

Final Report

**Database Development on Youth Employment Skills
Under
Youth Employment and Social Dialogue Project (Norway)
July– December 2009**

Submitted by

**Federation of Nepalese Chambers of Commerce and Industry
Employers' Council**

Submitted to

**ILO Office in Nepal, Kathmandu
Dhobighat, Nayabato, Lalitpur**

Prepared by

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Youth Employment Skills Development Program (YESD-Program)

July – December, 2009

Introduction

Since, from the Ninth Five Year Plan (1997-2001), the government of Nepal emphasized on the need to reduce the rate of underemployment and unemployment through various long-term objectives in the field of employment. The government stressed the need for employment promotion and extension with the strategy of “one household one job” policy. As its follow-up, the Tenth Five Year Plan (2002-2007 followed by three Year Interim Plan (2008-2010) has given the priority of the poverty alleviation through employment generation, skills development and rural development. In the mean time, ILO Decent Work Country Program also support government goal and assist in youth employment through progressive incidence of productive, remunerative and sustainable employment opportunities for Youth Employment.

Youth Employment Skills Development (YESD)-Program is an important step in the area of youth employment in Nepal. It provides information of skills to young people who have different types of employment related skills. The statistics of the youth profile (who are in the age between 18 to 35 years) are uploaded in the database website www.fncci.org and then Youth Employment button.

The concept of YESD-Program has been more specifically designed for employers who are searching for suitable persons for particular areas. The database contains information of skilled youth and their employment related profile. Hence the users (Employers) can use available information while searching a potential youth or a group of youth without any interference or hindering. The database information system can also provide better ideas about the present cost and availability of the particular skills as per the requirements.

In order to get the potential youth in the labour market, the Employers’ Council of FNCCI has undertaken the “Youth Employment Skills Development Project” with the technical and financial support from ILO. For the first phase for six months (July to December 2009), the program was conducted in the Kathmandu valley, Pokhara, Biratnagar and Nepalgunj as a pilot program.

The timely development of youth employment database website will be very useful for employers and the youth and it also helps to assist the government policy to reduce youth unemployment, underemployment and skills mismatch in the area of labour force utilization.

General Employment Situation of Nepal

Nepal Labour Force Survey (NLFS) 2008 estimated a Labour force participation rate is 83.4% (age 15 years and above) i.e. nearly 1.18 million people are currently employed. Base on the classification of the industry 73.9 % work in agricultural sector and 26.1 % in other sectors. Labour underutilization rate was estimated to 30.0% including unemployment 2.1%, time related underemployment 6.7%, inadequate earning 8.1% and Skills mismatch 13.2%.¹

The NLFS 2008 estimated that the total population of Nepal is nearly 20 million, out of them 4 million are estimated to be youth between the ages of 20 up to 34 years of age. However, the unemployment

¹ - The report of NLFS 2008.

rate is estimated at 2.1%, the labour underutilization rate has reached up to 50% in urban and 27% in rural areas. In the age group between 20-24 the labour underutilization rate is 46 %, for the age group between 25-29 the rate is 39 % and last not least for the age group between 30-34 is 31 %² To overcome these issues, the development of this database website can support to minimize the problem of skill mismatch. The response after the consultation meeting held in 4 places mentioned above would be the initiative to bridging the gap between “skilled job seeker and job maker” so that the skill mismatch problem can decline gradually.

Employment Generation and Industrial Relation

The industrial growth and economic activities in Nepal are not satisfactory. The energy problem, frequent industrial disputes and the continuous strikes (bandha/hadtal) are some of the major cause that adversely affects the new employment generation and industrial growth. The recent data shows that in 2009 were all together 822 different kind of bandha/hadtal organized by different groups including major political parties. There were 142 major kinds of bandha/hadtal in 2009. Out of 365 days in 2009 only 65 days were free from such kind of disturbances. Additional to this in 145 industries labour disputes were observed in 2009.

In analyzing the factor of export, import and labour productivity there would be approximately a loss of NRs 1.8 billion due to one day bandha/hadtal. Instead of industrial growth with a skilled employment generation there is a negative growth of employment generation and industrial activities.

For this scenario the industrial growth and employment generation is most important to up-hold the Nepalese economic. This is only possible with a productive, remunerative and sustainable economic development. And this can be achieved when the youth will have access to employment possibilities according to their skills

However, Nepali industries or employers are regularly seeking for skilled and experienced persons. Skilled and trained youth are scattered elsewhere and compelled to leave the country because of the lack of related information on employment opportunities/possibilities in Nepal. Therefore, it is urgently required to build up a mechanism that will serve a link between the jobs ‘maker and seeker’.

The timely development of youth employment database website will be a very useful way for the employers and skilled youth to have a link among them. It is also expected that the program would be a key support to assist the government policy to reduce unemployment, underemployment and skills mismatch in the area of labour force utilization.

The overall objective of the program

- Youth can enhance the possibility of employment by putting their profile on FNCCI database website.
- Provide data to FNCCI member by providing access to database web service to get suitable skilled youth for employment.

² - The report of NLFS 2008.

- Build a mechanism that bridges the gap between the employers and youth job seeker.

Methodology

The YESD website has been developed as per the requirement of the employers and the youth having different kind of skills. On the website there is a registration form aiming to create the database of YES and establish a link with the FNCCI website, so that FNCCI members can have an access to the information on the youth, who are seeking for employment.

To have an access to the website, prospective job seekers can directly visit <http://www.koheen.com/Projects/Fncci/Default.aspx> or through <http://www.fncci.org> as on **Youth Employment** button. The employers can enter into the website through a login system with their own password. The password will be provided by the respective district chambers or directly from FNCCI. After entering into the system they can search for a potential youth person as per their requirements.

Development of the Questionnaire

The survey questionnaire was initially designed to get information about youth who have acquired different types of skills. It mainly consists of various types of skills categories, training experiences and education levels. After this the questionnaire was discussed with potential employers, training providing institutes and selected youth for the final shape. The questionnaire was revised intensively with the feedback from this consultation meetings held in 4 different places. The questionnaire was modified and finalized as per the requirement of the employers, training providing institutes and selected youth.

Data collection

The data collection was carried out from last week of October to December 2009 in Kathmandu Valley, Biratnagar and Pokhara. Youth between the ages of 18 to 35 were asked to fill out the questionnaire through the support of field enumerators.

Alternatively, anyone can register and send their application directly by filling out the registration form on the online FNCCI database website.

Consultation Meetings

The consultation meetings have been conducted in 4 different places to get feedback on the information system. There were participants representing the youth, training providers, colleges, business communities, trade unions, NGOs and media institutions

| S.N | Program | Location/Venue | Date | No. of participant | Representation form FNCCI/ILO |
|-----|--------------------------------------|---|-----------|--------------------|---|
| 1 | Consultation Meeting on YESD-Program | Chamber of Industry, Morang, Biratnagar | 3/09/2009 | 34 | <i>Ishwar Shrestha</i> <i>Gopal Tiwari</i> |

| | | | | | |
|---|--------------------------------------|--|------------|----|---|
| 2 | Consultation Meeting on YESD-Program | Pokhara CCI, Kaski, Pokhara | 18/09/2009 | 44 | <i>Ishwar Shrestha Gopal Tiwari</i> |
| 3 | Consultation Meeting on YESD-Program | Banke CCI, Nepalgunj | 01/11/2009 | 37 | <i>Megh Nath Neupane Ishwar Shrestha Gopal Tiwari</i> |
| 4 | Consultation Meeting on YESD-Program | Morang Merchants' Association , Biratnagar | 25/12/2009 | 53 | <i>Hansa Ram Pandey Ishwar Shrestha Gopal Tiwari</i> |

Website Update

After getting continuous feedback from the consultation meetings, the registration form was regularly updated as per the requirement of employers on the database website. The statistic shows that a total number of 491 individual have been visited the website, among them 238 have registered their profile on the database.

Example: (I)

| Statistics | Total | This month (January) | Today (2010-01-24 Sun) |
|--------------------|-------|----------------------|------------------------|
| New Registrations: | 491 | 34 | 1 |
| New Profile: | 238 | 1 | 0 |
| New Members: | 4 | 0 | 0 |
| New Admin: | 2 | 0 | 0 |

Sampling Design

The survey was supposed to conduct for three districts namely Kathmandu Valley, Pokhara and Biratnagar. The sampling design adopted in the survey is based on purposive sampling technique. In the first stage of sampling, institutes are considered as sampling units. The sample units then are classified in to different categories such as training providing institutes, technical colleges and vocational as well as skills development institutes. The sampling units are selected form the sample frame available in the districts. Individual youth are then enumerated as a sample selected from the list available in the chart (1) below. The random technique methods are administrated to select the

individual from the list. Some individual are also enumerated beyond the list applying the snowball sampling method.

Chart (1)

| S.N | Sample list | Location |
|-----|---|------------|
| 1 | Kathmandu university | Kathmandu |
| 2 | Thapathali engineering campus, Thapathali | Kathmandu |
| 3 | Hotel Management Campus, Ravibhawan | Kathmandu |
| 4 | Balaju Technical Institute | Kathmandu |
| 5 | CTEVT, Sanothimi | Bhaktapur |
| 6 | Engineering Colleges | Kathmandu |
| 7 | Large Computer Training Institutes | Kathmandu |
| 8 | Banking and Finance Training Institute | Kathmandu |
| 9 | Vocational and Skill Development Training Institute | Pokhara |
| 10 | large Computer Training Institute | Pokhara |
| 11 | Pokhara Engineering College | Pokhara |
| 12 | Banking and Finance Training Institute | Pokhara |
| 13 | College and University | Biratnagar |
| 14 | Technical Institutes | Biratnagar |
| 15 | Vocational and Skill Development Training Institute | Biratnagar |

Survey Limitation

The survey was tried to reach the youth between the ages of 18 to 35 who have potential skills related to non-agriculture sector. However, the survey did not collect the expected number of quality youth due to the various constraints such as time, resources, and technical aspects. Some people who have the age below and above the survey limit are also registered their profile in the database website.

Despite every effort to reduce other limitations, we also acknowledge the usual difficulties inherent in the information system. Controlling of fake information registered in the system might have a challenge for administrator that sometime embarrassed employers in the recruitment process whether the given information is true or not.

It was not possible to collect the data from the 4th place Nepalgunj, because the appointed enumerator was not able to collect the data due to limited resources.

Conclusion

The YESD Program ran smoothly from July 2009 to December 2009. Under this program, the database information system has been developed as a **data bank of skilled youth**. The system now has been linked to the FNCCI website. In order to disseminate the system established in FNCCI, three enumerators were appointed to work in the field. Simultaneously, four consultation meetings were conducted in 4 different places. Meantime, the enumerators have worked to disseminate information as well as collected the information of youth. The consultation meetings played an important role to

publicize the program in the mass. It was observed that, the project would be a benchmark to provide necessary information related to youth employment. The number of information in a data bank is increasing daily.

Lessons learned

- Series of consultation meetings carried out in different geographical locations provided the access of information among employers and youth.
- Consultation meeting conducted at a time among employers, training providers and youth helps to find out the way out of their common understanding regarding labour market, skills training and job/employment opportunities.
- Efforts to make available employment opportunities for skilled human resources in the formal sector, skills development or vocational training institutes need to be concentrated on trainings as the market needs.
- Districts Chambers of Commerce and Industry would be the reliable authority to contact skilled youth without job to the industries who have a job.
- Advertisement of the data base website through national news paper, T.V, radio, local media and local news papers will activate more youth job seekers to put their profile on the data bank.
- This program can support the government youth employment policy.
- If there has been a system established to have access to find employment opportunities and skilled labour in the market, the growing trend of Nepalese youth going abroad for foreign employment would be decreased. The result will be that the skilled youth will look for a job opportunity at home and contribute the sustainable development of the country.

Recommendations:

- As of the reference of the pilot phase of YESD Program that was carried out for six months (July to December 2009), there is a need to expand and continue this program in different districts and locations.
- There is a need to develop an Employers' website where the employers can put their job requirements, so that the youth can also get information about the current job market and employment possibilities
- There is a need to establish a youth information desk in the district chambers initially at Biratnagar, Birgunj, Makwanpur, Pokhara, Butwal and Nepalgunj to systematize and develop a mechanism for collecting youth skills information for the data database website.

- The database website has to be periodically revised and updated so that unnecessary data can be deleted from the data bank.
- There is a need to control faked information registered in the data base system. There should be a mechanism to authenticate the profile whether it is true or not.
- A suitable person need to be appointed to look after and managing the program. The person should also be responsible to manage to authentication process of the youth profile before the data is used by the employers.
- To have a regular impact on the program for the benefit of the youth and the employers, there is an urgent need to develop this program for two years from now on.

Paper Presentation & Discussion Session



Mr. Man Kaji Makaju, President, Pokhara Chamber of Commerce and Industry delivering speech in inauguration program of consultation meeting



Mr. Ishwar Shrestha, presenting paper on Youth Employment and demonstrating data base website among participants



Mr. Shrestha interacting with participants about their concern and queries regarding website database system and its application



Mr. Gopal Tiwari, NPC, ILO Kathmandu, briefing the Youth Employment Skills Development Program and its benefits for Youth/Employers

Annexure (I):

Questionnaire

Federation of Nepalese Chambers of Commerce and Industry

This questionnaire form is aiming to create the data base of Youth Employment Skills and establish a link with the FNCCI website, so that FNCCI members can have an access to the information on the youth seeking employment.

This information system will help the youth possessing different employment skills to come in contact with the business enterprises and vice versa for employment. The database website will also help the business enterprises in finding the skilled youth for their enterprises as per their need.

General Instruction: Please complete this form (fill only the applicable components) and return to FNCCI, Employers' Council, P. O. Box: 269 Shahid Shukra FNCCI Milan Marga, Teku Kathmandu or Email: hivpro@fncci.org within 7 days after receiving this form.

Or you can have a link to:

(Website: <http://www.koheen.com/Projects/Fncci/Default.aspx>)

(Note: link to the site can be found in the website <http://www.fncci.org> as Youth Employment button.)

Basic Information: (Applicants Profile)

1. Personal Information:

| | |
|---------------------|-----------------|
| Name Of Applicants: | |
| Date of Birth: | Nationality: |
| Sex: | Marital Status: |
| Mother Tongue: | |

User Name for website: _____

2. Address:

a. Permanent Address: (Usual Place of Resident)

Zone: _____ District: _____

Metropolitan City / Municipality / VDC: _____

Ward: _____ Tole: _____

Household Number: _____

b. Temporary Address: (Place of Residence that the applicant wanted to be contacted)

Zone: _____ District: _____

Metropolitan City/Municipality/VDC: _____

Ward: _____ Tole: _____

Household Number: _____

3. Contact Details:

Telephone No: _____ Mobile: _____

Email Address: _____ P. O. Box: _____

4. Family Information:

Father's Name: _____

Mother's Name: _____

Spouse's Name: _____

Number of Dependents: _____

5. Educational Qualification:

| Level | Faculty | Name of Institute | Year | Division/GPA |
|---------------------------------------|---------|-------------------|------|--------------|
| Under SLC | | | | |
| SLC | | | | |
| Intermediate/Higher Secondary (+2) | | | | |
| Bachelor | | | | |
| Masters | | | | |
| Other Specify | | | | |

General Information:

If the age is between 18-35 years give following information:

1. Training:

i. Do you have any kind of formal/vocational/professional trainings?

| | |
|-------------------------------|------------------------------|
| Yes: <input type="checkbox"/> | No: <input type="checkbox"/> |
|-------------------------------|------------------------------|

If yes go to (ii) and if no, go to (2)

ii. What was the main subject of training? If more than one, give their order at the highest to lowest level

| Topic of Training | Name of Training Institute | Duration | Year |
|-------------------|----------------------------|----------|------|
| | | | |
| | | | |
| | | | |
| | | | |

2. In which category of industry you would like to work in?

| | |
|--|---|
| Manufacturing: <input type="checkbox"/> | Handicraft: <input type="checkbox"/> |
| Hotel: <input type="checkbox"/> | Construction: <input type="checkbox"/> |
| Tourism: <input type="checkbox"/> | Banking/Insurance: <input type="checkbox"/> |
| Construction: <input type="checkbox"/> | Educational Institution: <input type="checkbox"/> |
| Garment/Carpet: <input type="checkbox"/> | Other Specify: |

3. Please tick the related skills that you have from the list given below:

| | |
|---|---|
| Teaching <input type="checkbox"/> | Electrical fitting <input type="checkbox"/> |
| Marketing <input type="checkbox"/> | Carpentry <input type="checkbox"/> |
| Wood caving <input type="checkbox"/> | Masonry <input type="checkbox"/> |
| Plumbing <input type="checkbox"/> | Painting <input type="checkbox"/> |
| Stitching/Knitting <input type="checkbox"/> | Driving <input type="checkbox"/> |
| Weaving <input type="checkbox"/> | Other Specify _____ |

4. Work Experiences

- i. Do you have any kind of job/work experiences?

| | |
|-------------------------------|------------------------------|
| Yes: <input type="checkbox"/> | No: <input type="checkbox"/> |
|-------------------------------|------------------------------|

If yes go to (ii) and if no, go to (iii)

- ii. Give the list of information about your work experiences in chronological order?

| Name of Company/ Institute | Post | Responsibilities | Start Date | End date |
|-------------------------------|------|------------------|------------|----------|
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |

- iii. Have you attended any kind of workshop/seminar? (if no, go to q → 5)

| Topic of Workshop/Seminar | Organizer | Duration | Year |
|---------------------------|-----------|----------|------|
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

5. What is your expected salary? _____

6. Language:

| Language | Read | Write | Speak |
|----------------------|--------------------------|--------------------------|--------------------------|
| Nepali | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| English | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Hindi | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other Specify: _____ | | | |

7. In which time would you prefer to be contacted?

_____ (A.M/ P.M) to _____ (A.M/ P.M)

Thank you.

Annexure (II):**Name List of Participants: (Biratnagar, 3rd September 2009)**

| S.N | Name | Organization | Email |
|-------------------------------------|--------------------|-----------------------------|--|
| 1 | Mukunda C Upadhaya | Biratnagar, Sub Metro | yourkundang@yahoo.com |
| 2 | Yogesh Agrawal | Saraswati Group | yogenkcm@hotmail.com |
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| 9 | Sagar Thapa | CIM | |
| 10 | Shunti ram Ahikari | CIM | |
| 11 | Megha Golchha | Golchha Organization | megha.golchha@gmail.com |
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| 13 | Hanku Gurung | | hanku_raj69@yahoo.com |
| 14 | Rabin Bhandari | Leo Club of Biratnagar City | |
| 15 | Sibendra Neupane | MMC | kakaalmighty@yahoo.com |
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| 18 | MD Jakir Hussain | Management Campus | |
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| 28 | Geeta Shrestha | CIM | |
| 29 | Amita B. | CIM | |
| 30 | Bishnu Bhujel | CIM | |
| 31 | Rekha Bhagal | CIM | |
| 32 | Shiva Maharjan | Golchha Organization | |
| 33 | Ramesh Nath | Swastic Jute Industries | |
| 34 | Anil Sarada | Pioneer Winet | |
| Officials from FNCCI and ILO | | | |
| 35 | Ishwar Shrestha | FNCCI | hivpro@fncci.org |
| 36 | Prakash Amatya | FNCCI | |
| 37 | Gopal Tiwari | ILO | gopal@ilo.org |

(Pokhara, 18th September 2009)

| S.N | Name of Participants | Organization | Email |
|-------------------------------------|------------------------|---------------------------|--|
| 1 | Mankaji Makaju | President, PCCI | |
| 2 | Deepak Shrestha | I.P. president, PCCI | |
| 3 | Suresh K. Rajbhandari | P. President, PCCI | |
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| 34 | Ashis jung Himali | Alternatives | Himash10@hotmail.com |
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| 40 | Priti Pandey | PCCO/CLEP | Lifeline4friend@yahoo.com |
| 41 | Himlal Paudel | Youth Red Cross | |
| 42 | Bashudev Mishra | PCCI | |
| 43 | Top Bahadur Thapa | Director, PCCI | |
| 44 | Guru Prasad Acharya | PCCI | |
| Officials from FNCCI and ILO | | | |
| 45 | Gopal Tiwari | NPC, ILO | |
| 46 | Ishwar K. Shrestha | Tech. Consultant, FNCCI | hivpro@fncci.org |

(Banke CCI, 1st November 2009)

| S.N | Name of Participants | Organization | Email |
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| 12 | Meena Thapa | KanchanpurCCI | |
| 13 | Dambari Ayer | Dadeldhura | |
| 14 | Santoshi Bista | Kanchanpur CCI | |
| 15 | Pushpa Agrahari | Nawalparasi CCI | |
| 16 | Sarada KC | Tulsipur CCI | |
| 17 | Muna Lamichhane | Gulariya CCI | |
| 18 | Sunita Sharma | Palpa CCI | |
| 19 | Rabi Devkota | Nepalgunj CCI | |
| 20 | Vikram Singh B.K. | Nepalgunj CCI | |
| 21 | Lalit Kumar Rauniyar | Nepalgunj CCI | |
| 22 | Jyotshna Paudel | Nepalgunj CCI | |
| 23 | Damodar Acharya | Nepalgunj CCI | |
| 24 | Pradeep K. Gupta | Nepalgunj CCI | |
| 25 | Nanda Lal Agrawal | Nepalgunj CCI | |
| 26 | Sapana Singh Shah | Khajura Banke | |
| 27 | Bikram Singh Mishra | Banke Plastic Udhog | |
| 28 | Meena Bista | Bheri Computer | |
| 29 | Kasur Lal Yadav | Youth Network | |
| 30 | Ajaya Karki | Youth Network | |
| 31 | Suka Dev Miya | Herbal Udhog | |
| 32 | Tika Bdr K.C. | Surkher Hotel | |
| 33 | Lalit Basnet | Khajura cotton Firm | |
| 34 | Bisal Chaudhary | Chaudhary wool Industries | |
| 35 | Dev Bikram Thakuri | Hotel Industry | |
| Officials from FNCCI and ILO | | | |
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| 2 | Ishwar Shrestha | Technical Consultant -FNCCI, | hivpro@fncci.org |
| 3 | Gopal Tiwari | NPC-ILO | |

(Merchants' Association, Biratnagar 25st December 2009)

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