

Migration Intention for Foreign Jobs among Youths of Biratnagar, Nepal

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Abstract

The study investigates the factors influencing migration intention of the youths in Biratnagar, Nepal, with the focus on economic factors, educational and career perceptions, social and lifestyle aspirations and family and cultural influences. The study uses a quantitative research design where primary data were collected from 122 youths through structured questionnaires via google form and analyzes using SPSS software. Demographic analysis, descriptive statistics, reliability test, correlation analysis and multiple regression analysis were conducted where the findings revealed that economic factors and educational and career perceptions were the most significant factors of migration intention where social and lifestyle aspirations and family and cultural influences play a supportive role but were statistically insignificant role in regression model. More than half of the respondents were students, reflecting the views of the individuals who were in the early stage of their career and are actively considering migration as their pathway for financial security and career advancement.

The data analysis is performed by the use of IBM 27 SPSS software, where the demographic analysis was performed and descriptive analysis is performed for all the statement. The reliability test was performed where the Cronbach's alpha value is above the threshold. Positive correlation among the variables used in the study. The coefficient of individual predictors; economic factors ($\beta = 0.362$, $p < 0.001$) and educational and career perception ($\beta = 0.334$, $p = 0.001$) shows significantly positive influences on migration intentions in contrast to the social and lifestyle aspirations ($\beta = 0.102$, $p = 0.315$) and family and cultural influence ($\beta = 0.036$, $p = 0.651$).

Keywords: *Migration Intention, Nepalese youth, Social and lifestyle aspirations, Economic Factors, Career Perception*

Introduction

The former secretary general of the United Nations, Ban Ki-moon stated “Migration is an expression of the human aspiration for dignity, safety, and a better future. It is part of the social fabric, part of our very make-up as a human family.” Indeed, migration has different reasons, be it positive or negative, the desire to migrate has become a fundamental and inherent part of the human experience which is driven by the basic need and hope of standard of living (Zahinoor Ismail, 2023). Migration has become one of the most significant social and economic phenomena of the 21st century where individuals move across borders in search of better job opportunities, higher income and standard living lifestyle (Haas, 2021). The global labour migration has been shaped by a persistent income disparities, unstable development and demographic imbalance across countries (Repo-Saeed, 2022). Youth migration, driven by limited job opportunities, wage inequality, and aspirations for social mobility, is a key feature of this global labor market (Russell King, 2016). In developing countries, youth unemployment remains a significant challenge, exacerbated by structural unemployment, skills gaps, and informal labor markets that hinder young people’s access to decent employment (Koné E. , 2014).

As a result, many young people move abroad to make a living, particularly in low and middle-income nations (McKenzie & Yang, 2015). This increasing labor movement has major effects on the economy, society, and families (Bista, 2023). According to the UN population Division estimates, in 2024, about 304 million people lived in a country other than their birth country, representing about 3.7% of the world’s 8.2 billion population (Paez-Deggeller, 2025). By prioritizing labour migration, the ILO acknowledges its significance on migration globally as it not only affects employment and income but also social stability and national security (ILO, 2010).

Nepal is a prominent example of this global trend, with significant socio-economic transformation occurring over the last three decades (Aryal, 2021). Nonetheless, structural unemployment and limited industrial expansions remain the same and consequently, adequate and stable job opportunities remain limited for the growing youth population (Adhikari & Holey, 2025). Remittances are currently accounting for a significant portion of Nepal's GDP, that demonstrates the extent of migration and the reliance it places on foreign labour markets (Dhakal, 2025) Despite being one of Nepal's biggest industrial hubs; Biratnagar, which is one of the urban centers has not been able to create enough job opportunities to meet the demand of growing youth. Consequently, the out-migration trend is further being intensified by rising living expenses, competitive job markets, and limited career advancement (Rai, et al., 2024).

This study helps explain the on why so many youths in Biratnagar feel inclined towards migration to foreign countries for employment, even though the city is one of the Nepal’s major industrial areas (Chaudhary, 2025). By inspecting closely the economic factors, social and lifestyle ambitions, family and cultural influences, and perception of education and career opportunities, this study wants to take a clear picture showing what is pushing and pulling them towards migration (Rai, et al., 2024). Understanding these motivations will further help local authorities, policymakers, organizations, and institutes to create better job opportunities that aligns with the skills of the youths, improve training programs and skill-oriented programs that helps making staying and working in Nepal more appealing for the youths. At the same time this

study also adds meaningful insights to a broader discussion on migration in Nepal, highlighting the real experiences and the decision of youths in an urban setting that has often been overlooked.

Research objectives

The general objective of the study is to identify the factors influencing the youth of Biratnagar to migrate for job in foreign countries. And the specific objectives are as follows: -

- i. To analyze the economic factors, Social and lifestyle aspirations, Family and cultural influence and Educational and career perception relationship with youth intention to migrate.
- ii. To compare the influence of economic factors, Social and lifestyle aspirations, Family and cultural influence and Educational and career perception on youth intention to migrate.

Hypothesis formulation

As per the research objectives of the study and based on previous studies findings the concept of the variables along with the relationship among the dependent and independent variables has been presented along with the formulation of hypothesis for the study.

Intention to migrate

Intention to migrate is the individual's willingness to move abroad for the better opportunities. The study shows that migration intention is developed when one sees greater economic and social opportunities beyond the border (Tjaden, et.al, 2019). Simultaneously, other study also indicates the youth make their mind to migrate when they believe that the foreign labour market offers personal growth (Bastianon, 2019). Both these studies show that the intention to migrate is shaped by multiple push and pull factors. Therefore, based on this, intention to migrate is considered the dependent variable of the following hypothesis.

Economic factors

Economic factors are the key drivers of migration that often pushed the individuals to leave their home country given the limited job opportunities, low wages, high unemployment and income insecurity (Saraswati, et al., 2025). The studies found that unemployment and low income have strongly increased migration intentions (Joshi & Dahal, 2024). There are other studies that support financial hardship directly pushed the youth migration (sabti & Ramalu, 2024). Other international studies also show how job insecurities play major role in motivating youth to leave the border (Naterer & Lavrič, 2022). Whereas another study reveals that income level shapes both regular and irregular migration choices (Restelli, 2023). Therefore, together these studies suggest that economic factors have a significant relationship with the intention to migrate.

H1: Economic factors have a significant positive effect on the intention to migrate among youth for jobs.

Social and lifestyle aspirations

Social and lifestyle aspirations involve the ambitions and desires of youths for the standard quality of life, social mobility, higher status, personal and professional fulfillments motivating migration to achieve these goals (Gomez, 2025). Different studies show that the young people migrate to achieve modern lifestyle and improve their social status (Mahato, Paudel, & Baral, 2022). And the other study strongly supports this as it shows how lifestyle improvement and social recognition influence the Nepali youth to migrate overseas (Rai, et al., 2024). Some international studies show how aspirations for better living conditions contribute to the migration intention. (Auer, 2019). It has been further supported by the study among the youth of Georgia and Moldova which follows the same pattern of migration (Bastianon, 2019). Thus, from these studies, it can be concluded that social and lifestyle aspirations significantly influence the intention to migrate.

H2: Social and lifestyle aspirations have a significant positive effect on the intention to migrate among youth for jobs.

Family and cultural influence

Family and cultural influences show the influence of family, friends, and local customs on the migration decision that includes cultural acceptance of migration, emotional support, guidance from overseas from friends and family that minimizes the risks associated with the migration (Massey, et al., 1993). The study found that the family obligations and their expectations strongly shape the migration decision of youths (Hughes, et al., 2020). Whereas another study reported that cultural norms and gender roles influence the migration choices of the youths (Shrestha, 2024). Another study suggests that the emotional and cultural motivations guide the long-term migration plan of the youth (Limbu, 2021). Where another study suggests that the family network abroad and their support encourages the youth to migrate overseas (Tucker et.al, 2013). Together, it can be concluded that the family and cultural influence significantly influence intention to migrate.

H3: Family and cultural influence have a significant positive effect on the intention to migrate among youth for jobs.

Educational and career opportunities

Educational and career perception implies how individuals perceive the local education and job opportunities as compared to abroad where youth often view migration to complete their qualification gaps or for the better job and career advancement (Bloom & Stark, 1985). Studies found that limited career prospects encourage the Nepalese youth to seek skills overseas (Adhikari, 2019). While another study shows the dissatisfaction with the local education pushes the youth to migrate abroad (Munankami et.al,2024). Along with other international studies, it reported that higher education often increases the youth's inspiration to migrate for their personal and professional growth (Huber, Nikolka, Poutvaara, Sommerfeld, & Uebelmesser, 2022). Another study observes that educational achievements and strong career goals often make the

decision to migrate more likely (Belmonte et.al, 2020) Therefore, from the study above we can say that educational and career perception significantly affect the intention to migrate.

H4: Educational and career opportunities influence have a significant positive effect on the intention to migrate among youth for jobs.

4. Methodology

This study is based on quantitative research design. The descriptive and causal relationship research design is used where descriptive method helps to describe the demography of the respondents as well as the factors motivating to migrate abroad and the causal relationship helps to explore the relationship between the Economic factors, Social and lifestyle aspirations, Family and cultural influence, educational and career perception with the intention to migrate. The sample of the study possess the youth of the 16-40 age group living in Biratnagar where the sample size of the study is 122 which is based on Convenience sampling method i.e. non probability sampling method. The data used in the study is primary data which is collected with the help of the google forms which poses the demographic information and the constructs used in the study with the statements which consist of 1-5 points Likert scale. The collected data is analyzed with the use of IBM SPSS Software 27 and the statistical analysis consists of the descriptive statistics, reliability test, correlation analysis and regression analysis. The regression model and the research framework used in this study is as follows:

$$\text{Intention to Migrate} = \beta_0 + \beta_1(E.F) + \beta_2(R.P) + \beta_3(Q.S) + \beta_4(A.R) + \varepsilon$$

Where:

I.M = Intention to Migrate,

E.F = Economic factors,

R.P = Social and lifestyle aspirations,

Q.S = Family and cultural influence,

A.R = Educational and career perception,

β_0 = Intercept,

$\beta_1, \beta_2, \beta_3, \beta_4$ = Regression coefficients,

ε = Error term

Data analysis

The data analysis part consists of the analysis of the data collected through the survey with the help of the statistical software which consists of the demographic analysis of respondent,

descriptive analysis of each statement used for each variable, reliability test along with the correlation among variables and regression analysis of the model used in the study.

Table 1

Demographic Analysis of Respondents

Demographic Variables	Categories	Frequency	Percent
Gender	Female	56	45.9
	Male	66	54.1
	Total	122	100.0
Age Group	16-20	26	21.3
	21-25	67	54.9
	26-30	18	14.8
	31-35	8	6.6
	36-40	3	2.4
	Total	122	100.0
Education Level	SEE and below	7	5.7
	+2 Level	15	12.3
	Bachelor's	87	71.3
	Master's or above	13	10.7
	Total	122	100.0
Employment Status	Student	67	54.9
	Unemployed	11	9.0
	Self-employed	19	15.6
	Employed	25	20.5
	Total	122	100.0

(Source: Survey 2026 & SPSS)

Follow the suggestions made in table 1 for all the tables included hereafter.

Table 1 presents the demographic information on the responses of 122 youths of Biratnagar. The result shows approximately equal gender distribution where 54.1 percent were male and 45.9 percent were female. Most of the respondents were between the age group of 21-25 accounting 54.9 percent, 16-20 age group accounting 21.3 percent, 26-30 age group accounting 14.8 percent along with the other lower proportion of age group. This age distribution represents the cohort that are actively engaged in education-employment transactions. In terms of education level, majority of them were at bachelor's level accounting 71.3 percent, 10.7 percent were masters or above, +2 level accounts for 12.3 percent whereas the remaining 5.7 percent in SEE and below. When looking at employment status, majority of respondents were students, accounting for 54.9 percent, 20.5 percent were working, 15.6 percent were self-employed whereas 9 percent were employed. Together, the demographic profile suggests that the migration intention is particularly relevant among the educated youths who are at their early-stage career.

Table 2*Descriptive statistics of economic factors*

S.N.	Statement	N	Mean	S. D.
Q.No.1	Lack of employment opportunities in Nepal motivates me to consider foreign jobs.	122	4.11	.943
Q.No.2	Earning potential is higher in foreign countries compared to Nepal.	122	4.16	.891
Q.No.3	Foreign jobs provide better financial security.	122	4.02	.867
Q.No.4	Working abroad offers a more efficient way to support my family financially.	122	4.15	.897

(Source: Survey 2026 & SPSS)

Table 2 presents the descriptive statistics of economic factors that indicate economic consideration are the most influential factors shaping migration intention. All the economic statements recorded high mean value above 4, demonstrating strong agreement among the respondents where lack of employment opportunities, higher earning potential in foreign countries, better financial security, and the ability to support the family financially emerged as the dominant motivation. The standard deviation value below 1 suggests consistent views among the respondents reflecting their shared perceptions. Altogether, these findings suggest that youths perceived foreign employment to reduce economic uncertainty and achieve financial stability, and thereby strengthening the migration intention.

Table 3*Descriptive statistics of social and lifestyle aspirations*

S.N.	Statement	N	Mean	S. D.
Q.No.1	People returning from abroad are respected in society.	122	3.50	.785
Q.No.2	I want to improve my lifestyle through foreign employment.	122	4.02	.881
Q.No.3	I feel pressure to prove myself by earning abroad.	122	3.27	.891
Q.No.4	I see foreign migration as an opportunity to improve my standard of living.	122	4.11	.955

(Source: Survey 2026 & SPSS)

Table 3 consists of descriptive statistics of social and lifestyle aspirations that indicate that these aspirations are important motivation for migration intentions. Statements regarding enhancing standard of living and personal lifestyle records mean value above 4 showing strong agreement among respondents. The standard deviation value all below 1 suggests the consistent views among the respondents. Together, the findings suggest that social and lifestyle aspirations are the important motivators where youths view it as a pathway to personal advancement and social recognition enforcing the migration intention.

Table 4

Descriptive statistics of family and cultural influence

S.N.	Statement	N	Mean	S. D.
Q.No.1	My family encourages me to seek employment abroad.	122	3.32	.874
Q.No.2	My decision to migrate is influenced by relatives and friends living abroad.	122	3.48	.929
Q.No.3	My family considers foreign jobs as a successful career path.	122	3.53	.938
Q.No.4	Peer pressure influences my interest in foreign job.	122	3.21	.964

(Source: Survey 2026 & SPSS)

Table 4 presents descriptive statistics of family and cultural influence that shows that family encouragement, influence of relatives and friends living abroad, societal perceptions of foreign employment moderately shapes migration intention. With the mean value ranging from 3.21 to 3.53, indicates the general agreement of respondents and standard deviation below 1 demonstrates the shared views across the respondents. Overall, the result suggests that familial and cultural expectations notably contribute to driving respondents' motivation to migrate abroad.

Table 5*Descriptive statistics of educational and career perception*

S.N.	Statement	N	Mean	S. D.
Q.No.1	I feel that higher education in Nepal does not guarantee employment.	122	3.94	.816
Q.No.2	I would prefer to gain income over continuing my education.	122	3.84	.823
Q.No.3	I believe foreign work experience is more valuable than local qualifications.	122	3.92	.923
Q.No.4	Investing in foreign employment seems more practical than investing in education.	122	3.81	1.031
Valid N (listwise)			122	

(Source: Survey 2026 & SPSS)

Table 5 presents the descriptive statistics of educational and career perception where respondents view foreign employment as a practical alternative then continuing education in Nepal as the mean value that are approaching 4 for the statements on income priorities, foreign work experience, limited job opportunities. A slightly higher standard deviation for investing in foreign employment indicates some variabilities in individuals' perspectives. Overall, the findings imply that career-oriented consideration and perceptions for professional growth significantly influence migration abroad.

Table 6*Descriptive statistics of Intention to migrate*

S.N.	Statement	N	Mean	S. D.
Q.No.1	I am actively planning to go abroad for employment.	122	3.65	.760
Q.No.2	I will migrate abroad if I get the opportunity.	122	4.31	.928
Q.No.3	I often explore information about foreign job opportunities.	122	3.93	.850
Q.No.4	I believe working abroad is essential for personal and professional growth.	122	4.30	.917

(Source: Survey 2026 & SPSS)

Table 6 presents descriptive statistics of migration intention where respondents show strong intention to migrate, particularly in the statements about willingness to migrate of opportunities arises and recognizing foreign employment for personal and professional growth with mean value above 4. Whereas standard deviation value below 1 indicates the high consistency in the responses of the respondents. Together, the findings highlight that the respondents are proactive in exploring foreign employment opportunities and strengthening their migration intention.

Table 7

Reliability analysis of variables

Name of Variable	Cronbach's Alpha	No. of Items
Economic Factors	.836	4
Social and Lifestyle Aspirations	.749	4
Family and Cultural Influence	.775	4
Educational and Career Perception	.811	4
Intention to Migrate	.860	4
Overall reliability	.916	20

(Source: Survey 2026 & SPSS)

Table 7 presents the reliability analysis of the variables where Cronbach's alpha of .916 across all the 20 statements indicates the overall reliability of the measurement is excellent, showing strong internal consistency. Along with the reliability analysis of individual variables, with the Cronbach alpha above .7, indicates that all scales demonstrated acceptable to strong consistency. Together these results confirm that the scales used in the study are reliable and consistent for assessing respondents' motivations and intentions regarding foreign employment.

Table 8*Correlation Analysis*

	Variables	E. F	S. A	F. I	E. P	I.M
E. F	Pearson Correlation	1				
S. A	Pearson Correlation	.666**	1			
F. I	Pearson Correlation	.166	.441**	1		
E. P	Pearson Correlation	.582**	.632**	.473**	1	
I.M	Pearson Correlation	.630**	.569**	.299**	.625**	1

** . Correlation is significant at the 0.01 level (2-tailed).

(Source: Survey 2026 & SPSS)

Table 8 presents correlation analysis that indicates significant relationships among the variables of the study associated with migration intention (I.M). In the table above, it shows that economic factors (E.F) have strong positive correlation with social and lifestyle aspirations (S.A) ($r = .666$) and educational and career perception (E.P) ($r = .582$), suggesting that economic factors show stronger motivations associated with higher aspirations, career-oriented perceptions, and migration intentions. Alongside social and lifestyle aspirations (S.A) strongly correlate with educational and career perception (E.P) ($r = .632$) and moderately correlated to family and cultural influence (F.I) ($r = .441$), highlighting the interrelationship between personal ambitions, social considerations, and migration intentions. Family and cultural influence (F.I) also shows moderate association with educational and career perception (E.P) ($r = .473$), implying that the family and cultural influence somehow contribute to migration intention. Thus, the correlation results indicate that migration intention (I.M) is strongly associated with economic factors (E.F) ($r = .630$), while educational and career perception (E.P) ($r = .625$) and social and lifestyle aspirations (S.A) ($r = .569$) also play a significant role.

Table 9*Model summary of regression analysis*

Table 9 shows the model summary of regression analysis examining the effect of economic factors, social and lifestyle aspirations, family and cultural influence, and educational and career perception on respondents' intention to migrate. The model indicates that 50.5% of the variance outcome in migration intentions ($R^2 = 0.505$), suggesting that these factors collectively provide

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.711 ^a	.505	.488	.52027

(Source: Survey 2026 & SPSS)

a. Predictors: (Constant), Educational and Career Perception, Family and Cultural Influence, Economic Factors, Social and Lifestyle Aspirations
 meaningful insight, whereas the remaining 49.5% of the variance is influenced by factors that are not included in the model.

Table 10*ANOVA table of regression analysis*

Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	32.285	4	8.071	29.819	.000 ^b
	Residual	31.670	117	.271		
	Total	63.955	121			

a. Dependent Variable: Intention to Migrate

b. Predictors: (Constant), Educational and Career Perception, Family and Cultural Influence, Economic Factors, Social and Lifestyle Aspirations

(Source: Survey 2026 & SPSS)

Table 10 shows the ANOVA table of regression analysis, where the ANOVA results ($F = 29.819$, $p < 0.001$) confirm that the regression model is statistically significant, indicating that a combination of factors that are economic factors, social and lifestyle aspirations, family and cultural influence, and educational and career perception significantly predicts migration intentions.

Table 11*Coefficient of Regression Analysis*

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.740	.329		2.251	.026
Economic Factors	.357	.094	.362	3.808	.000
Social and Lifestyle Aspirations	.111	.110	.102	1.010	.315
Family and Cultural Influence	.036	.080	.036	.453	.651
Educational and Career Perception	.336	.094	.334	3.572	.001

(Source: Survey 2026 & SPSS)

a. Dependent Variable: Intention to Migrate

Table 11 shows the coefficient of regression analysis where the coefficient of individual predictors; economic factors ($\beta = 0.362$, $p < 0.001$) and educational and career perception ($\beta = 0.334$, $p = 0.001$) shows significantly positive influences on migration intentions in contrast to the social and lifestyle aspirations ($\beta = 0.102$, $p = 0.315$) and family and cultural influence ($\beta = 0.036$, $p = 0.651$). This suggests that respondents' decisions to migrate are primarily driven by economic motivations and career-oriented considerations, whereas Social and Lifestyle Aspirations and Family and Cultural Influence play a secondary role.

Table:12*Hypothesis Testing*

Hypothesis Statement	p-value	Alpha	Result
H ₁ : Economic factors have a significant effect on intention to migrate.	0.000	0.05	Accepted
H ₂ : Social and lifestyle aspirations have a significant effect on intention to migrate.	0.315	0.05	Rejected
H ₃ : Family and cultural influence has a significant effect on intention to migrate.	0.651	0.05	Rejected
H ₄ : Educational and career perception has a significant effect on intention to migrate.	0.001	0.05	Accepted

(Source: Survey 2026 & SPSS)

Table 12 represents the hypothesis testing of the hypothesis used in the study. Economic Factors have the positive relationship with the intention to maigre ($p=0.000$) and the effect is significant ($\alpha < 0.05$), hence H1 hypothesis is accepted. Education and career perception has the positive relationship with the intention to migrate ($p=0.000$) and the effect is significant ($\alpha < 0.05$), H4 is

accepted. Social and lifestyle aspirations have positive relationship ($p = 0.315$) with migration intention but it is insignificant ($\alpha > 0.05$) H2, is rejected. family and cultural influence have negative relationship with the intention to migrate ($p = 0.651$) and is insignificant ($\alpha > 0.05$), H3 is rejected. The hypothesis testing shows economic factors as well as career perception drives the intention to migrate where the other factors don't have a meaningful influence as the outcome of the study.

Discussion and Conclusion

The findings of this study are consistent with the previous studies emphasizing the primary role of economic and educational and career-related factors in shaping migration intentions. The results of this study are similar to the studies of (Joshi & Dahal, 2024), (Saraswati, et al., 2025), and (Adhikari D. S., 2019), which highlights that lack of local employment opportunities, higher earning potential, financial security, and career advancement opportunities as a primary motivator for youth migration. Additionally, international studies further support these results, for instance, (Restelli, 2023) and (sabti & Ramalu, 2024). shows economic constraints in the home countries strongly influence migration decision, highlighting the universal significance of financial and professional consideration. These findings together validate the notion that youths are rational and goal-oriented in their migration mainly prioritizing economic stability and career growth.

Social and lifestyle aspirations as well as family and cultural influences moderately influence at the descriptive and correlation level however, they did not have a statistically significant effect on the regression model. This finding contrasts with the studies by (Hughes, et al., 2020), (Tucker, Torres-Pereda, Minnis, & Bautista-Arredondo, 2013) and (Limbu, 2021), which emphasizes that familial obligation, community expectation and cultural ties significantly influence the migration decision. Similarly, the study among the youth of Georgia and Moldova shows how aspiration for better lifestyle push the youths to migrate (Bastianon, 2019). This highlights the contextual differences within the current study.

Together, this study suggests that while social and cultural factors exist, the youths of Biratnagar primarily migrate for economic and educational, and career-related reasons. For the policy perspectives, these results highlight the importance of policy implications for youth employment and development policies where expanding employment opportunities aligns with youth's skills, strengthening skill-oriented education, accessing career guidance, and supporting youth entrepreneurship. By investing in local capabilities and career pathways that reflects the youth's career aspirations, Biratnagar can encourage youths and create an environment that encourages the youths to pursue sustainable livelihood within the country rather than seeking opportunities abroad.

Implications

The implication of this study extends to the policy makers, youth development organizations, government authorities, and educational institutions. For the policymakers, understanding the main drivers that motivate youth to migrate are economic factors and educational and career perceptions can help form strategies that increase job opportunities aligning with the skills and

aspirations of the youths. Educational institutions can work on creating skill-oriented curricula, along with providing career guidance programs and preparing students for the market to reduce the pressure of the youths and make it less overwhelming. Along with the youth development organizations can support initiatives like creating entrepreneurship programs, helping local entrepreneurs, providing training and internships that will help enhance sustainable livelihood options. Together, by addressing these economic and career-driven motivations, these stakeholders can help to retain the talent pool, along with promoting local development and encourage young people to build career within the country.

Direction for future research

Future studies could expand various scopes including the additional factors influencing migration such as political stability, psychological motivation and environmental consideration. Comparative studies across different cities, provinces or regions of Nepal could provide broader insights into youths' migration decisions. Such studies could also be extended to international comparisons offering a global perspective regarding youth migration intention. Additionally, qualitative approaches such as focus group discussion, in-depth interview with the youths, employers, and parents could provide additional reasons and more subtle reasons of the factors behind migration decisions that cannot be captured by qualitative method. Furthermore, longitudinal studies following the same group of youths over time could provide insights on how the intention to migration evolves over time when the priorities change be it economic condition, educational perspective, career opportunities or the other factors that will shape the migration intention.

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