

WHY DO NEPALESE EMIGRATE? A ROLE OF BUSINESS RELATED FACTORS: EMPIRICAL ANALYSIS

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ABSTRACT

International migration is considered as a livelihood in Nepal, as millions of families depend majorly on the remittances sent back by their families abroad. Such circumstances have led many studies and researchers to determine poverty as the main driver of Nepalese emigration. However, the following empirical study suggests long working hours and job dissatisfaction in the country to drive a stronger motivation for Nepalese to flee under any circumstances for foreign employment. Given that unemployed and poorly educated population emigrate for remittance, the working population on the other hand are also motivated to internationally migrate due to discontentment in their working environment. The study shows statistical proof on the strong relationship between long working hours, job dissatisfaction and emigration intention of the Nepalese.

Keywords: emigration; job dissatisfaction; working hours; Nepal.

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INTRODUCTION

Nepal with 26.4 million population has delivered more than 10 percent of its people to employ abroad, that are of productive age group, that is, from 20 to 40 years of age. An official figure shows that a total of 4.8 million Nepali men and women left the country in the fiscal year 2017-2018 (Department of Foreign employment 2018). This research is motivated by the question, why do Nepalese emigrate and what drives them? There have been numerous studies on Nepal's emigration driver that mostly relates to the life satisfaction, poverty, and financial contentment but this paper empirically analyses the major drivers of the willingness of Nepalese on factors relating to business.

For a long time, Nepal has been losing its capable laborers to foreign countries for remittances, believing that sending foreign remittance back will make a substantial difference in their family's well-being. Although it is true for Nepal's economy that has shifted from agriculture to remittance based, the government and the people have overlooked the push factors apart from income and remittance. This research focuses only on the drivers of Nepalese emigration related to business and the results of this study can augment the current Nepalese emigration literature by adding other major determinants of labour migration in Nepal. In addition, the research can be useful to detain the increasing labour migration of Nepalese through education and improved policies.

One of the major issue is that factors that influence Nepalese to emigrate has not been well addressed by the Nepalese government yet. The inefficient beaucratic officials have not made enough efforts to improve the country's economic conditions, education, employment opportunities and better working facilities. Since emigrating to gulf countries has made an impression on the improvement of living standards among gulf working families, it has provoked youngsters to discontinue their studies to earn and provide for the family.

Citizens are deprived of basic satisfaction of living in Nepal such as lack of social security, lack of job security, expensive health services, dissatisfaction of salary, unemployment, inadequate education and many more. This alarming situation has discouraged the youth to discontinue with their education and emigrate to rich countries where they can send money in the form of remittance back home. Nepal is the third largest remittance receiving country and it is high time for the Nepalese policy makers and officials to improve the working conditions and environment because the rate of drain in Nepal's labour market and the dependency in remittance can have serious adverse effects in the long run.

The main purpose of conducting this study is to determine the business determinants that pushes Nepalese to move. Apart form income and remmittances, what motivates them to move away from home? With an increase of labour migration in Nepal, issues related to exploitation, trafficking and dangerous working conditons have come to light and Nepalese are well aware of it. Despite being aware of such information, the rate of Nepalese labour migration have not depleted. In such conditions, the research aims to provide a thorough understanding on the willingness of Nepalese to emigrate under business/ working conditions. In return, the obtained results can allow governments to improve the circumstances in Nepal's labour sphere and hopefully retain the labour drain for a better future of the country.

The research settled on an emipirical analysis, therefore all the datas were collected through surveyers and questionnaires, both internet and paper based, targeting 500 Nepalese working citizens varying in age between 20 – 65 years old focusing on the key desires and intentions of moving abroad. The questions asked in the survey were specifically focused on the satisfaction level of the working conditions, hours, and salary in Nepal. The questionnaires were available to respondents in English and Nepali language. In addition, I administered paper-based questionnaires in various Nepalese consultancies where thousands of citizens file for labour permissions to work abroad (specially to Gulf countries). The internet survey was focused on students and employed Nepalese population with an access to internet and those who have computer knowledge.

The study was based purely on gathered primary and quantitative data, that contained structured and close-ended questions to acheive a reliable empirical resesarch.

The empirical results of the study is significant for Nepalese government officials, and policy makers. In addition, it can better the consequences in the development of the country and the satisfaction level of the Nepalese. If Nepal were to engage in the improvement of working conditions and monitoring of the implemented improvements, it can solve the major issue of drain in the country's labour market. Although the contribution of remittances has significantly helped Nepal's GDP along with poverty reduction and improvement in health and education sector, the level of development is at a slower rate and the increase in trade deficit has made it harder for lower income families. This phenomenon has created an impatient drive among less educated group of population to emigrate. Therefore, creating a safe and reasonable working environment along with benefits within the country can assist Nepal in retaining its productive population into developing itself in various sectors. Most of the emigrated Nepalese settle for menial jobs abroad because of their education status, hence if Nepal was to develop its education system and implement right policies on working hours of the employees then the drivers of emigration can hold some of the citizens from emigrating.

1. LITERATURE REVIEW

The urging and withdrawing reasons of labour migration are similar in Nepal like any other countries. Poverty, limited employment opportunities, deteriorating agricultural productivity, and armed conflict of 1996-2006 are some of the motives behind international labour migration. There are many villages in Nepal where labour migration has been established as a way of life or as trend of the communities; that is, going abroad for work temporarily and returning with some money and the knowledge gained by living in a different geographical location, preferably in towns and cities. In addition, youth population displaced by Maoist-led 10 years-long armed conflict (1996-2006) found foreign employment a lucrative and safe alternative for a living and safety, which in time turned to be a necessity for them. Differences or inequality in income levels, quality of organizations, and employment opportunities are among the key determinants of the motivators if emigration.

Emigration is important to Nepalese citizens. Firstly, movement of labours is profound that directly effects the Nepalese economy. Secondly, Nepalese migrants prefer to emigrate for employment on certain specific countries that have currency value and that have lower cost of travelling. Rich gulf countries are prominent for Nepalese to emigrate for employment because these countries are rich and their currency value is strong, therefore when the money is remitted back home, it counts to be a large sum of money. Thirdly, migration to such countries is very simplified and a lot of agencies have established business on exporting Nepalese labours. Furthermore, Nepal upholds free of movement between India and Nepal where workers can move across the border with extreme ease. Shrestha (2017) revealed that almost 500,000 Nepalese workers emigrated to work in these countries on 2014.

1.1. Economic drivers: Shift from agricultural economy to remittance economy

The increasing trend of out-migration and youth reluctance towards farming have caused gradual shifting of the agriculture-based economy of the country to an economy that is based on other sources of income including remittances which ultimately threatens food security and agricultural sector (Gartaula et al 2012). Nepalese economy is and has always been an agricultural economy. Being an agrarian economy, Nepal still receives 32% of GDP from the agricultural sector. Although agriculture is the major source of livelihood of around two-thirds of people, its nature is still subsistence type (MoF 2018). About 21.6 percent of the population is still surviving under the poverty line (NPC 2016).

As being placed third in position for receiving remittances, they have become significant element that contributes to the country's economy. In 2013, 25 per cent of the national GDP was contributed by remittance.

This has led many Nepalese to choose employment in areas other than agriculture and emigrate to other countries for remittance. The increasing trend of Nepalese population to emigrate for cash in other rich countries and decreasing number of people willing to farm has led Nepal's economy to

gradually shift to remittance economy which ultimately can threaten the agriculture sector for food security (Gartaula et al 2012)

1.2. Socio-political drivers: Maoist insurgency and political unrest (1995-2015)

While a drastic rise in the Nepalese migration movement was seen in the early 2000's, a violent turn took over the Maoist campaign. Maoist group was established in the early 1990 by the communist parties that were dissatisfied with how slow the country was progressing despite democracy. Their stand against the government was being called as People's war but things got out of control when there were innocent killings, bomb blasts, raids in villages that left more than 13,000 dead bodies. These preceded experts in the World Bank (2011) to suppose that the dispute drove Nepalese outside the country. The Maoist party increased in number with the help of people from rural and poor families. They started raiding villages, robbed lands, and money from the rich, confronted private companies and banks, made explosions in government offices, and led rallies and gave speeches to poor families to attract them to join their cause together against the government. By the end of their journey, the Maoist had women and children with guns, trained to kill (Macours, 2011). The Maoist party were making a lot of commotion by openly threatening the government and bombing police station that took many lives, obviously the police implemented operation where the militants were tortured for information. This further made the situation violent. By the end of 2001, thousands of only innocents were killed during raids and crossfires. The count of dead bodies in the government and the Maoist party led to millions.

The King of Nepal at that time before situation spun out of control, Late King Birendra Bir Bikram Shah had measured Maoist and its concerning growth in numbers, as an internal minor problem to be mobilized by the government and the police force. Unfortunately, on June 1, 2001, the entire royal family was massacred in their own castle during the evening dinner. Soon after his death, King Gyanendra, his brother, succeeded the throne. He too hesitated to repress the revolution by the Maoist. Everything went down spiralling after that. The monarch was new, the political status was unstable, and questionable loyalty was swarming around Nepalese government. By the year 2002, Maoist party had captured most of the army barracks in the western Nepal with over 5000 people killed. Finally, it ended in 2006 but it costed Nepal a lot than it had predicted.

Apart from the revolution lead by the Maoist party, King Gyanendra became unable to fill the shoes of his brother making him very unpopular among the people of Nepal. It was triggered after he terminated the parliament to run the country with his selected ministers in 2005. This offered an opportunity for the Maoists to become a political party against the monarch. Finally, in 2008, free elections were held led and won by the Maoists

Even long after the end of the civil war, no constitution was ever able to be amended due to instable governance and violent ethnic protests. For a long period of time Nepal had obstacles to finish drafting its constitutions until recently in 2015 after devastating events of the earthquake.

However, the present government has shown lack of interest in its people's livelihood rather than their own and their family. This has led to rampant open corruption even in high governmental jobs. The inefficiency and ineffective bureaucratic government structure have lost the peoples hope on the country to make any efforts. This has further led to unemployment and job insecurity since the officials only recruit their relatives.

The earthquake (2015) further left the country in devastation dragging back Nepal's development progress 30 years back to 1975.

1.3. Environmental drivers: Health security

IOM conceptualizes the migration, climate, and environment (MECC) nexus as a continuum where it is neither completely enforced nor solely intentional but somewhere in between black and white (IOM Geneva,2018). Environmental factors or natural disasters directly or indirectly impact the resilience and vulnerability of individuals, households and communities, and may lead to migration.

Exacerbated by climate change, disasters in Nepal including floods and landslides are said to have increased in frequency and intensity. Nepal is ranked fourth in the world in terms of vulnerability

to climate change, thirtieth in terms of vulnerability to climate change related flood risks and eleventh for vulnerability to earthquakes. The 2017 National Disaster Report notes that more than 80 per cent of the total population of Nepal is at risk from natural hazards, including floods, landslides, windstorms, hailstorms, fires and Glacial Lake Outburst Floods. Additionally, Nepal is located in a seismically active zone with a high probability of earthquakes. The Report also notes that landslides trigger a loss of water resources, adding to water scarcity due to climate change. This has had a devastating effect on some villages and has led to internal migration. (IOM, Dhaka, 2016) Nepalese population are not particularly environmentally friendly. From urbanization to overgrazing and deforestation, Nepal has cared less about being clean. Although since the devastating events of the earthquake in 2015, the destruction of buildings factories and other constructions have left Nepal in a dusty state.

In the last 15 years, the incidence of chronic illness increased from 6 percent in 1995/96 to 12 percent in 2010/11. Incidence of acute illness, on the other hand, increased from 9 percent in 1995/96 to 20 percent in 2010/11 (Nepal living standards, 2011). In all the three rounds, the majority of acute illness cases are fever. While proportion of acute illness consultations with no-one has decreased slightly over this period, proportion of consultations with a doctor has decreased and that with a paramedical has marginally increased. The proportion of fully immunized children has increased remarkably during the last 15 years. Overall, about 4 percent of population has some kind of disability. Physical disability is the highest in the country followed by hearing and visual disability.

Presently, the country has been suffering from sickness mainly obtained due to pollution in air, water, and land. Diseases like Malaria, typhoid, yellow fever, asthma and other problems have become very common. In addition to that, the health services are redundantly expensive to afford by the poor, but the government health services are outdated and infective.

1.4. Unemployment and low wages

A serious lack of employment is seen in Nepal. Close to 450,000 Nepalese are interested in being exported as labours in rich countries to earn remittance. A lengthy line outside the Public Service Commission can sum up the aspirations of Nepalese workers to be employed abroad where a total of 109 countries have been made opened for recruitment for foreign employment. The Economy Survey (2013-2014) determines that a total of 3.5 million workers are destined to foreign employment. This can be the effect of people losing interest on working in the agriculture sector, forestry and fishing due to less income. Before, 94% of the Nepalese population were engaged in agriculture while now, only 64 % (Population Mono, Figure of Nepal, 2011). This phenomenon is due to the fact that people are more inclined towards occupations related to manufacturing, trade, structure, transportation, finance, and other self-employed sectors rather than agriculture.

According to the Economic Survey of 2013 and 2014, Nepal has a 2.9 % development rate in employment, which is very depressing. Even after graduation, educated youngsters are poorly exposed to opportunities and have no other option but to join political parties and engage in political rallies to organize strikes and protests. In other words, the educated youth of Nepal are engaged in unproductive activities that neither lead them to their career nor will their efforts effect the government.

Statistics show that 95% of students pursuing education abroad were forced to emigrate for education because of lack of job opportunities and exposure in Nepal. And because of the increasing unemployment rate in Nepal, students are fleeing every day from Nepal, some to return but most never to return.

The recent statistical report by NPCS confirms that average agriculture nominal daily wages are Rs. 170 in total, Rs 117 in cash and Rs. 65 in-kind. Non-agriculture daily wages are Rs 263 in total, Rs 219 in cash and Rs 91 in-kind. The difference is higher in non-agriculture sector compared with the agriculture sector and so are the gaps between rural and urban areas. Among analytic domains, the urban hills have the highest average daily wage (Rs 231) while the lowest rate is in the urban Tarai (Rs 153).

1.5. Individual characteristics: Social status/living standards/poverty in Nepal

The recent statistical report by NPCS confirms that the Nepalese Living standards depend on the remittances received. About two in three households in the Tarai receive remittances and the proportion for both the hills and the mountains are one in two households. Similarly, the per capita remittance received in the Tarai is about two and a half times to what the households in the mountains are receiving on average. In the same way more rural households receive remittances than urban households but the per capita remittance received is higher for urban areas than for rural areas. In the last 15 years, there have been notable changes in household income structure. In nominal terms, average household income grew by more than 360 percent (between 1995/96 and 2010/11). The gap in per capita income between the poorest 20 percent of population and the richest 20 percent has narrowed down. (NPCS) At the national level, 28 percent of all household income comes from agriculture, 37 percent from nonfarm enterprises, 17 percent from remittances, and 16 percent from own housing consumption. The difference is most marked between urban and rural areas regarding the share of farm income.

1.6. Recent economic migration to the middle east for remittance

Economic migration especially from the South Asian countries to the Middle East occurred after the progress in their sale of oil in the early 1970s. International labour migration, mostly to Gulf States, Malaysia and other South East Asian countries is a new phenomenon of migration in the Nepali context with about a 30 years' history. Unexpectedly, foreign labour migration has developed in such a way that it has shifted the agricultural-based Nepali economy towards remittance-based economy (DoFE, 2014).

For Nepal, working abroad and sending remittance back home is a significant, and in some cases, the only income for families. 2013 and 2014 status reports of Nepal reveals that the number of Nepalese migrating abroad to earn is increasing every year. More than 5 million Nepalese left for foreign employment in 2014. The famous destinations for Nepalese migrants are to Qatar, Kuwait, UAE and other gulf countries that are rich in oil resources with a greater value of currency compared to Nepalese rupees. Apart from such countries that needs permission, the number of Nepalese all together including India (where no permission is required) is hard to calculate.

More than 10% of Nepal's populace, primarily young men, are working abroad, though the unofficial percentage is estimated to be higher (Sharma et al., 2014). As a result, Nepal represents a major labour supplier to Persian Oil Gulf countries (Williams et al., 2014). Indeed, four of the top five labour destinations for Nepalese migrants are Gulf countries. The countries following Malaysia, with 40.9% of all male and female labour migrants, are Saudi Arabia, with 22.9%, Qatar, with 20.3%, United Arab Emirates (UAE), with 11.2%, and Kuwait, with 2.1% (Ministry of Labour and Employment, 2013/2014).

1.7. Education and opportunities

Sapkota, van Teijlingen, and Simkhada (2014) also suggest that Nepalese health care workers who migrate to the United Kingdom do so out of concerns about the lack of personal skill development opportunities in Nepal and about the quality of educational opportunities for their children in Nepal. Nepalese who migrate abroad with their families tend to represent highly skilled professionals who possess skills sought by industrialised countries, such as medicine and related health care fields. Thus, Nepalese who emigrate abroad to secure their children's educational opportunities not only represent 'brain drain' but also are unlikely to return to Nepal until they retire (Thieme and Wyss, 2005).

Nepalese young adults, primarily those from higher-income families that reside in Kathmandu, are likely to engage in foreign migration to pursue higher education opportunities in North America, Europe, Australia, and New Zealand (Valentin, 2012) because of the lack of quality educational outlets in Nepal (Valentin, 2012). Furthermore, some Nepalese seek educational opportunities especially in Australia and New Zealand to obtain permanent residency or extended-stay work permits more easily (Mishra, 2011). Finally, we surmise that many Nepalese college students are

disenfranchised with Nepal's instability, as constant political unrest in Kathmandu results in frequent labour strikes, causing universities to cancel classes and reduce student–professor contact hours.

2. DATA AND METHODOLOGY

In the migration surveys, a variety of methods could be discerned not only in terms of the design of questionnaires but also in the entire process of inquiry. As the survey questionnaires are based purely on gathering quantitative data, most of them contain structured and close-ended questions. This research intended to make a pragmatic analysis on the factors that influence Nepalese citizens to emigrate and their intentions.

The empirical analysis was focused to present accurate measurements regarding the willingness of Nepalese emigrating under any circumstances. The study is important for Nepalese's perception on emigration that can be significant for policy makers to acutely amend the issues that highly influence international migration.

2.1. Data collection

For empirical analysis, to calculate the intentions of Nepalese, I conducted a survey both paper based and internet targeting 500 Nepalese working citizens varying in age between 20 – 65 years old focusing on the key desires and intentions of moving abroad. The questionnaires were available to respondents in English and Nepali language.

However, only 332 employed Nepalese (excluding housewives, students, and unemployed citizens) applied to the criteria of measuring the intentions of emigration. The questions asked in the survey were specifically focused on the satisfaction level of the working conditions, hours, and salary in Nepal. In addition to that, questions on voluntary willingness to move abroad accepting the hard life conditions were subjected as well. All the questions were measured on a scale of 1 to 7 denoting, totally agree (7), agree (6), slightly agree (5), neutral (4), slightly disagree (3), disagree (2), strongly disagree (1). Later the responses were transformed into quantitative form, respectively.

Apart from age, social status, education and marital status, 7 items evaluated the satisfaction of Nepalese' life conditions along with their working environment, whereas other 7 items assessed the overall satisfaction in health, salary, achievements and their willingness to emigrate temporarily or permanently under hardships. Some of the questions to determine the independent variable (Intentions to emigrate) are as follows:

- I am willing to move to a foreign country and live there (even if I have a hard life)
- I am willing to move to a foreign country and live there because I believe that I will have a better life.
- I am willing to emigrate, knowing that Nepalese suffer from human rights violation.
- I am satisfied with my health conditions.

Following questions were asked to determine the Nepalese intention to emigrate based on business factors:

- I am satisfied with my job conditions, benefits, and working environment.
- I feel dignified with my salary, working hours, workload, and profession.
- I am satisfied with my overall income.

Respondents were further asked to give their own reasons and conjectures to answer the question, why do Nepalese emigrate? Their point of view further allowed me to understand the general constraints of Nepalese citizen and conclude the research with additional recommendations. In addition to the standardized questions, active Nepalese labourers were further asked about their culture of savings, where the participants were given the option to mention their savings per month.

2.2. Sampling

Based on an estimated population of 13.5 million Nepalese between the ages of 20-65 years (UN, Population division, 2017), the targeted sample size for the research was 500 employed Nepalese citizens. However, only 332 Nepalese were elected to be measured for this research. Since the research aimed to focus on measuring the emigration intentions based on the business factors, it was significant to select only the active Nepalese labourers to measure the emigration drivers and interpret accurate empirical data. Out of the 500 Nepalese respondents 66 (13%) candidates were unemployed, 37 (7%) respondents were students, 64 (12%) surveyors were housewives, 31 (6%) business owners and 301 (60%) employed citizens working in public or private companies (with and without contracts, including freelancers and multiple job workers) who took part in the survey. Out of the 332 active Nepalese labourers and workers, 196 were male and 136 respondents were female. From those respondents 223(67%) candidates were single, 97 (29%) of them were married and 12 (4%) of them were divorced.

The data collected through the survey illustrated that among the unmarried candidates, 37% were male and 30% were female. Similarly, 18% of males and 11% of females were married whereas the percentage for widow/ divorced candidates were modest at 2% and 1% for males and females, respectively. The most noticeable evidence retrieved from the survey denotes that the productive age group of Nepal (19-38 years old) has diverse gaps in the education sector. 71% are considered untutored (secondary school and less), 60% have the basic education whilst 58% and 63% are considered literate with a bachelor's or a master's degree) This suggests that (71%) majority of Nepalese youth willing to emigrate have less educational background seeking to emigrate for menial and unskilled job opportunities abroad. Data based on the knowledge of English language shows the same pattern. Amidst the 332 operative workers, 11% have secondary level education, which is considered unrefined according to the Nepal education system. 17% have education up to high school which is mandatory to be termed as literate. Majority of the respondents holds a university degree in bachelor's at 57% while only 15% hold master's or higher degree.

2.3. Model building

Here, an equation has been established to further refine the results obtained in this research. The focal point of this mathematical statement is to find out if there is any relation between the dependent variable (emigration intent) and the business related factors existing in the Nepalese community along with other controlled variable to get more clear conclusion. The formula is based on the following arrangement:

$$\text{Emigration intention} = b_0 + a_k * \text{business related factors} + c_n * \text{other variables} + u_i$$

In this research, alterations are recorded based on the transition of independent variables which is the job-related factors. The job-related factors include Job satisfaction level of Nepalese and their working hours. Here, the empirical equation determines if the dependent variable is altered according to the changes in the job-related factors.

$$\begin{aligned} EMMIG_INTENT = & C(1) + C(2) * JOB_SATISFACTION + C(3) * LOG(WORK_HOUR) + C(4) * GENDER \\ & + C(5) * AGE + C(6) * HIGH_SECONDARY + C(7) * BACHELOR + C(8) * MASTER + C(9) \\ & * MARRIED + C(10) * DIVORCED + u \end{aligned}$$

U represents other individual factor, in order to have a better conclusion on what effects the Nepalese emigration intention. Here, U substitutes the marital status of the individuals as married unmarried or divorced.

Substituted Coefficients:

$$\begin{aligned} EMMIG_{INTENT} = & 2.33439165808 - 0.097 * JOB_{SATISFACTION} + 0.673 * LOG(WORK_{HOUR}) + 0.003 * GENDER \\ & - 0.006 * AGE + 0.084 * HIGH_{SECONDARY} - 0.52 * BACHELOR - 0.88 * MASTER - 0.027 \\ & * MARRIED + 0.215 * DIVORCED \end{aligned}$$

The general fixation of this model is to interpret whether there is a relationship between the dependent, independent, and control variables. If there is a relationship, how strong and big of an impact it has on the dependent variable, which in this case is the emigration intention of working active Nepalese.

3. RESULTS AND INTERPRETATIONS

In the scale of 1 to 7 in measuring the emigration intent, Nepalese are mostly dissatisfied with their job conditions, their working hours, and their inability to save at the end of the month. The responses further reveal that Male and females, equally would like to emigrate if they get the chance, suggesting that there is no difference in the emigration intention according to the gender. The education distribution among the candidates show that the most vulnerable age group to be driven to emigration lies in the productive age group from 19- 28 that mostly consists of students and young inexperienced workers. The latter group of adults remain to be neutral regarding moving to abroad permanently but would like to settle only for the sake of income and a better lifestyle. A total of 67% of unmarried Male and Female Nepalese suggests that they would want to emigrate for a better future.

Most importantly, the empirical results emphasize that the working hours are the main drivers of Nepalese emigration. Other results suggest that Nepalese citizens are bothered by their job conditions and somehow dissatisfied with the government and its political and economic situation. In addition, unemployed people are willing to emigrate under circumstances of having a better life condition, for future career and education, for adventure and experience whereas others insist on remittance and the currency difference.

3.1. Descriptive results

The research findings concluded that the original study has broadened the perspectives on the emigration intentions of employed Nepalese.

Table 1: Descriptive statistics of employed Nepalese citizens

Variables	No.of obs	Mean	Median	Max	Min	Std. Dev
Emigration Intent	488	3.788	4.00	7.00	1.00	2.01
Job Satisfaction	497	4.45	4.00	7.00	1.00	1.70
Working hours	274	44.58	47.50	80.00	10.0	13.7
Gender	502	0.442	0.000	1.00	0.00	0.49
Age	499	35.71	34.00	71.00	16.0	11.2
Presecondary	502	0.089	0.000	1.00	0.00	0.28
High Secondary	502	0.169	0.000	1.00	0.00	0.37
Bachelor	502	0.633	1.000	1.00	0.00	0.48
Master	502	0.105	0.000	1.00	0.00	0.30
Unmarried	503	0.675	1.000	1.00	0.00	0.46
Married	503	0.286	0.000	1.00	0.00	0.45
Divorced	503	0.029	0.000	1.00	0.00	0.17

Source: Author's own calculations

Based on the results, there is no significant willingness to emigrate centered on genders. However, the education structure of these sampled targets indicates that the majority of obliged citizens, profoundly belongs to secondary and lower educated group of people. The higher educated and university stage citizens are less willing to emigrate (see table 2). This suggests that people with higher literacy training have the opportunity to make their desired living standards in Nepal itself whereas the lower educated citizens mainly opt to emigrate for means of earning more wages in foreign countries, especially rich gulf countries under harsh circumstances. As the education level increases, people are more inclined to stay in Nepal and earn better rather than emigrating to foreign countries risking their security, profession, and livelihood.

The results also indicated the age group of 19-28 to be the most vulnerable composition to emigrate. Although the intensity of job satisfaction has no significant changes in the emigration intentions of Nepalese, it is still visible that the contentment in job conditions affects the purpose of emigration.

3.2. Empirical results and overall interpretation

The results from the estimation of the equation is tabulated in a single table, Table 1. The overall empirical results show a relationship between the job-related factors and the emigration intention using least squared method.

Here, working hours and the satisfaction in job attentively relates to Nepalese emigration. The coefficient of job satisfaction shows a statistical negative relationship (-0.097147) which in other words means that as the job satisfaction level decreases the emigration intention rises and as the satisfaction level increases, the emigration intention drops. The probability of job satisfaction having significant and strong affiliation to the Nepalese emigration is greater than 10% (0.1914) therefore, it does not have a strong or important relationship between emigration intention. But the negative relationship does imply that it has a direct connection and effect on the willingness of employed Nepalese citizens to emigrate abroad.

Table 2: Empirical data results

Variable	Coefficient	Std.Error	T-Statistics	Probability
C	2.334392	1.314505	1.775872	0.0769
Job Satisfaction	-0.09714	0.074169	-1.30981	0.1914
Log(work_hour)	0.673232	0.312377	2.155193	0.0321
Gender	0.002681	0.255199	0.010504	0.9916
Age	-0.00570	0.011269	-0.50632	0.6131
High_Secondary	0.084109	0.477895	0.176000	0.8604
Bachelor	-0.52049	0.421877	-1.23375	0.2184
Master	-0.88575	0.482786	-1.83468	0.0677
Married	-0.02718	0.272916	-0.09961	0.9207
Divorced	0.215894	0.743669	0.290309	0.7718
R-squared	0.049307		Mean dependent var	3.797753
Adjusted R- squared	0.016015		S.D. dependent var	2.032701

Note: Dependent variable: Emigration intention (EMIG_INTENT)

Source: Author's own calculations

The working hours on the other hand has a significant statistical impact and a strong connection in the case of emigration intention. The coefficient of working hours recorded 0.673232 value that suggests a positive impact on emigration intention. In other words, as the working hours increases in Nepal, Nepalese tend to incline towards international migration, whereas a decrease in working hours show a negative willingness to emigrate. The probability records a value of 0.0321 which is lesser than 5% which indicates a strong and association between working hours and emigration intention among Nepalese.

Among the independent variables, controlled variables also interpreted similar and expected empirical results. Here, the control variables incorporate the gender ratio, education composition, age distribution and the marital status. Based on the results, there is no significant willingness to emigrate centered on genders. But in the case of education composition, empirical results present that as Nepalese attain greater education degree, the emigration intention slows. The empirical results show a positive correlation between emigration intention and people with only secondary education and lower degree of qualifications. The correlation of secondary school and lower education level is 0.084109 denoting that illiterate and lower educated group of people have a positive correlation to the emigration intention however, as the education level rises to bachelor's and master's degree, the value drops to -0.520492, and -0.885759 respectively. In other words, as the education level increases, people are more inclined to stay in Nepal and earn better rather than emigrating to foreign countries risking their security, profession, and livelihood.

CONCLUSIONS AND POLICY RECOMMENDATIONS

For a prolonged period, Nepal has been experiencing a drain in the labour market, especially from the productive age group from 19-35. Researchers have assumed that the key thrust and altruistic

motivation to emigrate is for remittances believing that sending foreign remittance will make a substantial difference in their family's well-being. While it is still a major drive of international migration, the utmost key is relied on the fact that dissatisfaction in the current employment and the long working hours pushes the working Nepalese to seek employment elsewhere. The contribution of remittances has significantly helped Nepal's GDP along with poverty reduction and improvement in health and education sector, however the level of development is at a slower rate and the increase in trade deficit has made it harder for lower income families. This phenomenon has created an impatient drive among less educated group of population to emigrate. Since emigrating to gulf countries has made an impression on the improvement of living standards among gulf working families, it has provoked youngsters to discontinue their studies to earn and provide for the family. Meanwhile, the empirical analysis proves that educated people are well aware and content with their salaries in Nepal, implicating that if Nepalese were to educate themselves, there are equal amount of opportunities in the country itself.

While the Foreign Employment Act 2007 and the Foreign Employment Rules 2008 have been used to regulate labour migration from Nepal, their implications need to be assessed and analysed with a view to making them more effective and in tune with the changing trends in labour migration globally. On the international front, there is an increasing role for organizations like IOM and ILO. Labour migration has also become one of the relevant topics of discussions at major international conferences. However, at the national level, Nepal must focus and prioritize its citizens and their retention first. Here are some recommendations that might compensate to the profound Nepalese emigration for employment.

Decrease in working hours and alternative means of employment

In terms of the national and international policy instruments adopted by Nepal, the government has done extraordinarily little to provide alternative means of livelihood and employment. Today, half the households in Nepal depend on a labour migrant and the country is becoming increasingly dependent on remittances sent back by the workers. With macro-level statistics, such as GDP growth rates, poverty, health and education, showing an improvement over the years despite a decline in manufacturing and the decade-long conflict (from 1996 to 2006), an increase in policy negligence has become evident with the government taking an almost relaxed attitude towards the country's overall growth and welfare. It is essential that the government seek ways of reducing dependence on labour migration by focusing on human resource development, job creation, skills training, manufacturing, the service sector, etc.

Implementation of strategic education system

The study found that majority of Nepalese willing to emigrate had lower level of education. They find working in rich countries and supporting families through remittances much more time saving and advantageous than studying and making a career. In addition, the returns for migration are higher for migrants with higher skill levels, whereas most Nepali emigrants have little education and few technical skills. Investing in the human capital through technical and vocational training would not only serve the country through those that stay but also potentially raise the earnings of migrants abroad as well. Nepal's ministry of education must enforce strategic policies within the education system of the country. Compulsion of certain levels of education must be mandatory for all the citizens of the country and improvement in the current system must be combined with the development of education (for example, through an improved technical education and vocational training system) This way, people can be conscious of the emigration trends and make decisions without any peer pressures.

Development in the agriculture sector

For a country where two-thirds of the labour force is engaged in agriculture, improvement in the productivity of this primary sector is a prerequisite for overall increases in the productivity of the economy, and consequent economic transformation and prosperity. A two-pronged approach—first, transformation of agriculture from subsistence to commercialization and modernization, and

second, absorption of the growing labour force into secondary and tertiary sectors by utilizing available and potential resources—needs high priority. Knowledge, skills, and infrastructure, including agricultural extension services, are key to augmenting labour productivity from a human development perspective. As the long-term strategy for agricultural development in Nepal, ADS (MoAD, 2015) has been in force since 2015. The ADS recognize agriculture as the key sector of employment, which needs extensive reforms in terms of realization of decent work, rights at work, employment and income generation, modernization of agriculture production technologies and improved management of production.

Building an entrepreneurial society in the context of future of work

The priority actions include implementing specific strategies for attracting young people to work in the country; expanding entrepreneurship development activities targeting the youth population focusing on the value of work and entrepreneurship; Integrating returnee migrant workers' knowledge, skills and competencies through appropriate reintegration programmes; Implementing a start-up fund for supporting innovative ways to generate employment and develop entrepreneurship and finally harmonizing 'rights at work' and 'productivity at work' for encouraging investment with a view to generating greater employment opportunities.

Institutionalizing social security for all

It is of utmost importance to Execute 'Social Security Fund' for social protection of all workers including informal workers as a matter of national priority. Moreover, building constructive understanding between the constituents of work towards achieving operational efficiency in executing social security fund for the protection of all workers can develop employment in Nepal.

Implementing a strategy of decent work

Effective implementation of decent work is determined by several factors. Firstly, an enabling environment for implementation is crucial and includes, political commitment, support, and the capability to lead identified strategic actions. Advocacy and sensitization of relevant stakeholders, using appropriate information-education-communication strategies that reinforce 'work', along with motivation and 'ownership' of the concept of 'decent work,' are prerequisites for the development of a culture of decent work. Likewise, a competent execution mechanism, embedded in the strategic plan is essential. This would require rationalization of legislation and policies; capable executing organizations to lead and manage the process; adequate and proper programming and resource management; effective operating systems to facilitate autonomy and accountability and an effective coordination mechanism.

For the planned implementation of critical priority interventions, a dedicated plan of action needs to be formulated. This can be done by organizing a national strategic planning exercise with the participation of constituents of work, international development agencies, experts and professionals and civil society organizations. Such an exercise will include prioritizing actions; identification of strategies for implementation; formulating an action plan and ensuring effective implementation through capable institutions, proper programming, a responsibility framework, accountability mechanisms and continuous improvements. The effective realization of the agenda of decent jobs in the future can be achieved by effective monitoring to ensure accountability of results. This can best be done by monitoring the plan of action through; targeted resource commitments; a performance management system with result indicators; a competent monitoring agency with authority and capability; an information management and reporting mechanism; A problem solving mechanism; a performance-based incentive system and continuous improvements through research and development initiatives. A broad-based as well as meaningful collaboration between the constituents of work is crucial. There must be collective accountability and networking if decent work is to become a reality in the future in Nepal.

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