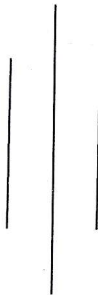


A Mini Research on **“Challenges related Employment Opportunities for Youths”**

As a requirement for the partial fulfillment for the course of

BSW-305 Research Methods in Social Work



A report submitted to:

Faculty of Humanities and Social Science

Department of Social Work

Samriddhi College

Lokanthali, Bhaktapur

Submitted by:

Saru Khadka, BASW 3rd Year

Reg: 6-2-1113-91-2018

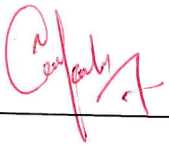
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Date: Jan 5, 2022



LETTER OF RECOMMENDATION

A mini research on **“An exploratory study on Challenges related Employment Opportunities for Youths”** has been completed by Ms. Saru Khadka for the partial requirement of the course Research Method in Social Work. I hereby recommend it for her for external viva.



Lecture & Supervisor

Ms. Neeru Karki

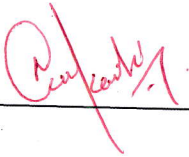
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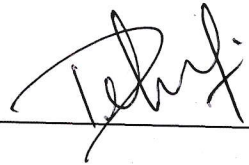
2022

LETTER OF APPROVAL

This research has been approved by the Social Work Department of Samriddhi College and external Examiner.

**Ms. Neeru Karki**

Subject Lecturer

**Ms. Dipa Manandhar**

BASW Coordinator

**Internal Examiner****External Exam**

LETTER OF DECLARATION

I hereby declare that this research paper entitled “ **An exploratory study on Challenges related Employment Opportunities for Youths**”” is an original work for the partial fulfillment of the requirements for the course in Bachelor in Social Work, under the supervision of Ms. Neeru Kaarki, no portion of this work has been submitted for any application for the qualification of any other degree or qualification to this or any other university.

A handwritten signature in black ink, appearing to read 'Saru Khadka', is written over a horizontal line. The signature is stylized with a large 'S' and 'K'.

Saru Khadka

Samridhi College

2022

ACKNOWLEDGEMENT

I am grateful to have this opportunity to thank those whose support and guidance have made this Research Paper accomplished. First of all, I would like to acknowledge and am pleased to have the guidance of Lect. Neeru Karki who has guided and provided continuous supervision throughout the study as well as provided valuable insights in finalizing this report.

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I am blessed to have continuous guidance and support from my fellow friends and other faculties without whose study could not have been accomplished. I am grateful to my for constant encouragement and extra support for my study. Moreover, I would like to express my gratitude for her help in grammatical error.

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LIST OF ABBREVIATIONS

APTP	Approach Paper to the Thirteenth Plan
CBS	Central Bureau of Statistics
GON	Government of Nepal
ILO	International Labor Organization
INGO	International Non-Governmental Organization
NGO	Non-Governmental Organization
NM	Not Mentioned
VDC	Village Development Committee

CHAPTER I: INTRODUCTION

Youth power is an invaluable asset of the nation. Youths are the pioneers and change agents of political, economic, social and cultural transformation. Youths remain as the chief heritage of the nation due to courage, creativity, learning competence and high degree of self-confidence which is also considered to be the major source of nation building. Youth is best understood as a period of transition from the dependence of childhood to adulthood's independence. That's why, as a category, youth is more fluid than other fixed age-groups. Yet, age is the easiest way to define this group, particularly in relation to education and employment, because 'youth' is often referred to a person between the ages of leaving compulsory education, and finding their first job. Generally, The National Youth Policy 2072, defines youth as persons within the age range of 16–40 years. But for this research, youths means people from the age group 20 Years to 25 Years.

According to the International Labour Organization (ILO), an employed person is a person aged 15 years or older who have worked (for pay or profit for at least one hour during a given week or having a job from which being absent under conditions on the reason of absence (holidays, sick leave, maternity leave, etc.) or duration. Employment is an agreement between an individual and another entity that stipulates the responsibilities, payment terms and arrangement, rules of the workplace, and is recognized by the government. According to Collins Dictionary, “A challenge is something new and difficult which requires great effort and determination.” Challenge to the workplace, it is a problem that is stopping you from achieving workplace or career success. Employees of all levels will face challenges in the workplace. This research paper aims to study the challenges related to employment opportunities for youths.

1.1. Background:

The Approach Paper to the Thirteenth Plan (AFTP) estimates the population of young people in the country to be 40.3 per cent. According to Nepal Labour Force Survey 2017, there were approximately 20.7 million people of the working age and approximately 7.1 million were employed while 908 thousand were unemployed (Nepal Labour Survey, 2017; Nepal Labour Force Survey - 2017/18). 38.1 percent of job seekers were young people aged from 15–24 years (Nepal Labour Survey, 2017). This was the biggest group of unemployed, it shows that 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 (Nepal Labour Force Survey 2017).

The Government of Nepal has introduced the first National youth Policy in 2010. The Policy identifies and prioritizes youths as the change agent for economic, political, social and cultural transformation (National Youth Policy, 2010). The Government of Nepal follows equal employment opportunity. Equal employment opportunity is a **government policy** that requires that employers do not discriminate against employees and job applicants based upon certain characteristics, such as age, race, color, creed, sex, religion, and disability. But we can see a considerable difference in preference of working age in Nepal.

1.2. The Problem Statement

There has not been much exploration on this particular theme of the study, and given the gap in the literature and also to update the existing evidence, this study concentrates on extracting the answers to the following questions:

- What are the employment opportunities that the youths in Nepal are engaged in?
- What kind of opportunity attracts youth in Nepal?
- What are the challenges faced by youth related to employment opportunities?

1.3. Objectives of the study

1.3.1. General Objective

- To understand the challenges faced by youth related to employment opportunities

1.3.2. Specific Objective

The following are the specific objectives of the study:

- To identify the types of employment opportunities for youths in Nepal
- To know about opportunities that attracts Nepalese Youths
- To assess the knowledge, attitude and regular practices of employment practices for youths in Nepalese context.

1.4. Significance of the study

A young person is six times more likely to be unemployed than an adult in Nepal.(ILO, 2015). The purpose of this study is to assess the knowledge, attitude and regular practices of employment practices for youths in Nepalese context. There are many expectations, both individual and societal, that play a large role in the development of each teenager. The study focused on the study of the attitude of young people of Nepal regarding the employment opportunities which helps employers to understand the requirements of the present generation and younger generation to be prepared for the possible challenge they face.

1.5. Limitations

The study is limited to small sample size, and also, the study is limited among the content analysis and secondary data review only. Besides, the study is limited to the youth population of the age group between 20-25 years which doesn't correctly define the age of the working class.

CHAPTER II: LITERATURE REVIEW

The review of empirical literature has been done through a review of journal articles, papers, research reports and newspaper articles on youth employment, challenges and possibilities in reference to Nepal.

2.1. Jobs and skills for youth: Review of policies for youth employment of Nepa(ILO, 2015)

This policy review is part of the support provided by the International Labour Organization (ILO) to Nepal; by analysing the policy environment surrounding youth employment, identifying gaps and proposing recommendations the intention is to assist Nepal to confront the challenges of poor youth transitions to the labour market.

Young people facing bleak employment prospects are leaving the country in large numbers as temporary outmigration surges. Nepal is becoming one of the largest sending countries in Asia. Some groups are particularly at risk of poor youth employment outcomes: among them are caste groups such as Dalit communities, some ethnic communities, rural youth, those from disadvantaged regions, and poorer women.

Among the findings of the report it shows that the sectoral composition of growth shows inherent weaknesses in relation to employment creation. Nepal lacks a national platform for social dialogue on youth employment. Nepal also has made major strides in improving educational access. Higher education and vocational training have a supply-side bias. Public employment services are weak and not functioning effectively. While the informal economy is being given increasing policy attention. On the other side, high levels of migration reflect the poor employment prospects in the local labour market.

2.2 Exploitation and harassment await young people joining the workforce(Baidar, 2021)

This is the article written by Aishwarya Baidar in Dec 21, 2021 for The Record Nepal which concludes that Youths working their first jobs are often overworked, underpaid, sexually harassed, and mentally tormented by predatory employers in the name of opportunity and exposure.

This article has highlighted that when entering the labor market as a young person, one often has to encounter exploitation, mental torment, and harassment in the name of opportunity and exposure. Young people just starting out in their first jobs are often unaware of their rights and what is considered fair remuneration or decent work hours. Employers also tend to pile on responsibilities once the hiring process is complete, and if employees refuse to take on more than they are mandated to in the contract, they are fired. Businesses, both large and small, often behave as if they are doing their employees a favor by hiring them, said many young people. Record says that, "Young people are so eager early in their careers that they become submissive."

2.3. Why Employee Turnover Rate Is High for Young Workers (Kapphahn, 2021)

This is the article written by Kristopher Kapphahn in 2021 for Fortune Magazine which concludes that the employee turnover rate continues to grow each year for workers under age 25. Even though turnover has steadily increased for workers of all ages, the data shows that younger workers are more prone to job hopping than their older counterparts.

He defines various possible reasons why young people have high turnover such as: Many employers expect engaged employees but do not necessarily incentivize that engagement, and millennial dissatisfaction with their current position may be the effect of management. Younger full-time job switchers have consistently experienced the strongest wage growth of any age

group. They have the highest turnover and highest wage growth, so it pays to switch jobs. For younger workers, employment tends to be in low-skill, low-paying jobs that have little to no room for advancement. Young workers tend to switch jobs to increase their salaries and find the positions in which they can develop a long career. Beyond salary, businesses looking to hire recent college graduates should keep in mind that this younger generation wants meaningful work. 81 percent of employees feel positively about work that impacts society.

2.4 Generating Youth Employment Initiative(Gurung, 2014)

The study was a collective research of Dayitwa and the Ministry of Education, Government of Nepal. The objective of this research was to assess the employment generation opportunity in the village affected with conflict and which is a marginalized community (Taklung VDC, Gorkha District).

It is concluded that most of the initiative for employment generation in rural communities is limited to training as well as they are supply-driven which failed to transform individual initiative to commercial activity. Need for community cooperation coupled with financial assistance and market skills in close coordination with government, NGO and private sector can make the employment generation activity sustainable and can be commercialized into a profit generating model.

2.5. Only 22 percent of working-age women are employed in Nepal(Shrestha,2019)

This is the article written by Prithivi Man Shrestha in May 2, 2019 for The Kathmandu Post which highlights the fact that despite of the population of working-age females in the country being higher than that of males, females still lag far behind when it comes to employment and the pay gap between the genders is also huge.

This article views the working class of young people from the gender lens. As mentioned

in the article, for every 100 males in the working-age population, there are 125 females, but for every 100 employed males, there are only 59 employed females. The population of working-age males stands at 9.2 million while that of working-age females stands at 11.53 million. Of the total working-age women, only 8.5 million are in the labour force who are either employed or are in search of employment, and only 2.6 million from the total women labour force are employed. This shows only 22.5 percent of working-age women are employed. With the majority of women involved in non-profit making and non-wage earning works, the employment ratio of women is very low, according to the Central Bureau of Statistics(CBS).

Women have not been able to find an appropriate environment to work in the formal sector due to their social responsibilities at home. Males earn Rs19,464 on average, while females are being paid Rs13,630 regardless of their profession. There is a wage gap in the post of manager, professionals, technicians and associate professionals, clerical support workers, service and sales workers, skilled agriculture forestry and fishery workers, craft and related trade workers, plant and machine operators and assemblers and elementary occupations.

2.6. National Youth Policy 2072(2015)

National Youth Policy was introduced on Aug 12, 2015 by Ministry of Youths and Sports, Government of Nepal (GON) guaranteeing the basic rights of the youth, the Vision of this National Youth Policy shall be to establish the youth of the nation in leadership role making them capable of making meaningful contributions to political, economic, social and cultural life of the nation by preparing such youths who are competent, enterprising, creative and scientific, and have positive thinking.

Assimilating the youth in the mainstream of national development through the means of meaningful participation, competence and leadership development, the chief Mission of this

Policy shall be to make the role of the youth and the competence inherent in them more qualitative for the sake of building a Nepal which is affluent, modern and full of justice.

Chapter III: RESEARCH METHODOLOGY

3.1. Research Design

This study is exploratory research where researcher explores the possible challenges related to employment opportunities for youths. This is a mixed-method study design which makes use of qualitative and quantitative approaches to gather the important data. Mixed methods study is the style of research in which a researcher or group of researchers incorporate the elements of both qualitative and quantitative approaches (e.g. use of qualitative viewpoints, data collection, analysis) for the specific purposes of in-depth understanding. Content Analysis was taken as a research tool for this research . Content analysis is a research tool used to determine the presence of certain words, themes, or concepts within some given qualitative data (i.e. text). Using content analysis, researchers can quantify and analyze the presence, meanings and relationships of such certain words, themes, or concepts. Autoethnography is another method that researchers used in this research. It is a method of research that involves describing and analyzing personal experiences in order to understand cultural experiences.

3.2. Nature and Source of Data

The data was collected through all primary source, secondary source and tertiary sources. Primary data means original data that has been collected specially for the purpose in research. It means someone collected the data from the original source first hand. Primary data was collected through content analysis in this research. While secondary data is the data that has already been collected through primary sources and made readily available for researchers to use for their own research. It is a type of data that has already been collected in the past. Secondary data has been gathered by reading different news articles, journals, research papers, policy review etc. Tertiary sources of information are based on a collection of primary and secondary

sources. Some of the cited findings in other research papers were also considered as important data.

3.3. Study Area

The study area of this report covers the secondary data from all over Nepal. This study is not confined to a particular study area. Since this study relies on secondary information, almost all the information available is used in the data. For the content analysis, researchers took 7 newspapers dated from Dec 19, 2021 to Dec 25, 2021.

CHAPTER IV : FINDINGS

The findings of the research has been categorized into following:

4.1. News related to youth employment opportunities in a week

During the content analysis, researcher went through The Himalayan Times and read the following articles:

Date	Article	Remark
Dec 19, 2021	Implement Projects through user's committee	Annex 1
	Foreign employment empties villages of Youths	Annex 4
Dec 20, 2021	Ethical Leadership in Business	Annex 3
	Village Sans Youths	Annex 9
	Thousands of Jobs in drone industry	Annex 6
Dec 21, 2021	Stakeholder's urge government to ratify ILO Convention 190	Annex 5
Dec 22, 2021	All the remote jobs you can do from Anywhere	Annex 2
	Confidence myth you need to get rid of	Annex 7
	Is New Job right for you financially?	Annex 8

When researchers went through the newspaper, it was found that there were only 9 news articles related to youth employment in Nepal. Among the nine articles two articles were only the report and others were opinions and editorial. These articles highlight crucial information such as the government has not made the laws which are able to safeguard the rights of youth. Things will remain unchanged unless the government comes up with policies to absorb the youths within

the country. It also says that though conventions are being signed, the government takes more than a year to ratify and change into actions.

It has raised the important issue that foreign employment is emptying villages of youth while also resulting in social, cultural and family disintegrations. There are few employment opportunities within the country but youths aren't satisfied financially and tend to go abroad for earnings. It says that though Nepal earned 961 Billion Remittance in fiscal year 2020/2021 yet the social capital of the country is being damaged. Cases such as 17 Youths from Baglung lost their lives in last fiscal year while 5 have returned with disabilities shows the severity of the problems that youths are facing abroad.

The articles and editorial also talks on why aren't youths being taken as an important part in any jobs. The prevailing top down approach to corporate stifles any different style, but there is a new crop of young corporate leaders that can overturn the status quo. Youths have the capabilities, the vision and the resolution to bring about transformational change in the corporate culture of the country but they need a chance. Federation of Nepalese chambers of commerce and industry (FNCCI) 10 Year Plan has embarked on inclusion and dynamism as ethical leadership while they remain silent to include youth in the leadership roles.

4.2. Public Display of Youth Opportunities through mass media

Mass media has been a major source for both employee and employer to look for employee and employer. There are several mediums such as app, e newspaper, newspaper, job portals etc. For this research, researchers have taken reference from newspapers to represent Mass Media.

4.2.1. List of Job Vacancy in the Himalayan Times

When reviewed in the Himalayan Times for a week(Dec 19-25, 2021), researchers came across 56 job vacancies in reputed companies, civil society and INGOs. The announcement patterns could not be determined as there were 44 vacancies announced on 22nd of Dec while there were not even a vacancy dated on Dec 19th, 20th, 21st and 24th. While it shows that these vacancies would prefer people pursuing masters degrees and having adequate experience

Date	Position	Organization	Qualification		
			Experience	Education	Age
Dec 22, 2021	Team Leader, Project Adhicar	Felm	5 Years	Masters	NM
	Dy. Manager	Care Edge	5 Years	CA	NM
	Analyst- Credit Rating		3 Yrs	CA/MBA	NM
	Marketing Officer		2 Years	MBA/MBS	NM
	Head Legal & Compliance	NIBL Capital ACE	3 Years	Masters or Bachelor's	> 35 Years
	Director of Sales & Marketing	Radisson Hotels Group	12/15 Years	Bachelors	NM
	Master Chef/ Sous Chef		8/10 Years	BHM/ Diploma degree	NM
	Chief Kitchen Steward		8/10 Years	BHM/ Diploma degree	NM
	Event Chef		8/10 Years	BHM/ Diploma degree	NM
	IT Manager		5 Years	Degree or Diploma in IT	NM
	Senior Officer	Mahalaxmi Bikas Bank	4 Years	Master/ Bachelor	> 40

Dec 22, 2021	Supervisor	Mahalaxmi Bikas Bank	1 Years	Bachelors in	40
	Information Tech		3 Years	BscCsit, BCA, BIT, BIM	40
	Information Security Officer		2 Years	BscCsit, BCA, BIT, BIM	40
	CA		3 Years	CA	NM
	Admin Officer	Padma Group of company	2	Masters	NM
	Account Officer		2	masters	NM
	Marketing Officer		3	Masters	NM
	Medical Representative	Square Pharmaceuticals	NM	Bachelor's	NM
	Deputy General Manager	Gurkhas Finance Ltd.	20 Years	Master's	NM
	Chief Business Officer	Reliable Nepal Life	10 Years	Masters/ Bachelor's	NM
	Regional Manager		5	Masters/ Bachelor's	NM
	Branch Manager		2-5	Bachelor's	NM
	Manager Non Agriculture Services	Swiss Contact	5	Master's	NM
	Communication Officer		3	Bachelor's	NM

Dec 22, 2021	Driver	Swiss Contact	3	SLC	NM
	Campaigns & Education Officer	WWF	3	bachelor's	NM
	Lecturer	Khwopa College	NM	M.E. MSc/ PHD	NM
	National Director	SOS Children's	15	Masters	NM
	Deputy National Director		10	Masters	NM
	Communication Officer		5	Masters/ Bachelors	NM
	CEO	Excel Development Bank	10	master	NM
	Program Manager	FCA	10	Bachelor's	NM
	Programme Analyst Census NOB	UNFPA	2	Master's	NM
	Human Resource Associate		5	Bachelors	NM
Dec 23	Administrative Associate		5	Bachelors+2/	NM
	programmeAssociate		5	Bachelors	NM
	Admin/FinanceAssociate		5	Bachelor's	NM

Dec25, 2021	Human Resource & Administration Coordinator	OXFAM	5 Years	Masters	
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Fig 3: Table showing the vacancy available in the Himalayan Times dated from 19th Dec - 25th Dec, 2021

4.2.2. Job Preferences on the basis of experience

Job Preferences on the basis of experience

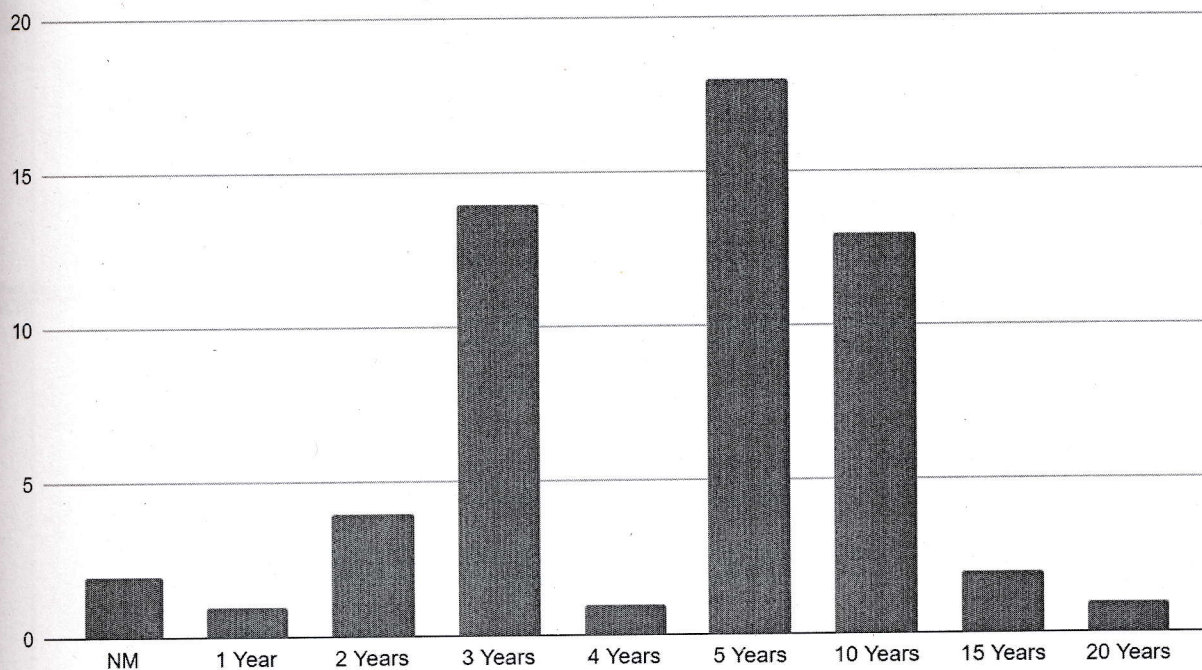
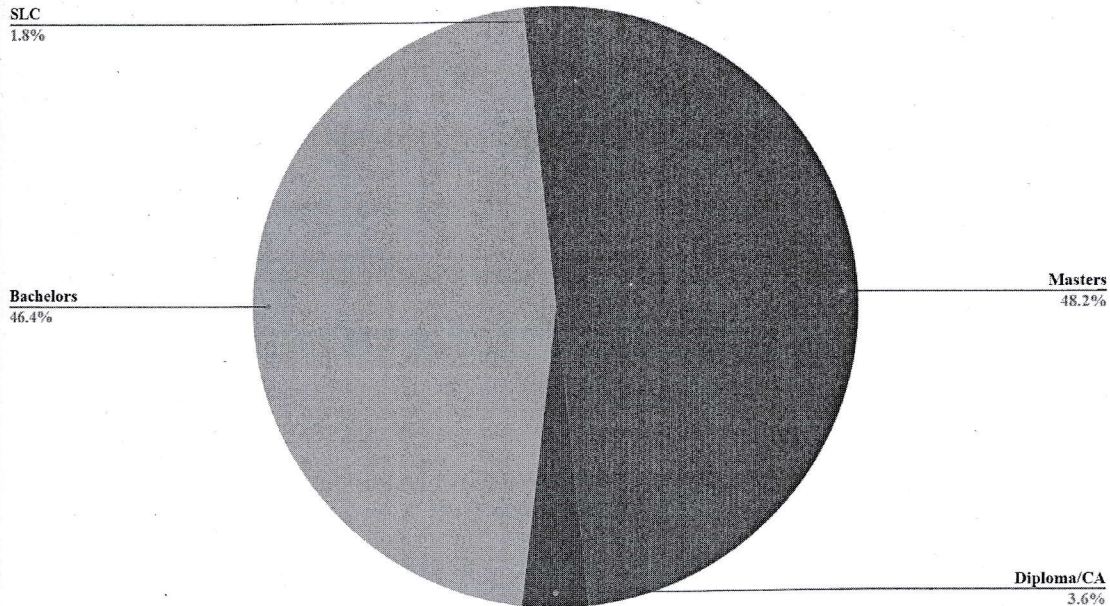


Fig No. 3: Bar Graph showing the job preferences on the basis of experience

In the above mentioned graph the highest expectation of the employee is taken as the reference for the separation like experience from 3-5 years is considered, then 5 years is taken as the way to count on data. Among 56 Job vacancy, 2 job has not mentioned(NM) the experience required while 2 job mentioned experience of 1 year, 4 job mentioned experience of 2 years, 14 job mentioned experience of 3 years, 1 job mentioned experience of 4 years, 18 jobs mentioned experience of 5 years, 13 job mentioned experience of 10 years, 2 jobs mentioned experience of 15 years while one job mentioned experience of 20 years. From the bar diagram it looks like experienced employees are preferred in comparison to non experienced employees.

4.2.3. Job Preference on the basis of Education

4.2.3. Job Preference on the basis of Education



In the above mentioned graph the highest expectation of the employee is taken as the reference for the differentiation like education from Bachelor's or Master's (Preferable) is considered, then Master's is taken as the way to count on data. Among 56 Job vacancies, 48.2% of employers prefer employees with Masters degree while 46.4% of employers prefer employees with Bachelor's Degree while an average of 3.6% employers prefer employees with Diploma or SLC. This statistics shows that employers with higher degree education are preferred in comparison to employees with lower education degrees.

4.3. Challenges related to Employment Opportunity for Youths

There are several challenges that researcher came across and few of them are listed below:

- Nepal lacks a national platform for social dialogue on youth employment which hasn't held the government accountable to address the unemployed status of youths in Nepal.
- Almost every reputed organization has a tendency to hire experienced employees but higher education and vocational training have a supply-side bias.
- Youths working their first jobs are often overworked, underpaid, sexually harassed, and mentally tormented by predatory employers in the name of opportunity and exposure. Young people are so eager early in their careers that they become submissive.
- For younger workers, employment tends to be in low-skill, low-paying jobs that have little to no room for advancement. This demotivates the younger employee and oftentimes foreign jobs are taken as better options.
- The policies and treaties related to Youth and Employment opportunities are often only signed and aren't turned into action unless one or couple of years.
- Enough researches haven't been done promote the the employment generation opportunity in the village affected with conflict and which is a marginalized community
- Despite the population of working-age females in the country being higher than that of males, females still lag far behind when it comes to employment and the pay gap between the genders is also huge. One can see the differentiation on the basis of gender among youths too.

4.4. Youth employment challenges through the lens of Autoethnography

I am 20 years old young working class women employee since last 4 years, two years as an informal worker (Volunteer) and last two year as formal worker. I from an intersectional approach: being a female and being youth have faced several hurdles in working places.

4.4.1. To get Job

I feel privileged because I easily got the opportunity to work as an informal staff member as the organization already knew my fellow colleague who recommended me to the board. While I didn't miss any opportunity to step up as I did all the work assigned by the supervisor as I had great enthusiasm to excel in this field. My journey from informal worker to formal worker was easier because I didn't miss any opportunity to network with people, participate in events. While many of my friends find it very hard to get a job because youths are not considered trustworthy. Younger people are often mistreated for being young.

4.4.2. In the Job

I haven't been heard despite being right in so many cases. One incident that I can share is while we had idea pitching in an organization I was not given enough time to share my ideas saying I exceeded time. On the other side the same idea pitched by older employees was praised and given more time. Younger employees are not considered serious oftentimes in workplaces of Nepal. Younger people are thought to be in assisting roles rather than leading roles. Younger employees feel guilty for making mistakes as not all managers understand how important positive reinforcement and constructive criticism are to me. Young people are not properly mentored, properly paid but expected to do work of officers or to ease the officers work. While there can be considerable changes in the way people perceive the younger generation, it's not enough.

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CHAPTER V: CONCLUSION

As mentioned before, youth is best understood as a period of transition from the dependence of childhood to adulthood's independence. Employment is an agreement between an individual and another entity that stipulates the responsibilities, payment terms and arrangement, rules of the workplace, and is recognized by the government. Youths in Nepal are facing several challenges to get a job or within a job. Youths working their first jobs are often overworked, underpaid, sexually harassed, and mentally tormented by predatory employers in the name of opportunity and exposure. Young people are so eager early in their careers that they become submissive.

Nepal lacks a national platform for social dialogue on youth employment which hasn't held the government accountable to address the unemployed status of youths in Nepal. For younger workers, employment tends to be in low-skill, low-paying jobs that have little to no room for advancement. Need for community cooperation coupled with financial assistance and market skills in close coordination with government, NGO and private sector can make the employment generation activity sustainable and can be commercialized into a profit generating model.

Hence, we can see that there has not been considerable takes either by government or private society on providing the younger generation with employment opportunities. This has been one of the major challenges seen which has been leading to the migration of youths to foreign where they are paid well and can have life they wish for. Young people just starting out in their first jobs are often unaware of their rights and what is considered fair remuneration or decent work hours. Employers also tend to pile on responsibilities once the hiring process is complete, and if employees refuse to take on more than they are mandated to in the contract, they are fired.

Young workers tend to switch jobs to increase their salaries and find the positions in which they can develop a long career. Things will remain unchanged unless the government comes up with policies to absorb the youths within the country.

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ANNEX

Annex 1

'Implement projects through users' committees'

Himalayan News Service
Kathmandu, December 18

The Ministry of Federal Affairs and General Administration has authorised the local levels to carry out construction works through users' committees or beneficiary committees under the prevailing laws until further notice.

In a MoFAGA circular issued to all the local levels yesterday, it assured the local governments that the Public Procurement Act, 2007 and Public Procurement Rules, 2007 had clearly stipulated the provisions allowing them to carry out works through the users' committees or beneficiary

committees or beneficiary committee.

MoFAGA has directed the local levels to perform works as per the act and rules until further notice amid confusion over implementation of programmes and projects included in their annual budget and programme.

Since the MoFAGA was verbally asked for clear information as to whether the local levels can implement the programmes and projects through the users' committees or beneficiary committees concerned, they are requested to move forward in accordance with the act and rules.

The MoFAGA further said that taskforce was chaired by the chief of Planning and Development Cooperation Division at the ministry to study and prepare a report along with recommendations regarding the existing provisions of mobilisation of users' committees or beneficiary committees for carrying works and obtaining services. The taskforce has also been mandated to analyse and arrive at a conclusion on the practical aspects of such provisions.

"Against this backdrop, the local levels may mobilise the users' committees or beneficiary committee for carrying

out works under the act and rules until the submission of a report by the taskforce and making of provisions other than those mentioned in the law," the circular reads.

As per the existing law, a construction work or service related to the cost estimate that does not exceed 10 million rupees may be executed by or obtained from a users' committee or beneficiary community consisting of only the inhabitants residing in that place and from the community using such service.

Earlier, on November 9, the Ministry of Urban Development had halted the projects

and programmes being carried out through users' committees until the formulation of a procedure relating thereto. A committee headed by its joint secretary of the MoUD was also formed to work on the procedure for making the projects and programmes to be performed through users' committees more effective, sustainable and employment-oriented. Following the move of the MoUD, the local levels were confused about the existing provisions.

The 57th and 58th reports of the Auditor General had suggested that the Government of Nepal transfer the responsibility

of construction, operation and maintenance of development works to users' committees by making the provision of social audit and hearing so as to ensure their quality and timely completion.

The reports had also found irregularities in the development works entrusted to the users' committees due to their collusion with contractors and government officials. It was observed that the construction works carried out through users' committees were not as effective as they should have been. They were also found to have been involved in embezzlement of government funds.

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Annex 2

All the remote jobs you can do from anywhere

While many of these jobs — software developers, web designers, data engineers — tend to require advanced skills, there are plenty of easy, entry-level, work-from-home computer jobs out there. You just need to know the skills needed and search for the job accordingly.

nication and conflict resolution skills.

Remote Data Entry Clerk

A remote data entry clerk manually enters, updates, or manipulates

numeric or alphanumeric data (numbers or a combination of letters and numbers) into a database via their own computer.

When you're applying for remote data entry jobs, your employer will likely request your typing metrics — eg 'Kph', or keystrokes per

Felm 1859

VACANCY ANNOUNCEMENT

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Annex 3

Ethical leadership in business

Vital to unleash nation's vitality

SOMPA GAMBHARI

In April this year, the Federation of Nepalese Chambers of Commerce and Industry (FNCCI) had unveiled an ambitious 10-year vision plan for national economic transformation.

It was a bold and visionary document that had included the Sustainable Development Goals (SDGs) at its centre to kick start a paradigm shift in the economy of the nation.

A paradigm shift is really what we need to have if we want to ensure Nepal will be able to transition to a greener, sustainable, accountable and inclusive future.

A stronger national economy must not only be greener and sustainable, a must to implement the government's commitments made at the Glasgow COP26 and translate into action its 2nd Nationally Determined Contributions Plan, but it also needs to be accountable in the sense that accountability and personal responsibility should be a key mantra for all citizens.

I am talking about a concept of self leadership that embeds positive values that (i.e., among others, make a much fairer game for people, especially those historically and socio-economic

notionally disadvantaged, to have their chances to succeed.

We are talking about ethical leadership that embraces also inclusion and make sure that the status quo gets broken and the nation can unleash its vitality and dynamism by harnessing and leveraging its diverse pool of unused talent.

In this context, it is positive that the FNCCI is launching consultations about another code of conduct that should set high standards for ethical behaviours.

It is a pressing time for the industrialists because elections are coming and, therefore, once again, there is a need to set some new benchmarks in relation to how political parties and the business sector should work together rather than collide with each other.

Can this become a real opportunity to discuss about leadership, ethical practices and good governance in the business sector? Yet, if the motto remains only anchored to a sense of urgency exclusively framed in the perspective of the risks associated with the politics-business nexus maximised during elections time, then the country will waste another chance.

The Business Code of

Conduct Forum, formed under the leadership of Padma Jyoti, has a big responsibility to initiate a discussion that won't end just with the elections next year.

It must be an ongoing exercise that goes beyond revising or drafting a new code of conduct.

The core responsibility

introspection, self-analysis and loss of entrenched and often profitable habits. Changes in the mindsets, changes in the way deals are made, changes in the way workers and employees are treated.

In a recent conversation with a manager of a major business group, I heard the story that change can

laugh at them.

Just be approachable, open, showing genuine interest to others can truly make the difference.

Soft skills (I hate calling them "soft"), the so called emotional intelligence that also includes the capacity to understand what's going on in the minds and lives of others, is paramount.

The focus must be on the bottom line but you can drive your revenues by also acting differently, more ethically, aware also that, if you are where you are now in your organisation, it might be because of your hard work and luck but also because of an in-born privilege that, often unconsciously, many take for granted.

The prevailing top down approach to corporate leadership stifles any different style, but there is a new crop of young corporate leaders that can overturn the status quo.

They have the capabilities, the vision and resolution to bring about transformational change in the corporate culture of the country, but they need a chance.

Why can't FNCCI propose a young leadership forum, a discussion group where young but promising employees share their views in order to model a new conversation on

good and ethical corporate practices?

Can't each single big business house find a way to re-discuss many of its assumptions by giving the chance to its young employees to become "bigger" and more relevant, with a real say on how business can be improved?

Do not get me wrong: I am not talking about flattening the organisational charts of each business house, but there are ways to innovate and give space to new ideas to groom in order to ethically raise the bottom line.

How many B corporations are active in Nepal? Who knows what a B corporation is and how it gets?

Perhaps, taking the long route sometimes might create some difficult changes in the short term, but it can also prompt new attitudes and behaviours that, once fully practised, would pay off in the long term.

And let's not forget that to achieve a real shift, we need to say "no" to something we are doing now, and this is not easy.

That's why any new code of conduct is just the start of a journey.

Gambhari is the co-founder of ENACT, an NGO partnering with youths living with disabilities

The prevailing top-down approach to corporate leadership stifles any different style, but there is a new crop of young corporate leaders that can overturn the status quo. They have the capabilities, the vision and resolution to bring about transformational change in the corporate culture of the country, but they need a chance

that Jyoti has is to enable a broader process that links the formulation of any new code of conduct with the 10-year vision plan unveiled by FNCCI, and that's why the focus should be on ethical leadership.

Those who think that it will be easy they are wrong. It won't because it will require behavioural changes that are hard to embrace because they demand deep

happen also through small acts.

A colleague, for example, is facing a very tough time due to a personal situation, and it is easy to discount the pain that this person faces, especially if she is at the bottom of the corporate hierarchy.

Empathy and kindness are considered soft skills, and the so-called leaders in the business sector might

Annex 4

Foreign employment empties villages of youths

Rastriya Samachar Samiti
Kathmandu, December 18

Today is the 21st International Migration Day.

The day is observed to promote the rights and well-being of the migrant workers and their families.

However, foreign employment is emptying villages of youth while also resulting in social, cultural and family disintegration. Skilled and pro-

ductive human resource has migrated abroad.

There are few employment opportunities within the country. Even in self-employed businesses, the youth are not satisfied. Hence, youths are compelled to opt for foreign employment to sustain and support their families. But in doing so, a young migrant worker spends his or her youth working in a foreign country, while sending

remittance back home. Nowadays, only the elderly and children have been left in the villages.

Shiva Regmi, programme officer of the Foreign Employment Board (FEB), says that there are hardly any youths left in the village as the migration for foreign employment has increased. "The villages have become youthless," said Regmi. "There is a shortage of productive human resource,

Our labour is being sold abroad at cheap prices."

Social capital is being damaged in Nepali society even though migration has brought in remittance. On the other hand, due to unsafe migration, our youth are losing their lives. "The statistics are alarming. The number of young people applying for passports in the last four months is staggering," says Regmi. "Self-employment

needs to be emphasised."

According to the statistics of the FEB, 17 youths who went for foreign employment from Baglung lost their lives in the last fiscal year alone. There are no statistics yet on the number of people who have lost their lives due to the COVID-19 pandemic. Five youths have returned with disabilities.

Manibhadra Sharma, president of the civil society or-

ganisation BYC Baglung, says that social and mental health problems are increasing in Nepal due to increased migration. Many governmental and non-governmental organisations have come up with programmes to reduce foreign employment and engage youths in self-employment, but the economic, social and psychological impact of immigration needs to be addressed too.

Annex 5

Stakeholders urge govt to ratify ILO Convention 190

Himalayan News Service
Kathmandu, December 20

Stakeholders have underlined the need to lobby the government and lawmakers to ratify Violence and Harassment Convention, 2019 (No 190).

ILO Convention 190 is a comprehensive UN instrument that covers all the aspects of violence and harassment against workers, particularly women, and makes the employer responsible for ensuring safe working environment.

Speaking at a consultation

meeting here today on the process of ILO Convention 190 ratification, Executive Director of Forum for Women, Law and Development Sabin Shrestha said the line agencies needed to take serious initiative to ratify the ILO Convention 190 as there were multiple steps that ought to be taken before the actual ratification of the convention.

So far, the Ministry of Labour, Employment and Social Security has only begun informal discussion on the ratification issue. "At least we expect that the line ministry to

start formal discussion regarding the ILO Convention 190 ratification now," Shrestha said. Once the line ministry takes steps to ratify the convention, it has to seek consent from the Ministry of Law, Justice and Parliamentary affairs before getting the proposal endorsed by the Cabinet.

"Even after a country's Parliament ratifies the convention, it comes into force only after a year from the date the ratification document is submitted at ILO Office in Geneva," Shrestha said. Responding to a query, Shrestha said,

"Although the government has ratified very few ILO conventions till date, there is no reason for the government to delay the ratification of ILO Convention 190 mainly because it makes employers responsible to ensure safe working environment and there is no need for the government to worry about liability issues.

ILO Convention 190 signed two years ago is a comprehensive convention that encompasses both formal and informal sectors.

Nepal has enacted anti-sexual harassment law at

the workplace. However, this law is not adequate. Ratification of ILO Convention 190 will fill a lacunae in Nepal's relevant laws.

ILO Convention 190 not only encompasses formal and informal workplaces, but also the journey from and to workplaces.

ILO National Project Coordinator Kripa Basnyat said the stakeholders in Nepal should make efforts to ratify the ILO Convention 190 as soon as possible. She said Pakistan had already initiated the process in the Parliament to ratify the convention.

Annex 6

Thousands of jobs in drone industry

NARVIJAY YADAV

Guests were not allowed to carry mobiles at the much-hyped wedding of film stars Katrina Kaif and Vicky Kaushal held recently at a heritage resort in Sawai Madhopur district of Rajasthan. A magazine published in India was sold the rights to print exclusive photographs in return for several crore rupees. Since it was a star-studded event, it became a saleable opportunity for the famous actor couple.

An ultimatum was also issued before the event that should any drone be seen flying around the venue, it would be shot down.

Drones are used for rare photography and are also being

used in the investigation of the recent Mi-17 helicopter crash in Tamil Nadu.

Drones can be used in many fields other than photography. New career options are emerging for the youth as a drone pilot or drone operator.

Drones are also called Unmanned Aerial Vehicle (UAV) or Unmanned Aircraft System (UAS). Now the revised rules and regulations related to drones have come into force in the country, which has made their manufacture and use accessible.

Jobs are available in this field like software development, assembling, repair, drone pilot and drone operator.

According to the Drone Federation of India (DFI), the drone

industry in India can grow 10 times to Rs 50,000 crore in the next five years. The industry can employ 10,000 people in the next three years and double the number in the next five years.

According to a July 2021 report by BIS Research, the global drone market, currently dominated by the US, China and Israel, is projected to reach US\$ 28.47 billion in FY 2021-22, with India likely to hold 4.25 percent.

Drones are no longer a luxury item. Drones are being used in spraying of pesticides on crops, delivery of medicines in remote areas, land survey, monitoring of wildlife, law and order and traffic management by police, photography of impossible places, wedding photography,

filmmaking, disaster management, construction activities and journalism, among others. The first Drone School of Himachal Pradesh will open in Kangra, where youths willing to take up drones as a career will get proper training.

Civil Aviation Minister Jyotiraditya Scindia lauded the new drone regulations issued by the Indian government on August 26, 2021, saying that air taxis may soon become a reality in India, as drones weighing up to 500 kg are now under the ambit of the new drone policy.

Drones can be helpful in transporting life-saving drugs and vaccines to remote rural areas. In September 2021, Telangana tested drones to deliver the COVID vaccine.

Annex 7

Confidence myths you need to get rid of

Have you ever met somebody, either in a social or professional situation, and been amazed at how

much confidence that person projected? Did you then walk away from that encounter and tell yourself, "he was probably

born confident," or "she's obviously an extrovert, so of course she's confident," to find a rational reason for this person's perceived

social advantage?

Confidence is something that everyone strives for at work and in life. Yet, as much as it's something many of us endeavour to get, there are also a lot of misconceptions or myths surrounding confidence. And if you start to believe these myths, you can feel that confidence is unattainable, or just not for you.

Here are nine confidence myths to overturn them once and for all. It's time to step over these misconceptions and allow yourself to feel confident inside so you can move forward and achieve the professional goals you've set for your life.

Myth #1: You need to be born confident

Absolutely not! Nobody is born confident. Confidence is something you develop as you go through life and as you put yourself in new situations or new environments. When you see others who ooze confidence, they weren't born that way. They acquired their confidence by confronting challenging situations, pushing their boundaries, and doing things they thought they'd never be able to do — all things you can do to grow your confidence as well.

ble in your own skin and being happy with the achievements you've made in your life.

Myth #5: Confident people have no insecurities

Untrue. Insecurities are a part of everyday life. Whenever we're faced with the unknown, it's human nature to feel a little insecure. Just because you might have self-doubt or feel unsure when you're changing jobs or moving to a new city, it doesn't mean that you're not confident. The key is to keep moving forward anyway.

Myth #6: Confident people are confident all the time

Absolutely not! There can be periods of your life when you're full of confidence and you feel you can take on the world. There'll be other times when uncertainty and self-doubt kick in. When you leave one place and move to another place you might go from feeling confident and "at home" to being uncertain almost all of the time. What you need to understand is that confidence doesn't hang around 100 per cent of the time. It varies throughout life. And when you start to feel a little less confident, that's when you really know you're pushing the barriers of your confidence.



VACANCY ANNOUNCEMENT

The Nepal Agricultural Market Development Programme (NAMDP) Phase II, also known as Sahaj, operates under a bilateral agreement between the Government of Nepal and the Government of Switzerland. Sahaj is a Swiss Agency for Development and Cooperation (SDC) project, implemented by a consortium of Swisscontact (as the lead agency) and the Center for Environmental and Agricultural Policy Research, Extension and Development (CEAPRED). Sahaj provides financial and technical support towards improved access to services and innovation for agri-businesses in Province 1. This will increase demand for smallholders' produce, including them in value-added supply chains, and building resilience in rural communities through higher employment and income. Swisscontact invites applications from qualified candidates (Nepali citizens) for the following positions.

Position	Place of work
Manager Non-Agriculture Services (1 person)	Kathmandu, Nepal
Communications Officer (1 person)	Kathmandu, Nepal
Driver (1 person)	Province 1, Biratnagar, Nepal

Application procedures: Please visit our website - <https://www.swisscontact.org/en/countries/nepal/jobs> for the Job Description and requirements for the position. Interested candidates who meet the requirements are requested to send their current CV (maximum four A4 pages) and a motivation letter to na.info@swisscontact.org latest by 11:59 PM Nepal time on 7th January 2022. Along with the CV and the motivation letter, please send the duly filled in "job application form", which is available on our website (same address as above).

Swisscontact Nepal will not entertain any phone enquiries or other such solicitations for these positions. Only shortlisted candidates will be contacted for the selection process. Swisscontact Nepal reserves the right to reject any and all applications. Swisscontact Nepal promotes workforce diversity and applies positive discrimination to candidates from discriminated groups (women, Dalit, Janajati, Madhesi/Terai and other minority communities).

VACANCY ANNOUNCEMENT



WWF Nepal, the global conservation organization leading international efforts for a living planet, seeks applications from qualified Nepali candidates for the following full-time position. If you think you are an achiever and willing to work within a diverse

Annex 8

Money is important, and a job change can be a great time to significantly improve your financial prospects. In addition to the pay a new job offers, you should consider the value of a wide range of benefits and other compensation. Once you have a clear picture of what you're being offered, you can negotiate a better deal.

Is the new job right for you financially?

TOTAL YOUR CURRENT COMPENSATION

Start by calculating the compensation package of the current job, or your recent job. In addition to salary and bonuses, commissions, or profit-sharing options, include employer-

paid health insurance premiums as well as company contributions. Next, contemplate what you might give up by leaving now.

COMPARE WITH JOB

Perform similar calculations for a job you're being

offered. Then check to see if you deserve more. Your current salary may lag what most other employers pay if you've worked at the same company for many years. You can also try finding out what similar jobs pay so you can better assess the offer.

USE YOUR LEVERAGE

Financial considerations must be weighed with all the other aspects of a prospective job. If the job is tempting but the offer is lacking, see if you can negotiate a better deal. You may never have more leverage than you do before you formally accept an offer that's been extended. —theladders.com

Annex 9

Villages sans youths

An estimated 7 million Nepali youths are currently employed in many foreign countries, particularly in Japan, Korea, Malaysia and the Middle East, as migrant workers, sending billion of rupees back home to support their families and also helping the national economy stay afloat. Nepal received Rs 961 billion in remittances during last fiscal 2020/21, an all-time high, even though the entire world was hit hard by the COVID-19 pandemic. The remittances are crucial not only to support the families of the migrant workers but also to keep the country's foreign reserve and maintain the balance of payments. As the country's export has not increased to the desired level, it is the remittances that are helping to sustain our imports round the year. Although economists argue that the remittances are not used in the productive sectors in the country, foreign employment has helped reduce the problem of unemployment back home, and the children of the migrant workers are getting a better education, health care and has helped lift millions of Nepalis out of extreme poverty. Apart from this, most of the youths who have returned home not wishing to go back for foreign employment have started their own businesses and new enterprises, offering jobs to other youths. These are the positive signs of foreign employment and remittances.

However, there are also dark sides of foreign employment. Foreign employment has emptied the villages of our youths, resulting in acute scarcity

Things will remain unchanged unless the govt comes up with policies to absorb the youths within the country

of the workforce, especially in the agriculture sector, where intensive hard labour is required. Emptying of youths from the villages has also resulted in social, cultural and family disintegration. Arable and fertile farmland has gone fallow as there are only the

elderly, women and children left behind in the villages, where people used to cultivate their farmland to support themselves a few decades ago. Most of the families of the migrant workers have shifted to the towns for better education of their children with nobody left to cultivate their land in the villages. They spend most of the money on their children's education, health care and for purchasing food. Whatever money the families have been able to save is spent on purchasing a plot of land for housing purposes in the towns.

The trend of foreign migration increased shortly after the restoration of democracy in 1990 when the government relaxed its rules and made it easier to go to foreign countries for employment than during the partyless Panchayat regime. The tendency of working in foreign countries will continue unabated unless the government creates more job opportunities within the country. It is also natural to migrate to foreign countries when one is better paid there than at home. In order to encourage the youths to stay back at home and engage themselves in the productive sectors within the country, the government and the private sector need to work together to retain the able workforce by providing them with skills, modern technology and financial support so that they can engage in their own businesses or get better paid than what they usually get in foreign countries. Things will remain unchanged unless the government comes up with policies backed up by solid programmes to absorb the youths within the country.

Ensure quality

Nepal has yet to come across a model that will give value for money while executing development projects. Always following the rules and regulations stipulated by law has not ensured quality or timely completion of projects. On the other hand, conflicting directives by different ministries have not only created confusion but also stalled development projects included in the annual budget and programme of the local levels. Amidst this situation, the Ministry of Federal Affairs and General Administration last week issued a circular to all the local levels directing them to carry out development activities through the user committees under the prevailing laws until further notice.

This is in line with the suggestions given by the 57th and 58th reports of the Auditor General. The reports had suggested transferring the responsibilities of carrying out the development projects to the user committees by making provision for social audit and hearing to ensure quality and timely completion. As the local levels receive huge funds from the central government, it is imperative that a workable procedure is chalked out to make their activities become effective, sustainable and employment-oriented.