

The Role of Tourism for Employment Generation in Nepal

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Abstract

This study explores the contribution of tourism for employment generation that is also a major part of individual as well as national income. This is a strong pillar of the national income that may promote and upgrade the economic level of the citizens through service sectors. On the basis of secondary sources, this study has been analyzed the trend of employment generation due to tourism industry in government and private levels. Tourism industry helps not only for government level employment like: in Ministry of Tourism (MOT), Nepal Tourism Board (NTB) and Tourism Information Center (TIC) but it supports to the private sectors such as : Star Hotels, Tourist Standard Hotels (TSH), Home Stay (private and community), Tracking Agency, Travel Agency, Rafting Agency, International Airlines, Domestic Airlines, Paragliding, Tourist Transportation, and others (Porter, Guide, cook, Ultra-light) also. Descriptive research design, quantitative research method and average sampling have been applied in this research for proper analysis because of its nature. Secondary data of a decade have been selected and analyzed during this research. Under the guidance of economic growth model, development theory associates with Adam Smith, David Ricardo, Malthus, Karl Marx, and Rostow, has been applied. This study has moreover shown that the trend of employment in tourism sector has been increasing drastically during a decade which has been supported by table no 1, 2 and 3. Analyzing secondary data which was collected during the period of 2008/09 to 2017/18, this study has concluded that inadequate infrastructure, inadequate promoting activities and regularity mechanism, political unrest, lack of skilled human resources and unhealthy competition among tourism establishments were some major barriers faced by the tourism sector for employment generation. This study suggested that the government should develop tourism infrastructure including road, electricity and communication, and tourism promoting activities in government and non-government organizations. There is also an urgent need to invest more on improving hospitality skill of employees for quality tourism in Nepal.

Key Words: *Tourism, employment generation, domestic tourist, international tourist, government level, private level, development theory and growth model*

Introduction

Tourism, exacting industry or overhaul, is a discipline that covers service, knowledge, amusement, and experience. This is the commercial organization and operation of feast and visits to places of curiosity. *Oxford English Dictionary* defines the word tourism as “the business activity connected with providing accommodation, services and entertainment for people who are visiting a place for pleasure” (Hornby, 2010). So, tourism, the specific source of income, regards with the pleasures, travels, experiences that attach with the location, setting and environment that obviously generates income and employment for short run and long run.

Nepal’s tourism industry is regarded as a significant contributor to employment generation and foreign exchange earnings. However, no systematic studies are available till date to document

the contribution of tourism to the Nepalese labor market and national economy as well as employment generation.

Nepal, the second richest country in water resources, is a landlocked country that covers 147181 Km² although it has a lot of mountain ranges that makes country popular around the world. According to *Constitution of Nepal 2015*, the highest pick “Mount Everest” lies in province no 1 and *Economy Survey* mentions that the maintain range including mount Everest. Tourist destination centers such as mountains, lakes, rivers, museum, palace, national park, wildlife reserve, zoo, and tracking, villages, and hunting areas are places for tourist and tourism oriented employment generation that brings thousands and thousands domestic and international tourist each year. Those tourist destinations are nature gifted sources of income and fertile sector for employment. Tourism in Nepal has long history that began with the formation of the country. It is a continue sources of income and national economy without any long run cost.

Gautem (2015) in his article entitled “ Tourism and Economic Growth in Nepal” claims that tourism has become an important economic activity in all the countries of the world that creates various direct, indirect and induced effects in the economy. His paper attempts to confirm empirically about the positive impact of tourism in Nepal that conventional wisdom regards tourism development, that tourism (represented by foreign exchange earnings) causes economic growth both in short and long run. He further argue that the notion that tourism growth granger causes economic growth and vice versa indicating a bi-directional causality between economic growth and tourism growth. It is clear that tourism growth increases economic activities and economic growth also facilitates for the expansion of tourism activities in the country. Our finding suggests that policy should be focused to develop tourism sector in order to achieve high economic growth. While talking about historical development of tourism, Nepal has been officially been open for international tourism since 1951. Since then, Nepal has managed to attract tourists as a preferred destination for nature, culture and adventure in world tourism with a variety of tourism products on offer (Ministry of Tourism and Civil Aviation, 2009). The tourism sector has received the government’s continuous attention since the formulation of the first five - year development plan (1956-1960), which identified the need for infrastructure development in tourism.

Accordingly, infrastructure and tourism institutions were gradually developed in succeeding five year plans. The Tourism Development Board was set up in 1957 as Nepal’s first tourism organization. Royal Nepal Airlines Corporation (RNAC) was created in 1958 and the Department of Tourism was established in 1959. Tourism received legislative reorganization only in 1962. The third national development plan (1966-97) aimed to increase the number of tourists visiting the country while streamlining related foreign exchange earnings, developing infrastructure and promoting Nepal on the international market. By 2009, various institutional, managerial, administrative and legislative reforms were complete (Ministry of Culture, Tourism and Civil Aviation, 2014).

In the context of employment in tourism sector, there are only two sectors in Nepal such as government sector and private sector where millions of people have involved as their profession and carrier such as : government activities and Institutions(ministry, department, board, center and many more as well as private sectors such as Hotels, paragliding, home stay, airlines and

many more. These sectors are the platform for the tourism that generates employment. Government of Nepal has declared the year 2020 as visit Nepal (Tourism Year) although the attempts of the government are not sufficient for the promotion of tourism.

Objectives and Limitations

The objectives of this study were to find out the role of tourism for employment opportunity and to analyze it. This study has also mentioned the possible aspects of tourism towards the employment. This study has limited during the period of a decade (FY 2008/09- 2017/2018) and concentrated in employment only. All secondary data and documents have been studied because of secondary source-based article. This study was limited within Nepal although it will deal with domestic and international tourist. Employment has been classified into two categories such as: government level and private level.

According to Economy Survey FY 2017/18, the number of tourist arrival except that of Indian tourist arrived via land, 9,40,218 tourists (except Indian tourists who arrive through roads) have visited Nepal in 2017. This number is more than by 25 percent in comparison to 2016. The number of tourists travelling from the airways is increasing than the tourists arriving from the roadways. In the year 2017, the total number of tourists arriving by airlines is 81 percent and the tourist arriving by the roadways is 19 percent. While analyzing the total number of tourist arrivals as per country, the top 5 countries with largest number of tourist arrival have been India, China, USA, UK and Sri Lanka respectively. Tourists from these countries have occupied 47.0 percent of the total tourists. In 2016, the largest number of tourist arrival countries were India, China, Sri Lanka, USA, and UK. Share of India and America in the total tourist arrival is increasing in the year, 2017. Although the number of tourists' arrivals from China and UK has been comparatively increased to the previous year, the share of total tourist arrivals has been decreased.

In the year 2017, a tourist has an average length of stay is 12.6 days whereas per tourist's expenditure is \$54 per day. Going back to the year 2016, the average length of stay of the tourist was 13.4 days with the per tourist expenditure of \$53 per day. Despite the increment in the arrival of tourists, the average length of stay has been decreased in the year 2017. The foreign currency equivalent to Rs. 58.5270 billion was earned through the tourism sector in the FY 2016/17. The ratio of this amount is 71.3 percent to the total foreign currency earned through total export of goods, 24.3 percent to the total foreign currency earned through total export of goods and service, 5.1 percent to the total foreign currency earned and 2.3 percent to Gross Domestic product. In the first eight months of the current FY, foreign currency equivalent to Rs. 43.4650 billion has been earned through tourism sector. The ratio of this amount is 71.4 percent to the total foreign currency earned through total export of goods, 25.4 percent to the total foreign currency earned through total export of goods and services and 5.7 percent to total earned foreign currency. In the year 2017, of total foreign tourists (except Indian) by land, 82 percent of tourists have entered into Nepal through Bhairahawa (Beheliya) border. The highest number of tourists arrival from five countries through land are Sri Lanka (31.2 percent), Thailand (16.1 percent), China (15.9 percent), Myanmar (14.7 percent) and Bangladesh (7.0 percent) respectively. Of the total number of tourists visiting Nepal during 2017 by purpose, the ratio of more than two third of them arrived for vacation/entertainment/travel (MOF,2017).

During the first eight months of the current FY, the Nepal Academy of Tourism and Hotel Management has trained 292 manpower for the academic courses and 1427 manpower for other trainings related to tourism. The number of mountaineering team which was allowed by the Department of Tourism was 291 and the number of mountaineering team was 2227 in the year 2017. The number of mountaineering team and mountaineering was 278 and 1981 respectively in the year 2016. Until FY 2016/17, the number of Star Hotel was 120 whereas, this number has been increased to 125 up to the first eight months of the current FY. Apart from star level hotel, the number of tourist-level hotel, lodge and resort has been 942 by the FY 2016/17 whereas this number has been 977 by the first eight months of the current FY. Similarly, 251 community homestays are in operation by the first eight months of the current FY.

The number of bed of star hotels had been 10,077 by the FY 2016/17 and it has reached to 10,679 up to the first eight months of the current FY. Apart from the star hotels, the number of beds of tourist level hotel, lodge and resorts has reached to 29, 136 in the first eight months of the current FY. Thus, the number of tourist level hotels is 1,102 and the number of bed is 39, 833 until the first eight months of the current FY. There were 5 casinos in the previous year whereas 2 more casinos are added to this number and altogether 7 casinos and 4 mini casinos are in operation up to the first eight months of the current FY. 3,444 Travel Agencies have been registered by the previous FY whereas 412 more Travel Agencies have been added and the total number has reached to 3738 by the first eight months of the current FY. Registering 2,367 Trekking Agencies and 72 Rafting Agencies have been registered by the FY 2016/17 whereas this number has been increased to 2,675 and 73 respectively by the first eight months of the current FY.

Tourism has its own branches or types that makes easy to understand closely. Tourism can be classified into several sectors such as: recreation tourism, cultural tourism, eco-tourism, natural tourism, pleasure tourism, religious tourism, health tourism, sports tourism and adventure tourism. These all kinds of tourisms generate employment that directly regards with the national and individual income. Tourism has become wide business in contemporary context due to its nature, investment, return and re-investment. The employment generation is not only a vision of the tourism, but it deals with the cultural exchange and extension of globalization and liberalization in politics, business, language, media, and religion also.

On the one hand, tourism is a kind of social harmony that brings lots of opportunities related with the various diversification. But it brings large-scale industries into the nations that replaces cottage and small-scale industry that ultimately makes the country dependent. On the other hand, tourism is a service base industry that promotes service-based business that somehow push the country into the capital and industrial age fostering further opportunities and alternative path for innovative technology and ultimately makes the world a village.

Literature Reviews/ Methodology

This research paper is a building that has been made by the different components such as: review, texts, books, document and others. The analysis of previous document that is called literature review is essential for every study. Regarding the literature review, I have analyzed theoretical review (the theory of development and economic growth model) and empirical review has been studied, applied and analyzed. The theory of development developed by Smith,

Ricaerdo, Malthus, Mark and Rostow and economic growth models are relevance with this article. Empirical studies clarifies the previous knowledge, issues, facts and figures that directs the path or agenda for further understanding that may mingle the notion and makes it more reliable.

Ghimire (2014) in her master's thesis entitled "The Problems and Prospects of Tourism in Nepal", argue that tourism is one of the most significant contributors of Nepalese economy. In spite of high potentiality of tourism development in all regions and their ecological region, tourism in Nepal is centralized in the Khumbu, Kathmandu, Chitawan, Pokhara, and Annapurna regions. It means tourism has its own potentiality that may open the door for employment. But, Bharttarai (2017) in his thesis "The Problems and Prospects of Tourism in Nepal" claims that if the government and local people draw their attention for the establishment service types of industries and tourism hand in hand, the income level of people will be increased. The local culture and religious site agro -based product emerges as being s key product in tourism. The beneficiaries can be women and deprived people with awareness and skill training that may support women and back warded people and brings them into the mainstream.

Bhattarai moreover talks about the tourism today is the world's largest industry. According to the World Travel and Tourism Council (WTTC, 2013), tourism directly and indirectly generates and supports 255 million jobs, the growth rate of 9 percent global GDP or value of over US\$ 6 trillion per year. It generates 328 million jobs or 1 in every 10 jobs on the planet which is equivalent to more than 10 percent of the world's total workforce. It is, therefore, a major force in the economy of the world and an activity of global significance. It plays a vital role in the economic, social and cultural development of most of the nations. Throughout the period of time, tourism continues to be developed as a significant social and economic activity.

Tourism is instrumental the economy of Nepal in the process of regional development of an economically backward region which has insufficient resource for development of agriculture and industrial sector. Nepal has immense potential for tourism development as it is full of place that attracts tourist throughout the globe with its natural beauty and cultural heritage like Mount Everest, snow Peak Mountains, and a number of lakes and rivers. For the nature lovers and pleasures seekers, Nepal has become the attractive destination for tourist from all over the world. Tourism is quite suitable for Nepal's geographical, cultural ecological situation.

Ghimire on the other hand said that tourism is not only important economic sources of foreign currency but also a major employment generator. By the medium of tourism people, can exchange knowledge and create understanding among the people of the world. Tourism provides us an opportunity to understand society, habits, food and the way of lifestyle of different nations. Directly and indirectly Nepalese people are getting benefits from the tourism, many people are getting employment from this sector. Because of the demands of local products, incentives to the local crafts and industries and artistic skills of the people is increased. Flock-lore, traditional ceremonies, art and industry are reviewed because tourists are interested in them. Socially, culturally, Tourism is product, which encourages intellectual curiosity among people and nation and develops a healthy respect for another's beliefs and custom.

Jones (2013) has written a book named *Entry Points for Developing Tourism in Nepal: What can be done to address constraints to inclusive growth?* His book has focused on the answer of three questions: such as How is tourism contributing to inclusive growth in Nepal, and how can this contribution be improved? How do institutions, incentives, structural factors and knowledge and information shape the drivers and constraints around the key policy issues? What can realistically be done to make improvements, what are the most promising entry points and what are the prospects of success? And his book talks about the total contribution of tourism to the economy of Nepal that is estimated to have been NRs. 147.2bn (\$1.69 billion) in 2012, around 9.4% of gross domestic product (GDP) (WTTC, 2013). The 'direct' contribution³ from tourism businesses was NRs. 67.2 billion (\$771 million, 4.3% of GDP), while the remainder was indirect contributions such as investment related to tourism (e.g. aircraft and hotels), government spending, goods and services purchased along the supply chain (e.g. food, fuel) and the 'induced' income contributions (including spending by people directly or indirectly employed in the sector). This total contribution is expected to grow by 7.2% in 2013, and 4.5% per year for the next 10 years (ibid.).

Lucas, (2004) has published a book named *Employment Relations in the Hospitality and Tourism Industries*. She talks about employment relations in the hospitality and tourism industries presents a detailed review of employment relations within a distinctive and significant part of the service economy. Uniquely combining employment relations and the hospitality and tourism fields. This book draws on recently published sources to give readers a comprehensive and internationally comparative perspective on the subject area. The text boldly extends more traditional analysis of employment relations by integrating new topics into the discussion, such as the role of customers and the implications of gender at work. It also explores issues of continuity and change in a specific service sector, examining the industry by workplace size and sub-sector, and is illustrated with numerous case studies. Material is included from fifty countries, across all continents, ensuring a fully international view is presented. Employment relations in the hospitality and tourism industries is an invaluable resource for anyone studying hospitality and tourism, industrial relations and human resource management. The objectives of his book is to convey a view of employment relations beyond Britain from North America to Europe to Asia-Pacific, and draw out some comparative themes, to provide a detailed evaluation of the state of employment relations in British hospitality workplaces in the context of national and private service sector patterns, to extend the analysis of employment relations by integrating some aspects that have not traditionally featured in industrial relations discourse, such as the role of customers and gender implications and to explore issues of continuity and change in employment relations in a specific service sector.

Ministry of Culture, Tourism & Civil Aviation (2014) *Tourism Employment Survey 2014* focuses on Nepal's tourism industry is regarded as a significant contributor to employment generation and foreign exchange earnings. However, no systematic studies are available till date to document the contribution of tourism to the Nepalese labor market and national economy. Main objectives of their survey were to estimate number and types of employment in tourism industries, to document characteristics of employees, and to document problems and challenges faced by tourism industries and potential ways to overcome the problems.

This study has concluded that tourism has continually been an important source of employment in Nepal and a significant contributor to the national economy. However, no systematic studies are available till date to document the contribution of tourism to the Nepalese labor market and national economy. The survey of tourism employment has been able to shed light on key features of tourism sector employment. Overall, a total of 138148 persons are estimated to be directly employed in tourism industries. During a one year period prior to the date of survey, a total of 797616 tourists visited Nepal.

The text suggested that one employment is generated from every 6 tourists visit in Nepal. There is a great variation across gender, education, ethnicity and geography in employment. The percentage of male employee in the tourism industry is very high (85%). Similarly, more than two-thirds (78%) of employees have secondary or higher level of education. Janjati and Brahmin/Chhetris dominate the tourism labor market. Dalits and Terai/Madhesi ethnic groups are less likely to be employed in the tourism industry. Tourism industries perceived that they are facing some policy, programmatic, political, infrastructure, skilled human resource and unhealthy competition related barriers while running their business. Therefore, the following recommendations are made for tourism sector development. Develop and implement tourism sector development activities according to tourism vision and mission Ensure effective implementation of tourism promotion activities and rules and regulation for sustainable development of the tourism sector Increase the tourism sector budget and investment so as to develop tourism infrastructure, including roads, electricity, communication, water and environment conservation Develop appropriate training mechanisms to increase the skill of tourism employees and hospitality management Reduce unhealthy competition among tourism industries

Ministry of Culture, Tourism and Civil Aviation (2019). Nepal *Tourism Statistics 2018* shows the figurative data of the tourism, total number of tourists according to way, and sex. This report shows the average length of stay, top five countries, purpose of visits and many mores . this study reported that the year 2018 seems remarkable improvement in tourist arrivals. Tourist arrivals increased by 25 percent compared to 2017. Out of total tourist arrivals, five countries occupy almost 50 percent. The proportion of tourists from these countries are; India (16.57%), China (13.1%), USA (7.83%), Srilanka (5.94%) and United Kingdom (5.41%) respectively. Similar seasonality exists in tourist arrivals as in previous year. The highest number of arrival is observed in November followed by March. There is no major change in sex and age group of tourist arrivals. By sex male (53.3%) and about highest percentage of arrivals were of age category 31-45 (30.7%) in year 2018.

National Planning Commission (2076) 15th Five Years Plan (2076 -2081) has aimed to brings more tourist promoting tourist destination centers. This plan in details has prepared goal, priority, objectives, strategy and working Policy for specific development.

Schumpeter, (2008), in his article “The Theory of Economic Development: An Inquiry into Profits, Capital, Credit, Interest and the Business Cycle” talks about the Theory of Economic Development’ is still one of the most famous and influential books in the entire field of economics. This book was published when Joseph Schumpeter was only 28 years old and he considered it to be his seminal work. Since this book’s publication, Schumpeter’s reputation as a

“prophet of innovation” (McCraw, 2007) has been firmly established. Just a few years ago, the well-known economist Richard Swedberg (2007: 2) wrote that from “all the theories of entrepreneurship that exist, Schumpeter’s theory is still, to my mind, the most fascinating as well as the most promising theory of entrepreneurship that we have”.

Last but not least, this book contains some significant elements used as foundations for building contemporary analysis which is labelled as being in the sphere of the economic sociology (Martinelli, 1994: 478-480). Joseph Schumpeter was born in 1883 and in his youth specialized in law and economics at the University of Vienna. In this period “Schumpeter had studied with Friedrich von Wieser, Eugen von Philippovitch and Eugen von Böhm-Bawerk in Vienna and had acquired an intimate knowledge of their contributions” (Kurz: 2008: 263). His academic career started in 1909 at the University of Czernowit, and two years later, in 1911, Schumpeter moved at the University of Graz. Between 1914 and 1925 there was a break in his academic life wherein he served as the Austrian finance minister for a short time.

After that he acted as the president of a private bank in Vienna. The next phase of his academic life, during which he was linked with the University of Bonn, started in 1926 and finished in the early 1930s. In the last part of his life he accepted a professorship at Harvard University where he remained until his death in 19503. The Schumpeterian system of economic thought was built in such a way as to realize a necessary symbiosis between economic, historical, political, social and all other elements of the process of the functioning and development of the capitalist world. All of these specific aspects of capitalist society could be approached as separate entities because this was considered to be the most appropriate way to effectively access the economic aspects of reality. Certainly, from the Schumpeterian point of view, economic phenomena are not an isolated and undetermined, but this is not a reason to explain the economic world through external factors. ‘The Theory of Economic Development’ was a first step in this Schumpeterian effort to create the theoretical tools and concepts which were needed to approach the economic sphere of reality while assigning phenomena such as wars, political upheaval, and cultural or spiritual issues a secondary significance.

The important influence of these latter are not effaced, rather Schumpeter succeeded in elegant fashion in focusing the analysis of the economic development of the capitalist world on exclusively economic elements of the process. The central argument of his system of thought assigned the most significant role to entrepreneurship with its inseparable and embedded innovative nature.

Shareia (2015) in his article “Theories of Development” tries to provide an understanding of the role of accounting information system (AIS) in developing countries in a global economy. It extends this argument to developing countries. To explore this argument, reviews of four different theories of economic development are discussed. The paper first considers these theories of economic development and shows how significant AIS are in developing countries in the global economy. The purpose of this paper is to review alternative theories of development and assess their relative applicability the study of AIS in developing countries. Finally, this paper will select the theory most suitable for this study and justify why it is most suitable. “Development Theory by itself has little value unless it is applied, unless it translates into results, and unless it improves people’s lives” (Lewis T. Preston, Former President, World Bank, Quoted

in Todaro 2000, p. 77). Within the discipline of Economics, there is a subcategory of economic development, which is somewhat new. It seeks to apply identified tools and approaches to the economic, social and institutional aspects of developing countries in order to achieve improvements in the standard of living (Belkaoui 1994, p. 2; Todaro 2000, p. 7). The focal point of this kind of economics is the economic condition of developing countries regarding these matters and the development of policies that improve a nation's position economically, socially and institutionally. Theories of Development were stimulated by the situation in the mid 20th century when decolonization occurred and the economic disparity between European and underdeveloped nations became obvious. Others believe that it is more accurate to evaluate development economics as a general provider of organized systems (Todaro 2000).

Thapa (2003) in his article Tourism in Nepal explores the importance of tourism for employment to generate more income, employment, and tax revenues. However, tourism growth is dependent on a number of factors such as development and improvement of infrastructure, information, facilities, access, transportation options, safety and security (Goeldner, Ritchie, and McIntosh, 2000), which are all needed in the case of Nepal. Additionally, tourist demand is subject to change. Visitor arrivals have decreased at an average of about 40% during the peak season, which has had a major ripple effect to the total economy.

Regarding methodology, this study has applied explorative and descriptive research design, qualitative and quantitative method and average sampling. The government institutions such as : Ministry of Tourism, Department of Tourism, Nepal Tourism Board as well as other offices and private sectors 'accommodation: hotels and home stays, Travel agencies, trekking agencies, Rafting agencies, Airlines: international and domestic, Sports and other recreation agencies: paragliding, sky diving, and ultra-light are the study areas of this research. This research is - based on secondary sources so that this research is library-based research. I have analyzed employment trends through the tourism in following government and non-government institution through secondary data on the issue of the role of tourism sector for employment generations. Government organizations, Star hotel, Tourist standard Hotel, Home stay (Private& community)Trekking Agency, Travel Agency, Rafting Agency, International Airlines, Domestic Airlines , Paragliding and others(Porter, Guide, Cook, Ultra Light) have been taken as a population of this study. Development theory and economic growth model have been applied in this research. I have used the statistics tools for the explanation.

Results and Discussion

Tourism in today's context is one of the world's largest industries and one of its fastest growing economic sectors. For many countries tourism is seen as a main instrument for regional development, as it stimulates new economic activities. Tourism may have a positive economic impact on the balance of payments, on employment, on gross income and production, but it may also have negative effects, particularly on the environment. Unplanned and uncontrolled tourism growth can result in such a deterioration of the environment that tourist growth can be compromised. The environment, being the major source of tourist product, should therefore be protected in order to have further growth of tourism and economic development in the future. This is especially true with regard to tourism based on the natural environment as well as on historical-cultural heritage.

The Economic Survey 2013 states that the direct employment generated by tourism in 2013 was 178,000; however, there is no scientific basis for this estimate. To account for the lack of inadequate data on the contribution of the tourism sector to national economy and employment, the statistics section of the MoCTCA conducted this tourism employment survey 2014. This survey will be able to provide a better picture of the impact of tourism on employment and ultimately support estimate contribution of tourism to employment and the national economy.

Number of Tourist Arrival

Numbers of tourist arrival are increasing recent years. Out of total tourist arrivals, five countries occupy almost 50 percent. The proportion of tourists from these countries are; India (16.57%), China (13.1%), USA (7.83%), Shrilanka (5.94%) and United Kingdom (5.41%) respectively. Similar seasonality exists in tourist arrivals as in previous year. The highest number of arrival is observed in November followed by March. There is no major change in sex and age group of tourist arrivals. By sex male (53.3%) and about highest percentage of arrivals were of age category 31-45 (30.7%) in year 2018.

Table 1: Numbers of Tourist Arrival During 2008/2009 to 2017/2018

Fiscal Year	International		Total
	By Plane	By Bus	
2008/09	374661	125616	500277
2009/2010	379322	130634	509956
2010/11	448800	154067	602867
2011/12	545221	190994	736215
2012/13	598258	204834	803019
2013/14	594848	202768	797616
2014/15	585981	204137	790118
2015/16	407412	131558	538970
2016/2017	572563	180439	681002
2017/18	760577	179641	940218

Source: Ministry of culture, tourism and civil Aviation 2018.

This table shows the trend of tourist arrival in Nepal during a decade. 760577 tourists arrived in Nepal by air in 2018 where only 1796641 tourists arrived in Nepal through land in the same year. In 2009, only 374661 tourists had arrived in Nepal by plane which is more than 50 % less than in 2018. Whereas 125616 tourists had come through boarder. This table as a whole shows that the increasing trend of tourist in Nepal that is the source of employment generation.

Tourism Related Government owned – Organizations

There are many offices to the tourism which are presented in the given table.

Table 2: Government Owned Office in the Sector of Tourism

S.N	Name of Organization	Address
1	Ministry of Culture , Tourism and Civil Aviation	Kathmandu, Nepal
2	Nepal Tourism Board	Kathmandu, Nepal
3	Tourist Information Center	Kathmandu, Nepal
4	Nepal Immigration Office	Kathmandu, Nepal
5	Department of Tourism	Kathmandu, Nepal
6	Tourism Committee	Kathmandu, Nepal
7	Home Stay Nepal	Kathmandu, Nepal
8	Nepal Airlines (Civil Aviation Office)	Kathmandu, Nepal
9	Nepal Mountain Academy	Kathmandu, Nepal
10	SATIDP Nepal	Kathmandu, Nepal
11	Tourist Police	Kathmandu, Nepal

Source: Department of Tourism, 2019.

Above mentioned office in the table are government offices for the sector of tourism that belongs to the government activities. Ministry of culture, tourism and civil aviation, Nepal tourism board, tourist information center, Nepal immigration office, department of tourism, tourism committee, tourist police and other institutions that may help to generate the employment.

There are many private institutions or office related with the tourism which have been illustrated in the given table.

Table 3:Private Organizations related to Tourism in Nepal

S. N.	Name of Organizations	Address
1	Hotel Association of (HAN)	Kathmandu
2	Nepal Mountaineering Association (NMA)	
3	Trekking Agent Association of Nepal (TAAN)	
4	Nepal Association of Rafting (NARA)	
5	Nepal Association of Tour and Travels Agent (NATTA)	
6	Airlines Operators Association of Nepal	
7	Association of Helicopter Operator Nepal	
8	Pacific Asia Travel Association(PATA) Nepal Chapter	
9	Thamel Tourism Development Board	
10	Cargo Agent- Association of Nepal	
11	Himalayan Rescue Association	
12	Restaurant & Bar Association of Nepal (RBAN)	
13	Tourist Guide Association of Nepal	
14	Board of Airlines Representation in Nepal (BARN)	
15	Federation of Nepal Chambers of Commerce & Industry (FNCCI)	
16	Freight Forwarders Association of Nepal (FFAN)	

17	Handicraft Association of Nepal	
18	Nepal Association of Tour Operators(NATO)	
19	Nepal Entrepreneurship Association of Tourism (NEAT)	
20	Nepal Incentive and Convention Association (NICA)	
21	Non-Star Hotel Association of Nepal Chapter	
22	Everest Summiteers Association	
23	Nepal Canyoning Association (NCA)	
24	Society of Travel and Tour Operators of Nepal (SATT)- Nepal)	

This table shows that the private office related with tourism in Nepal. Such kinds of all offices definitely play pivotal role for employment generation. Nepal is a long-haul destination from the major tourist generating reason and it is not surprising to note that the average length of stay touches with a dozen days.

The travel and tourism industry is one of the largest and most dynamic industries in today's global economy. It is expected to generate about 9 per cent of total GDP and provide more than 235 million jobs in 2010, representing 8 per cent of global employment. The ILO Forum addressed the high intensity of labour within the industry, making it a significant source of employment and placing it among the world's top creators of jobs that require varying degrees of skills and allow for quick entry into the workforce by youth, women and migrant workers.

According to an ILO report¹ prepared for the Forum, international tourism was affected by the global economic and social crisis but is projected to grow significantly over the coming decade. The United Nations World Tourism Organization (UNWTO) is expecting the sector's global economy to provide 296 million jobs by 2019. The tourism sector suffered a decline beginning in the second half of 2008 and intensifying in 2009 after several consecutive years of growth. A sharp reduction in tourist flows, length of stay and spending, as well as increased restrictions on business travel expenses, led to a significant contraction of economic activity in the sector worldwide.

Among the most affected during the crisis were international tourist arrivals, decreasing by 4 per cent in 2009, while international tourism revenues were projected to go down 6 per cent by the end of 2009. The regions hit hardest by the decline in worldwide international tourism were the Middle East (-4.9 per cent), Europe (-5.7 per cent), and the Americas (-4.6 per cent). Only Africa showed constant growth (+2.9 per cent), based on a comparatively low travel volume. Despite the crisis, global employment in the tourism industry increased by about 1 per cent between 2008 and 2009, the report says. But there were significant regional differences with respect to the impact of the crisis on employment in hotels and restaurants. While the Americas suffered a 1.7 per cent decrease in employment, employment in Asia and the Pacific region remained resilient, gaining 4.6 per cent.

The role of government was identified as key to developing the tourism industry. To become an attractive destination for tourists, a location requires a wide range of services including infrastructure and effective destination marketing. Hotels and restaurants also have a huge potential to reduce poverty in many parts of the world. Partnerships between the private and public sectors should be enhanced to ensure more effective coordination and benefits for local communities. According to Neb Samouth, Government representative of Cambodia and panellist,

“Community-based tourism and ecotourism has benefited over 30 local communities, providing alternative sources of income and employment. Local projects help to protect natural resources and provided a good platform for social dialogue.” The need to improve working conditions and the important role of social dialogue were stressed by Ron Oswald, General Secretary of the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers’ Associations (IUF): “Depending on what kind of tourism and of employment tourism brings to the poorest parts of the world, it can contribute to poverty reduction. Workers in tourism need to be given the ability to raise themselves out of poverty through representation organizations and ultimately, in ILO terms, collective bargaining.”

Discussion

Tourism is a rapidly growing phenomenon and has become one of the largest industries in the world. The impact of tourism is extremely varied. On one hand, it plays an important and certainly positive role in the socio-economic and political development in destination countries by, for instance, offering new employment opportunities. Also, in certain instances, it may contribute to a broader cultural understanding by creating awareness, respecting the diversity of cultures and ways of life. On the other hand, as a tool to create jobs, it has not fulfilled its expectations.

At the same time, complaints from tourist destinations concerning massive negative impacts upon environment, culture and residents’ ways of life have given rise to a demand for a more sustainable development in tourism. Different parties will have to be involved in the process of developing sustainable tourism. This section focuses on what the tourism industry itself can do in order to increase its sustainability, defines three major problems, and suggests possible tourism initiatives to help solve these problems. Other problems should also be included in the discussion for it to become exhaustive.

“Development Theory by itself has little value unless it is applied, unless it translates into results, and unless it improves people’s lives” (Lewis T. Preston, Former President, World Bank, Quoted in Todaro 2000, p. 77) Within the discipline of Economics, there is a subcategory of economic development, which is somewhat new. It seeks to apply identified tools and approaches to the economic, social and institutional aspects of developing countries in order to achieve improvements in the standard of living (Belkaoui 1994, p. 2; Todaro 2000, p. 7). The focal point of this kind of economics is the economic condition of developing countries regarding these matters and the development of policies that improve a nation’s position economically, socially and institutionally. Theories of Development were stimulated by the situation in the mid 20th century when decolonization occurred and the economic disparity between European and underdeveloped nations became obvious. Others believe that it is more accurate to evaluate development economics as a general provider of organized systems (Todaro 2000).

Consequently, social, economic and political aspects are included in theories of economic development, which apply different models related to different key concepts (Martinussen 1997; Roberts and Hite 2000). One effective method through which the differentiation between various theories can be recognized is by their classification, based on the primary concept each theory identifies as the driver of economic development, whether internal or external. Several definitions exist for development and offer different focal concepts. For instance, Modernisation

Theory stresses the cultural features of each society, such as political, religion and culture. On the other hand, World Systems Theory and Globalisation seek to evaluate external relationships and to define different points in the development of countries. Consequently, every theory, having identified a driving concept, then proposes specific strategies which should be applied (Olson 1963; Parsons 1964) to achieve economic development. Modernisation development Theory, with a focus on culture, suggests internal cultural reforms or changes in social or political organizations.

Development theory on the one hand talks about the change with the help of economic growth in each sector. Employment generation is a platform of the sources of changes. If a person get a chance to work in tourism sector, he or she may improve his or her economic status including sectoral changes that ultimately relates with the theory of development the is the combined structure of growth.

Findings

The finding of this article are given as follows:

- This research article has tried to explores the role of tourism for employment opportunity taking the sample from 10 years period and found that the trend of employment has been increasing drastically.
- The employment ratio of on the basis of the private sector has become more quantity by operating own business rather than public working staff.
- There are only 11 government offices in the sector of tourism but there are 24 offices for the tourism in private sector that generates more employment rather than the government.
- The government has declared 2020 as a visit Nepal year although the private sector in this case reached in the pick.

Conclusion

Inadequate infrastructure, inadequate promotion activities and regularity mechanism, political unrest, lack of skilled human resources and unhealthy competition among tourism establishments were some major barriers faced by the tourism sector. The respondents suggested that the government should develop tourism infrastructure including road, electricity and communication and implement tourism promotion activities. There is also an urgent need to invest more on improving hospitality skill of employees for quality tourism in Nepal. Tourism is also an important contributor to generating employment in Nepal. However, reliable data on the total employment generated by this sector is not available.

Recommendation

Tourism businesses obviously have the interests, incentives and capacities to make positive contributions to local development in general, and the management and development of key attractions and products in particular.

Recommendation for policy maker (Government / Local Body)-

There is no specific data regarding the employment in tourism sectors so, the government should manage appropriate techniques for proper information. The government makes the policies but it

cannot be implemented due the ineffective policy. The government or authorities should consider it in punctual times. While making policy, the government should understand the reality of grass root level and interest of the tourist. Investments in human resources or effective manpower can be made at the national level. Providing training to improve skills and employability will, if done well, improve both the inclusiveness of the sector and the quality of services provided. It is crucial that such training is carried out at the right level: improving capacities of business in remote areas that receive few tourists is unlikely to have a lasting effect on that area in the absence of the resolution of connectivity issues. Working at the national level on professions and positions within the business is more likely to succeed, and industry associations would be key partners in any effort.

Recommendation for further Research (Researcher)

In the research, the researcher or academician should provide essential and fact information that may support to recognize the issues within a stipulated time. The researcher should be responsible towards the actual data and knowledge that would be the guidelines for the tourism.

Recommendation for Practical level (Respondents)

Suitable platforms and entry points need to be found to build the cohesion of the local tourism lobby, to enable it to have a stronger voice in local governance and to take direct responsibility for aspects of managing development and change. Socio-cultural harmony may lead the society beautiful that definitely attracts the tourist. if we have good morality and understanding having reach in natural beauty, that may be the key point for the tourism.

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