td>11 428</td>
<td>20 439</td>
<td>97.9</td>
<td>99.1</td>
<td>98.5</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>9 208</td>
<td>11 537</td>
<td>20 744</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>At least one the production activities</td>
<td>Involved</td>
<td>4 733</td>
<td>7 578</td>
<td>12 311</td>
<td>51.4</td>
<td>65.7</td>
<td>59.3</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Not involved</td>
<td>4 474</td>
<td>3 959</td>
<td>8 433</td>
<td>48.6</td>
<td>34.3</td>
<td>40.7</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>9 208</td>
<td>11 537</td>
<td>20 744</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table 5.1 indicates those aged 15 years and above who were involved in production of goods for own final use by activity and sex. The table shows that approximately 12.3 million individuals (59.3 percent of those aged 15 years and above) were involved in at least one activity involving the production of goods for own final use. Furthermore, it shows that 51.4 percent of the male population and 65.7 percent of the female population were involved in these activities. Most people were involved in production of subsistence foodstuffs (55 percent of those aged 15 years and above), that amounted to approximately 11.4 million people.

Women were disproportionately more involved in all these unpaid activities except construction or major repairs to own dwelling. This was true irrespective of labour market status.
Table 5.2: Labour market status by sex and involvement in production of goods for own final use

<table>
<thead>
<tr>
<th>Labour market status</th>
<th>Involvement</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Involved</td>
<td>1,644</td>
<td>1,349</td>
<td>2,992</td>
<td>40.6</td>
<td>56.8</td>
<td>46.6</td>
</tr>
<tr>
<td>Fully employed</td>
<td>Not involved</td>
<td>2,404</td>
<td>1,027</td>
<td>3,431</td>
<td>59.4</td>
<td>43.2</td>
<td>53.4</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>4,048</td>
<td>2,375</td>
<td>6,423</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Time-related underemployed</td>
<td>Involved</td>
<td>255</td>
<td>193</td>
<td>448</td>
<td>64.2</td>
<td>72.7</td>
<td>67.6</td>
</tr>
<tr>
<td></td>
<td>Not involved</td>
<td>143</td>
<td>72</td>
<td>215</td>
<td>35.8</td>
<td>27.3</td>
<td>32.4</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>398</td>
<td>265</td>
<td>663</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Unemployed</td>
<td>Involved</td>
<td>307</td>
<td>240</td>
<td>547</td>
<td>60.0</td>
<td>60.6</td>
<td>60.2</td>
</tr>
<tr>
<td></td>
<td>Not involved</td>
<td>204</td>
<td>156</td>
<td>361</td>
<td>40.0</td>
<td>39.4</td>
<td>39.8</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>511</td>
<td>397</td>
<td>908</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Unavailable job seekers</td>
<td>Involved</td>
<td>13</td>
<td>11</td>
<td>24</td>
<td>51.8</td>
<td>54.6</td>
<td>53.0</td>
</tr>
<tr>
<td></td>
<td>Not involved</td>
<td>13</td>
<td>9</td>
<td>22</td>
<td>48.2</td>
<td>45.4</td>
<td>47.0</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>26</td>
<td>20</td>
<td>46</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Available potential job seekers</td>
<td>Involved</td>
<td>691</td>
<td>1,207</td>
<td>1,898</td>
<td>71.5</td>
<td>76.4</td>
<td>74.5</td>
</tr>
<tr>
<td></td>
<td>Not involved</td>
<td>275</td>
<td>373</td>
<td>648</td>
<td>28.5</td>
<td>23.6</td>
<td>25.5</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>966</td>
<td>1,580</td>
<td>2,546</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Out of extended labour force</td>
<td>Involved</td>
<td>1,823</td>
<td>4,579</td>
<td>6,402</td>
<td>56.0</td>
<td>66.4</td>
<td>63.0</td>
</tr>
<tr>
<td></td>
<td>Not involved</td>
<td>1,435</td>
<td>2,321</td>
<td>3,757</td>
<td>44.0</td>
<td>33.6</td>
<td>37.0</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>3,258</td>
<td>6,900</td>
<td>10,158</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Table 5.2 indicates that 56.8 percent of fully employed females and 40.6 percent of fully employed males were also involved in the production of goods for own final use. Overall, 46.6 percent of those who were fully employed were also involved in the production of goods for own final use. The proportion involved in these activities (67.6 percent) increased among those who were underemployed. The rate of involvement in these activities was highest among available potential job-seekers (i.e. those who did not seek work but indicated that they wanted to work and would be available to take any suitable work). The lowest involvement was among those who were fully employed (46.6 percent).

Women are more likely to get involved in unpaid work for own final use irrespective of their labour market status.

Shares of those involved in these activities show that most of those who are involved in these activities are outside the extended labour force - those with no attachments to the labour market. Figure 5.1 shows that those outside the extended labour force made up the largest proportion (52 percent) of those involved in the production of goods for own final use. Similar patterns were observed among females and males.
Subsistence food stuff production is very important for household livelihood and Figure 5.2 below shows that 55.0 percent of those aged 15 years and above were involved in activities of producing subsistence food stuff in the 30 days prior to the interviews. The figure also shows that, among those who were involved in these activities 48.2 percent were from households which do not sell any of what they produce.

Approximately four in ten (39.3 percent) of those who were involved were from households that did at times sell the excess they produced; the remaining 9.7 percent were from households which regularly sold what they produced. Furthermore, among those who sold some of what they produced, approximately 72.3 percent reported that they sold more than 50 percent of what they produced.
5.3 Production of services for own final use

Production of services for own final use is a component of own use production work. This component is outside the SNA production boundary but within the general production boundary. The survey collected information on whether individuals were involved in these activities in the 7 days prior to the interviews. These activities include housework/maintenance (e.g. preparing meals, doing the dishes, cleaning the house, doing laundry, home maintenance and small repairs, household shopping and finance management), providing help or assistance to family members suffering from a disability or old age and finally looking after their own or family’s children.

Table 5.3: Involvement in production of service for own final use for those aged 15 and above by activity and sex

<table>
<thead>
<tr>
<th>Activity</th>
<th>Involvement</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>thousands</td>
<td></td>
<td></td>
<td>percent</td>
</tr>
<tr>
<td>Household chores (cooking, cleaning,</td>
<td>Involved</td>
<td>3 549</td>
<td>10 228</td>
<td>13 777</td>
<td>38.5</td>
<td>88.7</td>
<td>66.4</td>
</tr>
<tr>
<td>washing and minor maintenance)</td>
<td>Not involved</td>
<td>5 659</td>
<td>1 308</td>
<td>6 967</td>
<td>61.5</td>
<td>11.3</td>
<td>33.6</td>
</tr>
<tr>
<td>Total</td>
<td>9 208</td>
<td>11 537</td>
<td>20 744</td>
<td>47.2</td>
<td>90.7</td>
<td>71.4</td>
<td></td>
</tr>
<tr>
<td>Help or assistance provide to elderly, illness or disabled family members</td>
<td>Involved</td>
<td>198</td>
<td>382</td>
<td>580</td>
<td>2.1</td>
<td>3.3</td>
<td>2.8</td>
</tr>
<tr>
<td>Not involved</td>
<td>9 010</td>
<td>11 155</td>
<td>20 165</td>
<td>97.9</td>
<td>96.7</td>
<td>97.2</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>9 208</td>
<td>11 537</td>
<td>20 744</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>Looking after own or family’s children</td>
<td>Involved</td>
<td>1 212</td>
<td>3 260</td>
<td>4 472</td>
<td>13.2</td>
<td>28.3</td>
<td>21.6</td>
</tr>
<tr>
<td>Not involved</td>
<td>7 995</td>
<td>8 277</td>
<td>16 272</td>
<td>86.8</td>
<td>71.7</td>
<td>78.4</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>9 208</td>
<td>11 537</td>
<td>20 744</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>At least one activity of providing a service for final own use</td>
<td>Involved</td>
<td>4 342</td>
<td>10 466</td>
<td>14 808</td>
<td>47.2</td>
<td>90.7</td>
<td>71.4</td>
</tr>
<tr>
<td>Not involved</td>
<td>4 865</td>
<td>1 071</td>
<td>5 936</td>
<td>52.8</td>
<td>9.3</td>
<td>28.6</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>9 208</td>
<td>11 537</td>
<td>20 744</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Table 5.3 shows that approximately 14.8 million (71.4 percent) of those aged 15 years and above were involved in at least one activity of providing services for own final use during the seven days prior to the interview. The disparity between males and females was significant in that only 47.2 percent of males in this group were involved, while 90.7 percent of females were involved. Similar patterns were observed in all activities. Most people were engaged in housework (66.4 percent of those aged 15 years and above). Females were disproportionately more involved in unpaid housework than males (88 percent of females compared to 38.5 percent of males).

Approximately half a million people (2.8 percent) of those aged 15 years and older were involved in assisting household members suffering from a disability or from problems associated with old age. Looking after their own children or family children was another activity in which 21.6 percent of those aged 15 years and older participated: 28.3 percent of females and 13.2 percent of males were involved in looking after children.

90.7 percent of females participated in providing services for own final use while only 47.2 percent of males participated.
Table 5.4: Involvement in production of services for own final use by labour market status and sex

<table>
<thead>
<tr>
<th>Labour market status</th>
<th>Involvement</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fully employed</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Involved</td>
<td>1 863</td>
<td>2 216</td>
<td>4 079</td>
<td></td>
<td>46.0</td>
<td>93.3</td>
<td>63.5</td>
</tr>
<tr>
<td>Not involved</td>
<td>2 186</td>
<td>159</td>
<td>2 345</td>
<td></td>
<td>54.0</td>
<td>6.7</td>
<td>36.5</td>
</tr>
<tr>
<td>Total</td>
<td>4 048</td>
<td>2 375</td>
<td>6 423</td>
<td></td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Time related underemployed</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Involved</td>
<td>226</td>
<td>259</td>
<td>484</td>
<td></td>
<td>56.7</td>
<td>97.8</td>
<td>73.1</td>
</tr>
<tr>
<td>Not involved</td>
<td>172</td>
<td>6</td>
<td>178</td>
<td></td>
<td>43.3</td>
<td>2.2</td>
<td>26.9</td>
</tr>
<tr>
<td>Total</td>
<td>398</td>
<td>265</td>
<td>663</td>
<td></td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Unemployed</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Involved</td>
<td>267</td>
<td>374</td>
<td>642</td>
<td></td>
<td>52.3</td>
<td>94.4</td>
<td>70.7</td>
</tr>
<tr>
<td>Not involved</td>
<td>244</td>
<td>22</td>
<td>266</td>
<td></td>
<td>47.7</td>
<td>5.6</td>
<td>29.3</td>
</tr>
<tr>
<td>Total</td>
<td>511</td>
<td>397</td>
<td>908</td>
<td></td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Unavailable job seekers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Involved</td>
<td>13</td>
<td>18</td>
<td>31</td>
<td></td>
<td>50.4</td>
<td>91.4</td>
<td>68.2</td>
</tr>
<tr>
<td>Not involved</td>
<td>13</td>
<td>2</td>
<td>15</td>
<td></td>
<td>49.6</td>
<td>8.6</td>
<td>31.8</td>
</tr>
<tr>
<td>Total</td>
<td>26</td>
<td>20</td>
<td>46</td>
<td></td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Available potential job seekers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Involved</td>
<td>500</td>
<td>1 519</td>
<td>2 019</td>
<td></td>
<td>51.8</td>
<td>96.1</td>
<td>79.3</td>
</tr>
<tr>
<td>Not involved</td>
<td>466</td>
<td>61</td>
<td>527</td>
<td></td>
<td>48.2</td>
<td>3.9</td>
<td>20.7</td>
</tr>
<tr>
<td>Total</td>
<td>966</td>
<td>1 580</td>
<td>2 546</td>
<td></td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Out of extended labour force</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Involved</td>
<td>1 473</td>
<td>6 079</td>
<td>7 552</td>
<td></td>
<td>45.2</td>
<td>88.1</td>
<td>74.3</td>
</tr>
<tr>
<td>Not involved</td>
<td>1 785</td>
<td>821</td>
<td>2 606</td>
<td></td>
<td>54.8</td>
<td>11.9</td>
<td>25.7</td>
</tr>
<tr>
<td>Total</td>
<td>3 258</td>
<td>6 900</td>
<td>10 158</td>
<td></td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

As in the patterns observed in the production of goods, females were disproportionately more involved in providing services for own final use, irrespective of their labour market status. Table 5.4 shows that 93.3 percent of female who were fully employed were also involved in providing services for own final use, while only 46 percent of their male counterparts were involved in these activities. Participation in providing services for own final use was greater among available potential job seekers (79.3 percent) and this pattern was also observed in the production of goods for own final use.

Figure 5.3: Shares of labour market status among those involved in providing a service for own final use by sex

Figure 5.3 shows that, those outside the extended labour force account for a bigger share of those providing a services for final own use. This is a similar pattern observed among those who participated in the production of goods for own final use.
Table 5.5 Involvement in volunteer work by sex (15 years and above)

<table>
<thead>
<tr>
<th>Involvement</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>thousands</td>
<td>percent</td>
<td></td>
<td>thousands</td>
<td>percent</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>9 208</td>
<td>11 537</td>
<td>20744</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Involved</td>
<td>233</td>
<td>136</td>
<td>369</td>
<td>2.5</td>
<td>1.2</td>
<td>1.8</td>
</tr>
<tr>
<td>Not involved</td>
<td>8 975</td>
<td>11 401</td>
<td>20 375</td>
<td>97.5</td>
<td>98.8</td>
<td>98.2</td>
</tr>
</tbody>
</table>

There were approximately 369 thousand Nepalese who were involved in volunteer work in the 30 days prior to the interviews. This represents only 1.8 percent of individuals aged 15 years and above. The male population was more likely to participate in volunteer work (2.5 percent) than the female population (1.2 percent).

5.4 Involvement in multiple forms of work

Some individuals were involved in multiple activities during the reference period. Figure 5.4 reflects that 56.8 percent of those aged 15 years and over were engaged only in the production of goods and services for own final use. Another 26 percent participated both in work for pay or profit (employment) and work for own final use. Only 7.3 percent of those aged 15 years and above were involved in work for pay or profit (employment) only. A small proportion (7.3 percent) of this population did not participate in any form of work during the reference period.

Different patterns among males and females emerge in that 71.7 percent of female aged 15 years and above were involved in only one form of work (i.e. work for own final use only) while only 38.2 percent of males in the same age group were in this form of work only. Another noticeable difference between males and females was that 15.5 percent of males were involved in work for pay or profit only during the reference period while fewer than 1 percent of females were in this situation. During the reference period, 12.5 percent of males did not participate in any form of work, compared to 4.7 percent of females who were in a similar situation.
CHAPTER 6: UNEMPLOYMENT

KEY LABOUR MARKET CONCEPTS

In order to be considered unemployed, three criteria must be met simultaneously: the person must be completely without work, currently available to work, and taking active steps to find work.

Persons in short-term unemployment have been unemployed, available for work, and looking for a job for less than one year.

Persons in long-term unemployment have been unemployed, available for work, and looking for a job for one year or longer.

The long-term unemployment rate measures the proportion of the labour force that has been trying to find work for a period of one year or longer.

The incidence of long-term unemployment is the proportion of the unemployed that has been unemployed for one year or longer.

6.1 Introduction

The analysis in this chapter focuses first on various demographic characteristics of the unemployed as well as their type of job-search activities. This is followed by a discussion of unemployment duration, and the incidence of long-term unemployment by sex, age and geographic location.

6.2 Profile of the unemployed

On average, there were 908 people looking for work in 2017/18, 511 thousand (56.3 percent) of whom were male and 397 thousand (43.7 percent) female. It is more meaningful to analyse this together with the shares represented by each category in the labour force and in the working age population.

Table 6.1: Profile of the unemployed by sex

<table>
<thead>
<tr>
<th></th>
<th>Unemployed</th>
<th>Labour force</th>
<th>Working age</th>
<th>Unemployed</th>
<th>Labour force</th>
<th>Working age</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>thousands</td>
<td>percent</td>
<td></td>
<td>percent</td>
<td></td>
<td>percent</td>
</tr>
<tr>
<td>Total</td>
<td>908</td>
<td>7 994</td>
<td>20 744</td>
<td>100.0</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Male</td>
<td>511</td>
<td>4 958</td>
<td>9 208</td>
<td>56.3</td>
<td>62.0</td>
<td>44.4</td>
</tr>
<tr>
<td>Female</td>
<td>397</td>
<td>3 036</td>
<td>11 537</td>
<td>43.7</td>
<td>38.0</td>
<td>55.6</td>
</tr>
</tbody>
</table>

Figure 6.1 shows that males accounted for 44.4 percent of the working age population but were over-represented in the labour force as they made up 62 percent of it. Females, on the other hand, made up 55.6 percent of the working age population, and were under-represented in the labour force (38 percent). This may have been to the result of gender disparity. The smaller share of females in unemployment compared was not because females were better off than males, but rather that they were under-represented in the labour force.
Figure 6.1: Distribution of unemployment, labour force and working age population by sex

Figure 6.2 below shows the profile of the unemployed by age: 38.1 percent of job seekers were young people aged from 15–24 years. This was the biggest group of unemployed and was followed by that of those aged between 25 and 34 years, at 31.1 percent. This implies that 69.1 percent of job seekers in Nepal were young people aged between 15 and 34 years. While those in the age group 15–24 years accounted for 27.3 percent of the working age population, Figure 6.2 shows that this age group was over-represented (38.1 percent) among the unemployed. This suggests that young Nepalese people who left school early found it difficult to enter employment.

Figure 6.2: Shares of unemployment, labour force and working age by age

Figure 6.4: Incidence of long-term unemployment by age

Figure 6.6: Job search methods

Figure 6.7: The unemployed by work experience and reasons for separation
Unemployment is an urban phenomenon. As indicated in Figure 6.3, urban dwellers accounted for the largest share of the working age population, the labour force and unemployment. Approximately 64 percent of the working age population resided in urban areas but this group was over-represented in the labour force and unemployment, with 69.3 percent of the labour force and 70.5 percent of the unemployed living in urban areas. Rural areas, on the other hand, accounted for 35.9 percent of the working age population and the shares in the labour force and unemployment for rural areas were 30.7 percent and 29.5 percent respectively – lower than the share of the working age population.

6.3 Duration of unemployment

Some individuals spend longer in the state of unemployment than others. For example, Table 6.2 shows that almost one third (30.4 percent) of those who were looking for work were in long-term unemployment, i.e. they had been unemployed for a period of 12 months or longer.

Table 6.2: Duration of unemployment by sex

<table>
<thead>
<tr>
<th>Duration</th>
<th>Worked before</th>
<th>Never worked before</th>
<th>Total</th>
<th>Worked before</th>
<th>Never worked before</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>thousands</td>
<td>percent</td>
<td></td>
<td>thousands</td>
<td>percent</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>382</td>
<td>525</td>
<td>908</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Short term</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt;1 month</td>
<td>92</td>
<td>114</td>
<td>206</td>
<td>24.2</td>
<td>21.7</td>
<td>22.7</td>
</tr>
<tr>
<td>1-3 months</td>
<td>108</td>
<td>100</td>
<td>208</td>
<td>28.2</td>
<td>19.0</td>
<td>22.9</td>
</tr>
<tr>
<td>3-6 months</td>
<td>64</td>
<td>67</td>
<td>131</td>
<td>16.7</td>
<td>12.8</td>
<td>14.4</td>
</tr>
<tr>
<td>6-12 months</td>
<td>34</td>
<td>52</td>
<td>86</td>
<td>8.8</td>
<td>9.9</td>
<td>9.5</td>
</tr>
<tr>
<td>Short term</td>
<td>298</td>
<td>333</td>
<td>631</td>
<td>77.9</td>
<td>63.5</td>
<td>69.6</td>
</tr>
<tr>
<td>Long term</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12-24 months</td>
<td>22</td>
<td>36</td>
<td>57</td>
<td>5.7</td>
<td>9.0</td>
<td>6.3</td>
</tr>
<tr>
<td>24+ months</td>
<td>63</td>
<td>156</td>
<td>219</td>
<td>16.4</td>
<td>39.4</td>
<td>24.1</td>
</tr>
<tr>
<td>Long term</td>
<td>84</td>
<td>192</td>
<td>276</td>
<td>22.1</td>
<td>48.4</td>
<td>30.4</td>
</tr>
</tbody>
</table>
The remainder of the unemployed (i.e. the other 69.6 percent) had been looking for work for a period of less than 12 months. Almost 45.6 percent of these had been searching for work for a period of less than three months. Table 6.2 shows that females were more likely to be in long-term unemployment than their male counterparts.

**Figure 6.4: Incidence of long-term unemployment by age**

Figure 6.4 shows that the incidence of long-term unemployment increased with age. Although older people aged 55 years and above contributed a smaller proportion to the unemployed (see Figure 6.2), the incidence of long-term unemployment (51 percent) was highest in that age group. This suggests that older people who look for work tend to search for a longer period when compared to the younger population. This could be the result of either labour market age discrimination or older people being more selective about the jobs they accept and wage reservation. The incidence of long-term unemployment among young job seekers was lower than the national average.

**Figure 6.5: Incidence of long-term unemployment by work experience**
Unlike the pattern observed in the incidence of long-term unemployment in relation to age and shares in unemployment, the incidence of unemployment by work experience (i.e. whether an individual has ever worked) is in line with the share of unemployment. Figure 6.5 shows that most people who were looking for work in 2017 had never worked before, i.e. they made up a bigger share of the unemployed (57.9 percent). At the same time, the incidence of long-term unemployment (48.4 percent) was higher in that group. This suggests that gaining entry to the first job was difficult and took a long time.

Figure 6.6: Job search methods

The most common job search method in Nepal is seeking help from relatives and friends; at least 57 percent of those looking for work did this by contacting relatives and friends. This was followed by applications to prospective employers (11.6 percent), checking at factories and other work sites (8.3 percent). The remaining methods had shares of less than 5 percent each.

Table 6.3: Type of job search activities

<table>
<thead>
<tr>
<th>Job search methods</th>
<th>15-24 years</th>
<th>25-34 years</th>
<th>35+ years</th>
<th>Total percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied to prospective employers</td>
<td>15.7</td>
<td>14.9</td>
<td>2.6</td>
<td>11.6</td>
</tr>
<tr>
<td>Placed/answered job advertisement</td>
<td>7.3</td>
<td>4.0</td>
<td>1.3</td>
<td>4.5</td>
</tr>
<tr>
<td>Registered with employment centre</td>
<td>3.9</td>
<td>2.4</td>
<td>1.6</td>
<td>2.8</td>
</tr>
<tr>
<td>Registered with private recruitment office</td>
<td>1.4</td>
<td>0.0</td>
<td>0.0</td>
<td>0.6</td>
</tr>
<tr>
<td>Took a test or interview</td>
<td>7.3</td>
<td>5.6</td>
<td>0.3</td>
<td>4.7</td>
</tr>
<tr>
<td>Sought help from relatives, friends</td>
<td>52.6</td>
<td>53.4</td>
<td>66.9</td>
<td>57.0</td>
</tr>
<tr>
<td>Checked at factories and work sites</td>
<td>6.5</td>
<td>8.6</td>
<td>10.5</td>
<td>8.3</td>
</tr>
<tr>
<td>Waited on streets to be recruited</td>
<td>0.5</td>
<td>0.4</td>
<td>2.5</td>
<td>1.1</td>
</tr>
<tr>
<td>Sought financial help to start business</td>
<td>1.7</td>
<td>4.6</td>
<td>5.6</td>
<td>3.7</td>
</tr>
<tr>
<td>Looked for land, building, equipment, material to start a business</td>
<td>0.6</td>
<td>2.9</td>
<td>4.4</td>
<td>2.4</td>
</tr>
<tr>
<td>Applied for permit or licence to start a business</td>
<td>0.4</td>
<td>0.0</td>
<td>0.3</td>
<td>0.2</td>
</tr>
<tr>
<td>Other</td>
<td>2.0</td>
<td>3.3</td>
<td>3.9</td>
<td>3.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100</strong></td>
<td><strong>100</strong></td>
<td><strong>100</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>
Although seeking help from relatives and friends remained the most common method of searching for employment across all age groups, Table 6.3 reflects that the second commonest method among young job seekers was making application to prospective employers. This method was not common among older job seekers, however.

Figure 6.7: The unemployed by work experience and reasons for separation

![Graph showing reasons for separation among unemployed individuals](image)

Figure 6.7 shows that 42.1 percent of those who were looking for work had worked before. Most of these individuals reported dismissal/staff reduction (44.8 percent) or the end of temporary employment (22 percent) as the main reason for separation. This suggests that most terminations were not voluntary. However, 12.4 percent of those who were looking for work and had worked before ended their previous employment to look for better jobs. The survey did not investigate place of injury and cause of illness, although 4.2 percent reported that they had left their previous jobs because of illness, injury or disability.

The pattern observed in reasons for Nepalese stopping working at their previous jobs may suggest a lack of job security and short job tenure.

Table 6.4: Job tenure of previous employment for those who are currently unemployed

<table>
<thead>
<tr>
<th>Previous job tenure</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>thousands</td>
<td></td>
<td></td>
<td>Percent</td>
<td></td>
<td></td>
<td>Cumulative percent</td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt;1 Month</td>
<td>38</td>
<td>25</td>
<td>63</td>
<td>13.5</td>
<td>24.8</td>
<td>16.4</td>
<td>13.5</td>
<td>24.8</td>
<td>16.4</td>
</tr>
<tr>
<td>1-3 Months</td>
<td>32</td>
<td>22</td>
<td>54</td>
<td>11.2</td>
<td>22.4</td>
<td>14.1</td>
<td>24.7</td>
<td>47.2</td>
<td>70.5</td>
</tr>
<tr>
<td>3-6 Months</td>
<td>77</td>
<td>19</td>
<td>96</td>
<td>27.3</td>
<td>19.1</td>
<td>25.2</td>
<td>52</td>
<td>66.3</td>
<td>55.7</td>
</tr>
<tr>
<td>6-12 Months</td>
<td>47</td>
<td>9</td>
<td>57</td>
<td>16.7</td>
<td>9.2</td>
<td>14.8</td>
<td>68.7</td>
<td>75.5</td>
<td>70.5</td>
</tr>
<tr>
<td>12-24 Months</td>
<td>43</td>
<td>12</td>
<td>56</td>
<td>15.3</td>
<td>12.4</td>
<td>14.5</td>
<td>84</td>
<td>87.9</td>
<td>85.1</td>
</tr>
<tr>
<td>24+ Months</td>
<td>45</td>
<td>12</td>
<td>57</td>
<td>15.9</td>
<td>12.1</td>
<td>14.9</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>283</td>
<td>99</td>
<td>382</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Table 6.4 indicates that 55.7 percent of unemployed who had worked before had only worked for their previous employers for a period of less than six months; cumulatively, almost 70.5 percent had worked for their previous employer for less than a year. This suggests that job tenure was probably short and seasonal.
CHAPTER 7: CHILDREN AND WORK

7.1 Introduction

The survey also collected the work activities of individuals aged 5 years and older. Unlike the previous chapters, which focused on the population of working age, that is 15 years and older, this chapter focuses only on work activities of young children aged 5 to 17 years. The survey collected different forms of work which included employment, production of goods for own final use, production of services for own final use and volunteer work. Following the framework used for adults, different reference periods were used, e.g. for employment and production of services for own-use, a short reference period of 7 days was applied; while for the production of goods for own-use and volunteer work, a longer reference period of 30 days was applied. It should also be noted that not all working children are in child labour and this chapter will not be isolating or presenting child labour but working children. Child labour will be presented in a different report.

Children were involved in all forms of work with varying levels of participation. Participation of children by activity will be presented which includes employment, work for own final use and volunteer work.

Table 7.1 Employment for those aged 5-17 years

<table>
<thead>
<tr>
<th>Age (Years)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>05-09</td>
<td>3</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>10-13</td>
<td>23</td>
<td>30</td>
<td>53</td>
</tr>
<tr>
<td>14-17</td>
<td>142</td>
<td>88</td>
<td>230</td>
</tr>
<tr>
<td>Total</td>
<td>167</td>
<td>119</td>
<td>286</td>
</tr>
</tbody>
</table>

Table 7.1 shows approximately 286 thousand children aged 5-17 years were in employment during the reference period. Most of the children who were in paid work were above 9 years of age.

Table 7.2: Involvement of children (5-17 years) in production of goods for own final use by activity and sex

<table>
<thead>
<tr>
<th>Activity</th>
<th>Involvement</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>thousands</td>
<td>percent</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Subsistence foodstuff</td>
<td>Involved</td>
<td>758</td>
<td>999</td>
<td>1 757</td>
<td>20.9</td>
<td>29.0</td>
<td>24.8</td>
</tr>
<tr>
<td></td>
<td>Not involved</td>
<td>2 873</td>
<td>2 444</td>
<td>5 318</td>
<td>79.1</td>
<td>71.0</td>
<td>75.2</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>3 632</td>
<td>3 443</td>
<td>7 075</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Manufacturing household goods</td>
<td>Involved</td>
<td>57</td>
<td>112</td>
<td>168</td>
<td>1.6</td>
<td>3.2</td>
<td>2.4</td>
</tr>
<tr>
<td></td>
<td>Not involved</td>
<td>3 575</td>
<td>3 332</td>
<td>6 907</td>
<td>98.4</td>
<td>96.8</td>
<td>97.6</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>3 632</td>
<td>3 443</td>
<td>7 075</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Fetching water</td>
<td>Involved</td>
<td>4</td>
<td>3</td>
<td>7</td>
<td>0.1</td>
<td>0.1</td>
<td>0.1</td>
</tr>
<tr>
<td></td>
<td>Not involved</td>
<td>3 628</td>
<td>3 440</td>
<td>7 067</td>
<td>99.9</td>
<td>99.9</td>
<td>99.9</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>3 632</td>
<td>3 443</td>
<td>7 075</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Collecting firewood</td>
<td>Involved</td>
<td>248</td>
<td>361</td>
<td>609</td>
<td>6.8</td>
<td>10.5</td>
<td>8.6</td>
</tr>
<tr>
<td></td>
<td>Not involved</td>
<td>3 383</td>
<td>3 082</td>
<td>6 465</td>
<td>93.2</td>
<td>89.5</td>
<td>91.4</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>3 632</td>
<td>3 443</td>
<td>7 075</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>
Of the approximately 7 million children aged between 5 and 17 years, approximately 2.1 million (29.6 percent) were involved in at least one activity related to producing goods for own final use. Some activities were more prevalent than others. For example, 24.8 percent of children were involved in production of subsistence foodstuffs, whereas fewer than 1 percent were involved in manufacturing of household goods, in construction or major repairs to their own dwelling. Gender disparities manifested themselves at an early age in that similar patterns are observed among adults and among children. Involvement in these activities was greater among girls than among boys.

Table 7.3: Involvement of children (15-17 years) in provision of services for own final use by activity and sex

<table>
<thead>
<tr>
<th>Activity</th>
<th>Involvement</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction of or major repair to own dwelling</td>
<td>Involved</td>
<td>170</td>
<td>279</td>
<td>448</td>
<td>4.7</td>
<td>8.1</td>
<td>6.3</td>
</tr>
<tr>
<td></td>
<td>Not involved</td>
<td>3 462</td>
<td>3 165</td>
<td>6 627</td>
<td>95.3</td>
<td>91.9</td>
<td>93.7</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>3 632</td>
<td>3 443</td>
<td>7 075</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>At least one the production activities</td>
<td>Involved</td>
<td>11</td>
<td>8</td>
<td>20</td>
<td>0.3</td>
<td>0.2</td>
<td>0.3</td>
</tr>
<tr>
<td></td>
<td>Not involved</td>
<td>3 620</td>
<td>3 435</td>
<td>7 055</td>
<td>99.7</td>
<td>99.8</td>
<td>99.7</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>3 632</td>
<td>3 443</td>
<td>7 075</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Table 7.3 indicates that 36.3 percent of children were involved in at least one activity related to providing a service for own final use during the reference period (seven days prior to the interviews). Involvement in these activities was more prevalent among girls (51 percent) than among boys (22.4 percent). The activity in which children were most commonly involved was housework (33 percent of children). The burden of housework fell mainly on girls; 47.5 percent of girls were involved in housework as compared to only 19.2 percent of boys.

Table 7.4: Involvement of children aged 10-17 years in volunteer work by sex

<table>
<thead>
<tr>
<th>Involvement</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Involved</td>
<td>8</td>
<td>5</td>
<td>13</td>
<td>0.3</td>
<td>0.2</td>
<td>0.3</td>
</tr>
<tr>
<td>Not involved</td>
<td>2 343</td>
<td>2 319</td>
<td>4 662</td>
<td>99.7</td>
<td>99.8</td>
<td>99.7</td>
</tr>
<tr>
<td>Total</td>
<td>2 351</td>
<td>2 324</td>
<td>4 675</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Volunteering among children was only investigated among those aged 10 years and above. Table 7.4 suggests that volunteer work was not common among children. The table 7.4 indicates that numbers were too small to form any reliable estimate.
7.2 Involvement in multiple forms of work by children

Very few children were involved in multiple activities during the reference period, and more than half (52.2 percent) were not involved in any work activity during the reference period. However, 43.5 percent of children were involved in production for own final use work and an additional 3 percent were involved in both employment and own final use work.

Figure 7.1 Shares of children’s involvement in multiple forms of work by sex

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
<th>Nepal</th>
</tr>
</thead>
<tbody>
<tr>
<td>No work activity</td>
<td>61.8</td>
<td>42.1</td>
<td>52.2</td>
</tr>
<tr>
<td>Volunteer work only</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Own final use + Volunteer</td>
<td>0.2</td>
<td>0.1</td>
<td>0.2</td>
</tr>
<tr>
<td>Own final use work only</td>
<td>33.3</td>
<td>54.3</td>
<td>43.5</td>
</tr>
<tr>
<td>Employment + Own final use work + Volunteer</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Employment + volunteer</td>
<td>2.9</td>
<td>3.1</td>
<td>3.0</td>
</tr>
<tr>
<td>Employment + Own final use work</td>
<td>1.7</td>
<td>0.4</td>
<td>1.0</td>
</tr>
<tr>
<td>Employment only</td>
<td>6.0</td>
<td>0.0</td>
<td>3.0</td>
</tr>
</tbody>
</table>

Figure 7.2 Proportion of children who were not attending school by type of work activity and number of cases

- Subsistence food stuff production
- Prepare food stuff for storage
- Manufacturing household goods
- Fetching of water
- Collection of firewood
- Construction or major repair of own dwelling
- Employment

% Not attending school | Number of cases (000)
Some activities were more likely to affect school attendance than others. Figure 7.2 shows the proportion of children who were engaged in work activities during the reference period who were not attending school. However, these proportions should be treated with caution in that some of the numbers were too small to be reliable. For example, there were only 4 thousand and 9 thousand cases in manufacturing household goods and construction or major repair respectively who were not attending school. This figure suggests that 45.4 percent of children who were involved in paid work and 15.4 percent who were involved in producing subsistence foodstuffs were not attending school.

Furthermore, when schooling, work activities and age for boys and girls were analysed together, the data revealed more details on gender disparities. Figure 7.3 shows the proportion of children who were involved in the production of goods and services within the System of National Accounts (SNA) production boundary, schooling and age. The work activities in SNA include employment, production of goods for own final consumption and volunteer work. As in production for own final use, only goods are included in the SNA production boundary for volunteering and not services. However, the questionnaire did not separate goods from services in the case of volunteer work. For the purpose of this analysis all volunteer work was regarded as goods and therefore included in SNA work. The numbers of children involved in volunteer work were too small to change the patterns (see Table 7.4).

The proportion of children who were involved only in schooling declined with age in the case of both boys and girls. However, the figure shows the onset of the decline for girls, start earlier than that of boys. For example, the decline in schooling for girls starts immediately after age six while in boys it starts after their seventh birthday.

The table further shows that the proportion of girls who were involved only in schooling declined at a faster rate than that of boys, and by age 17 the proportion of girls in this category was 10 percentage points lower than their male counterparts. At age 17, the proportion of girls who were neither working (SNA production) nor in school was just above 10 percent, compared to less than 5 percent among boys of the same age.

**Figure 7.3: Working children within SNA production boundary by schooling, age and sex**
SNA production work does not include services for own final consumption; such activities are included in the general production boundary of the system of national account. Figure 7.4 shows working children by schooling and age when services for own final use are included. Similar patterns are observed but with a greater disparity between boys and girls. For example, the rate at which the proportion of girls who were involved in schooling only is greater than what was observed when services were not included in work. The proportion of girls aged 17 who were involved in schooling only was more than 15 percentage points lower compared to that of boys of the same age.

**Figure 7.4: Working children within the General Production Boundary by schooling, age and sex**

The proportion of girls involved in both schooling and work activities increased with age at a faster rate than that of boys, peaking at age 15 where more than 75 percent of girls were involved in both schooling and work.
CHAPTER 8: MIGRATION

MIGRATION CONCEPTS

Migrants are people who were not born in their current place of residence but have moved there either from another VDC or municipality or from another country. This is referred to as “lifetime migration”.

8.1 Introduction

The movement of persons from one geographical area to another is one of the aspects that contributes to population change – like births and deaths, migration also shapes the changing population. Migration patterns are captured between provinces (inter-VDC/municipality migration) as well as between Nepal and other countries (international migration). Migration occurs for a range of reasons. People move from rural to urban areas, some move from one VDC/municipality to another, some even move to and from other countries. The reasons for moving may be economic or social, for education purposes, or because of natural disasters and conflict, among others.

In this survey, the term migrants referred to household members who were not born in their current place of residence but who had moved there from another VDC or municipality or from another country.

8.2 Migrants by sex and province of current residence

Table 8.1: Distribution of migrants (all ages) by sex and province in which they currently reside

<table>
<thead>
<tr>
<th>Province</th>
<th>Migrants</th>
<th>Migrants as a percentage of total population</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td></td>
<td>thousands</td>
<td>percent</td>
</tr>
<tr>
<td>Nepal</td>
<td>3 163</td>
<td>7 347</td>
</tr>
<tr>
<td>Province 1</td>
<td>576</td>
<td>1 278</td>
</tr>
<tr>
<td>Province 2</td>
<td>240</td>
<td>1 433</td>
</tr>
<tr>
<td>Province 3</td>
<td>1 232</td>
<td>1 680</td>
</tr>
<tr>
<td>Gandaki</td>
<td>297</td>
<td>717</td>
</tr>
<tr>
<td>Province 5</td>
<td>454</td>
<td>1 168</td>
</tr>
<tr>
<td>Karnali</td>
<td>125</td>
<td>359</td>
</tr>
<tr>
<td>Sudurpashchim</td>
<td>240</td>
<td>712</td>
</tr>
</tbody>
</table>

Table 8.1 indicates that of the 29 million population of Nepal, some 10.5 million or 36.2 percent were lifetime migrants. That is, they were not originally from their current place of residence, having moved at some time to where they currently resided; they had not been born in their current location. These people moved to their location either from another VDC or municipality or from another country.
Females were more likely to migrate than their male counterparts – 47.4 percent of females migrated to their current location compared to 23.4 percent of males. Province 3 which includes the capital city of Nepal, experienced a higher rate of migration than other provinces, with 54.3 percent of females in this province being migrants. In Province 2, only 8.5 percent of males were migrants compared to 45.3 percent of females.

Table 8.2: Age and sex distribution of migrants by current location

<table>
<thead>
<tr>
<th>Age group (Years)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>thousands</td>
<td>percent</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nepal</td>
<td>3 163</td>
<td>7 347</td>
<td>10 510</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>&lt; 5</td>
<td>70</td>
<td>56</td>
<td>126</td>
<td>2.2</td>
<td>0.8</td>
<td>1.2</td>
</tr>
<tr>
<td>05-14</td>
<td>327</td>
<td>278</td>
<td>605</td>
<td>10.4</td>
<td>3.8</td>
<td>5.8</td>
</tr>
<tr>
<td>15-29</td>
<td>975</td>
<td>2 324</td>
<td>3 299</td>
<td>30.8</td>
<td>31.6</td>
<td>31.4</td>
</tr>
<tr>
<td>30-44</td>
<td>711</td>
<td>2 169</td>
<td>2 880</td>
<td>22.5</td>
<td>29.5</td>
<td>27.4</td>
</tr>
<tr>
<td>45-59</td>
<td>632</td>
<td>1 417</td>
<td>2 048</td>
<td>20.0</td>
<td>19.3</td>
<td>19.5</td>
</tr>
<tr>
<td>60+</td>
<td>448</td>
<td>1 104</td>
<td>1 552</td>
<td>14.2</td>
<td>15.0</td>
<td>14.8</td>
</tr>
<tr>
<td>Urban</td>
<td>2 705</td>
<td>5 079</td>
<td>7 785</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>&lt; 5</td>
<td>56</td>
<td>48</td>
<td>103</td>
<td>2.1</td>
<td>0.9</td>
<td>1.3</td>
</tr>
<tr>
<td>05-14</td>
<td>280</td>
<td>237</td>
<td>517</td>
<td>10.4</td>
<td>4.7</td>
<td>6.6</td>
</tr>
<tr>
<td>15-29</td>
<td>875</td>
<td>1 659</td>
<td>2 534</td>
<td>32.3</td>
<td>32.7</td>
<td>32.5</td>
</tr>
<tr>
<td>30-44</td>
<td>626</td>
<td>1 483</td>
<td>2 109</td>
<td>23.1</td>
<td>29.2</td>
<td>27.1</td>
</tr>
<tr>
<td>45-59</td>
<td>525</td>
<td>940</td>
<td>1 464</td>
<td>19.4</td>
<td>18.5</td>
<td>18.8</td>
</tr>
<tr>
<td>60+</td>
<td>344</td>
<td>713</td>
<td>1 057</td>
<td>12.7</td>
<td>14.0</td>
<td>13.6</td>
</tr>
<tr>
<td>Rural</td>
<td>457</td>
<td>2 268</td>
<td>2 725</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>&lt; 5</td>
<td>14</td>
<td>9</td>
<td>23</td>
<td>3.0</td>
<td>0.4</td>
<td>0.8</td>
</tr>
<tr>
<td>05-14</td>
<td>47</td>
<td>41</td>
<td>88</td>
<td>10.3</td>
<td>1.8</td>
<td>3.2</td>
</tr>
<tr>
<td>15-29</td>
<td>100</td>
<td>665</td>
<td>765</td>
<td>21.9</td>
<td>29.3</td>
<td>28.1</td>
</tr>
<tr>
<td>30-44</td>
<td>86</td>
<td>685</td>
<td>771</td>
<td>18.7</td>
<td>30.2</td>
<td>28.3</td>
</tr>
<tr>
<td>45-59</td>
<td>107</td>
<td>477</td>
<td>584</td>
<td>23.4</td>
<td>21.0</td>
<td>21.4</td>
</tr>
<tr>
<td>60+</td>
<td>104</td>
<td>391</td>
<td>495</td>
<td>22.7</td>
<td>17.2</td>
<td>18.1</td>
</tr>
</tbody>
</table>

As depicted in Table 8.2, those aged 15 to 29 years accounted for a larger share (31.4 percent) of migrants at the national level. Some age differences were observed between urban and rural areas, where those aged 15 to 29 years accounted for a greater share in the urban areas. In the case of rural migrants, those aged 30 to 44-year-olds accounted for the larger share.

8.3 Migrants by origin of migration

Table 8.3, below, indicates that internal migration accounted for a larger share of total migration in Nepal, with 91.9 percent migrating from one VDC / municipality to another within Nepal and 8.1 percent of migrants coming from outside Nepal. Of the migrants currently residing in urban areas, 87.9 percent had moved from rural parts of Nepal, 4.8 percent from other urban areas and 7.4 percent from outside Nepal. A similar picture was observed for those currently residing in rural areas, where a larger proportion (86.8 percent) of migrants had moved from a rural area (rural to rural migration), 3.1 percent had moved from urban areas to rural areas and 10.1 percent had moved from another country. This pattern was also observed within different sexes.
### Table 8.3: Distribution of migrants (all ages) by sex and current location

<table>
<thead>
<tr>
<th>Origin of last migration</th>
<th>Urban</th>
<th>Rural</th>
<th>Total</th>
<th>Urban</th>
<th>Rural</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>thousands</td>
<td></td>
<td>percent</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>7 785</td>
<td>2 725</td>
<td>10 510</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>From urban Nepal</td>
<td>371</td>
<td>84</td>
<td>455</td>
<td>4.8</td>
<td>3.1</td>
<td>4.3</td>
</tr>
<tr>
<td>From rural Nepal</td>
<td>6 842</td>
<td>2 365</td>
<td>9 207</td>
<td>87.9</td>
<td>86.8</td>
<td>87.6</td>
</tr>
<tr>
<td>From another country</td>
<td>572</td>
<td>276</td>
<td>848</td>
<td>7.4</td>
<td>10.1</td>
<td>8.1</td>
</tr>
<tr>
<td>Male</td>
<td>2 705</td>
<td>457</td>
<td>3 163</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>From urban Nepal</td>
<td>163</td>
<td>20</td>
<td>183</td>
<td>6.0</td>
<td>4.3</td>
<td>5.8</td>
</tr>
<tr>
<td>From rural Nepal</td>
<td>2 386</td>
<td>378</td>
<td>2 763</td>
<td>88.2</td>
<td>82.5</td>
<td>87.4</td>
</tr>
<tr>
<td>From another country</td>
<td>157</td>
<td>60</td>
<td>217</td>
<td>5.8</td>
<td>13.1</td>
<td>6.9</td>
</tr>
<tr>
<td>Female</td>
<td>5 079</td>
<td>2 268</td>
<td>7 347</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>From urban Nepal</td>
<td>208</td>
<td>64</td>
<td>272</td>
<td>4.1</td>
<td>2.8</td>
<td>3.7</td>
</tr>
<tr>
<td>From rural Nepal</td>
<td>4 456</td>
<td>1 988</td>
<td>6 443</td>
<td>87.7</td>
<td>87.6</td>
<td>87.7</td>
</tr>
<tr>
<td>From another country</td>
<td>416</td>
<td>216</td>
<td>632</td>
<td>8.2</td>
<td>9.5</td>
<td>8.6</td>
</tr>
</tbody>
</table>

### 8.4 Migrants by reason for migration

### Table 8.4: Migrants by sex and reason for moving

<table>
<thead>
<tr>
<th>Reason of migration</th>
<th>Urban</th>
<th>Rural</th>
<th>Total</th>
<th>Urban</th>
<th>Rural</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>thousands</td>
<td></td>
<td>percent</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nepal</td>
<td>3 163</td>
<td>7 347</td>
<td>10 510</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Marriage</td>
<td>56</td>
<td>5 615</td>
<td>5 672</td>
<td>1.8</td>
<td>76.4</td>
<td>54.0</td>
</tr>
<tr>
<td>Other family reason</td>
<td>1 033</td>
<td>899</td>
<td>1 932</td>
<td>32.7</td>
<td>12.2</td>
<td>18.4</td>
</tr>
<tr>
<td>Start a new business</td>
<td>231</td>
<td>34</td>
<td>265</td>
<td>7.3</td>
<td>0.5</td>
<td>2.5</td>
</tr>
<tr>
<td>Study/training</td>
<td>501</td>
<td>321</td>
<td>822</td>
<td>15.8</td>
<td>4.4</td>
<td>7.8</td>
</tr>
<tr>
<td>Looking for work</td>
<td>480</td>
<td>95</td>
<td>575</td>
<td>15.2</td>
<td>1.3</td>
<td>5.5</td>
</tr>
<tr>
<td>Easier lifestyle</td>
<td>662</td>
<td>290</td>
<td>952</td>
<td>20.9</td>
<td>3.9</td>
<td>9.1</td>
</tr>
<tr>
<td>Other reasons</td>
<td>199</td>
<td>94</td>
<td>292</td>
<td>6.3</td>
<td>1.3</td>
<td>2.8</td>
</tr>
<tr>
<td>Urban</td>
<td>2 705</td>
<td>5 079</td>
<td>7 785</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Marriage</td>
<td>34</td>
<td>3 553</td>
<td>3 586</td>
<td>1.2</td>
<td>69.9</td>
<td>46.1</td>
</tr>
<tr>
<td>Other family reason</td>
<td>825</td>
<td>768</td>
<td>1 593</td>
<td>30.5</td>
<td>15.1</td>
<td>20.5</td>
</tr>
<tr>
<td>Start a new business</td>
<td>208</td>
<td>30</td>
<td>238</td>
<td>7.7</td>
<td>0.6</td>
<td>3.1</td>
</tr>
<tr>
<td>Study/training</td>
<td>476</td>
<td>309</td>
<td>785</td>
<td>17.6</td>
<td>6.1</td>
<td>10.1</td>
</tr>
<tr>
<td>Looking for work</td>
<td>443</td>
<td>90</td>
<td>533</td>
<td>16.4</td>
<td>1.8</td>
<td>6.8</td>
</tr>
<tr>
<td>Easier lifestyle</td>
<td>552</td>
<td>257</td>
<td>809</td>
<td>20.4</td>
<td>5.1</td>
<td>10.4</td>
</tr>
<tr>
<td>Other reasons</td>
<td>167</td>
<td>73</td>
<td>240</td>
<td>6.2</td>
<td>1.4</td>
<td>3.1</td>
</tr>
<tr>
<td>Rural</td>
<td>457</td>
<td>2 268</td>
<td>2 725</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Marriage</td>
<td>23</td>
<td>2 063</td>
<td>2 085</td>
<td>4.9</td>
<td>91.0</td>
<td>76.5</td>
</tr>
<tr>
<td>Other family reason</td>
<td>208</td>
<td>131</td>
<td>339</td>
<td>45.4</td>
<td>5.8</td>
<td>12.4</td>
</tr>
<tr>
<td>Start a new business</td>
<td>23</td>
<td>4</td>
<td>27</td>
<td>5.1</td>
<td>0.2</td>
<td>1.0</td>
</tr>
<tr>
<td>Study/training</td>
<td>25</td>
<td>11</td>
<td>37</td>
<td>5.5</td>
<td>0.5</td>
<td>1.3</td>
</tr>
<tr>
<td>Looking for work</td>
<td>37</td>
<td>5</td>
<td>42</td>
<td>8.0</td>
<td>0.2</td>
<td>1.5</td>
</tr>
<tr>
<td>Easier lifestyle</td>
<td>110</td>
<td>33</td>
<td>144</td>
<td>24.1</td>
<td>1.5</td>
<td>5.3</td>
</tr>
<tr>
<td>Other reasons</td>
<td>32</td>
<td>21</td>
<td>52</td>
<td>6.9</td>
<td>0.9</td>
<td>1.9</td>
</tr>
</tbody>
</table>
As depicted in Table 8.4, the main reason for moving was marriage, with 54 percent of migrants indicating this as their main reason for moving. This was mainly driven by female in that 76.4 percent cited marriage as a reason of migrating. Almost one in five (18.4 percent) migrants cited other family reasons as the main reason for moving from their place of birth to their current place of residence. Females were more likely to move because of marriage than males, irrespective of current locality (urban/rural). Over 90 percent of female migrants currently residing in rural areas indicated that the main reason for moving was marriage, while 69.9 percent of female migrants residing in urban areas cited this reason as their main reason for moving.
CHAPTER 9: FORCED LABOUR

KEY LABOUR MARKET CONCEPTS

Forced Labour Convention, 1930 (No. 29), calls for suppression of forced or compulsory labour in all its forms, and to criminalize the offence. The convention defines forced or compulsory labour as all work or service which is exacted from any person under the menace of any penalty and for which the person has not offered him/her voluntarily. The 20th ICLS provides guidelines on statistical classification of persons in forced labour. These includes the following:

- A reference period which can be short such as one week or long to a period of 5 years.
- Work as defined in the 19th ICLS however in case of forced labour work could be broadened to include begging for third parties.
- Involuntary work, this refers to any work taking place without the free and informed consent of the worker.
- Threat and menace of any penalty. These are the means of coercion used to impose work on a worker against his or her will.

9.1 Introduction

Target 8.7 of the Sustainable Development Goals calls United Nations Member States to “take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms”.

The Nepal Labour Force Survey piloted, for the first time in the country, a module on measurement of forced labour, with the support of the International Labour Organization (ILO). Nepal was one of the first countries to do so in a national survey.\(^5\)

Forced labour is defined by the ILO Convention 29 and refers to “all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily”. The most recent ILO estimates indicate that 24.9 million people are currently trapped in forced labour worldwide.\(^7\)

Guidelines concerning the measurement of forced labour were endorsed at the 20th International Conference of Labour Statisticians (ICLS) that took place in October 2018.\(^8\) The results presented here helped to inform the development of those guidelines.

A specific module (Section N on “Forced Labour”) was added to the NFLS and asked to all persons aged 5 and above.

\(^7\) http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_575479.pdf
\(^8\) https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/meetingdocument/wcms_647379.pdf
Measurement of forced labour is done through a series of retrospective questions aiming to establish whether an individual had been in a forced labour situation at any point in the 5 years preceding the survey (flow). This number is then converted to an instantaneous forced labour prevalence rate (stock), by diving the number of individuals in forced labour in the past 5 years by the total duration of the forced labour situation.

Filter questions (in three parts, representing the recruitment process, conditions of work, and freedom to terminate employment) were asked to identify respondents at risk of having been in forced labour in the past 5 years. Those individuals at risk were asked more detailed and specific questions assessing their exposure to involuntary work and potential means of coercion to actually identify their forced labour status.

The assessment of forced labour is done in line with ILO Convention 29 and with the Guidelines concerning the measurement of forced labour: “For statistical purposes, a person is classified as being in forced labour if engaged during a specified reference period in any work that is both under the threat of menace of a penalty and involuntary. Both conditions must exist for this to be statistically regarded as forced labour.”

9.2 Limitations

As a pilot module, the results indicated hereafter should be seen as indicative. As mentioned, they helped to inform international guidelines on measurement of forced labour. This section indicates some of the limitations faced.

9.2.1 Oversampling of affected areas

The ICLS Guidelines indicate that “the rarity and uneven spread of the phenomenon makes sampling of forced labour in household-based surveys a complex task requiring special considerations in survey design and analysis.”

Given that the module was attached to the regular sampling frame and data collection mechanisms of the labour force survey and since this was the first time such a module was inserted into a survey in the country, there was no reliable prior quantitative information to indicate potential areas for oversampling.

9.2.2 Filter questions

As the 20th ICLS Guidelines indicate “Question wordings and sequencing are particularly important considerations when designing questionnaire for measuring forced labour and its characteristics. The forced labour status of the respondent should be determined on the basis of indirect questioning using a sequence of properly worded questions rather than direct questions using sensitive and unfamiliar terminologies.”. Victims of forced labour often do not self-identify, nor are aware the situations they faced could be characterized as forced labour. Therefore, indirect questioning is now seen as the standard way to conduct surveys on the subject. This is particularly important when filter questions are asked to determine eligibility to respond to a full module on the subject, as in the NLFS.

In the NLFS, respondents were filtered by three questions:

Within last five years, has [name] been forced to work in exchange for debt, land, shelter or any other benefits?
Within last five years, has [name] been forced to take a job against his/her will or his/her parent’s will? Or been forced to stay longer with the employer than he/she wanted or been forced to work in unacceptable conditions?

Within last five years, has someone threatened or coerced any family member (parent or spouse) to force them to let (name) work?

Only 365 out of 69,018 cases (un-weighted records) in the dataset responded positively to any of those questions, indicating that the filter, used only to determine eligibility to respond to the module (and not to determine forced labour itself), was too restrictive. A qualitative assessment of the survey has also indicated that the explicit use of the word forced should be avoided in future surveys on the subject.

**9.2.3 Effect of proxy response**

The ICLS Guidelines mention that “the large effect of proxy response is likely to reflect the fact that the respondents have limited information on the sensitive part of the work experience of other family members”. This is indeed the case for this survey, in which the rate of forced labour (flow variables) for own-response is 4.0/1000, while the rate for proxy response is only 1.5/1000. No explicit attempts to adjust the weights have been made; this is an area for future methodological discussions.

**9.3 Survey findings**

From the 69,018 individuals aged 5 years or above (un-weighted records) in the survey dataset, only 159 cases were ascertained as being in forced labour in the past 5 years. Given the small number of cases in the sample, and the fact that the NLFS III sample was not exclusively designed to capture the phenomenon, any extrapolations should be seen with caution. Therefore, the table below, in which survey weights are applied, should be seen as indicative.

<p>| Table 9.1. Forced Labour Estimates from the NLFS Survey (individuals aged 5 years and above) |
|-----------------------------------------------|-------------------|
| <strong>Stock - current victims</strong>                   |                   |
| Total victims                                 | 31338             |
| Prevalence rate (per 1,000 individuals)       | 1.2               |
| <strong>Flow - last 5 years</strong>                       |                   |
| Total victims                                 | 61252             |
| Prevalence rate (per 1,000 individuals)       | 2.3               |
| <strong>Average duration during reference period</strong>  |                   |
| Average duration (years)                      | 2.6               |
| <strong>Sex</strong>                                       |                   |
| Male                                          | 56%               |
| Female                                        | 44%               |
| <strong>Age at time of working in Forced Labour</strong>   |                   |
| Children (5-17 years)                         | 17%               |
| Adults (15+ years)                            | 83%               |
| <strong>Educational achievement of past victims (at the time survey was conducted)</strong> |          |
| Never attended school/college                 | 55%               |
| Attended school/college                       | 45%               |</p>
<table>
<thead>
<tr>
<th>Country of exploitation</th>
<th>71%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Victims in Nepal</td>
<td></td>
</tr>
<tr>
<td>Other countries</td>
<td>29%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sector</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture and Forestry</td>
<td>44%</td>
</tr>
<tr>
<td>Construction</td>
<td>16%</td>
</tr>
<tr>
<td>Other sectors</td>
<td>40%</td>
</tr>
</tbody>
</table>

The table indicates, given the small sample caveat mentioned above, that currently 31,338 individuals are in forced labour in Nepal. These individuals are in average in forced labour for 2.6 out of the last 5 years and are predominately male (56 percent). Among those, it is estimated that 17 percent are children. Forced labour is more prevalent in agriculture and forestry (44 percent), followed by construction (16 percent). It is also noteworthy that 29 percent of identified were exploited outside Nepal and that most of the victims, at the time of the survey, never attended school.

The survey also indicates that the most prevalent means of coercion (penalty) to exact forced labour from workers are related to financial penalties (such as fear of losing salaries or wages due), and the fear of losing land or shelter.

### 9.4 Lessons learned

The lessons learned in conducting such a module for the first time will help to inform methodological improvements for future rounds of surveys on forced labour. In particular, special attention will be paid to the [indirect] questionnaire, filter questions and to the possibility of oversampling potential affected areas using the results of the current survey. The CBS will continue its work with the ILO to align further with the now adopted guidelines at the international level.
CHAPTER 10: SDG AND DECENT WORK INDICATORS

Key labour market concepts

The Sustainable Development Goals (SDGs) aim to encourage sustained economic growth by achieving higher levels of productivity and through technological innovation. Promoting policies that encourage entrepreneurship and job creation are key to this, as are effective measures to eradicate forced labour, slavery and human trafficking. With these targets in mind, the goal is to achieve full and productive employment, and decent work, for all women and men by 2030.

Goal 8 which seeks to promote inclusive and sustainable economic growth, full and productive employment and decent work for all has a number of indicators which are more relevant to the world of work.

According to the International Labour Organization (ILO), decent work involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organise and participate in the decisions that affect their lives, and equality of opportunity and treatment for all women and men.

10.1 Introduction

This chapter covers some Sustainable Development Goals (SDGs) related to goal 1, goal 5 and goal 8. It also includes other decent work indicator which could be generated from the survey. Goal 1 seeks to end poverty and one of the indicators include social protection. While Goal 5 seek to address gender equality and lastly goal 8 focuses on promoting inclusive and sustainable economic growth, full and productive employment and decent work for all. The indicators are presented in a tabular format.

10.2 Sustainable Development Goals and decent work

Table 10.1 includes selected SDG and other decent work indicators which could be generated from the NLFS III.

Goal 1 of SDG calls for end of poverty in all its forms and one of the indicators is social protection floors. The proportion of employees whose employer contribute social security is one indicator of social protection. This could be supplemented by the proportion of employees who are entitled to paid sick leave. Table 10.1 shows that less than 15 percent of employees have their employers contribute to social security and only 17.2 percent were entitled to paid sick leave.

Goal 5 calls for gender equality and empowerment of all women and girls and some of the indicators include the proportion of women in managerial positions and average earnings by sex. Table 10.1 shows that female had a share of only 13.2 percent in managerial position compared to the 86.8 percent of males.
<table>
<thead>
<tr>
<th>Table 10.1 Selected SDG and Decent work indicators for Nepal</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Proportion of employees whose employers contribute social security</strong>*</td>
</tr>
<tr>
<td>Total</td>
</tr>
<tr>
<td>Male</td>
</tr>
<tr>
<td>Female</td>
</tr>
<tr>
<td><strong>Proportion of employees who are entitled to paid leave</strong></td>
</tr>
<tr>
<td>Total</td>
</tr>
<tr>
<td>Male</td>
</tr>
<tr>
<td>Female</td>
</tr>
<tr>
<td>Urban</td>
</tr>
<tr>
<td>Rural</td>
</tr>
<tr>
<td><strong>Informal employment in % (Non Agricultural)</strong></td>
</tr>
<tr>
<td>Total</td>
</tr>
<tr>
<td>Male</td>
</tr>
<tr>
<td>Female</td>
</tr>
<tr>
<td>Urban</td>
</tr>
<tr>
<td>Rural</td>
</tr>
<tr>
<td><strong>Employment-to-population ratio (15 and above)</strong></td>
</tr>
<tr>
<td>Total</td>
</tr>
<tr>
<td>Male</td>
</tr>
<tr>
<td>Female</td>
</tr>
<tr>
<td>Urban</td>
</tr>
<tr>
<td>Rural</td>
</tr>
<tr>
<td><strong>Unemployment rate</strong>*</td>
</tr>
<tr>
<td>Total</td>
</tr>
<tr>
<td>Male</td>
</tr>
<tr>
<td>Female</td>
</tr>
<tr>
<td>Urban</td>
</tr>
<tr>
<td>Rural</td>
</tr>
<tr>
<td><strong>Excessive hours (workers with more than 48 usual hours per week)</strong></td>
</tr>
<tr>
<td>Total</td>
</tr>
<tr>
<td>Male</td>
</tr>
<tr>
<td>Female</td>
</tr>
<tr>
<td>Urban</td>
</tr>
<tr>
<td>Rural</td>
</tr>
<tr>
<td><strong>Informal employment as a proportion of total employment</strong></td>
</tr>
<tr>
<td>Total</td>
</tr>
<tr>
<td>Male</td>
</tr>
<tr>
<td>Female</td>
</tr>
<tr>
<td>Urban</td>
</tr>
<tr>
<td>Rural</td>
</tr>
</tbody>
</table>

*SDG indicator

** Employees only who were paid in cash and not piece rate
Goal 8 which seeks to promote inclusive and sustainable economic growth, full and productive employment and decent work for all has a number of indicators which includes,

- proportion of informal employment in non-agriculture employment by sex,
- Average hourly earnings of female and male employees, by occupation, age and persons with disabilities
- Unemployment rate by sex, age and persons with disabilities
- Proportion of youth (aged 15-24 years) not in education, employment or training

Others

- Indicators under Goal 8 are the most relevant in the world of work and they can also be supplemented with other decent work indicators. The survey did not collect information on disability thus no indictors are disaggregated by disability.
- Table 10.1 shows a number of decent work indicators by sex and location. For example 8 out 10 workers in non-agricultural jobs were in informal employment. This suggest that they do not enjoy any benefits like contribution to pension and paid leave.
- The table also shows the disparity in the unemployment rate by sex and age. The female unemployment and youth unemployment rate are higher than the national average. In addition to young people struggling to enter employment, 35.3 percent are not in employment, education or training.
- Earnings is another SDG/decent work indicator. The SDG includes Median monthly earnings of female and male employees by occupations which is shown in Table 10.2

### Table 10.2: Median monthly earnings of female and male employees by occupations

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Male (Rs.)</th>
<th>Female (Rs.)</th>
<th>Ratio of female to male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>18 000</td>
<td>12 000</td>
<td>0.67</td>
</tr>
<tr>
<td>Managers</td>
<td>32 000</td>
<td>25 500</td>
<td>0.80</td>
</tr>
<tr>
<td>Professionals</td>
<td>23 800</td>
<td>12 000</td>
<td>0.50</td>
</tr>
<tr>
<td>Technicians and associate professionals</td>
<td>24 000</td>
<td>22 800</td>
<td>0.95</td>
</tr>
<tr>
<td>Clerical support workers</td>
<td>17 000</td>
<td>13 500</td>
<td>0.79</td>
</tr>
<tr>
<td>Service and sales workers</td>
<td>15 000</td>
<td>9 125</td>
<td>0.61</td>
</tr>
<tr>
<td>Skilled agricultural, forestry and fishery workers</td>
<td>12 167</td>
<td>11 406</td>
<td>0.94</td>
</tr>
<tr>
<td>Craft and related trades workers</td>
<td>21 292</td>
<td>13 500</td>
<td>0.63</td>
</tr>
<tr>
<td>Plant and machine operators, and assemblers</td>
<td>15 000</td>
<td>8 000</td>
<td>0.53</td>
</tr>
<tr>
<td>Elementary occupations</td>
<td>15 208</td>
<td>10 646</td>
<td>0.70</td>
</tr>
<tr>
<td>Other</td>
<td>19 000</td>
<td>23 000</td>
<td>1.21</td>
</tr>
</tbody>
</table>

Generally, monthly median earnings for males were higher than those for females, with females earning 67 percent of what their male counterparts earned. Even when males and females were in similar occupations, median earnings of males were higher than those of females, for all occupations. Pay equality was almost achieved in the technician and associate professionals and skilled agricultural, forestry and fishery occupations, with 0.95 and 0.94 respectively.
Another earnings related decent work indicator is the proportion of workers with monthly earnings below 2/3 of the median earnings. This is regarded as low pay, and Table 10.1 show that 23.5 percent of employees who were paid in cash and not at a piece rate were in low pay jobs. The table shows that 42.6 percent of female employees were in low pay jobs.

Finally the Table shows workers who usually work excessive hours, i.e those who usually work more than 48 hours a week. The table suggests that close to 4 in every 10 workers worked excessive hours per week.

**Table 10.3: Percentage of youth (aged 15–24 years) not in education, employment or training (NEET)**

<table>
<thead>
<tr>
<th>Population</th>
<th>NEET</th>
<th>Proportion</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>thousands</td>
<td>percent</td>
</tr>
<tr>
<td>Nepal</td>
<td>5 654</td>
<td>1 999</td>
</tr>
<tr>
<td>Urban</td>
<td>3 718</td>
<td>1 160</td>
</tr>
<tr>
<td>Rural</td>
<td>1 936</td>
<td>838</td>
</tr>
<tr>
<td>Province 1</td>
<td>897</td>
<td>335</td>
</tr>
<tr>
<td>Province 2</td>
<td>1 090</td>
<td>527</td>
</tr>
<tr>
<td>Province 3</td>
<td>1 322</td>
<td>276</td>
</tr>
<tr>
<td>Gandaki</td>
<td>491</td>
<td>162</td>
</tr>
<tr>
<td>Province 5</td>
<td>946</td>
<td>349</td>
</tr>
<tr>
<td>Karnali</td>
<td>350</td>
<td>143</td>
</tr>
<tr>
<td>Sudurpashchim</td>
<td>559</td>
<td>207</td>
</tr>
</tbody>
</table>

Of the 5.6 million young people aged 15-24 years, 35.3 percent (or, 2 million) were not in employment, education or training in 2017/18. The highest proportion of youth not in employment, education or training was observed in Province 2 (at 48.3 percent) and Province 3 had the lowest NEET rate of 20.9 percent. The NEET rate was higher among rural dwellers compared to urban dwellers.
**ANNEX I: ADDITIONAL STATISTICAL TABLES**

Table 1.1: Working age population by sex

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>thousands</td>
<td></td>
<td></td>
<td>percent</td>
</tr>
<tr>
<td>Nepal</td>
<td>9208</td>
<td>11537</td>
<td>20744</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Urban</td>
<td>5950</td>
<td>7342</td>
<td>13293</td>
<td>64.6</td>
<td>63.6</td>
<td>64.1</td>
</tr>
<tr>
<td>Rural</td>
<td>3258</td>
<td>4194</td>
<td>7452</td>
<td>35.4</td>
<td>36.4</td>
<td>35.9</td>
</tr>
<tr>
<td>Province 1</td>
<td></td>
<td></td>
<td></td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Urban</td>
<td>927</td>
<td>1197</td>
<td>2124</td>
<td>58.0</td>
<td>61.2</td>
<td>59.7</td>
</tr>
<tr>
<td>Rural</td>
<td>671</td>
<td>760</td>
<td>1432</td>
<td>42.0</td>
<td>38.8</td>
<td>40.3</td>
</tr>
<tr>
<td>Province 2</td>
<td></td>
<td></td>
<td></td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Urban</td>
<td>1189</td>
<td>1450</td>
<td>2640</td>
<td>66.6</td>
<td>66.3</td>
<td>66.4</td>
</tr>
<tr>
<td>Rural</td>
<td>595</td>
<td>738</td>
<td>1333</td>
<td>33.3</td>
<td>33.7</td>
<td>33.6</td>
</tr>
<tr>
<td>Province 3</td>
<td></td>
<td></td>
<td></td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Urban</td>
<td>1841</td>
<td>1900</td>
<td>3742</td>
<td>78.0</td>
<td>75.8</td>
<td>76.9</td>
</tr>
<tr>
<td>Rural</td>
<td>517</td>
<td>606</td>
<td>1123</td>
<td>21.9</td>
<td>24.2</td>
<td>23.1</td>
</tr>
<tr>
<td>Gandaki</td>
<td></td>
<td></td>
<td></td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Urban</td>
<td>446</td>
<td>651</td>
<td>1097</td>
<td>57.9</td>
<td>59.3</td>
<td>58.7</td>
</tr>
<tr>
<td>Rural</td>
<td>325</td>
<td>447</td>
<td>771</td>
<td>42.2</td>
<td>40.7</td>
<td>41.3</td>
</tr>
<tr>
<td>Province 5</td>
<td></td>
<td></td>
<td></td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Urban</td>
<td>814</td>
<td>1059</td>
<td>1873</td>
<td>55.0</td>
<td>54.1</td>
<td>54.5</td>
</tr>
<tr>
<td>Rural</td>
<td>667</td>
<td>897</td>
<td>1564</td>
<td>45.0</td>
<td>45.9</td>
<td>45.5</td>
</tr>
<tr>
<td>Karnali</td>
<td></td>
<td></td>
<td></td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Urban</td>
<td>258</td>
<td>382</td>
<td>640</td>
<td>53.1</td>
<td>56.5</td>
<td>55.0</td>
</tr>
<tr>
<td>Rural</td>
<td>229</td>
<td>295</td>
<td>523</td>
<td>47.1</td>
<td>43.6</td>
<td>45.0</td>
</tr>
<tr>
<td>Sudurpashchim</td>
<td></td>
<td></td>
<td></td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Urban</td>
<td>475</td>
<td>703</td>
<td>1178</td>
<td>65.2</td>
<td>60.9</td>
<td>62.6</td>
</tr>
<tr>
<td>Rural</td>
<td>253</td>
<td>452</td>
<td>705</td>
<td>34.8</td>
<td>39.1</td>
<td>37.4</td>
</tr>
</tbody>
</table>
### Table 1.2: Working age population by age group (15 years and above)

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Nepal</th>
<th>Province 1</th>
<th>Province 2</th>
<th>Province 3</th>
<th>Gandaki</th>
<th>Province 5</th>
<th>Karnali</th>
<th>Sudurpashchim</th>
</tr>
</thead>
<tbody>
<tr>
<td>15 - 19 years</td>
<td>2 936</td>
<td>471</td>
<td>598</td>
<td>630</td>
<td>236</td>
<td>507</td>
<td>191</td>
<td>301</td>
</tr>
<tr>
<td>20 - 24 years</td>
<td>2 718</td>
<td>426</td>
<td>491</td>
<td>692</td>
<td>254</td>
<td>439</td>
<td>159</td>
<td>258</td>
</tr>
<tr>
<td>25 - 29 years</td>
<td>2 300</td>
<td>380</td>
<td>430</td>
<td>580</td>
<td>185</td>
<td>385</td>
<td>133</td>
<td>206</td>
</tr>
<tr>
<td>30 - 34 years</td>
<td>1 889</td>
<td>312</td>
<td>360</td>
<td>474</td>
<td>153</td>
<td>311</td>
<td>119</td>
<td>160</td>
</tr>
<tr>
<td>35 - 39 years</td>
<td>1 909</td>
<td>307</td>
<td>372</td>
<td>445</td>
<td>170</td>
<td>343</td>
<td>106</td>
<td>165</td>
</tr>
<tr>
<td>40 - 44 years</td>
<td>1 654</td>
<td>268</td>
<td>321</td>
<td>416</td>
<td>148</td>
<td>261</td>
<td>76</td>
<td>165</td>
</tr>
<tr>
<td>45 - 49 years</td>
<td>1 575</td>
<td>331</td>
<td>277</td>
<td>364</td>
<td>132</td>
<td>247</td>
<td>71</td>
<td>149</td>
</tr>
<tr>
<td>50 - 54 years</td>
<td>1 333</td>
<td>273</td>
<td>259</td>
<td>290</td>
<td>110</td>
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| Province 1 | Province 2 | Province 3 | Gandaki | Province 5 | Karnali | Sudurpashchim | Nepal  
|------------|------------|------------|---------|------------|---------|---------------|--------
| Total      | 3556       | 3973       | 4865    | 1868       | 3437    | 1163          | 1883   | 20744       
| Illiterate | 1138       | 1987       | 1094    | 455        | 1075    | 426           | 669    | 6845        
| Childhood education | 2       | 20         | 0       | 1          | 1       | 1             | 29     |             
| Literate (Non-formal) | 118     | 41         | 268     | 157        | 155     | 49            | 129    | 917         
| Basic      | 234        | 201        | 285     | 140        | 239     | 74            | 116    | 1289        
| Less than Basic | 862      | 612        | 1095    | 422        | 735     | 250           | 386    | 4364        
| Secondary  | 263        | 218        | 674     | 169        | 259     | 88            | 136    | 1806        
| Tertiary   | 108        | 111        | 580     | 85         | 143     | 38            | 52     | 1116        
| Male       | 1598       | 1785       | 2359    | 770        | 1481    | 486           | 728    | 9208        
| Illiterate | 329        | 622        | 323     | 98         | 296     | 111           | 137    | 1915        
| Childhood education | 0     | 9          | 3       | 0          | 0       | 0             | 0      | 13          
| Literate (Non-formal) | 57      | 16         | 122     | 60         | 44      | 17            | 39     | 356         
| Basic      | 124        | 115        | 148     | 59         | 128     | 37            | 56     | 668         
| Less than Basic | 416      | 351        | 561     | 216        | 365     | 125           | 183    | 2216        
| Secondary  | 143        | 137        | 352     | 84         | 136     | 44            | 75     | 971         
| Tertiary   | 64         | 83         | 354     | 52         | 91      | 27            | 36     | 706         
| Female     | 1957       | 2188       | 2506    | 1098       | 1956    | 676           | 1155   | 11537       
| Illiterate | 809        | 1365       | 771     | 357        | 780     | 315           | 532    | 4930        
| Childhood education | 2     | 11         | 0       | 0          | 1       | 1             | 1      | 16          
| Literate (Non-formal) | 61      | 25         | 146     | 97         | 110     | 32            | 90     | 561         
| Basic      | 110        | 86         | 136     | 81         | 110     | 37            | 61     | 621         
| Less than Basic | 445      | 262        | 534     | 207        | 371     | 126           | 203    | 2148        
| Secondary  | 119        | 81         | 322     | 85         | 123     | 44            | 61     | 835         
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Table 2.1: Labour market status age, locality and sex (concluded)

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### Table 2.2: Labour market status by province, locality and sex

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<th>Rates (%)</th>
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#### Province 1

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<th>Outside labour force</th>
<th>Rates (%)</th>
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#### Province 2

<p>| Population 15yrs and above | Labour force | Employed | Unemployed | Outside labour force | Rates (%) |</p>
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## Table 3.1: Employment by province, locality, age and sex

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NEPAL LABOUR FORCE SURVEY - 2017/18
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Nepal: 1,792 (Formal) 884 (Female) 2,675 (Total) 2,655 (Formal) 1,128 (Female) 3,783 (Total) 4,411 (Male) 4,446 (Female) 8,857 (Total) 2,640 (Male) 7,086 (Female) 9,726 (Total)

Urban: 1,416 (Formal) 730 (Female) 2,146 (Total) 1,627 (Formal) 1,128 (Female) 2,756 (Total) 3,043 (Male) 1,858 (Female) 4,901 (Total)

Rural: 376 (Formal) 154 (Female) 530 (Total) 1,028 (Formal) 628 (Female) 1,655 (Total) 1,403 (Male) 782 (Female) 2,185 (Total)

Province 1: 303 (Formal) 141 (Female) 444 (Total) 463 (Formal) 301 (Female) 764 (Total) 766 (Male) 442 (Female) 1,208 (Total)

Urban: 212 (Formal) 105 (Female) 317 (Total) 263 (Formal) 189 (Female) 452 (Total) 475 (Male) 294 (Female) 769 (Total)

Rural: 91 (Formal) 36 (Female) 127 (Total) 200 (Formal) 112 (Female) 313 (Total) 291 (Male) 148 (Female) 439 (Total)

Province 2: 220 (Formal) 52 (Female) 272 (Total) 637 (Formal) 352 (Female) 989 (Total) 857 (Male) 404 (Female) 1,261 (Total)

Urban: 161 (Formal) 46 (Female) 206 (Total) 409 (Formal) 229 (Female) 638 (Total) 570 (Male) 275 (Female) 844 (Total)

Rural: 60 (Formal) 6 (Female) 66 (Total) 227 (Formal) 124 (Female) 351 (Total) 287 (Male) 130 (Female) 417 (Total)

Province 3: 653 (Formal) 374 (Female) 1,027 (Total) 657 (Formal) 445 (Female) 1,102 (Total) 1,310 (Male) 819 (Female) 2,129 (Total)

Urban: 598 (Formal) 347 (Female) 945 (Total) 462 (Formal) 322 (Female) 785 (Total) 1,060 (Male) 669 (Female) 1,729 (Total)

Rural: 55 (Formal) 27 (Female) 82 (Total) 195 (Formal) 123 (Female) 318 (Total) 250 (Male) 150 (Female) 400 (Total)

Gandaki: 143 (Formal) 97 (Female) 240 (Total) 197 (Formal) 169 (Female) 366 (Total) 340 (Male) 266 (Female) 606 (Total)

Urban: 105 (Formal) 72 (Female) 177 (Total) 96 (Formal) 115 (Female) 211 (Total) 201 (Male) 187 (Female) 388 (Total)

Rural: 38 (Formal) 26 (Female) 64 (Total) 101 (Formal) 54 (Female) 155 (Total) 139 (Male) 79 (Female) 218 (Total)

Province 5: 277 (Formal) 132 (Female) 410 (Total) 418 (Formal) 311 (Female) 729 (Total) 695 (Male) 443 (Female) 1,139 (Total)

Urban: 201 (Formal) 100 (Female) 301 (Total) 221 (Formal) 161 (Female) 382 (Total) 422 (Male) 261 (Female) 683 (Total)

Rural: 76 (Formal) 32 (Female) 108 (Total) 197 (Formal) 150 (Female) 347 (Total) 273 (Male) 182 (Female) 455 (Total)

Karnali: 88 (Formal) 44 (Female) 131 (Total) 96 (Formal) 61 (Female) 157 (Total) 184 (Male) 105 (Female) 289 (Total)

Urban: 57 (Formal) 28 (Female) 85 (Total) 53 (Formal) 39 (Female) 92 (Total) 110 (Male) 68 (Female) 177 (Total)

Rural: 31 (Formal) 15 (Female) 46 (Total) 43 (Formal) 21 (Female) 65 (Total) 74 (Male) 37 (Female) 111 (Total)

Sudurpashchim: 107 (Formal) 44 (Female) 151 (Total) 187 (Formal) 117 (Female) 303 (Total) 294 (Male) 161 (Female) 455 (Total)

Urban: 83 (Formal) 32 (Female) 115 (Total) 123 (Formal) 73 (Female) 195 (Total) 205 (Male) 105 (Female) 310 (Total)

Rural: 25 (Formal) 12 (Female) 37 (Total) 64 (Formal) 44 (Female) 108 (Total) 89 (Male) 55 (Female) 144 (Total)
### Table 3.10: Formal and Informal employment by industry and sex

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Table 3.15: Average weekly hours of work by industry and sex

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<tr>
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<td>50</td>
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<td>43</td>
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<td>Financial and insurance activities</td>
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<td>Education</td>
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<td>39</td>
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<td>Human health and social work activities</td>
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<tr>
<td>Arts. entertainment and recreation</td>
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<td>Occupation</td>
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<td>Male Actual</td>
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Table 3.17: Employed by occupation, sex and average weekly hours worked

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<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
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<td>43</td>
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<td>42</td>
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<td>47</td>
<td>47</td>
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<td>Skilled agricultural, forestry and fishery workers</td>
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Table 3.18: Volume of hours worked by age and sex

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<th>Male Actual Hours</th>
<th>Female Actual Hours</th>
<th>Total Actual Hours</th>
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<tr>
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<td>213,013</td>
<td>102,280</td>
<td>315,293</td>
<td>192,460</td>
<td>92,822</td>
<td>285,282</td>
</tr>
<tr>
<td>15-24yrs</td>
<td>36,745</td>
<td>16,992</td>
<td>53,737</td>
<td>33,374</td>
<td>15,509</td>
<td>48,883</td>
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<td>48,099</td>
<td>133,233</td>
<td>76,515</td>
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<td>13,790</td>
<td>4,709</td>
<td>18,499</td>
</tr>
<tr>
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<td>315,293</td>
<td>192,460</td>
<td>92,822</td>
<td>285,282</td>
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<td>15-24yrs</td>
<td>36,745</td>
<td>16,992</td>
<td>53,737</td>
<td>33,374</td>
<td>15,509</td>
<td>48,883</td>
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Table 3.19: Average weekly hours of work by age and sex

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<td>42</td>
<td>43</td>
<td>33</td>
<td>39</td>
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<td>47</td>
<td>38</td>
<td>43</td>
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<td>44</td>
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<td>41</td>
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<tr>
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<td>38</td>
<td>38</td>
<td>28</td>
<td>35</td>
</tr>
<tr>
<td>Total</td>
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<td>39</td>
<td>44</td>
<td>44</td>
<td>36</td>
<td>41</td>
</tr>
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<td>15-24yrs</td>
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<td>35</td>
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<td>43</td>
<td>33</td>
<td>39</td>
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<td>55-64yrs</td>
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Table 3.20: Volume of hours worked by sex

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### Table 3.23: Average weekly hours of work by level of education and sex

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### Table 3.25: Average weekly hours of work by sector and sex

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### Table 3.27: Average monthly earnings by industry and sex (employees only)

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<td>Female</td>
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<td></td>
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<td>in Rupees</td>
<td>in Rupees</td>
</tr>
<tr>
<td>Total</td>
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<td>13 630</td>
<td>17 809</td>
</tr>
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<td>13 547</td>
<td>11 036</td>
<td>12 185</td>
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<tr>
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<td>15 686</td>
<td>15 492</td>
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<td>17 440</td>
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<td>Water supply</td>
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<td>Construction</td>
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<td>15 877</td>
<td>20 715</td>
</tr>
<tr>
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<td>10 036</td>
<td>13 649</td>
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<td>Transportation and storage</td>
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<td>23 645</td>
</tr>
<tr>
<td>Public administration and defence; compulsory social security</td>
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<td>20 060</td>
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<td>Education</td>
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<td>Arts. entertainment and recreation</td>
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<td>9 838</td>
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<td>Activities of extraterritorial organizations and bodies</td>
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<td>40 987</td>
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### Table 3.28: Average monthly earnings by occupation and sex (employees only)

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<th>Total</th>
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<td></td>
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<td>in Rupees</td>
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<td>13 630</td>
<td>17 809</td>
<td>18 000</td>
<td>12 000</td>
<td>15 208</td>
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<td>32 000</td>
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<td>23 800</td>
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<td>22 000</td>
</tr>
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<td>15 000</td>
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<td>12 167</td>
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### Table 3.29: Average monthly earnings by age and sex (employees only)

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<td>12 000</td>
<td>15 208</td>
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<tr>
<td>15-24yrs</td>
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<td>15 000</td>
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<td>20 857</td>
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<td>15 208</td>
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<td>14 595</td>
<td>15 000</td>
<td>10 000</td>
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<td>13 910</td>
<td>18 158</td>
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<tr>
<td>40-59yrs</td>
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<td>19 402</td>
<td>20 857</td>
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<tr>
<td>55-64yrs</td>
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<td>12 791</td>
<td>17 918</td>
<td>18 000</td>
<td>10 646</td>
<td>15 208</td>
</tr>
<tr>
<td>65 &amp; above</td>
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<td>15 593</td>
<td>15 208</td>
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Table 3.30: Average monthly earnings by level of education and sex (employees only)

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<td>15 208</td>
</tr>
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<td>10 646</td>
<td>15 208</td>
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Table 3.31: Average monthly earnings by sector sex (employees only)

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Table 3.32: Average monthly earnings by locality, province and sex

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<td>in Rupees</td>
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## Table 3.36: Young population by level of educational attainment, sex, province and locality (15-24 years)

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Table 4.3: Unemployment rate by age group, sex, province and locality

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<th>25-39 yrs</th>
<th>40-59 yrs</th>
<th>60 yrs &amp; over</th>
<th>Total in percent</th>
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Table 4.4: Unemployment rate by age group, sex, province and locality (concluded)

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<th>25-39 yrs</th>
<th>40-59 yrs</th>
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A2.1 Sample design

The Survey used the 2011 National Population and Housing Census as the frame. Rural and urban areas of the seven provinces were the domains. Thus, there were 14 domains in the survey. The frame included 40,064 enumeration areas (EA) that served as the primary sampling units (PSU). Due to severe skewness of number of households per PSU, modified Lavallee-Hidiroglu Algorithm was used in the determination of sample size, sample size allocation, and stratification (determination of stratum boundaries).

A two-stage stratified design with EA as PSU and households as secondary stage units (SSU) was used, resulting to a total of 900 sample PSUs. The total number of sampled PSUs were divided equally into three and distributed to the three replicates. This is equivalent to dividing the sample size per stratum per domain into three for the sample size per replicate. The replicates were then drawn independently. A systematic sample of 20 households per sample PSU was selected, that yielded a total 18,000 households which were enumerated.

A2.2 Sampling weights and adjustments

Denote the weight at the PSU level by \( W_{sdhi} \), where \( s \)-refers to the season, \( d \)-refers to the domain, \( h \)-stratum, and \( i \) is the PSU within stratum \( h \) in domain \( d \) for season \( s \)

\[
W_{sdhi} = \frac{1}{\pi_{sdhi}}
\]

where \( \pi_{sdhi} = \frac{h_{sdhi}}{\sum_{i} h_{sdh}} \) and \( h_{sdhi} \) is the size measure (number of households).

Denote by \( PSU_{sdhi} \) the \( i \)th PSU in season \( s \) of stratum \( h \) in domain \( d \). Suppose that there are \( h \) households in the listing for \( PSU_{sdhi} \), and \( C_{sdhi} \) households in the frame (2011 Census). Then the weight is adjusted owing to the discrepancy between the frame and the current count (discrepancy can be explained by the earthquake and deterioration of the frame) as follows:

If there are more households in the listing than in the census, then \( (adj_1 W_{sdhi}) \) will increase the base weights. On the other hand, if there are fewer households in the listing than in the census, \( (adj_1 W_{sdhi}) \) will reduce the baseline weights.

Finally, the weights should be adjusted to account for selection of households. Suppose \( H_{sdhi} \) households are listed in \( PSU_{sdhi} \), and \( h_{sdhi} \) households are enumerated (usually 20) in the PSU. Then weight owing to the selection of households is computed as:

\[
adj_2 w_{sdhi} = \frac{H_{dhi}}{h_{dhi}} adj_1 w_{sdhi}
\]

The final weight for season \( s \) at domain level is

\[
adj_f w_{sdhi} = \frac{H_{dhi} H_{dhi}}{h_{dhi} C_{dhi}} w_{sdhi}
\]
It is ideal that weights are adjusted so that they sum up to the projected population of the segment from which the indicator will be computed. The weights will be used whether the estimate is total or proportions. The weights are assigned to all sample households in the same PSU.

Weights were adjusted further to coincide with the population projection for 2017–2018 for the target segment.

**A2.3 Estimation procedures**

Given the final weight adjusted for population projections, the Horwitz-Thompson estimator is used, i.e., estimate of the total is given by

\[
\hat{\pi}_{\text{adj}} = \sum \frac{n_i}{n_j}
\]

Where \(\pi_i\) is the inclusion probability, \(\pi_j\) is the final adjusted weight that coincides with the population projection

\[
\text{var}(\hat{\pi}_{\text{adj}}) = \sum \frac{1 - \pi_i}{\pi_i} + \sum \frac{\pi_i \pi_j}{n_i n_j}
\]

where \(\pi_{ij}\) is the joint inclusion probability. Oftentimes, variance is estimated through linear approximation or through resampling methods. To estimate proportions, the total in Equation of variance is simply divided by the total population count for the segment of interest. For example, to estimate employment rate among females in any domain, Equation of variance is used to estimate the total number of employed females in that domain. Then the total number of female in the labor force is used as the denominator to compute the employment rate.

**A2.4 Annual aggregation**

Since samples used per season are independently drawn, computation of annual estimates is a simple aggregation of estimates per season. Suppose that estimate for season \(s\) is \(\hat{Y}_s\) with variance \(V(\hat{Y}_s)\). The annual estimate is given by

\[
\hat{Y} = \frac{1}{3}(\hat{Y}_1 + \hat{Y}_2 + \hat{Y}_3)
\]

with variance

\[
V(\hat{Y}) = \frac{1}{9}[V(\hat{Y}_1) + V(\hat{Y}_2) + V(\hat{Y}_3)]
\]
## Annex III: Standard Errors of Major Indicators

**Table A3.1: Key labour market indicators by sex**

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<th>Measures of Precision</th>
<th>Coefficient of variation</th>
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<td>95% CI (Lower)</td>
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<td>7 526</td>
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<td>12 145</td>
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<tr>
<td>Unemployment rate</td>
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<td>Employment-to-population ratio</td>
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<td>Working age population (15 years and older)</td>
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<td>8 098</td>
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<tr>
<td><strong>Rates (%)</strong></td>
<td></td>
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<tr>
<td>Unemployment rate</td>
<td>13.1</td>
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<tr>
<td>Employment-to-population ratio</td>
<td>22.9</td>
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<td>Labour Force Participation Rate</td>
<td>26.3</td>
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### Table A3.2: Employment by occupation and sex (15 years and older)

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Survey estimate</th>
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<th>Coefficient of variation</th>
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<tr>
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<tr>
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<tr>
<td>Professionals</td>
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<tr>
<td>Technicians and associate professionals</td>
<td>315</td>
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<tr>
<td>Clerical support workers</td>
<td>220</td>
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<tr>
<td>Service and sales workers</td>
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<td>Skilled agricultural, forestry and fishery workers</td>
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<td>843</td>
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<td>Plant and machine operators, and assemblers</td>
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<td>Other</td>
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<tr>
<td>Male</td>
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<tr>
<td>Technicians and associate professionals</td>
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<tr>
<td>Clerical support workers</td>
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<td>Service and sales workers</td>
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<td>Female</td>
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<td>Technicians and associate professionals</td>
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<td>13</td>
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<tr>
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<td>Service and sales workers</td>
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<td>Craft and related trades workers</td>
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<td>248</td>
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<tr>
<td>Plant and machine operators, and assemblers</td>
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<td>10</td>
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<tr>
<td>Elementary occupations</td>
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<td>36</td>
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<td>Other</td>
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Table A3.3 Key labour market indicators including indicators of labour under utilization

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<th>Survey estimate ('000 Number)</th>
<th>Measures of Precision</th>
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<td></td>
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<td>95% CI (Lower)</td>
<td>95% CI (Upper)</td>
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<td>Labour force</td>
<td>W (a+b+c+d+e+f)</td>
<td>Working-age population</td>
<td>20,744</td>
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<td></td>
<td>X (L+P)</td>
<td>Extended Labour Force</td>
<td>10,586</td>
<td>10054</td>
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<td></td>
<td>L (E+c)</td>
<td>Labour force</td>
<td>7,994</td>
<td>7526</td>
<td>8462</td>
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<tr>
<td>Employed</td>
<td>E (a+b)</td>
<td>Employed</td>
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<td>7523</td>
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<tr>
<td></td>
<td>a</td>
<td>Fully employed</td>
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<td>6008</td>
<td>6839</td>
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<tr>
<td></td>
<td>b</td>
<td>Time related underemployed</td>
<td>663</td>
<td>590</td>
<td>736</td>
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<tr>
<td>Unemployed</td>
<td>c</td>
<td>Unemployed</td>
<td>908</td>
<td>803</td>
<td>1013</td>
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<tr>
<td>Outside labour force</td>
<td>P (d+e)</td>
<td>Potential Labour force</td>
<td>2592</td>
<td>2432</td>
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<td>Unavailable job-seeker</td>
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<tr>
<td></td>
<td>e</td>
<td>Available potential job-seeker</td>
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<td></td>
<td>f</td>
<td>Outside extended labour force</td>
<td>10158</td>
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<td>Indicators of labour underutilisation</td>
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<td>10.14</td>
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<tr>
<td></td>
<td>LU2</td>
<td>(b+c)/L*100</td>
<td>19.6</td>
<td>18.07</td>
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<tr>
<td></td>
<td>LU3</td>
<td>(c+P)/X*100</td>
<td>33.1</td>
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<tr>
<td></td>
<td>LU4</td>
<td>(b+c+P)/X</td>
<td>39.3</td>
<td>37.53</td>
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</tbody>
</table>

NEPAL LABOUR FORCE SURVEY - 2017/18
ANNEX IV: FLOW CHART OF QUESTIONNAIRE

Cover page and Section 1 (General information)

- Season, PSU code, household ID, district, VDC/municipality, ward, sub-ward, Village/Tole,
  Name & Religion of Household head, Team no., Household list, total household members, 
  member aged 5 & over, date of interview.

Section 1 Housing Information

- Ownership of dwelling, Structure of House, Source of drinking water, Main fuel for cooking,
  Lighting fuel, Type of toilet, Availability and no. of facility
- Agriculture land?
- Own land operation by HH
- Other’s land operation by HH
- Own land Operated by others:

Section 2: Household Composition:

- B1-B7 Sex, Age, Ethnicity, Relationship, Marital status (10+), Citizenship, and Months lived here

- B08. Is HH member?
  - Yes
  - No

- B09. Born in this Mun./VDC?
  - Yes
  - No

- B10. Birth district

- B11. Urban/Rural
  - Foreign

- B12. Main Reason

- B13. Same as last usual place of residence?
  - Yes
  - No

- B14. District
  - Nepal

- B15. Urban/Rural

- B16. Period of migration in years
  - B17. Reason of migration

- B18 if age>=5
Section C: Identification of Main Paid Job / Business Activity
All household members age 5 years and above

Section C Start

C01 Did you do any wage job

C02 Did you do any business

C03 Contributed to HH business?

C04 Was this work in Agriculture?

C05 Objective of Agriculture product

C06 Expect to return

C07 Why absent?

C08 Returning Time

C09 Receive income

C10 Codes 1 and 2

C11 Other codes

C12 Code 1

C13 Code 3 and 4

C14 Code 11

C15 No

Section D

Section G
Section D: Characteristics of Main Paid Job / Business Activity
All household members age 5 years and above

- D01. Occupation Title
- D02. Task or Duties
- D03. Status in Employment
- D04. Contract Type
- D05. Agreement Type
- D06. Reason contract temporary
- D07. Contract Duration
- D11a. Place of work
- D11b. Name and Location of place
- D12. Produced goods NSIC codes
- D13. Organization type
- D14. Enterprise type
- D15. Registered
- D16. Accounts
- D17. Total Employees
- D18. Type of Place
- D19. Duration with this employer
- D20. Any second job/business
- D21. Description
- D22. Occupation
- D23. Status
- D24a. Type of workplace
- D24b. Name and address
- D25. Industry

Section E: Working time (All Jobs)
For all household members of age 10 years and above

- Hours usually worked
  - E01. Main Job
  - E01b. Second Job
  - E01c. Others Job
  - E01t. E01a+E01b+E01c -Total Hours
- Hours actually worked
  - E02a. Main Job
  - E02b. Second Job
  - E02c. Others Job
  - E02t. E02a+E02b+E02c -Total Hours
- Why worked less 40 hours
- E04. Why worked less 40 hours
- E05. Main reason > 40 hours
- E06. Did you look for additional work?
- E07. Would you want work Extra hours?
- E08. Start additional work within 15 days
- E09. Additional Hours Per Weeks
- E10. Want to change work
- E11. Main reason want to change Employment situation

Section F
Section F: Employment - Related Income (Main Job)
(For employees and paid apprentices only, if D03=1 or 2)

Section G: Job search and Availability
(For persons not in employment aged 10 years old and above)

Section H: Past Employment Experience
(For persons not in employment aged 10 years old and above)
Section I: Production of goods for Household or Family use
(For persons aged 5 years and above)
activities done during the last 30 days preceding the interview.

1. Did you do following activities?
   - Farm work (I01a)
   - Tend animals or livestock (I01b)
   - Fishing, hunting (I01c)

Is \( I01a + I01b + I01c = 0? \)

How many hours did you spend?
(Total Hours)

What was the main activity
Description and NSIC Code

Does the household sell or barter any part of the goods?

Section J: Own-use Production of Services
(For persons aged 5 years and above)

1. Unpaid housework, yard work or home maintenance
2. Help or assistance to family members
3. Looking for family children

Did you do ……?
For how many hours?

Section K
Section K: Volunteer work
(For all persons aged 10 years and above)

Start

K01. Did you do any unpaid non-compulsory work?

K02. If you gave any time without pay to these activities:

K03. Occupational Title, Description & NSCO Code

K04. Hours volunteer work done

K05. How many times you did this activity in the last 30 days?

K06. Did you do this unpaid work for or through an organisation?

Section L: Absentee Information
(For persons aged 5 years and above)

Start

L01. Any absentees?

Yes

L02. Absentee name

L03. Sex

L04. Age at leaving

L05. Relationship with head of the household?

L06. Highest level of education completed at leaving

L07. Main reason of leaving

L08. Duration

L09. Absentee currently living at

L10. Absentee occupation

No

Section M

Section M: Returnees and short-term migrant workers
(All usual household members aged 15 years old and above registered in B08)
Experience abroad, if any, during the last 5 years.

Start

M01. Names of all household members

M02. Travel abroad for 3 months in last 5 years

Code 1

Code 2

Next person or Section N

M03. When did (Name) last return from abroad (month/year)?

M04. Last visited country

M05. What was the main reason

M06. Did (Name) work there?

M07. What was (Name's) occupation over there?

M08. Monthly earning abroad

M09. Medium of going abroad

M10. Reason for leaving work

M11. Is experience useful for doing work?
Section N: FORCED LABOUR
(All household members of age 5 years and above)

Start

N01. Has been forced to work in exchange for debt, land, shelter or any other benefits?

N01a. If debt is borrowed what interest rate?
N02. ever been forced to take a job against parent’s will?
N03. Within last five years, has someone threatened or coerced any family member (parent or spouse) to force them to let work?

N04. In this situation has (Name) been forced to work in a job that he/she did not want?

N05. Why forced to take the job?
N06. What were the risk if you would have refused the job?
N07. By whom was forced?

N08. In this situation has been forced to work in a job did not want?

N09. What works was forced to take?

N10. What did you risk if you refused?

N11. What were the risk if you would have refused the job?

N12. For what reasons?
N13. When did you start that job?
N14. For How long?
N15. Where did it take place?
N16. What type of work was mainly doing?

End
## ANNEX V: LIST OF INDIVIDUALS INVOLVED IN NLFS III

### Core Staff

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<tr>
<th></th>
<th>Name</th>
<th>Position</th>
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<tbody>
<tr>
<td>1</td>
<td>Mr. Nebin Lal Shrestha</td>
<td>Deputy Director General</td>
</tr>
<tr>
<td>2</td>
<td>Mr. Dilli Raj Joshi</td>
<td>Deputy Director General</td>
</tr>
<tr>
<td>3</td>
<td>Mr. Ambika Bashyal</td>
<td>Director</td>
</tr>
<tr>
<td>4</td>
<td>Mr. Devendra Lal Karanjit</td>
<td>Director</td>
</tr>
<tr>
<td>5</td>
<td>Mr. Chet Bahadur Roka</td>
<td>Statistical Officer</td>
</tr>
<tr>
<td>6</td>
<td>Mr. Prithvi Vijaya Raj Sijapati</td>
<td>Statistical Officer</td>
</tr>
<tr>
<td>7</td>
<td>Mr. Ana Raj Tiwari</td>
<td>Statistical Officer</td>
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<tr>
<td>8</td>
<td>Mr. Pushpa Raj Paudel</td>
<td>Computer officer</td>
</tr>
<tr>
<td>9</td>
<td>Mr. Dol Narayan Shrestha</td>
<td>Computer officer</td>
</tr>
<tr>
<td>10</td>
<td>Ms. Ambika Regmi</td>
<td>Statistical Assistant</td>
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### Field Staff

#### Supervisors (Team Leaders)

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<tr>
<td>1</td>
<td>Mr. Khagendra Karki</td>
<td>14 Mr. Naba Raj Pokharel</td>
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<tr>
<td>2</td>
<td>Mr. Ishu Kumar Karki</td>
<td>15 Mr. Ram Chandra Gautam</td>
</tr>
<tr>
<td>3</td>
<td>Mr. Narayan Karki</td>
<td>16 Mr. Lekh Nath Pandeya</td>
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<tr>
<td>4</td>
<td>Mr. Madan Krishna Shrestha</td>
<td>17 Mr. Satish Kumar Chaudhari</td>
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<tr>
<td>5</td>
<td>Mr. Hari Om Chaudhari</td>
<td>18 Mr. Madhav Prasad Paudel</td>
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<tr>
<td>6</td>
<td>Mr. Manoj Kumar Mehera</td>
<td>19 Mr. Lanka Bahadur Bom</td>
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<td>7</td>
<td>Mr. Umesh Ray Yadav</td>
<td>20 Mr. Upendra Bahadur Regami</td>
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<td>Mr. Santosh Chandra Thapa</td>
<td>21 Mr. Dan Bahadur Yedi</td>
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<td>9</td>
<td>Mr. Pharma Nanda Ojha</td>
<td>22 Mr. Katak Bahadur Sharki</td>
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<td>Mr. Shambhu Narayan Panta</td>
<td>23 Mr. Surendra Panta</td>
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<td>Mr. Bishnu Prasad Adhikari</td>
<td>25 Mr. Khagendra Karki</td>
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### Enumerators

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<td>2</td>
<td>Ms. Khusbu Dhungana</td>
<td>26</td>
<td>F</td>
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<td>3</td>
<td>Ms. Pratiksha Luitel</td>
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<td>4</td>
<td>Ms. Bimala Karki</td>
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<td>5</td>
<td>Ms. Kriti Rai</td>
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<td>Mr. Shubash Koirala</td>
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<td>7</td>
<td>Mr. Bishnu Mani Pokharel</td>
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<td>M</td>
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<td>Mr. Mandeep Silwal</td>
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<td>Mr. Bikram Shrestha</td>
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<td>Mr. Ganesh Prasad Parajuli</td>
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<td>Mr. Sanu Babu Khadka</td>
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<td>Ms. Baby Daisy Gaupta</td>
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<td>13</td>
<td>Ms. Uma Kumari</td>
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<td>Mr. Krishna Prasad Gupta</td>
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<td>Mr. Deepesh Yadav</td>
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<td>Ms. Parwati Karki</td>
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<td>Ms. Kripa Mainali</td>
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<td>23</td>
<td>Mr. Birendra Bhul</td>
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