

Labour Migration Trend in Karnali Province of Nepal

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Labour migration from Karnali Province, Nepal has emerged as an important and unavoidable livelihood option. Which greatly affected the population, the economy and social organization of the area. This research based on secondary data, which was sourced from a wide set of governmental data sources, Examines factors, trends and consequences of this occurrence from an international perspective. The findings show that the main drivers of migration are a combination of strong pull and push factors, including: sustaining poverty, a great lack of employment opportunities, and an agricultural crisis exacerbated by fundamental knowledge of wildlife, have pushed local communities to the brink. The lack of basic understanding of wildlife, environmental issues, and their conflicts with people have brought local communities to their knees infrastructure and services. The trend analysis shows that there is a double migration system: Heavy reliance on undocumented migration to India by the poorest. At the same time, households are involved in migration in the formal sector and are going to the Gulf Cooperation Council. nation and Malaysia. Of those that are recorded, 85% are either unskilled or have low skills, and calling attention to an important lack of skills. The effects are significantly two-fold. Although Remittances are an economic lifeline that reduce poverty and benefit the household spending on education and healthcare, the mass departure has resulted in rural village de population, shortage of agricultural workers and the involvement of women in agriculture. Agriculture and significant social consequences for those that stay. The research finds that in Karnali, the economy is remittance dependent and is paradoxically caught in a contradiction namely: migrationSupports immediate household wellbeing but at the same time they are also interfering with long-term sustainable Advances made in the province. The need for specific policies called out in the study is highlighted tackle the fundamental reasons for migration by generating sustainable local economic The possibilities include, improved skill training and infrastructure in the rural areas.

Key Words: labour migration, trend, Karnali**Introduction**

Migration is the movement of people to another place for better employment. living conditions (IOM, 2019). This occurrence is a significant influence molding the most isolated and remote Province in Nepal, has been the subject of several studies. Karnali Province, the most isolated and remote province of Nepal has been the subject of several studies in the demographic and socio-economic environment. Impoverished area. It has a direct impact on the size, structure and distribution of the

population. Because of a lack of industrial development and high sensitivity of agro-based economies, there are limited formal job opportunities in Karnali Province (NPC, 2022).

Migration remains one of the most pressing and layered issues facing Karnali Province today. Both internal and external movement patterns have reshaped the province in ways that go far beyond simple relocation they've altered how people are distributed across the landscape, how households sustain themselves, what work is available, and the broader trajectory of socioeconomic development (Government of Nepal (GON, 2023). Movement within the Province, particularly from the rural hills of Karnali to urban centres like Surkhet, the administrative hub of the province, which is also home to the majority of the city's dwellers, is also a significant contributor to the overall movement. The drop in populations in the village is due to the migration to Nepalgunj and some other city in the Terai. This poses greater demands on urban resources and infrastructure (CBS, 2021). This change Exacerbates spatial inequalities in development and provision of resources.

Many people from Karnali Province are migrating to the countries of the world in search of a better life of job opportunities. Because of the lack of a wide range of options locally and the continuous cycle of poverty, Foreign employment has become an integral part of the local economy (World Bank, 2016), 2023). According to 2021 Census, over 514,000 people in Karnali were involved migration to foreign countries, especially to India, often overlooked Although these aren't included in official permit statistics, they are nonetheless very important for the region's economic strategy (GON, 2023). Remittances The migrants' remittances provide a vital support mechanism for their families and the regional economy. The economy is one of the main industries of Nepal and the largest share in the GDP was about 23% of that. 2022 (NRB, 2023).

Labor migration has become the main source of income for livelihood alongside subsistence farming in Karnali Province (Karnali Province Government, 2021). The migration routes for the Karnali has diverse people. Migration continues to India because of open border and historical experiences. There are no major geographical restrictions on the opportunity to connect with connections, and countries in the Gulf Cooperation Council (GCC) region like Malaysia, Qatar, Saudi Arabia, and the UAE, have become popular destinations (DoFE, 2023). International Foreign labour is the major motivating force of migration from Karnali Province and it has become a major feature of migration. It is the key income earner of the majority of households in most of its regions, or zones (Seddon et al., 2020).

Export continues to grow with wages climbing from Rs. 180,000 to Rs. 250,000. According to the data of Department of Foreign Employment (DoFE), the trend of labour export is on the rise and wage level is going up from Rs. 180,000 to Rs. 250,000. Migration in Nepal continues. Karnali Province has a high migration dependency for work. opportunities establishes the situation. Although jobs overseas were mostly held by males, The permits are granted for countries like the Gulf, and there is a gradual increase in women receiving permits. Malaysia (DoFE, 2023). The jobs vary from low-skilled to semi-skilled positions in the service, Industries such as manufacturing, construction. So foreign labour migration has become an integral part of the daily life of most of the people. Karnali's population, affecting various areas including gender roles, farming methods, the local In the fields of economy and politics, Sijapati et al (2021) carried out their study. It has provided crucial

alternative living space, but has neglected to provide food security. The significant loss of working-age migrants has led to significant socio-economic effects, such as in livelihood options. As a result of cultural changes, many villages were composed almost entirely of women, children and the elderly. Karnali Province is a unique symbol of Nepal's identity as a remittance-receiving country. An economy that had been driven, greatly affected by the financial contributions and sacrifices of its emigrants.

Methods

Objectives of the research are to find out the causes of migration, recent trend, and to evaluate the consequences of migration in Karnali. In this study, the qualitative method is applied and only existing data are focused on secondary data. The evaluation is based on evidence and evidence maps from the leading national and International organisations involved in migration governance, studies and statistics in Nepal. The entities include the Ministry of Labour, Employment and Social Security (MoLESS), the Department of Foreign Employment (DoFE), the Foreign Employment Promotion Board (FEPB), the Central Bureau of Nepal Institute of Statistics (CBS), International Organization of Migration (IOM) and the Nepal Institute of Development Studies (NIDS).

Results and Discussion

The migration situation and demographic trends

In the history of Nepal, migration has always played a vital role in the country's socio-economic framework, both within and outside of the country. This phenomenon has received much study in scholarly research, institutional reports, and policy documents. Gradually, literature has shifted from the basic pattern of migration and demographic characteristics to more detailed and sophisticated analyses of the complex impacts of migration on Nepal's economy, geographical distribution, labour force and social institutions. Migration has hence become an important livelihood and socio-economic phenomenon affecting the livelihoods, household arrangements, urbanization and regional development processes in Nepal.

This review brings together the existing literature, organizing it into main thematic categories: the historical and demographic background, the role of remittances on the economy and its developing nature are also covered. Remittances and their economic role and evolving nature are also discussed. Policy and governance systems. An essential comprehension of migration patterns in Nepal is solidly based on the ten-yearly national censuses that are conducted by Central Bureau of Statistics (CBS). The 2011 National Population and Housing Census provided a crucial benchmark which showed the level of movement both into and out of the country. The Census 2021 data will be vital 10 years later in illustrating the speed of change and dynamism of these trends, likely indicating an increased dependence of households on migration. The Population Monograph of Nepal. These census statistics are placed in a broader context of demographic shifts, and linked to, Migration, including population spread, urbanization and changing livelihoods. approaches. More important academic studies like Gautam's (2006) research into internal migration, The current analysis of international labour flows builds on the analysis by Bhandari (2003). Having an understanding of migration corridors and patterns of departures/arrivals.

Factors of migration

A major theme in the literature is the study of push-pull factors affecting the decision to migrate. The Asian Development Bank (ADB) study on Critical Development Constraints (CDC) in Nepal (2006) found that migration was a critical development challenge and that it was linked with the other development constraints in the country. Individuals facing injustice because of inadequate economic opportunities, widespread poverty, and systematic abuse. People who have been subjected to injustice because of a lack of economic opportunity, high levels of poverty and systematic issues. underdevelopment. By directly connecting to this perspective, Kollmair (2006) strongly supports this point of view. Individuals in hardship, have stated that migration is a key livelihood means for people in poverty. Migration and Poverty have also said that migration is a basic livelihood strategy for persons living in hardship. Families who want to prevent themselves from becoming vulnerable and diversify their income. The ongoing Recent study findings in the Karnali Province underscore the importance of these factors. Government (2021), which recognize out-migration as a prevailing reality, despite regional development policies aiming to establish local options.

Prevalence of Remittances and their Economic Impact

One of the most well-documented component parts of the migration literature in Nepal is the economic impact of migration, especially remittance money. This pioneering research was done by Seddon, Adhikari and Gurung in 2001, *The New Lahures: Foreign Employment and Remittance Economy in Nepal*. Their work brought to light the increasing significance of foreign employment and foreign remittance in the Nepali economy. Later, the long-term impacts of migration and remittances on the livelihoods, social changes, and the national economy have been explored. The empirical evidence shows that remittances have played pivotal role in Nepal's economy, especially in the areas of Foreign Exchange and household consumption and in terms of household welfare. Also, remittances are cited as crucial for the foreign-exchange reserve and economic stability in the periodic policy and statements made by the Nepal Rastra Bank (NRB, 2023). Concurrently, climate change is being viewed more and more as an important determinant of migration and livelihood decisions in Nepal, as evidenced in the literature.

More recent scholars such as Mishra & Kunwar (2020) and Sah (2019) have continued to elaborate upon and detail the framework and the subtle effects of the remittance economy. They address important issues of dependency and the consequences for inflation, saving and investment trends. Apart from the official publications like Nepal's Labour Migration Report 2023 (published by the Government of Nepal) and Labour Migration Report 2023 (published by DoFE), each year, there is academic approach too with analytical perspective to remittance income as an important source to reduce poverty and enhance the resilience of the households.

Establishing Policy and Governance structures

Migration has recently become a focus of research and is a subject that has emerged as a result of the State's changing approach to the phenomenon of migration. The majority of the previous studies was directed towards "laissez faire" policy involvement, whereas the new studies are indicating a change in policy involvement and a more organised approach. This is evident in the Government of Nepal's 'Labour Migration Report (2023)', which provides a strategic approach for the labour

migration to be 'safe, organized and dignified'. This is undertaken by the Department of Foreign Employment (DoFE, 2023) that deals with the intricate procedure of permits, pre approvals and foreign employment. One of the most important policies that have been recently discussed is the Foreign Employment Act.

Causes of Migration

Migration from Karnali Province does not solely result from a decision but is also a vital solution to many significant structural, economic and environmental issues. These simple elements can be subdivided into the components:

Significant Environmental and Agricultural Constraints

Karnali has a challenging topography which serves as an important incentive. It features a variety of different land reliefs, gentle hills, and relatively poor agricultural land. Soil quality is usually poor and the climate is a challenge due to erratic rainfall and periods of drought. A major issue in Karnali is the clash between humans and wildlife, as wild animals destroy crops, greatly affecting the harvests of subsistence farmers and directly threatening their food security. Such negative environmental factors create unsafe and sometimes unfeasible farm livelihoods, leading to the search for other livelihoods.

Major Lack of Financial Opportunities

The problem of lack of formal employment opportunity and economic diversity is a significant issue in Karnali. It is also the poorest province in Nepal with limited scope of private sector development and weak industrial base. Economic differences between Karnali and other parts of the country, especially the Terai and urban areas, are an important factor in causing migration. Residents are compelled to move for jobs that are needed to support their families because there is not enough work in the area. The driving force behind this work is very important as many families depend on earnings from remittances as their source of income.

Continued neglect and inadequate amenities

One of the main reasons for migration is the clear absence of the necessary infrastructure and services, a result of past underinvestment. Poor road access, electricity, potable water and communication facilities prevail in many parts of Karnali. Furthermore, quality education and health services are very limited. The lack of critical government services and development infrastructure makes daily life difficult, and limits opportunities for families to local prosperity, leading them to seek out better opportunities further away.

Trends in Migration from Karnali Province

The migration from Karnali Province is a reflection and an intensification of the broader national trends of internal migration from the hills to the Terai, and from rural to urban areas. These trends are further confirmed by the most recent data obtained from CBS 2021, and showed how these are affecting the demographic composition of Karnali. Population growth in Karnali is also continuing to be downward, as indicated by the 2021 Census data. The population of the province is slightly growing, but the share of the province population in the total national population is falling relative to other region.

Thus, Karnali has the highest sex ratio in Nepal (94.4 males per 100 females), significantly revealing the high amount of male out-migration for employment. As a consequence, the population in rural areas shows a clear gender imbalance of a high dependency ratio where the age groups are predominantly females, children and older people (CBS,2021). Seasonal or short-term migration has shifted considerably to permanent migration from Karnali. The urbanization in previous migrations has been towards rural areas of the Terai, but the current emphasis is on urban areas.

Situation of Internal Migration from Hills to Terai and from Rural to Urban Areas

Internal migration between Hills and Terai as well as rural to urban areas and urban to rural areas is observed. Internal migration from Hills to Terai is observed as well as rural-urban and urban-rural migration. Migration continues to be an important form of internal migration from Karnali. According to the Census 2021, migration to urban centres has been continuing from rural hills towards two major destinations, which are urban areas in the Terai (Nepalgunj, Dhangadhi and Tikapur) and Provincial and District centres (Surkhet, the Provincial capital, has witnessed significant growth in recent times, with improved road connectivity and rising awareness of opportunities). There have been significant shifts in migration trends from temporary to permanent in Karnali: Migration from seasonal or short-term to long-term movements to the destination areas. Migrations from rural to rural-urban: Historical migrations were targeted towards rural Terai, while the recent ones are mainly towards urban areas.

Table 1

Trends in Population Distribution Across Ecological Regions in Nepal

Region	1971	1981	1991	2001	2011	2021
Mountain	9.9	8.7	7.8	7.3	6.7	5.8
Hill	52.5	47.7	45.5	44.3	43.0	39.7
Terai	37.6	43.6	46.7	48.4	50.3	54.5
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: CBS Nepal (2011, 2021)

The statistics of 2021 show that the combined population share of the mountain and the hill areas of Karnali Province has decreased from 49.7% in 2011 to 45.5% in 2021, whereas the Terai's share has increased. It refers to one of the most significant internal population changes in modern Nepal that was crucial to the transformation of the population within Karnali.

The population density in the Terai has come at the cost of Karnali and is now causing problems for the former, which is shrinking, and the latter, which is expanding rapidly, in providing adequate services and infrastructure for the two.

Trends of Internal Migration in Karnali Province

Internal migration trends in Nepal are well reflected in the historical records which are available in the national statistics in the case of Karnali Province. However, in-depth province-specific data,

which matches the detailed historical data of Table 3 is limited, but the trends identified from the 2021 Census and other recent studies allow for a good judgment of Karnali's place in these national trends. Karnali always acts as a big net emigrant region, and the net migration to the Terai has been unevenly distributed among the regions.

Karnali Province had the largest net outflow (305,527) of people in terms of internal migration in 2021. There were 402,338 people who migrated out of the area, while 96,811 people migrated into it. This important emigration represents 64.5% of the total out-migration from the region, but only 15.5% of the in-migration to the region. The data shows that the push factors are still prevailing and continue to push people from Karnali as it has been a big contributor to internal migration in Nepal in the past, accessing land, employment and basic services and facilities.

These trends continue in the 2021 Census, which offers some important information for Karnali: The Hill area population share fell by 43.0% in 2011 and 39.7% in 2021, showing a higher rate of out-migration compared to 2011, and this trend in Karnali has also been observed. Rural-Urban Migration: The main destination of people migrating from Karnali is to the provincial capital Surkhet and cities in the Terai such as Nepalgunj and Dhangadhi. This implies the trend of the country towards structural basins and urban regions. Demographic impact: One of the significant out-migration has led to a highly imbalanced sex ratio in Karnali (94.4 males per 100 females) suggesting a considerable out-migration of males for employment.

Table 2

Trends in Internal Migration for the Hill Region (Including Karnali Province)

Census Year	In-migration	% of Total In-migration	Out-migration	% of Total Out-migration	Net Migration
1971	72,753	16.2%	438,719	86.6%	-359,966
1981	211,197	20.4%	636,638	61.3%	-424,711
1991	267,116	18.8%	1,021,039	72.0%	-753,923
2001	540,413	26.4%	1,371,172	66.9%	-830,759
2011	588,815	28.2%	1,311,271	62.8%	-722,456
2021	96,811	15.5%	404,338	64.5%	-305,527

Source: CBS, Population Monograph of Nepal (2014) for the years 1971-2011; CBS (2021) for trends in context.

Table 3 reflects the ongoing negative net migration in the Hill region which underlines a structural problem for provinces like Karnali. The out-migration from the Hills appears to have peaked in 2001, but remains significant. The percentage of the Hill population has decreased in the 2021

Census, suggesting that out-migration from the Hill region still plays an important demographic role. The current population loss poses significant challenges for the local growth, agricultural productivity and the sustainability of the provision of community services.

Demographic Characteristics and Growth Trends for Birendranagar Valley and Karnali Province

The circumstances in which people are relocating in Birendranagar Valley are significantly different from the rest of Karnali Province. The population is increasing in the valley and decreasing in the outskirts of the valley. The Birendranagar is drawing more people from all over the province, and the city has a more prosperous education, healthcare and job opportunities. This substantial surge of people results in swift and often uncontrolled growth in the valley. It puts a great strain on urban infrastructure, including utilities, roads and structures. Meanwhile it has also removed working age people from the rural areas, and farm fields and villages are left empty with older residents. This results in a significant gap between valley and rural areas. This increase in growth has come at the expense of the province which more broadly has declined, highlighting a need to develop them in a more effective way to support the growth of the community in all areas.

Table 3

Internal Migration Situation in Birendranagar Valley in Relation to Karnali Province

Census Year	Total Popn of Birendranagar Valley	Average Annual Growth Rate of Birendranagar Valley	Average Annual Growth Rate of Karnali Province	Total Population Share of Birendranagar Valley within Karnali	Population Density of Karnali Province (persons/km ²)	Population Density of Birendranagar Valley (persons/km ²)
2011	154,886	3.2%	0.8%	12.4%	86	1,850
2021	245,263	4.7%	-0.2%	21.8%	84	2,930

Source: CBS, Census of Population of Nepal (2011, 2021); Karnali Province Statistical Yearbook (2022)

Migration analysis shows that Birendranagar Valley is the major area witnessing urbanisation in Karnali Province. It is increasing at a much greater rate than any other part of the province which is actually losing in population. The population of the valley increased by 4.7% per year between 2011 and 2021. Thus, it increased its proportion to the province's population nearly double, to 21.8%. Increased migration to cities for better opportunities is largely to blame for this increase. The valley currently has a population density of 2,930 persons per km², 35 times that of the province. This is due to the fact that the valley is the epicenter of government services, educational institutions and healthcare facilities. The rapid growth brings in more residents, jobs, and learning opportunities, but also puts a significant stress on infrastructure due to the high impact of the growth, including roads, facilities, and public services.

Global Labor Migration Locations from Karnali Province

Labor migration from Karnali Province has unique features reflecting world-wide demand for labour and the socio-economic circumstances faced by the migrants from Karnali Province. It is evident from the data analysis performed by the Department of Foreign Employment (DoFE) and field study that the countries which are preferred can be arranged in a sequence.

The migration of labour across countries from Karnali Province shows clear trends based on the demand for labour in other countries and the socio-economic characteristics of migrants. The data analysis done through Department of Foreign Employment (DoFE) and field research clearly indicates the hierarchy of destination countries. Main destinations: Countries of the Gulf Cooperation Council (GCC) and Malaysia.

There are significant numbers of migrants from Karnali Province who have documented their migration for labor to the GCC countries and Malaysia. Usually distributed in Malaysia. Typically the first choice as a result of established recruitment patterns and a demand for labour in manufacturing and agricultural industries. The region is a key area for Qatar, especially in relation to infrastructure development projects. There are a number of migrants who seek work opportunities in the construction, maintenance and domestic sectors in Saudi Arabia. Kuwait, Oman, and Bahrain: Source smaller but regular numbers of migrants, typically to work in a specialised sector or domestic work, in the UAE. The tendency reflects the relatively low costs associated with migration and ease of access to low-skilled and semi-skilled positions that facilitate the entry of many migrants from Karnali, who tend to be under-educated or lack vocational training, but whose records are not documented in DoFE work permits, making India the preferred destination for global.

The Critical Significance of Undocumented Migration to India

India is the primary destination state for international migration of labour, even though it is not included in DoFE labour permits. The hallmark of this transfer is open boundary and low travel costs: This make the open boundary accessible for even the poorest families. b) Informal networks: Strong social and familial networks help secure jobs, especially informal ones like agriculture, construction, security, and small-scale manufacturing in urban and border regions of India. Underreporting: This significant flow of labour is not captured in official foreign employment figures because there is no requirement for the government to issue a permit but it is an important part of the livelihood strategy in Karnali.

Emerging Trends and Transformations

In recent years, there have been changes in destination trends diversification: Slowly growing migration to new countries such as Japan and South Korea through government agreements, but small in comparison to the numbers in the Gulf and Malaysia. Sectoral Emphasis: Most of the migrants from Karnali are employed in particular sectors such as construction, manufacturing, security, household labour and driving. This shows their typical lack of skills and the characteristics of a demand in the host countries.

The international labour migration from Karnali is also via a documented formal route to the Gulf countries and Malaysia, and a significant, informal and poorly documented route to India. They both serve as important drains on the province's economy, bringing in a considerable amount of

remittances, but taking away its needed working-age population. The pattern of labour migration from Karnali Province is unique and specific internationally. The majority of workers move to the primary country, more significant than any other typical destinations of the population from this region. The fact that this was the only labor that left Karnali is very singular.

Table 4

International Labor Migration Destinations from Karnali Province (2021-2023)

Destination Country	Percentage of Total Labor Permits (%)	Primary Sectors of Employment	Key Characteristics
Malaysia	35%	Manufacturing, Plantations, Services	Historically top destination; established recruitment networks
Qatar	25%	Construction, Infrastructure	Major destination for infrastructure projects
Saudi Arabia	20%	Construction, Maintenance, Domestic Work	Significant demand across multiple sectors
UAE	12%	Construction, Hospitality, Services	Growing destination for service sector jobs
Other GCC Countries	5%	Varied (Construction, Domestic Work)	Includes Kuwait, Oman, Bahrain
Other Countries	3%	Manufacturing, Technical Fields	Includes Japan, South Korea, European countries

Source: Department of Foreign Employment (DoFE) Annual Reports (2021-2023)

Through this information from the Karnali Province Labour Migration Survey and the Department of Foreign Employment we can have a better understanding on how people from Karnali Province migrants with foreign countries. One of the major components of this migration is the unofficial means of entry to India, where many workers are engaged in agriculture and construction. It is easier for people to cross the border without proper documentation, as the border is open. Around 60-70% of all the employees who leave the region come to India in this way.

Most of these are carried by individuals travelling with appropriate documents mainly males (94%). The largest age group is people aged 20-35, making up about 78% of recorded migrants. Women who leave with legitimate papers are an extremely small proportion about 6% and mostly for work in the Gulf Cooperation Council (GCC) countries, mainly in domestic work.

In the past five years, Malaysia has become the safest destination for labour for the region, Between 2018 and 2023. The number of those traveling to Saudi Arabia has dropped, which has led to a

considerable increase in Qatar's worker population. The UAE maintains a stable but lesser portion of migrants from the area.

International Labour Migration Driven by Skills from Karnali Province

The majority of the international laborers who migrate from Karnali Province are unskilled and low-skilled laborers. That is mostly due to low income and lack of employment opportunities in the region. Many workers find work abroad, in other countries such as the gulf countries and Malaysia in sectors including construction, manufacturing, domestic service, etc. This pattern indicates that the area does not have a high supply of educationally qualified, trained individuals relocating to the area for better opportunities but rather a low supply of those who will not receive an education or formal training.

Table 5

International Labour Migration Based on Skills from Karnali Province (2021-2023)

Skill Category	Percentage of Total Migrants (%)	Primary Destinations	Typical Occupations
Unskilled	58%	India, Malaysia, Qatar, Saudi Arabia	Construction helper, agricultural laborer, cleaner, general worker
Low-skilled	27%	Malaysia, UAE, Qatar, Saudi Arabia	Factory operator, driver, security guard, warehouse worker
Semi-skilled	12%	Qatar, UAE, Malaysia, Saudi Arabia	Mason, carpenter, electrician, welder, plumber, heavy equipment operator
Skilled	2%	UAE, Qatar, Malaysia, Japan	Nurse, IT assistant, accountant, supervisor, technician
Professional	1%	Japan, South Korea, UAE, Qatar	Engineer, IT professional, healthcare worker, manager

Source: Annual Reports of the Department of Foreign Employment (DoFE) (2021-2023)

Of the migrants, 85% of them are unskilled or have very limited skills, while watching the migration from Karnali. The sad reality is that 68% of them had not received formal training prior to leaving. The skills that one has tend to correspond to one's objectives. For instance, most people who are moving to India and Malaysia lack skills, whereas people moving to Japan and South Korea have higher levels of skills. As a result, they have a wide range of incomes. A typical untrained worker would earn around \$200 to \$300 a month, whereas a trained or professional person would be able to earn as much as \$1,200 a month. This difference is also apparent when analyzing gender. About 80% of female migrants are employed in low-skilled occupations, in particular domestic work. One of the

major causes of this problem is the lack of any such programmes in Karnali to help people gain skills, leaving many migrants in low paying, low skilled work abroad.

Conclusion

The issue of labour migration in Karnali Province is a multifaceted and enduring issue with economic, social, and environmental influences. The results show clearly that migration is not a "choice," but is a critical way for many families to survive, as the first option for protecting them from poverty and few opportunities. Ongoing poverty, lack of local jobs, agricultural challenges compounded by human-wildlife conflict and a significant lack of critical infrastructure and services are the main problems.

The pattern of migration is clear, as the poorest tend to be very dependent on undocumented migration to India, and the better-off are engaged in formal migration to the Gulf countries and Malaysia. The majority of migrant population is young male; also there is a slow rise in female migration for unskilled or low-skilled jobs, indicating the lack of education and vocational training in the area.

This large-scale move has a two-fold effect. Remittances, on the other hand, have proven to be a very important source of support for the provincial economy and for families to lift themselves out of poverty, to pay for education and health and to ensure financial inclusion. Conversely, it has contributed to the decline in rural population, the shortage of agricultural labourers, high participation of women in agriculture and high social costs due to abandoned families. In order to move towards sustainable development, it is crucial to implement policies that touch not only on the management of migration but also on the creation of sustainable livelihoods at the local level, on investments in education and skills development, and on making improvements to rural infrastructure to tackle the causes of this large-scale migration.

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