

Report on the Nepal Labour Force Survey 2017/18

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FOREWORD



Government of Nepal

National Planning Commission

Singha Durbar, Kathmandu, Nepal



Ref. No.

Preface

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

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

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

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

March 2019

Prof. Dr. Puspa Raj Kadel

Vice Chairman
National Planning Commission



Government of Nepal

National Planning Commission

Singha Durbar, Kathmandu, Nepal



Ref. No.

Preface

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

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

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

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

March 2019

Laxman Aryal
Secretary

National Planning Commission

ILO



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Acknowledgements

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

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

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

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

March 2019


Suman Raj Aryal
Director General
Central Bureau of Statistics

EXECUTIVE SUMMARY

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

Demographic profile

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

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

Labour Market Indicators

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

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

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

Industry, occupation and sector

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

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

Hours of work

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

Education and labour market

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

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

Earnings

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

Other forms of work

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

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

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

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

Unemployment

Survey reports that, there were approximately 908 thousand Nepalese who were actively looking for

work (unemployed). 38.1 percent of job seekers were young people aged from 15–24 years. This was the biggest group of unemployed and was followed by that of those aged between 25 and 34 years, at 31.1 percent. This implies that 69.1 percent of job seekers in Nepal were young people aged between 15 and 34 years.

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

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

Children and work

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

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

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

Forced labour

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

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

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ACRONYMS

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

CHAPTER 1: INTRODUCTION

1.1 Introduction

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

Following the 19th International Conference of Labour Statisticians (19th ICLS) in 2013, the standards which had been introduced after the 13th ICLS in 1983 were revised. The rationale for revising these standards is documented in Report II of the 19th ICLS¹. The rationale included evolving policy needs, changes in the labour market and patterns of work, and the limitations of the 1983 standards. The NLFS I and NLFS II followed standards that were in existence at that time, while the NLFS III followed the new, revised standards. This implies that most indicators generated from NLFS III may not be comparable to the previous rounds of NLFS. For example, although the new standard provides the opportunity to measure all forms of work, the employment definition in the new standard is narrower than was previously the case. While the previous definition of employment covered almost all activities within the System of National Accounts (SNA) production boundary, i.e. production for pay, profit or family gain, production for own final use, etc., the new definition of employment includes only work performed for others for pay or profit. Production for own final use is no longer regarded as employment. Production for own final use accounts for a relatively large proportion of employment in Nepal, however. The higher unemployment and lower employment estimates reported in this report are in part the result of these changes.

1.2 Scope and coverage

The main objective of the Nepal Labour Force Survey 2017/18 (NLFS III) was to update labour force statistics. The objective was extended to collect information on current situation of employment, unemployment, and underemployment; supply and use of labour force in different economic activities, other labour market indicators, and production of goods and services for own final use. The new concepts and definitions (recommendation of 19th ICLS) used in NLFS III set benchmark statistics on employment, unemployment and underemployment. Such information plays key role in assessing the impact of various government policies and programs planned for employment generation. Likewise, the results from the survey do provide information required for skill development, for managing the flow of migrant workers, for improving the status of women and children, and for assessing the role and importance of the informal sector. However; this time, the scope was further extended to generate information on own use production of goods, short term returnee migrants, volunteer work and forced labour.

¹ Report II. Statistics of work, employment and labour underutilization: Report for discussions at the 19th International Conference of Labour Statisticians (Geneva, 2-11 October 2013).

As in the NLFS I and NLFS II, the survey covered whole country. Following the same concept and definition of household as used in population census, i.e. the usual place of residence, all residents of the country including foreign nationals were considered eligible for the survey but households of diplomatic missions and institutional households such as school hostels, prisons, army camps and hospitals were excluded. People living for six months or more away from the households were not considered eligible and hence were excluded from the survey.

1.3 Survey questionnaire

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

For the sake of maintaining comparability and further use of disaggregated statistics, many questions from housing section were aligned with population and housing census. However; some important changes in the definition of employment in this round will not be comparable with previous rounds of survey. To make comparison between previous rounds of labour force surveys to current one, some proxy indicators can be used from own use production of goods. In addition, some changes were made to address contemporary issues such as short-term returnees, volunteer work and forced labour situation in the country. Questionnaire were designed to capture data on general household information, current activities, current working hour, usual working hour, unemployment, past employment, and absentees. The sections on household information and absentee information were asked only to the head of household.

As already mentioned, major modifications were made on questions that aimed to collect accurate and reliable information on employment. Furthermore, detailed information on branch of economic activity and occupation were captured in 4-digit classification in different sections. Some of the questions were intended to provide statistics for monitoring the selected Sustainable Development Goals (SDGs). The flow chart of the questionnaire is given in Annex III. which can be used to identify the paths followed through the questionnaire by people with different characteristics.

As in the NLFS I and NLFS II, the lower age cut-off point for the questions in general was maintained at 5 years. In this survey, to identify hazardous condition of child labour, very basic questions from children of age 5-9 years were asked and most of the questions were asked to the respondents aged 10 years and above. Information on those activities such as cooking, cleaning and child-minding, care which are performed without pay for the household was collected in detail.

Draft questionnaire was prepared with technical input from the ILO consultant and the household survey team of the CBS. The draft questionnaire was presented to the Technical Committee and undergone several rounds of discussions. Improvements and modifications were made according to the suggestions and comments received from members of the Technical Committee representing various interest groups. Furthermore, a day-long workshop with stakeholders was organized jointly by the CBS and the ILO to get feedback on questionnaire. The questionnaire thereafter was pre-tested several times and revised intensively in accordance to the feedback received from each pre-test. The pre-tests were carried out to cover a wide range of areas and included different ecological belts and urban/rural areas. The questionnaire was finalized from the Technical Committee and endorsed by a Steering Committee chaired by the Vice-Chairman of National Planning Commission (NPC). The questionnaire in the final Nepali version was translated into English to ensure the same understandings for foreign

users. The content of the questionnaire was reviewed minutely so that intended meaning of each questions are the same at large. At the same time, an interviewers' manual in Nepali language was prepared to elaborate the concepts, definitions and classifications used in the survey and objective of each question that led to collect reliable and accurate information.

1.4 Sample design

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

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

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

Box1.1: Stratum Boundaries by Survey Domain

Urban		Rural	
Domain	Boundaries (Household)	Domain	Boundaries (Households)
Province 1	189 521	Province 1	172 1,016
Province 2	152 373	Province 2	133 735
Province 3	277 1,449	Province 3	122 636
Gandaki	172 444	Gandaki	96 487
Province 5	229 690	Province 5	162 870
Karnali	150 365	Karnali	96 441
Sudurpashchim	194 518	Sudurpashchim	121 569

Box 1.2 Sample design for NLFS 2017/18

province	Urban	Rural	Season I	Season II	Season III	Total PSUs	Total Households
Province 1	102	54	52	52	52	156	3120
Province 2	51	42	31	31	31	93	1860
Province 3	75	84	53	53	53	159	3180
Gandaki	75	45	40	40	40	120	2400
Province 5	75	60	45	45	45	135	2700
Karnali	63	36	33	33	33	99	1980
Sudurpashchim	84	54	46	46	46	138	2760
Total	525	375	300	300	300	900	18000

1.5 Organization of fieldwork

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

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

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

1.6 Reference period

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

Different reference periods were considered for unemployed, i.e. those persons who did not have a pay or profit activities in the week preceding the interview but who had been engaged in job-seeking activities within 30 days prior to that date of interview and would be available to start working during 15 days following the interview date if job is available.

The survey was spread over a 12 months period from July 2017 to June 2018 splitting annual sample into three seasons. Where, each sub-group was representing four months in the Nepali calendar. The three seasons are as follows:

Season	Characteristics	Nepali calendar	Gregorian calendar
1	Dry	Magh, Falgun, Chaitra, Baishakh	Jan to May
2	Rainy	Jestha, Ashadh, Shrawan, Bhadra	May to Sep
3	Winter	Ashwin, Kartik, Marg, Poush	Sep to Jan

1.7 Data processing

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

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

1.8 Lessons learned

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

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

CHAPTER 2: DEMOGRAPHIC PROFILE

2.1 Introduction

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

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

Age group (Years)	Nepal			Urban			Rural		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
thousands									
Total	13509	15513	29022	8578	9708	18285	4932	5805	10737
00-04	1526	1399	2925	907	821	1 728	618	578	1197
05-09	1280	1119	2400	782	673	1 455	498	446	944
10-14	1496	1458	2953	938	871	1 809	558	586	1144
15-19	1418	1518	2936	915	965	1 880	503	553	1056
20-24	1116	1602	2718	786	1 053	1 838	331	549	880
25-29	955	1 345	2300	631	911	1 542	324	434	758
30-34	759	1 130	1889	524	756	1 280	236	374	610
35-39	779	1 130	1909	509	730	1 239	270	400	670
40-44	722	932	1 654	470	589	1 058	252	344	595
45-49	717	858	1575	466	549	1 016	251	308	559
50-54	658	676	1333	420	424	844	237	252	489
55-59	562	635	1197	346	365	711	216	270	486
60-64	502	601	1103	285	355	640	217	246	463
65+	1021	1 110	2131	599	646	1246	422	463	885
percent									
Total	100	100	100	100	100	100	100	100	100
00-04	11.3	9.0	10.1	10.6	8.5	9.5	12.5	10.0	11.1
05-09	9.5	7.2	8.3	9.1	6.9	8.0	10.1	7.7	8.8
10-14	11.1	9.4	10.2	10.9	9.0	9.9	11.3	10.1	10.7
15-19	10.5	9.8	10.1	10.7	9.9	10.3	10.2	9.5	9.8
20-24	8.3	10.3	9.4	9.2	10.8	10.1	6.7	9.5	8.2
25-29	7.1	8.7	7.9	7.4	9.4	8.4	6.6	7.5	7.1
30-34	5.6	7.3	6.5	6.1	7.8	7.0	4.8	6.4	5.7
35-39	5.8	7.3	6.6	5.9	7.5	6.8	5.5	6.9	6.2
40-44	5.3	6.0	5.7	5.5	6.1	5.8	5.1	5.9	5.5
45-49	5.3	5.5	5.4	5.4	5.7	5.6	5.1	5.3	5.2
50-54	4.9	4.4	4.6	4.9	4.4	4.6	4.8	4.3	4.6
55-59	4.2	4.1	4.1	4.0	3.8	3.9	4.4	4.7	4.5
60-64	3.7	3.9	3.8	3.3	3.7	3.5	4.4	4.2	4.3
65+	7.6	7.2	7.3	7.0	6.7	6.8	8.5	8.0	8.2

Table 2.1 shows that in 2017/18, Nepal had a population of 29 million, of which 13.5 million (46.5 percent) were male and 15.5 million (53.5 percent) were female. Almost 40 percent of the population was under the age of 20 years, which means Nepal has a dominant young population.

Nepal had a population of 29 million in 2017/18

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

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

Age group (Years)	Nepal			Urban			Rural		Total
	Male	Female	Total	Male	Female	Total	Male	Female	
thousands									
Nepal	4701	1900	6601	2879	1287	4166	1822	613	2435
10-14	3	1	4	1	1	2	2	1	2
15-19	50	50	100	40	39	79	10	11	21
20-24	178	188	365	118	132	251	59	56	115
25-29	347	265	612	217	191	408	130	75	204
30-34	432	314	746	274	223	497	157	91	249
35-39	574	277	851	343	186	530	230	91	321
40-44	579	209	788	361	137	499	217	72	289
45-49	588	146	734	369	100	469	219	46	265
50-54	512	113	625	324	73	397	188	40	228
55-59	448	100	547	264	58	322	183	42	225
60-64	370	84	454	206	54	260	164	30	194
65+	622	153	775	360	94	453	262	59	321

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

As many as 4 thousand or 0.1 percent of households were headed by children aged 10-14 years

CHAPTER 3: LABOUR MARKET INDICATORS

KEY LABOUR MARKET CONCEPTS

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

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

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

Paid trainee work is regarded as employment.

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

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

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

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

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

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

3.1 Introduction

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

3.2 Profile of the working-age population

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

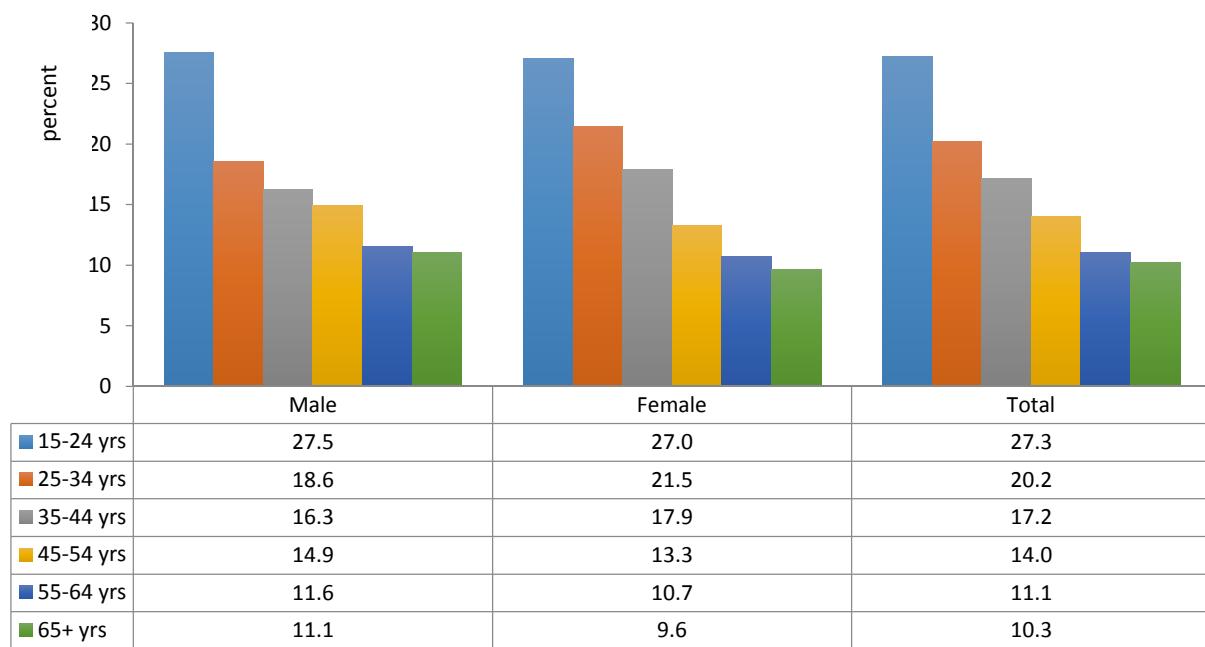
Age group (Years)	Male	Female	Total thousands
Nepal	9 208	11 537	20 744
15-24	2 535	3 120	5 654
25-34	1 714	2 475	4 189
35-44	1 500	2 062	3 562
45-54	1 375	1 534	2 908
55-64	1 064	1 236	2 300
65+	1 021	1 110	2 131
Urban	5 950	7 342	13 293
15-24	1 700	2 017	3 718
25-34	1 155	1 667	2 821
35-44	979	1 319	2 297
45-54	887	973	1 860
55-64	631	720	1 351
65+	599	646	1 246
Rural	3 258	4 194	7 452
15-24	834	1 102	1 936
25-34	559	808	1 368
35-44	521	744	1 265
45-54	488	560	1 049
55-64	433	516	949
65+	422	463	885

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



The majority of the working age population, 13.3 million resided in the urban areas

Figure 3.1: Share of working-age population by age and sex



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

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

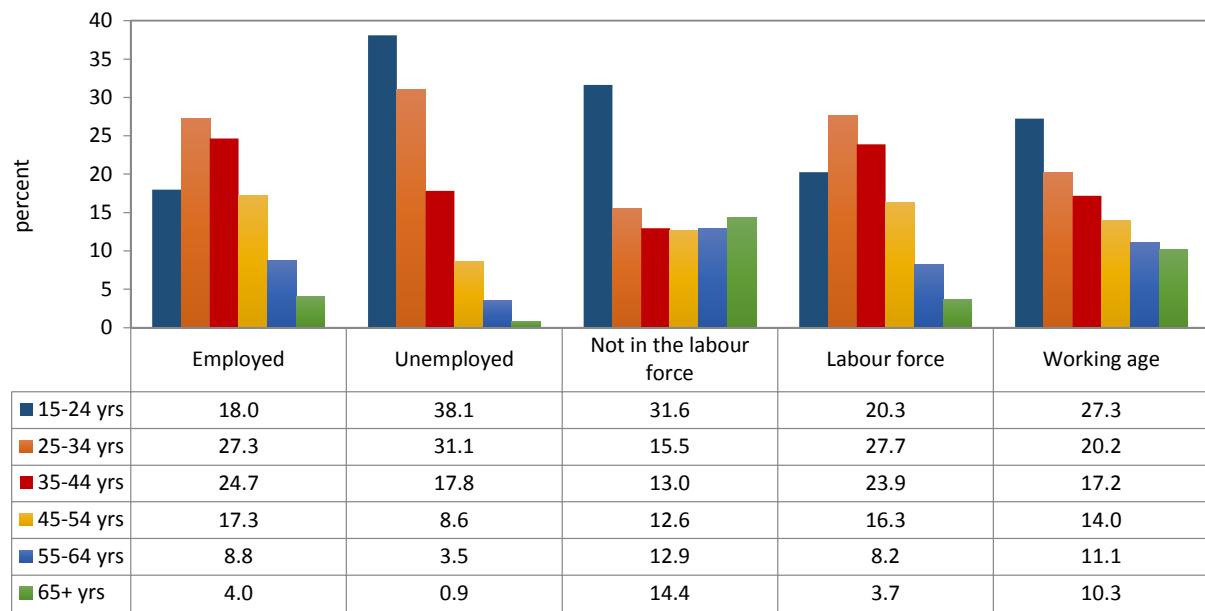


Figure 3.2 shows that in 2017/18, young people aged 15–24 years made up 27.3 percent of the working-age population, but accounted for only 20.3 percent of the labour force. On the other hand, those aged 25–34 years made up 20.2 percent of the working-age population but accounted for 27.7 percent of the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

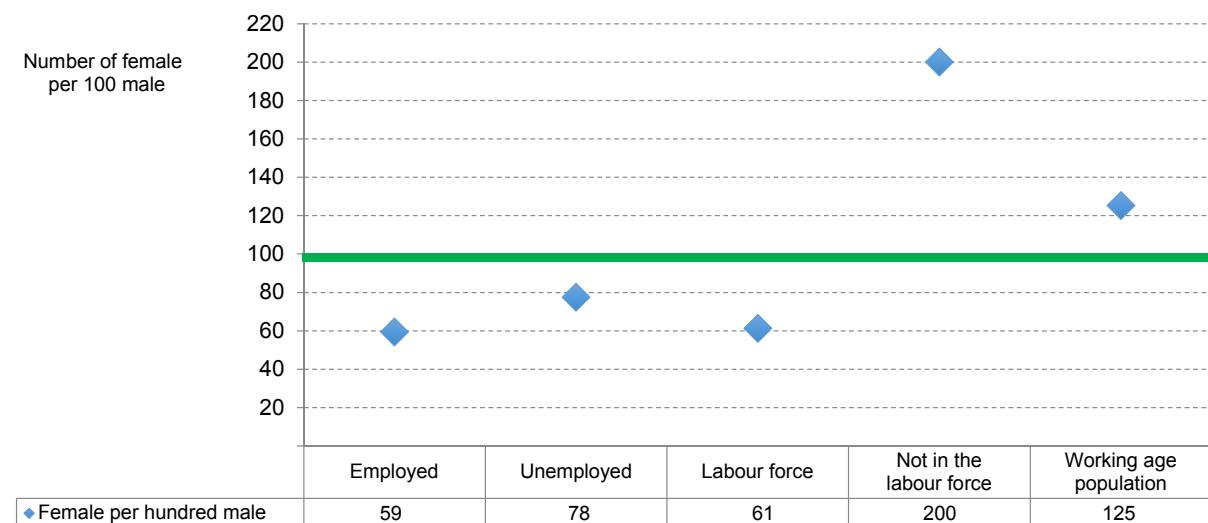
Youth (aged 15–24 years) accounted for 20.3 percent of the labour force but only made up 18 percent of those in employment and 38.1 percent of those unemployed. On the other hand, those in the older age groups, except for those aged 25–34 years, accounted for lower shares of the labour force yet were overrepresented in employment and underrepresented in unemployment.

“For every 100 employed males there were only 59 employed females”

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

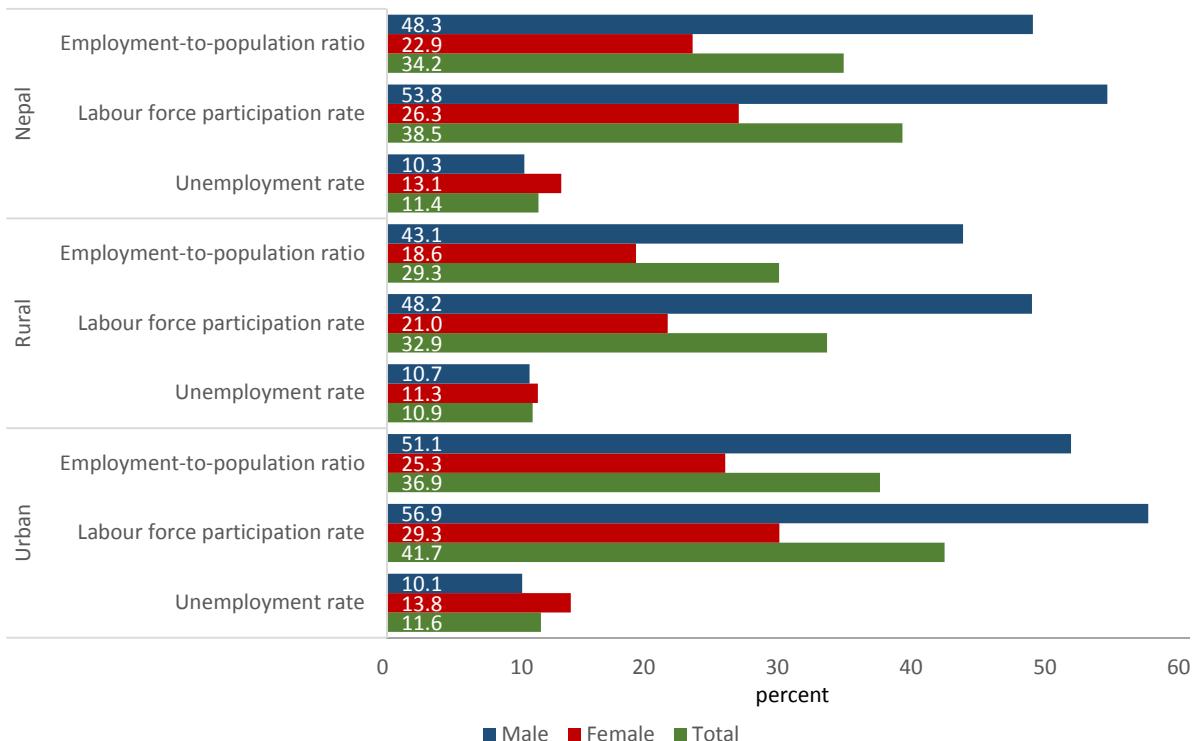
Indicator	Male	Female thousands
Employed	4 446	2 640
Unemployed	511	397
Labour force	4 958	3 036
Not in the labour force	4 250	8 500
Working-age population	9 208	11 537

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



Another dimension of the scale of gender inequalities in the Nepal labour market is the number of females per 100 males in each labour market category (Figure 3.3). For every 100 males in the working-age population, there were 125 females. However, when it came to employment, for every 100 employed males there were only 59 employed females. Gender disparities also existed among the unemployed and those who were not in the labour force.

Figure 3.4: Key labour market indicators by sex and locality



The national Labour Force Participation Rate (LFPR) and Employment-to-Population Ratio (EPR) were 38.5 percent and 34.2 percent respectively. However, there are gender disparities in that, the male LFPR and EPR were higher than those for females. The male LFPR was 53.8 percent compared to 26.3 percent for females and 48.3 percent of males of working age were in employment compared to 22.9 percent of females. On the other hand, the unemployment rate was higher among females than among males (13.1 percent and 10.3 percent respectively).

Table 3.3: Key labour market indicators by sex and province

Province	Working-age population	Employed	Unemployed	Not in the labour force	Labour force	UR	EPR	LFPR
Total	20 744	7 086	908	12 750	7 994	11.4	34.2	38.5
Province 1	3 556	1 208	136	2 211	1 344	10.2	34.0	37.8
Province 2	3 973	1 261	317	2 395	1 578	20.1	31.8	39.7
Province 3	4 865	2 129	161	2 575	2 290	7.0	43.8	47.1
Gandaki	1 868	606	60	1 202	666	9.0	32.5	35.7
Province 5	3 437	1 139	144	2 154	1 283	11.2	33.1	37.3
Karnali	1 163	288	31	843	319	9.7	24.8	27.5
Sudurpashchim	1 883	455	59	1 370	513	11.5	24.1	27.3
Male	9 208	4 446	511	4 250	4 958	10.3	48.3	53.8
Province 1	1 598	766	77	756	842	9.1	47.9	52.7
Province 2	1 785	857	155	773	1 012	15.3	48.0	56.7
Province 3	2 359	1 310	97	951	1 408	6.9	55.6	59.7
Gandaki	770	340	35	395	376	9.4	44.2	48.8
Province 5	1 481	695	84	701	780	10.8	47.0	52.6
Karnali	486	184	24	278	208	11.7	37.8	42.8
Sudurpashchim	728	294	38	396	332	11.5	40.4	45.6
Female	11 537	2 640	397	8 500	3 036	13.1	22.9	26.3
Province 1	1 957	442	60	1 456	502	11.9	22.6	25.6
Province 2	2 188	404	162	1 622	566	28.6	18.5	25.9
Province 3	2 506	819	63	1 624	882	7.2	32.7	35.2
Gandaki	1 098	266	24	807	291	8.4	24.3	26.5
Province 5	1 956	443	60	1 453	503	11.9	22.7	25.7
Karnali	676	105	7	565	111	6.0	15.5	16.4
Sudurpashchim	1 155	161	21	974	181	11.5	13.9	15.7

UR: Unemployment Rate

EPR: Employment to Population Ratio

LFPR: Labour Force Participation Rate

As reflected in Table 3.3, the highest unemployment rate was observed in Province 2 at 20.1 percent, followed by Sudurpashchim with 11.5 percent. The lowest unemployment rate was observed in Province 3, at 7 percent. Gender differences were evident as the unemployment rate was higher among females than among males in most provinces except in Gandaki and Karnali, where the rate was lower among females than among males. The labour force participation rate and employment-to-population ratio was higher among males than among females.

Table 3.4 Labour market status by education level

Education level	Employed	Unemployed	Labour Force	Out of labour force	Working age population thousands
Total	7 086	908	7 994	12 750	20 744
Illiterate	1 637	172	1 809	5 036	6 845
Childhood education	14	1	15	14	29
Literate (Non-formal)	312	16	328	589	917
Less than Basic	1 720	186	1 906	2 473	4 379
Basic	435	65	500	788	1 289
Less than Secondary	1 500	264	1 764	2 600	4 364
Secondary	779	140	919	887	1 806
Tertiary	690	63	753	363	1 116
percent					
Total	100	100	100	100	100
Illiterate	23.1	19.0	22.6	39.5	33.0
Childhood education	0.2	0.1	0.2	0.1	0.1
Literate (Non-formal)	4.4	1.7	4.1	4.6	4.4
Less than Basic	24.3	20.5	23.8	19.4	21.1
Basic	6.1	7.2	6.3	6.2	6.2
Less than Secondary	21.2	29.1	22.1	20.4	21.0
Secondary	11.0	15.5	11.5	7.0	8.7
Tertiary	9.7	7.0	9.4	2.8	5.4
percent					
Total	100	100	100	100	100
No secondary education	79.3	77.6	79.1	90.2	85.9
Secondary education	11.0	15.5	11.5	7.0	8.7
Tertiary	9.7	7.0	9.4	2.8	5.4

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

Table 3.5 Key labour market indicators by education level and sex

Education Level	Employment population ratio			Labour force participation rate			Unemployment rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
percent									
Total	48.3	22.9	34.2	53.8	26.3	38.5	10.3	13.1	11.4
No secondary education	46.4	20.6	31.5	51.6	23.7	35.5	10.0	13.0	11.1
Secondary education	49.0	36.3	43.1	57.0	43.8	50.9	14.0	17.1	15.3
Tertiary	67.4	52.1	61.8	73.9	56.4	67.5	8.7	7.7	8.4

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

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

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

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

Table 3.6 Key labour market indicators by age and sex

Age group (Years)	Employment population ratio			Labour force participation rate			Unemployment rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
percent									
Total	48.3	22.9	34.2	53.8	26.3	38.5	10.3	13.1	11.4
15-24	31.2	15.4	22.5	38.9	20.3	28.6	19.7	23.9	21.4
25-34	66.0	32.3	46.1	74.9	37.6	52.8	11.9	13.9	12.7
35-44	71.0	33.1	49.1	76.8	36.7	53.6	7.5	9.9	8.5
45-54	60.1	25.9	42.1	63.4	28.0	44.7	5.2	7.6	6.0
55-64	39.8	16.4	27.2	42.2	16.9	28.6	5.5	3.5	4.9
65+	20.4	6.9	13.4	21.1	7.0	13.8	3.5	0.6	2.7

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

The national LFPR increase with age and peaks at the age 35-44 years and starts to decline. Similar pattern is observed in the male LFPR, however female LFPR peaks at ages 25-34 years. The gap between male and female is highest at age 35-44 years where the male LFPR is 40.1 percentage points higher compared to female.

The unemployment rate is highest among the young people, aged 15-24 years and declines with increasing age. Similar patterns are observed among males and among females. Unemployment among the young people aged 15-24 years was 10 percentage points higher than the national average.

Table 3.7 Key labour market indicators including indicators of labour underutilisation

		Labour force indicators	Male	Female	Total
			thousands		
Labour force	W (a+b+c+d+e+f)	Working-age population	9 208	11 537	20 744
	X (L+P)	Extended labour force	5 950	4 636	10 586
	L (E+c)	Labour force	4 958	3 036	7 994
Employed	E (a+b)	Employed	4 446	2 640	7 086
	a	Fully employed	4 048	2 375	6 423
	b	Time related underemployed	398	265	663
Unemployed	c	Unemployed	511	397	908
Outside labour force	P (d+e)	Potential labour force	992	1600	2592
	d	Unavailable job-seeker	26	20	46
	e	Available potential job-seeker	966	1580	2546
	f	Outside extended labour force	3258	6900	10158
percent					
Indicators of labour underutilisation	c/L*1000	Unemployment rate	10.3	13.1	11.4
	(b+c)/L*100	LU2	18.3	21.8	19.6
	(c+P)/X*100	LU3	25.3	43.1	33.1
	(b+c+P)/X	LU4	32.0	48.8	39.3

Table 3.7 introduces the new measures of labour underutilisation suggested in the 19th International Conference of Labour Statisticians (ICLS) resolution. Traditionally, the unemployment rate is one measure of labour underutilisation, which to date is widely used. However, the 19th ICLS recognised that the unemployment rate cannot measure the potential supply of labour comprehensively since it does not cover all persons with unmet needs for gainful work. For example, ILO² (2013) argues that countries' labour markets respond differently to economic down turns depending on their level of development; in more developed countries, unemployment rates will increase during economic down turns, while in less developed countries where social protection such as unemployment benefits do not exist, people find alternatives by creating their own work. Secondly, in countries where labour markets are developed and conventional ways of seeking work are of limited relevance, people tend to remain out of the labour force. Nepal is no exception; the labour market is undeveloped and this is reflected in the job search methods discussed below in this report.

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

The ILO³ highlights the following measures of labour underutilisation that include, but may not be restricted to:

- (a) time-related underemployment, when the working time of persons in employment is insufficient in relation to alternative employment situations in which they are willing and available to engage;
- (b) unemployment, reflecting an active job search by persons not in employment who are available for this form of work;

² Report II Statistics of work, employment and labour underutilization (19th ICLS) page 18

³ Report II Statistics of work, employment and labour underutilization (19th ICLS)

(c) potential labour force, referring to persons not in employment who express an interest in this form of work but for whom existing conditions limit their active job search and/or their availability.

In addition to the unemployment rate, additional indicators LU2–LU4 were developed in recognition of a policy imperative to integrate individuals in the labour market. As mentioned above, all these indicators ‘provide relative measures of prevalence of individuals putting pressure on the labour market with different degrees of intensity and attachment’ [ILO⁴].

The LU2–LU4 are defined as follows :

LU2: Combined rate of time-related underemployment and unemployment:

$$[(\text{time-related underemployment} + \text{unemployment}) \div \text{labour force}] \times 100$$

LU3: Combined rate of unemployment and potential labour force:

$$[(\text{unemployment} + \text{potential labour force}) \div (\text{labour force} + \text{potential labour force})] \times 100$$

LU4: Composite measure of labour underutilisation:

$$[(\text{time-related underemployment} + \text{unemployment} + \text{potential labour force}) \div (\text{labour force} + \text{potential labour force})] \times 100$$

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

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

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

CHAPTER 4: EMPLOYMENT

KEY LABOUR MARKET CONCEPTS

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

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

Paid trainee work is regarded as employment.

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

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

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

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

4.1 Introduction

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

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

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

4.2 Profile of the employed

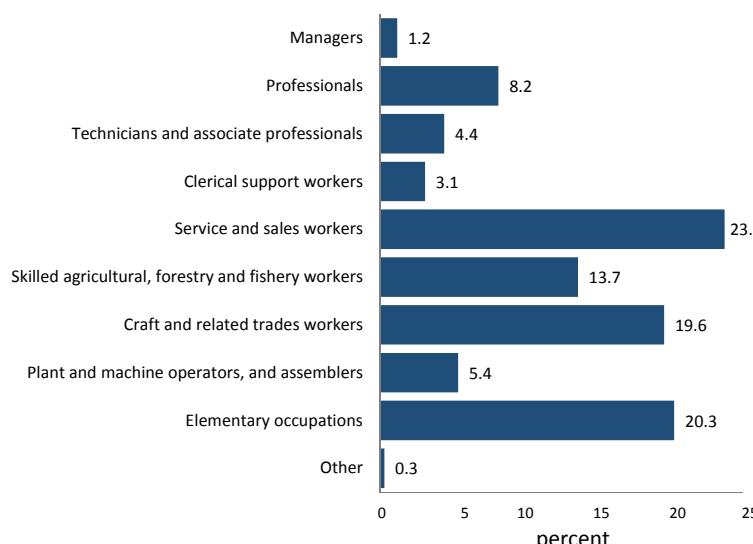
It is important to know the industries in which those in employment are employed and their occupations. There are some occupations that are traditionally thought of as specifically for males, while others are mainly for females. This has resulted in certain industries employing mostly females and others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

Table 4.1: Employment by industry

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

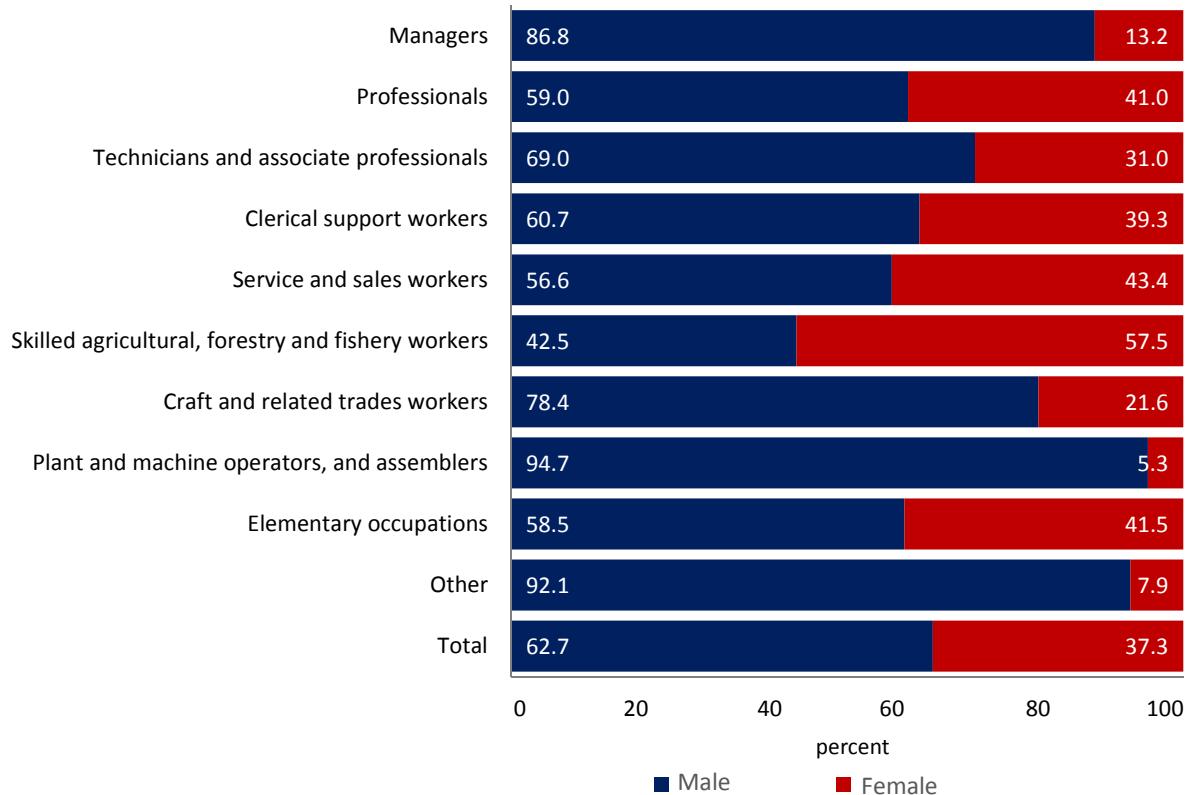
Table 4.1 indicates that one in five people in Nepal was employed in agriculture, forestry and fishing. However, gender disparities were observed where males were mostly employed in the construction, manufacturing and transport industries, while females were mostly employed in agriculture, forestry and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

Figure 4.1: Share of employment by occupation



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

Figure 4.2: Share of employment by occupation and sex

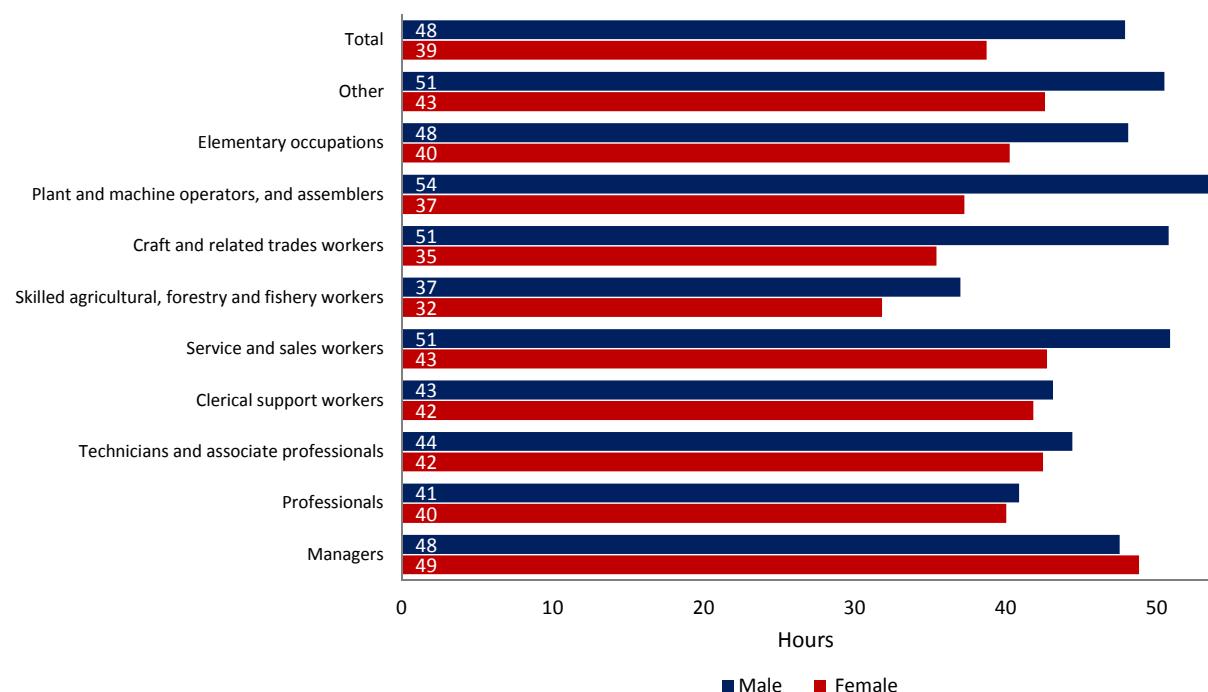


In 2017/18, more than 60 percent of those in employment were male. Figure 4.2 shows that about 86.8 percent of those employed in managerial occupations were male, compared to 13.2 percent who were female. Females were more likely than males to be employed as skilled agricultural, forestry and fishery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

4.3 Hours of work

“Usual hours” refer to the number of hours that employed people typically work in a short reference period such as one week, over a long observation period of a month, quarter, season or year that comprises the short reference measurement period used. The “actual hours of work” per week identifies the time that persons in employment effectively spent directly on, and in relation to, productive activities; down time; and resting time during the reference period. This section focuses on the average weekly hours worked (usual and actual) in the main job. The average weekly hours worked were analysed by sex, industry, occupation and sector.

Figure 4.3: Average usual hours of work per week in the main job

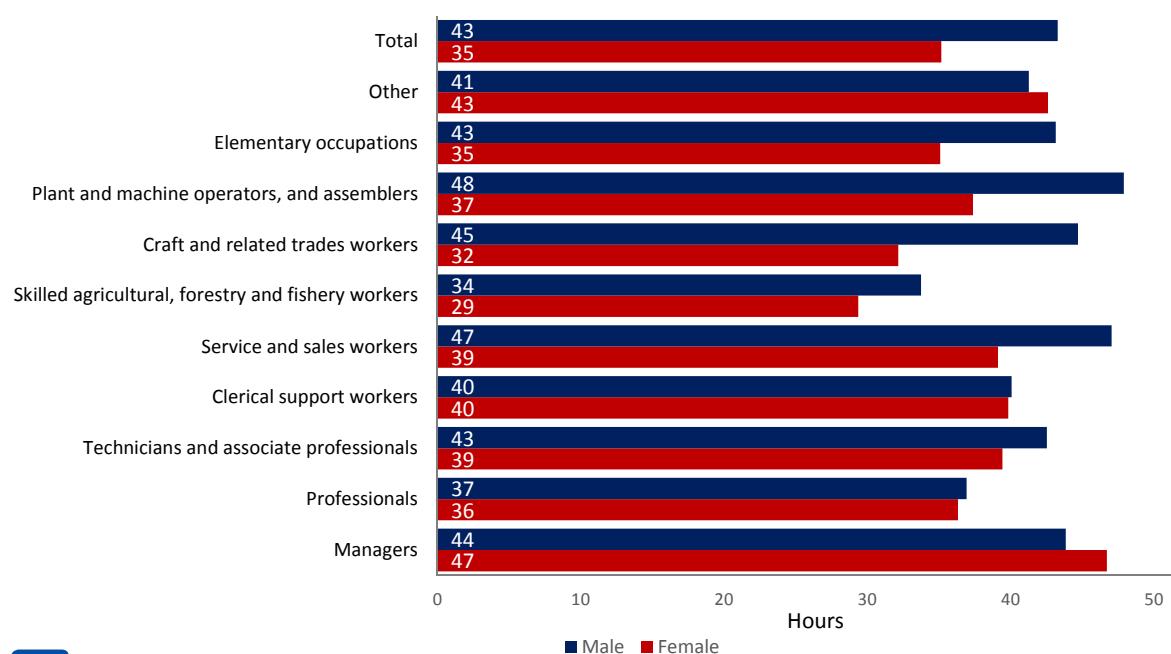


Males worked longer hours than females – an average of 48 hours per week compared to 39 hours per week for females. Males worked longer hours than females in all occupations except in Managerial positions where on average females worked an additional hour per week compared to their male counterparts. Excessive usual hours of work was observed among Plant and machine operators, and assemblers occupations where males spent an average of 54 hours per week working. Those in Skilled agriculture, forestry and fishery occupations reported the least weekly hours of work, where average of 32 and 37 hours per week were reported for females and males respectively .



Excessive hours of work was observed among Plant and machine operators, and assemblers occupations where males spent an average of 54 hours per week working.

Figure 4.4: Average actual hours of work per week in the main job



The average hours actually worked in the main job in the reference period was lower than the average hours usually worked – 48 versus 43 hours per week for males and 39 versus 35 hours per week for females. However, the pattern is similar, with males working longer hours in all occupations except in managerial occupations.

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

4.4 Usual hours of work by industry

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

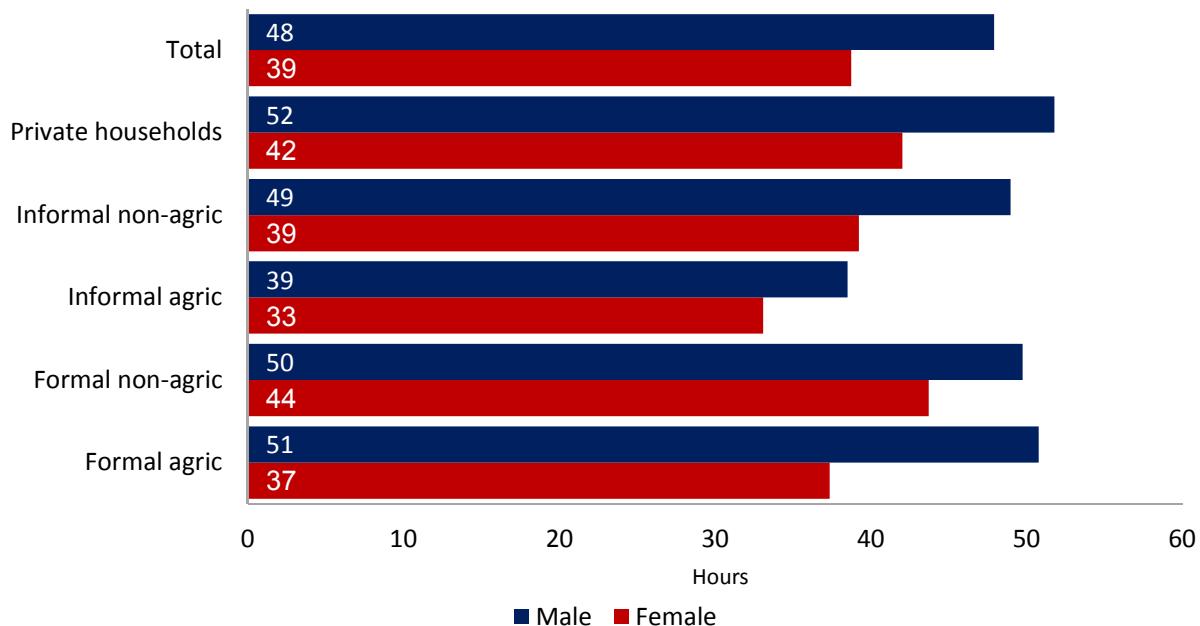
Industry	Average usual hours worked per week		
	Male	Female	Total
Total	48	39	44
Agriculture, forestry and fishing	40	33	36
Mining and quarrying	46	40	45
Manufacturing	50	35	45
Electricity, gas, steam and air conditioning supply	50	43	49
Water supply	48	39	46
Construction	50	50	50
Wholesale and retail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

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

 *Those who worked in the Transportation and storage industry worked an average of 55 hours per week*

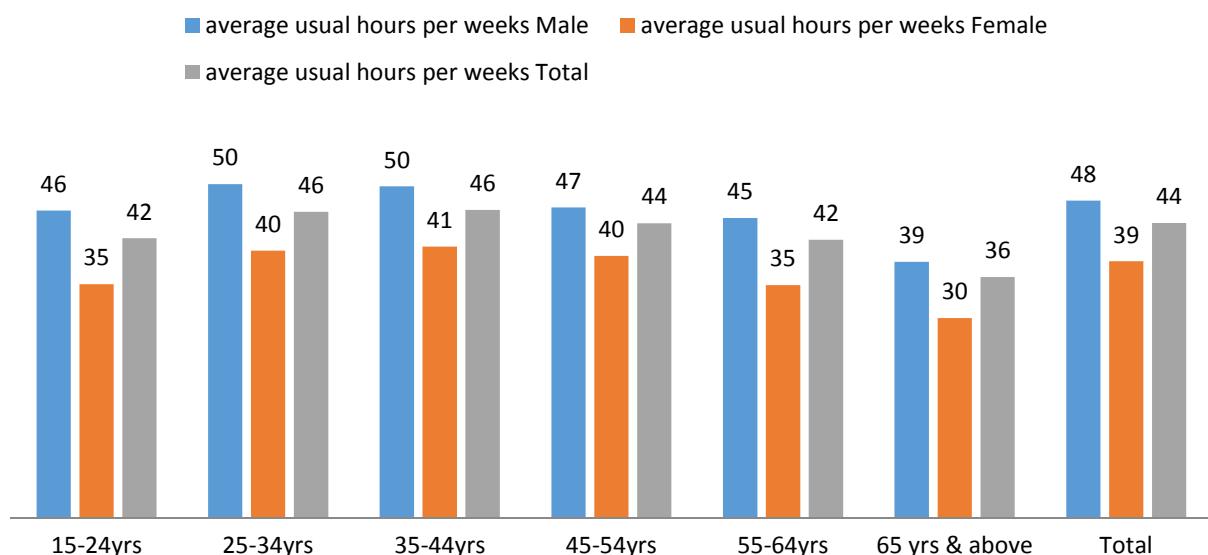
4.5 Usual hours of work by sector

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



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

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



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

4.6 Formal and informal sector

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

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

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

4.6.1 Employment by sector

Table 4.3 Employment by sector

Sector of employment	Male	Female	Total			
	thousands			percent		
Total	4 446	2 640	7 086	100	100	100
Formal	1 792	884	2 675	40.3	33.5	37.8
Agriculture	58	32	90	1.3	1.2	1.3
Non-agriculture	1 734	852	2 586	39.0	32.3	36.5
Informal	2 655	1 756	4 411	59.7	66.5	62.2
Agriculture	595	839	1 434	13.4	31.8	20.2
Non-agriculture	2 035	869	2 904	45.8	32.9	41.0
Private households	25	48	73	0.6	1.8	1.0

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

4.6.2 Formal and informal sector employment by age

Table 4.4 Employment by sector and age group

Sector of employment	Age group (Years)						
	15-24	25-34	35-44	45-54	55-64	65+	Total
thousands							
Total	1 273	1 931	1 748	1 223	626	285	7 086
Formal	445	890	698	455	143	44	2 676
Agriculture	8	22	31	15	8	5	90
Non-agriculture	437	868	667	440	135	39	2 586
Informal	828	1 042	1 049	768	482	241	4 411
Agriculture	214	269	332	289	218	112	1 434
Non-agriculture	603	757	695	469	258	121	2 904
Private households	11	16	22	10	6	8	73
percent							
Total	100	100	100	100	100	100	100
Formal	35.0	46.1	40.0	37.2	22.9	15.4	37.8
Agriculture	0.6	1.1	1.8	1.2	1.3	1.9	1.3
Non-agriculture	34.3	44.9	38.2	35.9	21.6	13.5	36.5
Informal	65.0	53.9	60.0	62.8	77.1	84.6	62.2
Agriculture	16.8	13.9	19.0	23.6	34.9	39.3	20.2
Non-agriculture	47.3	39.2	39.8	38.4	41.3	42.4	41.0
Private households	0.9	0.8	1.2	0.8	0.9	2.9	1.0

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

4.6.3 Formal and informal sector employment by education

Figure 4.7: Formal and informal sector (non-agricultural) employment by education

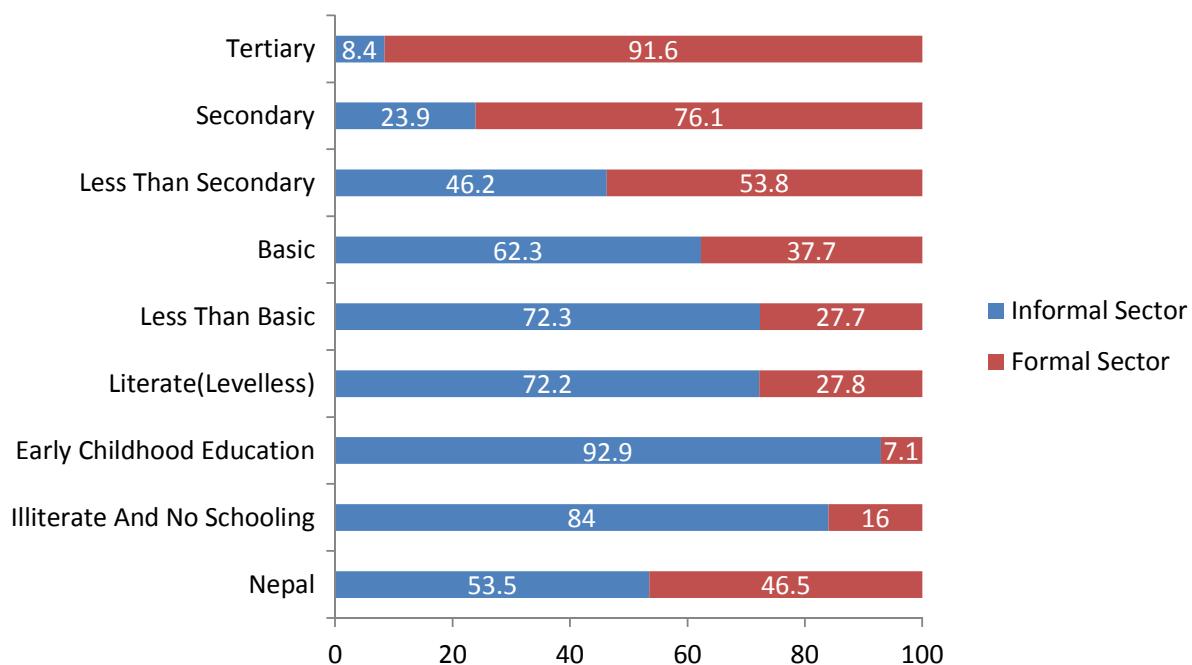


Figure 4.7 indicates that among those with tertiary education, the largest proportion was employed in the formal sector (non-agriculture) with only a small proportion employed in the informal sector (91.6 percent in formal sector versus 8.4 percent in informal sector). Those with secondary education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

Table 4.5: Formal and informal sector employment by province

	Total	Agri.	Non Agri.	Formal Sector	Agri.	Non Agri.	Private Hhds.	Informal Sector
thousands								
Nepal	7 086	90	2 586	2 675	1 434	2 904	73	4 411
Province 1	1 208	21	422	444	246	508	10	764
Province 2	1 261	3	270	272	447	526	17	989
Province 3	2 129	25	1 002	1 027	245	826	31	1 102
Gandaki	606	11	229	240	93	267	5	366
Province 5	1 139	18	391	410	277	445	7	729
Karnali	288	6	125	131	42	114	2	157
Sudurpashchim	455	5	147	151	83	218	2	303
percent								
Nepal	100	1.3	36.5	37.8	20.2	41	1	62.2
Province 1	100	1.7	35	36.7	20.4	42.1	0.8	63.3
Province 2	100	0.2	21.4	21.6	35.4	41.7	1.3	78.4
Province 3	100	1.2	47	48.2	11.5	38.8	1.4	51.8
Gandaki	100	1.8	37.8	39.7	15.4	44.1	0.8	60.3
Province 5	100	1.6	34.4	36	24.4	39.1	0.6	64
Karnali	100	2.2	43.4	45.5	14.5	39.4	0.5	54.5
Sudurpashchim	100	1.1	32.2	33.3	18.3	47.9	0.5	66.7

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

Table 4.6: Formal and informal sector employment by occupation

Occupation	Formal Agri.	Formal Non-Agri.	Informal Agri.	Informal Non-agri.	Private Hhds.	Total
thousands						
Total	90	2 586	1 434	2 904	73	7 086
Managers	1	76	2	5	0	85
Professionals	1	556	0	23	0	580
Technicians and associate professionals	5	254	1	55	0	315
Clerical support workers	2	205	0	13	0	220
Service and sales workers	13	746	4	912	11	1 686
Skilled agricultural, forestry and fishery workers	44	4	915	3	2	968
Craft and related trades workers	1	262	9	1 116	2	1 390
Plant and machine operators. and assemblers	8	200	22	152	0	382

Occupation	Formal Agri.	Formal Non-Agri.	Informal Agri.	Informal Non-agri.	Private Hhds.	Total
Elementary occupations	14	262	481	624	59	1 439
Other	0	22	0	0	0	22
percent						
Total	1.3	36.5	20.2	41.0	1.0	100
Managers	1.1	90.1	2.4	6.4	0.0	100
Professionals	0.1	95.8	0.0	4.0	0.0	100
Technicians and associate professionals	1.5	80.6	0.4	17.4	0.0	100
Clerical support workers	1.0	93.1	0.0	6.0	0.0	100
Service and sales workers	0.8	44.2	0.2	54.1	0.6	100
Skilled agricultural, forestry and fishery workers	4.6	0.4	94.5	0.3	0.2	100
Craft and related trades workers	0.1	18.8	0.6	80.3	0.2	100
Plant and machine operators. and assemblers	2.2	52.3	5.8	39.7	0.0	100
Elementary occupations	1.0	18.2	33.4	43.3	4.1	100
Other	0.0	100.0	0.0	0.0	0.0	100

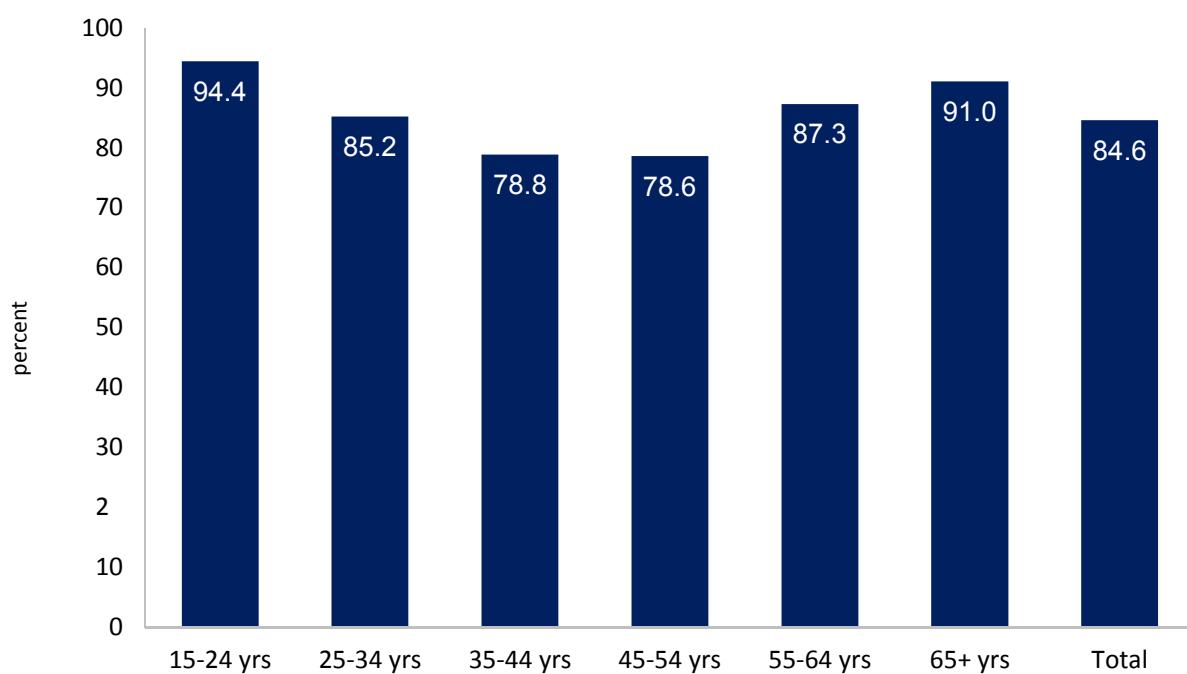
Table 4.6 indicates that among managers and those in skilled occupations, the majority were employed in the formal non-agricultural sector. The larger share of clerical support workers (93.1 percent) were also employed in the formal non-agricultural sector. The skilled agricultural, forestry and fishery workers were mainly working in informal agricultural sector (94.5 percent). The craft and related trade workers were mainly in informal non-agriculture (80.3 percent).

4.7 Formal and informal employment

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

Informal employment has been defined as “the total number of informal jobs, whether carried out in formal sector enterprises, informal sector enterprises, or households, or as the total number of persons engaged in informal jobs during a given reference period” by the International Labour Organization (ILO – 17th ICLS, Geneva, 24 November – 3 December 2003). In the Nepal Labour Force Survey, those in informal employment are identified and the residual is those in formal employment. Informal employment includes employers, own-account workers and contributing family workers who are employed in informal sector establishments, as well as employees and paid apprentices / interns who do not have paid annual leave or sick leave benefits and whose employers do not contribute to their social security.

Figure 4.8: Informal employment by age



As depicted in Figure 4.8, informal employment was highest among youth aged 15–24 years, at 94.4 percent. This proportion declined with age and was at its lowest among those aged 35–54 years at 78.6 percent, after which it increased.

Figure 4.9: Informal employment by sex

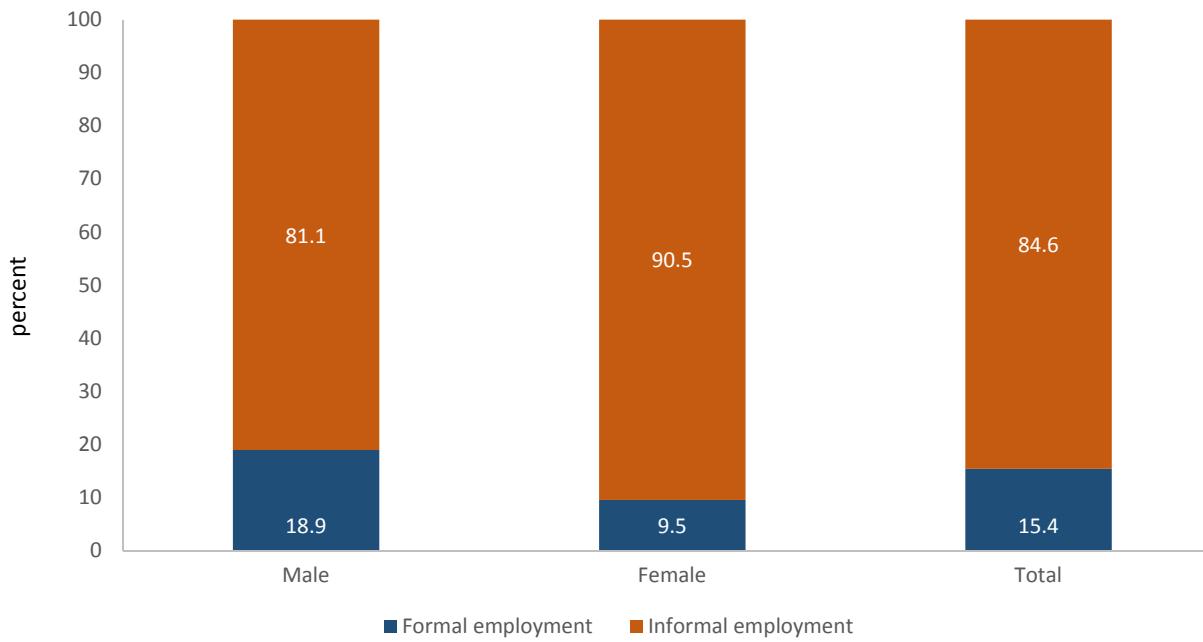
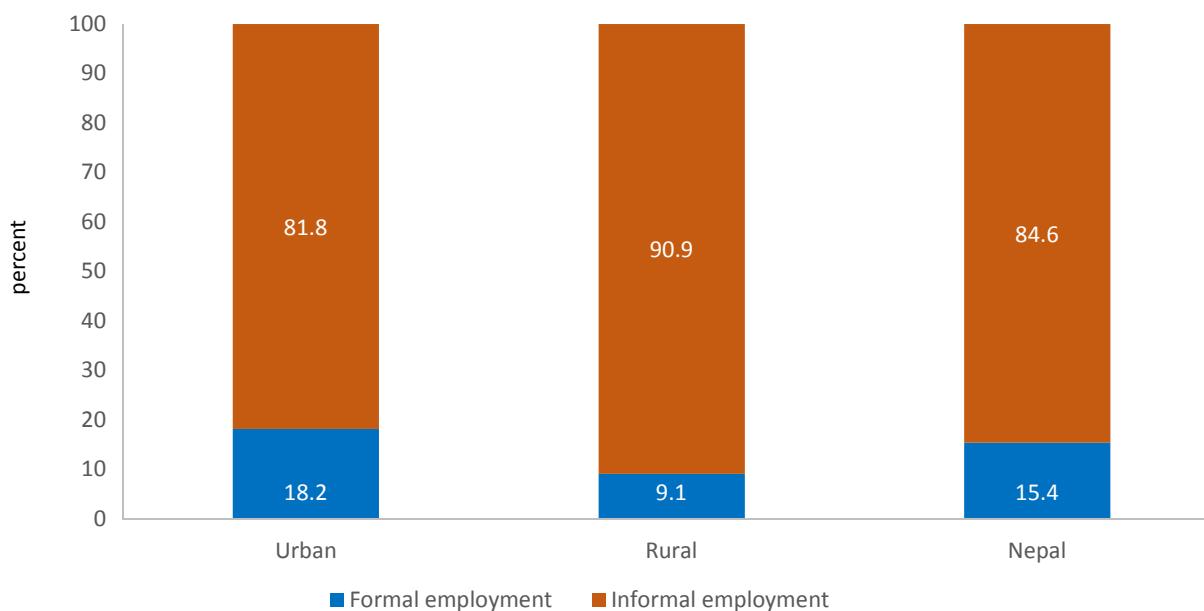


Figure 4.9 illustrates that 84.6 percent of those in employment were informally employed. Some gender disparities were observed, where the share of those in informal employment was higher among females than among males (90.5 percent compared to 81.1 percent) – 9.4 percentage points difference.

Figure 4.10: Informal employment by locality



Informal employment was higher among rural dwellers (90.9 percent) than among urban dwellers (81.8 percent). The proportion of rural dwellers in informal employment was 6.3 percentage points higher than the national average.

Figure 4.11: Informal employment by province

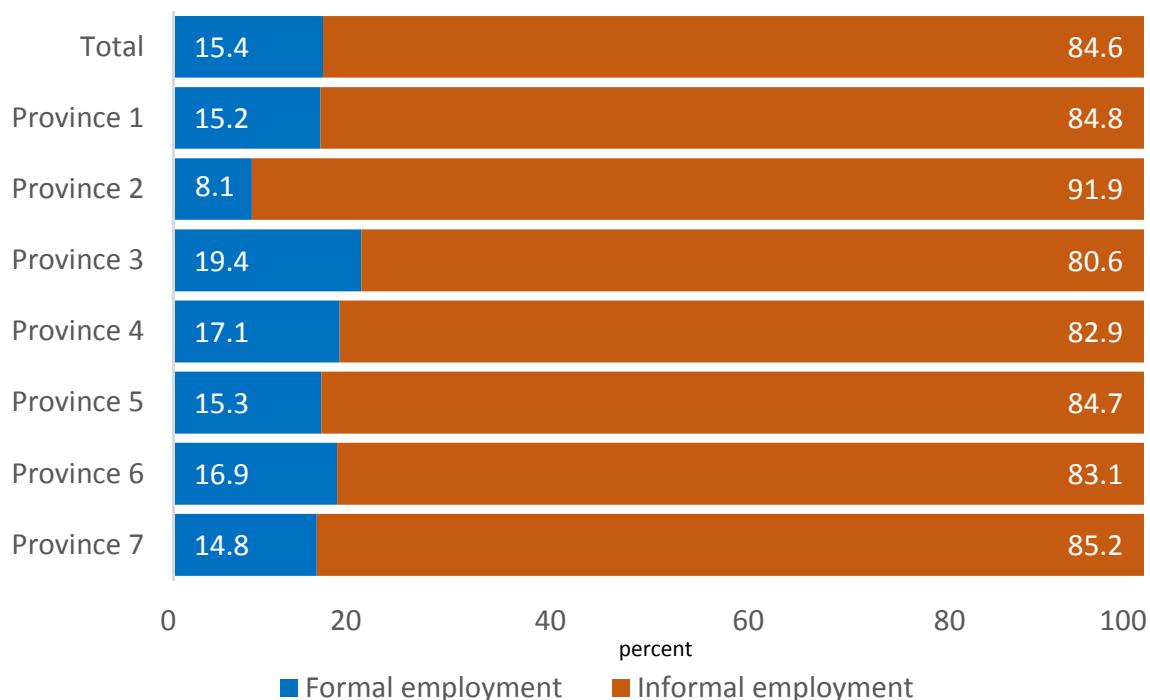


Figure 4.11 shows that, generally, the Nepalese were in precarious employment in 2017/18. Those in informal employment accounted for 91.9 percent of the total employment in Province 2. While a similar picture was observed in all provinces where the majority were in informal employment, an estimated 19.4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

Table 4.7: Formal and informal employment by occupation

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

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

Table 4.8: Formal and informal employment by sector

Occupation	Formal	Informal	Total	Formal	Informal	Total
	employment	employment		employment	employment	
			thousands			percent
Total	1 093	5 994	7 086	15.4	84.6	100
Formal sector	1 093	1 583	2 675	40.8	59.2	100
Informal sector	0	4 411	4 411	0.0	100.0	100

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

4.8 Monthly earnings

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

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

Frequency of payment	Male	Female	Total	Male	Female	Total
	thousands			percent		
Total	2 732	1 086	3 818	100.0	100.0	100.0
Daily	1 175	411	1 586	43.0	37.9	41.5
Weekly	39	12	50	1.4	1.1	1.3
Monthly	1 356	595	1 951	49.6	54.7	51.1
Piece rate	130	59	188	4.7	5.4	4.9
Other	33	10	43	1.2	0.9	1.1

As depicted in Table 4.9, there were 3.8 million employees and paid apprentices/interns who were paid in cash. The bigger share of them (51.1 percent) received payment monthly, followed by those who received payment from employment on daily basis (41.5 percent) and other payment frequencies accounting for the remaining 7.4 percent. A similar picture was observed within different sexes. All earnings were converted to monthly earnings for ease of analysis and comparisons. However, for those who were paid on the basis of a piece rate and “other” frequencies their earnings could not be converted to monthly. Therefore, the analysis that follows is based on the 3.6 million workers whose earnings could be converted to monthly.

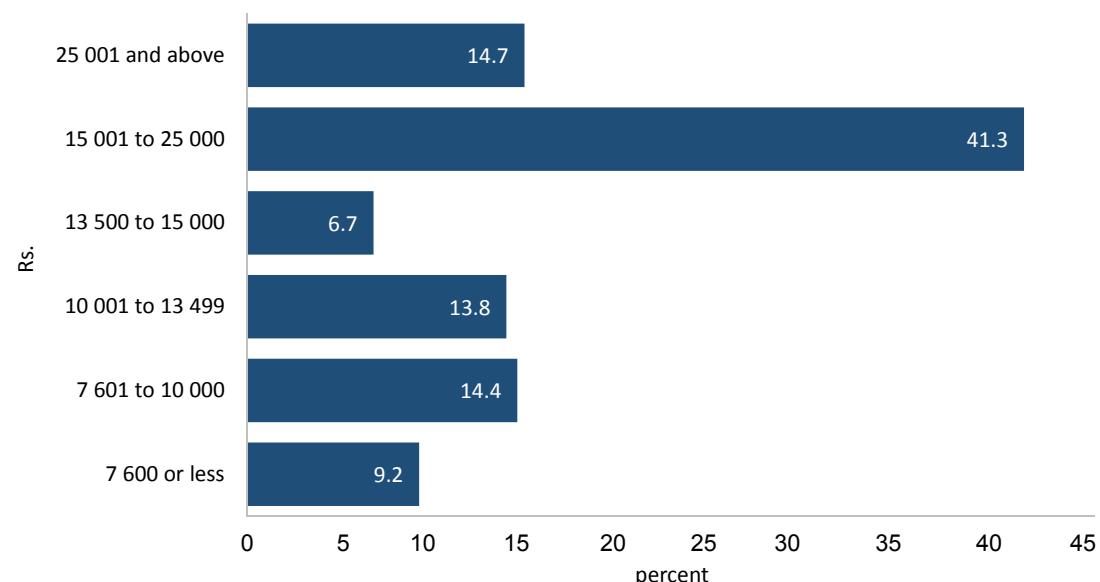
4.8.1 Average monthly earnings

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

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

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

Figure 4.12: Share of employees by monthly income



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

Table 4.11: Average monthly earnings of employees in the main job by occupation and sex

Occupation	Mean monthly earnings (Rs.)			Median monthly earnings (Rs.)		
	Male	Female	Total	Male	Female	Total
Total	19 464	13 630	17 809	18 000	12 000	15 208
Managers	34 162	29 342	33 245	32 000	25 500	32 000
Professionals	25 684	14 742	21 065	23 800	12 000	22 000
Technicians and associate professionals	26 494	21 838	24 856	24 000	22 800	23 500
Clerical support workers	17 021	14 948	16 161	17 000	13 500	15 000
Service and sales workers	15 194	10 580	14 125	15 000	9 125	12 000
Skilled agricultural forestry and fishery workers	13 640	12 816	13 259	12 167	11 406	12 167
Craft and related trades workers	21 803	15 686	21 456	21 292	13 500	21 292
Plant and machine operators and assemblers	17 578	9 401	17 404	15 000	8 000	15 000
Elementary occupations	15 033	11 388	13 622	15 208	10 646	12 167
Other	21 498	24 999	21 773	19 000	23 000	20 000

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

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

Age group (Years)	Mean monthly earnings (Rs.)			Median monthly earnings (Rs.)		
	Male	Female	Total	Male	Female	Total
Total	19 464	13 630	17 809	18 000	12 000	15 208
15-24	15 633	11 875	14 595	15 000	10 000	13 036
25-39	20 195	13 910	18 158	18 250	12 167	16 000
40-59	21 241	14 943	19 739	20 857	12 167	18 250
60+	17 849	10 397	15 967	15 208	9 125	13 688

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

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

	Mean monthly earnings (Rs.)			Median monthly earnings (Rs.)		
	Male	Female	Total	Male	Female	Total
Total	19 464	13 630	17 809	18 000	12 000	15 208
Urban	19 696	13 986	17 965	18 000	12 000	15 208
Rural	18 960	12 546	17 437	18 250	10 646	15 208

Table 4.13 indicates that average earnings of urban dwellers were higher than for rural dwellers. Employees residing in urban areas had mean monthly earnings of Rs.17,965, compared to Rs.17,437 for rural dwellers. Female employees residing in the rural areas were the most vulnerable in the Nepalese labour market as they had the lowest mean monthly earnings.

Table 4.14: Median monthly earnings of employees by province and locality

Number of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%	Rs.
thousands								
Total	3 587	6 000	7 604	10 646	15 208	23 110	30 417	35 000
Urban	2 526	6 000	8 000	10 646	15 208	23 000	30 000	35 000
Rural	1 061	5 500	7 604	11 000	15 208	23 500	30 417	31 938
Province 1	586	5 000	6 952	10 000	15 208	21 292	25 000	30 417
Province 2	756	5 000	6 500	9 125	14 000	18 250	24 333	30 000
Province 3	1 069	7 000	8 000	12 000	18 000	25 000	32 360	36 500
Gandaki	288	6 000	7 604	12 167	18 250	24 333	30 417	35 000
Province 5	516	6 000	8 000	12 000	15 208	22 170	30 000	32 000
Karnali	133	6 000	8 000	13 000	19 771	24 333	30 417	35 000
Sudurpashchim	239	6 000	8 000	10 646	13 688	22 000	27 000	31 938

Employees in the bottom 5 percent of the earnings distribution had median monthly earnings of Rs. 6,000. Earnings of those in rural areas were Rs. 500 lower than earnings of those residing in urban areas in this earnings category. A pay gap of Rs.3,062 was observed between urban and rural dwellers in the top 5 percent of the earnings distribution. Although the median earnings of those residing in Province 3 were lower than median earnings of those residing in Karnali, employees in this province both in the bottom 5 percent and top 5 percent of the earnings distribution were paid more than employees in other provinces.

4.9 Examining place of work

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

Table 4.15: Employment by place of work and sex

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

*Place of work was not asked for this category

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

CHAPTER 5: OTHER FORMS OF WORK

KEY LABOUR MARKET CONCEPTS

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

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

The production of goods includes the following:

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

Provision of services includes

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

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

5.1 Introduction

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

5.2 Production of goods for own final use

Production of goods for own final use by household members is a significant part of total production in many countries, and it plays an important role in improving and sustaining livelihoods. This survey captured at least six distinct categories of production of goods for own final use in which individuals were involved during the 30 days prior to the survey interviews.

These included subsistence food stuff production (farm work, caring for livestock, fishing, hunting or gathering food), processing foodstuffs for storage, manufacturing household goods, fetching water, collecting firewood and other fuels, and finally construction of or making major repairs to own dwelling.



Approximately 11.4 million people were involved in production/or processing of subsistence food stuff this is 55 percent of those aged 15 years and above.

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

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

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

Women were disproportionately more involved in all these unpaid activities except construction or major repairs to own dwelling. This was true irrespective of labour market status.



2.5 million were involved in fetching of water

3.4 million were involved to collection of firewood or other fuel

Table 5.2: Labour market status by sex and involvement in production of goods for own final use

Labour market status	Involvement	Male	Female	Total			
					thousands	Male	Female
Fully employed	Involved	1 644	1 349	2 992	40.6	56.8	46.6
	Not involved	2 404	1 027	3 431	59.4	43.2	53.4
	Total	4 048	2 375	6 423	100	100	100
Time-related underemployed	Involved	255	193	448	64.2	72.7	67.6
	Not involved	143	72	215	35.8	27.3	32.4
	Total	398	265	663	100	100	100
Unemployed	Involved	307	240	547	60.0	60.6	60.2
	Not involved	204	156	361	40.0	39.4	39.8
	Total	511	397	908	100	100	100
Unavailable job seekers	Involved	13	11	24	51.8	54.6	53.0
	Not involved	13	9	22	48.2	45.4	47.0
	Total	26	20	46	100	100	100
Available potential job seekers	Involved	691	1 207	1 898	71.5	76.4	74.5
	Not involved	275	373	649	28.5	23.6	25.5
	Total	966	1 580	2 546	100	100	100
Out of extended labour force	Involved	1 823	4 579	6 402	56.0	66.4	63.0
	Not involved	1 435	2 321	3 757	44.0	33.6	37.0
	Total	3 258	6 900	10 158	100	100	100

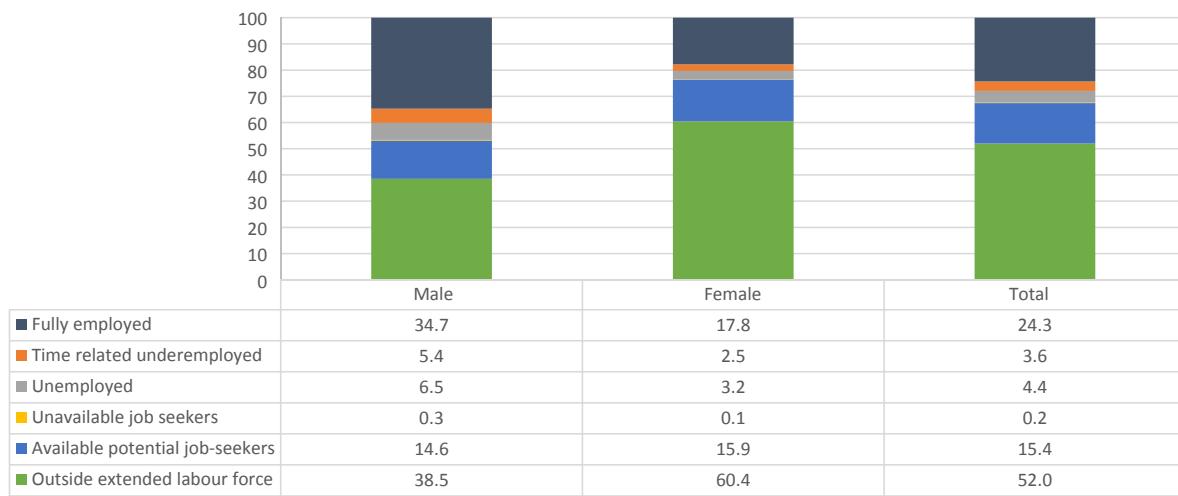
Table 5.2 indicates that 56.8 percent of fully employed females and 40.6 percent of fully employed males were also involved in the production of goods for own final use. Overall, 46.6 percent of those who were fully employed were also involved in the production of goods for own final use. The proportion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

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

‘‘ 56.8 percent of fully employed females were also involved in production of goods for own final use while 40.6 percent of fully employed males were involved in production of goods for own final use.

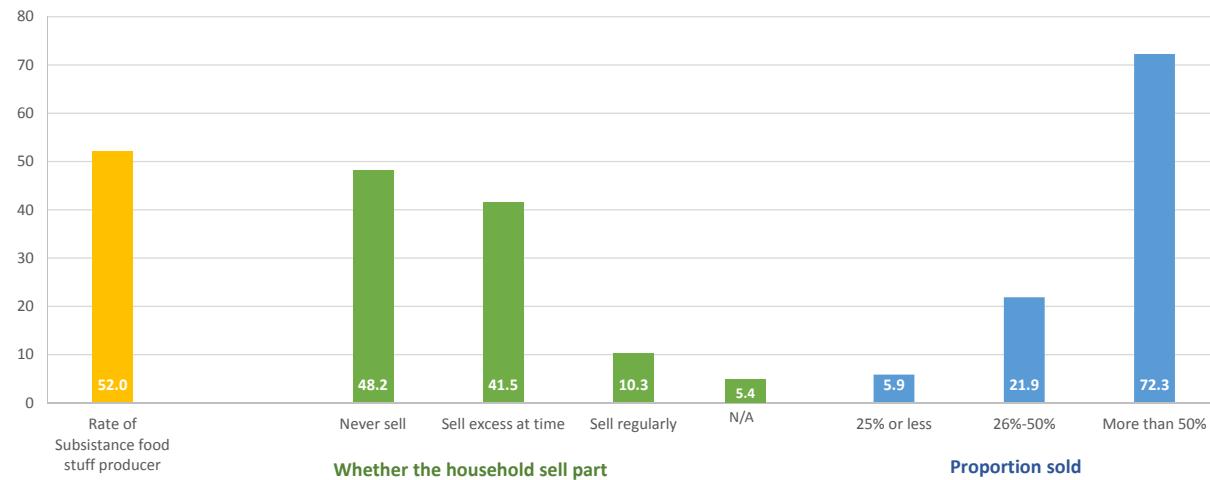
Shares of those involved in these activities show that most of those who are involved in these activities are outside the extended labour force - those with no attachments to the labour market. Figure 5.1 shows that those outside the extended labour force made up the largest proportion (52 percent) of those involved in the production of goods for own final use. Similar patterns were observed among females and males.

Figure 5.1: Share of labour market status among those involved in production of goods for own final use by sex



Subsistence food stuff production is very important for household livelihood and Figure 5.2 below shows that 55.0 percent of those aged 15 years and above were involved in activities of producing subsistence food stuff in the 30 days prior to the interviews. The figure also shows that, among those who were involved in these activities 48.2 percent were from households which do not sell any of what they produce.

Figure 5.2 Subsistence food stuff production, whether the household sells part and the proportion sold



Note: N/A represents those who were never asked to respond to whether the household sold part of the produce (i.e. those who were involved in processing of food stuff for storage)

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

5.3 Production of services for own final use

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

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

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

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



90.7 percent of females participated in providing services for own final use while only 47.2 percent of males participated.

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

Table 5.4: Involvement in production of services for own final use by labour market status and sex

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

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

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

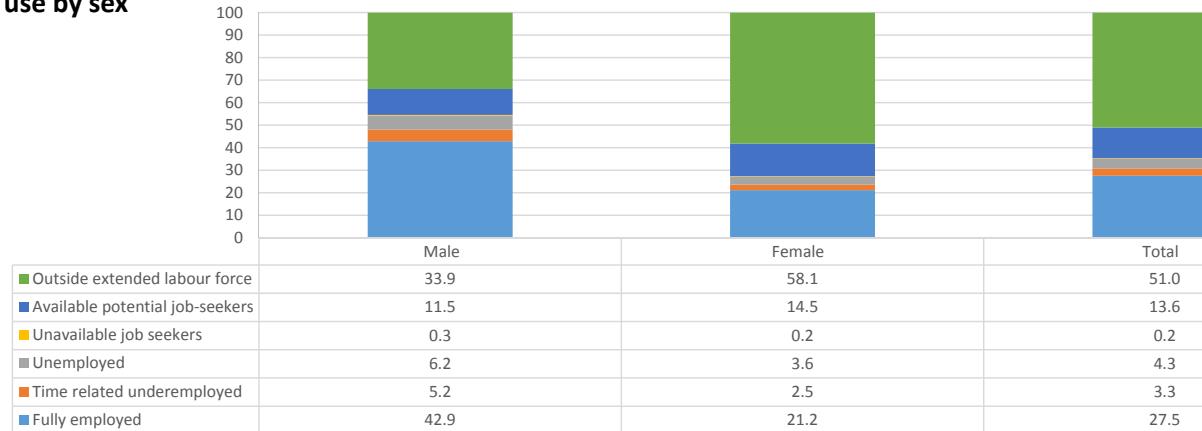


Figure 5.3 shows that, those outside the extended labour force account for a bigger share of those providing a services for final own use. This is a similar pattern observed among those who participated in the production of goods for own final use.

Table 5.5 Involvement in volunteer work by sex (15 years and above)

Involvement	Male	Female	Total	Male	Female	Total
	thousands			percent		
Total	9 208	11 537	20 744	100	100	100
Involved	233	136	369	2.5	1.2	1.8
Not involved	8 975	11 401	20 375	97.5	98.8	98.2

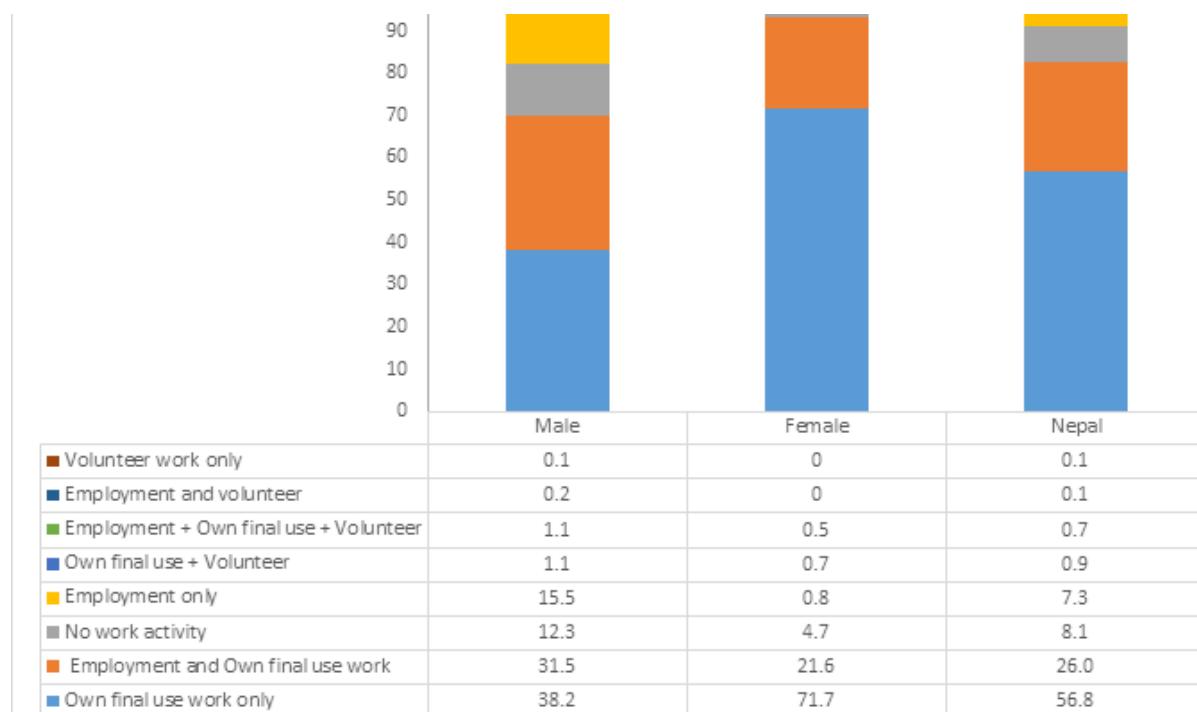
There were approximately 369 thousand Nepalese who were involved in volunteer work in the 30 days prior to the interviews. This represents only 1.8 percent of individuals aged 15 years and above. The male population was more likely to participate in volunteer work (2.5 percent) than the female population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

“ Only 1.8 percent of those aged 15 years and above participated in volunteer work.

5.4 Involvement in multiple forms of work

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

Figure 5.4 Share of involvement in multiple forms of work by sex



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

CHAPTER 6: UNEMPLOYMENT

KEY LABOUR MARKET CONCEPTS

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

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

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

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

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

6.1 Introduction

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

6.2 Profile of the unemployed

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

Table 6.1: Profile of the unemployed by sex

	Unemployed	Labour force	Working age	Unemployed	Labour force	Working age
			thousands			percent
Total	908	7 994	20 744	100.0	100	100
Male	511	4 958	9 208	56.3	62.0	44.4
Female	397	3 036	11 537	43.7	38.0	55.6

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

Figure 6.1: Distribution of unemployment, labour force and working age population by sex

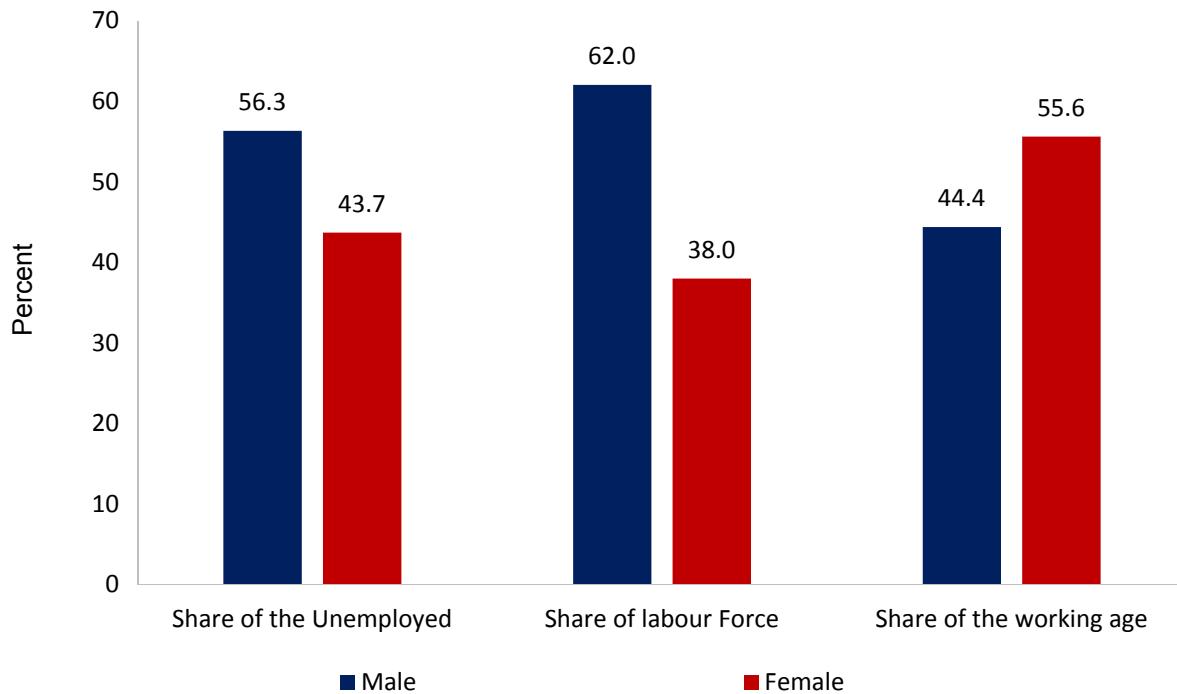


Figure 6.2 below shows the profile of the unemployed by age: 38.1 percent of job seekers were young people aged from 15–24 years. This was the biggest group of unemployed and was followed by that of those aged between 25 and 34 years, at 31.1 percent. This implies that 69.1 percent of job seekers in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

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

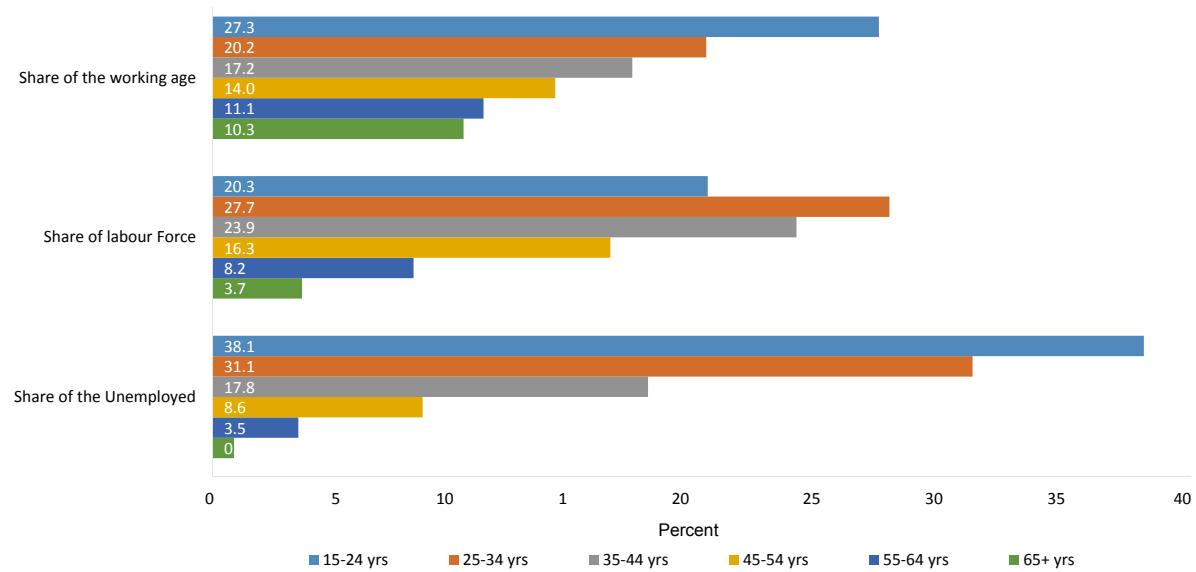
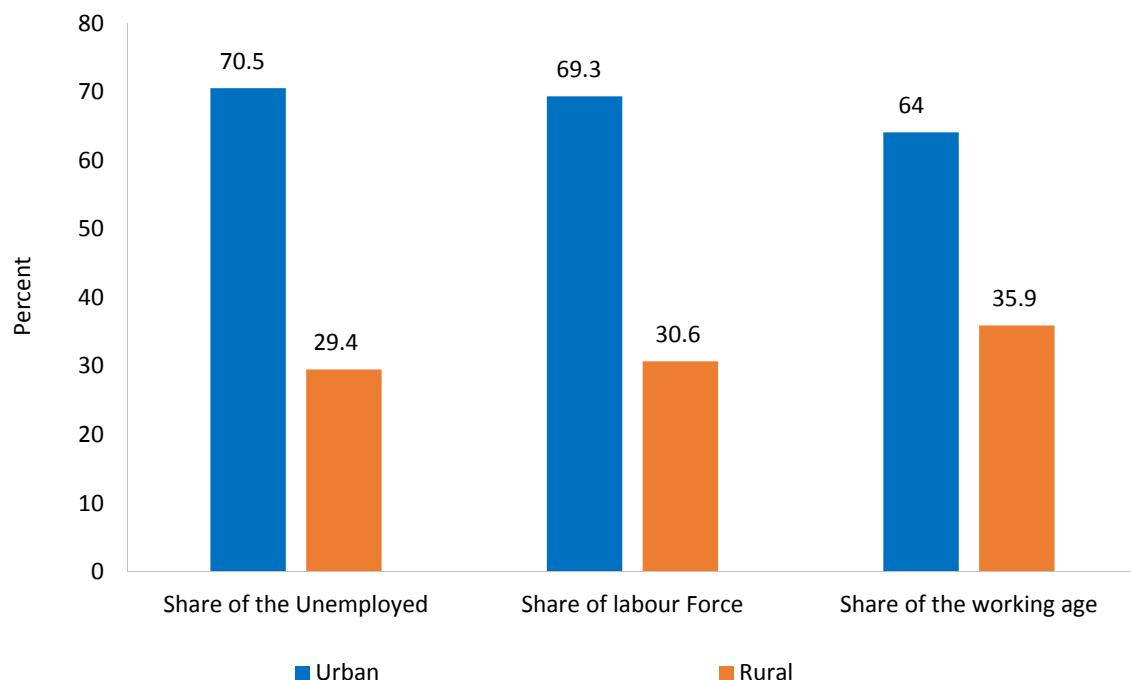


Figure 6.3: Shares of unemployment, labour force and working age by location



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

6.3 Duration of unemployment

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

Table 6.2: Duration of unemployment by sex

	Worked before	Never worked before	Total	Worked before	Never worked before	Total
	thousands			percent		
Short term unemployment	Total	382	525	908	100	100
	<1 month	92	114	206	24.2	21.7
	1-3 months	108	100	208	28.2	19.0
	3-6 months	64	67	131	16.7	12.8
	6-12 months	34	52	86	8.8	9.9
Long term unemployment	Short term	298	333	631	77.9	63.5
	12-24 months	22	36	57	5.7	9.0
	24+ months	63	156	219	16.4	39.4
	Long term	84	192	276	22.1	48.4

The remainder of the unemployed (i.e. the other 69.6 percent) had been looking for work for a period of less than 12 months. Almost 45.6 percent of these had been searching for work for a period of less than three months. Table 6.2 shows that females were more likely to be in long-term unemployment than their male counterparts.

Figure 6.4: Incidence of long-term unemployment by age

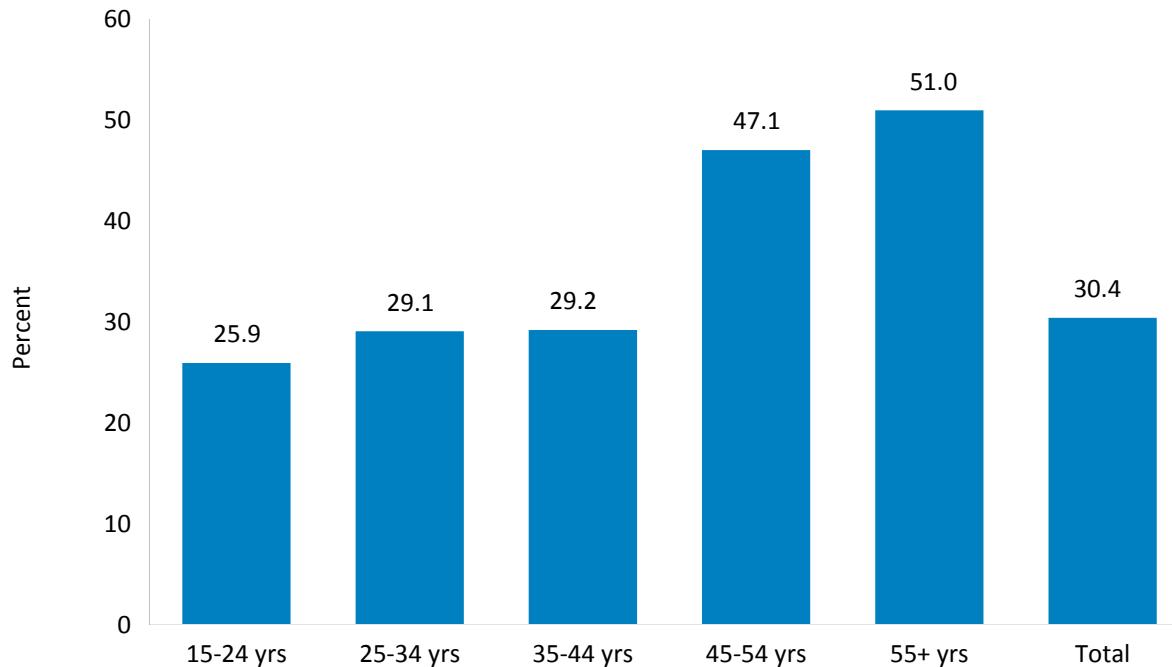
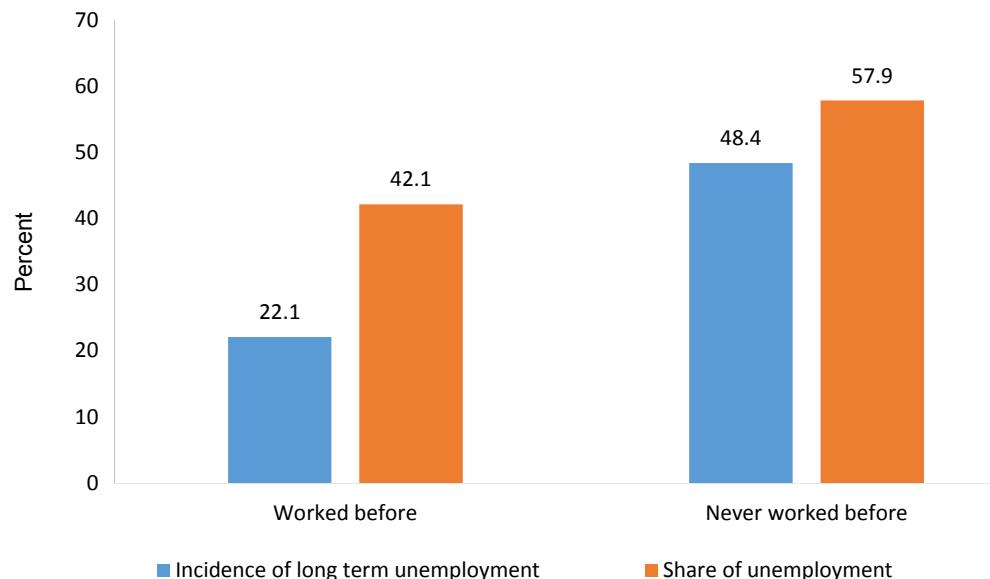


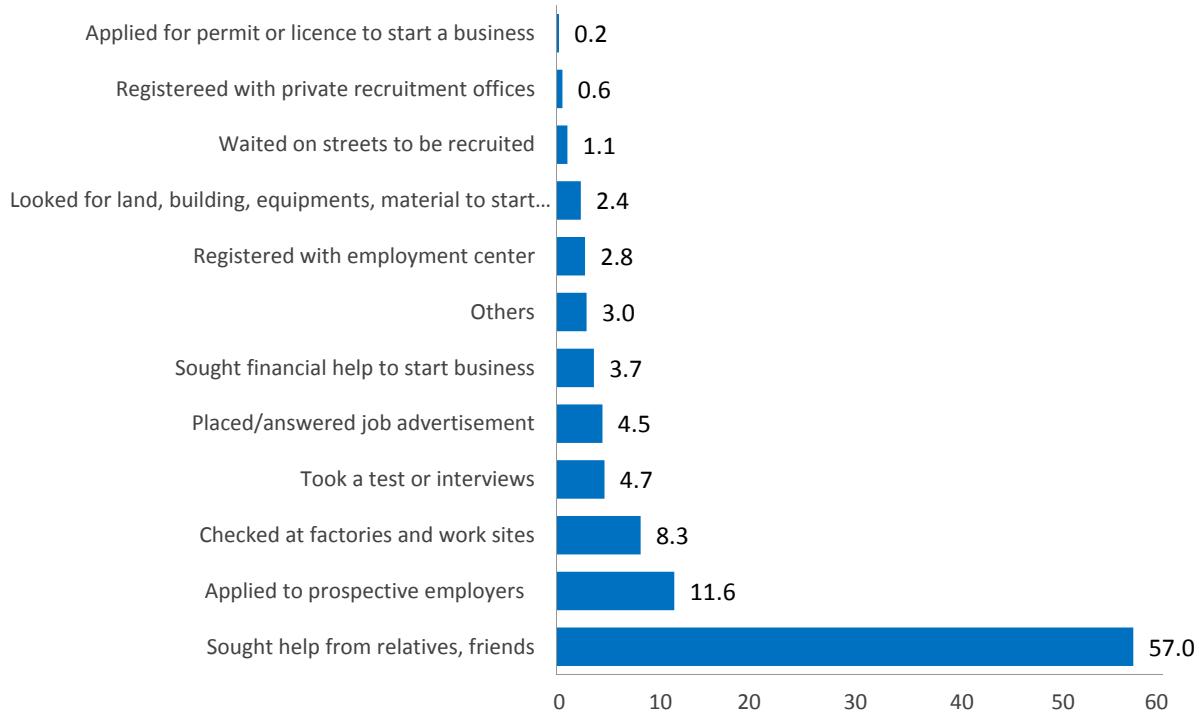
Figure 6.4 shows that the incidence of long-term unemployment increased with age. Although older people aged 55 years and above contributed a smaller proportion to the unemployed (see Figure 6.2), the incidence of long-term unemployment (51 percent) was highest in that age group. This suggests that older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

Figure 6.5: Incidence of long-term unemployment by work experience



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

Figure 6.6: Job search methods



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

Table 6.3: Type of job search activities

Job search methods	15-24 years	25-34 years	35+ years	Total
	percent			
Applied to prospective employers	15.7	14.9	2.6	11.6
Placed/answered job advertisement	7.3	4.0	1.3	4.5
Registered with employment centre	3.9	2.4	1.6	2.8
Registered with private recruitment office	1.4	0.0	0.0	0.6
Took a test or interview	7.3	5.6	0.3	4.7
Sought help from relatives, friends	52.6	53.4	66.9	57.0
Checked at factories and work sites	6.5	8.6	10.5	8.3
Waited on streets to be recruited	0.5	0.4	2.5	1.1
Sought financial help to start business	1.7	4.6	5.6	3.7
Looked for land, building, equipment, material to start a business	0.6	2.9	4.4	2.4
Applied for permit or licence to start a business	0.4	0.0	0.3	0.2
Other	2.0	3.3	3.9	3.0
Total	100	100	100	100

Although seeking help from relatives and friends remained the most common method of searching for employment across all age groups, Table 6.3 reflects that the second commonest method among young job seekers was making application to prospective employers. This method was not common among older job seekers, however.

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

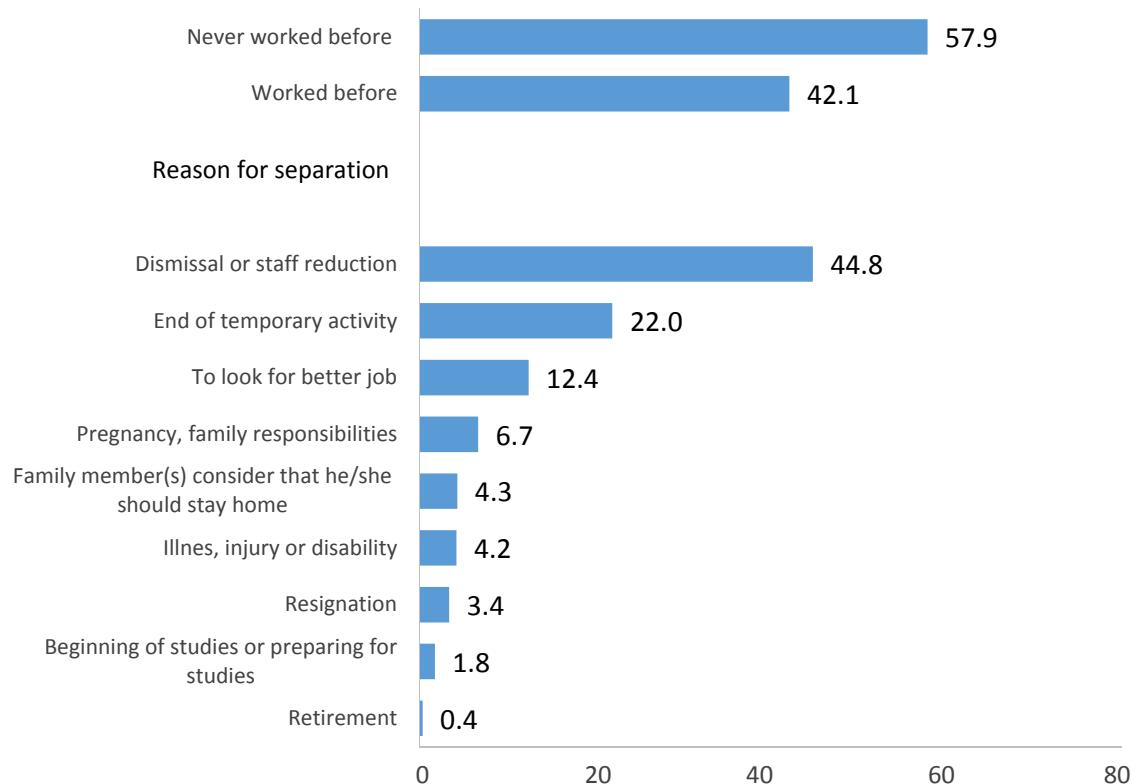


Figure 6.7 shows that 42.1 percent of those who were looking for work had worked before. Most of these individuals reported dismissal/staff reduction (44.8 percent) or the end of temporary employment (22 percent) as the main reason for separation. This suggests that most terminations were not voluntary.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

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

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

Previous job tenure	Male	Female	Total	Male	Female	Total	Male	Female	Total
	thousands			Percent			Cumulative percent		
<1 Month	38	25	63	13.5	24.8	16.4	13.5	24.8	16.4
1-3 Months	32	22	54	11.2	22.4	14.1	24.7	47.2	30.5
3-6 Months	77	19	96	27.3	19.1	25.2	52	66.3	55.7
6-12 Months	47	9	57	16.7	9.2	14.8	68.7	75.5	70.5
12-24 Months	43	12	56	15.3	12.4	14.5	84	87.9	85.1
24+ Months	45	12	57	15.9	12.1	14.9	100	100	100
Total	283	99	382	100	100	100			

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

CHAPTER 7: CHILDREN AND WORK

7.1 Introduction

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

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

Table 7.1 Employment for those aged 5-17 years

Age (Years)	Male	Female	Total	
			thousands	
05-09	3	1		4
10-13	23	30		53
14-17	142	88		230
Total	167	119		286

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

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

Activity	Involvement	Male	Female	Total	Total		
					percent		
Subsistence foodstuff production/processing	Involved	758	999	1 757	20.9	29.0	24.8
	Not involved	2 873	2 444	5 318	79.1	71.0	75.2
	Total	3 632	3 443	7 075	100	100	100
Manufacturing household goods	Involved	57	112	168	1.6	3.2	2.4
	Not involved	3 575	3 332	6 907	98.4	96.8	97.6
	Total	3 632	3 443	7 075	100	100	100
Fetching water	Involved	4	3	7	0.1	0.1	0.1
	Not involved	3 628	3 440	7 067	99.9	99.9	99.9
	Total	3 632	3 443	7 075	100	100	100
Collecting firewood	Involved	248	361	609	6.8	10.5	8.6
	Not involved	3 383	3 082	6 465	93.2	89.5	91.4
	Total	3 632	3 443	7 075	100	100	100

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

Of the approximately 7 million children aged between 5 and 17 years, approximately 2.1 million (29.6 percent) were involved in at least one activity related to producing goods for own final use. Some activities were more prevalent than others. For example, 24.8 percent of children were involved in production of subsistence foodstuffs, whereas fewer than 1 percent were involved in manufacturing of household goods, in construction or major repairs to their own dwelling. Gender disparities manifested themselves at an early age in that similar patterns are observed among adults and among children. Involvement in these activities was greater among girls than among boys.

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

Activity	Involvement	Male	Female	Total	Male	Female	Total
					thousands		percent
Housework/ maintenance	Involved	698	1 636	2 334	19.2	47.5	33.0
	Not involved	2 934	1 807	4 741	80.8	52.5	67.0
	Total	3 632	3 443	7 075	100	100	100
Help or assistance to the elderly, ill or disabled family members	Involved	20	43	63	0.6	1.2	0.9
	Not involved	3 611	3 401	7 012	99.4	98.8	99.1
	Total	3 632	3 443	7 075	100	100	100
Looking after own or family children	Involved	146	324	470	4.0	9.4	6.6
	Not involved	3 486	3 119	6 604	96.0	90.6	93.4
	Total	3 632	3 443	7 075	100	100	100
Involvement in at least one activity of providing a service for final own use	Involved	815	1 755	2 570	22.4	51.0	36.3
	Not involved	2 817	1 688	4 504	77.6	49.0	63.7
	Total	3 632	3 443	7 075	100	100	100

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

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

Involvement	Male	Female	Total	Male	Female	Total
				thousands		percent
Involved	8	5	13	0.3	0.2	0.3
Not involved	2 343	2 319	4 662	99.7	99.8	99.7
Total	2 351	2 324	4 675	100.0	100.0	100.0

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

7.2 Involvement in multiple forms of work by children

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

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

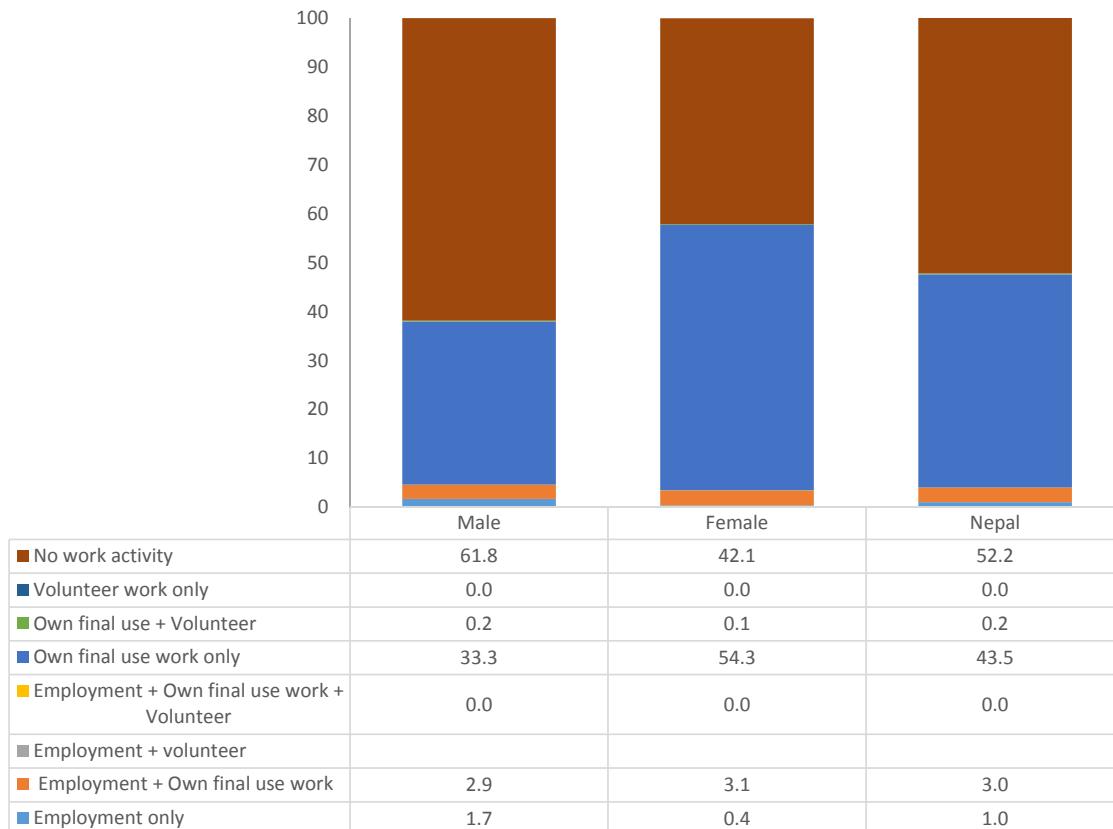
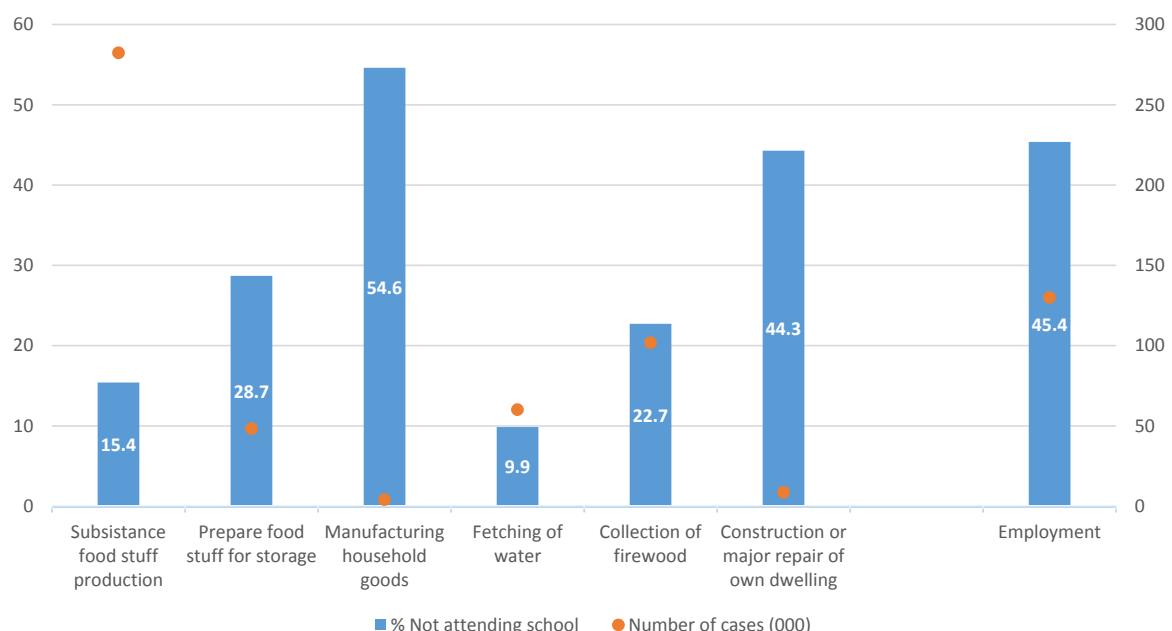


Figure 7.2 Proportion of children who were not attending school by type of work activity and number of cases



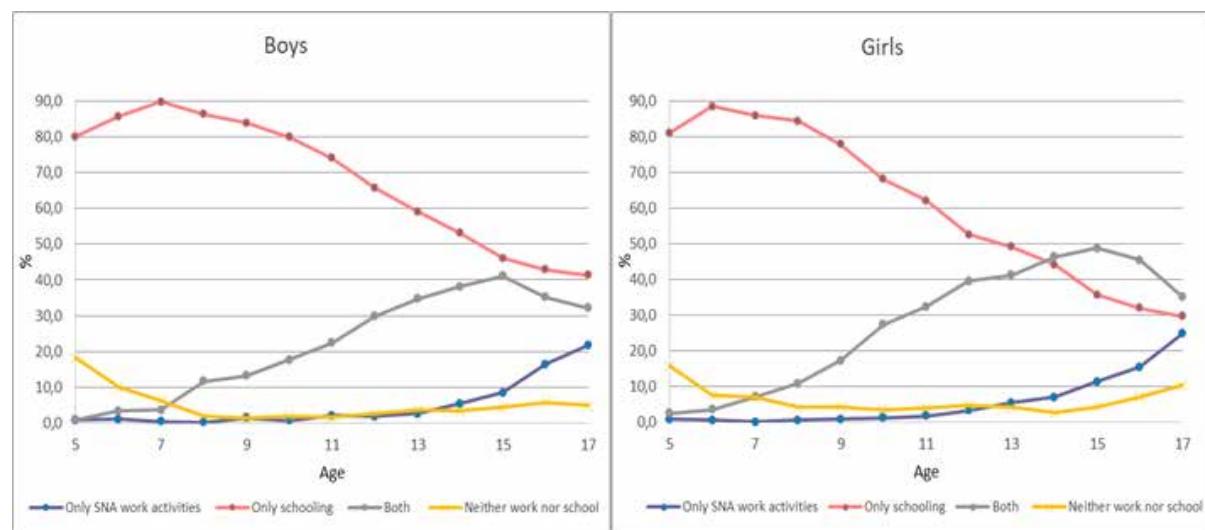
Some activities were more likely to affect school attendance than others. Figure 7.2 shows the proportion of children who were engaged in work activities during the reference period who were not attending school. However, these proportions should be treated with caution in that some of the numbers were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

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

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

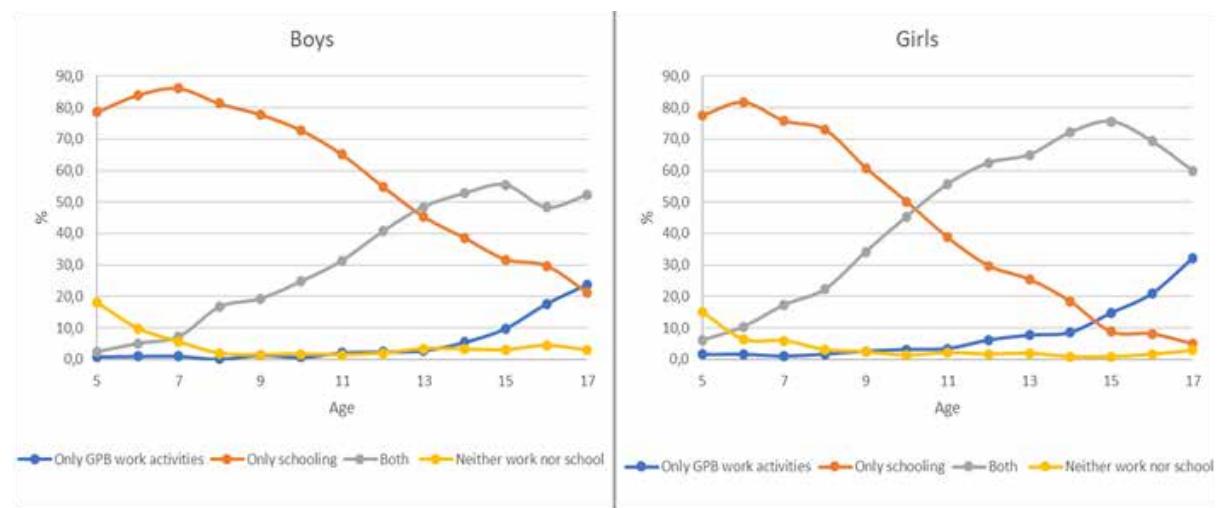
The table further shows that the proportion of girls who were involved only in schooling declined at a faster rate than that of boys, and by age 17 the proportion of girls in this category was 10 percentage points lower than their male counterparts. At age 17, the proportion of girls who were neither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

Figure 7.3: Working children within SNA production boundary by schooling, age and sex



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

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



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

CHAPTER 8: MIGRATION

KEY LABOUR MARKET CONCEPTS

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

8.1 Introduction

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

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

8.2 Migrants by sex and province of current residence

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

Province	Migrants			Migrants as a percentage of total population		
	Male	Female	Total	Male	Female	Total
	thousands			percent		
Nepal	3 163	7 347	10 510	23.4	47.4	36.2
Province 1	576	1 278	1 854	25.2	49.5	38.1
Province 2	240	1 433	1 673	8.5	45.3	27.9
Province 3	1 232	1 680	2 912	40.3	54.3	47.3
Gandaki	297	717	1 014	26.7	50.8	40.2
Province 5	454	1 168	1 622	20.7	44.4	33.7
Karnali	125	359	484	15.1	35.0	26.1
Sudurpashchim	240	712	952	19.7	44.4	33.8

Table 8.1 indicates that of the 29 million population of Nepal, some 10.5 million or 36.2 percent were lifetime migrants. That is, they were not originally from their current place of residence, having moved at some time to where they currently resided; they had not been born in their current location. These people moved to their location either from another VDC or municipality or from another country.

Females were more likely to migrate than their male counterparts – 47.4 percent of females migrated to their current location compared to 23.4 percent of males. Province 3 which includes the capital city of Nepal, experienced a higher rate of migration than other provinces, with 54.3 percent of females in this province being migrants. In Province 2, only 8.5 percent of males were migrants compared to 45.3 percent of females.

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

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

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

8.3 Migrants by origin of migration

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

Table 8.3: Distribution of migrants (all ages) by sex and current location

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

8.4 Migrants by reason for migration

Table 8.4: Migrants by sex and reason for moving

Reason of migration	Urban	Rural	Total	Urban	Rural	Total
thousands						percent
Nepal	3 163	7 347	10 510	100	100	100
Marriage	56	5 615	5 672	1.8	76.4	54.0
Other family reason	1 033	899	1 932	32.7	12.2	18.4
Start a new business	231	34	265	7.3	0.5	2.5
Study/training	501	321	822	15.8	4.4	7.8
Looking for work	480	95	575	15.2	1.3	5.5
Easier lifestyle	662	290	952	20.9	3.9	9.1
Other reasons	199	94	292	6.3	1.3	2.8
Urban	2 705	5 079	7 785	100	100	100
Marriage	34	3 553	3 586	1.2	69.9	46.1
Other family reason	825	768	1 593	30.5	15.1	20.5
Start a new business	208	30	238	7.7	0.6	3.1
Study/training	476	309	785	17.6	6.1	10.1
Looking for work	443	90	533	16.4	1.8	6.8
Easier lifestyle	552	257	809	20.4	5.1	10.4
Other reasons	167	73	240	6.2	1.4	3.1
Rural	457	2 268	2 725	100	100	100
Marriage	23	2 063	2 085	4.9	91.0	76.5
Other family reason	208	131	339	45.4	5.8	12.4
Start a new business	23	4	27	5.1	0.2	1.0
Study/training	25	11	37	5.5	0.5	1.3
Looking for work	37	5	42	8.0	0.2	1.5
Easier lifestyle	110	33	144	24.1	1.5	5.3
Other reasons	32	21	52	6.9	0.9	1.9

As depicted in Table 8.4, the main reason for moving was marriage, with 54 percent of migrants indicating this as their main reason for moving. This was mainly driven by female in that 76.4 percent cited marriage as a reason of migrating. Almost one in five (18.4 percent) migrants cited other family reasons as the main reason for moving from their place of birth to their current place of residence. Females were more likely to move because of marriage than males, irrespective of current locality (urban/rural). Over 90 percent of female migrants currently residing in rural areas indicated that the main reason for moving was marriage, while 69.9 percent of female migrants residing in urban areas cited this reason as their main reason for moving.

CHAPTER 9: FORCED LABOUR

KEY LABOUR MARKET CONCEPTS

Forced Labour Convention, 1930 (No. 29), calls for suppression of forced or compulsory labour in all its forms, and to criminalize the offence. The convention defines forced or compulsory labour as all work or service which is exacted from any person under the menace of any penalty and for which the person has not offered him/her voluntarily.⁵ The 20th ICLS provides guidelines on statistical classification of persons in forced labour. These includes the following:

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

9.1 Introduction

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

The Nepal Labour Force Survey piloted, for the first time in the country, a module on measurement of forced labour, with the support of the International Labour Organization (ILO). Nepal was one of the first countries to do so in a national survey.⁶

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

Guidelines concerning the measurement of forced labour were endorsed at the 20th International Conference of Labour Statisticians (ICLS) that took place in October 2018⁸. The results presented here helped to inform the development of those guidelines.

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

⁵ Measurement of Forced labour, ICLS/20/2018/Room document 14, 20th International Conference of Labour Statisticians.

⁶ https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/meetingdocument/wcms_636050.pdf

⁷ http://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/documents/publication/wcms_575479.pdf

⁸ https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/meetingdocument/wcms_647379.pdf

Measurement of forced labour is done through a series of retrospective questions aiming to establish whether an individual had been in a forced labour situation at any point in the 5 years preceding the survey (flow). This number is then converted to an instantaneous forced labour prevalence rate (stock), by dividing the number of individuals in forced labour in the past 5 years by the total duration of the forced labour situation.

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

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

9.2 Limitations

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

9.2.1 Oversampling of affected areas

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

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

9.2.2 Filter questions

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

In the NLFS, respondents were filtered by three questions:

Within last five years, has [name] been forced to work in exchange for debt, land, shelter or any other benefits?

Within last five years, has [name] been forced to take a job against his/her will or his/her parent's will? Or been forced to stay longer with the employer than he/she wanted or been forced to work in unacceptable conditions?

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

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

9.2.3 Effect of proxy response

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

9.3 Survey findings

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

Table 9.1. Forced Labour Estimates from the NLFS Survey (individuals aged 5 years and above)

Stock - current victims	
Total victims	31 338
Prevalence rate (per 1,000 individuals)	1.2
Flow - last 5 years	
Total victims	61 252
Prevalence rate (per 1,000 individuals)	2.3
Average duration during reference period	
Average duration (years)	2.6
Sex	
Male	56%
Female	44%
Age at time of working in Forced Labour	
Children (5-17 years)	17%
Adults (15+ years)	83%
Educational achievement of past victims (at the time survey was conducted)	
Never attended school/college	55%
Attended school/college	45%

Country of exploitation	
Victims in Nepal	71%
Other countries	29%
Sector	
Agriculture and Forestry	44%
Construction	16%
Other sectors	40%

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

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

9.4 Lessons learned

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

CHAPTER 10: SDG AND DECENT WORK INDICATORS

Key labour market concepts

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

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

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

10.1 Introduction

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

10.2 Sustainable Development Goals and decent work

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

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

Goal 5 calls for gender equality and empowerment of all women and girls and some of the indicators include the proportion of women in managerial positions and average earnings by sex. Table 10.1 shows that female had a share of only 13.2 percent in managerial position compared to the 86.8 percent of males.

Table 10.1 Selected SDG and Decent work indicators for Nepal

Proportion of employees whose employers contribute social security*	Proportion in managerial positions
Total 14.8	Total 100
Male 15.3	Male 86.8
Female 13.6	Female* 13.2
Proportion of employees who are entitled to paid leave	Proportion of employees who are entitled to paid sick leave
Total 19.5	Total 17.2
Male 19.3	Male 18.2
Female 20.2	Female 14.8
Urban 22.1	Urban 19.9
Rural 13.6	Rural 10.7
Informal employment in % (Non Agricultural*)	Youth not in education and not in employment (15-24 years)*
Total 81.2	Total 35.3
Male 78.8	Male 21.5
Female 86.4	Female 46.6
Urban 78.7	Urban 31.2
Rural 87.8	Rural 43.3
Employment-to-population ratio (15 and above)	Youth unemployment rate (15-24 years)*
Total 34.2	Total 21.4
Male 48.3	Male 19.7
Female 22.9	Female 23.9
Urban 36.9	Urban 21.8
Rural 29.3	Rural 20.4
Unemployment rate*	Proportion of own-account workers and contributing family workers in total employment,
Total 11.4	Total 36.9
Male 10.3	Male 27.7
Female 13.1	Female 52.4
Urban 11.6	Urban 35.1
Rural 10.9	Rural 40.8
Excessive hours (workers with more than 48 usual hours per week)	Employment by status in employment
Total 39.0	Employees 53.9
Male 47.5	Employers 8.9
Female 24.7	Self-employed (OAW) 23.4
Urban 40.6	Unpaid family worker (CFW) 13.5
Rural 35.4	Other workers not classified 0.3
Informal employment as a proportion of total employment	Low pay rate (proportion of workers with monthly earnings below 2/3 of median monthly earnings)**
Total 84.6	Total 23.5
Male 81.1	Male 16.0
Female 90.5	Female 42.6
Urban 81.8	Urban 24.4
Rural 90.9	Rural 21.4

*SDG indicator

** Employees only who were paid in cash and not piece rate

Goal 8 which seeks to promote inclusive and sustainable economic growth, full and productive employment and decent work for all has a number of indicators which includes,

proportion of informal employment in non-agriculture employment by sex,

Average hourly earnings of female and male employees, by occupation, age and persons with disabilities

Unemployment rate by sex, age and persons with disabilities

Proportion of youth (aged 15-24 years) not in education, employment or training

Others

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

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

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

Generally, monthly median earnings for males were higher than those for females, with females earning 67 percent of what their male counterparts earned. Even when males and females were in similar occupations, median earnings of males were higher than those of females, for all occupations. Pay equality was almost achieved in the technician and associate professionals and skilled agricultural, forestry and fishery occupations, with 0.95 and 0.94 respectively.

Another earnings related decent work indicator is the proportion of workers with monthly earnings below 2/3 of the median earnings. This is regarded as low pay, and Table 10.1 show that 23.5 percent of employees who were paid in cash and not at a piece rate were in low pay jobs. The table shows that 42.6 percent of female employees were in low pay jobs.

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

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

	Population	NEET	Proportion
			thousands
Nepal	5 654	1 999	35.3
Urban	3 718	1 160	31.2
Rural	1 936	838	43.3
Province 1	897	335	37.3
Province 2	1 090	527	48.3
Province 3	1 322	276	20.9
Gandaki	491	162	33.0
Province 5	946	349	36.9
Karnali	350	143	40.9
Sudurpashchim	559	207	37.0

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

ANNEX I: ADDITIONAL STATISTICAL TABLES

Table 1.1: Working age population by sex

	Male	Female	Total	Male	Female	Total
	thousands				percent	
Nepal	9 208	11 537	20 744	100	100	100
Urban	5 950	7 342	13 293	64.6	63.6	64.1
Rural	3 258	4 194	7 452	35.4	36.4	35.9
Province 1	1 598	1 957	3 556	100	100	100
Urban	927	1 197	2 124	58.0	61.2	59.7
Rural	671	760	1 432	42.0	38.8	40.3
Province 2	1 785	2 188	3 973	100	100	100
Urban	1 189	1 450	2 640	66.6	66.3	66.4
Rural	595	738	1 333	33.3	33.7	33.6
Province 3	2 359	2 506	4 865	100	100	100
Urban	1 841	1 900	3 742	78.0	75.8	76.9
Rural	517	606	1 123	21.9	24.2	23.1
Gandaki	770	1 098	1 868	100	100	100
Urban	446	651	1 097	57.9	59.3	58.7
Rural	325	447	771	42.2	40.7	41.3
Province 5	1 481	1 956	3 437	100	100	100
Urban	814	1 059	1 873	55.0	54.1	54.5
Rural	667	897	1 564	45.0	45.9	45.5
Karnali	486	676	1 163	100	100	100
Urban	258	382	640	53.1	56.5	55.0
Rural	229	295	523	47.1	43.6	45.0
Sudurpashchim	728	1 155	1 883	100	100	100
Urban	475	703	1 178	65.2	60.9	62.6
Rural	253	452	705	34.8	39.1	37.4

Table 1.2: Working age population by age group (15 years and above)

	15 - 19 years	20 - 24 years	25 - 29 years	30 - 34 years	35 - 39 years	40 - 44 years	45 - 49 years	50 - 54 years	55 - 59 years	60 - 64 years	65 years & above	Total
												in thousand
Nepal	2 936	2 718	2 300	1 889	1 909	1 654	1 575	1 333	1 197	1 103	2 131	20 744
Urban	1 880	1 838	1 542	1 280	1 239	1 058	1 016	844	711	640	1 246	13 293
Rural	1 056	880	758	610	670	595	559	489	486	463	885	7 452
Province 1	471	426	380	312	307	268	331	273	243	178	366	3 556
Urban	276	267	235	201	178	162	197	169	128	111	202	2 124
Rural	196	159	146	110	129	106	135	104	116	67	164	1 432
Province 2	598	491	430	360	372	321	277	259	261	222	379	3 973
Urban	386	332	285	234	250	221	185	161	165	159	261	2 640
Rural	212	159	145	126	123	101	92	98	96	63	118	1 333
Province 3	630	692	580	474	445	416	364	290	247	224	501	4 865
Urban	490	579	470	396	362	316	269	218	170	145	328	3 742
Rural	141	113	111	78	84	100	95	72	77	80	173	1 123
Gandaki	236	254	185	153	170	148	132	110	113	122	243	1 868
Urban	139	143	122	97	99	77	86	67	59	65	141	1 097
Rural	98	111	63	56	72	71	45	43	54	57	102	771
Province 5	507	439	385	311	343	261	245	207	180	204	354	3 437
Urban	278	259	225	175	196	143	144	117	105	75	156	1 873
Rural	229	179	160	136	147	117	102	90	76	129	198	1 564
Karnali	191	159	133	119	106	92	76	71	60	59	97	1 163
Urban	114	86	73	65	56	53	43	36	31	33	50	640
Rural	77	73	59	54	49	39	34	35	30	27	47	523
Sudurpashchim	301	258	206	160	165	148	149	123	91	93	189	1 883
Urban	197	172	132	111	99	86	76	54	53	107	1178	
Rural	105	85	74	49	66	62	57	47	38	40	82	705

Table 1.3: Working age population by highest education level (15 years and above)

	Illiterate	Childhood education	Literate (Non-formal)	Less than Basic	Basic	Less than Secondary	Secondary	Tertiary	Total
Nepal	6845	29	917	4379	1289	4364	1806	1116	20744
Urban	3794	22	553	2630	808	3069	1455	962	13293
Rural	3051	7	364	1749	481	1295	352	154	7452
Province 1	1138	2	118	830	234	862	263	108	3556
Urban	628	2	69	449	139	558	191	87	2124
Rural	510	0	49	381	96	303	72	21	1432
Province 2	1987	20	41	782	201	612	218	111	3973
Urban	1270	14	33	506	131	438	165	83	2640
Rural	717	6	8	276	70	174	53	28	1333
Province 3	1094	3	268	867	285	1095	674	580	4865
Urban	618	3	181	617	221	923	625	552	3742
Rural	476	0	86	249	63	172	49	28	1123
Gandaki	455	0	157	438	140	422	169	85	1868
Urban	230	0	76	239	72	279	131	70	1097
Rural	225	0	81	199	68	144	38	15	771
Province 5	1075	1	155	831	239	735	259	143	3437
Urban	481	1	85	434	126	459	187	100	1873
Rural	594	0	70	397	113	277	72	42	1564
Karnali	426	1	49	237	74	250	88	38	1163
Urban	213	1	19	134	43	148	55	25	640
Rural	213	0	30	103	30	103	33	12	523
Sudurpashchim	669	1	129	393	116	386	136	52	1883
Urban	353	1	90	250	76	264	101	44	1178
Rural	316	0	40	144	40	122	35	8	705

Table 1.4: Working age population by province, highest level of education and sex (15 years and above)

	Province 1	Province 2	Province 3	Gandaki	Province 5	Karnali	Sudurpashchim	Nepal thousands
Total	3556	3973	4865	1868	3437	1163	1883	20744
Illiterate	1138	1987	1094	455	1075	426	669	6845
Childhood education	2	20	3	0	1	1	1	29
Literate (Non-formal)	118	41	268	157	155	49	129	917
Less than Basic	830	782	867	438	831	237	393	4379
Basic	234	201	285	140	239	74	116	1289
Less than Secondary	862	612	1095	422	735	250	386	4364
Secondary	263	218	674	169	259	88	136	1806
Tertiary	108	111	580	85	143	38	52	1116
Male	1598	1785	2359	770	1481	486	728	9208
Illiterate	329	622	323	98	296	111	137	1915
Childhood education	0	9	3	0	0	0	0	13
Literate (Non-formal)	57	16	122	60	44	17	39	356
Less than Basic	464	453	495	202	422	125	202	2364
Basic	124	115	148	59	128	37	56	668
Less than Secondary	416	351	561	216	365	125	183	2216
Secondary	143	137	352	84	136	44	75	971
Tertiary	64	83	354	52	91	27	36	706
Female	1957	2188	2506	1098	1956	676	1155	11537
Illiterate	809	1365	771	357	780	315	532	4930
Childhood education	2	11	0	0	1	1	1	16
Literate (Non-formal)	61	25	146	97	110	32	90	561
Less than Basic	367	330	371	236	409	112	191	2015
Basic	110	86	136	81	110	37	61	621
Less than Secondary	445	262	534	207	371	126	203	2148
Secondary	119	81	322	85	123	44	61	835
Tertiary	44	28	226	34	52	11	17	411

Table 1.4: Working age population by province, highest level of education and sex (concluded)

	Province 1	Province 2	Province 3	Gandaki	Province 5	Karnali	Sudurpashchim	Total
in thousand								
Female	1 957	2 188	2 506	1 098	1 956	676	1 155	11 537
Never attended	857	1 385	874	445	850	332	584	5 327
Illiterate	0			0	1	0	0	2
Literate level 3	11	2	43	10	40	15	38	159
Early childhood	3	14	0	0	0	1	0	19
Lower than basic education	367	330	371	236	409	112	191	2 015
Basic education	110	86	136	81	110	37	61	621
Lower than secondary education	445	262	534	207	371	126	203	2 148
Secondary education	119	81	322	85	123	44	61	835
Bachelor level and equivalent	35	22	170	27	46	9	14	323
Master	9	6	54	6	6	2	3	85
Degree			2			2		2

Table 1.5: Labour market status by province, locality and sex

	Employed		Unemployed		Outside labour Force		Total	
	Male	Female	Total	Male	Female	Total	Male	Female
Nepal	4 446	2 640	7 086	511	397	908	4 250	8 500
Urban	3 043	1 858	4 901	343	297	640	2 564	5 188
Rural	1 403	782	2 185	168	100	268	1 686	3 313
Province 1	766	442	1 208	77	60	136	756	1 456
Urban	475	294	769	45	47	92	407	856
Rural	291	148	439	32	13	44	349	599
Province 2	857	404	1 261	155	162	317	773	1 622
Urban	570	275	844	101	115	216	518	1 061
Rural	287	130	417	54	47	101	254	561
Province 3	1 310	819	2 129	97	63	161	951	1 624
Urban	1 060	669	1 729	86	54	140	695	1 178
Rural	250	150	400	12	9	21	256	447
Gandaki	340	266	606	35	24	60	395	807
Urban	201	187	388	26	19	45	219	445
Rural	139	79	218	10	6	15	176	362
Province 5	695	443	1 139	84	60	144	701	1 453
Urban	422	261	683	50	43	93	341	755
Rural	273	182	455	34	17	51	360	698
Karnali	184	105	288	24	7	31	278	565
Urban	110	68	177	11	4	15	137	310
Rural	74	37	111	14	2	16	141	255
Sudurpashchim	294	161	455	38	21	59	396	974
Urban	205	105	310	25	15	40	245	583
Rural	89	55	144	13	6	19	151	391

Table 1.6: Labour market status by age province and sex

	Employed			Unemployed			Outside labour Force			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nepal	4 446	2 640	7 086	511	397	908	4 250	8 500	12 750	9 208	11 537	20 744
15-19 yrs	279	159	438	83	57	140	1 056	1 302	2 358	1 418	1 518	2 936
20-24 yrs	513	323	835	111	94	206	492	1 185	1 677	1 116	1 602	2 718
25-29 yrs	613	406	1 020	93	72	166	248	866	1 114	955	1 345	2 300
30-34 yrs	518	394	912	59	57	116	182	679	861	759	1 130	1 839
35-39 yrs	554	383	937	45	50	94	179	698	877	779	1 130	1 909
40-44 yrs	511	299	810	42	26	67	169	607	776	722	932	1 654
45-49 yrs	467	253	719	26	19	45	224	586	810	717	858	1 575
50-54 yrs	360	144	504	19	13	33	279	518	797	658	676	1 333
55-59 yrs	263	111	373	12	5	17	287	520	807	562	635	1 197
60-64 yrs	161	92	253	13	3	15	328	507	835	502	601	1 103
65 yrs & above	208	77	285	8	0	8	805	1 032	1 838	1 021	1 110	2 131
Province 1	766	442	1 208	77	60	136	756	1 456	2 211	1 598	1 957	3 556
15-19 yrs	59	29	87	6	11	17	168	200	367	232	239	471
20-24 yrs	77	53	131	18	16	33	67	194	261	162	263	426
25-29 yrs	91	58	149	16	15	31	52	149	201	158	222	380
30-34 yrs	75	62	137	16	7	23	31	121	151	121	190	312
35-39 yrs	93	64	157	5	3	8	34	107	142	133	175	307
40-44 yrs	89	48	136	5	2	7	38	87	125	131	137	268
45-49 yrs	93	48	141	3	2	5	47	138	186	143	189	331
50-54 yrs	63	30	94	5	2	7	69	103	172	137	136	273
55-59 yrs	61	22	83	1	1	2	58	100	158	121	123	243
60-64 yrs	23	16	39	1	1	1	56	82	138	80	98	178
65 yrs & above	42	11	53	2	2	2	136	175	311	180	186	366

Table 1.6: Labour market status by age, province and sex (continued)

	Employed						Unemployed						Outside labour Force						Total	
	Male			Female			Male			Female			Male			Female				
	Total			in thousand			Total			in thousand			Total			in thousand				
	Province 2	857	404	1 261	155	162	317	773	1 622	2 395	1 785	2 188	1 785	2 395	1 785	2 188	3 973			
15-19 yrs	67	30	97	40	29	69	185	247	432	292	306	598								
20-24 yrs	99	33	132	22	22	44	68	247	315	189	302	491								
25-29 yrs	128	49	176	24	20	44	33	177	210	185	245	430								
30-34 yrs	94	53	147	13	19	32	43	138	182	150	210	360								
35-39 yrs	96	65	161	8	29	37	30	145	175	134	239	372								
40-44 yrs	96	48	144	14	14	28	28	121	149	138	184	321								
45-49 yrs	79	33	112	10	13	24	43	99	142	132	145	277								
50-54 yrs	67	27	94	6	9	16	53	96	149	126	133	259								
55-59 yrs	61	22	83	5	4	9	68	101	169	134	127	261								
60-64 yrs	25	16	42	8	2	10	70	100	170	103	119	222								
65 yrs & above	45	28	73	4	4	151	151	302	201	178	178	379								
Province 3	1 310	819	2 129	97	63	161	951	1 624	2 575	2 359	2 506	4 865								
15-19 yrs	59	32	91	13	7	20	238	282	520	309	321	630								
20-24 yrs	165	103	268	31	19	50	165	209	374	361	331	692								
25-29 yrs	180	147	327	19	16	35	56	163	219	255	325	580								
30-34 yrs	169	128	297	11	14	24	32	120	153	212	262	474								
35-39 yrs	170	114	285	7	4	11	28	122	150	205	240	445								
40-44 yrs	157	107	264	7	3	10	29	113	142	193	223	416								
45-49 yrs	142	84	226	6	0	6	39	92	131	187	177	364								
50-54 yrs	107	37	144	3	1	3	54	89	143	163	127	290								
55-59 yrs	62	27	89	1	0	1	53	105	157	116	131	247								
60-64 yrs	43	21	64	0	0	70	91	160	113	111	224	501								
65 yrs & above	56	19	75				188	238	426	244	257									

Table 1.6: Labour market status by age, province and sex (continued)

	Employed						Unemployed						Outside labour Force						Total											
	Male		Female		Total		Male		Female		Total		Male		Female		Total		Male		Female		Total							
Gandaki	340	266	606	35	24	60	395	807	1 202	770	1 098	1 868	770	122	114	236	1 202	770	1 098	1 868	770	122	114	236						
15-19 yrs	14	15	29	3	1	5	104	98	202	202	114	158	114	158	100	155	100	155	114	158	114	158	114	158						
20-24 yrs	44	33	76	12	8	20	45	21	68	89	74	111	53	62	51	102	51	102	53	62	51	102	51	102						
25-29 yrs	47	38	85	6	4	10	21	6	53	62	51	102	9	10	21	68	74	111	185	74	111	185	74	111	185					
30-34 yrs	37	46	84	5	3	7	3	7	53	62	51	102	3	6	22	64	86	102	153	53	62	51	102	51	102	153				
35-39 yrs	43	35	78	3	3	6	22	6	11	69	80	99	170	3	6	22	64	86	102	170	68	86	102	170	68	86	170			
40-44 yrs	35	28	62	3	2	6	11	6	59	73	49	148	14	14	14	59	73	99	148	59	73	99	148	59	73	148				
45-49 yrs	35	22	57	0	1	1	14	14	48	72	48	132	14	2	24	48	72	82	132	48	72	82	132	48	72	132				
50-54 yrs	22	14	36	2	0	0	24	24	48	72	48	110	12	2	2	48	72	62	110	48	72	62	110	48	72	110				
55-59 yrs	21	12	33	2	2	2	22	22	56	79	44	113	11	0	0	34	47	81	122	44	69	69	113	44	69	113				
60-64 yrs	24	16	40	0	0	0	130	88	130	218	106	137	243	18	0	0	88	130	218	106	137	243	106	137	243					
65 yrs & above	18	7	24	0	0	0	1	1	1	1	1	1	314	1	1	1	1	1	1	314	1	1	1	1	1	1	314			
Province 5	695	443	1 139	84	60	144	701	1 453	2 154	1 481	1 956	3 437	2 154	1 453	1 481	1 956	3 437	2 154	1 453	1 481	1 956	3 437	2 154	1 453	1 481	1 956				
15-19 yrs	53	38	92	13	5	18	187	211	397	253	254	507	254	253	254	507	253	254	507	254	253	254	507	253	254	507				
20-24 yrs	71	62	133	17	18	35	69	202	271	156	282	439	156	271	156	282	156	282	439	156	271	156	282	156	271	156	282			
25-29 yrs	105	59	164	12	13	25	42	154	196	159	226	385	159	196	159	226	159	226	385	159	196	159	226	159	196	159	226			
30-34 yrs	77	59	136	10	12	22	32	121	153	119	192	311	119	121	153	119	192	311	119	192	311	119	192	311	119	192	311			
35-39 yrs	91	67	158	13	7	21	31	133	164	136	207	343	136	133	164	136	207	343	136	207	343	136	207	343	136	207	343			
40-44 yrs	81	45	126	9	2	11	25	99	124	114	146	261	114	25	99	114	146	261	114	146	261	114	146	261	114	146	261			
45-49 yrs	63	42	105	4	1	6	38	96	135	105	140	245	105	6	38	96	135	105	140	245	105	140	245	105	140	245	105	140	245	
50-54 yrs	58	24	81	1	1	2	37	86	123	96	111	207	96	1	2	37	86	123	96	111	207	96	111	207	96	111	207	96	111	207
55-59 yrs	39	20	59	1	1	1	44	76	120	84	97	180	84	1	1	44	76	120	84	97	180	84	97	180	84	97	180	84	97	180
60-64 yrs	29	17	46	2	2	53	104	156	156	121	204	204	156	2	53	104	156	121	204	204	121	204	204	121	204	204	121	204	204	
65 yrs & above	30	9	39	1	1	1	143	171	314	174	174	354	354	1	1	143	171	314	174	174	354	174	174	354	174	174	354	174	174	354

Table 1.6: labour market status by age, province and sex province (concluded)

	Employed		Unemployed		Outside Labour Force		Total	
	Male	Female	Total	Male	Female	Total	Male	Female
			in thousand			in thousand		
Karnali	184	105	288	24	7	31	278	565
15-19 yrs	11	7	18	5	1	6	64	103
20-24 yrs	21	16	37	5	3	8	33	81
25-29 yrs	22	19	41	6	2	7	24	60
30-34 yrs	28	18	46	2	0	2	17	54
35-39 yrs	21	13	34	3	1	4	16	52
40-44 yrs	24	13	36	2	0	2	17	36
45-49 yrs	19	9	28	1	1	14	32	47
50-54 yrs	16	4	19	1	1	17	33	51
55-59 yrs	8	3	11	1	1	19	30	49
60-64 yrs	9	2	10	0	0	19	30	49
65 yrs & above	6	1	7	0	0	36	54	90
Sudurpashchim	294	161	455	38	21	59	974	396
15-19 yrs	17	7	24	3	3	6	110	161
20-24 yrs	36	22	58	8	8	16	45	139
25-29 yrs	40	37	77	10	4	14	20	95
30-34 yrs	38	27	65	4	1	5	18	72
35-39 yrs	39	25	64	6	2	8	17	75
40-44 yrs	31	11	41	2	1	4	21	82
45-49 yrs	35	14	49	1	1	2	29	69
50-54 yrs	27	8	35	1	0	1	24	62
55-59 yrs	11	4	15	1	1	23	52	75
60-64 yrs	8	4	12	1	0	1	27	53
65 yrs & above	11	2	13	2	1	1	63	113
							176	74
								115
								189

Table 1.7 Labour market status by sex, province and highest level of education

	Employed			Unemployed			Outside Labour Force			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nepal	4446	2640	7086	511	397	908	4250	8500	12750	9208	11537	20744
Illiterate	776	861	1637	65	107	172	1075	3962	5036	1915	4930	6845
Childhood education	8	6	14	0	1	1	4	10	14	13	16	29
Literate (Non-formal)	160	152	312	9	6	16	186	403	589	356	561	917
Less than Basic	1263	457	1720	110	77	186	991	1481	2473	2364	2015	4379
Basic	309	127	435	49	16	65	311	478	788	668	621	1289
Less than Secondary	979	521	1500	156	109	264	1081	1519	2600	2216	2148	4364
Secondary	476	303	779	78	63	140	417	470	887	971	835	1806
Tertiary	476	214	690	45	18	63	184	179	363	706	411	1116
Province 1	766	442	1208	77	60	136	756	1456	2211	1598	1957	3556
Illiterate	129	157	286	6	8	14	195	644	838	329	809	1138
Childhood education	0	1	1	0	0	0	0	1	1	0	2	2
Literate (Non-formal)	23	14	38	2	0	2	32	46	78	57	61	118
Less than Basic	247	74	321	14	11	25	203	281	484	464	367	830
Basic	58	33	91	12	2	14	54	76	130	124	110	234
Less than Secondary	195	103	298	31	20	51	190	323	513	416	445	862
Secondary	67	40	107	8	14	23	68	65	133	143	119	263
Tertiary	47	19	66	3	4	7	14	20	34	64	44	108
Province 2	857	404	1261	155	162	317	773	1622	2395	1785	2188	3973
Illiterate	302	269	571	36	84	120	283	1013	1296	622	1365	1987
Childhood education	5	4	9	0	0	0	4	7	10	9	11	20
Literate (Non-formal)	9	4	13	2	1	3	5	20	25	16	25	41
Less than Basic	236	40	276	38	35	73	178	255	433	453	330	782
Basic	58	12	70	13	4	17	44	70	114	115	86	201
Less than Secondary	136	38	173	41	29	70	174	195	369	351	262	612
Secondary	54	20	74	18	9	27	64	52	117	137	81	218
Tertiary	57	18	75	5	0	6	20	10	30	83	28	111

	Employed						Unemployed						Outside Labour Force						Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	thousands					
Province 3	1310	819	2129	97	63	161	951	1624	2575	2359	2506	4865									
Illiterate	137	180	317	2	5	7	184	586	770	323	771	1094									
Childhood education	3	0	3	0	0	0	0	0	0	3	0	3									
Literate (Non-formal)	68	57	126	0	1	1	53	87	141	122	146	268									
Less than Basic	316	128	444	12	9	22	167	234	401	495	371	867									
Basic	87	34	121	5	3	8	56	99	155	148	136	285									
Less than Secondary	299	170	469	29	25	54	232	339	572	561	534	1095									
Secondary	186	127	313	20	14	34	146	180	326	352	322	674									
Tertiary	215	121	336	28	6	34	112	98	210	354	226	580									
Gandaki	340	266	606	35	24	60	395	807	1202	770	1098	1868									
Illiterate	29	53	83	2	2	4	67	302	369	98	357	455									
Childhood education	0	0	0	0	0	0	0	0	0	0	0	0									
Literate (Non-formal)	23	23	46	0	1	1	36	74	110	60	97	157									
Less than Basic	101	64	165	7	6	13	94	166	260	202	236	438									
Basic	21	16	37	2	2	4	36	63	99	59	81	140									
Less than Secondary	85	60	145	15	7	22	116	139	255	216	207	422									
Secondary	39	33	72	7	5	12	38	47	85	84	85	169									
Tertiary	42	18	59	1	2	3	9	15	23	52	34	85									
Province 5	695	443	1139	84	60	144	701	1453	2154	1481	1956	3437									
Illiterate	109	119	229	12	4	16	174	656	830	296	780	1075									
Childhood education	0	1	1	0	0	0	0	0	0	0	0	1									
Literate (Non-formal)	16	32	49	1	3	4	26	75	102	44	110	155									
Less than Basic	222	107	328	20	11	31	181	291	472	422	409	831									
Basic	52	20	72	10	6	15	66	85	151	128	110	239									
Less than Secondary	157	94	251	25	19	44	183	258	441	365	371	735									
Secondary	71	47	118	13	14	27	52	63	114	136	123	259									
Tertiary	68	23	91	3	4	8	20	24	44	91	52	143									

	Employed			Unemployed			Outside Labour Force			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
												thousands
Karnali	184	105	288	24	7	31	278	565	843	486	676	1163
Illiterate	31	32	63	2	2	4	78	281	359	111	315	426
Childhood education	0	0	0	0	0	0	0	1	1	0	1	1
Literate (Non-formal)	6	3	9	1	0	1	10	29	39	17	32	49
Less than Basic	47	17	64	9	0	10	69	94	163	125	112	237
Basic	15	7	22	2	0	2	21	30	50	37	37	74
Less than Secondary	44	23	67	5	1	6	76	101	177	125	126	250
Secondary	19	15	34	6	2	7	19	27	46	44	44	88
Tertiary	22	7	29	0	0	1	5	3	7	27	11	38
Sudurpashchim	294	161	455	38	21	59	396	974	1370	728	1155	1883
Illiterate	38	50	88	4	3	6	95	480	575	137	532	669
Childhood education	0	0	0	0	0	0	0	1	1	0	1	1
Literate (Non-formal)	14	18	33	2	1	2	23	71	94	39	90	129
Less than Basic	95	28	122	9	4	13	99	160	258	202	191	393
Basic	18	5	22	5	1	5	34	55	89	56	61	116
Less than Secondary	64	33	97	9	8	17	110	163	273	183	203	386
Secondary	40	21	60	5	5	10	30	35	66	75	61	136
Tertiary	26	7	33	5	1	5	5	9	14	36	17	52

Table 1.8: Labour market status by marital status, province and locality

	Employed			Unemployed			Outside labour Force			Total		
	Never married	Married	Single	Total	Never married	Married	Single	Total	Never married	Married	Single	Total
Nepal	1 054	5 700	332	7 086	274	606	27	908	2 873	8 506	1 372	12 750
Urban	796	3 890	215	4 901	203	418	19	640	1 924	5 078	749	7 751
Rural	257	1 810	117	2 185	71	189	8	268	948	3 428	623	4 999
Province 1	174	976	58	1 208	43	89	4	136	483	1 477	251	2 211
Urban	118	615	36	769	31	59	3	92	280	860	123	1 263
Rural	56	362	21	439	13	31	1	44	203	617	128	948
Province 2	148	1 059	54	1 261	70	242	5	317	412	1 792	191	2 395
Urban	111	704	29	844	48	164	5	216	276	1 178	125	1 579
Rural	37	355	25	417	22	78	0	101	136	614	66	815
Province 3	379	1 655	96	2 129	75	79	6	161	785	1 530	261	2 575
Urban	328	1 324	78	1 729	67	68	5	140	644	1 058	172	1 873
Rural	51	331	18	400	8	11	2	21	141	472	89	702
Gandaki	86	465	55	606	20	39	1	60	257	762	183	1 202
Urban	54	304	30	388	15	29	1	45	157	421	86	664
Rural	32	162	25	218	5	9	0	15	101	341	96	538
Province 5	181	916	42	1 139	44	91	9	144	467	1 447	240	2 154
Urban	120	539	25	683	29	58	6	93	264	720	112	1 096
Rural	61	377	17	455	15	33	3	51	203	727	128	1 058
Karnali	32	244	13	288	5	25	1	31	156	612	76	843
Urban	21	148	9	177	2	13	0	15	92	313	41	447
Rural	11	96	4	111	4	12	0	16	63	299	34	397
Sudurpashchim	55	384	15	455	17	41	1	59	313	887	171	1 370
Urban	46	257	8	310	13	27	0	40	211	528	90	828
Rural	9	128	7	144	5	14	0	19	102	359	81	541

Table 2.1: Labour market status age, locality and sex

	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15 years and above									
Population 15yrs and above	5 950	7 342	13 293	3 258	4 194	7 452	9 208	11 537	20 744
Labour force	3 386	2 155	5 541	1 571	882	2 453	4 958	3 036	7 994
Employed	3 043	1 858	4 901	1 403	782	2 185	4 446	2 640	7 086
Unemployed	343	297	640	168	100	268	511	397	908
Outside labour force	2 564	5 188	7 751	1 686	3 313	4 999	4 250	8 500	12 750
Rates (in percent)									
Unemployment rate	10.1	13.8	11.6	10.7	11.3	10.9	10.3	13.1	11.4
Employed/population ratio (absorption)	51.1	25.3	36.9	43.1	18.6	29.3	48.3	22.9	34.2
Labour force participation rate	56.9	29.3	41.7	48.2	21.0	32.9	53.8	26.3	38.5
15 - 24 years									
Population 15 – 24 yrs	1 700	2 017	3 718	834	1 102	1 936	2 535	3 120	5 654
Labour force	677	453	1 130	309	180	489	986	633	1 619
Employed	548	336	884	244	145	389	792	482	1 273
Unemployed	129	117	246	65	35	100	194	151	346
Outside labour force	1 023	1 565	2 588	525	922	1 447	1 548	2 487	4 035
Rates (in percent)									
Unemployment rate	19.1	25.7	21.8	21.1	19.3	20.4	19.7	23.9	21.4
Employed/population ratio (absorption)	32.2	16.7	23.8	29.2	13.2	20.1	31.2	15.4	22.5
Labour force participation rate	39.8	22.4	30.4	37.0	16.3	25.3	38.9	20.3	28.6
25 - 34 years									
Population 25 – 34 yrs	1 155	1 667	2 821	559	808	1 368	1 714	2 475	4 189
Labour force	910	688	1 597	374	242	616	1 284	930	2 213
Employed	806	593	1 399	325	207	532	1 131	800	1 931
Unemployed	104	95	198	49	35	84	153	130	282
Outside labour force	245	979	1 224	185	566	752	430	1 546	1 976
Rates (in percent)									
Unemployment rate	11.4	13.8	12.4	13.1	14.4	13.6	11.9	13.9	12.7
Employed/population ratio (absorption)	69.8	35.6	49.6	58.1	25.6	38.9	66.0	32.3	46.1
Labour force participation rate	78.8	41.3	56.6	66.8	29.9	45.0	74.9	37.6	52.8

Table 2.1: Labour market status age, locality and sex (continued)

	Urban		Rural		Total	
	Male	Female	Total	Male	Female	Total
35 - 44 years						
Population 35 – 44 yrs	979	1 319	2 297	521	744	1 265
Labour force	802	532	1 334	350	225	575
Employed	747	476	1 222	319	206	525
Unemployed	55	57	112	31	19	50
Outside labour force	177	786	963	171	519	690
Rates (in percent)						
Unemployment rate	6,9	10,7	8,4	9,0	8,3	8,7
Employed/population ratio (absorption)	76,3	36,1	53,2	61,2	27,7	41,5
Labour force participation rate	81,9	40,4	58,1	67,2	30,2	45,5
45 - 54 years						
Population 45 – 54 yrs	887	973	1 860	488	560	1 049
Labour force	599	306	905	273	123	396
Employed	565	283	848	261	114	375
Unemployed	34	23	57	12	9	21
Outside labour force	288	667	955	215	437	653
Rates (in percent)						
Unemployment rate	5,6	7,6	6,3	4,3	7,5	5,3
Employed/population ratio (absorption)	63,7	29,1	45,6	53,5	20,3	35,8
Labour force participation rate	67,5	31,5	48,7	55,9	22,0	37,8
55 - 64 years						
Population 55 – 64 yrs	631	720	1 351	433	516	949
Labour force	270	136	406	178	74	252
Employed	253	131	384	171	71	242
Unemployed	17	5	22	8	2	10
Outside labour force	360	584	945	255	443	698
Rates (in percent)						
Unemployment rate	6,3	3,6	5,4	4,3	3,3	4,0
Employed/population ratio (absorption)	40,2	18,2	28,4	39,4	13,8	25,5
Labour force participation rate	42,9	18,9	30,1	41,1	14,2	26,5

Table 2.1: Labour market status age, locality and sex (concluded)

	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
in thousand									
65 years and above									
Population 65 yrs and above	599	646	1 246	422	463	885	1 021	1 110	2 131
Labour force									
Employed	129	39	168	87	38	125	216	78	293
Unemployed	124	39	163	84	38	122	208	77	285
Outside labour force	5	0	5	3	3	8	8	0	8
Rates (in percent)									
Unemployment rate	3,6	1,2	3,1	3,4	0,0	2,3	3,5	0,6	2,7
Employed/population ratio (absorption)	20,7	6,0	13,1	19,9	8,2	13,8	20,4	6,9	13,4
Labour force participation rate	21,5	6,1	13,5	20,6	8,2	14,1	21,1	7,0	13,8

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

	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nepal									
Population 15yrs and above	5 950	7 342	13 293	3 258	4 194	7 452	9 208	11 537	20 744
Labour force	3 386	2 155	5 541	1 571	882	2 453	4 958	3 036	7 994
Employed	3 043	1 858	4 901	1 403	782	2 185	4 446	2 640	7 086
Unemployed	343	297	640	168	100	268	511	397	908
Outside labour force	2 564	5 188	7 751	1 686	3 313	4 999	4 250	8 500	12 750
Rates (%)									
Unemployment rate	10.1	13.8	11.6	10.7	11.3	10.9	10.3	13.1	11.4
Employed/population ratio (absorption)	51.1	25.3	36.9	43.1	18.6	29.3	48.3	22.9	34.2
Labour force participation rate	56.9	29.3	41.7	48.2	21.0	32.9	53.8	26.3	38.5
Province 1									
Population 15yrs and above	927	1 197	2 124	671	760	1 432	1 598	1 957	3 556
Labour force	520	341	861	323	161	484	842	502	1 344
Employed	475	294	769	291	148	439	766	442	1 208
Unemployed	45	47	92	32	13	44	77	60	136
Outside labour force	407	856	1 263	349	599	948	756	1 456	2 211
Rates (%)									
Unemployment rate	8.6	13.9	10.7	9.9	7.8	9.2	9.1	11.9	10.2
Employed/population ratio (absorption)	51.2	24.5	36.2	43.3	19.5	30.7	47.9	22.6	34.0
Labour force participation rate	56.1	28.5	40.5	48.1	21.2	33.8	52.7	25.6	37.8
Province 2									
Population 15yrs and above	1 189	1 450	2 640	595	738	1 333	1 785	2 188	3 973
Labour force	671	389	1 060	341	177	518	1 012	566	1 578
Employed	570	275	844	287	130	417	857	404	1 261
Unemployed	101	115	216	54	47	101	155	162	317
Outside labour force	518	1 061	1 579	254	561	815	773	1 622	2 395
Rates (%)									
Unemployment rate	15.1	29.5	20.4	15.8	26.5	19.4	15.3	28.6	20.1
Employed/population ratio (absorption)	47.9	18.9	32.0	48.2	17.6	31.3	48.0	18.5	31.8
Labour force participation rate	56.4	26.8	40.2	57.3	23.9	38.8	56.7	25.9	39.7

Table 2.2: Labour market status by province, locality and sex (continued)

	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total in thousand
Province 3									
Population 15yrs and above	1 841	1 900	3 742	517	606	1 123	2 359	2 506	4 865
Labour force	1 146	723	1 869	262	159	421	1 408	882	2 290
Employed	1 060	669	1 729	250	150	400	1 310	819	2 129
Unemployed	86	54	140	12	9	21	97	63	161
Outside labour force	695	1 178	1 873	256	447	702	951	1 624	2 575
Rates (%)									
Unemployment rate	7.5	7.5	7.5	4.5	5.8	5.0	6.9	7.2	7.0
Employed/population ratio (absorption)	57.6	35.2	46.2	48.3	24.8	35.6	55.6	32.7	43.8
Labour force participation rate	62.2	38.0	49.9	50.6	26.3	37.5	59.7	35.2	47.1
Gandaki									
Population 15yrs and above	446	651	1 097	325	447	771	770	1 098	1 868
Labour force	227	206	433	149	85	234	376	291	666
Employed	201	187	388	139	79	218	340	266	606
Unemployed	26	19	45	10	6	15	35	24	60
Outside labour force	219	445	664	176	362	538	395	807	1 202
Rates (%)									
Unemployment rate	11.3	9.1	10.3	6.4	6.6	6.5	9.4	8.4	9.0
Employed/population ratio (absorption)	45.1	28.7	35.4	42.9	17.7	28.3	44.2	24.3	32.5
Labour force participation rate	50.9	31.6	39.4	45.8	19.0	30.3	48.8	26.5	35.7
Province 5									
Population 15yrs and above	814	1 059	1 873	667	897	1 564	1 481	1 956	3 437
Labour force	472	304	776	307	199	506	780	503	1 283
Employed	422	261	683	273	182	455	695	443	1 139
Unemployed	50	43	93	34	17	51	84	60	144
Outside labour force	341	755	1 096	360	698	1 058	701	1 453	2 154
Rates (%)									
Unemployment rate	10.6	14.1	12.0	11.1	8.5	10.1	10.8	11.9	11.2
Employed/population ratio (absorption)	51.9	24.7	36.5	40.9	20.3	29.1	47.0	22.7	33.1
Labour force participation rate	58.1	28.7	41.5	46.1	22.2	32.4	52.6	25.7	37.3

Table 2.2: Labour market status by province, locality and sex (concluded)

	Urban			Rural			Total		
	Male		Female	Total	Male	Female	Total	Male	Female
	Male	Female	Total	Male	Female	Total	Male	Female	Total in thousand
Karnali									
Population 15yrs and above	258	382	640	229	295	523	486	676	1 163
Labour force	121	72	193	88	39	127	208	111	319
Employed	110	68	177	74	37	111	184	105	288
Unemployed	11	4	15	14	2	16	24	7	31
Outside labour force	137	310	447	141	255	397	278	565	843
Rates (%)									
Unemployment rate	9.0	5.9	7.9	15.4	6.2	12.6	11.7	6.0	9.7
Employed/population ratio (absorption)	42.6	17.8	27.8	32.4	12.5	21.2	37.8	15.5	24.8
Labour force participation rate	46.8	18.9	30.1	38.3	13.3	24.2	42.8	16.4	27.5
Sudurpashchim									
Population 15yrs and above	475	703	1 178	253	452	705	728	1 155	1 883
Labour force	230	120	350	102	62	164	332	181	513
Employed	205	105	310	89	55	144	294	161	455
Unemployed	25	15	40	13	6	19	38	21	59
Outside labour force	245	583	828	151	391	541	396	974	1 370
Rates (%)									
Unemployment rate	10.8	12.2	11.3	13.0	10.1	11.9	11.5	11.5	11.5
Employed/population ratio (absorption)	43.2	15.0	26.3	35.1	12.3	20.4	40.4	13.9	24.1
Labour force participation rate	48.4	17.0	29.7	40.3	13.6	23.2	45.6	15.7	27.3

Table 3.1: Employment by province, locality, age and sex

	15–24 years			25–39 years			40–59 years			60 years and above			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nepal	792	482	1 273	1 685	1 183	2 868	1 600	807	2 407	369	169	538	4 446	2 640	7 086
Urban	548	336	884	1 196	860	2 057	1 088	561	1 649	211	100	311	3 043	1 858	4 901
Rural	244	145	389	489	323	812	512	245	758	158	69	226	1 403	782	2 185
Province 1	136	82	218	259	185	444	306	148	454	65	27	92	766	442	1 208
Urban	85	55	140	164	122	287	185	98	283	41	18	59	475	294	769
Rural	51	27	78	95	63	157	121	50	171	24	9	33	291	148	439
Province 2	166	64	229	318	166	483	303	131	434	71	44	115	857	404	1 261
Urban	116	35	151	204	124	329	202	88	290	48	27	75	570	275	844
Rural	50	29	79	113	41	155	101	42	144	23	17	40	287	130	417
Province 3	224	135	359	519	389	908	468	255	723	99	40	139	1 310	819	2 129
Urban	183	110	293	438	329	767	376	207	583	62	24	86	1 060	669	1 729
Rural	40	26	66	81	60	141	92	48	140	37	16	53	250	150	400
Gandaki	58	48	106	128	119	247	112	76	189	42	23	65	340	266	606
Urban	31	36	67	81	81	168	68	54	122	15	17	32	201	187	388
Rural	27	12	39	41	39	80	44	23	67	27	6	33	139	79	218
Province 5	124	100	224	273	185	458	240	132	372	58	26	85	695	443	1 139
Urban	72	66	139	176	113	289	148	73	221	26	9	35	422	261	683
Rural	52	34	86	97	72	169	92	58	151	32	17	49	273	182	455
Karnali	31	24	55	72	50	121	66	29	94	15	2	17	184	105	288
Urban	19	15	34	43	32	75	39	19	58	9	2	10	110	68	177
Rural	12	8	21	28	18	46	27	10	37	6	1	7	74	37	111
Sudurpashchim	53	29	82	117	89	206	105	36	141	19	6	25	294	161	455
Urban	41	20	61	83	60	143	70	22	92	11	3	14	205	105	310
Rural	12	10	22	34	29	63	35	14	49	8	3	11	89	55	144

Table 3.2: Employment by occupation, sex, province and locality (15 years and above)

	Managers	Professionals	Technicians and associate professionals	Clerical support	Service and sales	Skilled agricultural, forestry & fishery	Craft and related trades	Plant and machine operators, and assemblers	Elementary occupations	Not elsewhere classified	Total
											in thousand
Both sexes	85	580	315	220	1686	968	1390	382	1439	22	7086
Urban	75	413	264	187	1297	528	905	284	928	20	4901
Rural	9	167	50	33	388	440	485	98	511	2	2185
Province 1	12	84	40	27	286	157	232	75	289	5	1208
Urban	10	54	31	18	208	78	142	53	171	4	769
Rural	2	30	9	10	78	79	91	22	118	1	439
Province 2	9	58	46	34	222	205	217	68	402	1	1261
Urban	8	44	37	31	156	123	137	44	263	1	844
Rural	1	14	8	4	66	82	80	25	139	0	417
Province 3	40	195	134	83	616	234	445	119	254	10	2129
Urban	39	160	120	80	546	142	326	107	201	9	1729
Rural	1	35	14	4	69	92	119	12	52	1	400
Gandaki	8	67	15	22	140	60	157	26	110	1	606
Urban	6	45	12	15	103	39	75	18	73	1	388
Rural	2	22	3	6	37	21	83	8	37	0	218
Province 5	9	97	41	33	251	219	213	62	211	2	1139
Urban	6	63	32	27	172	90	142	39	111	1	683
Rural	2	34	9	6	80	130	71	23	100	1	455
Karnali	3	35	15	10	75	35	57	10	47	1	288
Urban	2	19	11	8	47	17	36	8	30	1	177
Rural	1	16	4	2	29	18	22	2	17	0	111
Sudurpashchim	3	44	24	10	96	58	68	22	127	2	455
Urban	3	27	21	8	66	40	48	14	79	2	310
Rural	0	16	3	2	30	18	20	7	48	0	144

Table 3.2: Employment by occupation, sex, province and locality (continued)

	Managers	Professionals	Technicians and associate professionals	Clerical support	Service and sales	Skilled agricultural, forestry & fishery	in thousand		Not elsewhere classified	Total
							Craft and related trades	Plant and machine operators and assemblers		
Male	73	342	134	217	954	411	1090	362	842	4446
Urban	65	238	180	108	739	215	695	267	519	3043
Rural	8	104	37	26	216	197	395	95	324	1403
Province 1	10	56	31	17	141	72	188	71	175	5
Urban	8	34	24	11	101	32	116	50	94	475
Rural	2	22	7	6	40	40	73	21	81	1291
Province 2	9	35	33	31	149	104	181	67	249	1
Urban	8	26	25	28	105	58	112	42	166	570
Rural	1	9	8	4	44	46	69	25	82	287
Province 3	33	108	91	42	351	92	336	109	141	8
Urban	32	85	79	38	320	54	241	98	105	1060
Rural	1	23	12	3	32	37	95	11	35	1250
Gandaki	7	37	9	13	65	20	115	25	47	1
Urban	5	27	8	8	48	11	49	18	27	201
Rural	1	10	2	5	17	10	67	8	20	139
Province 5	9	56	27	18	148	84	169	61	121	2
Urban	6	38	21	13	98	38	111	38	58	422
Rural	2	19	6	5	50	46	59	23	64	273
Karnali	2	23	10	6	37	19	47	9	28	1
Urban	2	11	8	5	23	7	30	7	16	110
Rural	1	11	2	2	15	11	17	2	12	74
Sudurpashchim	3	28	16	7	63	21	53	20	81	2
Urban	3	17	15	6	44	15	37	14	52	205
Rural	0	11	1	1	19	6	16	6	29	89

Table 3.2: Employment by occupation, sex, province and locality (concluded)

	Managers	Professionals	Technicians and associate professionals	Clerical support	Service and sales	Skilled agricultural, forestry & fishery	Craft and related trades	Plant and machine operators, and assemblers	Elementary occupations	Not elsewhere classified	Total
											In thousand
Female	11	238	98	86	731	557	300	20	597	2	2640
Urban	10	174	85	79	559	314	210	17	410	2	1858
Rural	1	63	13	8	172	243	90	3	188	0	782
Province 1	2	28	10	11	145	85	44	4	114	0	442
Urban	2	20	8	7	107	46	26	3	76	0	294
Rural	0	8	2	4	37	40	18	1	37	0	148
Province 2	0	24	12	3	73	101	36	2	153	0	404
Urban	0	19	12	3	51	66	26	2	96	0	275
Rural	0	5	0	0	22	36	11	0	57	0	130
Province 3	6	87	43	42	264	142	109	11	113	1	819
Urban	6	75	40	41	226	87	85	10	96	1	669
Rural	0	13	3	0	38	54	24	1	17	0	150
Gandaki	2	30	5	9	75	40	42	0	63	0	266
Urban	1	18	4	8	55	28	26	0	46	0	187
Rural	1	12	1	1	20	11	16	0	17	0	79
Province 5	0	41	14	15	103	136	44	1	90	0	443
Urban	0	25	11	14	73	52	31	1	54	0	261
Rural	0	15	3	1	30	84	13	0	36	0	182
Karnali	0	13	4	4	38	16	10	1	19	0	105
Urban	0	7	3	3	24	9	6	1	14	0	68
Rural	0	5	2	0	14	7	4	0	5	0	37
Sudurpashchim	0	16	9	3	33	37	15	2	46	0	161
Urban	0	10	7	3	22	26	10	0	27	0	105
Rural	0	5	2	0	11	12	5	1	19	0	55

Table 3.3: Employment by province, locality, current education attendance and sex

	Never attended school			Currently in school			Attended school in past			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nepal	898	962	1860	286	237	524	3262	1441	4703	4446	2640	7086
Urban	521	582	1103	223	192	416	2299	1083	3382	3043	1858	4901
Rural	377	380	756	63	45	108	963	357	1321	1403	782	2185
Province 1	148	166	314	42	36	78	575	240	815	766	442	1208
Urban	83	107	190	33	26	60	358	161	519	475	294	769
Rural	65	60	125	9	9	18	217	79	296	291	148	439
Province 2	310	273	583	30	19	49	516	113	629	857	404	1261
Urban	199	173	372	23	15	39	348	86	434	570	275	844
Rural	111	100	212	7	3	10	169	26	195	287	130	417
Province 3	188	217	405	118	98	216	1004	504	1508	1310	819	2129
Urban	111	141	251	101	87	188	848	441	1289	1060	669	1729
Rural	77	77	153	17	10	28	156	63	219	250	150	400
Gandaki	50	74	124	18	25	43	272	167	439	340	266	606
Urban	18	45	63	13	20	32	171	122	293	201	187	388
Rural	32	29	61	5	6	11	102	45	146	139	79	218
Province 5	121	134	255	46	40	85	528	270	798	695	443	1139
Urban	64	63	127	30	30	60	328	169	497	422	261	683
Rural	57	71	128	16	10	26	200	101	301	273	182	455
Karnali	34	34	69	12	12	23	138	59	196	184	105	288
Urban	18	21	39	8	8	16	84	39	123	110	68	177
Rural	17	13	30	4	4	8	53	20	73	74	37	111
Sudurpashchim	46	63	109	19	9	28	228	88	317	294	161	455
Urban	29	34	62	14	7	21	162	65	227	205	105	310
Rural	17	30	47	5	3	8	66	23	90	89	55	144

	Currently attending			Currently not attending			Unspecified			Total		
	Male		Female	Total	Male		Female	Total	Male		Female	Total
Nepal	286	237	524	2 303	1 508	3 811	1 857	895	2 752	4 446	2 640	7 086
Urban	223	192	416	1 596	1 058	2 655	1 224	607	1 831	3 043	1 858	4 901
Rural	63	45	108	707	449	1 156	633	287	920	1 403	782	2 185
Province 1	42	36	78	374	243	617	349	164	513	766	442	1 208
Urban	33	26	60	227	160	387	214	107	322	475	294	769
Rural	9	9	18	147	82	229	135	56	191	291	148	439
Province 2	30	19	49	470	223	694	356	162	519	857	404	1 261
Urban	23	15	39	310	153	463	236	107	343	570	275	844
Rural	7	3	10	160	71	231	120	56	176	287	130	417
Province 3	118	98	216	660	461	1 122	531	260	791	1 310	819	2 129
Urban	101	87	188	550	376	926	409	206	615	1 060	669	1 729
Rural	17	10	28	110	86	196	123	54	176	250	150	400
Gandaki	18	25	43	176	150	325	147	91	238	340	266	606
Urban	13	20	32	109	102	211	79	65	144	201	187	388
Rural	5	6	11	67	47	114	67	26	93	139	79	218
Province 5	46	40	85	372	255	627	278	148	426	695	443	1 139
Urban	30	30	60	230	153	383	162	79	241	422	261	683
Rural	16	10	26	142	102	244	116	70	186	273	182	455
Karnali	12	12	23	95	64	159	77	29	106	184	105	288
Urban	8	8	16	57	41	98	45	19	64	110	68	177
Rural	4	4	8	38	24	62	32	9	41	74	37	111
Sudurpashchim	19	9	28	156	111	267	118	41	159	294	161	455
Urban	14	7	21	113	74	187	78	24	102	205	105	310
Rural	5	3	8	43	37	80	41	16	57	89	55	144

Table 3.4: Employment by industry and sex

	Male	Female in thousand	Both sexes
Total	4 446	2 640	7 086
Agriculture, forestry and fishing	652	871	1 523
Mining and quarrying	43	16	59
Manufacturing	719	353	1 072
Electricity, gas, steam and air conditioning supply	27	7	34
Water supply	34	9	42
Construction	867	111	978
Wholesale and retail trade; repair of motor vehicles and motorcycles	695	545	1 240
Transportation and storage	315	7	322
Accommodation and food service activities	204	167	371
Information and communication	48	13	60
Financial and insurance activities	63	55	118
Real estate activities	14	3	17
Professional, scientific and technical activities	35	9	44
Administrative and support service activities	57	7	64
Public administration and defence; compulsory social security	105	29	133
Education	304	254	558
Human health and social work activities	78	92	171
Arts, entertainment and recreation	30	4	34
Other service activities	119	37	156
Private households	25	48	73
Activities of extraterritorial organizations and bodies	12	5	18

Table 3.5: Status in employment by sex, province and locality

	Employee/ intern			Employer with regular employees			Own-account worker without regular employees			Contributing family worker			Other			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nepal	2 732	1 086	3 818	469	162	631	976	682	1 658	256	700	956	14	10	23	4 446	2 640	7 086
Urban	1 866	823	2 689	358	115	473	636	451	1 088	174	460	634	9	8	17	3 043	1 858	4 901
Rural	866	263	1 129	111	46	158	340	231	570	82	240	322	4	2	6	1 403	782	2 185
Province 1	455	156	610	65	15	80	199	139	338	45	130	175	2	3	5	766	442	1 208
Urban	276	112	388	51	11	62	117	85	202	29	84	114	2	1	3	475	294	769
Rural	179	43	222	14	4	18	82	54	136	15	46	61	1	2	2	291	148	439
Province 2	585	224	809	103	39	142	178	54	178	45	87	132	0	1	1	857	404	1 261
Urban	382	143	524	75	31	106	85	36	121	28	64	92	0	1	1	570	275	844
Rural	204	81	285	27	8	35	39	17	57	17	23	40				287	130	417
Province 3	767	365	1 131	119	26	145	332	218	550	83	205	289	9	5	13	1 310	819	2 129
Urban	618	334	953	114	25	139	255	161	415	67	145	212	6	4	11	1 060	669	1 729
Rural	149	30	179	5	2	6	78	57	135	16	61	77	3	0	3	250	150	400
Gandaki	196	108	305	51	22	73	79	82	161	14	54	68	0	0	0	340	266	606
Urban	124	73	197	27	17	44	40	59	98	10	38	48	0	0	0	201	187	388
Rural	72	35	107	23	5	28	40	23	63	4	16	20				139	79	218
Province 5	418	124	542	96	46	142	130	112	242	51	160	210	1	1	3	695	443	1 139
Urban	258	88	346	65	25	90	72	58	130	27	88	116	0	1	2	422	261	683
Rural	160	36	196	31	21	51	58	54	112	23	71	94	1	1	1	273	182	455
Karnali	115	34	149	17	9	26	44	27	70	8	35	43	0	0	0	184	105	288
Urban	70	24	95	10	3	13	24	20	44	5	20	25	0	0	0	110	68	177
Rural	44	10	54	7	5	13	19	7	26	3	14	18				74	37	111
Sudurpashchim	196	76	272	19	5	24	68	50	118	11	29	40	0	0	0	294	161	455
Urban	138	48	186	15	3	18	45	33	78	8	21	28	0	0	0	205	105	310
Rural	58	28	86	4	2	6	24	17	41	3	9	12				89	55	144

Table 3.6: Usual hours of work by sex

	Less than 40 hours		Exactly 40 hours		41-48 hours		49 hours and more		Total	
	Male	Female	Total	Male	Female	Male	Female	Male	Female	
Nepal	861	1 112	1 973	434	275	709	1 041	600	1 641	2 111
Urban	528	708	1 236	309	204	513	721	441	1 163	1 486
Rural	333	404	737	125	71	196	319	159	478	626
Province 1	171	207	377	57	26	84	159	98	257	378
Urban	92	132	224	34	16	51	105	72	177	243
Rural	79	75	153	23	10	33	54	26	80	135
Province 2	207	208	415	72	39	111	261	100	360	317
Urban	145	148	293	58	25	83	163	57	220	204
Rural	62	59	122	14	14	28	98	43	140	113
Province 3	206	271	477	114	95	208	329	227	556	661
Urban	142	183	325	91	84	175	266	198	464	561
Rural	64	88	152	23	11	33	63	29	92	101
Gandaki	61	106	167	46	32	78	58	49	107	175
Urban	31	70	101	30	22	52	36	33	69	104
Rural	30	35	66	16	11	26	22	16	37	71
Province 5	129	215	344	83	54	137	116	66	182	367
Urban	70	111	181	54	36	90	68	38	105	230
Rural	59	104	163	29	18	48	48	29	77	136
Karnali	27	33	60	30	12	43	38	25	63	88
Urban	14	20	34	19	9	28	25	19	44	51
Rural	13	13	26	11	3	14	13	6	19	37
Sudurpashchim	59	74	133	30	17	47	80	36	116	124
Urban	33	44	77	22	12	34	59	25	84	91
Rural	26	30	56	8	5	13	21	11	32	33

Table 3.7: Actual hours of work and sex

	Zero		Less than 40 hours		Exactly 40 hours		41 - 48 hours		49 hours and more			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nepal	100	34	135	1 290	1 354	2 645	464	256	720	922	497	1 419
Urban	70	23	93	830	881	1 711	322	194	516	637	382	1 019
Rural	31	11	42	461	473	934	142	62	204	284	115	400
Province 1	21	5	26	260	260	520	61	29	90	137	73	210
Urban	13	3	16	155	167	322	35	22	56	85	51	137
Rural	8	2	10	105	93	198	26	7	33	52	22	73
Province 2	19	9	29	304	256	561	91	34	125	216	66	282
Urban	14	7	21	216	182	398	67	20	88	130	42	171
Rural	5	2	8	88	74	163	23	14	37	86	24	110
Province 3	20	7	27	317	332	649	131	91	223	288	203	490
Urban	17	6	24	231	236	467	99	80	179	237	181	418
Rural	2	1	4	86	96	182	33	11	44	50	22	72
Gandaki	9	6	15	93	138	231	46	32	77	43	36	79
Urban	8	5	12	49	91	141	29	23	52	32	28	59
Rural	2	1	3	44	46	90	17	8	25	11	8	20
Province 5	20	5	25	203	245	448	80	43	124	119	60	179
Urban	12	1	13	113	129	242	55	29	85	71	39	110
Rural	8	4	12	90	116	206	25	14	39	47	21	69
Karnali	6	2	8	37	39	76	26	11	37	40	24	64
Urban	3	1	4	21	24	46	17	8	25	26	18	44
Rural	4	1	4	16	14	30	10	3	12	13	6	20
Sudurpashchim	5	1	5	76	84	160	29	16	44	80	35	115
Urban	3	0	3	44	51	95	21	11	32	56	23	80
Rural	1	1	2	32	33	65	8	5	13	24	12	35

Table 3.8: Employees by duration of employment contract, sex, province and locality (15 years and above)

	Daily contracts		Less than 6 month		6-12 months		12 months & above		Total	Male	Female	Total
	Male	Female	Total	Male	Female	Total	Male	Female				
Nepal	1 267	502	1 769	345	114	459	138	69	207	579	265	844
Urban	767	345	1 112	249	94	343	91	54	145	437	216	653
Rural	500	157	657	95	21	116	47	15	62	142	49	192
Province 1	234	80	315	76	24	100	21	12	33	58	25	82
Urban	126	56	183	54	18	72	12	9	21	36	17	53
Rural	108	24	132	23	5	28	8	3	11	21	7	29
Province 2	351	172	523	73	11	84	21	3	24	77	23	100
Urban	211	98	309	52	10	62	12	2	14	56	20	76
Rural	140	74	215	21	1	22	9	1	10	21	3	24
Province 3	263	110	373	91	41	133	39	30	69	226	120	347
Urban	178	99	277	77	38	115	33	27	60	194	111	305
Rural	85	11	96	14	3	17	6	3	9	33	9	42
Gandaki	83	50	134	25	13	38	15	8	23	42	25	67
Urban	51	34	85	16	10	26	8	4	12	28	20	48
Rural	33	17	49	9	3	12	7	3	11	14	6	19
Province 5	185	42	227	42	12	54	31	10	42	109	40	149
Urban	104	30	134	25	8	33	18	8	26	75	27	102
Rural	81	13	94	17	4	21	13	3	16	34	13	48
Karnali	42	6	48	18	6	24	7	3	9	29	15	43
Urban	23	5	28	13	3	16	4	2	6	18	11	29
Rural	20	1	21	6	2	8	3	1	4	10	4	14
Sudurpashchim	108	40	149	19	8	26	4	3	7	39	17	56
Urban	75	23	97	13	5	18	3	2	6	29	11	40
Rural	34	17	51	6	2	8	1	0	1	9	6	16

Table 3.9: Employment by province, locality, sector and sex

	Male	Female	Total	Male	Informal		Male	Total	Female	Total
					Male	Female				
Nepal	1 792	884	2 675	2 655	1 756	4 411	4 446	2 640	7 086	
Urban	1 416	730	2 146	1 627	1 128	2 756	3 043	1 858	4 901	
Rural	376	154	530	1 028	628	1 655	1 403	782	2 185	
Province 1	303	141	444	463	301	764	766	442	1 208	
Urban	212	105	317	263	189	452	475	294	769	
Rural	91	36	127	200	112	313	291	148	439	
Province 2	220	52	272	637	352	989	857	404	1 261	
Urban	161	46	206	409	229	638	570	275	844	
Rural	60	6	66	227	124	351	287	130	417	
Province 3	653	374	1 027	657	445	1 102	1 310	819	2 129	
Urban	598	347	945	462	322	785	1 060	669	1 729	
Rural	55	27	82	195	123	318	250	150	400	
Gandaki	143	97	240	197	169	366	340	266	606	
Urban	105	72	177	96	115	211	201	187	388	
Rural	38	26	63	101	54	155	139	79	218	
Province 5	277	132	410	418	311	729	695	443	1 139	
Urban	201	100	301	221	161	382	422	261	683	
Rural	76	32	108	197	150	347	273	182	455	
Karnali	88	44	131	96	61	157	184	105	288	
Urban	57	28	85	53	39	92	110	68	177	
Rural	31	15	46	43	21	65	74	37	111	
Sudurpashchim	107	44	151	187	117	303	294	161	455	
Urban	83	32	115	123	73	195	205	105	310	
Rural	25	12	37	64	44	108	89	55	144	

Table 3.10: Formal and Informal employment by industry and sex

	Formal employment			Informal employment			Total	Male	Female	Total
	Male	Female	Total	Male	Female	Total				
Total	841	252	1 093	3 606	2 388	5 994	4 446	2 640	1 806	7 086
Agriculture, forestry and fishing	36	11	47	616	860	1 476	652	871	1 523	1 523
Mining and quarrying	2		2	41	16	57	43	16	59	59
Manufacturing	116	19	134	603	334	938	719	353	1 072	1 072
Electricity, gas, steam and air conditioning supply	11	3	14	16	4	20	27	7	34	34
Water supply	8	2	9	26	7	33	34	9	42	42
Construction	24		24	843	111	954	867	111	978	978
Wholesale and retail trade; repair of motor vehicles and motorcycles	198	80	278	497	465	962	695	545	1 240	1 240
Transportation and storage	68	2	70	247	5	252	315	7	322	322
Accommodation and food service activities	49	17	66	155	150	305	204	167	371	371
Information and communication	16	5	21	31	7	39	48	13	60	60
Financial and insurance activities	32	11	43	31	44	75	63	55	118	118
Real estate activities	2		2	12	3	15	14	3	17	17
Professional, scientific and technical activities	13	3	16	22	6	28	35	9	44	44
Administrative and support service activities	23	1	24	34	6	40	57	7	64	64
Public administration and defence; compulsory social security	69	14	83	36	14	50	105	29	133	133
Education	111	38	148	194	216	410	304	254	558	558
Human health and social work activities	34	30	64	45	62	107	78	92	171	171
Arts, entertainment and recreation	10		11	20	3	23	30	4	34	34
Other service activities	17	15	32	102	22	124	119	37	156	156
Private households				25	48	73	25	48	73	73
Activities of extraterritorial organizations and bodies	4	1	5	8	4	12	12	5	18	18

Table 3.11: Employment by industry, sector and sex

	Male	Formal Female	Total	Male	Informal Female	Total	Male	Total Female	Total
	in thousand								
Total	1 792	884	2 675	2 655	1 756	4 411	4 446	2 640	7 086
Agriculture, forestry and fishing	58	32	90	595	839	1 434	652	871	1 523
Mining and quarrying	6	1	7	37	15	51	43	16	59
Manufacturing	314	95	409	405	258	663	719	353	1 072
Electricity, gas, steam and air conditioning supply	25	6	31	3	1	3	27	7	34
Water supply	16	5	21	18	3	21	34	9	42
Construction	90	8	98	777	103	880	867	111	978
Wholesale and retail trade; repair of motor vehicles and motorcycles	316	198	513	379	347	727	695	545	1 240
Transportation and storage	153	7	159	162	1	163	315	7	322
Accommodation and food service activities	97	67	164	107	100	207	204	167	371
Information and communication	43	10	54	5	2	7	48	13	60
Financial and insurance activities	61	53	114	2	2	4	63	55	118
Real estate activities	5	1	5	9	2	11	14	3	17
Professional, scientific and technical activities	23	7	30	12	2	14	35	9	44
Administrative and support service activities	42	6	48	15	15	57	7	64	
Public administration and defence; compulsory social security	101	27	128	4	1	5	105	29	133
Education	301	244	545	3	10	13	304	254	558
Human health and social work activities	69	86	155	9	7	16	78	92	171
Arts, entertainment and recreation	21	2	23	9	1	11	30	4	34
Other service activities	39	23	62	80	14	93	119	37	156
Private households				25	48	73	25	48	73
Activities of extraterritorial organizations and bodies	12	5	17				12	5	18

Table 3.12: Time-related underemployment by sex, age group, province and locality

	15-24 years		25-39 years		40-59 years		60 years and above		Total		Male	Female	Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Nepal	94	59	153	151	125	276	130	65	195	23	15	39	398
Urban	60	34	94	91	97	188	75	43	118	16	14	30	248
Rural	34	25	58	54	34	89	55	22	77	7	1	9	150
Province 1	23	15	38	34	25	59	33	16	49	6	1	7	96
Urban	16	11	26	19	15	34	16	13	29	3	1	4	54
Rural	8	4	12	15	10	25	16	3	20	2	2	42	18
Province 2	32	16	48	37	37	74	40	23	64	11	6	17	120
Urban	20	9	29	26	32	58	29	15	44	9	6	15	84
Rural	12	8	20	11	5	16	11	9	20	1	1	36	21
Province 3	12	8	20	30	24	54	18	7	25	1	4	5	60
Urban	9	4	13	20	17	37	13	5	18	0	4	5	42
Rural	3	4	7	10	7	17	5	2	7	0	0	0	18
Gandaki	5	7	12	10	13	23	8	3	12	1	1	2	25
Urban	2	5	7	7	11	19	3	3	6	1	1	2	13
Rural	3	2	5	3	1	4	5	1	6	0	0	0	12
Province 5	13	6	19	26	10	36	16	7	23	3	3	6	59
Urban	8	2	10	16	5	21	7	4	12	1	2	3	34
Rural	5	4	8	10	5	15	9	3	12	2	1	3	25
Karnali	3	3	6	3	4	6	4	1	6	1	1	1	11
Urban	2	2	4	2	3	5	1	1	2	0	0	0	6
Rural	1	1	2	1	1	2	3	1	4	0	0	0	5
Sudurpashchim	5	4	9	11	13	24	10	6	16	1	0	1	27
Urban	3	2	5	6	9	15	4	2	7	1	0	1	14
Rural	2	2	4	5	5	10	6	4	9	0	0	0	13

Table 3.13: Time-related underemployment by industry, sex and locality

	Urban		Rural		Total	
	Male	Female	Male	Female	Male	Female
Total	248	182	430	150	82	233
Agriculture, forestry and fishing	58	82	141	42	86	101
Mining and quarrying	1	1	2	0	2	3
Manufacturing	35	30	65	22	18	40
Electricity, gas, steam and air conditioning supply	1	1	1	1	1	2
Water supply	1	1	1	1	1	1
Construction	44	8	52	39	3	42
Wholesale and retail trade; repair of motor vehicles and motorcycles	33	22	55	14	7	21
Transportation and storage	16	3	19	10	10	26
Accommodation and food service activities	8	8	16	3	0	3
Information and communication	2	1	3	1	0	1
Financial and insurance activities	5	2	8	0	0	6
Real estate activities	2	2	2	0	0	2
Professional, scientific and technical activities	0	0	1	1	1	1
Administrative and support service activities	0	0	2	0	2	2
Public administration and defence; compulsory social security	2	2	5	0	0	3
Education	21	11	31	8	5	13
Human health and social work activities	2	0	2	0	1	2
Arts, entertainment and recreation	3	0	3	0	0	3
Other service activities	11	1	12	5	3	8
Private household	2	8	10	0	0	1
Activities of extraterritorial organizations and bodies	0	0	0	0	0	0
						0

Table 3.14: Volume of hours worked by industry and sex

	Volume of hours worked per week			Male	Female	Total	Usual hours	Male	Female	Total	Actual hours
	Male	Female	Total								
Total	213 013	102 280	315 293					192 460		92 822	285 282
Agriculture, forestry and fishing	25 830	28 939	54 770					23 149		25 859	49 009
Mining and quarrying	1 996	627	2 622					1 711		560	2 271
Manufacturing	35 772	12 441	48 213					32 107		11 508	43 615
Electricity, gas, steam and air conditioning supply	1 380	295	1 675					1 361		267	1 627
Water supply	1 613	342	1 955					1 463		333	1 796
Construction	43 677	5 523	49 200					38 454		4 753	43 206
Wholesale and retail trade; repair of motor vehicles and motorcycles	34 825	22 627	57 452					32 417		20 866	53 283
Transportation and storage	17 297	311	17 608					15 391		275	15 665
Accommodation and food service activities	11 395	8 189	19 583					10 484		7 419	17 903
Information and communication	2 240	545	2 785					2 044		535	2 579
Financial and insurance activities	2 742	2 380	5 123					2 662		2 273	4 935
Real estate activities	599	76	675					554		79	633
Professional, scientific and technical activities	1 528	354	1 882					1 350		302	1 652
Administrative and support service activities	2 607	291	2 899					2 536		281	2 817
Public administration and defence; compulsory social security	4 846	1 182	6 028					4 308		1 116	5 425
Education	12 322	9 996	22 318					11 139		9 035	20 173
Human health and social work activities	3 733	4 053	7 786					3 528		3 855	7 383
Arts, entertainment and recreation	1 449	168	1 617					1 301		161	1 461
Other service activities	5 316	1 701	7 017					4 895		1 466	6 361
Private households	1 308	2 019	3 327					1 111		1 683	2 794
Activities of extraterritorial organizations and bodies	538	221	759					494		197	691

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

	Average hours worked per week			Total	Average hours worked per week	Male	Female	Actual hours	Total
	Male	Female	Usual hours						
Total	48	39		44	44			36	41
Agriculture, forestry and fishing	40	33		36	36			30	33
Mining and quarrying	46	40		45	42			36	40
Manufacturing	50	35		45	46			33	42
Electricity, gas, steam and air conditioning supply	50	43		49	51			39	48
Water supply	48	39		46	45			38	44
Construction	50	50		50	46			45	46
Wholesale and retail trade; repair of motor vehicles and motorcycles	50	42		46	47			38	43
Transportation and storage	55	42		55	50			37	50
Accommodation and food service activities	56	49		53	53			45	49
Information and communication	47	43		46	43			43	43
Financial and insurance activities	44	43		44	44			42	43
Real estate activities	44	27		41	41			28	39
Professional, scientific and technical activities	43	38		42	40			33	38
Administrative and support service activities	46	45		45	45			43	45
Public administration and defence; compulsory social security	46	41		45	44			40	43
Education	41	39		40	38			37	37
Human health and social work activities	48	44		46	45			42	43
Arts, entertainment and recreation	48	46		48	46			44	46
Other service activities	45	46		45	42			40	42
Domestic worker	52	42		45	49			36	40
Activities of extraterritorial organizations and bodies	44	42		43	40			40	40

Table 3.16: Volume of hours worked by occupation and sex

	Volume of hours worked per week			Volume of hours worked per week			Actual hours
	Male	Female	Total	Male	Female	Total	
Total	213 013	102 280	315 293	192 460	92 822	285 282	
Managers	3 491	544	4 035	3 219	520	3 739	
Professionals	13 993	9 509	23 502	12 640	8 628	21 269	
Technicians and associate professionals	9 642	4 142	13 784	9 232	3 845	13 078	
Clerical support workers	5 774	3 619	9 393	5 364	3 446	8 809	
Service and sales workers	48 573	31 245	79 817	44 901	28 603	73 503	
Skilled agricultural, forestry and fishery workers	15 219	17 723	32 942	13 876	16 353	30 229	
Craft and related trades workers	55 358	10 620	65 979	48 715	9 645	58 360	
Plant and machine operators, and assemblers	19 429	755	20 184	17 344	757	18 101	
Elementary occupations	40 517	24 051	64 568	36 338	20 953	57 290	
Other	1 017	73	1 090	831	73	904	

Table 3.17: Employed by occupation, sex and average weekly hours worked

	Average hours worked per week			Total	Average hours worked per week	Male	Female	Actual hours	Total
	Average Male	Average Female	Usual hours						
Total	48	39	44			43		35	40
Managers	48	49	48			44		47	44
Professionals	41	40	41			37		36	37
Technicians and associate professionals	44	42	44			43		39	42
Clerical support workers	43	42	43			40		40	40
Service and sales workers	51	43	47			47		39	44
Skilled agricultural, forestry and fishery workers	37	32	34			34		29	31
Craft and related trades workers	51	35	47			45		32	42
Plant and machine operators, and assemblers	54	37	53			48		37	47
Elementary occupations	48	40	45			43		35	40
Other	51	43	50			41		43	41

Table 3.18: Volume of hours worked by age and sex

	Volume of hours worked per week			Volume of hours worked per week			Actual hours
	Male	Female	Total	Male	Female	Total	
Total	213 013	102 280	315 293	192 460	92 822	285 282	
15-24yrs	36 745	16 992	53 737	33 374	15 509	48 883	
25-39yrs	85 133	48 099	133 233	76 515	43 688	120 203	
40-59yrs	75 828	31 951	107 779	68 781	28 916	97 697	
60 & above	15 307	5 238	20 545	13 790	4 709	18 499	
Total	213 013	102 280	315 293	192 460	92 822	285 282	
15-24yrs	36 745	16 992	53 737	33 374	15 509	48 883	
25-34yrs	56 996	32 259	89 256	51 406	29 531	80 936	
35-44yrs	53 347	27 912	81 259	48 376	25 279	73 654	
45-54yrs	38 711	15 691	54 402	34 888	14 087	48 976	
55-64yrs	19 182	7 101	26 283	17 214	6 346	23 560	
65 & above	8 032	2 325	10 357	7 202	2 070	9 272	

Table 3.19: Average weekly hours of work by age and sex

	Average hours worked per week			Total	Male	Female	Actual hours	Total
	Usual hours		Average hours worked per week					
	Male	Female						
Total	48	39	44	44	44	41	36	41
15-24yrs	46	35	42	43	43	33	39	
25-39yrs	51	41	46	47	47	38	43	
40-59yrs	47	40	45	44	44	36	41	
60 & above	41	31	38	38	38	28	35	
Total	48	39	44	44	44	41	36	41
15-24yrs	46	35	42	43	43	33	39	
25-34yrs	50	40	46	47	47	38	43	
35-44yrs	50	41	46	46	46	38	43	
45-54yrs	47	40	44	43	43	36	41	
55-64yrs	45	35	42	41	41	32	38	
65 & above	39	30	36	35	35	27	33	

Table 3.20: Volume of hours worked by sex

	Volume of hours worked per week			Volume of hours worked per week			Actual hours
	Male	Female	Total	Male	Female	Total	
Nepal	213 013	102 280	315 293	192 460	92 822	285 282	
Urban	148 440	74 712	223 152	134 025	67 658	201 682	
Rural	64 573	27 568	92 142	58 435	25 164	83 600	
Province 1	35 931	16 388	52 319	31 810	14 196	46 006	
Urban	22 890	11 203	34 092	20 158	9 677	29 836	
Rural	13 041	5 185	18 227	11 652	4 518	16 170	
Province 2	39 489	14 533	54 022	35 164	12 741	47 905	
Urban	26 059	9 793	35 852	22 895	8 396	31 291	
Rural	13 430	4 740	18 170	12 269	4 345	16 614	
Province 3	64 694	33 862	98 557	59 442	31 220	90 662	
Urban	53 658	28 897	82 555	49 454	26 634	76 088	
Rural	11 036	4 965	16 002	9 988	4 586	14 574	
Gandaki	16 498	10 499	26 997	14 957	9 404	24 361	
Urban	9 912	7 573	17 485	8 813	6 727	15 541	
Rural	6 586	2 926	9 513	6 143	2 677	8 820	
Province 5	33 860	16 649	50 509	29 903	15 531	45 434	
Urban	20 772	10 371	31 143	18 400	9 661	28 061	
Rural	13 088	6 278	19 366	11 502	5 871	17 373	
Karnali	8 794	4 387	13 181	8 244	4 134	12 378	
Urban	5 281	2 820	8 101	4 966	2 671	7 637	
Rural	3 513	1 567	5 080	3 278	1 463	4 741	
Sudurpashchim	13 747	5 961	19 708	12 941	5 596	18 537	
Urban	9 868	4 056	13 923	9 339	3 891	13 229	
Rural	3 879	1 906	5 785	3 602	1 705	5 307	

Table 3.21: Average weekly hours of work

	Average hours worked per week			Average hours worked per week			Actual hours
	Male	Female	Total	Male	Female	Total	
Nepal	48	39	44	44	44	36	41
Urban	49	40	46	45	45	37	42
Rural	46	35	42	43	43	33	39
Province 1	47	37	43	43	43	32	39
Urban	48	38	44	44	44	33	40
Rural	45	35	41	41	41	31	38
Province 2	46	36	43	42	42	32	39
Urban	46	36	42	41	41	31	38
Rural	47	37	44	44	44	34	41
Province 3	49	41	46	46	46	38	43
Urban	51	43	48	47	47	40	45
Rural	44	33	40	40	40	31	37
Gandaki	48	39	45	45	45	36	41
Urban	49	41	45	46	46	37	41
Rural	47	37	44	45	45	34	41
Province 5	49	38	44	44	44	35	41
Urban	49	40	46	45	45	37	42
Rural	48	34	43	43	43	33	39
Karnali	48	42	46	46	46	40	44
Urban	48	42	46	46	46	40	44
Rural	47	43	46	46	46	41	45
Sudurpashchim	47	37	43	45	45	35	41
Urban	48	39	45	46	46	37	43
Rural	44	34	40	41	41	31	37

Table 3.22: Volume of hours of work by level of education level and sex

	Usual hours			Actual Hours		
	Male	Female	Total	Male	Female	Total
Nepal	217033	104394	321427	194829	93758	288587
Illiterate	36334	32543	68878	31637	28501	60138
Childhood education	417	158	575	340	146	486
Literate (Non-formal)	7887	6109	13997	7086	5707	12793
Less than Basic	63624	18317	81941	56785	16244	73029
Basic	15709	4707	20417	14282	4392	18674
Less than Secondary	48430	20986	69416	43658	19180	62838
Secondary	22950	12693	35643	20860	11434	32295
Tertiary	21681	8880	30561	20181	8154	28334

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

	Usual hours per week			Actual Hours per week		
	Male	Female	Total	Male	Female	Total
Total	49	40	45	44	36	41
Illiterate	47	38	42	41	33	37
Childhood education	51	27	41	42	25	35
Literate (Non-formal)	49	40	45	44	38	41
Less than Basic	50	40	48	45	36	42
Basic	51	37	47	46	35	43
Less than Secondary	49	40	46	45	37	42
Secondary	48	42	46	44	38	41
Tertiary	46	42	44	42	38	41

Table 3.24: Volume of hours worked by sector and sex

	Volume of hours worked per week			Volume of hours worked per week		
	Male	Female	Total	Male	Female	Total
	Usual hours			Actual hours		
Total	213 013	102 280	315 293	192 460	92 822	285 232
Formal agriculture	2 925	1 192	4 117	2 755	1 112	3 867
Formal non-agriculture	86 230	37 243	123 473	80 131	34 666	114 797
Informal agriculture	22 905	27 747	50 652	20 394	24 747	45 142
Informal non-agriculture	99 646	34 079	133 724	88 068	30 614	118 682
Private households	1 308	2 019	3 327	1 111	1 683	2 794

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

	Average hours worked per week			Average hours worked per week		
	Male	Female	Total	Male	Female	Total
	Usual hours			Actual hours		
Total	48	39	44	43	35	40
Formal agriculture	51	37	46	48	35	43
Formal non-agriculture	50	44	48	46	41	44
Informal agriculture	39	33	35	34	29	31
Informal non-agriculture	49	39	46	43	35	41
Private households	52	42	45	44	35	38

Table 3.26: Median monthly earnings by province and locality (employees only)

		Number of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
		in Rupees							
Nepal		3 587	5 000	6 500	9 000	13 000	20 000	26 000	30 500
Urban		2 526	5 000	6 500	9 000	14 000	20 000	26 000	32 000
Rural		1 061	5 000	6 500	8 667	13 000	18 000	24 000	30 000
Province 1		586	4 333	6 000	8 667	12 000	17 500	23 500	26 000
Urban		372	4 500	6 000	8 667	11 500	18 000	23 750	30 000
Rural		213	4 333	5 417	8 667	12 133	17 333	23 500	24 267
Province 2		756	4 333	5 417	7 583	10 833	15 167	21 667	25 000
Urban		490	4 333	5 417	7 583	10 833	16 000	22 700	26 000
Rural		266	4 333	5 417	7 583	10 833	15 000	18 000	23 170
Province 3		1 069	6 500	8 000	11 267	17 000	22 500	30 000	35 000
Urban		893	7 000	8 000	10 833	16 000	23 000	30 000	35 000
Rural		176	6 200	8 500	13 000	17 333	21 667	26 000	30 000
Gandaki		288	5 400	7 000	10 000	15 167	21 667	27 000	31 500
Urban		186	6 000	7 583	10 000	15 167	21 667	26 000	31 500
Rural		102	4 500	6 000	10 000	14 000	22 000	28 167	32 000
Province 5		516	5 417	7 000	9 750	13 000	20 800	26 000	32 000
Urban		328	5 417	7 200	10 000	15 000	21 667	27 600	32 000
Rural		188	5 000	6 500	8 667	12 000	17 333	25 000	30 500
Karnali		133	6 000	8 000	10 833	15 167	22 000	28 000	34 500
Urban		86	6 000	8 000	10 833	15 167	22 000	28 970	35 000
Rural		47	6 000	8 000	12 000	16 000	22 170	26 000	34 500
Sudurpashchim		239	6 000	6 500	8 667	10 833	18 417	25 000	30 000
Urban		171	6 000	7 000	8 667	12 000	19 000	25 000	30 000
Rural		68	5 000	6 000	7 583	9 750	18 000	24 600	28 167

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

	Average earnings			Median earnings Male	Female	in Rupees	in Rupees	Female	Total
	Male	Female	Total						
Total	19 464	13 630	17 809	18 000			12 000	15 208	
Agriculture, forestry and fishing	13 547	11 036	12 185	12 167			10 646	10 646	
Mining and quarrying	15 472	15 686	15 492	15 208			15 000	15 208	
Manufacturing	18 358	12 241	17 440	17 000			12 000	15 208	
Electricity, gas, steam and air conditioning supply	17 828	24 960	18 856	18 000			18 000	18 000	
Water supply	17 179	13 613	16 370	17 000			7 500	16 000	
Construction	21 353	15 877	20 715	21 292			15 208	20 000	
Wholesale and retail trade; repair of motor vehicles and motorcycles	14 604	10 036	13 649	14 000			9 000	12 000	
Transportation and storage	17 649	21 840	17 751	15 000			23 500	15 208	
Accommodation and food service activities	12 536	11 656	12 288	10 000			12 000	10 500	
Information and communication	17 936	23 812	18 877	15 000			22 000	15 000	
Financial and insurance activities	22 895	14 467	18 963	20 000			12 000	16 000	
Real estate activities	26 675	13 000	25 058	10 000			13 000	13 000	
Professional, scientific and technical activities	26 622	19 925	24 869	27 000			22 000	24 500	
Administrative and support service activities	24 783	13 410	23 645	23 000			12 000	22 700	
Public administration and defence; compulsory social security	21 637	20 060	21 296	20 000			19 700	20 000	
Education	21 333	13 709	17 785	22 500			11 000	18 000	
Human health and social work activities	26 685	18 962	22 411	22 000			19 000	20 000	
Arts, entertainment and recreation	22 946	14 511	22 287	16 000			13 500	16 000	
Other service activities	20 474	15 298	19 406	20 000			12 167	17 000	
Private household	12 207	8 374	9 838	12 167			9 000	9 125	
Activities of extraterritorial organizations and bodies	46 289	28 186	40 987	42 000			22 000	30 000	

Table 3.28: Average monthly earnings by occupation and sex (employees only)

	Average earnings in Rupees			Median earnings in Rupees	Total
	Male	Female	Total		
Total	19 464	13 630	17 809	18 000	15 208
Managers	34 162	29 342	33 245	32 000	32 000
Professionals	25 684	14 742	21 065	23 800	22 000
Technicians and associate professionals	26 494	21 838	24 856	24 000	23 500
Clerical support workers	17 021	14 948	16 161	17 000	15 000
Service and sales workers	15 194	10 580	14 125	15 000	12 000
Skilled agricultural, forestry and fishery workers	13 640	12 816	13 259	12 167	12 167
Craft and related trades workers	21 803	15 686	21 456	21 292	21 292
Plant and machine operators, and assemblers	17 578	9 401	17 404	15 000	15 000
Elementary occupations	15 033	11 388	13 622	15 208	12 167
Not elsewhere classified	21 498	24 999	21 773	19 000	20 000
				23 000	

Table 3.29: Average monthly earnings by age and sex (employees only)

	Average earnings in Rupees			Median earnings in Rupees	Total
	Male	Female	Total		
Total	19 464	13 630	17 809	18 000	15 208
15-24yrs	15 633	11 875	14 595	15 000	13 036
25-39yrs	20 195	13 910	18 158	18 250	16 000
40-59yrs	21 241	14 943	19 739	20 857	18 250
60 & above	17 849	10 397	15 967	15 208	13 688
Total	19 464	13 630	17 809	18 000	15 208
15-24yrs	15 633	11 875	14 595	15 000	10 000
25-34yrs	19 688	13 941	17 817	18 000	12 167
35-44yrs	21 648	14 270	19 402	20 000	12 167
45-54yrs	21 376	15 011	19 929	21 292	12 167
55-64yrs	19 198	12 791	17 918	18 000	10 646
65 & above	17 053	10 933	15 593	15 208	9 125

Table 3.30: Average monthly earnings by highest level of education and sex (employees only)

	Male	Average earnings Female in Rupees	Total	Male	Median earnings Female in Rupees	Total
Total	16 824	12 157	15 500	15 000	10 000	13 000
Never attended	12 365	8 502	10 846	10 833	7 583	10 000
Illiterate	13 000		13 000	13 000		13 000
Literate level 3	14 262	8 274	11 886	15 167	8 667	10 833
Early childhood	12 423	7 926	11 316	15 000	5 417	15 000
Lower than basic education	14 666	9 766	14 008	14 000	9 000	13 000
Basic education	15 593	9 268	14 607	15 000	8 667	13 000
Lower than secondary education	16 121	12 363	15 175	15 000	10 000	14 083
Secondary education	18 317	13 978	16 474	18 000	12 000	15 000
Bachelor level and equivalent	25 636	18 200	23 091	24 000	18 000	22 317
Master	32 250	24 733	30 526	30 000	23 000	30 000
Degree	36 831	34 723	35 907	40 000	34 500	35 000

Table 3.31: Average monthly earnings by sector sex (employees only)

	Male	Average earnings Female in Rupees	Total	Male	Median earnings Female in Rupees	Total
Total	19 464	13 630	17 809	18 000	12 000	15 208
Formal agriculture	15 705	10 975	14 197	15 000	8 000	10 500
Formal non-agriculture	20 679	15 237	18 942	18 100	13 000	17 500
Informal agriculture	13 333	11 038	12 055	12 167	10 646	11 406
Informal non-agriculture	19 632	14 131	18 984	18 250	12 167	18 250
Private households	12 207	8 374	9 838	12 167	9 000	9 125

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

	Average earnings in Rupees		Median earnings in Rupees	
	Male	Female	Male	Female
Total	19 464	13 630	17 809	18 000
Urban	19 696	13 986	17 965	18 000
Rural	18 960	12 546	17 437	18 250
Province 1	18 328	11 349	16 509	15 208
Province 2	16 550	11 415	15 088	15 208
Province 3	22 093	15 911	20 172	21 000
Gandaki	23 106	12 803	19 476	21 292
Province 5	18 501	14 406	17 557	17 033
Karnali	21 213	15 685	19 969	21 292
Sudurpashchim	17 442	13 583	16 356	15 208
				12 000
				13 688

Table 3.33: Distribution of children by school attendance, current work status, sex, province and locality (5-17 years)

	Currently attending										Currently not attending										Total			
	Working			Not working			Working			Not working			Male			Male			Male			Male		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nepal	80	76	156	3 201	2 955	6 156	87	43	130	263	633	167	119	286	3 464	3 324	6 788							
Urban	50	49	98	2 008	1 793	3 802	52	22	74	138	208	346	102	71	173	2 146	2 002	4 148						
Rural	30	28	58	1 193	1 161	2 354	35	21	56	125	161	286	65	48	114	1 318	1 322	2 640						
Province 1	12	15	27	538	483	1 021	23	4	26	32	44	76	35	19	54	571	526	1 097						
Urban	9	10	19	312	281	593	10	2	13	17	23	40	19	12	32	329	305	633						
Rural	3	5	8	227	201	428	12	2	14	15	21	36	15	7	22	242	222	464						
Province 2	10	10	20	598	534	1 132	29	14	43	117	186	303	39	24	63	715	720	1 435						
Urban	6	9	15	406	371	777	22	7	29	69	120	189	28	16	44	475	490	966						
Rural	4	1	5	192	163	355	8	7	14	48	66	114	12	8	19	240	230	470						
Province 3	18	13	30	601	536	1 137	12	5	17	26	25	51	30	17	47	626	561	1 188						
Urban	13	9	22	446	395	841	7	3	9	14	12	26	20	11	31	460	407	867						
Rural	5	4	8	154	141	295	6	2	8	12	14	25	10	6	16	166	155	321						
Gandaki	5	8	13	282	254	535	4	4	8	15	12	28	9	12	21	297	266	563						
Urban	4	4	8	170	132	302	2	2	4	5	4	9	6	6	13	174	137	311						
Rural	1	4	5	112	121	233	1	2	3	11	8	18	2	6	8	123	129	252						
Province 5	26	21	47	552	502	1 054	12	13	26	43	61	104	38	34	72	595	563	1 158						
Urban	13	10	23	306	238	544	5	7	12	17	27	45	19	17	35	323	266	589						
Rural	13	11	23	246	264	510	7	7	14	26	34	59	19	18	37	272	298	569						
Karnali	5	7	12	252	257	509	3	2	4	14	16	30	8	8	17	266	273	539						
Urban	3	4	7	142	145	288	2	0	2	6	8	14	4	4	9	148	154	302						
Rural	3	3	6	110	112	222	1	1	2	8	7	15	4	4	8	118	119	237						
Sudurpashchim	4	3	7	378	389	767	4	1	6	16	25	41	9	4	13	394	415	808						
Urban	2	2	4	226	230	456	4	1	5	10	14	24	6	3	9	236	244	480						
Rural	3	0	3	152	159	311	0	1	1	6	12	18	3	1	4	158	171	328						

Table 3.34: Distribution of working children by industry, sex and weekly hours worked (5-17 years)

	Average working hour hours			Median working hour hours			Total
	Male	Female	Total	Male	Female	Total	
Total	34	24	30	35	20	24	
Agriculture, forestry and fishing	23	22	22	16	20	20	36
Mining and quarrying	52	32	49	56	10	10	66
Manufacturing	45	28	38	48	23	23	71
Electricity, gas, steam and air conditioning supply							
Water supply							
Construction	47	50	48	56	56	56	112
Wholesale and retail trade; repair of motor vehicles and motorcycles	23	20	22	15	14	14	29
Transportation and storage	48	40	48	50	40	40	90
Accommodation and food service activities	32	22	27	28	18	18	46
Information and communication	63	42	42	63	63	63	63
Financial and insurance activities							
Real estate activities							
Professional, scientific and technical activities	14	28	21	14	28	42	42
Administrative and support service activities	35	35	35	35	35	35	35
Public administration and defence; compulsory social security							
Education	34	24	28	40	35	35	75
Human health and social work activities							
Arts, entertainment and recreation							
Other service activities	40	14	35	42	14	14	56
Private household	46	34	38	48	21	21	69
Activities of extraterritorial organizations and bodies							

Note: Due to rounding totals may differ from the sum of the categories.

Table 3.35: Young population by sex, province and locality (15-24 years)

	Male	Female	in thousand	Total
Nepal	2 535			5 654
Urban	1 700		3 120	3 718
Rural	834		2 017	1 936
Province 1	395			897
Urban	230		313	542
Rural	165		190	355
Province 2	481			1 090
Urban	327		391	718
Rural	154		218	372
Province 3	670			1 322
Urban	554		515	1 069
Rural	117		137	254
Gandaki	222			491
Urban	128		154	282
Rural	93		115	209
Province 5	409			946
Urban	232		306	538
Rural	178		230	408
Karnali	139			350
Urban	75		125	200
Rural	64		86	150
Sudurpashchim	218			559
Urban	155		215	369
Rural	64		126	190

Table 3.36: Young population by level of educational attainment, sex, province and locality (15-24 years)

	Never attended		Lower than basic		Basic		Secondary		Literate		Tertiary		Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female		
	in thousand		in thousand		in thousand		in thousand		in thousand		in thousand		
Nepal	115	297	412	556	685	1	278	331	609	1 016	1 221	2	449
Urban	74	165	239	313	368	681	164	181	344	677	818	1	473
Rural	41	132	173	243	317	560	114	150	265	338	402	741	366
Province 1	12	24	37	102	120	222	51	54	106	164	224	388	58
Urban	8	14	22	54	67	121	29	28	56	98	141	239	37
Rural	5	10	15	48	54	101	23	27	49	66	83	150	22
Province 2	68	181	249	141	157	298	49	51	100	150	168	318	58
Urban	46	109	156	88	98	185	31	32	64	104	118	221	46
Rural	22	72	93	53	59	112	17	19	37	46	50	96	12
Province 3	9	17	26	102	76	177	56	59	116	245	261	506	183
Urban	6	10	16	62	42	105	40	38	78	197	202	399	176
Rural	3	7	10	39	33	72	16	22	38	49	58	107	7
Gandaki	4	4	8	40	55	95	26	42	68	100	107	207	45
Urban	1	2	3	16	21	37	11	13	24	64	65	129	30
Rural	3	2	5	24	34	58	15	29	44	36	42	78	15
Province 5	14	40	54	100	143	243	52	58	110	176	206	382	56
Urban	10	18	28	47	66	113	26	30	56	101	128	229	42
Rural	5	22	26	52	77	130	26	28	54	75	78	153	14
Karnali	2	10	13	25	48	72	19	25	44	75	101	175	16
Urban	0	4	4	13	25	37	9	14	23	41	63	104	10
Rural	2	7	8	12	23	35	10	10	21	33	38	72	6
Sudurpashchim	5	20	26	48	87	135	24	41	66	106	154	261	31
Urban	3	8	10	33	50	83	17	26	43	74	102	176	24
Rural	3	13	15	15	37	51	7	16	22	32	53	85	7

Table 3.37: Young population by labour force status, sex, province and locality (15-24 years)

	Labour force				Outside of labour force			
	Employed		Male	Total	Unemployed		Male	Female
	Male	Female			Male	Female		
Nepal	792	482	1 273	194	151	346	1 548	2 487
Urban	548	336	884	129	117	246	1 023	1 565
Rural	244	145	389	65	35	100	525	922
Province 1	136	82	218	24	27	50	235	394
Urban	85	55	140	14	23	37	131	234
Rural	51	27	78	10	4	13	104	159
Province 2	166	64	229	62	51	113	253	494
Urban	116	35	151	38	39	78	173	317
Rural	50	29	79	24	12	36	80	177
Province 3	224	135	359	43	26	69	403	491
Urban	183	110	293	39	22	61	331	384
Rural	40	26	66	4	4	8	72	107
Gandaki	58	48	106	15	9	25	149	212
Urban	31	36	67	11	7	17	87	111
Rural	27	12	39	4	3	7	62	101
Province 5	124	100	224	30	24	53	255	413
Urban	72	66	139	16	15	32	143	225
Rural	52	34	86	13	8	22	113	188
Karnali	31	24	55	10	3	13	98	184
Urban	19	15	34	4	2	6	53	107
Rural	12	8	21	6	1	8	45	77
Sudurpashchim	53	29	82	10	12	22	155	300
Urban	41	20	61	7	8	16	106	187
Rural	12	10	22	3	3	6	49	113

Table 3.38: Young unemployed population by duration of seeking employment, sex, province and locality (15-24 years)

	Less than 1 month		1 – 3 months		3 – 6 months		6 – 12 months		12 – 24 months		24 – months or more	
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
In thousand												
Nepal	39	33	73	61	31	92	31	19	50	24	18	42
Urban	26	30	56	43	23	66	20	14	33	14	11	25
Rural	13	3	16	18	8	25	11	6	17	10	7	17
Province 1	6	7	13	7	6	12	5	1	6	3	1	5
Urban	4	6	11	4	4	8	2	1	3	1	1	2
Rural	2	0	2	2	2	4	3	0	4	2	1	2
Province 2	20	17	37	15	6	21	4	4	8	4	3	7
Urban	11	15	26	9	5	14	3	3	6	2	2	1
Rural	9	1	11	6	1	7	1	1	3	2	3	5
Province 3	6	4	10	17	7	24	9	6	15	7	2	9
Urban	6	3	9	15	6	22	8	5	13	6	1	7
Rural	0	1	1	1	0	2	1	1	2	1	1	0
Gandaki	1	1	2	7	3	10	2	1	2	4	1	1
Urban	1	1	2	6	2	8	1	1	2	0	2	2
Rural	0	0	0	1	1	2	1	0	1	0	1	1
Province 5	3	2	5	9	7	16	7	5	13	6	6	12
Urban	2	1	4	4	4	8	4	4	7	3	5	7
Rural	1	0	1	5	2	7	3	2	5	3	2	5
Karnali	2	0	2	2	1	2	1	1	2	1	2	1
Urban	1	0	1	0	1	1	0	0	1	1	1	0
Rural	0	0	0	1	1	1	1	0	1	1	0	1
Sudurpashchim	1	2	3	4	2	7	2	1	3	1	2	4
Urban	1	2	3	3	2	5	2	1	3	1	1	2
Rural	0	0	0	1	1	2	1	0	1	0	0	1

Table 3.39: Youth not in employment and not currently in education or training by sex, province and locality

	Male	Population Female	Total	in thousand	Male	NEET Female	Total
						NEET Female	
Nepal	2 535	3 120	5 654	546	1 453	1 999	
Urban	1 700	2 017	3 718	309	851	1 160	
Rural	834	1 102	1 936	237	601	838	
Province 1	395	502	897	89	246	335	
Urban	230	313	542	47	145	192	
Rural	165	190	355	41	101	143	
Province 2	481	608	1 090	131	396	527	
Urban	327	391	718	83	250	332	
Rural	154	218	372	48	146	194	
Province 3	670	652	1 322	99	177	276	
Urban	554	515	1 069	66	121	187	
Rural	117	137	254	33	56	89	
Gandaki	222	269	491	43	119	162	
Urban	128	154	282	21	49	69	
Rural	93	115	209	22	70	93	
Province 5	409	536	946	92	257	349	
Urban	232	306	538	43	139	182	
Rural	178	230	408	49	118	167	
Karnali	139	211	350	42	101	143	
Urban	75	125	200	18	54	72	
Rural	64	86	150	24	47	71	
Sudurpashchim	218	341	559	50	157	207	
Urban	155	215	369	32	94	126	
Rural	64	126	190	19	63	82	

Table 4.2: Unemployed population by highest level of education, province and locality

	Illiterate	Childhood education	Literate (Non-formal)	Less than Basic	Basic	Less than Secondary	Secondary	Tertiary	Total
Nepal	172	1	16	186	65	264	140	63	908
Urban	107	1	10	122	38	193	111	57	640
Rural	65	0	5	64	27	72	29	6	268
Province 1	14	0	2	25	14	51	23	7	136
Urban	11	0	1	15	8	33	18	6	92
Rural	3	0	1	10	6	18	4	2	44
Province 2	120	0	3	73	17	70	27	6	317
Urban	75	0	2	54	10	50	19	5	216
Rural	45	0	1	19	7	20	7	1	101
Province 3	7	0	1	22	8	54	34	34	161
Urban	4	0	1	16	6	48	31	33	140
Rural	3	0	0	6	2	7	3	0	21
Gandaki	4	0	1	13	4	22	12	3	60
Urban	3	0	0	7	3	17	11	3	45
Rural	1	0	1	6	1	5	1	0	15
Province 5	16	0	4	31	15	44	27	8	144
Urban	9	0	4	18	7	32	19	5	93
Rural	7	0	0	13	9	12	8	2	51
Karnali	4	0	1	10	2	6	7	1	31
Urban	2	0	0	5	1	3	4	0	15
Rural	3	0	1	5	1	3	4	0	16
Sudurpashchim	6	0	2	13	5	17	10	5	59
Urban	3	0	2	8	4	10	9	5	40
Rural	3	0	1	5	1	7	2	1	19

Table 4.1: Unemployed population sex, age group, province and locality

	15-24 years		25-39 years		40-59 years		60 years and above		Male		Female		Total		Male		Female		Total		Male		Female		Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Nepal	194	151	346	197	179	376	99	63	162	20	3	23	511	397	908											
Urban	129	117	246	133	129	262	69	48	117	12	3	15	343	297	640											
Rural	65	35	100	64	50	114	30	15	45	8	0	9	168	100	268											
Province 1	24	27	50	37	25	62	13	8	21	3		3	77	60	136											
Urban	14	23	37	19	18	36	10	6	17	2		2	45	47	92											
Rural	10	4	13	18	8	26	3	1	5	1		1	32	13	44											
Province 2	62	51	113	45	68	113	36	40	76	12	2	15	155	162	317											
Urban	38	39	78	31	45	76	25	29	53	7	2	10	101	115	216											
Rural	24	12	36	14	23	37	11	12	23	5		5	54	47	101											
Province 3	43	26	69	36	34	70	17	4	21	0		0	97	63	161											
Urban	39	22	61	31	29	60	15	4	19	0		0	86	54	140											
Rural	4	4	8	5	5	10	2	0	2				12	9	21											
Gandaki	15	9	25	13	11	24	7	4	11	0	0	1	35	24	60											
Urban	11	7	17	9	8	17	6	3	9	0	0	0	26	19	45											
Rural	4	3	7	4	2	7	1	0	1	0		0	0	10	6	15										
Province 5	30	24	53	36	32	67	15	4	20	4	4	4	84	60	144											
Urban	16	15	32	24	24	48	8	4	12	2		2	50	43	93											
Rural	13	8	22	12	8	20	7	1	8	2		2	34	17	51											
Karnali	10	3	13	10	3	13	4	0	5	0		0	24	7	31											
Urban	4	2	6	5	1	7	2	0	2	0		0	11	4	15											
Rural	6	1	8	5	1	6	2		2				14	2	16											
Sudurpashchim	10	12	22	21	7	27	6	2	8	1	0	1	38	21	59											
Urban	7	8	16	14	4	18	3	2	5	1		1	25	15	40											
Rural	3	3	6	7	2	9	3	0	4	0	0	0	13	6	19											

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

	15-24 yrs	25-39 yrs	40-59 yrs in percent	60 yrs & over	Total
Both Sexes					
Nepal	21.4	11.6	6.3	4.2	11.4
Urban	21.8	11.3	6.6	4.6	11.6
Province 1	18.8	12.3	4.5	3.0	10.2
Province 2	33.1	18.9	14.9	11.2	20.1
Province 3	16.1	7.2	2.8	0.1	7.0
Gandaki	18.9	8.8	5.3	1.2	9.0
Province 5	19.2	12.8	5.1	4.2	11.2
Karnali	19.6	9.5	4.9	0.1	9.7
Sudurpashchim	20.9	11.7	5.6	5.5	11.5
Male					
Nepal	19.7	10.5	5.8	5.2	10.3
Urban	19.1	10.0	6.0	5.4	10.1
Rural	21.1	11.6	5.5	5.0	10.7
Province 1	14.9	12.4	4.2	4.2	9.1
Province 2	27.4	12.3	10.5	14.8	15.3
Province 3	16.3	6.6	3.6	0.1	6.9
Gandaki	20.6	9.4	5.5	0.8	9.4
Province 5	19.2	11.5	6.1	6.0	10.8
Karnali	24.0	12.3	6.3	0.1	11.7
Sudurpashchim	16.2	15.0	5.4	5.9	11.5

Table 4.4: Unemployment rate by age group, sex, province and locality (concluded)

	15-24 yrs	25-39 yrs	40-59 yrs	60 yrs & over	Total
Female					
Nepal	23.9	13.1	7.3	1.7	13.1
Urban	25.7	13.1	7.9	2.7	13.8
Rural	19.3	13.4	5.7	0.4	11.3
Province 1	24.5	12.1	5.0	0.0	11.9
Province 2	44.4	29.1	23.6	4.9	28.6
Province 3	15.9	8.0	1.5	0.0	7.2
Gandaki	16.6	8.1	4.9	2.0	8.4
Province 5	19.2	14.7	3.2	0.0	11.9
Karnali	12.9	5.3	1.5	0.0	6.0
Sudurpashchim	28.2	7.0	6.0	4.1	11.5

ANNEX II: SAMPLE DESIGN AND ESTIMATION METHODOLOGY

A2.1 Sample design

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

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

A2.2 Sampling weights and adjustments

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

$$w_{sdhi} = \frac{1}{\pi_{sdhi}}$$

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

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

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

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

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

The final weight for season s at domain level is

$$adj_F w_{sdhi} = \frac{H_{dhi}}{h_{dhi}} \frac{H_{dhi}}{C_{dhi}} w_{sdhi}$$

It is ideal that weights are adjusted so that they sum up to the projected population of the segment from which the indicator will be computed. The weights will be used whether the estimate is total or proportions. The weights are assigned to all sample households in the same PSU.

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

A2.3 Estimation procedures

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

$$\hat{Y}_{HT} = \sum_{i=1}^N \frac{y_i}{\pi_i}$$

Where π_i is the inclusion probability which is the reciprocal of the final adjusted weight that coincides with the population projection. The variance is given by:

$$V(\hat{Y}_{HT}) = \sum_{i=1}^N \frac{1 - \pi_i}{\pi_i} Y_i^2 + \sum_{i=1}^N \sum_{j \neq i} \frac{\pi_{ij} - \pi_i \pi_j}{\pi_i \pi_j} Y_i Y_j$$

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

A2.4 Annual aggregation

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

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

with variance

$$V(\hat{Y}) = \frac{1}{9} [V(\hat{Y}_1) + V(\hat{Y}_2) + V(\hat{Y}_3)]$$

ANNEX III: STANDARD ERRORS OF MAJOR INDICATORS

Table 1: Key labour market indicators by sex

Indicator	Survey estimate ('000 Number)	Measures of Precision			
		Standard error	95% CI (Lower)	95% CI (Upper)	Coefficient of variation
Total					
Working age population (15 years and older)	20 744	478	19 807	21 682	0.023
Labour force	7 994	238	7 526	8 462	0.0298
Employed	7 086	223	6 649	7 523	0.0314
Unemployed	908	54	803	1 013	0.059
Not in the labour force	12 750	308	12 145	13 356	0.0242
Rates (%)					
Unemployment rate	11.4	0.62	10.14	12.57	0.0546
Employment-to-population ratio	34.2	0.62	32.94	35.38	0.0182
Labour Force Participation Rate	38.5	0.64	37.28	39.79	0.0166
Male					
Working age population (15 years and older)	9 208	228	8 759	9 656	0.0248
Labour force	4 958	146	4 670	5 245	0.0295
Employed	4 446	138	4 176	4 717	0.031
Unemployed	511	27	457	565	0.0536
Not in the labour force	4 250	119	4 017	4 484	0.028
Rates (%)					
Unemployment rate	10.3	0.51	9.3	11.32	0.0498
Employment-to-population ratio	48.3	0.76	46.8	49.78	0.0157
Labour Force Participation Rate	53.8	0.73	52.4	55.28	0.0136
Female					
Working age population (15 years and older)	11 537	262	11 023	12 050	0.0227
Labour force	3 036	108	2 824	3 249	0.0356
Employed	2 640	101	2 442	2 837	0.0381
Unemployed	397	35	328	465	0.0884
Not in the labour force	8 500	205	8 098	8 902	0.0241
Rates (%)					
Unemployment rate	13.1	1.07	10.95	15.17	0.0819
Employment-to-population ratio	22.9	0.65	21.6	24.17	0.0286
Labour Force Participation Rate	26.3	0.69	24.97	27.68	0.0263

Table 2: Employment by occupation and sex (15 years and older)

Occupation	Survey estimate	Measures of Precision			
		Standard error	95% CI (Lower)	95% CI (Upper)	Coefficient of variation
Total	7,086	223	6,649	7,523	0.0314
Managers	85	10	66	104	0.1145
Professionals	580	33	516	644	0.0561
Technicians and associate professionals	315	24	267	363	0.0777
Clerical support workers	220	21	180	261	0.0943
Service and sales workers	1,686	80	1529	1842	0.0472
Skilled agricultural, forestry and fishery workers	968	64	843	1094	0.0661
Craft and related trades workers	1,390	73	1247	1532	0.0524
Plant and machine operators, and assemblers	382	23	337	428	0.0609
Elementary occupations	1,439	63	1316	1563	0.0437
Other	22	4	15	29	0.1645
Male	4,446	138	4,176	4,717	0.031
Managers	73	8	58	89	0.1104
Professionals	342	21	300	384	0.0628
Technicians and associate professionals	217	19	180	254	0.0869
Clerical support workers	134	12	110	157	0.0893
Service and sales workers	954	49	859	1050	0.051
Skilled agricultural, forestry and fishery workers	411	29	355	467	0.0694
Craft and related trades workers	1,090	57	977	1202	0.0526
Plant and machine operators, and assemblers	362	23	317	407	0.063
Elementary occupations	842	38	767	918	0.0457
Other	20	3	13	27	0.1736
Female	2,640	101	2,442	2,837	0.0381
Managers	11	3	5	17	0.2825
Professionals	238	19	200	275	0.0799
Technicians and associate professionals	98	13	72	123	0.1311
Clerical support workers	86	14	60	113	0.1576
Service and sales workers	731	38	657	805	0.0516
Skilled agricultural, forestry and fishery workers	557	40	478	636	0.0722
Craft and related trades workers	300	27	248	352	0.0889
Plant and machine operators, and assemblers	20	5	10	30	0.2477
Elementary occupations	597	36	527	668	0.06
Other	2	1	0	3	0.4896

Table 3 Key labour market indicators including indicators of labour under utilization

Labour force indicators			Survey estimate ('000 Number)	Measures of Precision			
				Standard error	95% CI (Lower)	95% CI (Upper)	Coefficient of variation
Labour force	W (a+b+c+d+e+f)	Working-age population	20,744	478	19807	21682	0.023
	X (L+P)	Extended Labour Force	10,586	271	10054	11118	0.0256
	L (E+c)	Labour force	7,994	238	7526	8462	0.0298
Employed	E (a+b)	Employed	7,086	223	6649	7523	0.0314
	a	Fully employed	6,423	212	6008	6839	0.033
	b	Time related underemployed	663	37	590	736	0.0561
Unemployed	c	Unemployed	908	54	803	1013	0.059
Outside labour force	P (d+e)	Potential Labour force	2592	82	2432	2752	0.0315
	d	Unavailable job-seeker	46	7	31	60	0.1635
	e	Available potential job-seeker	2546	81	2388	2705	0.0317
	f	Outside extended labour force	10158	275	9618	10699	0.0271
Indicators of labour underutilisation		percent					
	c/L*1000	Unemployment rate	11.4	0.62	10.14	12.57	0.0546
	(b+c)/L*100	LU2	19.6	0.8	18.07	21.22	0.0408
	(c+P)/X*100	LU3	33,1	0.82	31.44	34.68	0.0249
	(b+c+P)/X	LU4	39,3	0.91	37.53	41.11	0.0231

ANNEX IV: FLOW CHART OF QUESTIONNAIRE

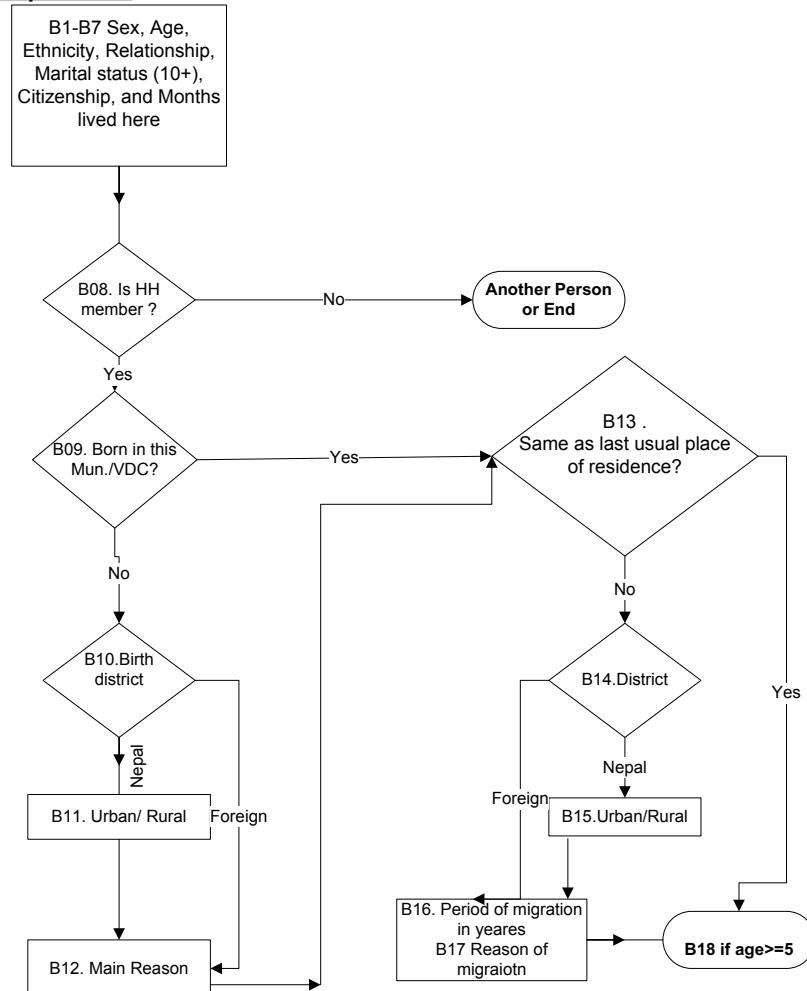
Cover page and Section 1 (General information)

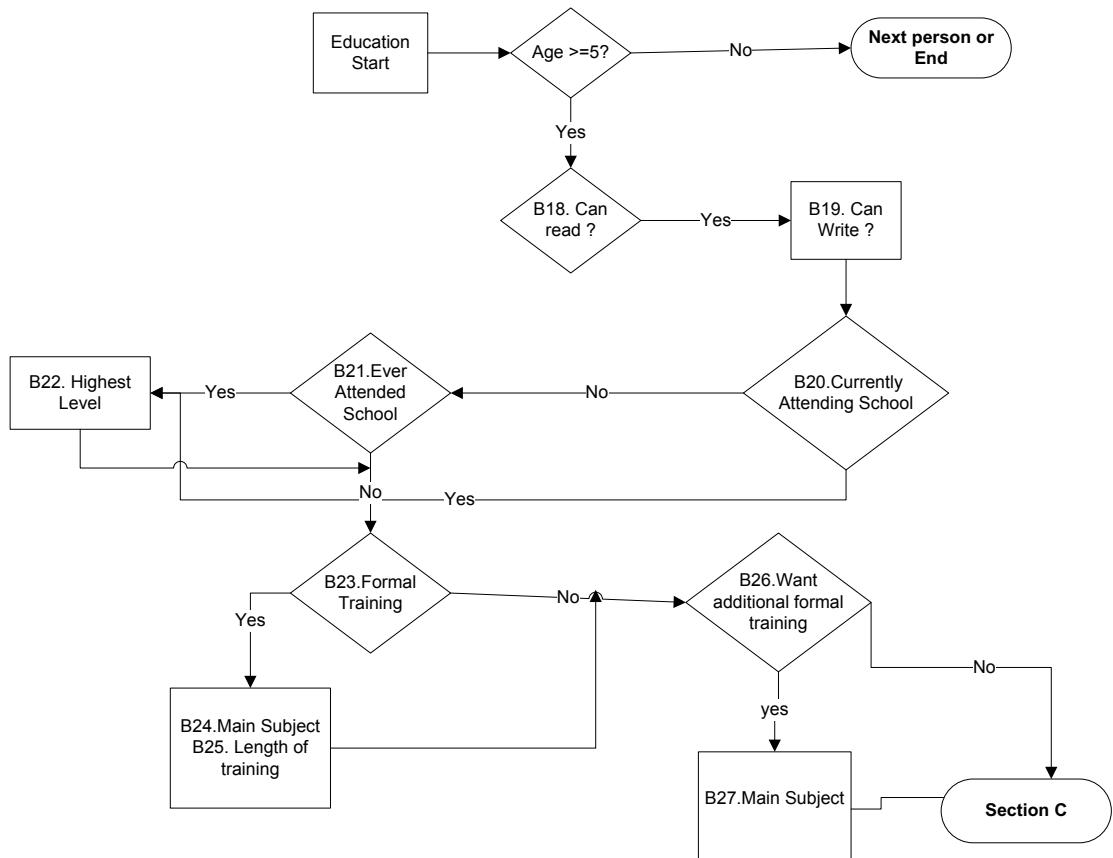
Season, PSU code, household ID, district, VDC/municipality, ward, sub-ward, Village/ Tole, Name & Religion of Household head, Team no., Household list, total household members, member aged 5 & over, date of interview,

Section 1 Housing Information

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

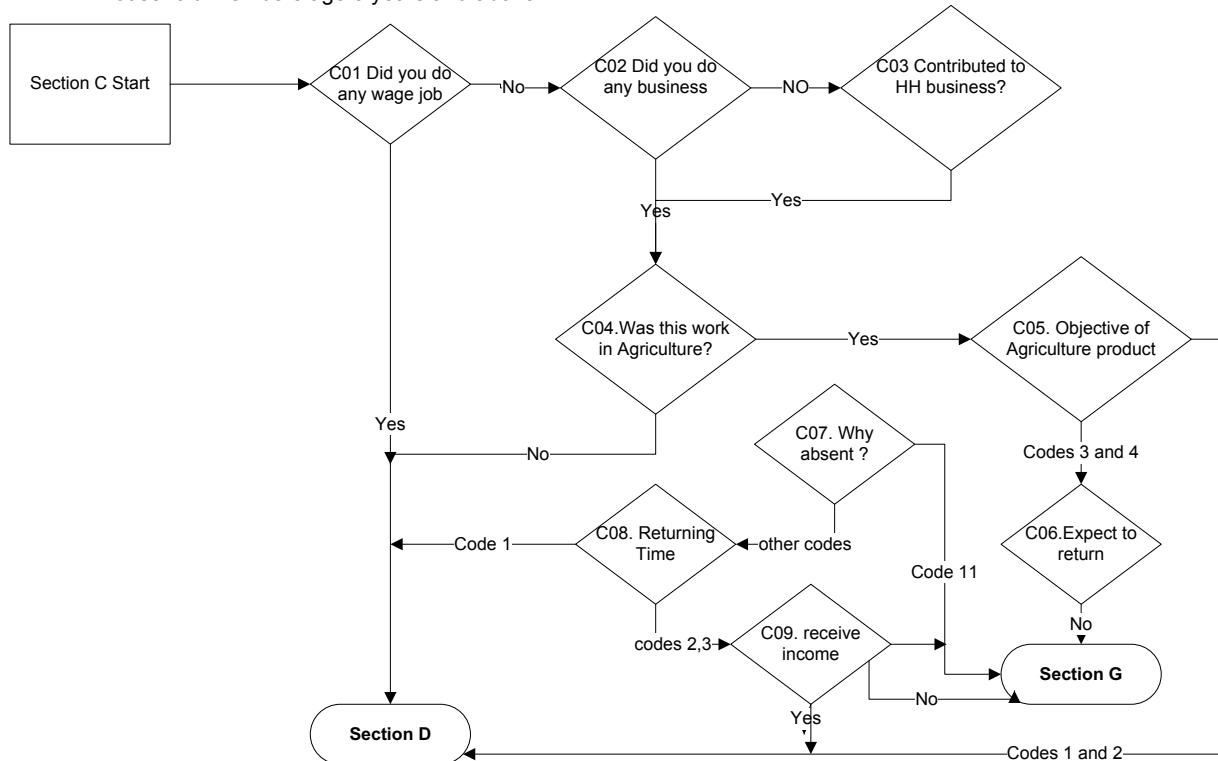
Section 2: Household Composition :





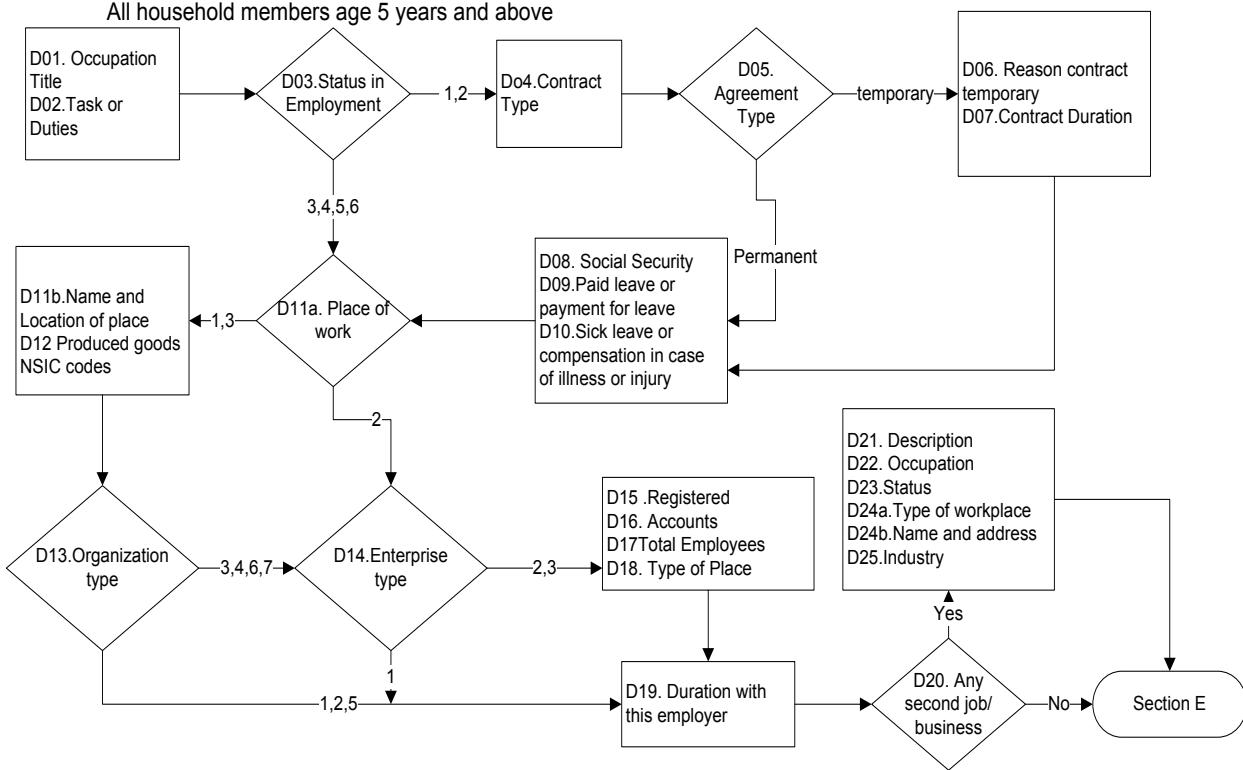
Section C: Identification of Main Paid Job / Business Activity

All household members age 5 years and above



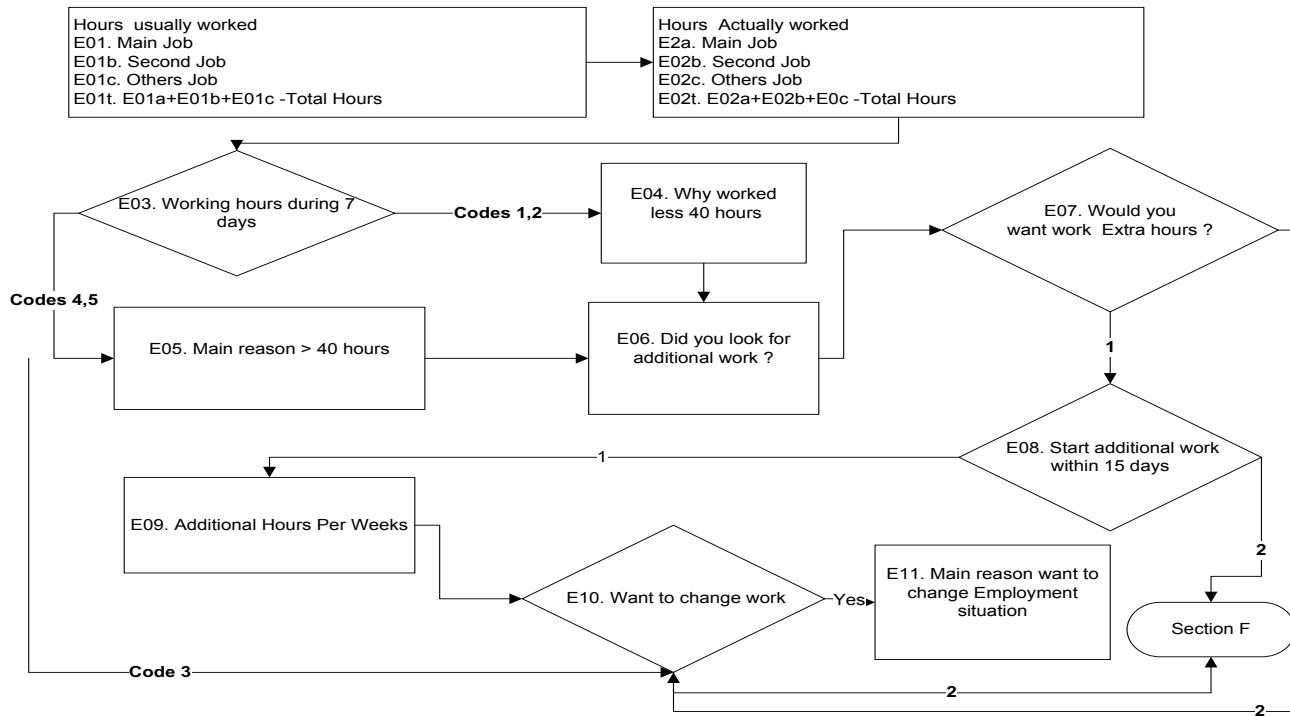
Section D: Characteristics of Main Paid Job / Business Activity

All household members age 5 years and above



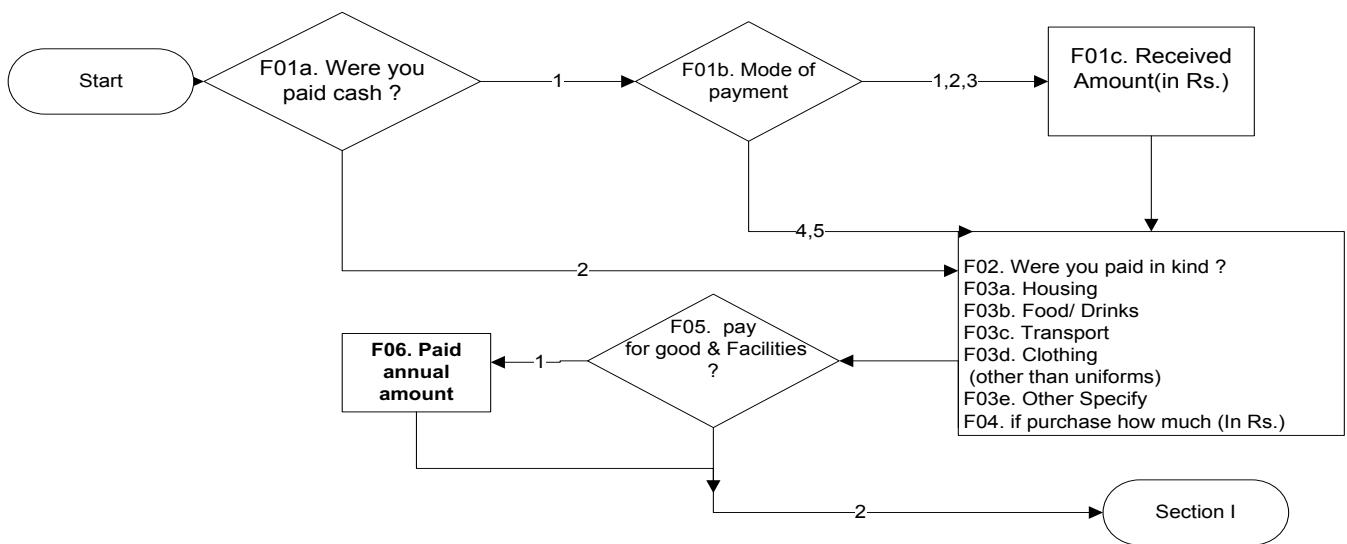
Section E: Working time (All Jobs)

For all household members of age 10 years and above



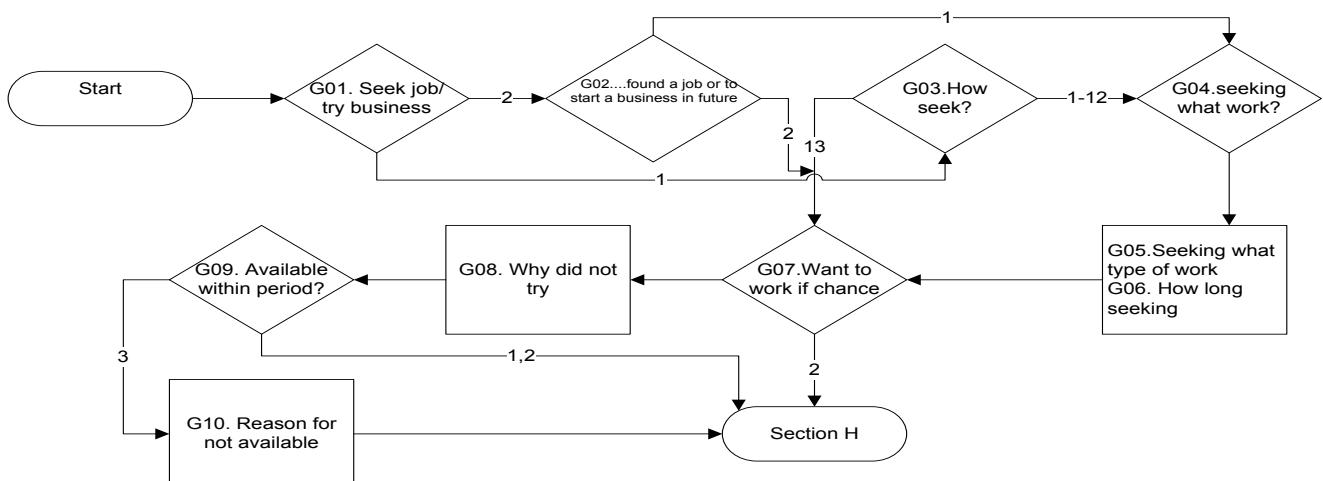
Section F: Employment - Related Income (Main Job)

(For employees and paid apprentices only, If D03=1 Or 2)



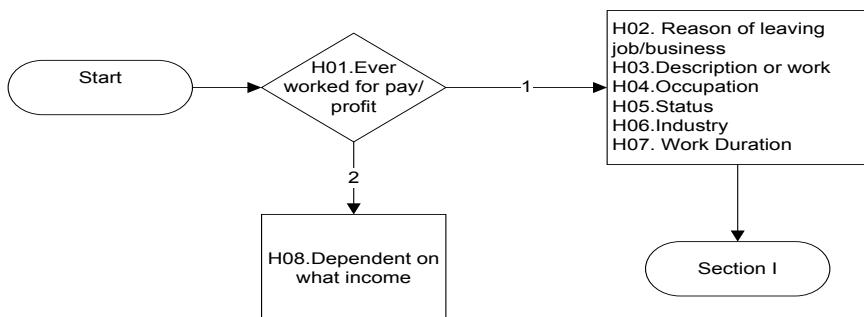
Section G: Job search and Availability

(For persons not in employment aged 10 years old and above)



Section H: Past Employment Experience

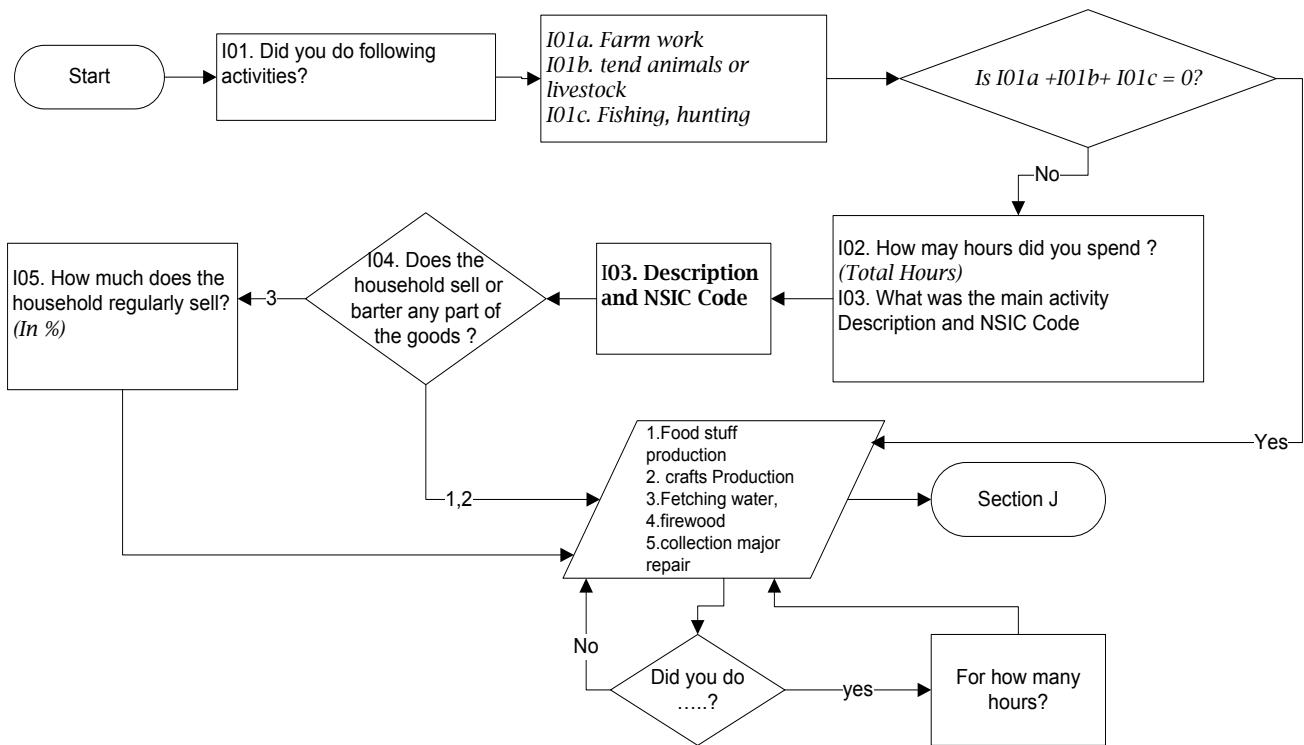
(For persons not in employment aged 10 years old and above)



Section I: Production of goods for Household or Family use

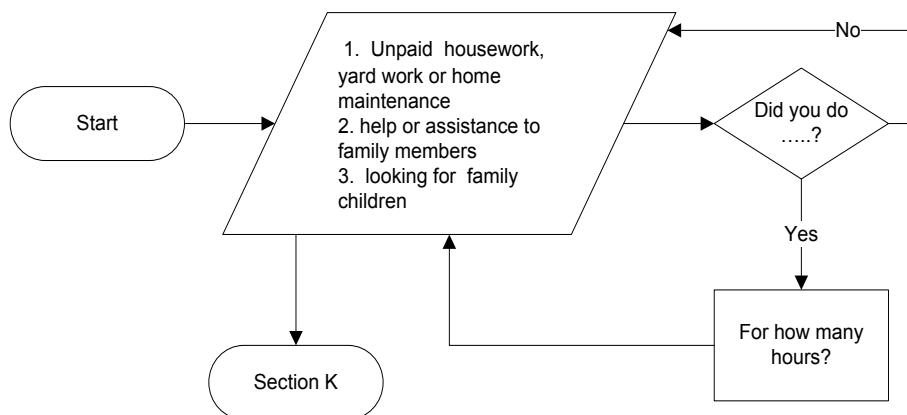
(For persons aged 5 years and above)

activities done during the last 30 days preceding the interview.



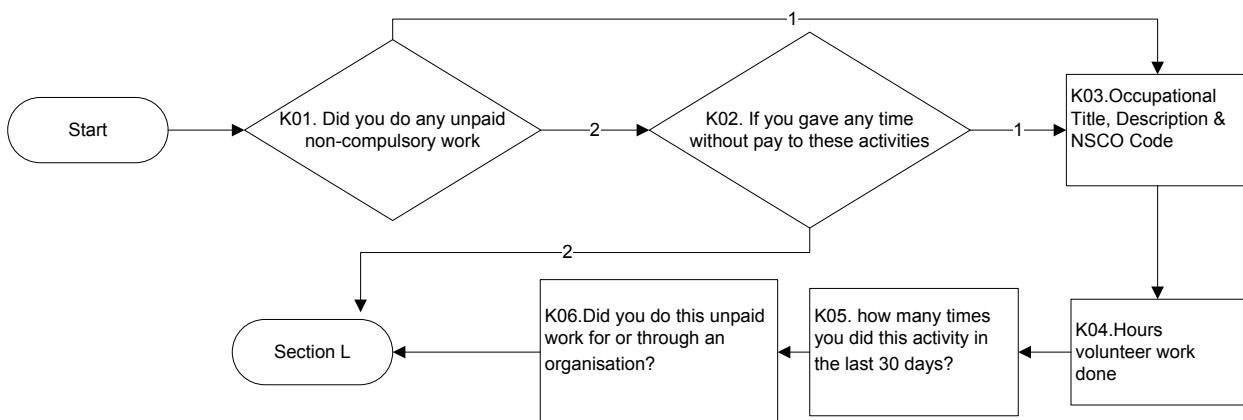
Section J: Own-use Production of Services

(For persons aged 5 years and above)



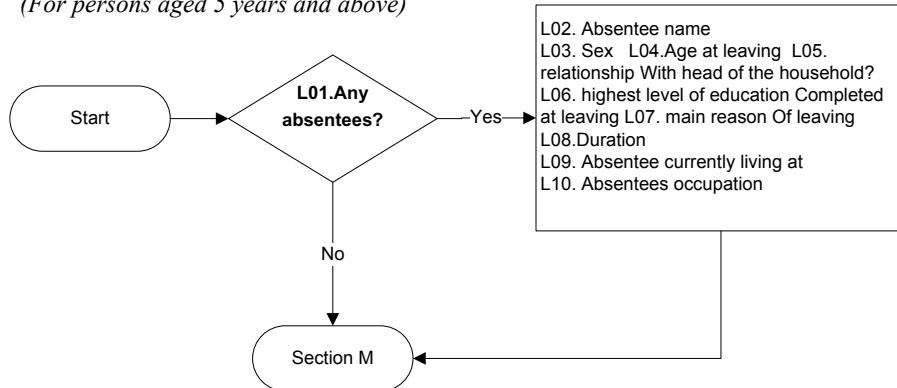
Section K: Volunteer work

(For all persons aged 10 years and above)



Section L: Absentees Information

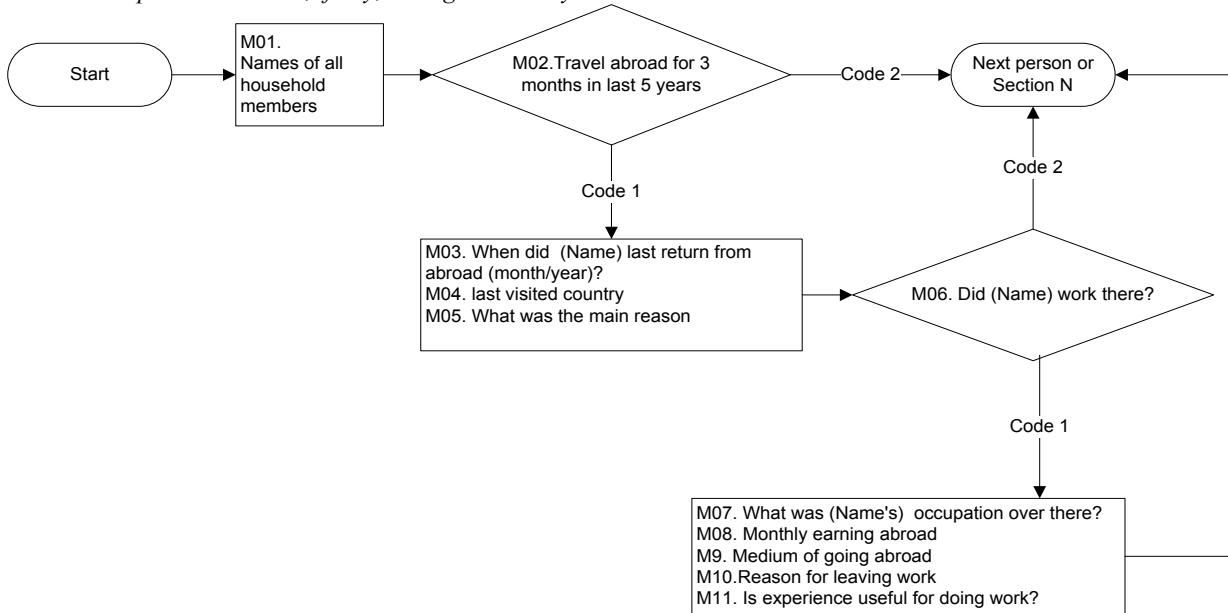
(For persons aged 5 years and above)



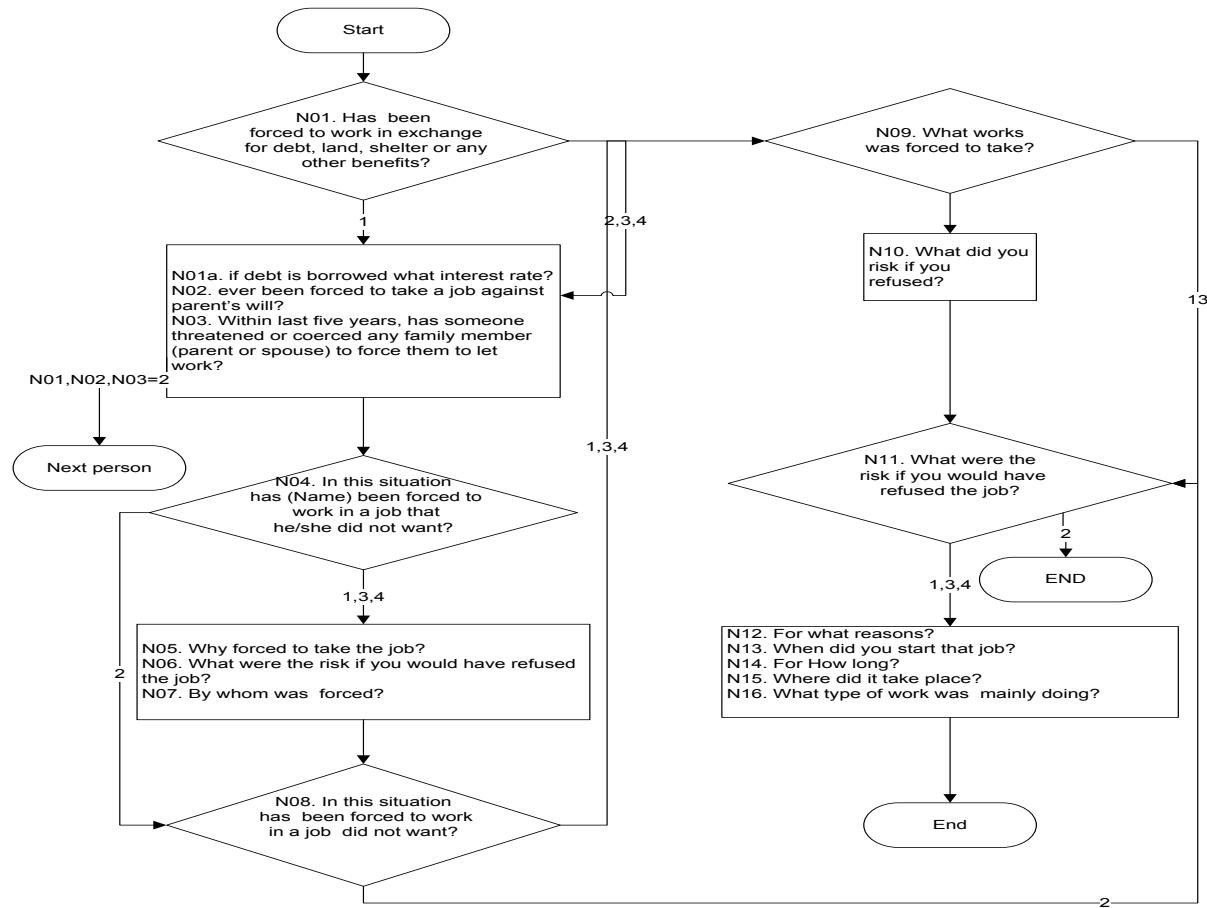
Section M: returnees and short-term migrant workers

(All usual household members aged 15 years old and above registered in B08)

Experience abroad, if any, during the last 5 years.



Section N: FORCED LABOUR
(All household members of age 5 years and above)



ANNEX V: LIST OF INDIVIDUALS INVOLVED IN NLFS III

Core Staff

1	Mr. Suman Raj Aryal	Director General
2	Mr. Nebin Lal Shrestha	Deputy Director General
3	Mr. Dilli Raj Joshi	Deputy Director General
4	Mr. Ambika Bashyal	Director
5	Mr. Devendra Lal Karanjit	Director
6	Mr. Chet Bahadur Roka	Statistical Officer
7	Mr. Prithvi Vijaya Raj Sijapati	Statistical Officer
8	Mr. Ana Raj Tiwari	Statistical Officer
9	Mr. Pushpa Raj Paudel	Computer officer
10	Mr. Dol Narayan Shrestha	Computer officer
11	Ms. Ambika Regmi	Statistical Assistant

Field Staff

Supervisors (Team Leaders)

1	Mr. Khagendra Karki	14	Mr. Naba Raj Pokharel
2	Mr. Ishu Kumar Karki	15	Mr. Ram Chandra Gautam
3	Mr. Narayan Karki	16	Mr. Lekh Nath Pandeya
4	Mr. Madan Krishna Shrestha	17	Mr. Satish Kumar Chaudhari
5	Mr. Hari Om Chaudhari	18	Mr. Madhav Prasad Paudel
6	Mr. Manoj Kumar Meheta	19	Mr. Lanka Bahadur Bom
7	Mr. Umesh Ray Yadav	20	Mr. Upendra Bahadur Regami
8	Mr. Santosh Chandra Thapa	21	Mr. Dan Bahadur Yedi
9	Mr. Pharma Nanda Ojha	22	Mr. Katak Bahadur Sharki
10	Mr. Shambhu Narayan Panta	23	Mr. Surendra Panta
11	Mr. Hari Prasad Sharma	24	Mr. Tek Bahadur Gharti
12	Mr. Bishnu Prasad Adhikari	25	Mr. Khagendra Karki
13	Mr. Chandra Kanta Basnet		

Enumerators

1	Ms. Puspa Adhikari	25	Ms. Sunita Basnet
2	Ms. Khusbu Dhungana	26	Ms. Kanti Baniya
3	Ms. Pratiksha Luitel	27	Ms. Kamala Sigdel
4	Ms. Bimala Karki	28	Ms. Damar Kumari Ghale (Pariyar)
5	Ms. Kriti Rai	29	Mr. Dil Hari Ghimire
6	Mr. Shubash Koirala	30	Mr. Krishna Subedi
7	Mr. Bishnu Mani Pokharel	31	Ms. Bishnu Mahat Chhetri
8	Mr. Mandeep Silwal	32	Ms. Sarawoti Pun Magar
9	Mr. Bikram Shrestha	33	Mr. Pushpa Raj Joshi
10	Mr. Ganesh Prasad Parajuli	34	Mr. Chandra Prakash Bhatta
11	Mr. Sanu Babu Khadka	35	Mr. Niraj Basnet
12	Ms. Baby Daisy Gupta	36	Mr. Shiva Khadka
13	Ms. Uma Kumari	37	Mr. Nava Raj Dangi
14	Mr. Krishna Prasad Gupta	38	Mr. Hari Bol Bhatarai
15	Mr. Deepesh Yadav	39	Mr. Bishnu Prasad Sharma
16	Ms. Usha Kumari	40	Mr. Shyam Sundar Giri
17	Ms. Sushila Kumari Sah	41	Ms. Jayanti Khadka
18	Mr. Raj Kumar Pariyar	42	Ms. Usha Basnet
19	Mr. Niraj Chalise	43	Mr. Himanshu Panta
20	Ms. Bindu Pandey	44	Mr. Ramesh Raj Joshi
21	Ms. Parwati Karki	45	Ms. Rachana Keshari Budhathoki
22	Ms. Kripa Mainali	46	Mr. Prem Bahadur Dhant
23	Mr. Birendra Bhul	47	Ms. Shanti Bhatta
24	Ms. Renu Chanda		



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