



ASSESSMENT REPORT

LABOUR MARKET ASSESSMENT TO IDENTIFY REMUNERATIVE VOCATIONAL SKILL AND ENTERPRISES TARGETTING TO POOR AND VULNERABLE YOUTHS INCLUDING WOMEN AND PERSON WITH DISABILITIES IN ACHHAM, BANKE, DAILEKH, AND SURKHET DISTRICTS OF NEPAL

June 26, 2022
Surkhet, Nepal
KIRAN & POWER 4 AY Projects



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Report Title

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Authors & Contributors

Primary authors

Pankaj Raj Dhital, Innovation for Sustainable Resource Management Pvt. Ltd., prdhital@afu.edu.np

Kapil Khanal, Innovation for Sustainable Resource Management Pvt. Ltd, kapilkhanal46@gmail.com

Other Contributors: Bipul Subedi, Twinkle Oli: **Innovation for Sustainable Resource Management Pvt. Ltd, Kathmandu, Nepal.**

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Acronyms

AY	Adolescent and Youth
CBO	Community Based Organization
CTEVT	Council for Technical Education and Vocational Training
CwD	Children with disabilities
DCCI	District Chambers of Commerce and Industry
FGD	Focus Group Discussion
GoN	Statement of Work
HDI	Human Development Index
KII	Key Informant's Interview
KIRAN	Knowledge-based Initiative for Reinforcing Resilience through Integrated Actions in Nepal
MoFGA	Ministry of Federal Affairs and General Administration
MoLESS	Ministry of Labor, Employment and Social Security
MPI	Multidimensional Poverty Index
NGO	Non-Government Organization
NPC	National Planning Commission
NPR	Nepalese Rupees
OPD	Organization of People with Disability
POWER 4 AY	Pathways to Wellbeing, Empowerment and Resilience for Adolescents and Youths
PwD	People with disabilities
SC	Save the Children
SMEs	Small and medium enterprises
TVET	Technical Vocational Education and Training

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Executive Summary

Karnali is the least developed and poorest province in Nepal. The lowest Human Development Index (HDI) (0.587), the dominance of poor and pro-poor populations in the province, unemployment, seasonal and long-term labor migration to India and neighbouring districts of Nepal are the major problems in the district (NPC, 2020). Unskilled labor migration is higher (59% of new workers in 2018/2019) than skilled human resources migrating to other countries, thus leading to a lower income and a lower standard of living for the family (MLESS, 2020). The effort of the government is also on reducing the poverty level and enhancing the living standards of the people.

Project Details

Project name: POWER 4 AYS

Project locations: Banke, Surkhet, Achham and Dailekh

Start date: 2021

End date: 2026

Donor: SCI

Total budget:

Thematic areas: Personal development, Economy Empowerment, Education & Training

Estimated beneficiaries (specify if individuals or households):

Project Details

Project name: Knowledge based initiative for reinforcing resilience through integrated actions in Nepal (KIRAN)

Project locations: Dailekh

Start date: 2021

End date: 2026

Donor: SCI

Total budget:

Thematic areas: Personal development, Economy Empowerment, Education & Training

Estimated beneficiaries (specify if individuals or households):

This could be done by enhancing the livelihood skills of youths in rural parts, especially in the Karnali region. Each individual is capable of developing by themselves and living a better life if provided with equal opportunities. A labour market assessment was carried out in nine local government units of four districts viz. Banke, Surkhet, Dailekh, and Achham to identify remunerative vocational skill and enterprises targeting to poor and vulnerable youths including women and person with disabilities. The specific objectives were: i.e to identify the existing job status by trade (engineering, agriculture, hospitality, health trades), and farm, off-farm base micro-enterprises at

the local and district market; ii. Analyse the existing gap of the labour market to develop the strategic skill development opportunity; iii. To assess the skills development needs in the priority business sectors and iv. To prioritize and recommend the skill development sectors and support areas for

initiating the small business by AYs, women and PwDs. Key informant interviews were conducted to enlist the important trade skills and enterprises in different local government level. The listed trades were then ranked and prioritized on the basis of their relative importance, hours of work, demand of the market, potential scope of expansion; thus identifying the most demanded trade skills and possible interventions for employment and self-employment by adults, youth, women, and people with disabilities. Aluminum and steel works, Washing machine and A/C maintenance, Motorcycle garage, boutique, advanced level tailoring training, Masons (bricks and tiles), plumbers, and electricians are among the most in-demand trade skills in municipalities. House decoration, Flower decorator, Assistant Florist, Small shops (Grocery), spice packaging, advanced level beauty parlor, handicrafts, poultry production, floriculture, mushroom cultivation, bead and crystal work (women's ornaments), mobile repair, vegetable farming, bamboo crafts and work are other major trade skills in enterprise establishments that have higher market demands.

The labor demand in the market is high, but the required labor is still undersupplied and most of the youth have migrated abroad. The labor demand these days is mostly supplied by the neighboring districts and even from India in all of the study sites. Women are more unemployed and not even preferred in the labor market where there is a need for heavy labor and for heavy work like construction and transportation sectors, while PwDs are more suited to self-enterprise and self-run interventions than in jobs or employment. Most of the trade sectors do not favor PwDs as labor resources. The thinking, socio-cultural setting seeks different approaches to making women and PwDs involved in the trade skills list and thus they should be prioritised in self-entrepreneurship programs. There is enormous potentiality of recommended enterprises for youths, women and PwDs, which will sustain more if provided with skill trainings and motivation for settlement in the local areas. Market support and linkage is further recommended for sustainable empowerment of youths involving them in employment and self-entrepreneurship.

Introduction & Project Background

Nepal is one of the poorest countries in the world with HDI value of 0.587 which places the nation in the category of medium human development (NPC, 2020). Poverty has multidimensional impacts on families including children, women, youth, and families with disabled persons. The effect is prominently witnessed in the form of poor purchasing power adversely affecting livelihoods and affordability of families for health, nutrition, and education services. Additionally, it denies recognition, share in resources and opportunities, participation in decision making and influencing the processes that affect themselves which as a result challenges their survival freedom (Pokharel, 2015). About 17.4 percent of Nepalese are multidimensionally poor. About 28 percent of rural dwellers, compared with 12.3 percent in urban areas, are poor (using the updated definitions of rural and urban zones), and over half of Nepal's poor population live in rural areas. The highest numbers of poor are in Karnali Province (39.5%) followed by Sudurpashchim Province (25.3%) and Province 2 (24.2); which is lowest for Bagmati Province (7%) (NPC, 2021).

More than 59% of the youths migrate as unskilled workers who are underpaid and are vulnerable to exploitation in the foreign lands (MoLESS, 2020). Existing government policy of Nepal focuses on enhancing livelihood skills of youths and adults who are illiterate or have not obtained any kind of specialized skills because they either did not receive the opportunity to go to school or dropped out before completing their secondary education. The CTEVT strategic plan (Vision-2030 statement) is designed to expand opportunities for Technical Vocational Education and Training (TVET) on a national scale. It aims at providing skill-oriented and labor market-oriented education and training, expanding training opportunities, and ensuring access and inclusion of marginal groups, particularly women, Dalits, ethnic groups, Madhesi and most deprived communities from across the country (Caves & Renold, 2018). However, gaps and limitations exist in the policy and its implementation, such as a presence in limited places as well as the capacity of vocational training providers in the country.



About 2.1% of the children in Nepal are disabled and evidence shows that they are the most neglected by the family and society and are deprived of their basic rights (Eida, 2016). They are more likely to experience abuse and neglect at home and in their communities compared with children without a disability. Discriminatory attitudes and poor support systems contribute to higher degree of negligence for AYs with disabilities compared with their peers without disability. Adolescent and Youth (AY) girls from Dalit and ethnic minority communities with disabilities are disproportionately affected. For the poor families who struggle for every next meal, AYs and Children with Disabilities (CwD) further exacerbate multiple burdens to their parents because they have to manage for care taking, food provisioning, health services and education while compromising their daily wage incomes for survival of family.

Karnali province is one of the poorest provinces with Human Development Index (HDI) value of 0.447 which is due to low life expectancy, lower per capita income and low literacy rate. More than 50% of the population in Karnali is multidimensionally poor and about 78% of the families in Karnali are food insecure. Landslides, droughts or erratic rainfall, and floods are major shocks that people experience every year in the Karnali province. Forty-five percent of the households faced multiple shocks in Karnali Province during 2018 (WFP, 2019).

The major income source of Karnali province is seasonal migration to India and different parts of Nepal, which includes migration along with their children and spouses. Though 93.2% of the population is based on agricultural livelihoods for income and employment, only 15.3% of the population is food secure through its own production. Additionally, deprived communities lack enough farmland to produce and supply the food and nutritional needs of their families. Some districts adjoining Karnali province have a similar situation to that of Karnali. After Karnali, districts in Sudurpaschim province are designated as poor. Technical/vocational and entrepreneurial competencies are the alternative options for increased income and livelihood opportunities for those AYs and women from marginalized families and the individuals and the families of people with disabilities (PwD).



The 15–29 age group in Nepal consists of about one quarter of the total population. The unemployment rate for this age group is about 20 percent, and of that, 17.2 percent is the male youth unemployment rate, whereas the female youth unemployment rate is 22.2 percent. The majority of young people work in low-productivity industries such as agriculture. About 92 percent of workers are in informal employment, where 65 percent work in the unregistered informal sector and 35 percent work in informal jobs in the formal sector. More than a quarter of all employed youth have been looking for work for more than a year of working men and women are self-employed, and the major reason for this is unemployment (ILO, 2014).

For highly skilled workers, there is a shortage in the supply in the market because of international migration, whereas in the case of low-skilled workers, the demand is fulfilled by local labor forces and also from the neighboring country India. With the vision of a world in which every child attains the right to survival, protection, development, and participation, Save the Children is the leading global independent organization for children and is actively working in Nepal. Save the Children is implementing a three-year project entitled "Knowledge-based Initiative for Reinforcing Resilience through Integrated Actions in Nepal (KIRAN)" and a five-year project entitled "Pathways to Wellbeing, Empowerment and Resilience for Adolescents and Youths (POWER 4 AY)" to address the above issues of AYs, women, and persons with disabilities in Birendranagar Municipality and Barahatal Rural Municipality of Surkhet district, Narayan, Dullu, Aathbis, and Chamunda Bindrasaini Municipality of Dailekh, Nepalgunj Sub-Metropolitan City of Banke and Mangalsen, and Panchadewal Binayak Municipality of Achham. In line with the government's priority for the reduction of poverty, the projects target to develop the vocational and microenterprise development skills of AYs, women, and people with disabilities from those vulnerable communities by provisioning skill development training and start-up support to initiate self-employment opportunities or to work as decent employee. For the successful implementation of those projects, this study assessed semi-skilled labor market status on the most promising vocational trades and other locally adaptive micro-enterprises that meet the interests of the AYs to fulfill the current and speculative demand of the local and district markets.



Save the Children carried out this labor market assessments in the given municipalities and local markets of all four project districts. Thus, Innovation for Sustainable Resource Management Pvt. Ltd. was primarily responsible for carrying out the assignment by identifying the most promising trade and micro-enterprises in the nine local government units of Achham, Banke, Dailekh, and Surkhet districts and recommending the best-fit vocational and enterprise skill development options for the immediate income and employment opportunities to the youth, particularly women and people with disabilities.

Study Purpose

The KIRAN and POWER 4 AY projects intend to address the unemployment-related issues of AYs, women, and Persons with Disability (PwD) in the selected municipalities of Banke, Surkhet, Dailekh, and Achham districts of Nepal through vocational and microenterprise development training and start-up support. This study thus aims getting answers to some of the questions regarding the labor market and its status, demand, potentialities and possible challenges in employment creation and enterprise development.

The overall objective of the study was to identify the most promising vocational trades from different sectors viz. engineering, agriculture, hospitality, health and other locally adaptive micro-enterprises that meet the interests of the targeted beneficiaries and fulfill the current and speculative demand of the local and district market.

The specific objectives of the study were:

- a. Identify the existing job status by trade at the local and district market
- b. Analyze the existing gap of the labour market to develop the strategic skill development opportunity.
- c. To assess the skills development needs in the priority business sectors.
- d. To prioritize and recommend the skill development sectors and support areas for initiating the small business by AYs, women and PwDs.



Previous Studies / Literature Review

Incidence of multidimensional poverty nationally fell from 30.1 percent in 2014 to 17.4 percent in 2019. The intensity of multidimensional poverty also significantly decreased from 44.2 percent to 42.5 percent (NPC, 2021). About 28 percent of rural households are MPI poor as compared with 12.3 percent in urban areas.

Karnali; the least developed province, with Human Development Index (HDI) value of 0.447, low life expectancy, lower level of incomes (second lowest provincial income per capita of US\$ 783 in 2014) and low education (literacy rate 59%) (KPPC, 2020). More than 50% of the population in Karnali is multi dimensionally poor and about 78% of the families are food insecure. Prevailing poverty in the Karnali has caused chronic food and nutrition insecurity in the area (Thapa, 2020). Though 93.2% of the population is based in agricultural livelihoods, only 15.3% of the population is food secured through its own production. Over half of Nepal's poor population live in rural areas. Moreover, across provinces, Karnali Province has the highest MPI poor (39.5 percent of people) and followed by 25.3 percent in Sudurpashchim Province, and 24.2 percent in Province 2 (NPC, 2021).

The National Employment Policy of 2014 and the Labour Act of 2017 state that prospects of employment and self-employment can be developed by developing high-quality multi-skilled human resources. Thus, the policy tries to link the labour demand scenario in domestic and international labour markets to the TVET programs. Though there are skill trainings provided by different organizations like CTEVT, GoN, Local governments; these TVET training curriculum is not up to date in comparison with the technological advancement and current global market trends. CTEVT, while developing its programs, remains in line with the vision of the National Planning Commission, which is only suitable for the domestic market. The TVET sector's major weaknesses include limited monitoring of training outcomes, insufficient labor market information, a disintegrated sub-sector management system, a mismatch between skills and occupation, unskilled labor leaving for abroad, and so on. Vacancies likely to increase in future by occupation are as follows:

Table 1. Vacancies for different occupations in last three years in Nepal.

Occupation	Percent
Precision workers in metal and related materials	13.1
Manufacturing labourers	11.5
Housekeepers and cleaning supervisors	6.2
Childcare workers	4.6
Textiles, garment and related trades workers	3.8
Sewers, embroiderers and related workers	3.1
Heavy truck and lorry drivers	3.1
Cleaners and office helpers	3.1
Cabinet makers and related workers	3.1
Hand packers	2.3
Manufacturing managers	2.3
Process control technicians	1.5
Hairdressers	1.5
Cashiers and ticket clerks	1.5
Bricklayers	1.5
Shoemakers and related workers	1.5
Sewing machine operators	1.5

Source: (CBS, 2018)

Nepalese labor market consists of both high-skilled and low-skilled human resource. A shortage of high skilled labor is seen in comparison to unskilled labor. A scenario of insufficient opportunities of employment to high-skilled laborers is seen (CTEVT, 2016). Mechanisms to enhance the skills of the human resource are required to meet the demand of the human resource in both national and international markets by focusing on the education and skills of AYs; developing a skills qualification framework that follows international standards; and developing approaches to explore employment opportunities. Proper basic infrastructure projects for maintaining a decent livelihood should be implemented along with the identification of the poor and non-poor, and skill development



training programs should be oriented towards finding permanent employment or self-employment.

Methodology & Limitations

Methodology

Study design

The study population included local and district level service providers, youths, women, PwDs, District Chambers of Commerce and Industry (DCCI), Entrepreneur's Association, Organization of People with Disability (OPD), market networks, and umbrella organizations of other agencies. Individuals and institutions related with labor demand in the district and palika level were consulted. Based on information available from the offices regarding the number of enterprises, firms, cooperatives, youth clubs or societies, etc., using the appropriate number of two key informants interview from each type of enterprise sector and, the sectors of trade and business in the municipality and rural municipality were identified and ranked.

Participants for FGD and KII were from Municipality/Rural Municipality, district chapters of FNCCI, youth clubs, trade/entrepreneurs' associations, NGOs/CBOs, local training providers/institutions/schools, banks/MFIs, insurance companies, etc. FGD and KII were conducted by including at least two from all four sectors (agriculture, engineering, health, and tourism).

Conceptual framework

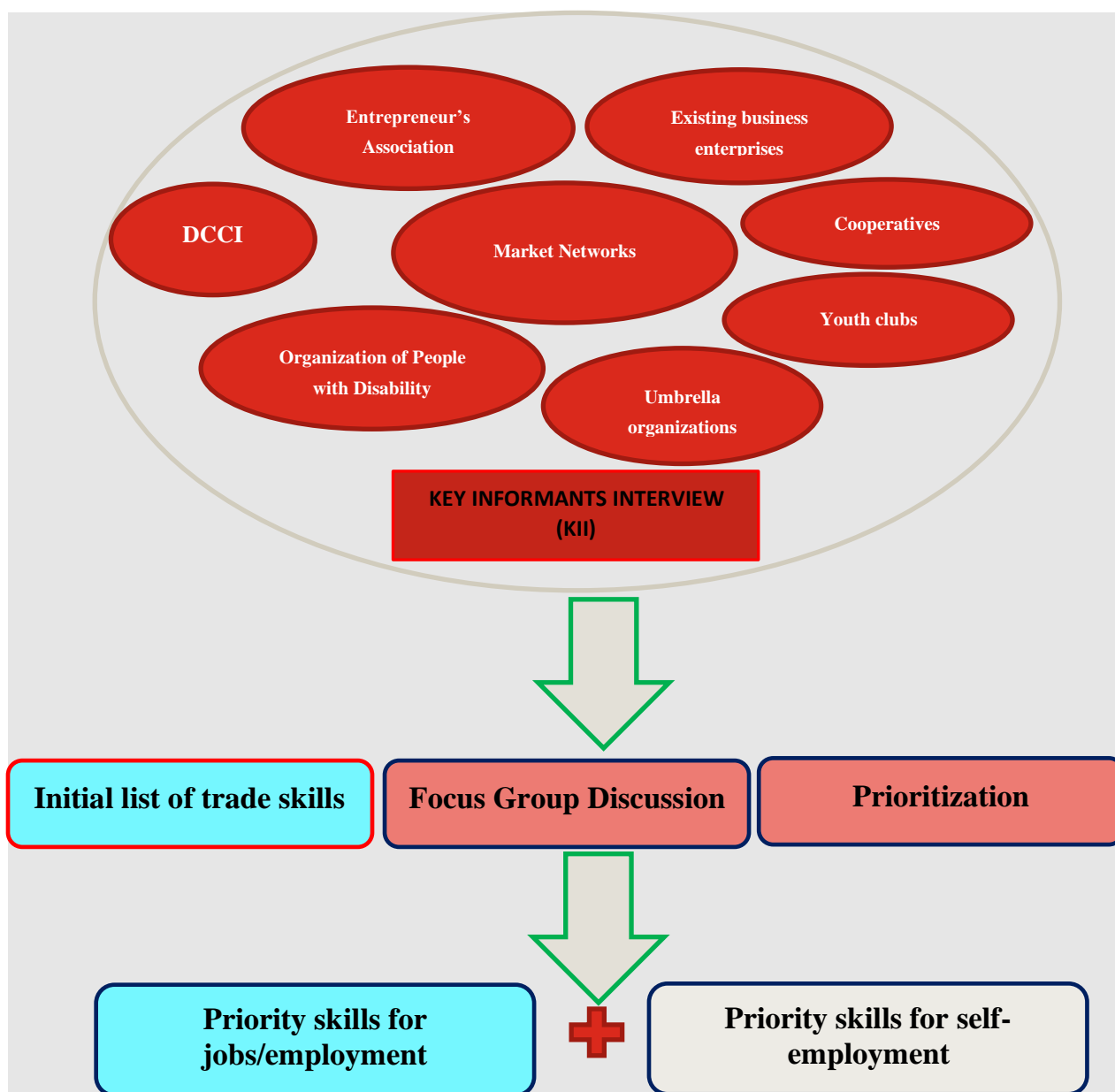


Figure 1: conceptual Framework of the study

Sources of Information

Primary Information Collection

The sources of primary information were DCCIs, Commodity associations, Local administration (Palika Chairman and Mayors/ Deputy mayors/representatives), youth



clubs, organizations of people with disability, employees' associations, cooperatives, market networks, registered in the district and local bodies.

Secondary Information Sources

Secondary sources include published and unpublished documents related to labor status, PwDs, and AYs in national and local scenarios. The published and grey literature on labor market assessment, national or sub-national level information on the number of unemployed youths and adolescents, and educational status/drop-outs, were reviewed. The long list of the short-term training curriculum of the CTEVT was discoursed. The policies of the local government bodies; annual programs of central, provincial, and local governments that prioritize youth skill development, study reports and publications of CTEVT, etc., were reviewed during the desk work throughout the study.

Data Analysis

The study relied fully on qualitative information which was collected by interviews, discussions, and observation and then analyzed and presented. The information was compiled and analyzed by disaggregating it into different smaller data sets, showing the various aspects of the status of labor, as set by the scope of the study, and employment market, along with the needs of the target group.

The presentation of the findings is described in the result section.

Ranking of the sectors and enterprises

Information from FGD and KII was used in the ranking and prioritization of different trades and skills in the respective municipality and rural municipality. With reference to the trade list of CTEVT; an updated list of different trades were prepared for each of the municipality and rural municipality after the KII. Thus prepared list was used during the FGD for preparation of the final recommended trade list suitable for employment and self-entrepreneurship. Pairwise and matrix ranking methods were used in the focus group discussion to present the priority enterprises of labor demand and also the sectors for enterprise establishment for PwDs and AYs. The consensus during FGDs was to finalize



three most promising small and self-initiating businesses, trades, and skills for employment and the establishment of micro-enterprises, with some pre-defined criteria.

The criteria used for prioritization of the trade's skills and possible self-entrepreneurship options were as follows:

- a. Minimum monthly income (NPR 15000), - (The revised minimum wage rate of the employ prescribed by the Government of Nepal from July 1st 2021)
- b. Market demand trend of the product/services,
- c. Immediate employment/self-employment opportunity,
- d. Level of investment required,
- e. Government priority,
- f. Future growth potential/competitiveness,
- g. Access to finance,
- h. Technology requirements,
- i. Risk level,
- j. Raw material availability locally, and
- k. Interest of AYs

A score between 1 and 5 was assigned to the selected skills in each of the above mentioned criteria; thus, total score obtained by each trade and their level of preference by each place was calculated.

The status and preference of women and PwDs were also taken in consideration for the ranking and in discussion during FGD. Similarly, the trades and skills best suited for women and PwDs were identified based on local market demand and future potentialities, as well as the suitability of a friendly physical, social, and cultural environment from both a female and a disabled perspective.

Ethics & Accountability

Research Ethics



Contextual sensitivities

- Sensitive issues of children, gender, caste, religion, etc. was handled cautiously. General background information associated with age, disability, racial heritage, sexual identity and religious belief were given due care in the field. The commitment was ensured so that this does not form barriers to effective safeguarding. Unwanted physical verbal or non-verbal conduct, communication, was strictly restricted during the overall study period.
- Data collection methods was appropriate for gender, caste, religion and children.
- The study was sensitive to gender, inclusion, human rights and cultural contexts.

Consent

Consent from the respondents, written consent was taken for the information collection and its use. The benefits, opportunities, weakness and objectives of the study was shared with all the involved members or participants before interview or discussion.

Limitations

Individual households or job seekers were not used for information collection individually, but the representatives from different sectors were consulted, thus limiting the ground representation of the target group. The majority of the information came from FGD, KII, market observation, and secondary sources, which might have led to some sort of biasness or ignorance of the labor supply side. The district and palika level organisations and institutions are still The lack of secondary data on the online portals and physical records of these four districts regarding the labor and employment market thus increased dependence on global and national data, which might be somewhat different from the actual scenario.



Findings

A. Existing job status by trade and farm, off-farm base micro-enterprises at the local and district market

Most of the study sites are from Karnali province, which is the least developed area of the nation. The markets are in the phase of access to roads and other infrastructure, and the markets seem to be in a primitive stage of development. The existing market scenario in all the local bodies differs from each other. We can see the difference in development from the province capital to an established city and some rural regions.

The record of the job providing sectors and status of employed human resource at the local government level was only present in Nepalgunj Sub-Metropolitan City. But the observation of the market and the record was vastly different. There are no any official records for market demand of the skilled human resources in the market. Formal and legal registration and record of available job demanding sector is absent in local government level. The registration system though present, it only covers few trade sectors, leaving behind the major labor demanding and self-enterprise sectors except those for the credit and loan facilities from financial institutions.

Nepalgunj Sub-Metropolitan City: The headquarter of Banke district, this municipality is one of the most promising and large cities in western Nepal. Most of the population in rural areas is based on agriculture, whereas in urban areas, people are found to be engaged in diverse economic activities. People have already acquired some level of skills in the area, but the capitalization of their skills is one of the major challenges due to the lack of proper credit facilities. Local skill-based jobs or occupations are occupied by Indian migrants in most cases, who are more refined in their work than the locals in the same profession.

The major trades in the municipality are construction of houses, electrical and electronics, automobiles, small shops, decoration, fashion. Though the human resources available in the municipality are found to be engaged in these sectors, the demand for human power is ever increasing. The tragedy is that most of the human resources are from India, where



people are better skilled, and it is hard for the Nepalese work force to compete with them. Local labor is in short supply in these various trades, and it is of poor quality, unable to provide the touch of Indian labor.

Birendranagar: The capital city of Karnali province, which is also the largest city in the Karnali province, is gradually moving in the direction of development. The economy of the city is dependent on agriculture, with most of the people involved in agricultural activities. In the city areas, people are involved in trade or business, such as construction, electrical and electronics, automobiles and small shops. Most of the skilled labor force comes from neighbouring districts (Banke, Bardiya, Kailali) rather than the local people. Quality and level of the skills with the local human resource is a question in most of the economic activities. The quality of the imported human resource is relatively better than that of the locals. Almost all the sectors of development are emerging and developing. Thus, there is a huge demand for skilled human resource in this municipality. The skilled labour deficit in terms of both quantity and quality. The skilled human resource are under supplied in this municipality.

Barahatal Rural Municipality: This Rural Municipality in Surkhet is relatively less developed with a small market and is well connected with the Karnali Highway, providing more scope for the expansion of the market. Agriculture is the dominating major occupation. A few small shops for trading or business purposes are established in the area. There are no non-agricultural micro enterprises involved in the production process at the local level. Construction of buildings, repair of mobile and electric devices, work on electricity, plumbing, etc. are the major emerging trades in this municipality. The human resource available is very primary in nature in these sectors and has only basic skills in the profession. The work completed by the locally available labor force are poor in quality. For every better work they have to be dependent on the labor force from Birendranagar.

Narayan Municipality: This municipality is one of the better markets in our study area. Agriculture is the major occupation of the residents of this municipality. There are enterprises related to the production of various forest products such as Stinging Nettle and



Himalayan Giant Nettle in this municipality. Mid Hill Highway passes through this municipality, thus there is proper potential for the development of this municipality. All sorts of services are more or less available in the municipality, but the human resource is poorly skilled. The major trades in the municipality are mainly business or trading (electronics, fancy, stationary, cosmetics, etc), the service sector, and agriculture.

Dullu Municipality: Dullu is the second big market after Narayan Municipality and is well connected by roads, both the mid-hill highway and the Karnali highway, in Surkhet district. Agriculture is the major occupation of the population of this municipality. Some emerging trades in the municipality, especially in the market centre and periphery, are the construction of roads and houses, electronics, and electrical, which are gradually growing. The available skills and services are of lower quality and the local human resource is also hugely deficient both in terms of quantity and quality. The human resource for various skill-oriented jobs comes from the nearby terai districts.

Chamunda Bindrasaini Municipality: This is the next municipality in Dailekh district with access from both Karnali and the mid-hill highway. The market is relatively smaller than that of Narayan and Dullu Municipalities, where agriculture is the major occupation of the people. The major emerging trades in the municipality are construction and agriculture (vegetable production and dairy). Whatever the services are available, skilled local human resource is lacking. Most of the skilled human resources are from Terai district, and the major problem in this place is also a lack of motivation among the youths about working in the local area, hence they are found to have migrated to India for seasonal labour.

Aathbis Municipality: The Karnali highway passes through the main market of the municipality, and the main market area is located on the highway. It's also connected with the mid-hill highway of the country. Medium and large commercial enterprises related to production are not established in the municipality. Small businesses related to trade were found to be common among the people in the market area, while the major source of income among the youths is seasonal migration to India for labor. For any proper product



or service regarding construction, maintenance of electronic gadgets or services such as tailoring or agricultural products, the market is almost dependent on Birendranagar, Surkhet. The available labour or skilled human resource is not properly refined or tuned. Lack of electricity is a major problem in this municipality.

Mangalsen Municipality: Mangalsen municipality is the district headquarter of the Achham district, where the majority of the population is involved in agriculture and there is a huge trend of going to India for jobs that may be seasonal or even for more than a year. The major existing trades in this municipality are construction, business, electronics, etc. The available human resource is mostly from the neighbouring districts of terai. The deficit of human resource or human resources is seen in almost all the sectors. In any sort of activity or sector or trade, the local human resource is seriously deficient and the available human resources are also of poor or low quality.

Panchadewal Binayak Municipality: This municipality is in its early stages of being transformed into a town/market/city. The occupation of the majority of the people here is agriculture. Enterprises involved in production are also lacking here. Most of the businesses are here for just trading purposes. Local human resources involved in skill-based occupations are very few and perform only the very preliminary tasks. The major trades in the municipality are construction activities, business. The available human resource is of low quantity and quality. Even a barber opens his shop just for one week a month.

B. Existing gap of the labour market to develop the strategic skill development opportunity

Nepalgunj Sub-Metropolitan City: Although Nepalgunj is one of the major cities in Nepal, the facilities, services, or skills required for the establishment of the enterprises are still lacking in this Sub-Metropolitan City. There is a high demand for skilled human resources and labor force in emerging industries such as aluminium and steel works, A/C and washing machine maintenance, garage mechanics, and house painting. There are opportunity for women in interior designing or house decoration, floriculture and boutique.



Though the services are available easily in the city area, the sub city areas are still lacking the services and skilled labour in different sectors. The quality of the labor force available is still not of the highest grade or is still dependent on the quality of skilled human resource from India. PwD's can be empowered or promoted through small shops or spice packing.

Birendranagar Municipality: There is huge demand for skilled human resource in the sectors like construction works, Housekeeping and hospitality repair and maintenance of household electric goods as A/C, washing machines, human resource for aluminium and steel works, motorcycle garage. Being the capital city of Karnali province, people from surrounding districts are also found engaged in the very few local laborers engaged in different jobs, but the quality of the available labor force locally is a great question. Most of the quality work in the similar sectors is supplied by the districts of Terai, i.e. Banke, and also from Indian border cities. There is a huge scope of growth for enterprises like proper tailoring and beauty parlour services. Agriculture practices such as poultry production, mushroom production, and floriculture can be used to promote the livelihood of PwDs.

Barahatal Rural Municipality: Being a small but growing market, different sectors of trade and business demands new and advanced labor force. Because of scarcity of proper quality human resource in almost all the emerging sectors like construction work in tiles and bricks mobile and electronics repairing. Rearing of poultry, bamboo and woollen handicrafts, and women's ornaments can help both the women and PwDs. The skilled human resource is available in very small numbers and those available are also of basic skills. Some trades or enterprises like tailoring, barber, livestock enterprise, and agricultural enterprises like vegetable and mushroom production have great scope in the municipality.

Narayan Municipality: Though being the district headquarter, skilled human resource is a deficit in the municipality in almost all sectors of emerging trades and business. Training on local leaf work, barber and maintenance of electronic goods is in huge demand in the municipality. Proper boutiques or tailoring houses are lacking in the municipality. There is



a lack of proper computer technicians, electronic goods management services, and there is huge potential for goat production in the municipality.

Dullu Municipality: Almost all sectors of development are facing the problem of a deficit in skilled human resource in the municipality. The available human resources are of minimal quality and quantity as compared to the actual demand from the market. There is a huge demand for proper masons, electronics and electrical technicians, plumbers, and carpenters in the municipality. Farmers in the municipality are not well trained for vegetable production, goat and poultry production. The Montessori schools have great potential in the municipality, and dairy and dairy products are also lacking in the municipality.

Chamunda Bindrasaini Municipality: The problem of a lack of human resources is also common in the municipality, where locally skilled human resource is in short supply in almost every sector of development. For skilled human resource, the municipality is dependent on the neighbouring and nearby terai districts in all the sectors. There is a huge demand for proper masons, farmers were trained for vegetable production, poultry and goat rearing, building electrician, and skilled human resource for the proper management of locally available bamboo by preparing various bamboo products.

Aathbis Municipality: Though the geographical location of the municipality supports quick connection with nearby districts, there is a huge deficit of skilled human resource in the municipality. The available human resource is also of lower quality and very small in numbers. There is a huge demand for advanced (better finishing and shirting and suiting) tailoring services and beauty parlour training for women; cushion and doll making for PwDs. The most potential skills required by the market are those of farmers producing organic vegetables, poultry and goat farming, garage and electronics, and electrical technicians.

Mangalsen Municipality: Extreme out-migration of youths' hits Karnali province. Similar to Karnali, the same problem exists in some districts of Sudurpaschim province. This youth outmigration has created a significant labor shortage in Achham district and



Mangalsen municipality. Most of the businesses or enterprises operated in Mangalsen are dependent on human resource from other districts. The local employers are experiencing a lack of local skilled human resource because of which they are bringing the required labor from other districts at an expensive price. PwDs (Type 3 and 4) can be taught modern poultry and goat rearing, while women can learn computer operating and beauty parlour skills. The overall desires of the municipality are for skills in fresh vegetable, poultry, and goat production; a garage for both small and large vehicles; and a plumber.

Panchadewal Binayak Municipality: The emerging market on the mid-hill highway, this municipality lacks human resources in almost all trades and sectors. Local youths are mostly involved in household activities or most of them have migrated to India. There is potential for alternative vocation skills such as garage, electronics electrical technician and mason in the municipality, tailoring, beauty parlour and Montessori training for women; computer operator and modern poultry rearing training for PwDs. The services or quality of the work available in the municipality is of low quality, and the human resource is also not available in the appropriate quantity.

C. Skills development requirements in the priority business sectors

The potential sectors seek skilled human resources, which are unavailable locally. Most of the local employers are hiring the labor force from neighboring districts or even from India because of a lack of quality and quantity of human resources but are interested in employing or using local human resources in cases of availability. Human resources, especially for construction work, are in higher demand for jobs/employment while the potential for self-entrepreneurship is high in the agriculture and livestock sectors. In some of the sectors, human resources with basic skills are available, but the market still demands a higher grade of skills in the available human resources.



Table 2: Existing Gap and skill required in the local market in study sites in Banke, Surkhet, Dailekh and Achham District.

Local Government Units	Trade Skills of higher demand for Job / employment and Self – entrepreneurship	Level of Skill in the Market	
		Available	Required
Nepalgunj	Aluminum and steel works	Level - 1	Level - 2
	Washing machine and A/C Maintenance	Level – 1	Level - 2
	Motorcycle garage	Level – 1	Level - 2
	Boutique	Level – 1	Level - 2
	Gypsum installer	Level – 1	Level - 2
	House decoration	Level - 1	Level - 2
	Floral outlet	Level - 1	Level - 2
	Small shops	Level – 0	Level - 1
	Spice packaging	Level – 1	Level - 2
Birendranagar	Aluminum and steel works	Level – 1	Level - 2
	Motorcycle garage	Level – 1	Level - 2
	Advanced level tailoring training	Level – 1	Level - 2
	Washing machine and A/C Maintenance	Level – 1	Level - 2
	Advanced level beauty parlor	Level – 1	Level - 2
	Handicrafts	0	Level - 1
	Mushroom cultivation	0	Level - 1
	Floriculture	0	Level - 1
	Poultry production	0	Level - 1
Barahataal	Professional building electricians	Level – 1	Level - 2
	Professional Mason (Bricks and Tile and Marble Fitter)	Level – 1	Level - 2
	Professional Plumber	Level – 1	Level - 2
	Computer operator	0	Level - 1
	Cushion and dolls making	0	Level - 1

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	Poultry rearing	0	Level - 1
	Mobile maintenance	0	Level - 1
	Beads and crystal works	0	Level - 1
	Bamboo crafts and works	0	Level - 1
	Vegetable farming	0	Level - 1
Narayan	Electronics and electrical technician	Level – 1	Level - 2
	Professional Plumber	Level – 1	Level - 2
	Offset press operator	0	Level - 1
	Computer operator	Level – 1	Level - 2
	Montessori teacher	0	Level - 1
	Agricultural enterprise and business establishment (focusing on vegetable production, and farm management skills)	0	Level - 1
	Boutique	Level – 1	Level - 2
	Local leaf works (dunatapari)	0	Level - 1
	Barber training	0	Level - 1
	Home food materials like Potato chips and Dalmoth	Level – 1	Level - 2
Dullu	Professional plumber	Level – 1	Level - 2
	Professional mason	Level – 1	Level - 2
	Professional building electricians	Level – 1	Level - 2
	Mobile / laptop /home electric appliances training maintenance	Level – 1	Level - 2
	Bamboo works in home tools like <i>doko</i> , <i>namlo</i> , etc.	0	Level - 1
	Goat farming	Level – 1	Level - 2
	Year-round fresh vegetable production	Level – 1	Level - 2
	Dairy products	0	Level - 1
	Montessori teacher	0	Level - 1

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	Advanced level tailoring training	Level – 1	Level - 2
Chamunda Brindasaini	Professional mason and Tiles fitter	0	Level - 1
	Driver	0	Level - 1
	Professional Carpenter	0	Level - 1
	Garage mechanics	0	Level - 1
	Agricultural enterprise and business establishment (focusing on vegetable production, and farm management skills)	0	Level - 1
	Poultry farming	0	Level - 1
	Goat farming	0	Level - 1
	Advanced level tailoring training	Level – 1	Level - 2
	Bamboo works	0	Level - 1
Aathbis	Montessori	0	Level - 1
	Garage mechanics	Level – 1	Level - 2
	Electronics and Electrical technician	Level – 1	Level - 2
	Cushion and dolls making	0	Level - 1
	Tailoring	Level – 1	Level - 2
	IPM and all-round fresh vegetable production	0	Level - 1
	Bamboo stools	0	Level - 1
	Goat farming	0	Level - 1
	Beauty parlor	0	Level - 1
Panchadewal Binayak	Montessori	0	Level - 1
	Professional mason	Level – 1	Level - 2
	Garage mechanics	Level – 1	Level - 2
	Electronics and electrical technician	Level – 1	Level - 2
	Computer operator	Level – 1	Level - 2
	Beauty parlor	0	Level - 1
	Poultry operator	0	Level - 1

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Mangalsen	Tailoring	Level – 1	Level - 2
	Vegetable farmer	Level – 1	Level - 2
	Computer operator	Level – 1	Level - 2
	Garage mechanics	Level – 1	Level - 2
	Aluminium and <i>greel</i> workers	Level – 1	Level - 2
	Professional plumber and Professional building electricians	Level – 1	Level - 2
	Montessori	0	Level - 1
	Breakfast	Level – 1	Level - 2
	Goat and poultry farming	0	Level - 1
	Beauty parlor	0	Level - 1
	Vegetable farming	Level – 1	Level - 2

Nepalgunj Sub-Metropolitan City: The municipality currently demands advanced level training on aluminium and steel works in the construction sector; training on maintenance of electric and home appliances like washing machines and air conditioners; motorcycle garages; and wall painting and wallpaper installations. House decoration and interior design are emerging in the city area, and that demands skilful human resources. Advanced level training on house decoration or interior designing, floral outlets and boutiques could be the priority business sectors for women, but not only confined to them and can be the best option. Similarly, for women and for PwDs training on small shop management and spice packaging is required. The advanced level skills in these sectors can help the beneficiaries to establish their own micro-enterprises or trade or business as they will be empowered to provide goods or services on par with the Indian labour force.

Birendranagar Municipality: The skills demanded by the emerging market in Birendranagar municipality currently are the maintenance of modern home and electric appliances, washing machines, air conditioners, aluminium and steel works (advanced level with the capability to provide quality finishing and work with advanced technology), and motorcycle garages with an advanced skill set. The skill sets demanded for women are advanced level tailoring and/or boutique, advanced level beauty parlour, and for PwDs,

skills for improved poultry production, floriculture, and mushroom cultivation are required. The advanced level skills in these sectors can help the beneficiaries to establish their own micro-enterprises or trade or business as they will be empowered to provide goods or services.

Barahatal Rural Municipality: The market in the Barahatal Rural municipality currently demands skilled human resources in mobile maintenance and masons with the capability to work on bricks and tiles. The skill sets with good demand in the existing market for women could be advanced level beads and crystal work, woollen handicrafts, and local chicken farming, while for PwDs, skills for improved poultry production and preparation of bamboo handicrafts could be a better option. The advanced level skills in these sectors can help the beneficiaries to establish their own micro-enterprises or trade or business as they will be empowered to provide goods or services.

Narayan Municipality: Though the municipality is the headquarter of Dailekh district, the problem of a deficit in skilled human resources in different trades and sectors exists. Training on the use of local resources like plants and leaves in making disposable utensils and tools (leaf works), barber and maintenance of electronic goods is in huge demand in the municipality. The training of boutique, tailoring of advanced level and instant breakfast and pickles preparation for women are of higher demand whereas the training on computer, goat rearing and repairing of small electronics are in demand for PwDs in the local market.

Dullu Municipality: The problem of a deficit or shortage of skilled human resources in almost all the sectors of trade and business exists in Dullu municipality too. Available human resource is of minimal quality and fewer in number. The demand for professional masons, electronics and electrical technicians, plumbers, and furniture is high in the municipality. Training on vegetable production, Montessori management, dairy and dairy products production and management for women, goat and poultry farming, and training for vegetable production and marketing through small shops for PwDs are better for the market area.



Chamunda Bindrasaini Municipality: Locally skilled human resource is a deficit in the municipality. For skilled human resource, the municipality is dependent on the nearby terai districts in the sectors of construction and services. There is a huge demand for professional masons, skilled farmers for vegetable production, goat and poultry production, plumbers and electricians in the municipality. Trainings on vegetable production, poultry and bamboo products for women, and poultry and goat rearing and bamboo work training for PwDs have higher potential in the district.

Aathbis Municipality: The market of this municipality lacks skillful human resources in different sectors and has a good scope of organic vegetable production, IPM practices, improved poultry and goat rearing, a garage for both small and large vehicles, and electronics and electrical technicians. The market has a great demand for the skills of human resources in these sectors. The skill sets demanded for women are advanced level tailoring (with skills in modern dress and costumes), beauty parlor, and Montessori teachers; for PwDs, small shops, candle making, goat farming, spice packaging, and bamboo handicrafts and furniture. The advanced level skills in these sectors can help the beneficiaries to establish their own micro-enterprises or trade or business as they will be empowered to provide goods or services.

Mangalsen Municipality: The skills lacking and demanded by the Mangalsen municipality currently are organic vegetable production, improved poultry and goat rearing, garage workers for both small and large vehicles, and plumbers. The skill sets demanded for women are advanced level computer operator and beauty parlour, and for PwDs, skills for modern poultry and goat rearing and kitchen work for small breakfast shops. Higher levels and quality skills in these sectors can help the beneficiaries to establish their own micro-enterprises or trade or business as they will be empowered to provide goods or services.

Panchadewal Binayak Municipality: Panchdewal Binayak municipality have a higher demand for different skills associated with the sectors of construction, transportation, and agriculture, like garage workers for both small and large vehicles, electronics and electrical



technicians, and professional masons to work with bricks and tiles. Advanced level tailoring, beauty parlor, and Montessori skills are in higher demand and scope for women, while computer operator, goat, and modern poultry rearing skills are in higher demand and scope for PwDs. The advanced level skills in these sectors can help the beneficiaries to establish their own micro-enterprises, trades or businesses as they will be empowered to provide goods or services.

D. Skill development sectors and support areas for initiating the small business by AYs, women and PwDs

The following table shows the prioritized and recommended skill development sectors and support areas for initiating small businesses by AYs, women, and PwDs based on the local market demand, and different skill demanding trades and skills required for higher employment opportunities.

Table 3: The prioritized and recommended skills for AYs, women and PwDs

District	Palika	Categories of employment	Trade and skill list with higher potentialities and demand
Banke	Nepalgunj	Employment	i. Aluminum and steel works ii. Washing machine and A/C Maintenance iii. Motorcycle garage iv. Boutique
		Self-employment/Self-Entrepreneurship	i. House decoration ii. Floral decorator, Nursery assistant iii. Small shops iv. Spice packaging

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Surkhet	Birendranagar Municipality	Employment	i. Washing machine and A/C Maintenance ii. Aluminum and steel works iii. Motorcycle garage iv. Advanced level tailoring training
		Self-employment/Self-Entrepreneurship	i. Advanced level beauty parlor ii. Handy crafts iii. Poultry production iv. Floriculture v. Mushroom cultivation
	Barahatal Rural Municipality	Employment	i. Professional mason (Bricks) and Tiles fitter ii. Professional Plumber iii. Professional building electricians
		Self-employment/Self-Entrepreneurship	i. Beads and crystal works (women ornaments) ii. Mobile maintenance iii. Vegetable iv. Bamboo crafts and works v. Poultry rearing
	Dailekh Narayan Municipality	Employment	i. Boutique ii. Plumbing iii. Professional building electricians
		Self-employment/Self-Entrepreneurship	i. Barber training ii. Local leaf works (dunatapari) iii. Home food materials like Potato chips and Dalmoth

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	Dullu Municipality	Employment	i. Professional mason training with capacity to work in modern engineering guidance ii. Mobile / laptop /home electric appliances training maintenance iii. Professional building electricians iv. Professional plumber training
		Self-employment/Self-Entrepreneurship	i. Year round vegetable production ii. Montessori training in Palika headquarter iii. Dairy and dairy products iv. Goat Farming
	Chamunda Bindrasaini Municipality	Employment	i. Professional Mason and Tile fitter Tile ii. Professional carpenter iii. Driver
		Self-employment/Self-Entrepreneurship	i. Agricultural enterprise and business establishment (focusing on vegetable production, and farm management skills) ii. Poultry production iii. Bamboo works in home tools like doko, namlo, etc.
		Employment	i. Garage Mechanics

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	Aathbis Municipality		ii. Electronics and Electrical technician iii. Montessori
		Self-employment/Self-Entrepreneurship	i. Tailoring ii. Beauty parlor iii. Cushion and dolls making
Achham	Panchadewal Binayak Municipality	Employment	i. Garage mechanics ii. Electronics and Electrical technician iii. Professional mason and Tiles and marble fitter iv. Montessori
		Self-employment/Self-Entrepreneurship	i. Tailoring (Advanced level), ii. Beauty Parlor, iii. Modern poultry rearing
	Mangalsen	Employment	i. Professional Plumber and Professional building electricians ii. Garage Mechanics iii. Aluminum and iron workers iv. Computer operator
		Self-employment/Self-Entrepreneurship	i. Beauty parlor ii. Vegetable, poultry and goat iii. Breakfast Shops

Besides the top three prioritized sectors for skills and training, the market observations show specific skills, trade and business with higher scope and possibilities for the establishment of small enterprises by youths, women and PwDs. The following are the trades and microenterprises in different districts and rural/municipalities.



Table 4: The potential and recommended skills and enterprise for AYs, women and PwDs

Skills, trades and potentials enterprises/business	Potentialities	Challenges
Nepalgunj Sub-metropolitan city, Banke		
<ul style="list-style-type: none"> • Masons with skills in working with Tiles and Marbles • Gypsum False ceiling. • Boutique for male as well as females • Dairy product/Sweets Maker • Offset press Operator • Commercial Cooking/Baking • Small shops for PwDs • Flower decorator, Nursery assistant (especially for women) 	<ul style="list-style-type: none"> • Ever increasing peri-urban areas • Large number of workers from India • Lifestyle progressing towards a complete metro • A major trading or business hub in western Nepal 	<ul style="list-style-type: none"> • Cheap and quality labor from India in large quantity • Open border • Lack of credit facilities for landless and poor families.
Birendranagar municipality, Surkhet		
<ul style="list-style-type: none"> • Masons with skills in working with Tiles and Marbles • Gypsum False ceiling. • Offset press Operator • Baristha/ Coffee Making • Jeans tailoring • Housekeeping/ Hotel Assistant • Commercial Cooking/Baking • Beads, pearls and crystal's work for women • Small shops for PwDs 	<ul style="list-style-type: none"> • Gradual increase in adoption of modern lifestyle • Increase in construction activities • Major entry point and capital city of the Karnali province • Agri-hub or production centre for Karnali Province 	<ul style="list-style-type: none"> • Have to compete with cheaper goods and services from Nepalgunj and India • Lack of credit facilities • Lack of motivation in the youths for working in local areas

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	<ul style="list-style-type: none"> Majority of workers or laborers are not local people 	<ul style="list-style-type: none"> Unfavorable home and family environment for women to give full time on job and employment.
Barahataal Municipality, Surkhet		
<ul style="list-style-type: none"> House Painter Building Electrician Professional plumber Maintenance skills for household appliances 	<ul style="list-style-type: none"> Located near a huge market Gradually seeing the face of modernization and development Nascent stage of market development Karnali highway created higher demand of agricultural goods and commodities in nearby district headquarter and neighboring districts 	<ul style="list-style-type: none"> Lack of motivation in youths Over migration to city and abroad Lack of credit facilities
Narayan Municipality, Dailekh		
<ul style="list-style-type: none"> Offset press Operator Book Binder Montessori Teacher 	<ul style="list-style-type: none"> Centre of Dailekh district A properly developed market 	<ul style="list-style-type: none"> Lack of proper infrastructures

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<ul style="list-style-type: none"> • Cell-Mobile Phone Repair Technician • Professional Plumber • Building Electrician 	<ul style="list-style-type: none"> • Mid Hill Highway passes through the market and thus potential for more development • Most of the Agri-commodities are imported 	<ul style="list-style-type: none"> • Lack of easy accessible and affordable credit • Youths are interested in fashionable works leaving behind the traditional and agricultural activities.
Dullu municipality, Dailekh		
<ul style="list-style-type: none"> • Shoe Maker • Dairy product/Sweets Maker • Building Electrician • Driver and Excavator Operator • Professional plumber • Maintenance of home and kitchen appliances • Bamboo and handicraft training especially for Ahuje community 	<ul style="list-style-type: none"> • Second largest market in Dailekh. • Recent access with Mid-hill Highway expands the scope of construction and building works 	<ul style="list-style-type: none"> • Small market in the Palika headquarter • Lack of proper infrastructures till date • Lack of easy accessible and affordable credit • Post production facilitation, technical facilitation
Chamunda Brindasaini, Dailekh		
<ul style="list-style-type: none"> • Local poultry production • Goat rearing • Building Electrician 	<ul style="list-style-type: none"> • High with growing market 	<ul style="list-style-type: none"> • Lack of proper, easy and cheap credit

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<ul style="list-style-type: none"> • Professional plumber • Shoe Maker • Vegetable production and small vegetable shops • Medium and Large vehicle garage 	<ul style="list-style-type: none"> • Well connected by highway 	<ul style="list-style-type: none"> • Lack of motivation in youths for working in the community • Lack of market connectivity facilities after training
Aathbish Municipality, Dailekh		
<ul style="list-style-type: none"> • Dairy product/Sweets Maker • Montessori Teacher • Cell-Mobile Phone Repair Technician • Professional plumber • Solar and Electric appliance maintenance • Medium and Large vehicle garage • Chowmin production 	<ul style="list-style-type: none"> • High with growing market • Connected with Karnali Highway 	<ul style="list-style-type: none"> • Need of post training connection with the market • Lack of proper, easy and cheap credit
Mangalsen Muniipality, Achham		
<ul style="list-style-type: none"> • Dairy product/Sweets Maker • Jeans tailoring • Montessori • Building Electrician • Driver and Excavator Operator • Professional plumber 	<ul style="list-style-type: none"> • High with growing market • Touched by highway • Most of the goods and services are imported 	<ul style="list-style-type: none"> • Lack of motivation • Extreme out migration • Lack of proper, easy and cheap credit



Panchadewal Binayak, Achham		
<ul style="list-style-type: none"> • Building Electrician • Barber • Dairy product/Sweets Maker 	<ul style="list-style-type: none"> • High with growing market • Touched by highway 	<ul style="list-style-type: none"> • Lack of motivation • Too much out migration • Lack of proper, easy and cheap credit • Lack of market

Conclusions

The poverty status of Karnali province in the western part of Nepal is a challenge in the development of the region. Youths, women, children, all groups of people are being affected by this trauma in the region, with the major causes being lack of skills, employment, and earnings for running their livelihood. Though in a state of marching towards development, the establishment of a few enterprises, trades and businesses have shown a few steps towards a better future. Development of the local market and economic activities leads to the development of the local people.

The availability of jobs and employment and activities of enterprise establishment is at a nascent stage and there is great scope for the establishment of these in the areas. Nepalgunj in Banke, Birendranagar in Surkhet, Narayan in Dailekh, and Mangalsen in Achham, being the respective district headquarters, look relatively better in the context of economic activities. These cities have a higher concentration of trades, businesses, and small enterprises than the surrounding rural areas and other municipalities and rural municipalities. Most of the trade and employment opportunities are concentrated in these regions. There are more labor-demanding sectors here than in other areas. The steps in development start with the construction sectors, followed by the service sectors. Most of the enterprises and labor are demanded in the construction sector in the major cities and in other municipalities and rural municipalities. Small and micro enterprises are very rare in



almost all other towns and rural municipalities in all four districts, which means they have an emerging scope of both labor supply and microenterprise establishments. The present labor demand and supply scenario shows that most of the labor needs are being supplied from other districts and also from India in almost all the districts. A huge demand for labor and skills in different sectors is seen, which can be supplied by providing the training and supporting the AYs and women.

Undersupply of skilled human resources in almost all the sectors has created a huge gap in the quantity of labor as needed by the district and also the quality of the supplied human resources. Different skills and enterprise development support in these sectors help the youths provide better employment opportunities at the local level and also address the interests of the youths, motivating them to empower themselves economically and socially. Rural women, especially those who are not engaged in economic activities, would be more empowered and would move up economically with the skills they could get from the training. Those people with disabilities could also be involved in some basic economic activities, mostly in self-enterprise development and self-employment rather than working on other enterprises, thus helping run their households with some earnings.

The identified trades, skills, and microenterprises in various municipalities, rural municipalities, or even districts would be important business activities assisting rural youths in fighting poverty and living a better life with a higher economy than in the present. Basic skills to the unemployed youths, women, PwDs, especially from poor and pro-poor economic status, and advanced skill for those with basic skills and involved in self-employment recommended sectors/trades could address the market demand and would be an asset to them. That will help the labor market by the availability of the best human resources locally rather than hiring them from neighboring districts or even from India. People with better skills further establish better enterprises, and the most important part is their sustainability in the local environment.

The markets are still in developing stage and have greater scope of new and emerging trades in already established in the neighboring cities and districts. These unfelt needs and technology which are still not introduced but having good scope needs to be introduced in the existing market for further development of scope of labor demand and enterprise

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development. Similarly some of the fashionable skills will poor demand in the market are highly discouraged and could be replaced with higher level of skills.



Recommendations for management action

- There is enormous potential for rural youths to get employment or to be self-employed through market demanded skill enhancement trainings and micro-enterprises.
- The first part of sustainability in work or enterprise is motivation, which is the most important, especially in the case of youths. So, programs of life skills and motivation should be conducted in parallel with skill training and microenterprise development.
- Economic management skills, especially management of inputs, record keeping, and expenditures, are recommended especially for micro enterprise establishment in the agricultural sector.
- Market support and programs to link the beneficiary (trainee or entrepreneur) with the local market are highly recommended for the sustainability of the skill use in the local context.
- Institutional registration of the skilled and trained human resources is highly recommended. This could be encouraged by establishment of professional networks of people in the palika and district level (at DCCI level) so that the status, demand and supply of the skilled human resource could be updated and known regularly.
- Since almost none of the labor demand side have prioritized the preference of People with disabilities in their sector to employ or because of less preference of the people with disabilities in different job sectors, it is highly recommended to motivate and prioritize the PwDs in self-run or self-entrepreneurship skills and trades. PwDs with higher education can be trained and supported in computer related skills and enterprises.
- Women are more prioritized and preferred in less labor intensive trades and thus they are to be provided to train for less labor intensive and time intensive skills. This is also because of the tradition, social structure, culture and values in the region which is mostly patriarchal.

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Appendices

Appendix 1: Ranking and priority of the trade skills and enterprise options in Aathbish Municipality, Dailekh during FGD with labor demanding sectors.

	A	B	C	D	E	F	G	H	I	J	K	Total Score	Index Value	Rank	Current Supply status	Preference to local human	Skill Level required
Garage	5	5	4	4	4	4	4	5	3	5	4	47	0.85	II	M	H	2
Beauty parlor	5	5	5	2	4	5	4	5	3	3	4	45	0.82	IV	M	H	1
Electronics and Electrical technician	5	5	4	4	5	5	3	5	4	3	3	46	0.84	III	L	H	2
Cushion and dolls making	5	4	4	4	2	5	3	3	4	4	5	43	0.78	V	L	H	1
Montessori	5	4	4	4	3	5	4	3	4	3	4	43	0.78	V	L	H	1
Tailoring	5	5	5	5	3	5	4	4	4	4	4	48	0.87	I	L	H	2
Poultry farming	5	4	4	3	4	5	4	4	3	3	3	42	0.76	VI	M	H	1
IPM and all round vegetable production	5	5	4	2	2	4	3	3	4	4	3	39	0.71	VIII	L	H	1
Goat farming	4	3	3	4	2	4	3	4	3	4	3	37	0.67	IX	L	H	1
Bamboo stools	4	3	3	5	3	4	3	4	3	5	3	40	0.73	VII	L	H	1

Notes: *Criteria for ranking and Prioritization: A= Minimum monthly income (NPR 15000), B= market demand trend of the product/services, C= immediate employment/self-employment opportunity, D= level of investment required, E= government priority, F= future growth potential/competitiveness, G= Access to finance, H= Technology requirements, I= Risk level, J= Raw material availability, K= Interest of AYs;

**Current Supply status: H=High; M=Medium; L=Low;

***Preference to local human resource: H=High; M=Medium; L=Low;

****Skill Level required: 1 = level 1 (basic); 2= Level 2 (Advanced)

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Appendix 2: Ranking and priority of the trade skills and enterprise options in Binayak Municipality, Achham during FGD with labor demanding sectors.

	A	B	C	D	E	F	G	H	I	J	K	Total Score	Index Value	Rank	Current Supply status	Preference to local human	Skill Level required
Professional mason	5	5	5	3	4	5	4	5	1	4	4	45	0.82	III	L	H	2
Beauty parlor	4	5	4	4	5	5	3	5	2	4	4	45	0.82	III	L	H	1
Computer operator	5	4	4	4	2	5	3	4	4	0	5	40	0.73	V	L	H	2
Poultry farming	5	4	4	4	5	5	3	4	2	4	4	44	0.80	IV	L	H	1
Tailoring	5	4	5	4	3	4	4	5	4	3	4	45	0.82	III	M	H	2
Montessori	5	4	4	4	3	4	4	5	4	3	4	44	0.80	IV	L	H	1
Vegetable production	5	3	4	2	2	4	3	4	4	0	3	34	0.62	VI	L	H	2
Electronics and Electrical technician	5	4	4	5	4	5	3	4	4	3	5	46	0.84	II	L	H	2
Garage mechanics	5	5	4	5	4	5	4	4	4	3	5	48	0.87	I	M	H	2

Notes: *Criteria for ranking and Prioritization: A= Minimum monthly income (NPR 15000), B= market demand trend of the product/services, C= immediate employment/self-employment opportunity, D= level of investment required, E= government priority, F= future growth potential/competitiveness, G= Access to finance, H= Technology requirements, I= Risk level, J= Raw material availability, K= Interest of AYs;

**Current Supply status: H=High; M=Medium; L=Low;

***Preference to local human resource: H=High; M=Medium; L=Low;

****Skill Level required: 1 = level 1 (basic); 2= Level 2 (Advanced)

Appendix 3: Ranking and priority of the trade skills and enterprise options in Mangalsen Municipality, Achham during FGD with labor demanding sectors.

	A	B	C	D	E	F	G	H	I	J	K	Total Score	Index Value	Rank	Current Supply status	Preference to local human	Skill Level required
Beauty parlor	4	5	4	4	4	5	3	5	4	3	4	45	0.82	III	M	H	1
Vegetable farming	5	5	5	3	4	5	3	4	1	4	4	43	0.78	VII	M	H	2
Aluminum and Greel workers	4	5	4	4	5	5	3	5	2	3	4	44	0.80	IV	L	M	2
Garage mechanic	5	4	4	5	3	5	3	4	5	3	5	46	0.84	II	L	H	2
Computer operator	5	4	4	3	3	5	4	4	5	2	4	43	0.78	V	L	H	2
Breakfast	4	4	4	4	3	4	3	4	3	4	3	40	0.73	VII	L	M	2
Goat and poultry farming	4	3	4	4	2	5	4	5	2	4	4	41	0.75	VI	L	M	1
Montessori	4	3	4	2	2	4	3	4	4	3	3	36	0.65	VIII	L	L	1
Plumber and electricians	5	4	4	5	4	5	4	4	4	4	5	48	0.87	I	L	H	2

Notes: *Criteria for ranking and Prioritization: A= Minimum monthly income (NPR 15000), B= market demand trend of the product/services, C= immediate employment/self-employment opportunity, D= level of investment required, E= government priority, F= future growth potential/competitiveness, G= Access to finance, H= Technology requirements, I= Risk level, J= Raw material availability, K= Interest of AYs;

**Current Supply status: H=High; M=Medium; L=Low;

***Preference to local human resource: H=High; M=Medium; L=Low;

****Skill Level required: 1 = level 1 (basic); 2= Level 2 (Advanced)

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Appendix 4: Ranking and priority of the trade skills and enterprise options in Nepalgunj Municipality, Banke during FGD with labor demanding sectors.

	A	B	C	D	E	F	G	H	I	J	K	Total Score	Index Value	Rank	Current Supply status	Preference to local human	Skill Level required
Motorcycle garage	5	4	5	5	3	5	4	3	4	4	4	46	0.84	III	M	H	2
Aluminum and steel works	5	5	5	5	3	5	4	4	4	4	5	49	0.89	I	H	H	2
Washing machine and A/C Maintenance	5	5	5	4	3	5	4	4	4	4	4	47	0.85	II	M	H	2
Boutique for male as well as female	5	5	5	4	3	4	3	4	3	3	5	44	0.80	V	H	H	2
Gypsum false ceiling	5	5	5	4	2	4	3	3	3	3	4	41	0.75	VII	H	H	2
House decoration	5	5	5	4	2	5	4	4	4	3	4	45	0.82	IV	H	H	2
Floral outlet	5	5	5	3	3	4	3	4	4	4	4	44	0.80	V	M	H	2
Spice packaging	5	4	5	3	2	4	4	4	4	4	4	43	0.78	VI	H	H	2
Small shops	5	4	4	4	2	3	4	4	4	4	5	43	0.78	VI	M	H	1

Notes: *Criteria for ranking and Prioritization: A= Minimum monthly income (NPR 15000), B= market demand trend of the product/services, C= immediate employment/self-employment opportunity, D= level of investment required, E= government priority, F= future growth potential/competitiveness, G= Access to finance, H= Technology requirements, I= Risk level, J= Raw material availability, K= Interest of AYs;

**Current Supply status: H=High; M=Medium; L=Low;

***Preference to local human resource: H=High; M=Medium; L=Low;

****Skill Level required: 1 = level 1 (basic); 2= Level 2 (Advanced)

Appendix 5: Ranking and priority of the trade skills and enterprise options in Birendranagar Municipality, Surkhet during FGD with labor demanding sectors.

	A	B	C	D	E	F	G	H	I	J	K	Total Score	Index Value	Rank	Current Supply status	Preference to local human	Skill Level required
Poultry production	5	5	5	5	4	4	3	4	2	4	3	44	0.80	VI	L	H	1
Mushroom cultivation	4	4	3	4	4	4	3	4	3	5	3	41	0.75	IX	L	H	1
Washing machine and A/C Maintenance	5	5	5	5	3	5	4	4	5	4	4	49	0.89	I	L	H	2
Handy crafts	5	5	4	5	2	4	4	4	3	5	4	45	0.82	V	L	H	1
Aluminium and steel works	5	5	5	5	2	4	4	3	5	4	5	47	0.85	III	M	H	2
Advanced level tailoring	5	5	5	4	2	3	3	4	4	4	4	43	0.78	VII	M	H	2
Motorcycle garage	5	5	4	4	3	4	4	4	5	4	4	46	0.84	IV	M	H	2
Floriculture	4	4	4	3	4	4	3	5	3	5	3	42	0.76	VIII	L	H	1
Advanced level Beauty parlor	5	5	4	5	3	5	3	4	4	5	5	48	0.87	II	L	H	2

Notes: *Criteria for ranking and Prioritization: A= Minimum monthly income (NPR 15000), B= market demand trend of the product/services, C= immediate employment/self-employment opportunity, D= level of investment required, E= government priority, F= future growth potential/competitiveness, G= Access to finance, H= Technology requirements, I= Risk level, J= Raw material availability, K= Interest of AYs;

**Current Supply status: H=High; M=Medium; L=Low;

***Preference to local human resource: H=High; M=Medium; L=Low;

****Skill Level required: 1 = level 1 (basic); 2= Level 2 (Advanced)

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Appendix 6: Ranking and priority of the trade skills and enterprise options in Barahatal Municipality, Surkhet during FGD with labor demanding sectors.

	A	B	C	D	E	F	G	H	I	J	K	Total Score	Index Value	Rank	Current Supply status	Preference to local human	Skill Level required
Bamboo crafts and works	4	4	4	4	3	4	3	4	3	4	3	40	0.73	VII	L	H	1
Mobile maintenance	5	5	4	4	2	4	4	3	4	4	5	44	0.80	IV	L	H	2
Beads and crystal works (women ornaments)	5	5	4	4	2	4	4	5	5	4	4	46	0.84	III	M	H	2
Mason (Bricks and tiles)	5	5	5	4	2	5	3	5	5	5	4	48	0.87	I	L	H	2
Professional building electricians	5	4	4	3	3	4	4	4	4	4	4	43	0.78	V	L	H	2
Professional plumber training	5	4	5	4	2	5	4	4	4	5	5	47	0.85	II	L	H	2
Vegetable farming	4	4	4	3	5	4	3	4	3	5	3	42	0.76	VI	M	M	1
Poultry farming	4	4	4	4	3	5	3	4	2	4	3	40	0.73	VIII	M	M	1
Computer training	4	4	4	3	3	4	3	3	4	3	4	39	0.71	IX	L	M	1
Cushion and dolls making	3	4	3	4	3	3	3	4	3	4	3	37	0.67	X	L	M	1

Notes: *Criteria for ranking and Prioritization: A= Minimum monthly income (NPR 15000), B= market demand trend of the product/services, C= immediate employment/self-employment opportunity, D= level of investment required, E= government priority, F= future growth potential/competitiveness, G= Access to finance, H= Technology requirements, I= Risk level, J= Raw material availability, K= Interest of AYs;

**Current Supply status: H=High; M=Medium; L=Low;

***Preference to local human resource: H=High; M=Medium; L=Low;

****Skill Level required: 1 = level 1 (basic); 2= Level 2 (Advanced)

Appendix 7: Ranking and priority of the trade skills and enterprise options in Narayan Municipality, Dailekh during FGD with labor demanding sectors.

	A	B	C	D	E	F	G	H	I	J	K	Total Score	Index Value	Rank	Current Supply status	Preference to local human	Skill Level required
Barber training	5	5	4	4	3	4	3	5	5	5	3	46	0.84	II	L	H	1
Electronics and Electrical technician	5	4	4	3	2	5	4	4	4	4	5	44	0.80	IV	M	H	2
Home food materials like Potato chips and Dalmoth	4	4	4	3	3	4	3	4	3	5	3	40	0.73	VI	L	H	2
Computer training	4	4	4	3	2	4	3	4	3	4	4	39	0.71	VII	L	M	2
Offset press operator	4	4	4	3	2	4	3	3	3	3	3	36	0.65	X	L	L	1
Professional plumber	5	5	5	4	2	4	3	4	5	4	4	45	0.82	III	M	H	2
Local leaf works (dunatapari)	4	3	3	3	2	4	3	5	5	5	4	41	0.75	V	L	H	1
Montessori teacher	4	3	3	3	2	4	4	4	4	4	3	38	0.69	IX	L	L	1
Boutique	5	5	4	4	2	5	4	5	5	4	5	48	0.87	I	L	H	2
Agricultural enterprise and business establishment	4	3	3	3	2	4	3	4	3	5	4	38	0.69	VIII	M	L	1

Notes: *Criteria for ranking and Prioritization: A= Minimum monthly income (NPR 15000), B= market demand trend of the product/services, C= immediate employment/self-employment opportunity, D= level of investment required, E= government priority, F= future growth potential/competitiveness, G= Access to finance, H= Technology requirements, I= Risk level, J= Raw material availability, K= Interest of AYs;

**Current Supply status: H=High; M=Medium; L=Low;

***Preference to local human resource: H=High; M=Medium; L=Low;

****Skill Level required: 1 = level 1 (basic); 2= Level 2 (Advanced)

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Appendix 8: Ranking and priority of the trade skills and enterprise options in Dullu Municipality, Dailekh during FGD with labor demanding sectors.

	A	B	C	D	E	F	G	H	I	J	K	Total Score	Index Value	Rank	Current Supply status	Preference to local human	Skill Level required
Goat Farming	3	3	3	4	4	2	3	4	3	4	2	35	0.64	VIII	M	M	2
Wiring/ electricians with good finishing	4	4	4	3	2	4	4	4	4	4	4	41	0.75	IV	L	H	2
Mason training with capacity to work in modern engineering guidance	5	5	4	4	3	5	3	4	5	5	4	47	0.85	I	L	H	2
Mobile / laptop /home electric appliances training maintenance	5	5	4	4	2	5	3	4	4	4	4	44	0.80	II	L	H	2
All round vegetable production	4	5	4	3	5	4	3	4	3	5	3	43	0.78	III	L	H	2
Dairy and dairy products	4	4	3	3	2	4	3	3	3	4	3	36	0.65	VII	L	M	1
Plumber with advanced skills	4	3	3	3	2	4	3	4	4	5	3	38	0.69	VI	M	M	2
Montessori teacher	4	4	3	3	2	4	4	4	4	4	3	39	0.71	V	L	H	1
Advanced level tailoring training	3	3	3	3	2	3	3	4	4	3	2	33	0.60	IX	L	L	2
Bamboo works in home tools like doko, namlo, etc.	3	3	3	3	2	3	2	4	2	4	3	32	0.58	X	L	L	1

Notes: *Criteria for ranking and Prioritization: A= Minimum monthly income (NPR 15000), B= market demand trend of the product/services, C= immediate employment/self-employment opportunity, D= level of investment required, E= government priority, F= future growth potential/competitiveness, G= Access to finance, H= Technology requirements, I= Risk level, J= Raw material availability, K= Interest of AYs;

**Current Supply status: H=High; M=Medium; L=Low;

***Preference to local human resource: H=High; M=Medium; L=Low;

****Skill Level required: 1 = level 1 (basic); 2= Level 2 (Advanced)

Appendix 9: Ranking and priority of the trade skills and enterprise options in Chamunda Bindrasaini Municipality, Dailekh during FGD with labor demanding sectors.

	A	B	C	D	E	F	G	H	I	J	K	Total Score	Index Value	Rank	Current Supply status	Preference to local human	Skill Level required
Poultry production	4	4	4	4	4	4	3	4	3	4	4	42	0.76	IV	M	H	2
Mason with skills in Tile	5	5	5	4	2	5	4	4	4	4	5	47	0.85	I	L	H	2
Agricultural enterprise and business establishment	4	4	4	4	4	4	3	4	3	5	4	43	0.78	III	L	H	1
Goat Farming	3	3	3	3	2	3	3	4	3	3	3	33	0.60	IX	M	H	1
Carpenter	4	5	4	3	5	4	3	4	4	5	3	44	0.80	II	L	H	2
Driver	4	4	4	5	2	4	3	3	3	4	3	39	0.71	V	L	H	2
Garage mechanics	4	3	3	3	2	3	3	3	4	3	3	34	0.62	VIII	L	H	2
Bamboo works	4	4	3	3	2	3	4	4	4	4	3	38	0.69	VI	L	H	1
Advanced level tailoring	4	4	3	3	2	3	3	4	4	3	2	35	0.64	VII	L	H	2

Notes: *Criteria for ranking and Prioritization: A= Minimum monthly income (NPR 15000), B= market demand trend of the product/services, C= immediate employment/self-employment opportunity, D= level of investment required, E= government priority, F= future growth potential/competitiveness, G= Access to finance, H= Technology requirements, I= Risk level, J= Raw material availability, K= Interest of AYs;

**Current Supply status: H=High; M=Medium; L=Low;

***Preference to local human resource: H=High; M=Medium; L=Low;

****Skill Level required: 1 = level 1 (basic); 2= Level 2 (Advanced)

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