

Outflow of Nepali Migrants and Its Future Impact on Society

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Abstract

This paper analyzes the impact of the constant outflow of migration to the international labor market and its immediate and ultimate impacts on society. The main aim of this study was that migrant workers and origin countries might be financially benefited but ultimately, regular mobility of labor migrants beyond the country it has cumulative losses and which couldn't be compensated for native country. The changing geopolitical and economic dimensions rotate on different angles and create new circumstances as a big threat and challenges to address the problem for migrant workers. A significant proportion of productive Nepali citizens have already left their native country and new generation has learnt foreign languages and go abroad for foreign employment. The result shows it would be increased in the next some years. Short-term impact of labour migration, returnee migrants are returned with lots of inspiration, knowledge, skill, experience and financial resources they can contribute to the nation by mobilizing their own resources and creating jobs paying tax for the nation. It has played several positive roles in the Nepali economy like the reduction of poverty and unemployment, maintaining foreign exchange reserves and correcting the balance of payments.

Keywords: Emigrant, outflow, remittance, repatriation, and returnee

Introduction

Today's modern world, international labor migration has been made possible by increased globalization, which has brought about greater flexibility in state policies and has been facilitated by better connectivity, either communication or transportation. Liberalization on trade and business, services and associated remittances to the economies of developing countries has been additionally recognized, and the liberalization of the movement of people has become ensured in developing countries to benefit from globalization (Bhattarai, 2018).

Regarding our early history of international labour migration, there is no clear official evidence. Even though labour migration from Nepal is thought to have begun more than 300 years ago, during the time of unification (Chhetri, 2020). The first instance of labour migration from Nepal may have been the widespread exodus from the combined territory to the neighboring nations in order to avoid the new state's frequently exploitative taxation structure. In particular, the 1815 contract between Amar Singh Thapa and David Ouchterlony was the formal beginning to pave the way for such interaction outside of British India and into other colonial regions (Sijapati, & Limbu, 2012).

Much of the history of labor migration for foreign employment from Nepal is characterized by the outflow to India, at least up to the mid-1980s. Meanwhile, new emerging destination points were suddenly opened with the intensification of globalizing dynamics and the boom in the oil industry that demand for workers in industries in Middle East countries created massive opportunities and shift the migration flow from India to middle East countries (MOLESS, 2020). The Government of Nepal responded after age of liberalization and globalization, each and every day people especially from developing countries, use to plan to leave their home for betterment of lives or secure a bright future move elsewhere to work and reunite with their families. In this context, Nepal couldn't be excepting from such a whim (Bhattarai, 2018). Nepal has experienced a surge in emigration for foreign employment to various destination countries. As more Nepali citizens aspire and depart for foreign jobs, regulators and stakeholders face new challenges in managing the migratory cycle.

Migration has changed the demographic composition of towns, cities, and nations to some extent, it may bring more challenges and opportunities for the nation. The attraction of more economically developed places for migrants has

always provided incentives for some people to move (Kuwar, 2015). When people move to new places looking for a job or better economic conditions, they are labor migrants. Throughout history, labor migration has been an important type of flow, but today it has acquired greater importance because of the new dynamism of the global economy. In earlier period abroad work in the coal mining and agriculture sectors in Northeast India was the popular choice. the rapid growth of natural resource and construction sectors in the Middle East, where the wage rate is better than in India, attracted Nepalese workers, mostly for low- and medium-skilled jobs. In the meantime, the intensification of the Maoist insurgency around 200000 displaced many youths from villages and semi-urban areas, forcing them to seek employment overseas as the domestic job market stagnated amidst the contraction of the industrial sector (Bhattarai, 2018).

The volume of migrants and its fluctuations over the period are the result of a combination of economic and non-economic factors. Most cited push factors include inadequate access of the working-age population to productive economic opportunities and cultural factors like the societal pressure to migrate. Likewise, pull factors, include jobs with better incentives, wage differentials and better amenities, social networks and opportunities for upward social and career mobility. Furthermore, the global policy for demanding cheap labor from the least developing countries makes it possible through connectivity. Demographic disparities, shifting global politics, new economic dynamics, technological innovation and social networks. as well as labor migration is also a household strategy for families to diversify their income sources to mitigate the impact of income fragility from agriculture and other informal sectors (ICIMOD, 2020).

As a whim of global tendency for increasing demand of migrant's workers in international labor markets employees offering attractive incentives similarly, migrant workers search for better opportunities at either the national or international level. In this global context, the government of Nepal has also prioritized expanding Nepali workers' access to safe and productive employment opportunities by diversifying potential destination countries and sectors in which Nepali workers are hired. The government makes contemporary laws, policies and strategies The Ministry of Labor Employment and Social Security (MOLESS) and its line agencies have been actively involved as well as private agencies like overseas companies recruit migrant workers.

Some significant improvement arose in the social economic sector and invention of scientific technologies, after the Second World War demanded more human resources in developed countries. Nepal had started to send its young population to those countries as destination points for employment. Some significant information started to be recorded about migration from the 1952/54 census, which is regarded as the benchmark of the modern scientific census in Nepal containing data on out-migration, both internal and international (CBS, 2014). Overseas migration for employment has been growing at around 20% annually, since 2005 (except for 2009 and 2012, when the global financial crisis and the Euro zone sovereign debt crisis affected the demand for labor in the Middle East). In 2013, there were 1,243 workers who legally left the country each day (453,543 annually) for work overseas, up from 150 workers daily in 2000. Malaysia, Qatar, Saudi Arabia and the UAE together have absorbed about 85% of the total Nepalese migrant workers seeking jobs overseas (Asian Development Bank, 2014).

Remittance is the expression of migrant workers' solidarity with their families and communities. As a private and autonomous financial resource that crosses borders, remittances could also play a pivotal role in transforming the benefits of labor migrants into development (ILO, 2018). Nepalese overall household economy transfers from agricultural economy to a remittance-based economy. The main source of livelihood in Nepal is agriculture, but agricultural production is hardly sufficient to meet the domestic consumption. Hence food insecurity, unemployment and extreme poverty are the major motive factors for labor migration; therefore, Nepal has coped with a dramatic increase in the number of individuals migrating abroad for foreign employment. The exponential growth in foreign labor migration has resulted in a corresponding increase for remittances received from abroad, from NPR 47 billion in 2001/02 to NPR 879 billion in 2018. The figure of remittances has increased over the period and obviously changes the livelihood of the migrant household (Rastra Bank, 2023).

An estimated three million Nepalese are migrant workers who have gone abroad and earn foreign currencies. The nation, with 2.64 million populations has sent more than 10 percent of its people to work far away, who are of the productive age group, mainly from 20 to 40 years of age (Kuwar, 2015). This figure does not include the population who are employed in India, estimated to be around 3 million. Since Nepalese do not need a visa and work permit to work in the Indian job market, no exact figure can be maintained and obtained for this trend that dates

back centuries. The latest data suggests that a significant section of the total working population (around 7.3 per cent) works abroad, except migrant workers working in India (MOLF 2014; CBS 2011).

As a young population amid a demographic window of opportunity, labor migration has contributed immense employment opportunities for Nepali workers. Remittances are equivalent to over a quarter of the GDP while returnee workers not only bring financial remittance but also acquire important experience, professional skills, and technical knowledge with efficiency abroad. However, the advantages of labor migration are often depressing by malpractice in the recruitment and employment of migrant workers.

Migrant workers have been facing multiple disadvantages, especially temporary workers who have limited legal rights compared to native citizens or permanent workers. Most of the research evidence reveals that employment is only in sectors where wages are squeezed because producers are at the highly competitive end of global production chains. During this process, it is common for migrants to experience violations such as exorbitant fees and rates, misinformation, failures of departure, and fraudulent promises and irregular status. Compound, these disadvantages have increased the vulnerability of most migrant workers.

Nepal has consistently been straggling for sustainable economic growth after the restoration of democracy. A remittance-oriented economy does not have a surplus value of its total income to ordinary people sent by migrant workers is an effective tool for poverty reduction. Though foreign employment is a boon to the national economy. It has been deriving short-term prosperity; the facilities are inadequate to back up the increasing trend of migration. Inadequate information on jobs abroad, lack of skill training, per-departure preparation, lack of assurance of a safe working environment and rights of migrant workers are the other constraints for boosting foreign employment and remittances.

Remittances (economic and social) have a major impact on the welfare of recipient households, although the reliance on remittances varies between people depending on their wealth. Not only is income remittance the main source of income for most families in the place of origin but also after returning home, they returned along with new ideas, skill, and knowledge and working efficiency. Remittances have been spent on food, education, health and consumer goods and furthermore pay the debt. Among the lower-income classes, migration was easily accessible to those who could afford

the travel and initial costs. Poorer people paid for the migration costs by using credit from one of the three main sources available in the villages: local moneylenders, banks, and community organizations (ICIMOD, 2010).

A noble attempt was made to study based on national data covered by governmental and non-governmental institutions. The main objective of this study was to analyze the situation of Nepali migrant workers and returnees to the international labor market and domestic landscape, to examine the inflow of remittances and its utilization pattern among the migrant's household, to analyze the situation of migrant after corona spread through the gender lens and assess the reform, gaps and challenge of policies and institutional mechanism. The secondary sources of data were used to study topics covered by governmental, non-governmental institutions and individual study were used as a descriptive way by both quantitative and qualitative method of data analysis.

Several studies have been carried out about concurrent inflow of financial remittance and focus its growth spots. Most of the broad database research reports published by the Ministry of Labor, Employment and Social Security, and other institutional and individual research have failed to include productive use of remittances. They were based on volume of remittance and its trend analysis, but it is time to consider and need to change research modules about identifying the viable sectors such as how to invest in productivity and where to invest our remittance. The priority area of this study is to identify the possibilities to utilize social as well as financial remittance and suggest making future guidelines about it.

Researchers has concluded after a review of available literature that those were complementary input on research and help to identify the gap of research knowledge, methodological lacking in previous studies to the issues of outflow of labor migrants and concurrently inflow of remittance and its impact on society. Some of them were summarized according to the objectives of this study. The following two paragraphs provide justification are listed below with illustration. The topic of human population outflow as labor migration is not well studied, particularly when it comes to future impact-related issues based on geographical/ecological belts and specific subpopulation groups like age, sex, and ethnicity. The significance of qualitative analysis was overlooked by research paradigms and approaches that solely focused on quantitative aspects. In contrast to reverberation impact, the statistical data of earlier research on international labor migration concentrated on

present conditions and statistical methods to depict continuing phenomena. Future events include the division of migration, potential geopolitical conflict and its effects, and the expectations of returnee migrants. We must include long-term global labor market factors, such as outsourcing manufacturing firms, which are creating new dimensions and causing fertility to decline to nearly replacement levels. The study was based on the following objectives: to analyze the situation of Nepali migrant workers to the international labor market and returnees in the domestic landscape, to examine the inflow of remittances and its utilization pattern among the migrant's household and to overview the reforms, gaps and challenges in the existing policies and institutional mechanisms that support labor migration and human development.

Labor migration has drawn attention among academic circles to sensitize the issue for nation and international labor migration-related stockholders. This study has investigated the problem and attempted to extract the solution within the limits of the research framework and methods. The research significantly enriches the understanding of labor migration by updating existing information and illustrating remittance flows through disaggregated data based on destination countries, an aspect seldom explored in prior studies. It places particular emphasis on the experiences of returnees, advocating for the strategic mobilization of their social and financial capital in national development. Employing both qualitative and quantitative methodologies, the study seeks to overcome the limitations of single-paradigm approaches in social science research. Its findings provide valuable guidance for future researchers by identifying research gaps, while also informing the formulation of new policies, strategies, and programs related to international labor migrants in the context of Nepal.

Methodology

This research was completely based on published or unpublished existing secondary documents and data related to labor migration. There was no better option to choose than an online search to collect the required informative literature. Ultimately, advent technology made it possible to conduct research. So, the researcher attempted to collect and compile the required data from different sources. Theoretical and some empirical literature were used to gain insight into the knowledge and identify the gaps in research that were directly or indirectly related to this study. Therefore, data were screened thoroughly and classified based on objectives and then plotting the data into the appropriate tables. Researchers mainly focused on institutionally published data and compiling information has already

been analyzed and interpreted by firsthand researchers and research bodies. To align the study with its core objectives and available resources, the researcher endeavored to utilize following national and international labor migration data primarily from 2007 onward—following the enactment of Nepal's Foreign Employment Act—drawing on both published and unpublished documents accessed mainly through online sources, with key insights derived from prominent reports issued by MOLESS, DOFE, CBS, ILO Nepal, ICIMOD, USAID, the World Bank as well as Nepal Rastra Bank, and the Asian Foundation. Document analysis enabled the researcher to collect and analyze the data from the above-mentioned documents to examine and explore the phenomenon in question (Adhikari & Poudel, 2023; Adhikari et al. 2025).

Results and Discussion

At first, the chapter began with the distribution of data by trends and patterns with background information, so plotting the quantitative data for a convenient way and a more communicative format that illustrates the objectives.

Outflow of Migrant Workers

After the restoration of democracy, in 1990, the elected government formed in 1992 and paved the journey of economic liberalization and made official moves to a market economy, which also encouraged out-migration. The liberalization of mobility as well as rapidly increasing labor demand in the Middle East countries, has gradually increased the number of migrants traveling overseas beyond India.

Above mentioned information portrayed that the overwhelming youth horizon (Demographic youth bulge) is compelled to drain elsewhere to sustain their life. All three types of human capital drain from Nepal such as unskilled drain to India struggle with hardship life in foreign ground, semiskilled drain Gulf, Malaysia, Korea and Japan likewise skilled human capital drain to highly developed countries. Even newcomers are learning different foreign languages with a dream to go abroad. It is a tragic situation because we have lost our demographic dividend window opportunity because it is a rare opportunity to come once in a lifetime in history and never repeats again.

Major Destination Countries

Most prominently and repeatedly, major dominating countries for Nepali migrant workers are Malaysia, Saudi Arabia, Qatar, UAE, Kuwait and South Korea. Except last reference year 2021/22 and during the period of the devastating Earthquake

2015, Malaysia was the dominating country based on quantity receiving Nepali migrant workers. South Korea is not included in this table due to time reference inconsistency. The fluctuation in the overall labor migration from Nepal is an outcome of several country-specific patterns in migration flows.

Table 1

Distribution of migrant workers by their destination from 2008/09-2021/22

Reference	Malaysia	Qatar	Saudi	UAE	Kuwait	Total	Other
Year	%	%	Arabia %	%	%	%	%
2008/09	13.3	24.9	20.5	10.9	0.2	69.2	30.2
2009/10	45.6	10.5	24.4	7.3	0.9	88.7	11.3
2010/11	29.9	10.1	17.6	6.8	2.2	66.6	33.4
2011/12	25.0	11.6	17.7	9.0	2.3	65.5	34.2
2012/13	35.2	23.0	21.5	13.0	3.8	96.5	3.5
2013/14	40.4	24.7	16.7	10.7	3.0	95.5	4.5
2014/15	39.3	24.9	19.4	10.6	2.0	96.2	3.8
2015/16	14.6	31.7	33.4	12.9	2.5	95.1	4.9
2016/17	24.8	31.6	19.0	15.1	3.4	93.9	6.1
2017/18	29.4	29.1	11.6	7.0	5.0	92.1	7.9
2018/19	4.2	31.8	19.5	26.5	6.8	88.8	11.2
2019/20	16.2	22.1	22.6	25.3	4.6	90.8	9.2
2020/21	0.7	32.9	28.2	24.3	0.6	86.7	13.3
2021/22	5.8	29.3	29.5	19.5	5.6	89.7	10.3

Sources: DEFE, GCC*not including Oman and Bahrain

Table 1 presents the disaggregated data by most dominant destination countries (excluding South Korea) based on annual labor permit approvals. The data on migrant workers in Korea has been presented in the upcoming table separately. In FY 2008/09 recruitment agencies sent nearly 70% labor migrants to five major countries and led by Qatar with 25% and followed by Saudi Arabia with 20%. Similarly, this figure accumulated nearly 89% in FY 2009/10, leading by Malaysia with 45% and followed by Qatar with 25% then Malaysia continued to lead other subsequent years with an average 40% percent till FY 2014/15. From FY 2015/16 Qatar leading by nearly one third of the total aggregate figure. After the Bilateral Agreement with Malaysia recruitment agencies in Nepal are reluctant to send Nepali migrant workers to Malaysia, so very nominal portion (four %) in FY 2018/19 as

compared with previous year. Between Malaysia and Nepal held in 2018 recruitment agencies denied the procedural approach for Malaysia, sharply declined with 4% in FY 2018/19. Similarly, the dominance of Nepali migrant workers still held by Saudi and Qatar, with more than 29% and followed by UAE with nearly one-fifth (19.5 percent) Malaysia is left far behind with 5.8 % compared to its predominance in past. Kuwait holding with similar proportion Malaysia. After Corona pandemic, the proportion of Nepali migrant workers an increase in their number to go abroad for employment.

Status of Nepali Migrant Workers in South Korea

Nepali workers' migration to South Korea started with political and economic transformations in both countries during the late 1980s and 1990s: multiparty democracy and economic liberalization in Nepal and the 'restructuring of the economy from a manufacturing-centered industry to

Large capital investment and high value-added industry' in South Korea. There were 10 Nepali migrant workers who were employed in Korea in 1990. An additional 14 years are needed to make an official agreement about Nepali migrant workers to get official permission for the Korean labor market. The government of the Republic of Korea and the government of Nepal have made a diplomatic understanding to regulate the migration process in 2004 through the Employment Permit Scheme (EPS) system and endorsed an MOU and signed it in 2007. Manufacturing, services, agriculture, livestock, and fishing are the major working sectors for Nepali migrant workers in South Korea.

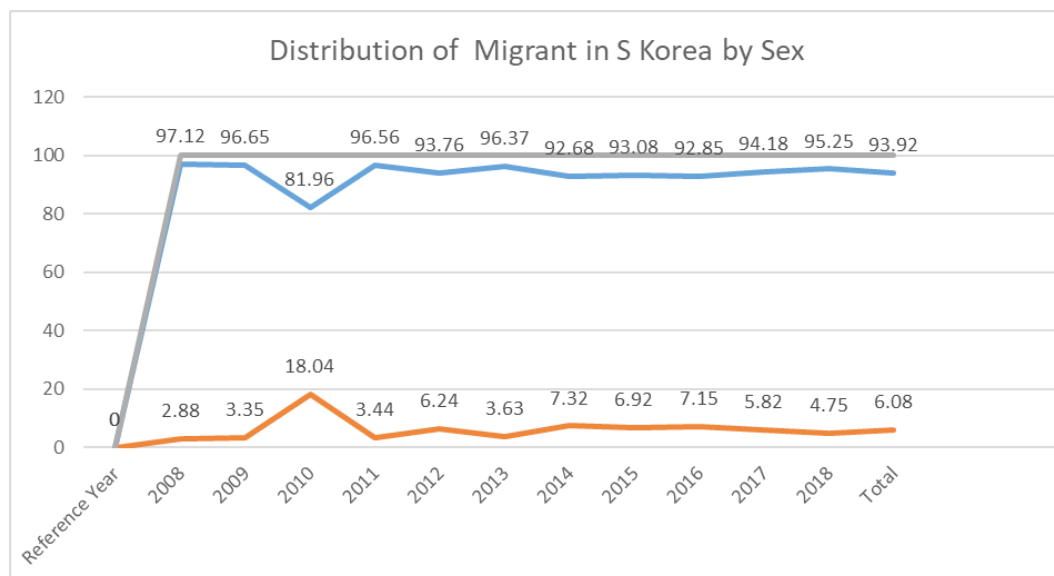


Figure 1. *Labor migrants to the Republic of Korea by Sex*

Source: Employment Permit Scheme Section, DOFE, 2019

Figure 1 presents the information about the distribution of Nepali migrant workers by sex with different reference years. After the Ministry-to-ministry official agreement was held in 2004. The annual quota for EPS workers was set by the Government of the Republic of Korea in the manufacturing and agricultural sectors, at around 7500-8500 annually in recent years. Female workers account for around five per cent of the total EPS workers, which is comparable to the national average. During the time of global recession in 2009/10, there was a significant proportion of Nepali migrant workers absent in those destination countries, so the proportion of female migrant workers grew in number.

Occupational Status of Returnee Migrants by the Last Destination

The key priority of the Government of Nepal is to ensure that both the social and financial remittances gained abroad are mobilized in a potentially productive and viable sector in Nepal. The vibrant and exuberant skilled human resources are equipped with advanced knowledge, skills and experiences that can contribute to making the country advanced. The nature of labor migration is temporary, with an employment contract duration of specific years, both repeat and return migration feature. So, after completing their contract, they return with lots of hope and

aspiration to do something different within their home country. Some statistical evidence has been plotted in the following figure.

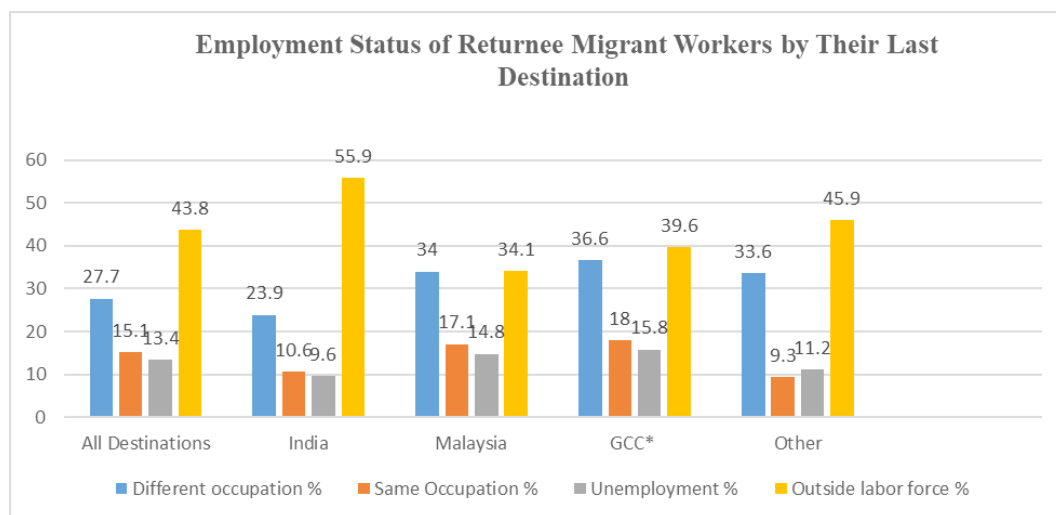


Figure 2. *Employment status of returnee migrant workers by their last destination*
Source: DOFE, 2019

Figure 2 presents information about the occupational status of returnees from their last destination countries. Out of total returnee migrants only 15 per cent of them were able to hold currently employed in the same occupational category as abroad, similarly 27 per cent returnee employed in different occupation and rest of 13 percent were not employed and more interesting and shocking figure was 43 percent of them were remaining unemployment till the date of record this share varies considerably by the last destination country. The skills acquired by returnees' were not necessarily being utilized in the internal labor market, as the majority of returnee migrants from India (56. percent) are employed in a different occupation than the one they acquired international experiences or are unemployed. Over 80 per cent of returnees did not engage in their designated skill-based occupation.

Migrant Workers by Age and Sex

In recent years, national planners and policy makers have given priority to the issues of migrant workers and their management. There were a nominal number of women who took part as migrant workers occupied in foreign labor migration.

There were a number of restrictions posed by the family and the government itself. Even though the emphasis has been given over the last few years with the struggle of women. Women were also interested in working for career development and did for financial and social remittances as captured by knowledge, experience, skills, exposure, networks and know-how acquired abroad—for local and national development priorities. Provides detailed information on the Government's ongoing reintegration programs.

Among the total Nepali migrant workers more than two fifth (43.00%) of them had belonged to corresponding age group 25-35 year with corresponding reference year 2017 followed by more than one third (39.34%) related with its corresponding age group 18-24 year and all together age between 18-34 took more than 82 per cent out of total migrant workers. Similarly, in 2018 the predominant age group 24-34, leading by 41 percent, followed by age group 18-24 with more than 32 percent it was slightly less than before. Altogether, both age and sex groups are broadly dominated by this group. The rest of the other age group 35-44 occupied by 15 percent by males and averaged one percent in both reference years (NLFS, 2017/18).

The demographic youth bulge between 18-34-year age group is the energetic, innovative and productive age for social input that ripe for economic prosperity. They deserve well if they are equipped with knowledge, skill, art, technological efficiency, extend social network, and collect experiences through exposer, either within the nation or beyond the nation. These can be capitalized for surplus benefit to the individual, family, community as well as own nation

Status of Returnees and Last Destination Countries

A significant proportion of returnees returned to their home country after completing their working contract. Returnees are those human resources who have either financial capital or social capital for investment in productive sectors. Such skilled and semi-skilled human fore be recorded and timely updated for better information whenever and wherever they might be mobilized. So, this section presents some key characteristics of recent returnee migrant workers, including their demographic, employment and earning profile, further disaggregated by the destination country. This Section has been prepared using the National Labor Force Survey (NLFS) 2017/18

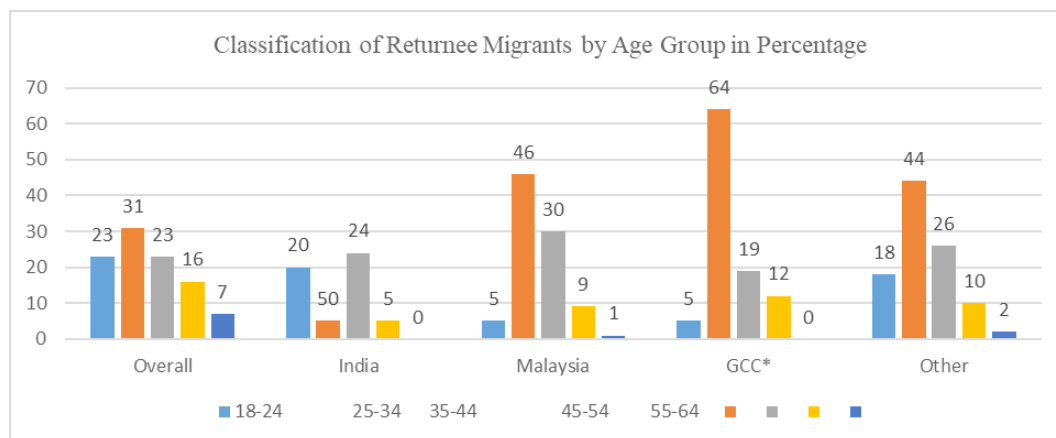


Figure 3. *Status of returnee migrants by age and last destination countries*

Sources: NLFS 2017/18

Figure 3 depicts the information about the status of returnee migrants by age and last destination countries. Among the total Nepali migrant workers, more than two fifth (43.00%) of them had belonged to corresponding age group between 25-35 year and corresponding reference 2017 followed by more than one third (39.34%) related with its corresponding age group 18-24 year and all together age between 18-34 took more than 52 per cent out of total. Similarly, in 2018 the predominant age group 24-34, leading by 41 percent, followed by the age group 18-24 with more than 32 percent, which is slightly less than before. All together both age and sex groups are broadly dominated by this group. The rest of the other age group 35-44 occupied by 15 percent by males and averaged one percent in both reference years.

Among the total returnee significant proportion of returnees 69 per cent returnees returned from GCC* countries before age 35 years followed from India with 71 per cent in same corresponding age group. Average one third of returnees above were associated above age 35 years above. Overall, more than half (53%) returnees returned from all countries. The average age of returnee is covered in demographic dividend opportunity phase. Thus, since the last three periodic plans (13th/14th/15th) focus about returnee and focus on qualitative rather quantitative aspect of foreign employment (MoLESS, 2022). The fifteenth five-year plan has broadly covered the issue of foreign employment and management of returnee for broad spectrum of sustainable development.

There were number of migrants who returned to their own place of origin full of passion, energy, and dreams to do within the country as a source of income. They

struggled hard to follow strict rule regulation. Migrant workers returned to their home country full of aspiration to do something by applying their knowledge, skill, working experiences, working efficacies, art of working within the country. They are eager to share and invest in their social entity which they earn abroad.

Concurrent Influxes of Remittances

The foreign exchange as a remittance entered to the country has not a long history. Remittance is an important source in labor exporting countries to maintain foreign exchange reserves and to correct Balance of Payments. Remittance implies household income from foreign inflow mainly from momentary or permanent migration of people to those economies (Chhetri, 2020). Remittance enables households to increase their level of consumption, ensure better health facilities, nutrition, education and other facilities. The impact on bilateral flows, however, remains unclear due to lack of disaggregated data on remittance. The impact of the pandemic has not been unfirmed across countries, and subsequently, recoveries in economics and the development of workers have also been uneven.

The following table presents the data about remittance inflow from confined destination countries including South Korea since 2010 and onward. There was no disaggregated data on remittances.

Table 2.

Inflow of Remittance from confined destination countries by 2010/11 to 2021/22 \$

Year	India	Saudi	UAE	Malaysia	Qatar	Korea	Kuwait	Total	From All countries
2010/11	-	-	-	-	-	-	-	-	2.54
2011/12	-	-	-	-	-	-	-	-	3.60
2012/13	-	-	-	-	-	-	-	-	4.35
2013/14	-	-	-	-	-	-	-	-	5.43
2014/15	0.76	1.01	0.57	1.20	0.85	0.02	0.08	4.49	6.17
2015/16	0.70	1.07	1.07	0.86	1.00	0.02	0.08	4.80	6.65
2016/17	0.90	0.98	0.52	0.68	1.04	0.05	0.09	4.26	6.95
2017/18	1.01	1.02	0.80	0.88	0.87	0.19	0.15	4.92	7.55
2018/19	0.12	2.07	1.11	0.37	1.38	0.20	0.37	5.62	8.79
2019/20	0.11	2.11	1.18	0.36	1.46	0.19	0.40	5.81	8.75
2020/21	0.07	1.79	1.07	0.30	1.26	0.16	0.32	4.97	9.61
2021/22	0.08	2.87	1.58	0.44	1.97	0.23	0.43	7.60	10.07

Sources: Rashtra Bank, 2022, Current microeconomic financial situation of Nepal (ending Mid July 2022)

Table 2 presents the information about Inflow of Remittance from confined destination countries by 2010/11 to 2021/22. Out of 6.17 billion USD received by migrant household from all over the countries in 2014/15 and Malaysia was the leading country in terms of remittance sent by 1.2 billion USD followed by Saudi Arabia with 1.01 and following by Qatar and India with 0.86 percent and 0.76 percent respectively in FY 2014/15. Subsequently in next FY 2015/2016 Saudi Arabia, Qatar and UAE were those countries abled to hold the more than one billion USD each country. Similarly, In FY 20 17/18 India and Saudi hold the leading position with more than one billion USD and followed by Malaysia with 0.88 and 0.87 billion USD. The break came into increasing consistency for sending remittances in subsequent years 2019/20 and 2020/21 caused by worldwide pandemic COVID 19. After COVID 19 remittance influx surge again reached at the peak historically above 10 billion US dollar and proportion of Nepali migrant workers growing every fiscal year.

Even today Nepal remains predominantly rural country, remote human settlement lives with lack of physical infrastructure even communication and transportation, massive poverty, unemployment, steep slope and rocky land, famine. Parents are illiterate but they want to give education to their children, no quality education around there and poor health services and facilities. Therefore, they did not have better choices except to set departure to those countries even in these countries.

Differentials in Consumption Pattern of Remittance

A study entitled "Labor migration and remittance economy" carried out in 2016 by researchers' group in major five districts based on migration flow with quantitative and qualitative analysis funding by USAID and Asia foundation. The study put forward some comparative information about the variation of migrant and non-migrant on socio economic characteristics.

This is the multiple responses table and provides comparative information between migrant household and non-migrant household about concurrent socio-economic status. Obviously, there were significant changes after and before socio economic status of migrant households. A higher percentage of migrants HHs got extra income as a remittance for expenditure on different sectors and to some extent, they invested in productive sectors after paying the loan which they used for migratory transactions. The following table presents the comparative information between migrant household and non-migrant household.

Table 4.*Consumption pattern of remittances by migrant HH and non-migrant HH in percentage*

Investment of remittances	Non migrant HH	Migrant HH
	%	%
Land in village area	19.0	26.5
Land in bazar area	4.8	11.3
Land in urban area	3.2	7.3
Livestock	40.5	35.6
Building construction	61.1	64.7
Jewelry/ gold	26.2	38.9
Children education	75.4	86.5
Tele Phone/Cell phone	87.3	97.5
Television	52.4	70.5
Motorcycle	22.2	20.7
Major business	16.7	8.7
Other investment	15.9	16.4

Source: USAID, 2017

According to table 4 there were some evident differences between migrant HH and non-migrant HH on their consumption patterns. The multiple response table depicts that significant proportion of migrant household investing their remits on land was quite higher in village, urban and bazar area. Likewise investing in livestock was better than non-migrant household. Rest of other characteristics of migrant HH were far better except for major business. Researcher generalized in this matter in the absence of leading person women do not like to take risk of doing major business. This table asserted how remittance had been playing significant role in reducing rural poverty.

Migrant people used to take risks for larger loans to finance the migration, add the burden of loans and leave stress to their household members. After being left home by migrant workers economically seniors take responsibility to bear other casual expenses such as pay for educational paying for health, repaying debts,

expenditures marriage and on domestic daily use, such loans couldn't be accessed easily from banks and other financial institutions, and so the route of informal sources becomes much faster and easier.

Existing Policy Gaps and Challenges

The foreign migrant workers and their stockholder-related policy should have been strongly grounded in reality to guide a clear with time frame and direction. The view and review of the number of Periodic Plans has revealed different priorities across and within policy documents, which signified the need for more clarity and better coherence on the views and priorities on foreign employment, along with a clear picture of Nepal's direction on labor migration. The strategic policy should be convenient and build harmonized relations with sectoral policies and other broader national policies, such as the periodic perspective plans. It must be reflected in the spirit of global commitments and resolutions such as the GCM and SDGs.

Gaps in Existing Policies through a Global Perspective

The international mobility of labor migration has brought new thoughts with time and new circumstances as a matter of discourse in different platforms for different dimensions, that's why it can obviously change the political economy especially for developed countries. If the current global scenario has not changed and does not repeat such another pandemic disaster and global recession in the near future may create pressure on the global community to cope with the scarcity of human resources. Rampant decrease in death rate, steadily declining birth rate, growing demand for urban living, rapidly increasing ageing population, nuclear family becoming more popular among new generation, shrinking family size, xenophobia, global connectivity, rising economy in developing countries are possible evidence for diversification of labor migration.

After the coronavirus pandemic global community needs to rethink our existing plans, policies and strategies and reform them to address contemporary issues and lead to a safe and secure future. Furthermore, developing nations need to come together to initiate dialogue and put aside our ego, confrontations and bitter experiences; otherwise, we do not have a space to expiate about our own guilt except bearing pain and trouble. Especially developing countries have opportunities and severe challenges to provide specific skills, knowledge, and efficiency for seeking

decent jobs abroad or grasp the demographic dividend window opportunities by creating opportunities within the country.

Concurrent Challenges to Settle the Migration Issues

Regulatory challenge is one of the genuine problems in the context of Nepal. The available data show that there are notable numbers of grievances and reporting cases of malpractices in the labor migration process. These cases were reported against those individuals or institutions, suggesting a need for regular monitoring and regulation among the number of recruitment agencies and their agents. While the government of Nepal has recently adopted the Standard Procedure on Monitoring of Foreign Employment and Orientation Institutions, 2016, its enforcement and effect are yet to be seen.

Increasing access to justice, the number of complaints and cases registered against those individuals has been low profile. While many dynamics are at play in trying and settling cases and complaints, there is an immediate challenge for the governmental bodies to increase access to justice for those in need. In this way, the innermost issue for the Foreign Employment Tribunal has been to follow up on the implementation of their verdicts and increase the rate of cases solved periodically and publish the data about case clearance. Demand the review of existing policies, especially by developing countries. Ultimately, the dynamics of labor migration profoundly shifted and structural change in developing countries and Nepal grasp those opportunities and constructed the Foreign Employment Act in 2007, regulation in 2008, and policy in 2012 and subsequent changes over the several years.

Gaps in Existing Policies through a National Perspective

There have been significant improvements in the labor migration act, rule, and policy level over the years to compare with its past but not satisfactory compared with other contemporary countries. Prospective migrants are used to find the legal as well as formal process to get the labor permit, loaded with too many hidden costs. The inquiry and investigation process for their genuine grievances is typically operated without any authorized operating procedure. This has led to inconsistencies in handling individual and institutional complaints. There is too long and irritating a nature of official process to address the request and gaps in the processing of requests from abroad for migrant workers and issuing the labor permit for extending their stay. After analysis and interpretation of data researcher comes

to the following conclusion. Despite significant improvements having been made, however, still we have a long way to go for updating and upgrading our information management system; there are lots of problems in implementing our policies in favor of victims. In addition, there are three layers of government that need to cooperate and coordinate with each other. Nepal's federalization has presented immense opportunities to initiate worker-centered reform efforts that ensure safe foreign employment.

Future Impacts of Labor Migration

Supplying cheap and low-wage human resources to the destination countries is not a permanent solution for economic growth and development. We have economic growth potential to absorb the cheap labor by optimally utilizing natural resources. Loss of skill in human resources and human capital. Depletion of critical skill source countries loss of their most educated semi-skilled on skill professionals (e.g. doctors, engineers, scientists' academician leaders and other parts of professionals in the healthcare education and technology sectors). Reduce productivity and innovations: the departure of skilled, semi-skilled unskilled human resources diminishes state capacity for innovation and deployment, which hampers progress in areas such as agriculture, renewable energy and technology, slowing overall economic development. Economic consequences: the loss of skilled human capital reduces productivity and economic growth potential, while remittances may partially offset this cannot fully replace the contribution of highly skilled professionals.

Healthcare challenges: The migration of doctors and nurses exacerbates existing shortages, leading to poor health care service, higher mortality rates and weakened response to health crises. Education deficit, similar issues arise in education, where the losses of teachers and academics reduce the quality of education and limit capacity building. Economic and fiscal impacts: loss of tax revenue, immigration of high-earning professionals reduces government tax revenue, limiting public spending on infrastructure, education and social services. Source countries often become dependent on foreign expertise and technology, which is costly and undermines long-term self-sufficiency. Any remittances provide financial stability and reduce poverty. It cannot fully compensate for the lost economic contribution of skilled professionals.

Dependency and reduced self-sufficiency: reliance on foreign expertise. Countries experiencing brain drain often depend on imported skills and technology

which can be expensive and hinder local capacity development, undermining local innovations without a critical mass of skilled professionals' local innovations and research suffer further, perpetuating dependency. Nuanced prospective potential benefit: while brain drain is largely detrimental, some research highlights potential benefit under certain conditions. Remittance and investment migrants often send money home which can be invested in education, healthcare and business. This can stimulate economic activity and reduce poverty. Diaspora network skilled migrants maintain ties with their home countries facilitating knowledge transfer, trade investment and technological exchange. Some migrants gain valuable experience abroad and return while enhancing skills, knowledge and resources, contributing to local development.

Educational incentives, the prospect of migration can incentivize individuals to pursue higher education, potentially increasing the overall skill level in the country. Are either with appropriate policies, such as investing in education, creating opportunities for skilled professionals and engaging diaspora networks, countries can mitigate some negative effects and potentially harness benefits like remittances and knowledge transfer. This analysis synthesizes insights from multiple sources, alerting to the multifaceted risk for the repercussions and brain drain while acknowledging the nuanced potential benefit for immediate impact.

Conclusion

Although foreign employment was made possible by the first Foreign Employment Act of 1985, the elected government only put it into effect once democracy was restored. due to a lack of knowledge, stringent laws and regulations in other nations, and data on migrant workers not being fully integrated as they could be. Gulf countries, Malaysia, South Korea, and many other countries saw a shift in the trend of emigration to India cause to higher incentives and wages. As a result of harsh laws and regulations in those destination nations as well as out-of-communication connectivity, there is still a dearth of sufficient information on migrant workers. A significant proportion of migrant workers lost their jobs, severely affect the global economy and furthermore raised the issue of migrant workers who demand the review of existing policies, especially by developing countries. Ultimately, the dynamics of labor migration profoundly shifted and structural change in developing countries and Nepal grasped those opportunities and constructed the Foreign Employment Act in 2007, regulation in 2008, and policy in 2012 and subsequent changes over the several years (MOLESS, 2020). Eventually, some insights come to understand

and further broaden this issue and clearly visualize its area. Researchers attempted to generalize with their contemporary issue about gaping theoretical knowledge, methodological constraints counter with new evidence, faults of this study after conducting this research. There are lots of seen and unseen remarks in the labor migration policy discourse that are ignored. However, international labor migration contributes to the development and adaptation needs of origin communities and recipient families, such as livelihood diversification, in the form of employment, asset creation, and food security. Eventually, this is the age of globalization and people are free to move here and there for their own prosperity. Similarly, global communities have been opening the door and offering people jobs and Nepal cannot be an exception from these opportunities. It has provided immediate relief; however, in the long run, it would be grief for Nepalese society.

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