

Migration and Entrepreneurship in Nepal

with a focus on Youth: An Initial Analysis



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Acronyms and Abbreviations

ASD	Alliance for Social Dialogue
AYON	Association of Youth Organizations Nepal
CCI	Chamber of Commerce and Industry
CBO	Community Based Organization
CDO	Chief District Officer
CTEVT	Council for Technical Education and Vocational Training
DCCI	Dhanusha Chamber of Commerce and Industry
DoFE	Department of Foreign Employment
DoL	Department of Labour
DSC	District Sports Committee
E4N	Entrepreneurs for Nepal
EF	Employment Fund
EIC	Employment Information Centre
EIG	Education for Income Generation
EVENT	Enhanced Vocational Education and Training
FEPB	Foreign Employment Promotion Board
FGD	Focus Group Discussion
fN	farkeka Nepali
FNCCI	Federation of Nepalese Chamber of Commerce and Industry
ICPD	International Conference on Population and Development
IFAD	International Fund for Agricultural Development
ILO	International Labor Organization
IOM	International Organization for Migration
KII	Key Informant Interview
LGCDP	Local Governance and Community Development Programme
LMIS	Labour Market Information System
MEDEP	Micro-Enterprise Development Programme
MoFA	Ministry of Foreign Affairs
MoLE	Ministry of Labour and Employment
MoYS	Ministry of Youth and Sports
MPI	Migration Policy Institute
NGO	Non-Government Organization
OSYI	Open Society Youth Initiative
PNCC	Pravasi Nepali Coordination Committee
SLC	School Leaving Certificate
T&E	Training and Employment Service Providers
TCCI	Tanahu Chamber of Commerce and Industry
TYA	Today's Youth Asia
UAE	United Arab Emirates
VAT	Value Added Tax
WOREC	Women's Rehabilitation Centre
YAF	Youth Action Fund
YEPP	Youth Empowerment and Employment Project
YOAC	Youth Action
YSESEF	Youth Self-Employment and Small Enterprise Fund

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Executive Summary

INTRODUCTION

1. Nepal is facing massive out-migration. With a 46% national unemployment rate and an extreme shortage of attractive job opportunities in Nepal, approximately 400,000 people – most being youth and young adults – seek labour permits every year to work abroad. These out-migrants, however, are not finding medium- or high-skilled jobs in the foreign labour market. Instead, most of these migrants are forced to accept low-skilled or manual jobs in the expanding economies of the Middle East.

2. This massive out-migration of over 40,000 people per month is draining Nepal of one of its most important and creative and productive assets – its youth and young adults. Increasingly, this cohort is among the main drivers of Nepal's foreign labour market – which is now an integral component of Nepal's economy and society. Presently, 72% of all the remittances received by Nepali households are sent by 15- to 44-year-olds; an age bracket that constitutes about 40% of the country's population. It should be noted that in Nepal the official definition of youth are those falling between the 16-40 age cohort, even though within this group many have made the transition to adulthood and should therefore *not* be classified as 'youth'.

3. Nepal's future economic growth, and social stability and near-term development strategy, therefore, will depend increasingly upon creating alternative sources of employment for young people. In this regard, the Government of Nepal has begun to acknowledge the multiple benefits of promoting entrepreneurship as part of its national economic development and post-conflict strategies – with a focus on youth. After signing of the Comprehensive Peace Accord (2006), specific policies and programmes targeting youth were formulated, as follows:

- Recognition of youth as a priority group in the Three-Year Plans (2007/08–2009/10 and (2010/11–2012/13)
- Establishment of the Ministry of Youth and Sports (MoYS) in 2008
- Creation of the Youth and Small Enterprise Self-Employment Fund in 2009
- Adoption of the National Youth Policy in 2010

4. These recent government actions have begun to lay the foundation for greater national engagement with the youth while creating new possibilities for youth entrepreneurship and employment. Additionally, these new government structures and policies provide an initial framework by which the state may start to focus on not only being responsible for creating these opportunities itself, but establishing innovative incentives to encourage the private sector and civil society to promote entrepreneurship among migrant returnees.

STUDY OBJECTIVES AND SCOPE

5. To contribute to and advance this critical national discourse and inform policy making in Nepal, the Government of Nepal (GoN) asked the Bank to prepare this study on youth, migration and entrepreneurship jointly with the Ministry of Youth and Sports and the Ministry of Labour and Employment. The study focused on factors that have advanced as well as limited the Government's youth and entrepreneurship policies and initiatives. It also sought to increase understanding of the situation of migrants out of Nepal, with special emphasis on the impact of overseas labour on the potential for entrepreneurship upon their return, constraints they face in such endeavours and strategies to draw youth migrants more actively and effectively into the economic growth of Nepal. The study examines migrants falling in the 16- to 40-year-old age group, based on the GoN definition.

6. The main objectives of the study were:

- (i) To address a recognized gap in knowledge on the situation of young Nepali migrant returnees with a focus on skills and attitudes and identify entry points to inform Government policies and programmes relating to youth migration and entrepreneurship, and
- (ii) To inform and assist in the preparation of the Ministry of Youth and Sports' new Youth Strategic Plan that is currently under preparation.

7. The study included a rapid situational assessment which surveyed 303 migrant returnees from six divergent districts: Achham, Dhanusha, Tanahu, and the three districts in the Kathmandu Valley. Dhanusha and Tanahu were selected for the study because they have the highest number of migrant labourers, respectively, in the Terai and the middle hills. The survey questionnaire focused on skills, remittances and money brought back by returnees as well as issues related to entrepreneurship. A brief review of international good practices has also been carried out as part of the study, which, together with the survey, is offered as valuable resources for policymakers, development partners, the private sector and civil society working with the youth in Nepal. Based on the study findings, and consultations with key stakeholders engaged in youth issues in Nepal, a series of practical entry points are suggested to promote entrepreneurship among youth migrant returnees.

KEY FINDINGS AND RECOMMENDATIONS

8. The main findings of the study are as follows:

- i) Nearly half of the Nepali youth surveyed had either invested in or were thinking of investing in business (new or existing).

- ii) After returning to Nepal from external labour migration, entrepreneurship was more of an economic necessity for them given the lack of jobs available in Nepal, rather than their desire to find new opportunities to use the skills they had learnt overseas.
- iii) Because of their age, limited resources, and limited life-work experiences, the youth, especially young migrant returnees, face unique constraints in starting new businesses.
- iv) The majority of respondents who had/were thinking of investing in a business did not believe that the skills they had learnt while working overseas were relevant/applicable in Nepal.
- v) Lack of access to business information, credit, trainings, technical support and organizations linking skills with prospects were seen by these youth migrant returnees as major hindrances to their own entrepreneurship possibilities in Nepal.
- vi) Previous education achievement or certificates achieved in Nepal has not necessarily helped young migrant workers secure good jobs overseas.
- vii) In fact, most migrant workers had not received any specific skills training prior to migrating overseas. Even those who had received training admitted that their training was not primarily for migration purposes and/or their employers did not recognize the certificates they had earned in Nepal.
- viii) The widely held view that remittances and the money young migrant workers bring back are spent on conspicuous consumption was not borne out by the survey results.
- ix) Remittances among returning migrants were mostly being used to meet their daily household needs, repay loans taken to migrate, and for the education of their children and family members.
- x) In this regard, most returning migrants stated that investing in either existing businesses and/or starting a new business would require additional sources of business management advice and investment capital, either from the GoN or the private sector.

9. In analysing experiences outside Nepal, similar research in other developing countries experiencing high levels of out-migration as Nepal has shown the value of youth entrepreneurship as a critical component of poverty reduction and development strategies. Moreover, engaging youth in entrepreneurship can be an effective way of attracting alienated and marginalized youth into the economic mainstream by giving them a sense of meaning and belonging, particularly in a post-conflict situation. Research also suggests that migration followed by a return to self-employment and the creation of small businesses can be catalytic in enterprise development and poverty reduction. Accumulation of financial, as well as human, capital is some of the immediate benefits accruing from migrants returning to their countries of origin. The trend elsewhere has been for greater-than-average number of returnees choosing self-employment and entrepreneurial activities.

10. The experience in Nepal, however, shows that existing policies and programmes aimed at supporting youth, especially towards entrepreneurship, do not seem to be guided by evidence-based knowledge. Policies and programmes have been established without a comprehensive information base on Nepal's youth labour market. There is a lack of understanding of the youth motivations and their propensity to choose self-employment and the applicability of their skills in entrepreneurship development in Nepal. There are limits on the extent of funds they are able to bring back after their labour migration to mobilize to start new businesses. In addition, better understanding is required of the Government, NGO and private sector-led services they have access to while making such investments. Further research is required as well regarding the opportunities and challenges they confront in these processes and for promoting an enabling environment for youth entrepreneurship.

11. In general, in Nepal, entrepreneurship is seen in isolation from the creation of employment. The focus of existing policies and programmes is solely on outgoing migrant workers, and not on returnees. Moreover, the few organizations that deal with migration have limited their efforts to ensuring safer migration only. As a result, there is no government or private institution assisting youth returnees find employment.

12. Even with the massive scale of labour migration, especially among youth, there is no national institution collecting relevant information on migrant returnees and their skills, carrying out market surveys, disseminating information about existing trainings, finance and other support that may be available. Existing training centres and vocational and entrepreneurship trainings provided by government institutions either do not reflect the broader range of needs of Nepal's youth labour market or add much value to the youth. Equally, there are limited private or civil society institutions serving the needs of youth migrant returnees. Overall, the number of Nepali youth benefitting from such services is minimal.

13. In addition, the few public and private organizations helping youth set up their own businesses in Nepal tend to work in isolation, severely limiting their reach and impact. A few organizations are working on the social and geographical peripheries of Nepal, particularly among the more historically marginalized ethnic and caste communities. Attempts to improve access to financing for entrepreneurship, such as the Government's Youth Self-Employment and Small Enterprise Fund, have been largely piecemeal and overly politicized with few or no linkages to other key entrepreneurship programmes. There have been very few Government or private sector incentives for the youth to pursue their own entrepreneurship development.

14. The GoN has not provided incentives to private financial institutions to make collateral-free or minimum-collateral loans to enterprising youth. With only a few exceptions, most existing initiatives financed by international organizations tend to focus on promoting youth employment – rather than youth entrepreneurship – while the majority

of youth organizations have focused primarily on human rights and democracy which is understandable given that Nepal only recently emerged from a 10-year civil conflict that limited most economic development activities.

15. Based on this initial research, future technical and advisory assistance provided to the Government on entrepreneurship for returning youth migrants is required to expand its collaboration with the private sector and a broad-based civil society that reaches out to the more historically marginalized segments of society, with special emphasis on vulnerabilities faced by returning women migrants. These new policy and programmatic interventions may include assistance before these youth migrants depart Nepal for employment overseas to upgrade their technical or management skills, while specifically emphasizing technical support services and financial assistance upon their return when these youth are more actively seeking support to initiate their own local businesses.

16. Finally, it goes without saying that to be meaningful, the GoN should consider reviewing its definition of youth or reclassifying the 16-40-year-old age bracket it is targeting in order to use a term that describes the characteristics of this group more aptly.

Objectives of the Study and Structure of the Report

1. The objectives and scope of this study were prepared in close consultation with government officials at the Ministry of Youth and Sports and the Ministry of Labour and Employment. One of the main areas of concern at the time, to be addressed by the study, was how to keep youth from migrating abroad in search of employment opportunities. This request led the study team to look at youth entrepreneurship as one possible alternative to migration. The other main areas of expressed interest were a better understanding of the status of returned youth migrants and efficacy of existing youth policies and initiatives as well as a review of international good practices to be used as resources not only for both ministries but also for policymakers, development partners, the private sector and civil society in general working with the youth in Nepal.

2. Based on the above-referred consultations, the study's main objectives were agreed as follows:

- (i) Contribute to address a recognized gap in knowledge on the situation of young Nepali migrant returnees with a focus on skills and attitudes and identify entry points to inform Government policies and programmes relating to youth migration and entrepreneurship, and
- (ii) Inform and assist in the preparation of the Ministry of Youth and Sports' new Youth Strategic Plan currently under preparation.

3. To this end, five main activities were carried out under this study:

- i) A mapping of organizations engaged in youth and entrepreneurship in Nepal
- ii) A review of existing youth-related policies, programmes and initiatives undertaken or supported by the government, development agencies, civil society organizations and youth organizations
- iii) A rapid situational assessment (survey) of youth who have returned to Nepal after a period of employment abroad, including relevance of the skills they have brought back; use of remittances and funds brought back for enterprise-related investments; and their interests and propensity towards self-employment
- iv) Consultations with key stakeholders on the study findings for the elaboration of practical recommendations on how to stimulate entrepreneurship among youth and youth migrant returnees in Nepal, and
- v) A brief review of international good practices to serve as a resource for different ministries, policymakers, development partners, the private sector and civil society working with the youth in Nepal.

3. Limitations of the 'youth' element of the study:

Youth strictly defined is the period between childhood and adulthood. Youth therefore has a cultural and social dimension in that the ability to transition to adulthood is dependent on how a particular society defines what it is to become an adult. And for men in particular, this means getting a permanent job. As such, the United Nations defines 'youth' as a person between the age where he/she may leave compulsory education (15), and the age at which he/she finds his/her first employment (24).¹ In Nepal, the fact that the Government classifies 16-40-year-olds as youth is therefore an issue. With this caveat in mind and for the purposes of this analysis, the report maintains the official definition.

4. This report is structured in four main sections:

Section 1 – *Youth and Entrepreneurship: A Conceptual Framework* discusses how entrepreneurship among youth migrants can be defined and understood.

Section 2 – *Youth Migrant Returnees and Remittances: A Rapid Situational Assessment in Nepal* analyzes the situation of youths who have returned to Nepal after a period of employment abroad, including the research methodology, synopsis of the respondents' background, and main findings of the survey.

Section 3 – *Overview of Existing Youth-related Policies and Initiatives in Nepal* looks at the policies and programmes currently being implemented by the government, international and bilateral agencies, and youth organizations with regard to youth entrepreneurship.

Section 4 – *Conclusions and Recommendations* presents practical suggestions on how to promote youth entrepreneurship in Nepal, as discussed with government agencies, development agencies, the private sector, youth and non-profit organizations, based on the study findings.

5. A brief review of global experiences in entrepreneurship amongst youth migrants is presented as Annex 1. The mapping of youth and migrant organizations working in Nepal is presented in Annex 2.

¹ See <http://www.unesco.org/new/en/social-and-human-sciences/themes/youth/youth-definition>

1. Youth and Entrepreneurship: A Conceptual Framework

Drawing on a range of academic and policy literature on the topic, Section 1 offers a framework for defining and understanding entrepreneurship among youth migrant returnees, underlying features of 'youth entrepreneurship' possibly applicable to Nepal.

a. Definition of Entrepreneurship

Entrepreneurship is the recognition of an opportunity to create value, and the process of acting on this opportunity, whether or not it involves the formation of a new entity. While concepts such as 'innovation' and 'risk taking' in particular are usually associated with entrepreneurship, they are not necessary to define the term.²

1.1 As the above definition implies, entrepreneurship is the ability to recognize an opportunity to increase the value of any goods or services and of seizing such an opportunity. Entrepreneurs can be motivated by the prospect of increasing profits; pursuing financial sustainability as well as social returns on investments; and enhancing the responsiveness and accountability of public institutions, customers and local communities. Among many youth entrepreneurs in developing countries, such as Nepal, entrepreneurs tend to be driven mostly by 'economic necessity' (i.e., having no other alternative for a livelihood) rather than 'opportunity' (i.e., resulting from a desire to pursue a perceived opportunity). This is primarily because of lack of employment options and the need to supplement household income and/or escape poverty. Arguably, youth migrant returnees with higher incomes and employment alternatives have better prospects of emerging as 'opportunity-driven' entrepreneurs. But, personal attitudes, interests and individual strengths as well as the general environment for entrepreneurship development are critical in motivating individuals into turning entrepreneurs.

1.2 Drawing on the transition and motivational dimension of youth entrepreneurs, Massy and Lewis (2003) have proposed dividing youth entrepreneurs into four categories: 'pre-enterprise', 'enterprise aware', 'enterprise able' and 'enterprising' (see Figure 1). Cross-country evidence suggests that youth between the ages of 26 and 29 tend to be 'enterprise able' with a high level of maturity, experience in business, and more likely to run viable enterprises than their younger counterparts. The formative and growth stages are equally important for many youth to transition into enterprising individuals.

² Schoof 2006, p. 1

Figure 1: Categorizing Youth Entrepreneurs

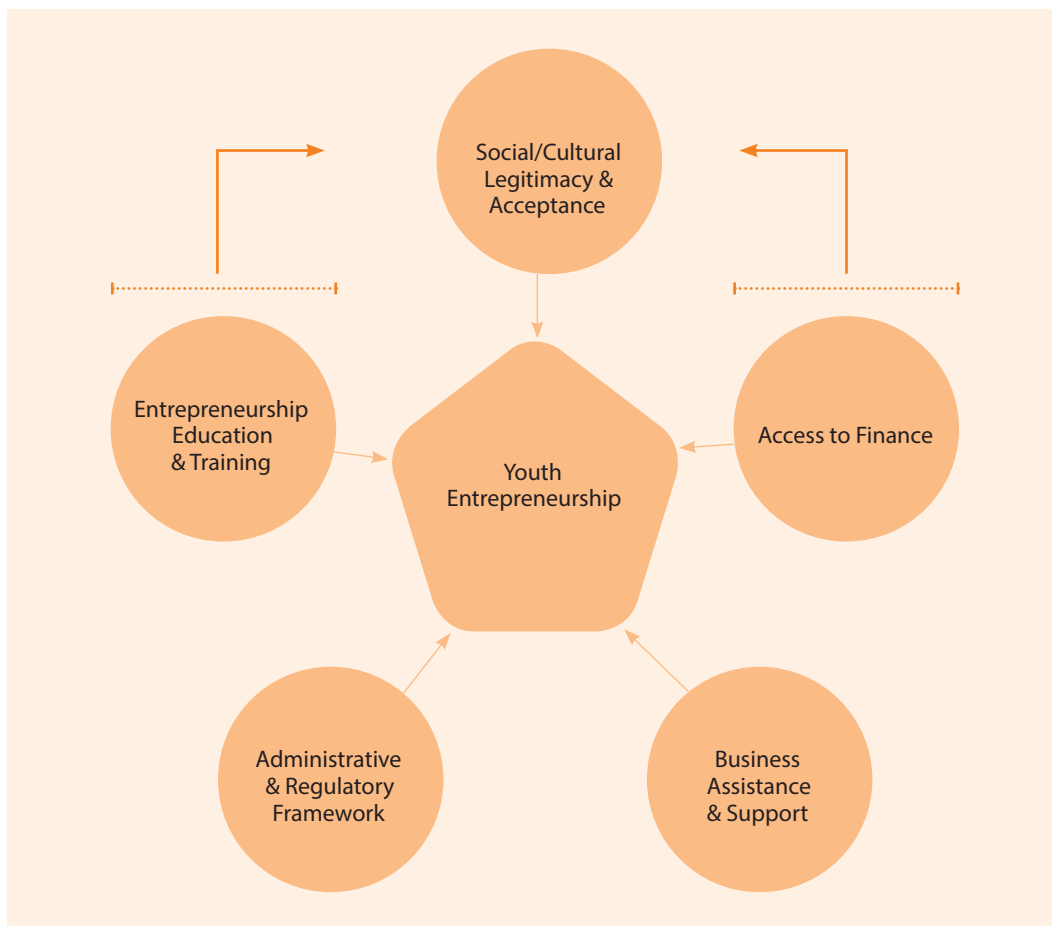
High ↑ Readiness	Group A: Enterprise able Current status – will be an employee or student with either business experience of business qualifications. Personal characteristics – likely to have been exposed to enterprising role models and /or had an enterprise education experience. Service needs – likely to require general information and advice about business start up.	Group B: Enterprising Current status – will be preparing to be self-employed, or already is self-employed. May have business qualifications. Personal characteristics – likely to have self-employed parents, or prior work experience in the same industry and had an enterprise education experience. Service needs – likely to require specialized information and business advice and/or monitoring, and the opportunity to network with other enterprising young people.
	Group C: Pre-enterprises Current status – will be an employee or student. Personal characteristics – unlikely to have been exposed to enterprising role models and/or had an enterprise education experience. Service needs – likely to require exposure to information about being enterprising and what it takes to start a business.	Group D: Enterprise aware Current status – will be interested in being self-employed. Personal characteristics – likely to have self-employed parents, prior work experience and/or had an enterprise education experience. May already have a business idea. Service needs – likely to require skill development and information and advice about business start up or management.
Low	Intention → High	

Source: Lewis and Massey (2003), p. 10.

b. Entrepreneurship and Migrant Returnees

1.3 Research has shown that the attitudes, awareness and aspirations of the youth towards entrepreneurship are linked to their personal environment, individual awareness and familiarity with the concept of entrepreneurship as well as general reputation, acceptance and credibility of entrepreneurs. A 2006 study by the International Labour Organization (ILO) identified the following major opportunities and bottlenecks faced by young entrepreneurs: i) sociocultural attitudes towards youth entrepreneurship; ii) entrepreneurship education, access to finance/ start-up financing; iii) administrative and regulatory framework conducive to promoting youth entrepreneurship; and iv) business assistance and support (see Figure 2).

Figure 2: Contributing Factors to Youth Entrepreneurship



Source: Schoof (2006), p. 23.

1.4 In tandem, the Migration Policy Institute has pointed out that financial and human capital are the positive channels that open up when migrants return to their home countries. Many studies have shown that a higher-than-average number of returnees choose self-employment and entrepreneurial activity.³ A study in Egypt finds that overseas migration helps with accumulation of financial capital on a high scale and also of new skills that increase the likelihood of investment upon return,⁴ while a study from China notes a significant rise in the number of returnees with advanced technical knowledge, experience with labour-intensive exports to the West, and better management skills.⁵ MPI also points out that international migration is increasingly perceived as ‘brain circulation’ rather than ‘brain drain’.

³ Agunias 2006

⁴ McCormick et al 2004

⁵ Zweig 2005

A comparison between returnee entrepreneurs and local entrepreneurs in China found that returnees were four times more likely than their local counterparts to possess the latest international technology, giving them an edge in the domestic market. A Ghana study found that the majority had improved employment status upon return besides having acquired organizational, interpersonal and other worth-related skills, leading to the conclusion that ‘migration, followed by a return to self-employment and the creation of a small business can represent a potential strategy for poverty alleviation’⁶

1.5 Notwithstanding these potential gains, the Migration Policy Institute calls for caution and a great need for focusing on the nature of migration and of the return to understand the specific challenges and opportunities for self-employment among migrant returnees. For instance, research on the permanent return of migrants from the Middle East back to Kerala, India, has found that the majority of the returnees were middle aged with low levels of skills, education and experience. Half were unemployed upon return while the other half either retired from active work, got into salaried jobs, or became wage labourers in agriculture and fishing. Only a fraction entered self-employment. The study attributes these impacts to Kerala’s poor investment climate coupled with the lack of a return-migration policy. Although several schemes for cheap loans and other incentives for small-scale investors exist in Kerala (as in India in general), these were largely inaccessible to returnees.⁷

1.6 Similarly, Kapur and McHale note that many migrant returnees either return with very few skills and/or are barely able to apply their skills meaningfully.⁸ Examples include Bangladeshi workers in the construction sector in Singapore, and Romanian farm labourers in France, where the technologies migrant workers are exposed to either do not exist and/or are inappropriate to the home country’s soils and climates. It is also the case that many migrant workers are forced to return due to contractual violations or abuse, deportation as a result of war or changes in immigration laws, and illegal termination of contracts or illness, and many still have debts in connection with their migration. Very few such workers have savings to invest or the possibility of finding employment upon return.

1.7 There is also a growing trend of ‘temporary migrants’ and of ‘temporary return’. The Migration Policy Institute review points out that from a development perspective such returns have a limited, albeit not necessarily negative, impact. A study by the International Organization of Migration (IOM) in Bangladesh found that many returnees were forced to re-migrate because of lack of options for rehabilitation, the use of most of the remittances for consumption, lack of employment opportunities, and inability to apply skills learnt.⁹ For many

⁶ Black et al 2003

⁷ Nair 1999

⁸ Kapur and McHale 2005

⁹ Siddiqui et al 2002

migrants, the decision to work overseas and return only temporarily is also a 'career choice'. International migration in the Caribbean, for example, is characterized by a complex, reciprocal flow rather than a permanent one-way movement, prompting some scholars to understand it as a form of 'extended kinship over space and time with frequent rather than one-time movements'.¹⁰

1.8 Such a classification is helpful to understand the diversity of Nepal's migrant returnees as well. As the findings of the situational analysis will point out, most Nepali migrants work as temporary contractors and labourers. The proportion of returnees who want to re-migrate is the same as those that plan to remain in Nepal permanently. The challenge is for self-employment to be considered a viable livelihood strategy by permanent migrant returnees to invest in the country.

¹⁰ Aguniasm 2006, pp. 17

2. Youth Migrant Returnees and Remittances: A Rapid Situational Assessment in Nepal

Section 2 analyzes the situational assessment of youth who have returned to Nepal after a period of employment abroad. It presents the research methodology, a synopsis of the background of the respondents (demographics and migration history), and the main findings of the survey, clustered into five main issues, as discussed below.

a. Research Methodology¹¹

2.1 The assessment examined key issues such as relevance of the skills youth returnees come back with; whether remittances and funds brought back are utilized for investment in enterprises; and how far their interests and propensity go towards the prospect of self-employment.

2.2 Using qualitative and quantitative tools, the assessment's main questions included:

- i) To what extent do migrant returnees come back with skills that will help them start a business and become successful entrepreneurs?
- ii) Are the remittances that migrant workers send and the money they bring back being spent on savings and investment required for building an entrepreneurial base?
- iii) Are migrant returnees even interested in becoming entrepreneurs?
- iv) What kind of enterprises are youth migrant returnees setting up?
- v) What challenges do these entrepreneurs face and what solutions do they propose?

2.3 The research sites were selected on the basis of physical geography, the number of migrants from there heading out to foreign countries, and geographic diversity of origin within Nepal. Accordingly, Dhanusha and Tanahu were chosen for being the highest migrant-sending districts (not counting those going to India) in the Tarai and the hills/mountains respectively.

¹¹ The assessment consisted of a quantitative survey and the qualitative methods of focus group discussions and key informant interviews. The survey was conducted between 20 and 27 June, 2012, and the focus group discussions between 11 July and 15 August, 2012. The survey was designed by the Social Science Baha research team and carried out by Blitz Advertizing and Research, a private company specializing in administering surveys. Blitz used enumerators who had considerable experience in carrying out similar surveys in field research settings. The survey questionnaire was pre-tested in various locations of the Kathmandu Valley (in-city and outskirts) before it was finalized. The Social Science Baha research team provided a two-day orientation to the enumerators in collaboration with Blitz. The first day was devoted to understanding the questionnaire while the second day was spent conducting mock surveys. The enumerators were also given a manual which provided instructions and explanations for each question in the survey. The manual was designed to make it easy for enumerators to refer to it in the field. The Social Science Baha research team and Blitz closely monitored the field research and ensured consistency and reliability of the data obtained.

Achham in the Far-Western Hills was chosen because most of the migrant workers from that region tend to go to India and the pattern of migration is more often seasonal. Finally, Kathmandu Valley was chosen because it is home to people from all parts of the country and hence representative of the country as a whole.

2.4 The breakdown of the sample size of 303 was as follows: 33 in Achham, 75 Dhanusha, 75 Tanahu and 120 Kathmandu Valley. The criteria for selecting the respondents were as follows: i) they had to be 16 to 40 years of age (following the definition of 'youth' in Nepal); and ii) they had to have a minimum of two years' employment experience in another country. Considering that migration to India tends to be seasonal, respondents with migration experience in India had to have had a cumulative work experience of at least two years. The survey also tried to ensure that the sample reflected the social demography of each of the districts as indicated in Census 2001.¹² Snowball sampling method was used given the inherent difficulties of finding the pre-determined subjects of the research. The same criteria used for selecting survey respondents were also used to choose participants for focus group discussions (FGD). Local residents in each district and key informants provided support in identifying the respondents in both cases.

2.5 Despite the length of the survey questionnaire, the vast majority of the respondents gave their full cooperation. Many provided a lot of insights on the challenges and opportunities faced by returnee migrants. But it was also difficult to find returnee migrants-turned-entrepreneurs; more so in Dhanusha district than elsewhere.

2.6 The major limitations of the survey are its small sample size due to resources and time constraints. The participation of women in the study is also very low even though it is still higher than the total percentage of women migrant workers (to destinations other than India).¹³ It was beyond the scope of the study to carry out a nationally representative sample survey, but it did try to ensure that the ethnic/caste composition of respondents matched that of the districts surveyed.

2.7 Data was disaggregated by education, destination of migration, caste and ethnicity, geography and age, among other variables. Results broken down by destination of migration yielded the most significant results, although breakdown by other variables, including caste and ethnicity, have been included where relevant.

¹² The results of the 2011 census were not available at the time the survey was conducted.

¹³ According to the Department of Foreign Employment, from 2007 to 2012, women constituted a mere 3.3% of the documented migrant workers.

b. Demographics and Migration History

2.8 This part of the survey consisted of questions pertaining to the respondent's personal history, viz, name, age, gender, caste/ethnicity, religion, marital status, present address, educational qualification, and current occupation. It also asked questions related to household, including number of family members; members engaged in an earning profession(s); members working abroad; and members solely dependent on the respondent's income.

2.9 Except for one individual, all the 303 respondents could at least read and write and 63% of them had a School Leaving Certificate (SLC)¹⁴ or higher degree. The average age of the respondents was 31, with nearly half (49%) between 26 and 30 years old. Individuals from 35 different ethnic and caste groups were represented in the survey, with the Hill 'upper-caste' group of Bahuns and Chhetris making up 36%, Newars 18%, non-Newar Hill and Mountain Janajatis 17%, Madhesi 'middle castes' 12%, and so on (see Table 2). Respondents identified themselves as Hindu, Buddhist, Muslim, Christian and Kirat, with approximately 90% of them being Hindu. A vast majority (80%) of the respondents were married at the time of the survey. Men constituted 95% of the respondents, which is roughly approximate with the proportion of male migrants. Respondents also mentioned over 30 different types of occupations they were involved in at the time; 40% said they were unemployed while 22% owned their own business.

Table 1: Social Composition of Respondents¹⁵

Groups	Absolute	%	Composite average in sample districts
Hill 'upper caste'	108	35.6	34.2
Newar	57	17.8	22.6
Hill and Mountain Janajati (excluding Newar)	52	17.2	18
Madhesi 'middle caste'	36	11.9	9.5
Tarai 'upper caste'	19	6.3	1.2
Hill Dalits	14	4.6	7.0
Muslim	11	3.6	1.9
Tarai Janajati	3.0	1.0	1.4
Tarai Dalit	3.0	1.0	3.5
Total	303	100	

2.10 The first finding of significance from the survey is that a good proportion of youth migrants is educated and belongs to 'upper-caste' and the better-off Janajati groups. This is likely because migration still remains inaccessible and unaffordable to many people. As will be

¹⁴ The national degree awarded after 10 years of school education.

¹⁵ The broad groupings are based on Acharya et al 2008.

clear in the findings discussed below, migrant returnees who participated in the study relied on loans and family savings to meet the high costs of migration, which might not be available to those from lower economic strata. In fact, most returnees from a non-India destination did not even think that the remittance they sent was the 'most important contribution to their household well-being, indicating that many were quite well-to-do to begin with. Dalits and Janajatis from poor backgrounds seem to have less access to networks both within Nepal and outside that are critical to facilitating the migration process, particularly since when asked how they had migrated, a good number of the respondents (36%) said that their family and friends had helped them.

2.11 The average age at the time of last migration was 25 years, and roughly equal numbers were unmarried (46.5%) and married (53.5%). Similarly, the average family size among the respondents was 6.6%, with an average of 2.25 children and 1.58 elderly members per household as dependants. A substantial 61.4% of the respondents were not the sole earners in the family. Households with at least one member employed overseas actually had an average of 1.23 family members overseas. Respondents mentioned 17 different countries where their household members were working, with Qatar, Saudi Arabia, India, Dubai and Malaysia being the top five destinations.

2.12 To be able to earn a livelihood and not being able to find a job in Nepal were cited as the most important reasons for wanting to migrate and re-migrate. Most of the respondents (85%) had migrated only once, 13% twice, and only 2% three times. It should be noted here that the survey was conducted only among those who were in Nepal at the time and the figures mentioned here should not in any way be considered to reflect the reality of multiple migrations. The majority of those surveyed had decided against re-migrating.

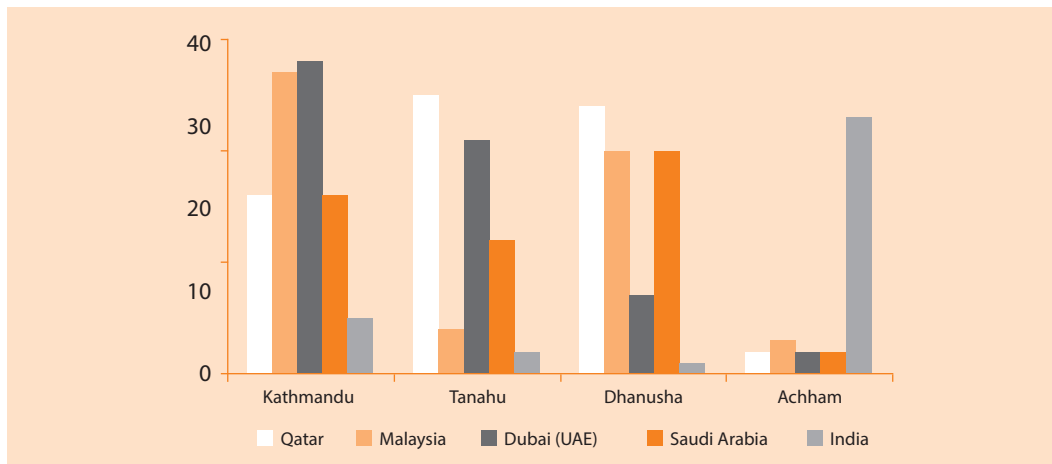
2.13 There were as many as 18 different countries mentioned as the destination of last migration. Of the top five destinations, which accounted for 258 (85%) of the 303 respondents, Qatar (22%) was the destination for the highest number, followed by Dubai (19%), Malaysia (18%) and Saudi Arabia (17%). Only 10% of the respondents reported having migrated to India. It is noteworthy that despite the long history of migration to India, it figured last among the top five destinations.

Table 2: Top Five Destinations of Last Migration of Survey Respondents

Destination	Number	%
Qatar	67	22
Dubai (UAE)	58	19
Malaysia	54	18
Saudi Arabia	49	16
India	31	10
Total	259	85

2.14 Malaysia and Qatar are the favourite destinations for respondents from Kathmandu; Dubai and Qatar for Tanahu; Qatar, Malaysia and Saudi Arabia for Dhanusha; and India for Achham.

Figure 3: Top Migration Destinations by District



2.15 The average cost incurred for migration to the last destination was NPR 107,740 (c. USD 1,200); with 39% spending between NPR 60,000-100,000 and 28% spending in the range of NPR 100,000-200,000. When asked about the sources of funds to meet this cost of migration, respondents mentioned taking loans (60%), dipping into family savings (29%), selling family land (3%), selling other types of property (2%), and using savings from previous migration (6%). The majority (36%) said family members helped them migrate the last time; 19% said they were helped by recruitment agencies, and only 12% said they were helped by contacts already in the destination country.

2.16 The average time spent overseas in the last stint was 39 months, with 64% spending between 13 and 36 months.

2.17 The number of destinations mentioned for the second to last stint abroad was significantly lower—10 countries, including India, with Malaysia on top (22%) followed by Saudi Arabia (18%), Qatar (16%), and India (11%). The average age at migration was 23, and 64.4% of them were married. The average cost of migration then was NPR 84,933, which were met by taking out loans (60%) and using family savings (24.4%). Family members (51%) had played a bigger role in the second last migration. The average duration of stay in the respective destination countries was 33 months.

c. Skills

2.18 In order to determine the skills migrant returnees brought back that could potentially help them become successful entrepreneurs, the survey also focused on the skills migrant workers migrated with; the skills they acquired overseas; and relevance of these skills for employment and entrepreneurship upon return to Nepal.

2.19 Respondents mentioned a total of 44 forms of employment they were engaged in overseas, with a high concentration of ‘company labourers’ (23.4%) and security guards (10%). The research team grouped the different types of employment into ‘unskilled’, ‘semi-skilled’, ‘skilled’ and ‘white collar’ categories, and compared them across the top five destination countries.

2.20 As Table 3 below shows, most of the migrant workers were employed at skilled and semi-skilled jobs. There were very few (7%) employed in white-collar jobs while the number of those employed as skilled workers is pretty consistent across all countries. Only 8% of those going to India were engaged in the unskilled category compared to the much higher percentages in Qatar, Malaysia and Saudi Arabia. This finding, which could have resulted from sample bias, goes against the grain since it has been assumed that the majority of those going to India are from the lowest strata of society and, hence, are without any professional or technical skills.

Table 3: Category of Work Migrants Overseas (top five destinations, in percentage)

Category	Destination					
	All Countries	Qatar	Dubai (UAE)	Malaysia	Saudi Arabia	India
Unskilled	31	43	16	35	54	8
Semi-skilled	29	17	40	21	14	24
Skilled	34	38	33	41	30	57
White collar	7	3	12	4	2	11

2.21 The kind of work migrants engaged in was not always determined by their level of education even though 60% of the respondents with a SLC degree and 59% of those with an Intermediate/Class XII degree were employed in the semi-skilled and unskilled categories. The majority of respondents had not received any kind of training prior to migrating overseas. Of the 120 individuals who did, 39% received ‘computer training’, and only 53% said the training was intended to improve their prospects during migration. Most of the training was provided by private institutions and only a small number (13%) was trained by government agencies and even fewer (7%) by recruitment companies. The average cost for the training was NPR 6,868. The majority did report having received a certificate after the training, but only 38% said the certification was recognized by employers here and/or abroad. Qatar had the highest percentage of migrants whose certificates were recognized (54%) whereas Malaysia had the lowest (13%).

There were respondents who had received more than one kind of training as well (13.5% of total respondents). A breakdown by social groupings showed that Hill Dalits were least likely to have received training with only 14% of them having received any kind of training.

2.22 'Computer training' was the most popular training by far. Even youth currently employed as 'security guards,' 'painters' and 'unemployed' had received 'computer training'. However, only 16% of them said that they could make use of those skills during their work abroad. Training to be a cook was cited as one of the most useful for work overseas (23%). Unskilled (68%) and white collar workers (63%) were likely to state that they did not use the training they had received while overseas. Disaggregation by the top five destinations showed that the majority of respondents who had received 'technical training' had migrated to Qatar (11 out of 18).

2.23 As for skills acquired through work overseas, respondents mentioned a wide range, including business skills, technical knowledge and account-keeping. The highest number of respondents (34%) thought they had not learnt any new skills during their experience overseas while an equal number (33%) said they came back with technical skills, 14.5% reported acquiring skills related to domestic work, and 13%, business skills. In other words, 39 out of 303 respondents said they had gained some business skills. Of these 39, half (20) mentioned that they had learnt how to interact with customers/marketing and how business transactions/trade work. Disaggregated by the top five destinations, respondents from Qatar, Malaysia and Saudi Arabia oscillated between 'technical skills' and 'did not learn anything' while the highest number of those having acquired business skills had come back from the UAE.

Table 4: Skills Acquired While Working Overseas

Skills acquired	Destination				
	All	Qatar	Malaysia	Dubai (UAE)	India
Business	12.9	6	7.4	25.9	19.4
Technical	33.3	41.8	48.1	29.3	22.6
Domestic	14.5	11.9	9.3	13.8	25.8
Care-giving	2.6	0	0	0	0
Other skills	6.3	3	13	8.6	0
Did not learn any skills	33.7	38.8	27.8	25.9	35.5

2.24 Of the 133 respondents who have started a business or were planning to, the majority (60%) thought the skills they acquired while working overseas have either not been or will not be useful in starting a new business back home. Of them, 57% felt that their skills were not applicable in Nepal. This finding was corroborated during a FGD with migrant returnees in Dhanusha, during which participants pointed out that many migrant workers, including themselves and others they know, usually worked in large companies involving the use of sophisticated machinery but upon return tended to go back to farming or starting a small retail shop.

Table 5: Applicability of Skills Acquired Overseas

Level of Usefulness	Destination					
	All	Qatar	Malaysia	Dubai (UAE)	India	Saudi Arabia
Very useful	24	7	0	7	3	3
Useful	21	6	3	6	4	2
Not Useful	73	15	25	10	4	10
None	5	2	0	2	0	1

2.25 Of those who did not plan to re-migrate and were already engaged in some occupation or business, only the returnees from India and the UAE thought their skills were useful or very useful (64% of 11, and 52% of 13 respectively) to start or invest in a business. Malaysia had the lowest proportion of respondents (only 11% of 28) who thought their skills learnt overseas could be useful in Nepal, primarily because most could not apply what they had learnt in Nepal.

d. Remittances

2.26 In order to determine whether the remittances migrant workers send and the money they return with are being spent on savings and investment required to build an entrepreneurial base, the survey sought responses to the following: what proportion of migrants' earnings were being remitted; how frequently; through which channels; the relative importance of remittance to household livelihood; and major uses of remittance. Similar responses were also sought for the money brought back in person upon their return from foreign destinations, which was then compared and contrasted with findings on remittances.

2.27 Respondents reported remitting most of their earnings home. Approximately 80% of them said that they spent very little or less than half their income on food and living expenses while overseas. Nearly everyone (96%) remitted money to Nepal. A breakdown by top five destinations revealed that India was the only destination where respondents spent half or more of their income on food and living expenses. In the remaining top four destinations, respondents spent very little or less than half.

2.28 The majority sent money every three to six months, with 78% remitting half or more of their income. The amount remitted was not the same all the time with the average standing at around NPR 60,000 (c. USD 690). When broken down by the top five destinations, there was considerable variation in the frequency, consistency and proportion of amount remitted between India and the four other major destinations (Qatar, Dubai, Malaysia and Saudi Arabia). As expected, a slightly lower percentage of respondents who had migrated to India remitted; 81% compared to 97% from the remaining four destinations. Respondents who had gone to India also remitted slightly less regularly than their counterparts in the other top destinations—every six months to a year compared to every three to six months. Asked what proportion of their income they remitted, the majority said more than half whereas those from India said around half.

2.29 The father, mother and spouse were the three major recipients of the remittance, accounting for 88% of the remittances. As expected, the breakdown in terms of marital status showed a role reversal, with 57% of the unmarried sending money to their father and 24% to their mother, while 55% of the married sent money to their spouse. It is noteworthy that even among the latter category, the father (29%) and mother (8%) are still major recipients. The highest number of respondents (43%) said their fathers had the greatest say over how the money they remitted would be spent, followed by the spouse (21%) and mother (15%), suggesting that while remittances may be reinforcing the patriarchy prevalent in Nepali society, it was also giving some measure of financial autonomy to married women—both spouses (who were mostly women in the study) and the mothers.

2.30 In order to determine how remittances were being spent, respondents were asked to identify three areas where they spent the highest proportion of their remittances from a list of 13 major expenditures and rank the three highest, from 3 to 1. Table 7 lists the 13 major categories of expenditure ranked according to the total scores received by each category. The survey showed that much of the remittances is being spent to cover daily expenses, repay loans, and for education and health. Daily expenses were, in turn, defined as food, clothes, oil, seasoning and other basic necessities. Only 10% of the respondents said they had purchased land and just 3.3% said they bought a TV or a fridge. Investments on existing or new businesses figure at the bottom of the list.

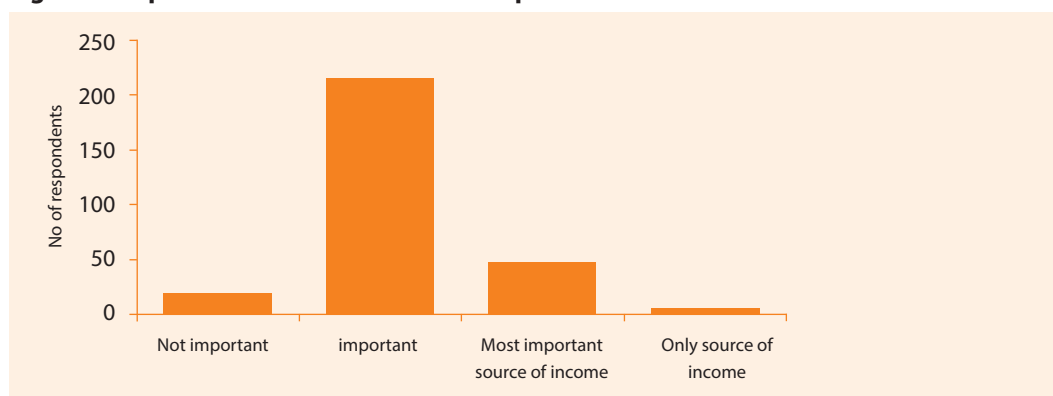
Table 6: Major Uses of Remittances

Categories	Ranked Total
Daily expenses	543
Repay loan taken to migrate	260
Education	218
Repay other loan	192
Medicine/Treatment	131
House Repair/Construction	128
Savings	103
Invest in land	76
Invest (in existing business, loan out)	25
Miscellaneous	21
TV/Fridge	20
Start new business	16
Re-migrate for work	7

2.31 Most of the remittance from destinations apart from India was being sent through formal channels (such as money transfer agencies and banks) and hence were being captured

in the national accounts. A full 83% used formal channels to send money back home; 63% of them used money transfer services while 20% used banks. Respondents from India, on the other hand, relied on friends and family members who were returning (56%), with the second most popular mode of transfer being banks. 'Ease of transfer', low transaction costs and trustworthiness were the primary factors taken into consideration in deciding on the remittance channel to employ. Such a response is significant for two main reasons. First, the channel that respondents used denoted preference rather than compulsion. Even those back from India almost unanimously (91%) agreed that the channel they used, i.e., sending by hand, was the most trustworthy. Second, the preferences differ by destination.

Figure 4: Importance of Remittances to Respondents' Households



2.32 For 93% of the recipient households, the remittance was important for household livelihood although only 19% of the respondents said that it was the only or most important source of income. The majority (75%) reported that the money they remitted was 'important', and of the 7% who thought that it was 'not important', most claimed that the financial condition of their household was already good. A breakdown of the top five destinations showed that respondents back from India were more likely to say that the remittance they sent was the 'most important source of livelihood' (Table 9).

Table 7: Relative Importance of Remittances for Household Livelihood

Relative Importance	Destination				
	All	Qatar	Malaysia	Dubai (UAE)	India
Not important	6.9	6.1	7.5	7	12
Important	74.5	77.3	77.4	75.4	52
Most Important	16.6	16.7	11.3	15.8	36
Only Source	2.1	0	3.8	1.8	0

2.33 These results are significant for three main reasons. First, for so few respondents to state that remittance was the ‘most important’ or ‘only source of income’ can mean either that people are reluctant to admit the fact, or, more ominously, the poorest sections of society have not benefitted from the phenomenon of labour migration since even going to India require some capital. Second, despite the fact that respondents from India are likely to remit less regularly and also a smaller portion of what they earn, their households are more dependent on them. And third, the results confirm that households sending members to India are more likely to be poorer than those sending members to the other top destinations.

2.34 The survey also showed that the majority of respondents choose to remit their income rather than bring it with themselves. Nearly half (49%) said they brought ‘very little’ back and another 23% said ‘less than half’. While bringing back their money, 40% brought it in the form of Nepali rupees, indicating the strong but informal circulation of the national currency in destination countries.

2.35 Table 8 shows how the money brought back was made use of. As with the funds remitted, the most important spending was daily expenses. Education still figures prominently but it is significant that repayment of loans slips to the bottom of the list, indicating that much of loan will have been paid off by then. ‘Starting a new business’ is 6th on the list, compared to 12th for funds remitted. Purchase of land also moves up the list as do the consumer items of TV and/or refrigerator. (In percentage terms, 19% of the migrants bought consumer items with the money they were bringing back compared to just 3.3% who used the remitted funds for the same purpose, indicating the trend of returnees to bring such items with themselves while returning.)

Table 8: Major Uses of Money Brought Back by Respondents

SN	Categories	Ranked Total
1	Daily expenses	594
2	Education	213
3	House Repair/Construction	172
4	Medicine/Treatment	138
5	Savings	130
6	Start new business	127
7	TV/Fridge	111
8	Repay other loan	107
9	Repay loan taken to migrate	64
10	Invest in land	64
11	Miscellaneous	53
12	Re-migrate for work	14
13	Invest (in existing business, loan out)	31

2.36 The majority of the respondents (89%) said that they had not moved their residence since going abroad for employment. And among the 32 who did move, the majority (44%) attributed it to better business opportunities and/or better job opportunities (31%) in their new place of residence.

e. Entrepreneurship

2.37 The survey asked whether migrant returnees were interested in starting/investing in a business, and, if so, the motivations underlying their interest. Respondents were also asked where they got the capital for starting/investing in a business, the location of the business, the number of people employed, and relative success of their enterprise. They were asked to comment on the major impediments to starting/investing in business as identified through a review of international experiences and consultations with stakeholders, namely, business information, access to credit, training, technical support, and organizations linking skills with prospects in Nepal.

2.38 In general, respondents were more interested in seeking paid work than on entrepreneurship. Hardly any respondents mentioned 'save enough to start a business', and, more importantly, very few were interested in investing in a business. In other words, entrepreneurship was viewed as a necessity than an opportunity to make use of skills acquired overseas. Only 29% said that they had started a new business and 7% reported having invested in an existing one, while 4% were thinking of starting a new business and another 3% were considering investing in an existing business. Together, the respondents already engaged in entrepreneurship or planning to be made up 43% of the survey sample. When disaggregated by the top five destinations, respondents back from India and Saudi Arabia were least interested in starting their own businesses (71% for India and 64% for Saudi Arabia).

2.39 In FGDs with migrant returnees in Dhanusha, all the participants agreed that migrants prefer to use their savings to set up a bank balance, purchase land or construct houses. Most opt to re-migrate rather than start a new business. One of the participants also added that most of his fellow migrants were cheated by their agents during the migration process and were forced to take out high-interest loans to meet the cost of migration. They typically spend the first two years repaying their loans, making it very difficult to save enough capital to be able to start a business upon return.

2.40 The story was drastically different when we considered only the pool of respondents who had decided against working overseas again. From a total of 154 such respondents, 97 (52%) said that they either wanted to start their own business or invest in an existing one (11%). The remaining 60 individuals were already employed in government offices, NGOs and private companies (8%); engaged in agriculture (5%); or involved in a variety of other jobs.

2.41 Asked where respondents have/are likely to establish/invest in businesses, half of those who had started their own business are concentrated in Kathmandu (41 out of 88) followed by Dhanusha (26). Tanahu includes a combination of new and existing businesses.

2.42 The most important reason provided for starting or wanting to start a business was that investing in Nepal would yield better results (55%); that it was better to invest in a business than to sit idle (43%); and that it was an opportunity to apply the skills learnt overseas (12%). In other words, not all respondents were motivated by the prospects of taking advantage of business opportunities in Nepal or of making use of the skills they had acquired overseas.

2.43 In terms of the time required to start a new business, 44% stated that it took them or expect it to take them up to three months. Such a cumbersome process of starting a business is also verified by the World Bank's 'Doing Business' survey, which compares the ease of business regulations and environment across countries and ranks Nepal 108 out of 185 economies.¹⁶

2.44 Survey respondents generally said that the business is/will be in their own villages and/or closer to the district headquarters. Almost 30% of the respondents were planning to use their savings from overseas employment to start a new business. Of the 89 respondents who said they have started a business with savings from employment overseas, almost 70% had either completed SLC (37%) or had an Intermediate degree (equivalent to Grade 12) (30%). This goes to show that the vast majority of people who have decided to stay back and invest in a business constitute a relatively better educated and capable pool of people. Also, respondents with an SLC degree constituted more than 50% of the respondents who had taken loans from the bank.

2.45 Of the 133 respondents who have started a business or were planning to start their own business, 63% were providing employment to others as well, with most employing between one to five people. Of these enterprising individuals, 44% considered the most important source of business information to be contacts made while working overseas (41%), family members (35%), and neighbours (11%). Only around 2% relied on government or other agencies for such information, indicating a big gap in government support in this area.

f. Institutional Assistance

2.46 Respondents were also asked to rank the relative importance they would place on each of the following issues and provide reasons for their response.

¹⁶ According to the survey, it takes around 29 days to start a new business in Nepal, involves following seven distinct procedures, and costs 33% of income per capita. In comparison, Thailand (ranked 85) also requires 29 days but only involves four procedures, and costs 6.7% of income per capita. www.doingbusiness.org/rankings

Information on business

2.47 An overwhelming majority considered access to information on processes and procedures for starting a business to be ‘important’ (68.3%) and ‘very important’ (29%). The highest number of respondents (39%) thought that such information would help them find out about business prospects. Those who provided elaborate responses suggested that because they had been away for overseas work, youth migrant returnees often lacked an understanding of the opportunities in Nepal. Respondents also felt such information would reduce the likelihood of business failure.

2.48 With regards to income, respondents thought that such information would help them use the money they saved appropriately, and would help them take care of their families. Such information would also help link the skills learnt overseas with possibilities in Nepal. Respondents also said that having such information would make it more attractive for them to stay back in Nepal.

2.49 During an FGD with former migrant workers in Tanahu who have started their own businesses, lack of knowledge about the legal requirements of starting a business and lack of information on investment were cited as two of the major hurdles returnees face in starting a business. FGD participants in Achham felt that information on access to credit available to migrant workers was not communicated to them adequately. For instance, one of them pointed out that when he was in Qatar, he had heard about a new law formulated whereby Nepali migrant workers abroad could invest in businesses (presumably, the ‘diaspora bond’) and that he would have put in money in it had somebody given some kind of guarantee on his investment (which the government actually does). The participants recommended using effective and area-specific public service announcements (PSAs) to provide information on the type of businesses suitable for that area. This would help to relay information to a larger population at a low cost. More accessible information on government programmes, such as the Youth and Small Enterprise Self-Employment Fund (YSESEF), would also be beneficial. The participants recommended setting up a new governmental department to cater to the needs and challenges of the returnees.

Access to credit

2.50 The vast majority of the respondents thought that access to credit would be ‘important’ (66.3%) and ‘very important’ (31.4%) for starting a business. Improved access to credit would serve as an additional source of funding to start a business (44.9%); enhance their employment prospects (20.5%); make them more self-dependent (11.2%); help them implement new business ideas (9.9%); and give them the flexibility to take risks (8.9%). Without access to credit, they would not be able to take any risks and invest in businesses. Still others argued that they would prefer to stay in Nepal but without adequate credit to help them start their own enterprises and earn a livelihood, they would be forced to re-migrate over and over again. Another group felt that since many migrants return to Nepal with specialized skills, such skilled people should be able to access loans as a group and start businesses on a large scale.

Training

2.51 Although respondents provided many reasons why training is either important or very important, most of these were geared towards finding a job rather than starting their own business. Training would make migrant returnees more efficient in their work (8.6%); upgrade their skills (8.3%); reduce unemployment upon their return home (7.9%); update/refresh skills (5.6%); encourage returnees to seek employment upon return (2.6%); reduce incentives to re-migrate (2%); and facilitate re-migration (1.7%). There were contradictory responses in the sense that while some felt that such training would help them make use of the skills they learnt overseas (6.3%), others thought they had learnt limited skills while working overseas and such trainings would allow them to be better skilled (3.3%). Such differences in responses are likely to be attributed to two reasons: difference in types of employment overseas, and relevance of skills they acquired overseas in the Nepali context.

2.52 Returnees also provided a list of issues to be considered when providing training to youth migrant returnees: the training should reflect market demand (15.8%); be commensurate with skills and capacity (11.2%); tailored to the specific interests of returnees (9.2%); linked with the type of work they were doing overseas (9.2%); guaranteed employment upon completion (7.6%); and help re-acclimatize returnees to life in Nepal (2%).

2.53 Among the reasons given by some of the returnees who felt that such training was unimportant are: the absence of a conducive working environment in Nepal; lack of companies actively seeking to hire trained individuals; and the skills returnees bring back being under-utilized (see a list of trainings preferred by survey respondents in Annex 4).

Technical support

2.54 Almost everyone, 99% (299 out of 303), said technical support to returnees to be important or very important. This could be partly because as opposed to the intention of finding responses to the possibility of technical support in terms of learning skills to draw up a business plan, keep accounts, conduct market surveys, maintain a supply chain, etc, the respondents seem to have understood the question in the terms of technology transfer alone. Hence, the major reasons offered for setting such high store on technical support are: increase efficiency and overcome challenges (12.9%); help in finding employment (6.6%); enhance skills further (6.6%); ensure the success of business (5.3%); empower returnees (4.3%); and help returnees to start a business (2%). While the vast majority of the respondents thought technical assistance to be important or very important, at least 7.6% also said that there was a lack of technical facilities in Nepal.

Organization linking skills with prospects

2.55 Of all the services mentioned in this section, respondents felt that an organization or organizations that work to match migrant workers' skills and capacities with opportunities in Nepal to be crucial (important, 57.4%, and very important, 41.9%). But, once again, the

responses were related to the importance and role of such an organization to help migrant workers find a job in Nepal rather than help them start a business.

2.56 Respondents felt that such an organization would help returnees utilize the skills they gained overseas (32.3%); reduce human resource drain (27.1%); prevent unemployment in Nepal (23.1%); be self-dependent (9.9%); increase self-confidence (2%); and contribute towards the development of the country (2%). Less frequently cited benefits included: promoting a sense of responsibility towards the nation; preventing migrant workers from being cheated; helping re-integrate returnees; preventing capital flight; and reducing youth violence.

2.57 The role of such an organization was envisaged as follows: provide employment opportunities and salaries commensurate with skills (13.9%); focus on and benefit returnees (6.9%); link demand with supply (5.9%); and promote collective action among returnees (2%). The latter was with reference to business ventures that returnees could set up with help from the organization, which should also upgrade the skills of returnees; develop new skills base in Nepal; match salaries/wages earned overseas; and curb nepotism to make employment more transparent.

2.58 Some also added that such an organization needs to be present at the airport in order to be more noticeable and reach more of the returnees who are likely to disperse as soon as they leave the airport premises. The kind of skills and work the returnee migrants have engaged in should be recorded upon arrival by the organization.

2.59 A relatively small number (2%) expressed reservations about the usefulness of such an organization. They worried that it would also cheat migrant workers; and that it would fall prey to political interference. Some respondents were sceptical of any government effort since it had extended little support to returnees so far.

3. Existing Youth-related Policies and Initiatives in Nepal

Section 3 provides an overview of the programmes currently being implemented by the government, international and bilateral agencies, and youth organizations with regard to youth entrepreneurship. It also examines whether existing government policies and programmes have any bearing on attempts to make use of the remittances and skill sets brought back by young migrant returnees. The key question addressed is whether there exists or not an environment for the capitalization of opportunities and the establishment of new businesses in Nepal with youth migrants.

a. Government Initiatives

3.1 Following the decade-long Maoist conflict (1996-2006), the government increasingly began to recognize the youth as a significant demographic group, and formulated specific policies and programmes targeted at them.¹⁷ Government acknowledgement of the importance of the youth is clear from the last two national development plans, which recognize youth as a priority group, and stresses unemployment and underemployment as the major problems and challenges faced by the youth.¹⁸ But despite this acknowledgement, the Government has not formulated any comprehensive policy or established a body that focuses on helping promote entrepreneurship among the youth.

3.2 This section analyzes the relevant government policies, programmes and institutions that deal, even tangentially, with youth, migration and entrepreneurship development. A review of the National Youth Policy and the Labour and Employment Policy will be followed by assessments of government agencies devoted to youth, entrepreneurship and migration, namely, the Ministry of Youth and Sports; the Youth Self-Employment and Small Enterprise Fund (YSESEF); vocational training centres; Employment Information Centres; the Ministry of Labour and Employment; the Department of Foreign Employment; and the Foreign Employment Promotion Board.

¹⁷ The Three-Year Interim Plan (2007/08-2009/10) devoted a whole chapter to youth and the Three-Year Plan (2010/11-2012/13) dwells at length on involving the youth in national development.

¹⁸ This is a far cry from the Tenth Plan (2002-2007), which took a paternalistic view of youth and sought 'to rescue the youth from crimes and addiction effectively, to mobilize them in development programmes, and to create awareness by involving the youth in sports from the school level...'

State Policies

3.3 The 2010 National Youth Policy targets historically marginalized and conflict-affected groups of youth. Although it does briefly mention the need for the establishment of youth information and research centres, youth counselling and service centres, and youth employment promotion centres, there are no concrete steps spelt out on how these objectives would be achieved and neither has any action been taken by the government towards achieving this goal so far. The failure to execute most of the provisions in the Policy can be attributed partly to systemic budget constraints and to the delay in the setting up of the National Youth Council, the body through which all programmes are to be implemented. As a result, there has not been any significant progress to benefit the youth.

3.4 The Policy recognizes youth as a priority group alongside Dalits, the poor, women, indigenous peoples, the displaced and differently-abled as being in need of increased access to activities such as quality vocational training programmes to develop their capacities and also make them more employable. The Policy envisages two levels in training management wherein the central government is responsible for planning, coordination and curriculum development, while implementation is entrusted to the local or district levels. The forms of training targeted at individuals in the informal sector include entrepreneurial development, skill, organizational and leadership development, and labour standards. Despite identifying the need for income-generating employment as a means of poverty alleviation, nowhere in the Policy objectives does it specifically emphasize entrepreneurship as a vital component of the Nepali labour market. This even as it focuses on micro-credit programmes aimed to generate self-employment for enterprising, educated youth, while stressing the need for a specific programme to ‘creating self-employment opportunities by developing entrepreneurial qualities among the youth’.

State Agencies and Initiatives

3.5 The main government agencies engaged in youth matters include the Ministry of Youth and Sports and the Ministry of Finance which have programmes that distribute funds and provide training targeted specifically at the youth. The Ministry of Labour and Employment and the Ministry of Industry also conduct training in entrepreneurship as well as aimed at imparting various skills.

3.6 Following the changed political context after the 2006 People’s Movement and recognizing the role played by the youth in that movement (and others previous to it), the government set up a separate Ministry of Youth and Sports (MoYS) in August 2008.

3.7 The MoYS currently conducts the Yuwa Sajhedari Karyakram (Youth Partnership Programme), in which it works with private training providers in districts all over Nepal on a 60:40 funding agreement. But mechanisms for monitoring and evaluation are not well

developed, and barely any effort has been made to measure the impact of this programme on the youth.

3.8 One of the components of the Youth Partnership Programme is the 'worksite training programme' which is meant to provide on-the-job training to youth seeking to enter the workforce. The MoYS has been trying to work with district chambers of commerce and industry (CCI) but business and factory owners have been hesitant to team up since they are expected to provide space, time and energy for no apparent gain in return.

3.9 The MoYS has also set up the Pratibha Samman Puraskar (Talent Recognition Award) to recognize young people who have made significant contributions to their chosen professional fields. As per the National Youth Talent Recognition Working Plan approved in February 2012, a certificate and cash prize of Rs 100,000 are to be given to three youths, youth groups or youth organizations that have made significant, unique and lasting contributions to society. Entrepreneurship is one of the areas recognized by the award under the broader category of employment.

3.10 Currently, the MoYS operates at the local level through the District Sports Committees (DSCs), which is the only decentralized organ of the Ministry. The Ministry ultimately plans to work through the Youth Councils at the district level but, as pointed out earlier, these are yet to be formed. The Youth Councils are likely to have a significant impact on youth programmes since they will act as the focal points overseeing and coordinating the various programmes on youth by governmental, non-governmental and private institutions. One of its main functions will be to partner with NGOs so that their resources can be mobilized for the benefit of the youth. Significantly, the Youth Councils are envisaged as autonomous bodies governed by a separate act and will be present at both the central and district levels.

Youth and Small Enterprise Self-Employment Fund (YSESEF)

3.11 The government launched the Youth and Small Enterprise Self-Employment Fund (YSESEF) in 2009 in an attempt to reduce unemployment in the country. It is targeted mainly at unemployed youth and small business people who would be provided with collateral-free, low-interest loans of up to NPR 200,000 to serve as seed capital to start an enterprise. The programme is guided by the Youth and Small Enterprise Self-Employment Fund (Management) Regulations 2009, which lays out the objectives of the YSESEF as: provide training on different aspects of agriculture such as commercial farming, livestock farming, and agro- and forestry-based industries; provide loans for service-oriented self-employment such as rickshaws, etc, in urban areas; invest in traditional skill-based occupations; provide loans to people affected by the conflict, marginalized communities, indigenous peoples and women; provide training to the unemployed to operate a self-employment fund; ensure priority to raw materials found locally and provide skill-based trainings for localized production and consumption; invest in

the project 'one village one product' with the assistance of partner institutions and relevant governmental and non-governmental agencies.

3.12 With a presence in all 75 districts, the Federation of Nepalese Chambers of Commerce and Industry (FNCCI) has been YSESEF's partner since the very beginning. While FNCCI's Central Office in Kathmandu is responsible for receiving and disseminating information on the Fund, the respective district chamber of commerce and industry (CCI) has a more active role. The CCIs are accountable to the Fund, and are responsible for promoting its programmes and in providing orientation. If the programme is implemented as has been planned, the CCIs would also be responsible for project development training and other awareness-raising programmes. The CCIs also collect application forms apart from assisting in filling out the forms that are available online.

3.13 The Fund is operationalized in four phases: i) application and registration at district CCIs; ii) three-day orientation training on small business and entrepreneurship provided by CCIs; iii) application for a loan of up to NPR 200,000 through banks and financial institutions; and iv) utilization of the loan to establish new small-scale businesses or strengthen existing small-scale ones. The YSESEF received wide media coverage, and the level of interest was so high that on the first day of its launch, the CCIs helped some 600,000 applicants fill out the application forms. Since then, the CCIs have also provided the three-day orientation programme, and, according to the FNCCI, most of the applicants have also received their orientation certificates.¹⁹

3.14 When the YSESEF was first envisioned, it was allocated a total of NPR 500 million. Table 9 shows the government's subsequent annual contributions to the Fund since. In an attempt to give the programme the flavour of a national campaign, in 2009, the government asked all organizations (governmental, non-governmental and private) to post a day's worth of salary of each employee into the state's revenue mechanism to be channelled into the Fund.

Table 9: Annual Government Contribution to YSESEF 2008-2012

Fiscal year	Amount (in millions)	
	NPR	USD
2008/09	500	5.6
2009/10	505	5.6
2010/11	249	2.8
2011/12	255	2.8

3.15 The implementation of YSESEF, however, has been far from smooth. It has been tainted with corruption charges, political nepotism, mismanagement of funds, recurrent delays in

¹⁹ Humagain 2010

implementation, and less-than-enthusiastic co-operation from the private sector owing to doubts about loan recovery. Financial institutions or banks that are part of the YSESEF are allowed to collect 12% interest from loans while the government provides a further 7%. But despite repeated attempts to get the private sector involved in what seems to be a fairly attractive deal, since the loans are collateral-free and there is no clarity yet on the means of loan recovery, private banks and financial institutions have so far shied away from any active collaboration.

3.16 To address that, in March 2012, the YSESEF decided to form the District Coordination and Monitoring Committees with the respective district CCI chairperson or his/her representative as the coordinator; a representative from a bank or financial institution and an officer from the District Administration Office as members; and a volunteer appointed by the Fund as member-secretary. The YSESEF is now working through co-operatives. It has called for proposals from central cooperative associations with information on the potential types of businesses (production, service or small industry) to be undertaken by cooperatives under them; their financial status; and basis for loan recovery. The deadline was mid-July 2012, and the proposals are now in the process of being reviewed.

3.17 One critique of the YSESEF is that it is a stand-alone initiative by the Ministry of Finance even though it has possible avenues of collaboration with other relevant ministries. It is notable that there is no formal linkage or coordination between YSESEF and the MOYS apart from the presence of the latter's Secretary in the Fund's management committee.

3.18 After a less-than-promising start, in its 'Immediate Action Plan on Economic Development and Prosperity' of October 2012, the government professed its commitment to implementing YSESEF. The Action Plan aims to provide self-employment opportunities to 50,000 youths through training and concessional loans, and, accordingly, trained applicants to YSESEF are to be provided loans without collateral. The major implementing agencies include YSESEF, the Ministry of Agriculture and Cooperatives, and the MOYS. The Plan also aims to boost employment in the agriculture sector by mobilizing NPR 1 billion through the YSESEF in order to attract educated but currently unemployed youth to the agriculture sector. Qualifying youths will also receive agriculture-related training from training centres under the Ministry of Agriculture.²⁰ In that sense, the Plan does open up possibilities of coordination between the different state entities.

Government Training Schemes

3.19 As yet, the YSESEF has no formal linkage between the entrepreneurship training provided by the Vocational and Skill Development Training Centre (under the Ministry of Labour and

²⁰ Ministry of Finance 2012

Employment) and the Office of Cottage and Small Industries (under the Ministry of Industries). Candidates interested in these training programmes are required to go through an extensive selection process, including interviews, and are also required to have completed at least one skills training provided by government agencies. This existing system could have been one of the ways in which the YSESEF could have identified applicants ready to make use of the loans.

3.20 The focus of the government training centres is on providing skills that would help trainees find employment in Nepal or abroad and also to become entrepreneurs. However, neither of these two training providers considers migrant returnees to be a separate category of individuals requiring a different kind of training aimed at their reintegration back home. One of the key issues highlighted repeatedly during meetings with returnee migrants was that any future initiative that plans to train migrant returnees needs to build on the existing skills of migrant returnees and/or transform their skills when not relevant to Nepal.

3.21 The duration and format of the week-long entrepreneurship training currently provided are far from adequate, with, for instance, no system that provides long-term support to trainees. Quality control is also an issue since there is often a clear mismatch between the skills provided and the demands of both the national and international labour markets. Hence, there is a need for greater agility in the programmes to allow for revisions in the curriculum to reflect changes in the labour market.

3.22 During interviews, officials at both institutions said that the trainings are demand-driven. But it appears that the same types of trainings have been offered year after year.²¹ This has most likely produced many individuals with the same or limited sets of skills in the same geographical area. Gender-stereotyped trainings are also on offer which perpetuate the view that women's skills are confined to certain, low-return and already saturated professions such as hair-dressing or beauty care. Since the two training institutions are under different ministries, there is a degree of duplication as well, especially since their entrepreneurship trainings are similar in duration and are based on the same curriculum. There is a need to streamline these various bodies and modify training structures based on both the demands of the labour market and the youth as well as the competitive advantage each brings in with their respective ministries. Creating some formal linkages between these state institutions and the YSESEF could add to their further relevance in addressing youth employment issues.

3.23 There is the question of capacity as well. The Vocational and Skill Development Training Centre, for example, offers Foreign and Youth Self-employment-related Special Skill Development Training, but, as the name suggests, two types of training—for foreign

²¹ Interview with Shakuntala Rajbhandari, Section Officer, Vocational Skills and Development Training Centre, Bhaisepati, Lalitpur, 28 August, 2012; and Uddhab Man Singh, Administrative Assistant, Department of Cottage and Small Industries, Tripureshwor, Kathmandu, 28 August, 2012.

employment and self-employment—have been lumped together. The Centre's target for 2011/12 was 3,000 although without indicating how many of these were to be for foreign employment and how many for self-employment. Considering an average of 1,200 people leaving every day for foreign employment (not counting those going to India), even if all these trainees were to go abroad, the Centre's annual target would be fewer than the number of Nepali workers flying out of Kathmandu airport in three days.

3.24 The annual goal of the Office of Cottage and Small Industries is even lower with 'entrepreneurship development training' targeted at only 100 for the year 2008/09, which was further lowered to 40 in 2009/10.

3.25 Both organizations generally fall short of their targets. For instance, out of the annual target of 100 in 2008/09, the Office of Cottage and Small Industries was able to provide training to only 91 individuals. And the Vocational and Skill Development Training Centre was unable to provide any training under the Foreign and Youth Self-employment-related Special Skill Development Training in 2011/12 due to delays in the release of the national budget. Only a third of the year's budget has been released at the time of the research in mid-2012, which meant that all the training targets also had to be reduced by a third. That only a few individuals have access to government-run trainings is corroborated by the survey on returnee migrants. Of the total of 120 respondents who had undergone some form of training, only 13% reported receiving it from a government institution (as they understood it).

3.26 There seems to be very little monitoring and evaluation of the trainings as well. The Vocational and Skill Development Training Centre does keep a record of the trainings on offer and the number of people trained. The data is disaggregated by each of the 16 training centres and by caste/ethnicity/disability/gender. But other than that, there is no information available on the effectiveness of the training, such as the number of people who have found employment and/or were able to start a business after taking the training. The research team was unable to access any M&E data from the Office of Cottage and Small Industries.

3.27 The new directive of the Vocational and Skill Development Training Centre released in June 2012, however, recognizes the importance of monitoring and evaluation in the future. According to the directive, there will be greater linkages with government institutions providing loans in order to help individuals who have received loans or are interested in being trained to access credit. (Although the name of the organization that would provide such loans is not mentioned but YSESEF could be presumed to be one.) There will be constant, micro-monitoring of every individual in the initial years after the training in coordination with the organization offering the loans.

Employment Information Centres

3.28 The Employment Information Centres (earlier, the Employment Service Centres) falls under the jurisdiction of the Department of Labour and is based in 14 locations (one in each of the 14 zones). Currently, these Centres are in the process of collecting information from individuals who are either unemployed or would like to change jobs. But the data so far indicates that the numbers in contact with the Employment Information Centres is very small compared to the rate of unemployment in the country.²² This may be attributed to a lack of awareness about the Centres despite publicity in the national newspapers.

3.29 The Cabinet recently sanctioned the Employment Information Centre Operation and Management Directive 2012, which takes a more holistic approach towards creating a platform to link labour demand and supply. The Directive classifies unemployment into various categories: i) fully unemployed; ii) unemployed having reached the end of the employment period; iii) underemployed; iv) unemployed because of a desire to change the terms and conditions of employment; v) unemployed due to lack of appropriate skills or qualifications; vi) unemployed owing to changes brought by technology; and vii) unemployed due to a desire to take up a new job or start a venture different from the existing one. One of the notable changes introduced by the Directive is the provision of online applications so that both prospective employers and prospective employees can fill and submit forms online.

3.30 Since the prospective employers can submit information on vacancies and their human resources requirements, the Centre plans to bring into effect the Labour Market Information System (LMIS). The database currently being developed will form the basis of this system but it is still unclear how the data already with the Centre will be streamlined with the revised form which aims to collect much more extensive information.²³ The LMIS could possibly be used to link existing businesses, business owners and entrepreneurs with the youth who are in the process of entering the labour market, are unemployed, or want to change jobs.

Department of Foreign Employment and Foreign Employment Board

3.31 The Department of Foreign Employment (DoFE) does not have any programme specifically targeted at returnee migrants, since the Department's sole focus is on outgoing migrants as opposed to those coming back. The one recent change has been the modification of the disembarkation form at the Kathmandu airport to include some information on foreign labour migration. This is one small step towards recognizing and organizing the data on returnee migrants even though it is not yet clear what use the limited information will be put to.

²² As per the website of the EICs, the Centres had registered 36,869 unemployed people till October 2011. www.dol.gov.np/employment-info-center-12-en.html, accessed 10 September 2012.

²³ Though the system is yet to be operational, during the course of the research, it was found that the Employment Information Centre at Dhanusha had linked six unemployed individuals with jobs at a local factory. Following the Centre's advertisement with information on 20 unemployed individuals, the local Bhrikuti Paper Mill contacted the Centre, which then matched up individuals with the requirements of the paper factory.

3.32 But it is the Foreign Employment Promotion Board that has the specific mandate of dealing with returnee migrant workers since it is the Board that operates the Foreign Employment Welfare Fund and it can also design, implement, monitor and evaluate programmes that would make use of the funds and skills brought back by returnee migrant workers. The Board collects NPR 1,000 from each migrant during the pre-migration process as contribution towards the Foreign Employment Welfare Fund. Thus far, this Fund has been used to bring home the bodies of dead migrant workers, repatriate workers stranded in destination countries, provide emergency funds for the treatment of injured migrant workers, and compensate the families of dead migrant workers and those who are injured. There is nothing preventing the Board from using its substantial resources in the Welfare Fund to provide loans to migrant returnees interested in starting their own businesses if it wants to.

b. Initiatives by International Agencies

3.33 The study also looked at initiatives targeted at youth entrepreneurship and employment implemented by a number of international organizations. A total of eight initiatives are being supported by GIZ, the Norwegian Embassy, Swiss Agency for Development and Cooperation, UNDP, UN Habitat, USAID, World Bank, UN Women and a consortium of donors. Most are geared towards providing vocational training and credit mechanisms for entrepreneurship and employment. The major implementing partners range from central and local government agencies, youth organizations, youth organizations affiliated to political parties and the private sector while the focus groups are youths who have been internally displaced, Dalits, ethnic minorities and girls.

3.34 In contrast to the government approach, international-financed initiatives for youth entrepreneurship and employment target a larger cross-section of the youth population, offer a wider variety of training that are designed through market surveys, and are more likely to lead to gainful employment upon completion of training. However, there are issues such as the sustainability of the donor-funded programmes, the extent of alignment with existing government systems, and harmonization among international organizations.

HELVETAS: The Employment Fund (EF)

3.35 The Employment Fund was established in 2008 and is currently being implemented by HELVETAS. It receives funding from the Swiss Agency for Development and Cooperation (SDC), the UK Department for International Development (DFID), and the World Bank. It is governed by the Employment Fund Steering Committee (EFSC) under a Joint-Secretary from the Ministry of Education as chair.

3.36 It currently has 30 private-sector training and employment service providers (T&Es) as partners through which it implements its comprehensive training programme. The T&Es also function as links to credit providers for trainees. Monitoring and evaluation is based on the outcome/output measured by the number of employed trainees, and only a satisfactory performance ensures payment to the training provider. Although the programme is conducted nationally and has trained participants from all 75 districts, it primarily targets males between 16 and 35 years of age and females of 16 to 40 years, and aims for a 60:40 female to male participation ratio. Males are required to have an education below the SLC level (Grade 10) and females below Grade 12.

3.37 By the end of the current phase, the Employment Fund seeks to train 70,000 youths, and as of July 2012, the programme had reached 55,000 youths, among whom 80% are employed. Likewise, during the year 2010, the Employment Fund trained 12,067 youths, of whom 9,057 were employed. In 2010 and 2011, respectively 17% and 29% of the trainees took up self-employment. In 2010 alone, 65 different kinds of trainings were provided through the T&Es.

3.38 On approach, the scope of any skill in a specific region is first explored through a market survey by the training provider. The trainings are decentralized and provided in a place convenient for the participants. Participants are also provided professional counselling and access to credit from financial institutions.

3.39 Since November 2011, NMB Bank and HELVETAS have jointly implemented the 'Skill-based Loans' scheme, which has been formally implemented in Kailali and Kanchanpur districts of the Far-Western Region. Interested individuals can receive collateral-free loans of NPR 10,000-300,000, which has to be paid back within a period of two years. Around 100 individuals have accessed the scheme. The objective of the scheme is to formalize the loan-taking process which has been historically based on informal interactions.

3.40 Following the success of this model, the World Bank's Enhanced Vocational Education and Training Project (EVENT) is adopting the same approach. HELVETAS is also planning a pilot programme called INNOVATION in two districts starting October 2012. The pilot is expected to last one year. And although the full details are still being worked out, as one of its target groups, it seeks to bring into the programme's fold youths who have already been trained by the Employment Fund programme. This is because the majority of the trained youths are involved in wage employment, and the follow-up programme will provide them with the necessary skills and opportunity to be self-employed.

GIZ: The Inclusive Development of the Economy (INCLUDE)

3.41 The Inclusive Development of the Economy started in 2008 and is in an extended phase until 2013, with the possibility of being extended up to 2016. The programme has three sectors

of focus: Entrepreneurial Development, Value Chain Development, and Public-Private Dialogue. Training is provided in different stages and involves a 2 to 3-day motivational training followed by a block period of 2-3 months, and then a two-week-long training. Since its inception, its primary focus has been to provide business-related skills to training participants and assist in the development of trainers.

3.42 The programme provides pre- and post-start-up support to allow new and existing entrepreneurs to benefit from individual and group mentoring, entrepreneurship development training as well as linkages with business service providers and financial institutions. It also assists Council for Technical Education and Vocational Training (CTEVT) in revising its entrepreneurship development curricula, developing an instruction guide, and training 50 instructors to deliver entrepreneurship development training effectively through its component of Integrating Entrepreneurship Development in Vocational Training.

3.43 The target groups are youth, women and disabled individuals between 16 and 40 years of age, but owing to the nature of the programme, the preferred age starts at 20. Between 2008 and 2010, the programme worked in eight districts (Dang, Surkhet, Kailali, Pyuthan, Makwanpur, Chitwan, Palpa and Rupandehi) but has now moved its project location towards the Far-Western Region to match the government's decision to prioritize that area.

3.44 GIZ has also looked for opportunities to collaborate with the YSESEF but that has so far been limited to providing Training for Trainers (ToT) to 74 individuals in coordination with FNCCI.

Norwegian Embassy: Youth Employment Promotion Campaign

3.45 The Norwegian Embassy-financed Campaign aims to create solidarity among those affiliated to different political youth groups. As part of the campaign, the individuals brought together were asked to choose a cause relevant to Nepali youth and work towards it. The group chose employment as their topic of interest. Various research and advocacy activities were conducted across Nepal for the campaign. The first stage consisted of a two-day Advocacy and Campaigning Workshop in 16 strategic regions. In the second stage, recommendation reports were collected through discussions and meetings in 62 districts. These recommendations were compiled into a final recommendation report for the proposed National Youth Employment Policy.

3.46 The report identifies self-employment, local employment and foreign employment as the three avenues available to Nepali youth and provides policy and practical recommendations for the creation and promotion of each, including recognizing the lack of appropriate employment-oriented education. As for self-employment, the report finds that the current business climate is quite unsuitable for entrepreneurs despite the many possibilities. But, although a cross-section of the political youth collaborated on the report, advocacy for the formulation of an Employment Policy has been impeded by the growing discord among the political parties.

UNDP: Micro-Enterprise Development Programme (MEDEP)

3.47 MEDEP's objectives are to try and address poverty through the development of micro-enterprises among low-income families following the government's Ninth Five-Year Plan. The enterprise development model promoted by MEDEP is based on the programme's approach to inter-link and coordinate local resources, and increase low-income people's interest in enterprise development and entrepreneurs' access to local and national markets. MEDEP partners with local governments, state institutions and the private sector to set up a co-ordinated network of services for training recipients and entrepreneurs.

UNHABITAT: Urban Youth Fund

3.48 The Fund was adopted under a 2007 resolution and is formally known as the Opportunities Fund for Urban Youth-Led Development. Launched in November 2008 to 'meaningfully engage and support youth' in developing countries, one of the main objectives of the Fund, called the Habitat Agenda, is to promote vocational training and credit mechanisms for entrepreneurship and employment. Applicants can receive a grant of either USD 5,000 or USD 25,000 depending on the size and scope of their project. Young men and women aged between 18 and 32 years are eligible to apply for the Fund. Five organizations from Nepal have been beneficiaries of the fund so far. Grant recipients also have the opportunity to participate in trainings project management, financial management, and monitoring and evaluation.

USAID/Nepal: Education for Income Generation (EIG) Program

3.49 Identifying that exclusion of disadvantaged youth from relevant education, training and employment opportunities contributes to conflict, the Education for Income Generation Program (2008-2013) was designed to increase access to employment-focused skills training in all the 15 districts of Nepal's Mid-Western Region. Formally launched in June 2008, the programme consists of four components—literacy, vocational education, agricultural productivity and rural incomes, and scholarships targeted primarily to disadvantaged youth. In terms of accomplishments, 42,835 individuals have been trained to increase agriculture productivity and a further 10,518 in agriculture enterprises. EIG evaluates vocational training graduates three months after graduation and of those evaluated, nearly 7,000 were found to be employed or self-employed with monthly incomes of at least NPR 2,400.

The World Bank: EVENT

3.50 The Enhanced Vocational Education and Training (EVENT) Project is being implemented by the Ministry of Education with World Bank financing and technical inputs from the Employment Fund. The project's main objective is to expand the supply of skilled and employable labour by increasing the access of youths to quality training programmes, and by strengthening the technical and vocational education and training system in Nepal. This project also incorporates socially and historically disadvantaged youth as its primary target group for short-term vocational skills and job placements. EVENT plans to train 10,000 youth during the project

period (2011–2015). The training providers are expected to place at least 70% of the trainees in gainful employment (wage or self) after completion of training. The graduates must be employed for at least six months with a minimum monthly income of NPR 3,000 if employed in Nepal, NPR 5,000 if employed in India, and NPR 12,000 if employed overseas.

Economic Security of Women Migrant Workers

3.51 The Ministry of Labour and Employment has been collaborating with UN Women since 2009 on Economic Security of Women Migrant Workers. This project is executed and implemented by UNIFEM in partnership with the Nepal Institute of Development Studies (NIDS) and Pourakhi, an organization of returnee and women migrant workers. The goal of the project is to contribute to reducing poverty in Nepal by enhancing the economic security of returnee women migrant workers and their families through the productive investment of remittances. The project has focused on building multiple networks to link returnee women migrant workers with successful entrepreneurs, with Pourakhi and with UNIFEM so that these networks become a source of constant support, guidance and mentoring.

c. Civil Society Initiatives

3.52 The study also examined the engagement of Nepali NGOs with the youth. It was found that these organizations work on a range of issues and concerns pertaining to the youth population of Nepal, with the main ones being advocacy, capacity building, awareness, and research while the major cross-cutting themes included democracy, human rights, health, media, migration, entrepreneurship, peace and representation.

3.53 Considerable overlap was found in the activities of the youth organizations, with the vast majority focusing disproportionately on human rights and democracy. Only a few work on migration issues, fewer on entrepreneurship, and still fewer on the promotion of entrepreneurship among youth migrant returnees. There is also a discernible absence of any organization conducting research on youth migration.

3.54 These organizations can be classified into three different kinds: umbrella bodies, organizations with a focus on youth alone, and organizations with youth as one of their focus areas. (Refer to Annex 1 for a detailed mapping of these organizations, including their background, the major thematic areas they deal with as well as their implementing partner organizations, working areas, funding agencies and ongoing projects.) It should be mentioned that it was beyond the scope of the study to incorporate youth organizations affiliated to political parties.

ChangeFusion Nepal

3.55 ChangeFusion Nepal works mainly on capacity building of young social entrepreneurs. One of its major activities is to organize bazaars and seminars where entrepreneurs display products, services and ideas; network; exchange ideas and learn from customers, clients, seasoned entrepreneurs and other guests. It facilitates the dissemination of funds to young entrepreneurs by announcing a social entrepreneurs' competition, selecting finalists, training and mentoring them, and finding seed funds to help achieve their business objectives. It also awards the most innovative, successful, effective or promising entrepreneur every year and also organizes an annual Entrepreneurship Bazaar, where young entrepreneurs are provided the opportunity to showcase their products/services.

farkeka Nepali

3.56 Started in 2011, farkeka Nepali is perhaps the only organization that works to help qualified Nepalis living abroad wanting to return, network and find jobs in Nepal. Supported by The Asia Foundation, Niti Foundation and Biruwa, it brings together returnees and professional networks of entrepreneurs who could potentially support the former through communication and employment. farkeka Nepali also provides the necessary technical and human resources for networking and job searches.

Entrepreneurs for Nepal

3.57 This is a network of more than 5,000 young creative Nepali entrepreneurs in the USA and Canada who have ideas and want to implement them in Nepal. Its programmes and activities are oriented towards building the capacity of youth entrepreneurs by organizing a boot camp for entrepreneurs; organizing interactions and Q&As with successful entrepreneurs and on opportunities and challenges of initiating a successful business in the country; organizing a business plan competition; and hosting a knowledge repository where information and tools for business operations and analyses are provided. However, the organization appears to work solely with migrant communities in the US and Canada only and is Kathmandu-centric in its coverage.

Pourakhi

3.58 This organization of returnee women migrant workers was established in 2003 to work for the rights of women migrant workers and to make migration safe and secure. In terms of entrepreneurship, it has established the Srijansil Pourakhi Savings and Credit Cooperative Limited to serve as a bridge between returnees and the potential migrant population; has provided seed money for a few enterprises; conducted a survey and provided training on non-traditional sectors; and prepared members for investment in the non-traditional sector.

Nepal Youth Business Foundation

3.59 This is the youth wing of FNCCI and has undertaken various programmes to engage youth entrepreneurs. One such is the Young Entrepreneur's Summit (YES 2012), which provided

a networking venue to budding entrepreneurs as well as an opportunity to learn from the experiences of the more established entrepreneurs through issue-based forums. In addition to the Summit, the NYBF is also engaged in linking new entrepreneurs with established individuals in their related line of business/service.

Biruwa Ventures

3.60 Biruwa Ventures is a business incubation project which provides office space and other start-up services at minimal cost to aspiring entrepreneurs, helping them realize their ideas. Additionally, it also connects entrepreneurs with avenues for funding and provides other essential services required by businesses. Biruwa hopes to become a one-stop centre through which a business becomes fully established. It has also recently launched the Udhyami Seed Capital Challenge with the primary objective of providing funding to entrepreneurs who do not have access to traditional sources of financing (family, banks, etc). Three individual entrepreneurs or teams will be chosen in the first year of the competition and provided with funding (up to NPR 500,000) apart from exposure to a network of potential investors and financial institutions. A three month-long mentoring period is also built in for those selected besides being provided with services such as office space, market research services, financial consulting services, creative services, and public relations assistance for up to a year.

Samriddhi, The Prosperity Foundation

3.61 Samriddhi works on promoting economic freedom through education and training, research and publications, and public outreach and advocacy. It organizes monthly discussions with successful entrepreneurs in addition to workshops that promote entrepreneurship among youth. One of its features is a club to help students learn about entrepreneurship through sharing of ideas, discussions with successful entrepreneurs, and screening of documentaries. Besides these initiatives, YUWA and Youth Action organize their own versions of the annual entrepreneurship bazaar.

d. Discussion and Conclusions

3.62 The government began to recognize the youth as a major demographic group after the end of the 10-year-long Maoist insurgency and began established policies and programmes targeted at them. The creation of the MoYS and the subsequent adoption of the National Youth Policy in 2010 along with the launching of the YSESEF have all laid the foundation for actively engaging the youth. But as the MoYS is still in its infancy, there have been significant delays in the implementation of the Youth Policy such as the formation of Youth Councils. Important financing mechanisms, such as the YSESEF, have also been affected by multiple setbacks during implementation. The 2006 Labour and Employment Policy does recognize the youth as a priority

group and makes the connection with self-employment, but the youth are yet to be recognized by other key policies and sectors pertaining to agriculture, housing, health and tourism.

3.63 There are efforts by the government to train the youth in a variety of vocational and entrepreneurship skills but the number of individuals benefitting from such trainings is very small. The trainings do not always reflect need, and often fail to add value to workers competing in the ever-changing national and international markets. The existing trainings and attempts to improve access to finance, such as YSESEF, are stand-alone efforts and not linked to the provision of complementary business services. The government has also done little to address the unwillingness of private financial institutions to make available collateral-free or minimum-collateral loans to enterprising youth.

3.64 Most of the existing international initiatives focus on promoting youth employment rather than nurturing youth entrepreneurship while the vast majority of Nepali organizations working with youth have a disproportionately high focus on human rights and democracy. Even those that work on strengthening youth capacity do so to increase their political advocacy skills, not their skills development and/or advocacy for improved employment opportunities for youth.

3.65 The organizations that deal with migration have limited their efforts to safer migration only while the focus of government policies and programmes is primarily on outgoing migrant workers, not on returning ones. The Foreign Employment Promotion Board does have the mandate to support migrant returnees and ensure the country gains from the skills they bring back, but it has not taken any steps so far to ensure this.

3.66 The Ministry of Labour and Employment collects a lot of useful migration-related data such as the number of people migrating overseas, destination countries, educational background of migrant workers, sectors of employment, etc. But it has no such information on returnees.

3.67 There is a discernible absence of organizations, however, that could provide direct assistance to would-be youth migrant workers or link them with institutions that provide skills development training. Sending better-trained workers would not only increase the likelihood of their earning higher incomes, remitting more, acquiring better skills and contributing more to the national economy, but also producing returnees whose skills are specialized and reflective of international markets.

3.68 Finally, there is no system in place to help migrant returnees reintegrate back into the economy upon their return to Nepal either by way of providing information to develop enterprises or matching their skills with employment opportunities. This is particularly striking since migrants will have been out of touch with the ground situation for years and it is only through proactive action that they can be enticed to stay back and utilize their skills in the country or set up enterprises with their earnings.

4. Conclusions and Recommendations

Section 4 summarizes the key findings from the survey (Section 2) and the overview of existing youth-related policies and initiatives in Nepal (Section 3). It also offers some practical recommendations based on the research findings, global experiences, and subsequent consultations with key stakeholders working on youth-related issues in the country.

a. Key Findings from the Survey

4.1. The key findings of the study can be grouped into the three categories dealing with: skills, remittances or funds returnees bring back, and entrepreneurship.

Skills:

- Education does not necessarily help migrant workers secure good jobs overseas. A high proportion of respondents who had completed SLC and/or Intermediate (Class XII) were working as semi-skilled and unskilled workers.
- Most migrant workers had not received any training prior to migrating overseas. Even those who had received training admitted that their trainings were not for migration purposes and/or their employers did not recognize the certificates they earned upon the completion of their trainings. Employers in Qatar were most likely to recognize such certificates while those in Malaysia were least likely to do so.
- The majority of respondents felt they had not acquired any skills while working overseas. The 10% who said that they had acquired business skills were mostly concentrated in Dubai. But even among those who had acquired skills, what they learnt were too technical, specialized and not applicable in Nepal.
- Almost half (44%) of those surveyed had either invested in or were thinking of investing in business (new or existing). But entrepreneurship seemed to be a compulsion rather than prospect of seizing opportunities in the country and/or using the skills they had learnt overseas.
- The majority of respondents who had/were thinking of investing in a business did not think that the skills they had acquired while working overseas were relevant.

Remittances:

- Remittances from non-India destinations relied mainly on formal mechanisms of money transfer.

- Respondents were remitting the majority of their income: 80% spent 'less than half' or 'very little' in living expenses and remitted the remaining. The average remittance was NPR 60,000 every three to six months.
- The widely held view that remittances and the money migrant workers bring back are spent on conspicuous consumption is questionable. Remittances were being spent on meeting daily expenses, repayment of loans taken to migrate, and for education. The majority of respondents chose to remit rather than to bring the money back with them. Any money brought back was also spent in daily expenses and education as well as house repairs/ construction. Investing in existing businesses and/or starting a new business was not a priority.
- Remittance is a very important source of livelihood for most respondents, with 74.5% of the respondents saying that remittance was an 'important' source of livelihood rather than the 'most important' or 'only source of income' in their households.
- There was marked difference between returnees in India and those from the remaining top four destinations (Qatar, Saudi Arabia, UAE and Malaysia). Although India returnees spent more money on living expenses (half), remitted less frequently, remittance still constituted the 'most important source of household livelihood'.

Entrepreneurship:

- Respondents engaged in entrepreneurship or planning to be entrepreneurs constituted 40% of the total sample, with the majority among them being those who had decided against re-migrating.
- Returnees were primarily interested in finding a job rather than becoming entrepreneurs, with entrepreneurship seen as a necessity than an opportunity to make use of skills acquired overseas.
- Lack of access to business information, credit, trainings, technical support and organization linking skills with prospects were seen as major hindrances to entrepreneurship development.
- Respondents felt access to information should be linked to business prospects and help migrant returnees use their earnings productively. Access to credit would serve as an additional source of funding to start a business, help implement business ideas, and provide space to take risks. Trainings have to cater to two divergent interests among migrant returnees – teaching new skills, and helping returnees apply the skills they learnt overseas. Technical support needs to be focused on making available state-of-the-art technology, either at a group or individual level. The role of the organization should be to provide employment opportunities and salaries commensurate with skills; focus on serving returnees; link demand with supply; and promote collective action among returnees.

b. Key Findings from the Stocktaking of Programmes and Policies in Nepal

- The government began to recognize the youth as a major demographic group after the end of the 10-year-long Maoist insurgency and began establishing policies and programmes targeted at them, such as the MoYS and the subsequent adoption of the National Youth Policy in 2010 along with the launching of the YSESEF, which have all laid the foundation for actively engaging the youth. But these programmes and policies are still in their infancy.
- The government trains youth in a variety of vocational and entrepreneurship skills but the number of individuals benefitting from such trainings is very small and offerings do not always reflect need, and often fail to add value to workers competing in the ever-changing national and international markets.
- Existing international initiatives focus on promoting youth employment and not on nurturing youth entrepreneurship.
- The vast majority of Nepali organizations working with youth have a disproportionately high focus on human rights and democracy.
- The organizations that deal with migration have limited their efforts to safer migration only while the focus of government policies and programmes is primarily on outgoing migrant workers, not on returning ones. For its part, the Ministry of Labour and Employment collects data on number of people migrating overseas, destination countries, educational background of migrant workers, sectors of employment, etc, but no information on returnees.
- Programmes providing direct assistance to would-be youth migrant workers or link them with institutions that provide skills development training are lacking. Similarly, no systems are in place to help migrant returnees reintegrate back into the economy upon their return to Nepal either by way of providing information to develop enterprises or matching their skills with employment opportunities..

c. Recommendations

4.2 To better re-address the youth policies and effectively target related programmes vis-à-vis current dynamics of migration amongst youth in search for employment opportunities, the government needs to redefine the meaning of 'youth'. This study shows that Nepal's current definition of youth (people 16-40 years old) encompasses a much broader spectrum of education and employment experience/expectation, which equally require multiple policies and initiatives beyond the scope of a Ministry of Youth and existing youth policies and programmes.

4.3 While the promotion of youth entrepreneurship in countries experiencing high levels of youth migration has shown to be a critical component for keeping people from re-migrating, a complementary in-depth analysis of the investment climate to promote entrepreneurship in Nepal is highly recommended.

4.4 In the short term, with regard to the current situation faced by youth migrants in Nepal, based on the research findings, global experiences, and subsequent consultations with key stakeholders working on youth-related issues, some practical recommendations are offered to nurture and engage youth migrant returnees, and the youth in general, in entrepreneurial activities in Nepal.

- **Create a database of migrant returnees.** Youth organizations and FNCCI could advise the Ministry of Labour and Employment on the creation of a database of returnee migrant workers containing information such as available skills, place of residence, etc, apart from collecting information on migrants leaving the country for overseas employment. This information could be linked with the government's Employment Information Centres and be accessible to other government departments, NGOs, donors, the private sector and relevant organizations working towards capitalizing on the skills and finances that migrant returnees bring back.
- **Foster information and support systems in both Nepal and destination countries.** The Government can work alongside Nepali embassies abroad, migrant networks and NGOs in destination countries while youth organizations could partner with the private sector and other NGOs in Nepal to provide migrant workers with information on potential investment opportunities, assistance in mobilizing savings, and accessing credit. The lacklustre response to the government-issued 'diaspora bond' points to the extent of ignorance among migrants about investment possibilities in the home country.²⁴
- **Upgrade existing training centres** operated by the Government, youth organizations, CCI and NGOs, and link them with placement opportunities. Their operations also need to be expanded for wider coverage and training needs to be provided in a broader range of skills that follow the needs of the labour market. These centres should capitalize on existing markets while also creating new ones if need be. They could equip workers with overseas employment but at the same time foster entrepreneurship within the country by harnessing the skills of the migrant returnees either to set up businesses or to train more people in those skills. The training centres could provide orientation in entrepreneurship as well in collaboration with the private sector.

²⁴ Rs 4.5 million worth of bonds were sold in 2010 against a target of Rs 7 billion; and Rs 3.38 million in 2011 against a target Rs 5 billion.

- **Establish an organization to provide one-stop service to young entrepreneurs.** This has the potential to be highly effective if it could be structurally integrated with loans to entrepreneurs, and replicated in other districts throughout the country with help from bodies such as the FNCCI. In addition to linking potential entrepreneurs to finance, the organization could also disseminate information about the existing administrative, legal and regulatory environment for business start-ups. This one-stop service centre, which has to be decentralized as well, can thus work towards changing current perceptions of most returnee migrants and budding entrepreneurs in general, who look askance at the existing framework for starting a business. Such an organization can also arrange for mentoring by experienced entrepreneurs, business leaders and professionals as well as address issues of lack of infrastructure such as affordable and well-located workspace, ICT and other equipment. The Commonwealth Secretariat's 'CYPTEC on wheels' could serve as a replicable concept to provide information, business skills training and guidance to aspiring entrepreneurs. The organization could also help migrant returnees find employment or begin an enterprise by collecting relevant information on migrant returnees and their skills, carrying out market surveys, disseminating information about training, finance and other support services that are already available. Sharing information about the different kinds of skills migrants come back with can also help young entrepreneurs seeking new opportunities to invest.
- **Organize regular networking events.** Keeping in mind that networking is key to the success of any business, youth organizations can partner with private firms to organize regular networking events. Similarly, the Government of Nepal can partner with organizations such as NYBF, the youth wing of the FNCCI, for the same purpose. These events could range from speaker series meetings, business roundtables and other discussions, mentor-matching programmes, and on-site field trips to companies, ultimately helping young entrepreneurs connect with more established entrepreneurs and support organizations.
- **Diversify access to funds.** The Government can provide tax incentives to businesses with low capital start-ups for a given period until they are properly established. Such tax breaks may help turn these businesses into tax-payers in the long term because they enter the system as beneficiaries of the tax incentive system. It can also ease access to loans by providing better linkages to the formal banking sector and credit agencies and by negotiating with the private sector to accept non-traditional forms of collateral, such as offering project-based loans, and other services. There are a few limited programmes that are already providing financing along these terms but these have to be scaled up if they are to have any meaningful impact on youth

entrepreneurship.²⁵ Organizations already involved in helping the youth set up businesses could be encouraged to work with each other for sustainable solutions and wider reach.

- **Stricter eligibility criteria for entrepreneurial loans.** In order to assess the viability of business plans as well as commitment and responsibility towards their businesses and local communities a strict vetting process has to be in place for those seeking loans as entrepreneurs. Meeting all the applicants individually may not be possible because of the large number of applicants likely, but group interviews can be conducted and, where feasible, group applications can also be encouraged. And, instead of providing all stages of trainings to all applicants, they can be screened at various stages through a review of their business ideas. Special priority, however, can be given to youth from geographically disadvantaged locations and communities who have historically been denied access to opportunities. This could be complemented with better mentoring and support services throughout the business start-up period.
- **Integrate youth self-employment and entrepreneurship in key government programmes.** There are a number of government policies and programmes focused on employment and poverty reduction, and a youth component should also be added to them. Further, entrepreneurship should not be viewed in isolation from the creation of employment, and the complementarity between the two should be recognized to bring in entrepreneurship in any discussion on employment.

²⁵ For instance, the Clean Energy Development Bank provides collateral-free loans of up to Rs 300,000 to women and up to Rs 200,000 under its scheme, the Young Entrepreneurs' Loan.

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Annex 1

Stimulating Entrepreneurship among Youth: Global Experiences

Annex 1 examines some of the major challenges and opportunities that youth in general, and youth migrant returnees in particular, face in developing successful enterprises in their home countries. It focuses specifically on the related issues of 'access to finance' and 'business and skills development' as the two critical areas in which many youth lag, and discusses ways in which these may be addressed in Nepal, based on global experience.

a. Access to Finance

A1.1 The ILO study on entrepreneurship among youth points out that, across the developed and developing world, young people are over-represented in low-growth areas (such as the service and informal sectors) and in the micro-business category (owned and operated by a single person).²⁶ These enterprises are also in the early stages of growth, and have limited tangible assets and low profit margins. Consequently, failure to access adequate start-up finance is one of the most prominent impediments facing aspiring young entrepreneurs. In particular, these obstacles manifest as follows:

- i) Lack of credit history and insufficient collateral or guarantees makes young people seem risky. As the findings demonstrate, because the majority of young people in Nepal have had to take out loans to migrate overseas for employment, it makes it even more difficult for them to get further loans without first re-paying what is already outstanding. Also, accessing funds through banks and formal institutions often requires previous business experience, which returnees generally lack.
- ii) Access to funds requiring little or no collateral is either limited in supply and/or tend to charge very high interest rates.²⁷
- iii) Complex documentation procedures deter aspiring young entrepreneurs. According to the World Bank's 'Doing Business Survey', such processes and procedures in Nepal are one of the most cumbersome in the world.

A1.2 The ILO recommends eight main actions to enhance young entrepreneurs' access to finance. These are discussed below, and, where available, successful initiatives are provided as illustrative examples.

²⁶ Schoof 2006

²⁷ The Youth Self-Employment and Small Enterprise Fund (YSESEF) is meant to address this gap in Nepal but the programme has yet to take off meaningfully.

- i) Provide grants to help aspiring returnees secure their livelihood during the time required to establish and stabilize their businesses. Grants-based schemes must have strict eligibility criteria, terms and selection procedures in order to effectively address the problem of lack of access to finance, and to avoid being used merely to temporarily relieve people who have been rejected by conventional forms of finance. Such terms could include approved business plans, additional funding sources, etc.
- ii) Cash-based awards to successful or promising entrepreneurs by private companies or NGOs can be an effective way of helping potential entrepreneurs secure part of the funding and improve their chances of accessing other sources of funds.
- iii) Provide loans with little or no collateral requirements, and no or low interest rates, but with strict eligibility criteria in the form of a viable business plan, adequate commitment and responsibility, and reasonable equity participation (see Box 1).

Box 1: Innovative Loans: Fundación Impulsar, Argentina²⁸

Fundación Impulsar was established in Argentina in 1999 to help entrepreneurial-minded young people between 18 and 35 years of age with a good idea for a business. It focuses particularly on youth from economically disadvantaged backgrounds (i.e., those who would not be able to find funding elsewhere). Fundación Impulsar advertizes its services in the media, and then interviews applicants who are then required to discuss their ideas. If their business idea seems viable, Fundación Impulsar enrolls potential entrepreneurs in a course to help them write a business plan. If the plan looks feasible and sustainable, they sign a contract for the funding and mentoring to begin. Funding is in the form of a loan of up to USD 5,000 and is typically repaid in three years.

Since its establishment in the city of Salta, eight other branches of Fundación Impulsar have been established throughout the country. To date, it has helped over 1,000 people start businesses in Argentina, of whom 70% are still in business after three years. On an average, each business now employs 2.5 people. Loans have been approved for a wide variety of businesses such as cycle tourism, kindergarten and furniture factory.

- iv) Provide loans through micro-credit programmes in a manner that treat youth as clients, and not merely as programme beneficiaries; adopt a customer-based, and not a client-based, approach; adopt new and innovative 'collateral' (such as business plans, education and residence status); emphasize livelihood viability through enterprise; de-politicize micro-credit schemes; and strengthen financial systems managements (see Box 2).

Box 2: Microloans: Commonwealth Youth Credit Initiative²⁹

The Commonwealth Youth Credit Initiative provides employment opportunities to disadvantaged youth through training and provision of micro-credit. Disadvantaged young women and men trained in financial and enterprise management are approved for credit to establish successful businesses. The Initiative also invests in increasing the knowledge of young people and youth-related organizations in the operation and management of credit programmes. The Initiative was started as a pilot in Ahmedabad, India, in 1999. It became self-sustainable after three years and has since targeted 2,500 young people with training and small loans.

²⁸ See http://www.ilo.org/youthmakingithappen/PDF/2a_Argentina_Fundacion-impulsar_26Nov07.pdf; Schoof 2006

- v) Provide loan guarantee schemes complemented by stringent enforcement of basic eligibility requirements such as the ability to repay from cash flow, some business management experience, and owners' equity contribution.
- vi) Offer options for strengthening equity finance possibilities through tax incentives or general reduction of costs for the 'love money' that most youth start businesses with; networks or groups providing access to start-up capital for youth entrepreneurs as well as valuable management advice and important contacts reciprocated with high returns on investments; risk venture capital for highly innovative start-ups with large growth potential; and business incubators offering a range of resources and services.
- vii) Improve the administrative and regulatory environment for start-up finance by providing one-stop services to young entrepreneurs. Tax relief or incentives can be used as a means to enhance personal savings and assets to strengthen young entrepreneurs' capacity for self-financing business.
- viii) Provide advisory, counselling and mentoring support in the preparation of business plans.

b. Business and Skills Development

A1.3 Business assistance and support in the early phases are equally critical for creating a successful and self-sustaining business. Some of the major constraints faced by young aspiring entrepreneurs are:

- i) Lack of business contacts with suppliers, suitable partners and networks. Young people with no business experience also cannot fall back on an established supplier network or former customer base.
- ii) Lack of knowledge of available business services. One of the major findings of the situational assessment was that migrant returnees lack information about the business support services that are available to them.
- iii) Lack of business training and advice tailor-made for young start-ups. A number of governmental and international organizations offer vocational trainings to youth in Nepal. But these training programmes do not always reflect needs and often fail to add value to workers competing in the changing international and national market. They are also steeped in gender stereotypes that perpetuate the view that women's skills are confined to certain low-return and saturated markets. Training offered by international organizations tends to be focused on employment creation rather than on entrepreneurship development.

- iv) Lack of trained personnel and support services.
- v) Lack of mentoring by experienced entrepreneurs, business leaders and business professionals. A few youth organizations offer mentoring support to aspiring youth entrepreneurs in Nepal, but they have limited reach outside of Kathmandu Valley.
- vi) Lack of infrastructure such as affordable and well-located workspace, ICT and other equipment.
- vii) Lack of forums, exchange networks to communicate and exchange experiences and ideas with other entrepreneurs (see Box 3).

Box 3: Migrant Entrepreneurship in China³⁰

In south Jiangxi, China, the vast majority of migrants who returned home to set up businesses replicated the urban enterprises in which they had worked, making direct use of skills, contacts, market information and the capital they had gained. Returnee entrepreneurs were better educated than non-migrants, and, hence, more likely to take advantage of opportunities offered by urban labour markets in terms of having acquired greater skills and better access to information. They also have higher personal aspirations. One of the primary motivations for such entrepreneurs to return home is the favourable policies adopted by the Chinese government to encourage farmers with migrant work experience to return to the countryside to organize the poor in the creation of industries.

Specific measures to encourage returnee migrant entrepreneurship included preferential policies in the form of temporary tax reductions; a six-month grace period before having to register the business; and assistance with access to land, factory space, credit, raw materials, water and electricity; public expression of support to migrant returnee workers; a campaign aimed at recommending avenues for investment and development and for local people to seek advice on business practices in more prosperous areas and regions; direct contact with locally identified 'successful' migrants to encourage investment and projects; and the training of migrants so that they can contribute to the accumulation of human capital upon their return (these ranged from night schools that offer basic numeracy and literacy classes to vocational training in car repairs and electronics).

Returnees also lobby for change by cooperating with the local province in the development of towns; promote reform locally and in collective sectors by enlisting former migrants with the technical skills and management experience as managers and consultants in government enterprises requiring reform; lobby for tax concessions, mortgages and loans guaranteed by local governments; and help to expand marketing and information linkages beyond the confines of the state to help rural residents respond to market signals.

A1.4 Some of the steps that can be taken to improve business support and assistance for young people are:

- i) On-the-job training and workshops on pertinent start-up issues offered by agencies and NGOs that work to support new enterprises. Government, NGOs and trade associations can offer formal mentoring programmes that also monitor and evaluate the relationship between mentee and mentor (see Box 4).

³⁰ Murphy 2000, pp. 231-247

Box 4: Business Development Services through Mentorship: SAYES, Australia³¹

The South Australian Young Entrepreneur Scheme (SAYES) project, an initiative of Business SA, provides its services to young South Australians aged 18 to 30 who are willing to make self-employment a viable and worthwhile option. The assistance helps young people fine-tune their business ideas and obtain important first-hand information from successful South Australian business people who volunteer their time as mentors to the scheme. Successful applicants are provided assistance for an agreed period for one or more of the following: mentoring, business plan development, financial guidance, legal advice, business/industry referrals, networking, training, seminars, incubator referral, media exposure, and business loans.

- ii) Use of modern information technology and internet to provide business skills training as well as guidance and counselling services (see Box 5)

Box 5: Use of ICT for Training and Guidance: CYPTEC, Commonwealth Secretariat³²

The Commonwealth Youth Partnership Technology Empowerment Centre (CYPTEC), a component of the Youth Enterprise and Sustainable Livelihood Programme, provides education and training on information and communication technology (ICT) to the youth. A component of the programme is 'CYPTEC on Wheels', whereby mobile vans fitted with computers move from region to region, bringing awareness among disadvantaged sections of society, bridging the digital divide between rural and urban populations and helping young people get basic ICT skills in an effort to enhance unemployed youth's self-employment prospects.

- iii) Formation of 'mini-incubators' in order to stimulate business creation inexpensively through innovations such as shared workspace, ICT infrastructure, small financial subsidies, media promotion, etc.
- iv) Empower youth chambers of commerce, trade associations and youth entrepreneurs' club to connect young entrepreneurs with more established entrepreneurs and support organizations. Such organizations can also represent the interests of youth entrepreneurs and lobby with the government and commercial banks (see Box 6).

Box 6: Commonwealth Asia Forum of Junior Chambers³³

One of the outcomes of the Asia Regional Consultation on Youth Chambers of Commerce, jointly organized by the Commonwealth Youth Programme Asia Centre and National Youth Council, Singapore, was the institution of the Commonwealth Asia Forum of Junior Chambers (C7-JC). The C7-JC aims to enhance regional co-operation among young people and promote, facilitate and develop enterprises, entrepreneurship, business skills, values, ethics, mentorship and leadership.

³¹ <http://business-sa.com/sa-young-entrepreneur-scheme>; Schoof 2006

³² www.thecommonwealth.org/Internal/152929/152933/152934/154184/cyptec_on_wheels/

c. Youth Entrepreneurship Promotion

A1.5 While efforts to strengthen entrepreneurship among youth migrant returnees can draw lessons from youth entrepreneurship promotion in general, an International Organization for Migration (IOM) study on migrant returnees and entrepreneurship in Bangladesh suggests that policies and concrete plans of action need to be formulated both in the destination as well as in the home country. In the country of employment, migrant workers need to have access to information on potential investment opportunities, loans and banking facilities. Additional assistance in mobilizing their savings can also be provided by NGOs and relevant organizations.

A1.6 Once migrant workers return home, a database of the returnees should be created. This database can provide information such as background, available skills and available centres/work placement and can help in creating linkages to the formal banking sector and credit agencies for loans and other services. Training institutes can also be set up or upgraded to not only equip workers for overseas employment, but also to harness the skills of the returnees.³⁴

A1.7 Box 7 below provides examples of self-employment as a viable livelihood strategy for migrant returnees, incentives to invest in their countries of origin being fostered even for temporary migrant returnees and the role of the government and migrant associations in policy reform.

Box 7: Entrepreneurship among Migrant Returnees: The Experience from Romania and Peru³⁵

The International Fund for Agricultural Development (IFAD) is working with Veneto Lavoro, a regional government agency in Romania, to assist in the creation of innovative facilities to support migrant economic initiatives in Romania. The major target groups for the grant are would-be entrepreneurs within migrant communities, migrant associations in the Veneto region of Italy (the main labour-receiving region), and remittance-receiving rural communities in Romania. The project focuses on the creation of a fund for migrants to be made available to organizations, associations of migrants, or individuals with a business idea, which is presented in the form of a business proposal for risk analysis. The project is also opening a 'one-stop desk' for migrants, providing information/action plans for the submission of entrepreneurial projects and encouraging partnership.

Under the 'Pilot Programme on Entrepreneurial Leadership aimed at Transnational Migrant Family Networks', IFAD is working with the Government of Junin, Peru; a regional institute; and five migrant organizations of Peruvian migrants in Italy, Spain, the United States and Japan. The goal of the project is to strengthen links between migrant organizations, their families and their communities of origin in order to support the productive investment of remittances. Five priority districts are receiving training on how to develop a business plan with descriptions of business initiatives, location, market and target customers. The project is also working alongside the National Society of Industries to coordinate the participation of transnational families in the programme.

³⁴ Siddiqui et al 2002

³⁵ <http://www.ifad.org/remittances/projects/central/romania.htm> and <http://www.ifad.org/remittances/projects/lac/peru.htm>

Annex 2

Mapping of Youth and Migrant Organizations in Nepal

A: Initiatives of Local NGOs/Youth Groups

1. Alliance for Social Dialogue

Alliance for Social Dialogue (ASD) has included Youth as its cross-cutting issue and has been supporting Open Society Youth Initiative (OSYI) since 2008 to administer Youth Action Fund (YAF) in Nepal through HimRights by monitoring its YAF related activities. ASD had also provided administrative support to OSYI to conduct New Media and Debate Workshop in 2010. Recently, after the evaluation of effectiveness of YAF in Nepal and looking at the interest of OSYI to expand its programme in Nepal it was felt that a formal Youth Programme needed to be hosted by ASD and Programme Officer needed to be hired to coordinate between OSYI, ASD and local grantee in Nepal as well as to manage other activities of OSYI in Nepal. [www.asd.org.np]

Organiza- tion's Pro- gramme/ Thematic Area	Imple- menting Part- ners	Activities	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
Youth Policy Evaluation		Conducted research on the effectiveness and understanding of the National Youth Policy 2010 through field visits and desk research and contributed to the draft report of 'Nepal Youth Policy Evaluation'	Research	All districts of Nepal	May - Dec 2011	Foundation Open Society Institute (FOSI)
New Media and Debate		Organized New Media and Debate Workshop I	Capacity Building	All districts of Nepal	July- Aug 2010	Foundation Open Society Institute (FOSI)
		Organized New Media and Debate Workshop II	Capacity Building	All districts of Nepal	Nov 2011	Foundation Open Society Institute (FOSI)
		Engaged in other follow-up activities on new media and debate	Capacity Building	All districts of Nepal	Jan 2011 – April 2012	Foundation Open Society Institute (FOSI)
Youth Action Fund (YAF)	Change- Fusion Nepal	Acts as an advisory body to Change Fusion Nepal which administers funds to projects by innovative youth to take up local level activism and generate public accountability in their respective regions through individual or group awards of up to \$1000 and to review and select the grantees.	Capacity Building/ Entrepreneurship	All districts of Nepal	July 2011- April 2012	Foundation Open Society Institute (FOSI)
	Him Rights	Acted as an advisory body to HimRights for the administering of the Youth Action Fund	Capacity Building/ Entrepreneurship	All districts of Nepal	2008-2011	Foundation Open Society Institute (FOSI)

2. Association of Youth Organizations in Nepal (AYON)

Association of Youth Organizations Nepal (AYON) was established in 2005 and is now a national network of 86 youth-led Nepalese organizations. Its aim is to bring youth organizations together to provide a common platform for collaboration, cooperation, joint actions and collective endeavours. Additionally, AYON works to bring together government, non- government, business institutions, civil society, and young people for collaborative actions for youth programme and policies. [www.ayon.org]

Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
Capacity building of youth (member) organizations	Youth member organizations	Organizing regular trainings to enhance report-writing, proposal-writing and communication skills of the staff from member organizations	Capacity Building		Ongoing	UNFPA
		Organized an activism and campaigning focused AYON School of Youth	Capacity Building		Feb 2012 - Aug 2012	UNESCO Korea
Policy level advocacy	Central Bureau of Statistics	Lobbying for disaggregated data in the 2011 Census through 'Youth Participation in Census'	Advocacy		Ongoing	
		Advocating for efficient, transparent and inclusive budget within government structures that is responsive to youth	Advocacy		2009 - present	UNFPA
	LGCDP	Conducted an assessment of youth participation at local level through the government initiated Local Government & Community Development Programme (LGCDP)	Research		2011	UNFPA
	British Council	Conducted research on youth in the contexts of employment and conflict with British Council whose published report is entitled 'Youth Survey of Nepal'.	Research		2010	British Council
	National Planning Commission, and Ministry of Youth and Sports	Involved in the field-work component of the research on 'Assessment of Status of Youth in Nepal 2010'	Research	Rolpa, Kathmandu, Siraha and Bajhang	2009	Save the Children
		Advocated for the establishment of a separate Youth Ministry	Advocacy		2005 – 2008	

Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
	National Planning Commission	Lobbied for a separate Youth Chapter in Interim Plan	Advocacy			
Youth representation/ participation	Ministry of Youth and Sports 20 member organizations	Representing the youth of Nepal at different platforms e.g. through participation in Asian Youth Forums in the absence of a Youth Council in Nepal. Conducted campaign on 'Youth Voices: Grassroots to Constituent Assembly' which aimed to reach more than 10,000 and engage them in constitution-building process of Nepal. The key feature of this campaign was Youth Democracy Dialogues (YDDs) which provided a common portal to convene youth and looked into their suggestions/ recommendation to constitution-drafting committees.	Representation Advocacy	11 districts	Ongoing March 2009	UNDP
	Nepal Tourism Board	Organized two airport cleaning campaigns at the Tribhuvan International Airport, Kathmandu called 'Let's Clean our Airport: Change through Volunteerism'.	Capacity Building/ Advocacy			
Advocacy, lobbying and campaign	Member organizations in districts Ministry of Health and Population	Organized protest in partnership with Nepal Unites for the timely promulgation of the constitution. Monitored the implementation of international Conference on Population and Development (ICPD) and World Programme of Action for Youth (WPAY) in 10 districts through stakeholders' meeting, monitoring training, compilation of monitoring activities and preparation of a general report, report-sharing with close group of local stakeholders (youth, women, health) and feedback collection, preparation of final report, review and sharing meeting, National Consultation (handing over the report with recommendation to concerned authorities).	Advocacy Advocacy/ Research	30th April, 2011 and 17th May, 2011 Dang, Dhanusha, Doti, Jhapa, Kanchanpur, Kaski, Mahottari, Morang, Sindhuli and Udayapur		UNFPA
	Ministry of Health and Population	Organized 5 National and 3 Regional Population Debates in partnership with the government	Advocacy			UNFPA

3. Biruwa Ventures

Founded in 2011, Biruwa Ventures is the first-of-its-kind incubation service provider in Nepal for new businesses and budding entrepreneurs. It helps entrepreneurs transform their ideas into sustainable and profitable ventures by providing a range of start-up services such as office space, consulting, mentoring, and access to venture capital. [<http://www.biruwa.net/>]

Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
Office Space		Offers shared office space (serviced office) in Kathmandu, Nepal with amenities such as high speed internet, power back-up, conference room, printing/photocopying/scanning, clean rest-room with running water, shared kitchen, shared phone line and even a shared secretary.	Entrepreneurship	Kathmandu	Ongoing	
Consulting		Provides consulting services in areas such as legal expertise, business planning, research, and accounting for new businesses or start-up companies.	Entrepreneurship	Kathmandu	Ongoing	
Mentoring		Helps connect aspiring entrepreneurs with experienced entrepreneurs and seasoned business executives.	Entrepreneurship	Kathmandu	Ongoing	
Venture Capital		Helps connect new ventures with sources of financing like angel investors and venture capital firms to help these ventures grow.	Entrepreneurship	Kathmandu	Ongoing	

4. ChangeFusion Nepal

ChangeFusion Nepal was founded in September 2008 to help local youth direct their vision and skills towards benefiting people and the planet through social entrepreneurship. They support young Nepalese with the most innovative ideas to solve social and environmental problems using four components: Mentorship, Knowledge, Funding and Networking. [www.changefusionnepal.org]

Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
Surya Nepal Asha Social Entrepreneurship Award	National Business Initiative & Surya Nepal Private Limited for the overall event Synervate, Nepal Info Park for the Bazaar & Seminars Baber Mahal Revisited for the venue	Organizes 'Bazaar' which is a marketplace where social entrepreneurs display their products, services or ideas to customers, potential investors, friends and other guests. This gathering is also a learning ground for the entrepreneurs to market and network with potential customers and investors and a great opportunity for all guests and exhibitors to share ideas and develop new ones. Experts and seasoned entrepreneurs give their time to discuss ideas and business plans.	Entrepreneurship/ Capacity Building	Kathmandu	Aug 2012 – Nov 2012	Surya Nepal Private Limited
		Organizes seminars which provide a great opportunity for the guests and entrepreneurs to interact and exchange ideas wherein Social Entrepreneurs speak about their ideas and ventures with guests, fellow entrepreneurs and potential investors. The seminar also includes components of feedback and suggestions, sharing of stories by established social entrepreneurs, and discussion of business plans and venture ideas. Experts speak about how to access finance, how to develop business plans and implement them, how to establish networks and successful partnerships, how to improve sales and marketing and other issues of major interest to aspiring entrepreneurs.	Entrepreneurship/ Capacity Building	All over Nepal	Ongoing	Surya Nepal Private Limited

		Organizes award ceremony which sees the most innovative, successful, effective or promising social entrepreneurs being awarded either individually or as an organization. This event receives special attention of the media, the business community and investors.	Entrepreneurship/ Capacity Building	All over Nepal	Annually	Surya Nepal Private Limited
Youth Action Fund (YAF) Programme		Facilitates and carries out the dissemination of funds with Alliance for Social Dialogue in an advisory role	Entrepreneurship/ Capacity Building	All over Nepal	Ongoing	Foundation Open Society Institute (FOSI)
Fellowship Programme	None	Organizes the fellowship cycle by announcing an annual social entrepreneurs' competition, selecting finalists, training and mentoring them and finding seed funding to help them transform their dreams into reality.	Entrepreneurship/ Capacity Building	All over Nepal	Ongoing	Give2Asia (Asia Foundation), Shanti International, Empower Generation, Udhyami Nepali, Sport Mundi

5. Entrepreneurs for Nepal A network of more than 5000 young, creative entrepreneurs, who have ideas and want to implement it in Nepal, E4N speeds up chances of success by credibly connecting entrepreneurs to success. [www.e4nepal.com]						
Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
Bootcamp for Entrepreneurs		Organizes a mixture of lectures, case studies, presentations, and real-world applications of concepts.	Entrepreneurship/ Capacity Building	Kathmandu	Ongoing	Participant fee
Last Thursdays with Entrepreneurs	Birawa, DECC, Samriddhi	Organizes an interaction programme where a renowned entrepreneur from any sector is invited to share his/her experiences of doing business in Nepal, the future prospects and challenges of the related sector along with their personal stories.	Entrepreneurship/ Capacity Building	Kathmandu	Ongoing	Participants' contribution, DECC
Lotus University		Provides funding to accepted business plans in exchange for a percentage ownership stake in their company. The teams will benefit from weekly mentoring sessions by industry experts in technology, funding, legal, PR, marketing and HR; meet an array of experts at networking sessions such as the last Thursday socials and have an opportunity to practice their pitch and demo their prototypes; and have access to local shared resources to accelerate product development.	Entrepreneurship/ Capacity Building	Kathmandu, Canada (Toronto) and USA (Boston)		
Dhukuti		Free knowledge repository where series of information on specific subjects and tools that are critical for business operation and analysis are provided.	Entrepreneurship/ Media		Ongoing	

6. farkeka Nepali

farkeka Nepali is an initiative that assists qualified Nepalis living abroad, who wish to return, network and find jobs in Nepal. This initiative is supported by The Asia Foundation, Niti Foundation and Biruwa to provide Nepalis with incentive and confidence to return to Nepal. By bringing together returnees and professional networks of entrepreneurs, who will support returnees through communication and employment, farkeka Nepali assists Nepalis from all over the world. farkeka Nepali also provides a space with the necessary technical and human resources for networking and job searches. The initiative was launched and the office was officially established in July 2011 to promote communication and cooperation between Nepalis abroad and at home. [www.farkekanepali.wordpress.com]

Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
Networking/ Discussions/ Panels	Nepal ko Yuwa	Bhetghat	Capacity Building	Kathmandu	August 2011	Asia Foundation, Niti Foundation, Biruwa Ventures
	Nepal ko Yuwa	Bhetghat: Teaching for Nepal	Capacity Building	Kathmandu	September 2011	Asia Foundation, Niti Foundation, Biruwa Ventures
	Nepal ko Yuwa	Bhetghat: Working in Nepal – IT Sector	Capacity Building	Kathmandu	November 2011	Asia Foundation, Niti Foundation, Biruwa Ventures
	Nepal ko Yuwa	Bhetghat: Women in Workforce	Capacity Building	Kathmandu	February 2012	Asia Foundation, Niti Foundation, Biruwa Ventures

7. Nagarik Aawaz

Nagarik Aawaz is a social organization working for inclusive, equitable, prosperous and just society for sustainable peace. A forum of concerned development activists/organizations in a rapidly deteriorating security environment felt the urgency to advocate/work for peace. The forum grew to provide a platform for the civil society to understand the impacts and implications of the violent armed conflict as well as to be proactive and respond to the contextual needs. Two months of regular meetings resulted in the realization of the need for registering an organization with an ad-hoc Board and, thus, in July 2001, an organization was born and was christened Nagarik Aawaz or 'The Voice of the Citizen'. [<http://nagarikaawaz.org.np/sites/>]

Organization's Programme/Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/Status	Funding Partners
Displaced Youth Volunteer Programme (DVYP)	None	Provides a safety-net to the displaced youths from both rural and urban Nepal while also helping youth volunteers develop necessary and practical skills, broadens the youths' understanding of emotional and peace building, and provides support to the youth volunteers. The programme, which has successfully graduated 206 youths from nine batches (each batch consisting of 20 to 22 displaced youths) is now working with its 10th batch.	Peace/ Capacity Building	Incorporates youth from all over the country	Annual programme (August-July) since 2003	Organization's core programme and funded through internal sources
Youth for Peace and Re-integration Programme (YPR)	Tharu Women Upliftment Centre, Bardiya; Nepal Women Community Service Centre, Dang; Women Marginalized Association for Women, Surkhet; and Fatima Foundation Nepal, Banke	The programme increases communities' capacity of resilience to conflict, influences favourable policies and support system for the conflict affected communities, and improves access and use of psychological support and referral system with a tangible outcome of youth being established as community peace workers.	Peace/ Capacity Building/ Advocacy	Bardiya, Dang, Surkhet, Banke	2008-2010	The Ford Foundation

<p>Women and Youths as Pillars of Sustainable Peace Programme (WYPSP)</p>	<p>National partners: Shanti Malika and CARE Nepal; district partners: FOCUS Nepal (Dhading), Himalaya Area Development Center (Gorkha) and Namuna Integrated Development Council (Rupandehi and Kapilbastu)</p>	<p>Develops capacity of civil society networks to engage poor, vulnerable and socially excluded (PVSE) groups of women and youth in the process of influencing a democratic constitution in Nepal, leading towards sustainable peace and achievements of their aspirations. As part of the programme, a two-day sharing and orientation workshop was conducted in May, 2008. Four Peace ambassadors were recruited and placed them in four districts.</p> <p>Established four Peace centres (one in each district) and conducted start-up workshop in all 4 districts.</p> <p>Established 345 peace groups, 51 VDC-level peace pressure groups, and 4 district-level pressure groups benefitting 8000 PVSE women and youth directly</p> <p>Formed various peace support mechanisms such as Peace Groups, Peace Pressure Groups, Community Mediators, Community Psychosocial support workers, journalists, and citizens</p> <p>Increased the capacity of local host organizations by incorporating them as members of Local Peace Committee in their respective districts</p>	<p>Peace/ Capacity Building/ Democracy and Human Rights</p> <p>Peace/ Democracy and Human Rights/ Advocacy</p> <p>Peace/ Capacity Building/ Democracy and Human Rights/ Advocacy</p> <p>Peace/ Capacity Building/ Democracy and Human Rights/ Advocacy</p> <p>Peace/ Capacity Building/ Democracy and Human Rights/ Advocacy</p>	<p>Dhading, Gorkha, Rupandehi and Kapilvastu</p> <p>Dhading, Gorkha, Rupandehi and Kapilvastu</p> <p>Dhading, Gorkha, Rupandehi and Kapilvastu</p> <p>Dhading, Gorkha, Rupandehi and Kapilvastu</p> <p>Dhading, Gorkha, Rupandehi and Kapilvastu</p>	<p>European Commission and CARE International UK</p>
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Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period /Status	Funding Partners
Peace Ambassador		The Peace Ambassadors are responsible in assisting and initiating peace-building work and raising awareness on peace and development in their respective communities.	Peace/ Capacity Building/ Democracy and Human Rights/ Advocacy			
		Four Peace Ambassadors are working in four districts of central and western development region.	Peace/ Capacity Building/ Democracy and Human Rights/ Advocacy	Dhading, Gorkha, Rupandehi, Kapilbastu	2008-2012	
		Five youths worked as Peace Ambassadors in Ilam (Eastern Nepal), Surkhet (Mid Western Nepal), Doti (Far Western Nepal), Janakpur (Central Nepal) and Ramechhap (Central Nepal).	Peace/ Capacity Building/ Democracy and Human Rights/ Advocacy	Ilam, Surkhet, Doti, Janakpur, Ramechhap	2006	
		Four youths worked as Peace Ambassadors in four districts of mid-western region	Peace/ Capacity Building/ Democracy and Human Rights/ Advocacy	Banke, Bardiya, Surkhet, Dang	2008-2010	
		Four Peace Ambassadors (two victimized by Maoists, two victimized by the State) ran Peace Centre in Ramechhap district.	Peace/ Capacity Building/ Democracy and Human Rights/ Advocacy	Ramechhap		

8. Pourakhi	Pourakhi is a non-profit, non-government organization of returnee women migrant workers, formed to work on the rights of women migrant workers. Pourakhi has established itself as a pioneer in the field of safe migration through its various programmes. Registered in 2003, Pourakhi was established with the objective to ensure the rights of women migrant workers throughout the various processes of foreign employment. [www.pourakhi.org.np]					
Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
Awareness Programme on Safe Migration		Runs a weekly radio programme on Sunday evening in National Government Radio to give information on safe migration and address focused needs of potential as well as returnee migrant workers Organizes sensitization programmes and awareness campaigns on regular intervals	Migration/ Media/ Advocacy/ Capacity Building		Ongoing	
Legal Aid and Paralegal Support		Prepares and disseminates Information, Education and Communication (IEC) materials on safe migration issues Provides free legal aid to migrant workers experiencing problems during their foreign employment process, whether at home or in the destination country. A team of paralegal volunteers and advocate help them with legal advice. Pourakhi's paralegal trainers help the migrant workers in writing applications to the Department of Labour and Ministry of Foreign Affairs as well as in filing the case.	Migration/ Capacity Building/ Advocacy Migration/ Media		Ongoing	
Legal awareness programmes		Provides legal awareness programmes through its paralegal facilitators in different places around the Kathmandu valley. The programmes are focused on the potential returnee migrant workers and their family and provides information on the following: steps for safe foreign employment and essential cautions to be taken by women migrant workers; the rights of women migrant workers in Foreign Employment Act, 2064; experience sharing of foreign employment; complaint procedure (when, where, who, how victim can file a complaint).	Migration/ Capacity Building	Kathmandu valley	Ongoing	

Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
Safe House		Provides emergency shelter service for women migrant workers who have been deported from destination countries or are trafficking survivors. During the initial stages, this support is combined with counselling, legal aid, safe migration and referral to other necessary services.	Migration/ Capacity Building/ Health	Kathmandu	Ongoing	
Awareness on HIV/AIDS, STD, STIs and first Aid		Teaches the migrant workers about first aid practices regarding HIV/AIDS, other Sexually Transmitted diseases and infections through its health facilitators with an aim to help the migrant workers avoid any unsafe practices that could lead to harm on their health while on foreign employment.	Migration/ Capacity Building/ Health		Ongoing	
Psychosocial Counselling		Provides psychosocial counselling support to potential migrant women workers, returnees and their families. The information provided includes: introducing and adopting on new environment/ workplace; managing the family and home members; attaining information of laws, rules and regulations, and helping organizations etc. and the culture and traditions of the working country; workplace behaviour towards foreign migrant workers; probable problems and difficulties at workplace; and information on gender discrimination at work.	Migration/ Capacity Building	Kathmandu valley	Ongoing	
Re-integration Programmes		Supported establishment of pre-departure orientation centre	Migration/Capacity Building		Ongoing (soon to be completed)	Donation of members, friends and well-wishers
		Support the members who are ready for investment in non-traditional sector.	Migration/ Capacity Building/ Entrepreneurship		Ongoing	
		Conducted a survey and provided trainings on non-traditional investment sectors like beauty parlour, health therapy, meditation, yoga, Jore, Reiki, restaurant/ cafe, and handloom machines etc.	Migration/ Entrepreneurship/ Research		Ongoing	
	Provided the seed money for launching and implementation of restaurant in Kathmandu and handloom in Dharan.		Migration/ Entrepreneurship	Kathmandu, Dharan		

Annual Celebration	Celebrates international days such as the International Migrants Day, International Women's Day and 16 Days of Activism against Gender Violence.	Migration/ Advocacy	Ongoing (annually)	
Setting up financial institutions	Recently registered its cooperative, 'Srijansil Pourakhi Saving and Credit Cooperative Limited' to operate as an affordable self-employment activity and a bridge between the returnees and potential migrant population.	Entrepreneurship/ Migration	Ongoing	
Fund-raising	Fund-raises for its operation costs through the sales of products such as draw-string purses, caps, t-shirts, hand woven cushion covers and shawls; donation boxes; and its publication.	Migration/ Capacity Building	Ongoing	
Policy Advocacy	Contributed to the Foreign Employment Act, 2064 B.S by eliminating the discriminatory laws against women migrant workers. It also advocates for the right to mobility and work.	Migration/ Advocacy	Ongoing	
Starting with child education	Mobilizes fund to provide educational support for the children of returnee women migrant workers who are victims of the process of foreign employment.	Migration/ Capacity Building	Ongoing	
Hotline and information desk	Provides easily accessible information on pertinent migration issues and process through its own information desk and hotline service.	Migration/ Capacity Building	Ongoing	Based in Kathmandu but targets individuals throughout Nepal
Capacity-building Activities	Provides opportunities to its members to attend trainings, workshops, seminars, meetings and participate in exposure visits	Migration/ Capacity Building	Ongoing	

Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/Status	Funding Partners
<p>9. Samridhhi, The Prosperity Foundation Founded in 2006, Samridhhi: The Prosperity Foundation is an independent, non-partisan research and educational non-profit public policy institute in Kathmandu. It promotes the process of generating alternative ideas from the general public by conducting research and performing other activities in the social, economic and political arenas of Nepal. [www.samridhhi.org]</p>		<p>Organizes Arthalaya: School of Economics and Entrepreneurship is a five-day workshop whose main purpose is to engage youth in private sector and encourage them to build new businesses, create new opportunities and inject new ideas into the economy for promoting economic and democratic reform. The programme includes mock debates and business simulations that will help youth understand the importance of entrepreneurship in economic reform as well as the political aspects in creating a business.</p>	<p>Entrepreneurship/ Capacity Building/ Advocacy</p>	<p>Kathmandu</p>	<p>Ongoing (3 programmes per year)</p>	<p>Brihat Investment Pvt. Ltd., Laxmi Bank, F1 Soft and LEAD International Pvt. Ltd, individual sponsors and participants' fee</p>
		<p>Organizes Neetishala, a public policy discourse, which is a five-day residential programme for young professionals and students take part to gain knowledge on different aspects of Public Policy and advocacy tools.</p>	<p>Capacity Building/ Advocacy</p>	<p>Kathmandu</p>	<p>1-2 programmes per year</p>	<p>Participants' fee, local contribution and international contribution</p>
		<p>Organizes Liberty Discussions, a weekly discussions series involving Samridhhi's staff and programme graduates, on an article selected beforehand mostly focused on the issues of liberty. The basic objective of this programme is to build the capacity of the team members and programme graduates on various economic and public policy issues.</p>	<p>Capacity Building</p>	<p>Kathmandu</p>	<p>Regular</p>	<p>Participants' fee</p>

	Colleges and Entrepreneurs' Clubs	Develops capacity of the students and the club members through Entrepreneurs' Club which comprises of a group of students who have shown interest in learning and staying updated on contemporary issues of entrepreneurship. Most often, it is a follow-up to Arthalya to institutionalize and give continuity to the learning and knowledge gained during Arthalya. Till date, around 400 students have graduated from this programme and are engaged in different activities through Entrepreneurs' Club established in their respective colleges.	Entrepreneurship/ Capacity Building	Biratnagar, Palpa, Lalitpur and Kathmandu	Ongoing	Entrepreneurs' Clubs, colleges, Samriddhi's saving, participants' fee
		Organizes capacity development training for Arthalya graduates and members of Entrepreneurs' Club on creating and maintaining a blog, leadership and team building and writing skills.	Capacity Building	Biratnagar, Palpa, Lalitpur and Kathmandu	Ongoing	Participants' fee, colleges
	Entrepreneurs' Clubs, programme graduates	Publishes newsletter 'Artha', providing a platform for graduates to hone their research skills and knowledge. Students of different colleges contribute with their articles and views while Samriddhi facilitates the process.	Capacity Building/ Media/ Advocacy		Three per year	Samriddhi and local and individual sponsors
	Entrepreneurs' club	Hosted by various clubs in their respective colleges, Rendezvous with an Entrepreneur are programmes where the entrepreneur shares his/her experience with the students, answers their questions regarding establishing an enterprise in Nepal and also talk about their contribution to society through the establishment of an enterprise. Samriddhi facilitates these interactions while also helping in selecting the resource person, and making technical arrangements. This activity has helped in increasing the visibility of the club within the college as well as in local media.	Entrepreneurship/ Capacity Building/ Advocacy	Kathmandu		Participants' fee, colleges
		Organizes docu-talks, a documentary screening programme (related to entrepreneurship and economic freedom) held at various colleges around Kathmandu, followed by discussions on the topics raised by the documentary. Attendees also include students who are not club members. This initiative has encouraged creative ideas about entrepreneurship and free society in the minds of the young individuals.	Capacity Building	Kathmandu	Ongoing	Participants' fee, colleges

Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/Status	Funding Partners
Research and Publication	Federation of Nepalese Chambers of Commerce and Industry (FNCCI) and The Himalayan Times daily	Conducts different research activities and publishes books and articles	Research/ Media		Ongoing	Partial funding from FNCCI and Centre of International Private Enterprise (CIPE), selling of the book, local sponsors
	Federation of Nepalese Chambers of Commerce and Industry (FNCCI)	Works on the policy research under different thematic potential growth areas within the Nepal Economic Growth Agenda (NEGA)	Research		Ongoing	Local funding, Centre of International Private Enterprise (CIPE)
Public Outreach and Advocacy	Entrepreneurs for Nepal, Biruwa and DECC	Organizes Last Thursdays with Entrepreneurs is an interaction programme where a renowned entrepreneur from any sector is invited to share his/her experiences of doing business in Nepal, the future prospects and challenges of the related sector along with their personal stories. The participants, mainly young entrepreneurs, get their queries answered by the speaker along with receiving tips and suggestions for their ventures. The primary objective of the programme is to create a platform for Nepali entrepreneurs to share and learn from each others' knowledge and network. Till date, 50 programmes have been conducted.	Entrepreneurship/ Capacity Building	Kathmandu	Ongoing (last Thursday of every English month)	Participants' contribution and DECC

	<p>Business houses, students and general public</p>	<p>Conducts Gari Khana Deu Campaign with the message of a Livable Nepal movement that aims to bring together the voices of many Nepalis who, despite their political beliefs, or the absence of it, simply want to live a peaceful life with an opportunity to realize their efforts. Samriddhi coordinates the campaign and also hosts its secretariat.</p>	<p>Advocacy</p>	<p>Morang, Jhapa, Sunsari, Dhankuta, Illam, Tehrathum, Panchthar, Siraha, Saptari, Baglung, Taplejung, Dhanusha, Rupandehi, Palpa, Parbat, Kailali, Kanchanpur, Dang, Surkhet, Kapilbastu, Bardiya and Kavre</p>		<p>Local funding, selling of merchandizes like t-shirt, stickers and badges</p>
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10. Today's Youth Asia

Today's Youth Asia, established in 2002 with its headquarters in Kathmandu, is a multi-media & youth organization covering peace, development, education, economics, environment, politics, diplomacy, conflict and security issues. Through its various innovative projects, TYA empowers youths with leadership skills on global, regional, national and rural issues and connects them to mainstream leadership. TYA aims for the Asian intellectual integration of the eminent future leaders by providing them with a productive common platform to ensure their contribution to democracy and global harmony. [www.todaysyouthasia.com]

Organization's Programme/Thematic Area	Implementing Partners	Activities/Process	Cross-cutting themes	Working Districts	Period/Status	Funding Partners
Youth Projects		Runs Youth Forum which is an open platform for youths (between 16 and 24 years of age) to speak out, discuss, and explore their creative ideas and features creative reading & writing, current affairs discussions, documentary and film shows, and interaction with a Guest Speaker.	Capacity Building	Kathmandu-based, all over Nepal	Ongoing (3-6 months)	
		Organizes Leadership & Skill Development Programme (LSDP) is a capacity-building & leadership-development programme for youth of 13-15, 16-19 & 19-24 years providing intensive training on communications, media, club formation, and leadership qualities and also aims at raising awareness on global, regional, national and rural issues.	Capacity Building	Kathmandu-based, all over Nepal	Ongoing (6 weeks)	
		Conducts Today's Youth Team (Internship) project providing internships to youths (18-24 years) in TYA's media outlets, projects, campaigns and events.	Capacity Building	Kathmandu-based, all over Nepal	Ongoing (3 months)	
		Runs the TYA Apprentice Programme which combines LSDP (Leadership & Skill Development Programme), Youth Forum and Internship projects offering youths (19-24 years), who have a college degree but no job prospects due to their modest family backgrounds, with a life-time opportunity of learning, getting experienced and being hired.	Capacity Building	• Kathmandu-based, all over Nepal	Ongoing (6 months)	
		Involves TYA interns and/or experts from various fields in School & College Lecture Series, visiting schools and colleges in Kathmandu and other parts of Nepal to discuss youth issues, pressing national and global issues, developments etc. thus encouraging students to create and lead innovative projects within their schools/colleges and communities.	Capacity Building/ Advocacy	Kathmandu-based, all over Nepal	Ongoing (1 day)	
		Organizes TYA Annual Creative Contests (ACC) providing platforms for students who look for creative challenges to showcase their creative skills in the following categories: story, poetry, essay, logo, elocution, debate, advertisement, ethnic music, photography, economics, quiz & mock parliament.	Capacity Building	Kathmandu based, all over Nepal/ Abroad	Ongoing (monthly)	

Television Show	Produces Television Shows enabling the young generation to experience and share refreshing and inspiring perspectives on politics, foreign affairs, local and global issues, economy, energy, environment, security, conflict and terrorism, peace and justice, development, gender and education.	Capacity Building/ Media	Local/Global	Ongoing (daily)	
TYA Awards	Gives weekly 'Young Achievers' Awards' (YAA) to honour young global, regional, national and rural leaders (under the age of forty) who have made noticeable contributions to societies at an early age. The award also aims to encourage many more young people to become influential leaders and role models through innovative and constructive ideas and works.	Capacity Buildingx	Local/Global	Ongoing (weekly)	
	Gives weekly Excellence Achievers' Awards (EAA) to honour the eminent global, regional, national and rural leaders (over the age of forty) who have made significant contributions to the society. In addition to the recognition of their outstanding achievements and contributions, the award is also a gesture of gratitude from the younger generation.	Capacity Building	Local/Global	Ongoing (weekly)	
	Offers Everest Summit Award (ESA), the highest annual award from Nepal to two individuals and/or organizations in recognition of their significant contributions to the world in one of the four distinctive areas: (i) Humanitarian works, (ii) Works in peace and justice, (iii) Political leadership, (iv) Leadership in economics.	Capacity Building	Local/Global	Ongoing (yearly)	

Organization's Programme/ Thematic Area	Imple- menting Partners	Activities/Process	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
TYA Foundation		Supports upcoming independent youth organizations and individuals in Nepal to form and get established, connects their grassroots initiatives to compatible supporters, and shares TYA's own know-how mechanism of running various projects through Youth Empowerment & Employment Project (YEEP).	Capacity Building	All over Nepal		
		Invites youth leaders from various countries to Nepal, and vice-versa, to share various faculties of each others' nations in the Youth Exchange Programme (YEP).	Capacity Building	All over Nepal		
		Invites distinguished speakers from various countries to Nepal to give lectures and organizes interaction programmes with Nepal's mainstream leaders and young leaders on the topic of their expertise covering global and regional issues through the Speaker's Programme.	Capacity Building	All over Nepal		
		Connects universities and their students from around the world to Nepal and South Asia for their research papers.	Research	All over Nepal		
		Involves various stakeholders to hold youth assembly on rural, national, regional, and global levels with the aim of creating strong platforms for initiating communications to figure out solutions on common issues.	Representation/ Capacity Building	All over Nepal		
		Connects book donors to needy schools and communities in rural parts of Nepal through the Library Project.	Capacity Building	All over Nepal		
		Seeks financial support from individuals and organizations to provide scholarships to children and youths in/from rural parts of Nepal in two categories: to pursue their basic education in schools/colleges, and to enrol in TYA Youth Projects.	Capacity Building	All over Nepal		
		Encourages and supports young emerging leaders from Kathmandu and rural parts of Nepal to come up with their own educational and awareness projects and form a Youth Club within their schools, colleges or communities.	Capacity Building	All over Nepal		
		Provides a platform and small audience of national representation to a distinguished speaker to share his/her in-depth knowledge, analysis and insights on a pertinent issue of national concern through Nepal Distinguished Lecture Series (NDLS) or (Boudhik Nepal Chalphal Shringkhala).	Capacity Building	All over Nepal		
		Provides its media outlets, youth projects, events' platforms, local and international networking to partner institutions and youth organizations to launch various awareness campaigns ranging from rural to national levels as part of its National-Rural Awareness Campaign (NRAC).	Capacity Building/ Media	All over Nepal		

11. Women's Rehabilitation Centre (WOREC)

Women's Rehabilitation Centre (WOREC) is a human rights organization working for the protection and promotion of human rights since 1991. It works to ensure the rights of voiceless and marginalized groups and promotes social justice. It is one of the leading national organizations that address the issues of Violence against Women (VAW), protection and recognition of women human rights defenders (WHRD), safe migration and human trafficking, and economical, social and cultural rights of women and other marginalized population groups. [www.worecnepal.org]

Organization's Programme/Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/Status	Funding Partners	
Child/Youth Development		Strengthens the capacity of community-based youths and adolescent girls, especially from marginalized communities, and provides counselling support to them	Capacity Building	Morang, Udayapur, Kathmandu, Dhanusha, Kailali, and Siraha	Ongoing	Misereor, Danida, DFID	
		Provides a forum where youth can share and discuss emerging issues and problems with their peers	Capacity Building	Morang, Udayapur, Kathmandu, Dhanusha, Kailali, and Siraha	Ongoing	Misereor, Danida, DFID	
		Mobilizes youth to raise awareness about violence	Capacity Building/ Advocacy	Morang, Udayapur, Kathmandu, Dhanusha, Kailali, and Siraha	Ongoing	Misereor, Danida, DFID	
		Provides skill and technical support to local youth group to ensure sustainable development	Capacity Building	Morang, Udayapur, Kathmandu, Dhanusha, Kailali, and Siraha	Ongoing	Misereor, Danida, DFID	
	Safe Migration		Advocates for safe migration both locally and nationally	Advocacy/ Migration	Morang, Udayapur, Kathmandu, Dhanusha, Kailali, and Siraha	Ongoing	
			Runs migration counselling centres	Capacity Building/ Migration	Morang, Udayapur, Kathmandu, Dhanusha, Kailali, and Siraha	Ongoing	
			Runs information booths in transit areas for safe mobility and health	Capacity Building/ Migration/ Health	Morang, Udayapur, Kathmandu, Dhanusha, Kailali, and Siraha	Ongoing	
	Develops training modules, information packages, IEC materials for outreach and awareness-raising to promote safe migration, particularly targeted at women and girls who are in the process of migrating, or who have already migrated	Research/ Media/ Capacity Building/ Advocacy	Morang, Udayapur, Kathmandu, Dhanusha, Kailali, and Siraha	Ongoing			

12. Youth Action Nepal (YOAC) Youth Action Nepal, established in 2003, is a leading youth NGO committed in the fields of democracy, peace and social harmony, sexual and reproductive health and rights (SRHR) and human rights issues. YOAC believes in duty culture, partnership, volunteerism and youth participation as valued principles of change and holistic development. Hence, YOAC believes in youth Involvement for nation building. [www.youthaction.org.np]						
Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
Human Rights/ Migration		Holds annual (Intensive) Human Rights study sessions that last from 7 to 15 days, and are targeted at a diverse group that includes young leaders, professionals, journalists, Youth Action network members, civil society representatives etc.	Capacity Building/Human Rights and Democracy	Jhapa, Bara, Palpa, Dang, Kailali	2006 – present	National Endowment for Democracy (NED)
	Pravasi Nepali Coordination Committee (PNCC)	Compiles case studies of successes and failures of migrant employees to be published in the form of testimonies	Advocacy/ Research		Ongoing	UN Women
	Pravasi Nepali Coordination Committee (PNCC)	Runs three migration information centres	Advocacy/ Migration	Jhapa, Palpa, Bara	2012	
		Held monthly and weekly dialogue and discussion series on Democracy and Human Rights	Advocacy/ Democracy and Human Rights	Jhapa, Bara, Palpa, Dang, Kailali	2011	NED and MISEREOR
	Multiple partners	Organized Human Rights Day Celebrations	Advocacy	Jhapa, Bara, Palpa, Dang, Kailali	2009 – 2010	NED
		Extended support to youth networks	Capacity Building	Jhapa, Bara, Palpa, Dang, Kailali	2009 – 2010	NED and MISEREOR
	Pravasi Nepali Coordination Committee (PNCC)	Conducted consultative meetings with manpower agencies, potential migrants, spouse of returnee migrants, police etc. in 22 districts	Advocacy/ Migration	Jhapa, Bara, Palpa, Dang, Kailali	2009 - 2010	UN Women

	Pravasi Nepali Coordination Committee (PNCC)	Conducted three stages of trainings and meetings for journalists and media persons from FM radio/TV/Print media about the importance of migration issues and media's role while covering the same	Capacity Building/Media/ Migration		2009-2010	UN Women
	Pravasi Nepali Coordination Committee (PNCC)	Published FAQ on Foreign Employment	Advocacy/ Research		2010	UN Women
Peace		Conducts annual Peace School (Shanti Pathshala) whose graduates go on to serve as Peace Ambassadors in their respective communities	Peace/ Capacity Building	Jhapa, Bara, Palpa, Dang, Kailali	2010 - present	MISEREOR, Multi-donor basket fund)
		Organizes annual Peace Rally on the occasion of World Peace Day	Advocacy	Jhapa, Bara, Palpa, Dang, Kailali and	2007 - present	MISEREOR
		Conducts one annual Peace Work Camp (Shanti Siwir), in each working district (five total) where participants are immersed in a community-living concept and take part in intergenerational dialogues with the aim of facilitating societal harmony/cohesiveness. The participants also engage in construction of locally beneficial infrastructures such as construction of school buildings, public latrines etc. to produce a positive community mindset.	Capacity Building/ Advocacy	Kathmandu		
	Local partners	Organizes cultural initiatives such as stage shows, street theaters and festivals in local language to deliver the message of peace	Advocacy/ Media	Jhapa, Bara, Palpa, Dang, and Kailali	2009 - present	National Endowment for Democracy (NED) and MISEREOR
	Multi partner initiative	Organizes Nepal Youth Social Forum with the motto 'Be seen, Be heard' to encourage and promote youth entrepreneurship through bazaars etc. The past editions, each with a different theme, have been held in different district each time.	Advocacy/ Entrepreneurship/ Representation	Kathmandu, Nepalgunj, Biratnagar and Palpa	2006 - present	Multi donor basket fund
	Providing support to youth networks working on Peace	Peace/ Capacity Building/	Jhapa, Bara, Palpa, Dang, and Kailali	Regular	Regular	National Endowment for Democracy (NED) and MISEREOR

Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
	Alliance for Peace, Ministry of Peace and Reconstruction, International Alert, CARE Nepal and Search for Common Ground	Conducted research and published a report on Peace-building from the perspective of Theory of Change	Peace/ Research	Jhapa, Bara, Palpa, Dang, and Kailali	2010 - 2012	CARE International
Democracy		Conducts democracy dialogues with senior district level stakeholders such as the local peace committee members, political leaders, police along with in-house democracy dialogues conducted by Youth Action district staff	Democracy and Human Rights/ Advocacy	Jhapa, Bara, Palpa, Dang, and Kailali	2006 – present	National Endowment for Democracy (NED)
		Publishes posters, books and other IEC materials on various thematic issues of democracy regularly	Democracy/ Research/ Media/ Advocacy	Kathmandu	Regular	Multi donor
		Provides continuous support to youth networks working on Democracy	Democracy/ Capacity Building	Jhapa, Bara, Palpa, Dang, and Kailali	Regular	
		Provides continuous support to youth networks working on SRHR	Health/ Capacity Building	Jhapa, Bara, Palpa, Dang, and Kailali	Regular	
Sexual and Reproductive Health and Rights (SRHR)		Conducted advocacy and training on abortion rights and safe abortion accompanied by lobbying to celebrate May 28 as Safe Abortion Day in seven countries of South Asia	Health/ Capacity Building/ Advocacy	National level	2012	Women's Global Network for Reproductive Rights (WGNRR)

		Published a book based on compilation of SRHR Good practices of various established organizations working on the issues of SRHR	Health/ Research/ Media/ Advocacy	Kathmandu	2011	International Planned Parenthood Foundation (IPPF)
		Helped to form an SRHR group with members from different organizations working on the same issue	Health/ Capacity Building/ Advocacy	Regional level	2011	International Planned Parenthood Foundation (IPPF)
Women Empowerment Action Forum, UNV, Naulo Ghumti, VSO		Conducted a mass awareness campaign called 'Sang- Sangai' which touched on topics pertinent to youth such as HIV, love, sex, violence and gender with 20,000 young people as participants .	Health/ Advocacy/ Capacity Building/ Media	Kathmandu, Bhaktapur, Lalitpur, Dailekh, Dhading, Morang, Arghakhachi, Gorkha, Lamjung, Jhapa, Bara, Palpa, Dang, Kailali	2007 – 2010	GIZ, European Commission (EC)
FPAN, SMFN		Organized a national level youth conference and a district level youth symposium on Sexual and Reproductive Rights	Health/ Advocacy/ Capacity Building	Kathmandu	2010	GIZ, UNFPA, United Nations Volunteers (UNV)
You ACT		Produced fact-sheets on HIV AIDS on the occasion of World AIDS Day	Health/ Research/ Media/ Advocacy	International level	2010	World AIDS Campaign

13. Youth Initiative (YI)

Youth Initiative (YI) is a youth organization working for the capacity development of youths in Nepal. Established in 1999, YI was formally registered with the District Administration Office, Kathmandu in April 2001. Today, YI is one of the leading youth organizations working in the field of youth empowerment, strengthening of student and youth politics, promotion of civic engagement, democratization and human rights in Nepal. [http://www.youthinitiative.org.np]

Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/Status	Funding Partners
Youth in Civic Leadership, Human Rights and Democratization	DanidaHUGOU (2009-2013), Search For Common Ground (2009 – 2013), International Foundation For Electoral System (IFES) (2011- now)	Organizes a five-day residential programme, Civic Leadership School ,where participants of all ages go through a series of outdoor and indoor activities that challenge their physical and intellectual comfort zones. The end product is an action plan drafted by the participants, reinforcing their leadership skills	Human Rights and Democracy/ Capacity Building	Kathmandu, Morang, Dhanusha, Dang and Kailali	Ongoing	Donation, Membership fee, commitment fee and different fund-raising activities
	DanidaHUGOU (2009-2013), Search For Common Ground (2009 – 2013), International Foundation For Electoral System (IFES) (2011- now)	Organizes a three-day residential Training on Political Culture Democracy and Society providing an opportunity for Nepalese youth to learn and plan together for promoting democratic values at institutional and individual level.	Human Rights and Democracy/ Capacity Building	Kathmandu, Morang, Dhanusha, Dang and Kailali	Ongoing	Donation, Membership fee, commitment fee and different fund-raising activities
	DanidaHUGOU (2009-2013), Search For Common Ground (2009 – 2013), International Foundation For Electoral System (IFES) (2011- now)	Organizes a two-day residential training on Human Rights and Democratization at strategic locations targeting local (district and regional) leaders from various youth and student organizations (partisan and non-partisan), and FSU members.	Human Rights and Democracy/ Capacity Building	Kathmandu, Morang, Dhanusha, Dang and Kailali	Ongoing	Donation, Membership fee, commitment fee and different fund-raising activities

	<p>DanidaHUGOU (2009-2013), Search For Common Ground (2009 – 2013), International Foundation For Electoral System (IFES) (2011- now)</p>	<p>Conducts a series of workshops on Human Rights issues at its strategic location sites. These workshops focus on fundamentals of human rights, and procedures of democratization and include guest lecture, group work, documentary etc. The purpose of this workshop is to increase knowledge of youth in civic issues including democratization, human rights and other related topics.</p>	<p>Human Rights and Democracy/ Capacity Building</p>	<p>Kathmandu, Morang, Dhanusha, Dang and Kailali</p>	<p>Ongoing</p>	<p>Donation, Membership fee, commitment fee and different fund-raising activities</p>
	<p>DanidaHUGOU (2009-2013), Search For Common Ground (2009 – 2013), International Foundation For Electoral System (IFES) (2011- now)</p>	<p>Conducts a series of roundtable discussions based on various thematic areas in its strategic locations organized in collaboration with other like-minded organizations. The focus is on current issues of civic life, politics and youth. These vdiscourse series are aimed at increasing youth awareness on various policies, either directly related to youth or of national importance.</p>	<p>Human Rights and Democracy/ Capacity Building</p>	<p>Kathmandu, Morang, Dhanusha, Dang and Kailali</p>	<p>Ongoing</p>	<p>Donation, Membership fee, commitment fee and different fund-raising activities</p>
	<p>DanidaHUGOU (2009-2013), Search For Common Ground (2009 – 2013), International Foundation For Electoral System (IFES) (2011- now)</p>	<p>Organizes Bi-monthly College-based Discussion Series in colleges with non-partisan youth and students on civic issues. In the backdrop of the constitution-making process, this series provides platform for youth to discuss about democracy and other civic issues.</p>	<p>Human Rights and Democracy/ Capacity Building</p>	<p>Kathmandu, Morang, Dhanusha, Dang and Kailali</p>	<p>Ongoing</p>	<p>Donation, Membership fee, commitment fee and different fund-raising activities</p>
	<p>DanidaHUGOU (2009-2013), Search For Common Ground (2009 – 2013), International Foundation For Electoral System (IFES) (2011- now)</p>	<p>Promotes Youth Voter Education Campaign (YVEC) through 80 volunteers working in eight municipalities of Nepal targeting youth between 16 to 29 years. YVEC conducts orientation sessions in educational institutions and also reaches out to youth through community centres, youth clubs etc.</p>	<p>Human Rights and Democracy/ Capacity Building</p>	<p>Kathmandu, Morang, Dhanusha, Dang and Kailali</p>	<p>Ongoing</p>	<p>Donation, Membership fee, commitment fee and different fund-raising activities</p>

Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/Status	Funding Partners
	DanidaHUGOU (2009-2013), Search For Common Ground (2009-2013), International Foundation For Electoral System (IFES) (2011- now)	Started national level campaign to promote integrity, after organizing Integrity Conference which saw participation from people from different walks of life, politicians, government officials, civil society leaders, entrepreneurs, business persons, journalists etc. Also launched 'Bhrastachari Lai Kira Paros '(May the Corrupt Rot) which is an anti-corruption campaign.	Advocacy/ Human Rights and Democracy/ Capacity Building	Kathmandu, Morang, Dhanusha, Dang and Kailali	Ongoing	Donation, Membership fee, commitment fee and different fund- raising activities
	DanidaHUGOU (2009-2013), Search For Common Ground (2009-2013), International Foundation For Electoral System (IFES) (2011- now)	Conducts Right to Information campaign and organized two-day signature collection campaign on 'Information is my Right and ensure every Nepali people equal access to technology and information' at Computer Association Nepal (CAN) Morang	Advocacy/ Human Rights and Democracy/ Capacity Building	Morang	Ongoing	Donation, Membership fee, commitment fee and different fund- raising activities
	DanidaHUGOU (2009-2013), Search For Common Ground (2009-2013), International Foundation For Electoral System (IFES) (2011- now)	Conducts campaigns on civic issues aimed at development process	Advocacy/ Human Rights and Democracy	Kathmandu, Morang, Dhanusha, Dang and Kailali	Ongoing	Donation, Membership fee, commitment fee and different fund- raising activities
	DanidaHUGOU (2009-2013), Search For Common Ground (2009-2013), International Foundation For Electoral System (IFES) (2011- now)	Marks International Days like International Youth Day, Non-Violence Day, Peace Day, Human Rights Day, Volunteers Day and Anti-Corruption Day etc.	Advocacy/ Human Rights and Democracy/ Peace	Kathmandu, Morang, Dhanusha, Dang and Kailali	Ongoing	Donation, Membership fee, commitment fee and different fund- raising activities

	DanidaHUGOU (2009-2013), Search For Common Ground (2009 – 2013), International Foundation For Electoral System (IFES) (2011- now)	Provides opportunity for Nepalese youth (chosen through applications) to work as an apprentice in political youth and student organizations. The apprentices get to learn the system of political youth and student organization in addition to providing administrative, programmatic support, helps to bridge the gap between partisan and non-partisan youth.	Capacity Building	Kathmandu, Morang, Dhanusha, Dang and Kailali	Ongoing	Donation, Membership fee, commitment fee and different fund- raising activities
Youth in Governance	DanidaHUGOU (2009-2013), Search For Common Ground (2009 – 2013), International Foundation For Electoral System (IFES) (2011- now)	Organizes one-day workshops called Youth Advocacy for Accountability and Transparency (YAAITra). The workshops enable youth organizations to involve and mobilize youth as active stakeholders for transparency and accountability in governance. YAAITra also aims to enhance public sector accountability and transparency and develop greater public awareness about the need and requirements of good governance.	Human Rights and Democracy/ Capacity Building/ Advocacy	Kathmandu, Morang, Dhanusha, Dang and Kailali	Ongoing	Donation, Membership fee, commitment fee and different fund-raising activities
	DanidaHUGOU (2009-2013), Search For Common Ground (2009 – 2013), International Foundation For Electoral System (IFES) (2011- now)	Conducts two-day training/ workshop entitled Youth Advocacy and Action for Accountability and Responsibility focusing on the major bottlenecks impeding progress on the Constitution-drafting and Peace Process and to brainstorm solutions on those issues. Youths get an opportunity to learn the concept of accountability and responsibility, and are also able share their views with fellow participants.	Capacity Building	Kathmandu, Morang, Dhanusha, Dang and Kailali	Ongoing	Donation, Membership fee, commitment fee and different fund- raising activities

Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/Status	Funding Partners
	DanidaHUGOU (2009-2013), Search For Common Ground (2009 – 2013), International Foundation For Electoral System (IFES) (2011 – now)	Calls for application for National Youth Service where the volunteers have the opportunity to learn about the local governance, such as the functioning of VDC/DDC and ways to contribute at the local level. Volunteers are deployed to different strategic locations for two weeks.	Capacity Building	Kathmandu, Morang, Dhanusha, Dang and Kailali	Ongoing	Donation, Membership fee, commitment fee and different fund- raising activities
	DanidaHUGOU (2009-2013), Search For Common Ground (2009 – 2013), International Foundation For Electoral System (IFES) (2011 – now)	Encourages and supports young people to act against corruption through volunteerism at local to national level.	Capacity Building	Kathmandu, Morang, Dhanusha, Dang and Kailali	Ongoing	Donation, Membership fee, commitment fee and different fund- raising activities
	DanidaHUGOU (2009-2013), Search For Common Ground (2009 – 2013), International Foundation For Electoral System (IFES) (2011 – now)	Gives out Youth Initiative Award (named Integrity Award as part of the continuous effort to promoting integrity and fight against corruption) which seeks out Nepal's most promising youth advocates with potential to make an impact against corruption. This award recognizes the efforts of youth who work towards or have an idea to eradicate corruption and establishing good governance in their spheres of influence.	Capacity Building	Open to All over Nepal	Ongoing (annual)	Donation, Membership fee, commitment fee and different fund-raising activities

Youth in Common Platform	DanidaHUGOU (2009-2013), Search For Common Ground (2009 – 2013), International Foundation For Electoral System (IFES) (2011- now)	Holds weekly dialogue sessions in 'Smart Club' providing a common platform for youth and students. It also aims to engage them in personality development, critical thinking, public speaking and presentation skills.	Capacity Building	Kathmandu (SC & MC), Morang (SC), Dhanusha (SC), Dang (SC) and Kailali (SC)	Ongoing	Donation, Membership fee, commitment fee and different fund-raising activities
	DanidaHUGOU (2009-2013), Search For Common Ground (2009 – 2013), International Foundation For Electoral System (IFES) (2011- now)	Organizes annual Moon Camp on the eve of Fagu Purnima (festival of colors). This event, with its unique approach towards religious festivals, brings together youths from different backgrounds to carry out creative activities of social importance.	Capacity Building/ Advocacy	Kathmandu (SC & MC), Morang (SC), Dhanusha (SC), Dang (SC) and Kailali (SC)	Ongoing	Donation, Membership fee, commitment fee and different fund-raising activities
	DanidaHUGOU (2009-2013), Search For Common Ground (2009 – 2013), International Foundation For Electoral System (IFES) (2011- now)	Enhances the capacity of the staff and board members by providing opportunities through different meetings, exposure visits and training session at national and international level. General and need-based capacity building programmes are also organized on a regular basis to improve the professional competencies of the same.	Capacity Building/ Representation	Kathmandu, Morang, Dhanusha, Dang and Kailali	Ongoing	Donation, Membership fee, commitment fee and different fund-raising activities
	DanidaHUGOU (2009-2013), Search For Common Ground (2009 – 2013), International Foundation For Electoral System (IFES) (2011- now)	Uses the strategic approaches of coordination, collaboration and networking to expand network amongst Government and National/ International non- government entities through different meetings, consultation and collaboration activities.	Representation/ Advocacy	Kathmandu, Morang, Dhanusha, Dang and Kailali		Donation, Membership fee, commitment fee and different fund- raising activities

14. Youth NGO Federation Nepal

Youth NGO Federation Nepal is a non-partisan, autonomous, non-profit national-level umbrella organization formed by a team of youth NGO professionals to promote and protect youth organizations across the country. It is governed by its constitution, branch guidelines, code of conduct and its thirty-three member central committee. It has been recognized by the Ministry of Youth and Sports as a national umbrella organization for Nepali youth. Its central committee is inclusive and, ensured by the constitution, consists of representatives from various marginalized groups such as women, Dalit, Janajati, Madhesi, Disabled, Pichhada barga and third gender. [www.youthngofederation.org]

Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
Training, workshop, seminar, sharing		Conducts visionary Leadership Development Training	Capacity Building		Ongoing	
		Organizes press conference on topical common issues of youth interest	Advocacy/ Representation		Ongoing (sporadic)	
		National Youth Conference 2066	Representation/ Capacity Building/ Advocacy			
		Organized National Conference on Volunteering 2010	Representation/ Capacity Building/ Advocacy		2010	
		Organized youth workshop in Chitwan district with 35 youths participants		Capacity Building	Chitwan	
		Organized National level youth conference at Staff College in Lalitpur with more than 300 participants representing all 75 districts of Nepal		Representation/ Capacity Building/ Advocacy	Kathmandu valley	2009
Advocacy and lobbying		Organized interaction meeting with youth parliamentarians to discuss and share about the respective roles of the State and the youth	Representation/ Capacity Building/ Advocacy			
	National Planning Commission	Conducts interaction meetings with National Planning Commission at different levels for the integration of youth chapter in the forthcoming National Plan	Representation/ Advocacy		Ongoing	
		Carried out lobbying and advocacy for the formulation of National Youth Policy. Organized sit-in protest in front of Ministry of Youth and Sports and submitted memo demanding immediate announcement of National Youth policy before it was announced	Representation/ Advocacy			

			Participated actively in consultative and interaction meetings at different levels with Youth Ministry to decide the content and implementation modality of National Youth Policy	Representation/ Advocacy		
			Submitted memo to the Speaker of the Constituent Assembly, drawing his attention towards youths' rights in forthcoming constitution	Representation/ Advocacy		
			Submitted memo to Ministry of Finance, demanding small entrepreneurship and self-employment programme for youth, as a result of which, the programme has been introduced at a small scale	Representation/ Advocacy		
Networking			Observes International Youth day annually in almost all districts by organizing various programmes such as rally, street drama, interaction programmes, etc.	Advocacy	Ongoing	
			Represented youth as a task force member in the National Youth Policy drafting committee	Representation/ Advocacy		
Research, publication and dissemination			Conducted research on and published government budget analysis report covering youth responsive plan and programme	Research/ Media		

15. YUWA

Established in 2009, YUWA is a registered, not-for-profit, purely youth-run and led organization working to promote youth participation through empowerment and advocacy. YUWA was born out of a group of committed youths, unofficially working in this sector since 2005. The initial focus was on developing leadership skills of the involved youths and getting trained as youth activists and advocates for change. This initiative led to the realization of the seriousness of youth issues and the need to act which finally took the shape of YUWA. [www.YUWA.org.np]

Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Work-ing Dis- tricts	Period/ Status	Funding Partners
Active Citizenship	Local Partner from various colleges (like CAMAD College, Kantipur City College etc.)	Organizes Prarambha, a two day non-residential programme targeted towards the youths between the ages of 18-27, aimed at creating a common platform for innovation and engagement	Capacity Building		Ongoing	Registration fees from Participants and Support from host colleges.
	Local Partner from various Youth Clubs (like Sickles Club Kaski, Tantiing Youth Club Kaski, Juntara Youth Club Syangja etc)	Organizes Pahichan, a rural youth targeted non-residential programme with the three main principles of exploring the local leadership, empowering the local leaders and establishing social networks) carried out in the rural areas of Nepal and is primarily designed to produce skilled, self-motivated and empowered chain of local leadership.	Capacity Building		Ongoing	Fund-raising from local people, local business man, well-wishers and Support from host Club
	World Bank Public Information Centre for Discussion Hall	Organizes 'YUWA Manthan', a discussion programme, in which the youths gather at YUWA Office twice a month to discuss in the issues affecting youths, thus providing a platform for the youth to voice their ideas and also creating a place for their engagement	Capacity Building		Ongoing	
HIV & AIDS and SRHR	MTV Staying Alive Foundation and Various Colleges	Conducts 'Reaching Out Young Minds', a one-day workshop especially targeted at young college students and consisting of sessions on basics of SRHR, national and international policy environment, overview of the youth dynamism in AIDS, advocating through new media, issues of LGBTI, harm reduction, etc. and documentary screening	Capacity Building/ Health		Ongoing	MTV Staying Alive Foundation
	Advocates for Youths, Various youth organizations	Conducted International Youth Speak Out Project in which Youth Activists Leadership Council (YALC), a group of ten youth activists, aged 18 to 24, who advocate at the national and international level for improved sexual and reproductive health policies that support reproductive health/family planning services, comprehensive sexuality education and programmes that support meaningful youth participation	Advocacy/ Capacity Building		2010 -2012	Advocates for Youths

Economic Initiation and Innovation	n/a	Organizes Youth Trade Fair, a one-stop platform to encourage young entrepreneurs by showcasing their products such as software, handmade items, gadgets, and devices and other paraphernalia.	Advocacy/ Capacity Building/ Entrepreneurship	n/a	n/a
	n/a	Runs the Creativity Support Trust – YUWA Bank; for which the funds are collected by selling 'Social Responsibility Share (SRS)' and used only in Youth Innovation Lab (maintained in YUWA office). YUWA Creativity Support Trust has a Board of Trustees with not more than five youth below the age of 27.	Capacity Building/ Entrepreneurship	n/a	n/a
	n/a	Runs the Programme Support Unit	Capacity Building	n/a	n/a
Glocal Information Access	n/a	Publishes a monthly e-newsletter which is disseminated through e-mail and helps in sharing of ideas, highlighting youth achievements and providing information about upcoming opportunities	Research/ Media	Ongoing	n/a
	Advocates for Youths	Published youth involvement factsheet consisting of the updated situational analysis of Nepali youth, their sectoral involvement and its impact	Research/ Media	2012	Advocates for Youths
Youth Outreach and Advocacy	US Embassy Nepal, corporate houses and youth organizations	Hosts the youth portal which is a one stop for all types of information on youth issues and consists of links to important resources, training and academic materials, booklets, journals and upcoming opportunities. Achievements of youths are highlighted through inter-views and video clippings along with opinion-sharing that is encouraged through blog posting.	Media/ Research/ Advocacy/ Capacity Building	Under Construction	US-Embassy Nepal
	n/a	Runs an e-radio as an online audio information sharing medium where podcasts, audio clips of youth issues and interviews with prominent personalities are posted	Media/ Research/ Advocacy/ Capacity Building	n/a	n/a

Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Work-ing Dis- tricts	Period/ Status	Funding Partners
	Jeevan Jyoti Higher Secondary School, Syangja and YUWA Volunteer	Runs Booketing Project, a zero- cost voluntary youth initiation school library project in Jeevan Jyoti Higher Secondary School in Syangja district, where the school students are themselves trained to manage the library	Advocacy/ Capacity Building		Ongoing	YUWA Team Member, personal donors and fund-raising events
	n/a	Hosts YUWA Satellite, which is a hub where creativity is used as a major tool of awareness, information and motivation for youth. The major objective is to absorb information from the surrounding area and disseminate it through creative channels such as posters, art, drama, music, etc.	Advocacy/ Capacity Building/ Media		n/a	n/a
	n/a	Runs YUWA volunteers, a volunteer mobilization programme, through which the volunteers are managed and mobilized as per the need, interest and programmes.	Capacity Building		n/a	n/a
	Various Youth Organizations, Colleges, corporate houses etc.	Celebrates festivals to mark such occasions as International Youth Day (August 12), Global Youth Service Day, (April 16, 17 and 18), World AIDS Day (December 1) etc.	Advocacy		Ongoing	Various youth organizations, colleges, corporate houses etc.
		Supports student councils in colleges across Kathmandu to conduct different programmes and also works with different Rotaract Clubs and Youth Red Cross Circles in leadership development programmes.	Capacity Building			
	US Embassy Nepal	Participates in US Youth Advisory Council Nepal	Advocacy		Jan 2011 Dec 2012	US Embassy Nepal

B. Government-led Youth Initiatives

1. Ministry of Youth and Sports [www.moys.gov.np]				
Programme/ Thematic Area	Implementing Partners	Activities/Process	Period	Funding Partners
Establish and run National Youth Council	National Planning Commission, Ministry of Peace and Justice, Ministry of Finance, Youth organizations affiliated to political parties, other youth organizations and other relevant stakeholders	<ul style="list-style-type: none"> • Consult relevant stakeholders on the subject • Get international experience and exposure • Draft the bill • Send the bill to the cabinet for discussion and endorsement • Establish the council once the Bill is endorsed 	2010 - 2012	
Yuva Sajhedari Programme	75 District Sports Development Committees and Youth organizations	<ul style="list-style-type: none"> • Conduct coordination programmes in partnership with 150 organizations by providing 60% of the funding for any one programme, not to exceed NPR 200,000 • Information has been disseminated at district level and applications have been invited at the central level • 6 organizations to be chosen in each district to conduct work within different thematic areas 	2008 - present	
Youth Information Centre	National Planning Commission and Ministry of Finance	<ul style="list-style-type: none"> • Appoint consultants • Conduct research into the subject • Receive report • Collect recommendations • Build an action plan • Amend the bill • Conduct 75 Youth Information Centres • The Ministry will act as the focal mechanism to coordinate and monitor all activities under this heading 	Completed	
Programme to build the situation profile of national and international organizations working for youth	National Planning Commission and Ministry of Finance	<ul style="list-style-type: none"> • Appoint consultants • Receive report • Finalize report • Publish and disseminate the report 		

Programme/ Thematic Area	Implementing Partners	Activities/Process	Period	Funding Partners
International Youth Day	National Planning Commission and Ministry of Finance	<ul style="list-style-type: none"> Celebrate on August 12 in coordination with government, non-government and youth Rally, discussion, information dissemination and publishing message for the occasion 		
Youth Exchange programmes under the Bilateral agreement (with China)	National Planning Commission and Ministry of Finance	<ul style="list-style-type: none"> Receive invitation letter Conduct youth experience exchange programme Pay the remaining balance from previous year's programme 		
Internal Youth Exchange Programme		<ul style="list-style-type: none"> Select youth from government/private sector schools or other relevant mechanism within 10+2 level Take selected youth for country-wide travel Analyze the programme's effectiveness 		
Workshop of Youth Contact Points	National Planning Commission and Ministry of Finance	<ul style="list-style-type: none"> Conduct a workshop with the involvement from 17 focal point organizations Establish coordination between youth programmes 		
Publication of 'Yuwa' Bulletin and ministerial activities		<ul style="list-style-type: none"> Collect all ministerial level activities and literary writings for publication and dissemination 		
Capacity building programme for political youth organizations	National Planning Commission and Ministry of Finance	<ul style="list-style-type: none"> Conduct meetings between political youth federations Prepare an agenda Conduct capacity- and leadership-building programme 		
Work-site training for unemployed youth	National Planning Commission, Ministry of Finance and Federation of Nepalese Chambers of Commerce and Businesses	<ul style="list-style-type: none"> Conduct discussions with Federation of Nepalese Chambers of Commerce Finalize the programme duration Conduct the programme after agreements with the Chamber and private businesses targeting 1000 unemployed youth 		
Youth Talent Honour and Help Programme	National Planning Commission and Ministry of Finance	<ul style="list-style-type: none"> Publish information, find and select talented youth and honour them with a cash prize of NPR 100000 (3 youth per year) 		

Youth generation media programme	Radio Nepal	<ul style="list-style-type: none"> • Conduct meetings with Radio Communication Development Committee and come to an agreement • Conduct radio programme in phases (every Tuesday morning 8:15 to 8:45 am) • Monitor and evaluate • Edit the script either through the ministry or some appointed mechanism or person 		
Youth Literature Competition	National Planning Commission and Ministry of Finance	<ul style="list-style-type: none"> • Publish general notice • Conduct the competitive programme • Award first, second and third place holders 		
Draft-building of youth responsive budget	National Planning Commission and Ministry of Finance	<ul style="list-style-type: none"> • Meeting of directorial committee • Receive draft from consultant and finalize it • Receive approval from relevant mechanism • Provide training and capacity-building to staffs • Implement youth responsive budget in coordination with government mechanisms 		
Monitoring and Evaluation (M&E)	National Planning, Commission, Ministry of Finance, National Sports Council and Nepal Scout	<ul style="list-style-type: none"> • Monitor the programmes and conduct evaluations • Amend the M&E forms to make them more concise 		

2. Ministry of Finance [www.mof.gov.np]				
Programme/ Thematic Area	Implementing Partners	Activities/Process	Period	Funding Partners
Youth and Small Enterprise Self-Employment Fund (YSESEF) Programme	Federation of Nepalese Chambers of Commerce and Industry (FNCCI) and financial institutions such as banks and cooperatives	<ul style="list-style-type: none"> • Application and registration at district Chambers of Commerce and Industry (CCIs) • Participation in orientation training on small business and entrepreneurship (3 days) provided by CCIs • Application for a loan up to the maximum amount of Rs. 200,000 through banks and financial agencies • Utilization of the loan for establishment of new small-scale businesses or strengthening of existing small-scale businesses 	2009 – present	

3. Ministry of Labour and Employment [www.mole.gov.np]				
Programme/ Thematic Area	Implementing Partners	Activities/Process	Period	Funding Partners
Skill-based Trainings	Vocational and Skills Development Training Centre	Provides Vocational and Skill Development Basic Training, which is either of three or six months' long, and includes the following: general mechanics, electrical fitting, plumbing, hair dressing, tailoring, electronics repair, motorcycle repair, auto-mechanics, computer, welding, furniture making, pumpset mechanics, and <i>dhaka</i> weaving.	Ongoing	
		Provides Vocational and Skill Development Upgrading Training which include: electrical fitting and hair dressing but there is no mention of the time frame for the training given under this heading.	Ongoing	
		Provides Short-term Skill Development Training which is one week to three months' long and consist of trainings like hair dressing, computer, boutique, embroidery, <i>dubo</i> garland-making and bouquet-making, fashion designing, pickle-making, soap-making, nursery management, squash and sauce-making. The major target groups of this training are individuals from families who were victims of the civil conflict, are blind or have failed the School Leaving Certificate (SLC) board examination, among others.	Ongoing	
		Provides Residential Women Skill Development Training which is six months' long and consists of training in tailoring, cooking, painting, literacy, embroidery, candle-making and noodles-making.	Ongoing	
		Provides Foreign and Youth Self-employment-related Special Skill Development Training targeted at youths who aspire to be employed overseas and/or start their own business and can be taken in: cooking, waiting, small hotel management, sales, care-giving, security (men and women), steel fixture, shuttering, carpentry, scaffolding, secretarial work, housekeeping, nursery management and gardening, mushroom farming and production, wood carving, stone carving, front office management and rural animal service.	Ongoing	
		Provides Entrepreneurship Development Training which is one week long and is targeted at individuals who have already received any of the aforementioned trainings.	Ongoing	

4. Ministry of Industry [www.moi.gov.np]				
Programme/ Thematic Area	Implementing Partners	Activities/Process	Period	Funding Partners
Skill-based Trainings	Office of Cottage and Small Industries	Provides Regular Training for tailoring, embroidery, fashion design, hosiery, textile, furniture, batik painting and wood-carving. Demand-based trainings are also offered such as thangka painting, cellphone repair, cutting of precious and semi-precious stones, and computer repair. Provides Handicraft Training in handmade paper and products production, leather and leather goods production and promotion, ceramic products production and promotion. Provides Trainings Based in Group Participation which are as per local demand and the potential for developing successful businesses in selected districts. These trainings are carried out in collaboration with other organizations working on income generation.		
		Provides Entrepreneurship Development Training		

C. Youth Initiatives of International Partners

1. Equal Access Nepal

Equal Access Nepal (Equal Access) was established as an NGO in Nepal in February 2004. Initially, Equal Access, an International NGO based in San Francisco (currently also registered with the Social Welfare Council as an INGO in Nepal), started operations in Nepal as the executing agency for the UNDP Asia Pacific Regional pilot project, Digital Broadcast Initiative. This initiative, that utilized digital satellite broadcasting technology to bring vital development information direct to underserved communities in rural settings, was formally launched in Kathmandu, June 24, 2003. Since then, Equal Access has continued to implement numerous 'communications for development' projects in Nepal, with programming on a range of thematic areas including education, healthcare, microfinance, sustainable agriculture, human rights and conflict management, HIV/AIDS and women's empowerment. [www.equalaccess.org.np]

Organization's Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
Chatting with My Best Friend (Saathi Sanga Man Ka Kura)	Radio stations	Runs a 45-minute radio programme, with six million weekly youth listeners, providing them with crucial information about health, livelihoods, economic opportunities and basic life skills to deal with the difficult issues they face in their daily lives. The frank youth-to-youth on-air discussions about the realities and responsibilities of adolescence help young people to rise above daily conflicts, entangled expectations and peer pressure. Through chatting amongst the hosts, short serial dramas, interviews with experts and discussion regarding the courses of action, listeners gain the knowledge and support to make informed decisions. Inspired by the radio show, listening clubs also conduct their own activities, such as HIV/AIDS training and prevention, programmes on gender discrimination & caste discrimination in collaboration with local health centres and village development committees Website	Media/ Advocacy/ Capacity Building	Reaches all over Nepal	2001-present	UNICEF
Kamka Kura: New Opportunities	Radio stations	Runs a radio programme that teaches unemployed to identify, prepare for, participate in and benefit from locally available entrepreneurial and educational opportunities. The programme format is an informal chat between friends interspersed with short dramas, interviews, success stories, features, reports, and letter-reading	Entrepreneurship/ Media/ Advocacy/ Capacity Building	Reaches all over Nepal	May 2007 - present	

2. GIZ: The Inclusive Development of the Economy (INCLUDE)						
The Inclusive Development of the Economy programme started in 2008, and is in an extended phase till 2013, with the possibility of its being extended into 2016. The programme has three sectors of focus: Entrepreneurial Development, Value Chain Development, and Public-Private Dialogue. [http://www.includenepal.org/home]						
Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
Business Start-up Support		Provides new and existing entrepreneurs with pre- and post-start-up support through individual/group mentoring, entrepreneurship development training, and linkages with business service providers and financial institutions	Entrepreneurship	Far-Western Region	Ongoing	
Training Conflict Victims and Differently-abled	Conflict Victims and Disabled Society (CVDS), Gandakree Bee Concern (GBC) and Hotel Devotee.	Focusing on entrepreneurship development, trainees also receive on-the-job training at Hotel Devotee, with prospects of a job depending on performance.	Entrepreneurship/ Capacity Building		Ongoing	
Integrating Entrepreneurship Development in Vocational Training	CTEVT	Assists CTEVT in revising its entrepreneurship development curricula, develops an instructor guide and trains 50 instructors to effectively deliver entrepreneurship development trainings	Entrepreneurship/ Capacity Building		Ongoing	
Promoting Value Chains and the Local Business Environment		Identifies new products that may yield good employment and have income generation potential and provides support in the production, processing and marketing of such products	Entrepreneurship		Ongoing	

Promoting Platform for Public-Private Dialogues	Federation of Nepalese Chambers of Commerce and Industry (FNCCI) and Nepal Business Initiative	Develops Public-Private Dialogue manual with partners, which was also used to provide training to participants from DDCs, Chambers of Commerce and Industry and the Cottage and Small Industries Development Board.	Advocacy	Ongoing	
Support to CCI and Cooperatives		Supports Chambers of Commerce and Industry (CCI) and cooperatives deliver better services and also provides entrepreneurship development training to their members.	Entrepreneurship/ Capacity Building	Ongoing	
Business Climate Surveys		Undertakes regular surveys with the objective of assisting business and government sectors to make informed and timely decisions	Research	Ongoing	
Training of Trainers (ToT)	Federation of National Chamber of Commerce and Industries (FNCCI)	Provided ToT to 74 individuals	Capacity Building	2010	

3. HELVETAS: The Employment Fund

The Employment Fund (EF) was established in 2008, and is currently being operated by HELVETAS Swiss Intercooperation Nepal under the agreement signed in 2011 between the Government of Nepal (GoN) and the Swiss Agency for Development & Cooperation (SDC). EF is governed by the Employment Fund Steering Committee (EFSC) which is chaired by the Joint Secretary of the Ministry of Education. EF focuses primarily on providing short term market oriented skill trainings, as well as business and life - skill training to unemployed, disadvantaged young women and men in order to link them to gainful employment after completion of the training. The project has national coverage and is implemented through private sector Training and Employment Service Providers (T&Es). [www.employmentfund.org.np/]

Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
Skill Training	Private Training Providers	Provides skill training to economically poor and socially discriminated youth who are out of school. Private Service Providers help identify the market potential as well as to train participants and an outcome based financing helps in quality control.	Entrepreneurship/ Capacity Development	All districts of Nepal	2008 – present	Swiss Agency for Development and Cooperation (SDC), UKaid, The World Bank

4. Norwegian Embassy in Nepal: Youth Employment Promotion Campaign

The Norwegian Embassy began this campaign in an effort to create some kind of solidarity between the youth affiliated to different political youth groups. It brought together young leaders from the eight major youth wings to a common platform: Tarai Madhes Youth Front; Nepal Tarun Dal; Progressive Youth Federation Nepal; Madhesi Youth Forum, Nepal; Madhesi Youth Forum, Nepal (Democratic); Sadbhawana Youth Front; Youth Federation, Nepal; and Young Communist League, Nepal. [<http://www.youthpoliticsnepal.org/>]

Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
Advocacy Materials	Lead International	Made materials were made for dissemination through different platforms: radio/TV, hoarding boards, banners, wall calendars, concept paper, brochures, t-shirts and caps, website, pocket book on foreign employment, handbook on local employment, and campaign conducting directive	Entrepreneurship/ Capacity Building/ Advocacy	All across Nepal	Completed	Norwegian Embassy
Campaigners' Orientation Programme	Lead International	Organized three-day orientation programme for representatives from all eight political youth wings to train them about conducting campaigns and effectively using advocacy materials	Entrepreneurship/ Capacity Building/ Advocacy	Panchthar, Morang, Saptari, Udayapur, Dhanusha, Lalitpur, Kavrepalanchowk, Parsa, Kaski, Baglung, Butwal, Dang, Banke, Surkhet, Kailali, Dadeldhura	Completed	Norwegian Embassy
Campaign at Local Level	Lead International	Conducted dialogues on employment with youth at both district and local level	Entrepreneurship/ Capacity Building/ Advocacy	62 districts	Completed	Norwegian Embassy
		Held consultations with relevant stakeholders (both individuals and organizations)	Entrepreneurship/ Capacity Building/ Advocacy	All across Nepal	Completed	
Youth Employment Policy Recommendation Report	Lead International	Compiled the recommendations collected from across Nepal into a final recommendation report for a long-pending National Youth Employment Policy	Entrepreneurship/ Capacity Building/ Advocacy		Completed	Norwegian Embassy
South Asian Youth Convention on Employment	Lead International	Disseminated the recommendation report among 400 participants	Entrepreneurship/ Capacity Building/ Advocacy	Kathmandu (participants from across the country)	Completed (May, 2012)	Norwegian Embassy

5. UNDP: Micro Enterprise Development Programme (MEDEP)

MEDEP's objectives are to translate the broader vision of the government's Ninth Five-Year Plan, to try and address poverty through the development of micro-enterprises among low-income families. Therefore, the enterprise development model promoted by MEDEP is based on the programme's strategic approach to inter-link and coordinate local resources, increase low-income people's interest in enterprise development, and entrepreneurs' access to local and national markets. [<http://www.medep.org.np/>]

Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
Micro Enterprise Development Programme (Phase III)	Government of Nepal/Ministry of Industry	Provides skill and business training and other support, mainly for women and poor and disadvantaged people to set up micro-enterprises;	Entrepreneurship/ Capacity Building/ Advocacy	Phase I: 1998 to 2003 (10 districts) Phase II: 2004 to March 2008 (25 districts) Phase III: March 2008 to December 2012 (38 districts)	Ongoing	UNDP (\$7.3m), AusAID (\$5.3m), CIDA (\$1.2m), Himal Power Ltd (\$0.3m)
		Helps establish business support services and representative organizations for micro-entrepreneurs				
		Works with the government to improve the policy environment				

6. USAID: Education for Income Generation Program (EIG)

USAID supports a multi-faceted youth education programme, combining literacy and life skills, vocational education, agricultural training, and targeted scholarships for disadvantaged youth in 15 districts of the Mid-Western Development Region in Nepal. The programme contributes to reducing poverty by increasing access to education for employment and income generation for the rural poor, including: the landless, tenants, small farmers, disadvantaged castes, ethnic minorities and internally displaced people. This programme has a demand-driven approach—creating training courses that meet the needs of the labour market and linking youth to pre-identified employment opportunities. By 2012, the programme aims to create thousands of new jobs and directly benefit around 70,000 youth. [<http://nepal.usaid.gov/our-work/programme-area/economic-growth-education-a-food-security/420-education-for-income-generation-eig-program.html>]

Programme/ Thematic Area	Implementing Partners	Activities	Cross-cutting themes	Working Districts	Period/ Status	Funding Partners
Literacy	WinRock International and 32 local organizations	Trains youth in integrated entrepreneurship-focused literacy, with added lessons on life skills, peace-building, health, nutrition, HIV/AIDS awareness, and anti-trafficking, through a ten-month curriculum, including sessions on the alphabet, basic arithmetic, reading, record keeping, and accounting for self-employment. It serves as a foundation for additional vocational skills, agricultural productivity, or enterprise training.	Capacity Building/ Entrepreneurship	15 districts of Mid-Western development region	2008-2012 (completed)	
Vocational Education	WinRock International and 32 local organizations	Trains youth in various vocations such as masonry, electrician, motorcycle mechanic, and carpenter. Trainees are then linked to potential employers. Data indicates 81 percent of those graduated secure productive jobs or initiate their own businesses, earning an average monthly income of NPR 2,400.	Capacity Building	15 districts of Mid-Western development region	2008-2012 (completed)	
Agricultural Productivity and Rural Incomes	WinRock International and 32 local organizations	Provides agriculture training with a market-driven, value-chain approach to increase income and food sufficiency. Young farmers are introduced to and trained in micro-irrigation systems, high-value vegetable production (including crops or non-timber forest products such as chamomile and lemon grass), fisheries, and goat-rearing. The programme also links agriculture produce to markets and facilitates services through local input service providers.	Capacity Building	15 districts of Mid-Western development region	2008-2012 (completed)	
Scholarships	WinRock International and 32 local organizations	Provides scholarships to youth who are <i>dalit</i> or from marginalized populations to increase their chances of pursuing studies in the formal education system and selected technical fields. Many of the students go on to become teachers in their communities.	Capacity Building	15 districts of Mid-Western development region	2008-2012 (completed)	

7. The World Bank: Enhanced Vocational Education and Training (EVENT) Project

The Enhanced Vocational Education and Training (EVENT) project is being implemented by the Ministry of Education with financing from the World Bank and technical inputs from the Employment Fund. The main objective of this project is to expand the supply of skilled and employable labour by increasing youth's access to quality training programmes; and by strengthening the technical and vocational education and training system in Nepal. This project also incorporates socially and historically disadvantaged youth as its primary target group for short-term vocational skills and job placements. [<http://www.event.gov.np/>]

Programme/ Thematic Area	Imple- menting Partners	Activities	Cross-cutting themes	Working Districts	Period/Status	Funding Partners
Enhanced Vocational Education and Training	Ministry of Education	Strengthen Technical Education and Vocational Training (TEVT) regulatory activities and capacity building	Capacity Development		April 2011 – October 2015	World Bank
		Strengthen technical education at the Technical School Leaving Certificate (TSLC) and Diploma levels provided by CTEVT (Council for TEVT) constituent and affiliated institutions, community colleges and annex programmes	Capacity Development		April 2011 – October 2015	World Bank
		Support short term vocational training and the certification of technical and vocational skills acquired through informal means through both public and private institutions	Capacity Development		April 2011 – October 2015	World Bank
		Establish mechanisms for overall project reporting and to ensure that timely, sufficient, and reasonably complete and accurate information on project inputs, outputs and outcomes are collected, analyzed and disseminated	Capacity Development		April 2011 – October 2015	World Bank
		Provide support to Ministry of Labour and Transport Management/Department of Labour and Transport Management (MOLT/DOLT) for developing a Labour Market Information System (LMIS)	Capacity Development		April 2011 – October 2015	World Bank

