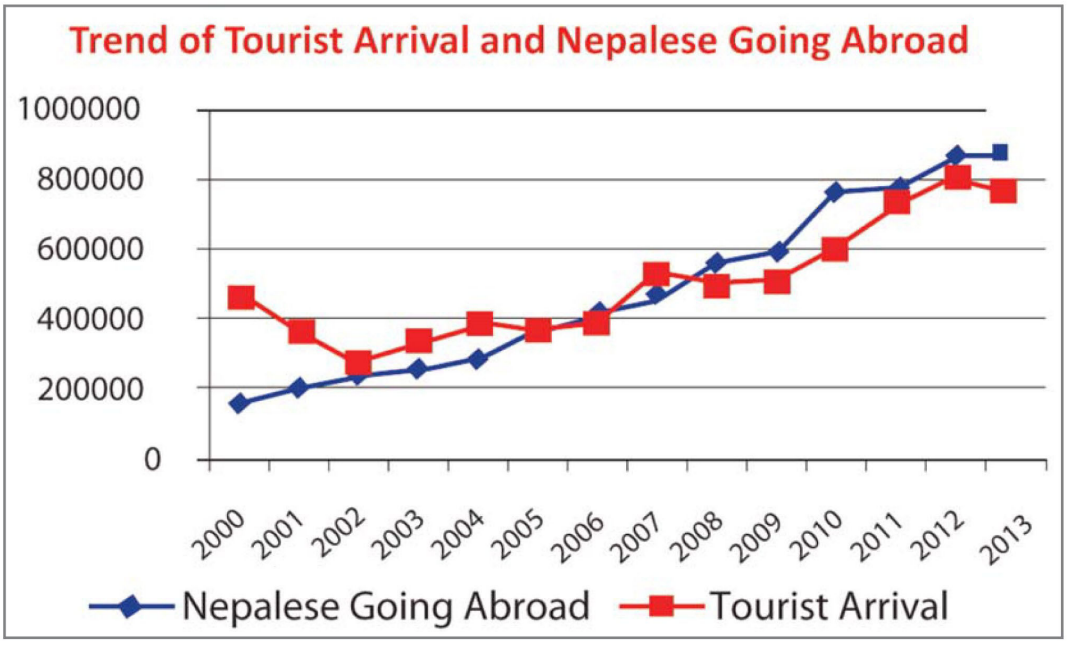
Tourism Employment Survey

2014



Government of Nepal

Ministry of Culture, Tourism & Civil Aviation

Planning & Evaluation Division

Statistical Section

Singha Durbar, Kathmandu

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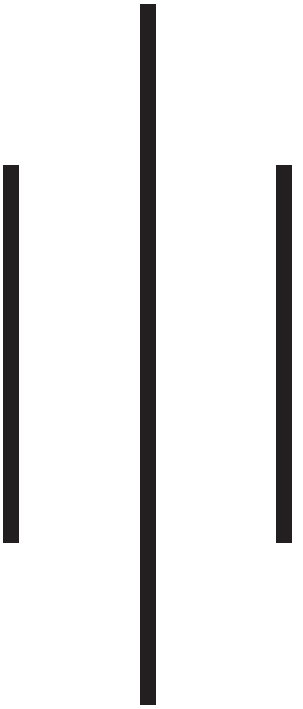

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Foreword

The Ministry of Culture, Tourism and Civil Aviation (MoCTCA) is pleased to publish this Tourism Employment Survey 2014. This survey, which presents statistical information on the employment generated by the tourism industries in Nepal is the first issue and the sources of statistics are primarily jobs generated by hospitality sectors—hotels, home-stays, and, resorts including trekking, mountaineering, travel, rafting agencies, airlines industry, adventure sports and other recreational agencies. Data collection was done from various tourism industries located in Jhapa, Kathmandu, Bhaktapur, Lalitpur, Kavre, Chitwan, Kaski, Rupandehi, Banke, and Kailali.

Despite tourism being a continually important source of employment and a major contributor to the national economy, there have been no systematic studies available till date. Although the MoCTCA has been compiling tourism statistics since 1962, it does not include employment and income indicators. The MoCTCA believes that this publication will be able to shed light on key features of tourism sector employment and the sector's contribution to the income generation.

The main objective of this survey is to estimate the number and types of employment and income generated by the tourism industry. The MoCTCA hopes that the survey will provide valuable input to policymakers, planners, the private sector, researchers and other concerned stakeholders. In addition, as the Ministry envisions increasing annual international tourist arrivals to two million while also raising employment in the tourism sector to one million by 2020, this survey will be helpful in preparing a proper roadmap and strategic policy to meet stated goals and develop and implement a clear vision so as to ensure equitable development of the tourism sector.

The Ministry welcomes valuable comments and suggestions for further improvements in the publication in the future.

Purna Chandra Bhattarai

Purna Chandra Bhattarai
Joint Secretary
Planning and Monitoring Division

July 2014
Ministry of Culture, Tourism and Civil Aviation
Kathmandu, Nepal

ACRONYM AND ABBREVIATIONS

MoCTCA: Ministry of Culture Tourism and Civil Aviation

RNAC: Royal Nepal Airlines Corporation

US: Unites States

GDP: Gross Domestic Product

NRB: Nepal Rastra Bank

CBS: Central Bureau of Statistics

CONTENTS

Acronym and Abbreviations VII

Executive Summary XI

CHAPTER 1
INTRODUCTION

1.1 Background 1

1.1.1 Importance 2

1.2 Objectives 3

CHAPTER 2
METHODOLOGY

2.1 Scope and coverage 4

2.2 Sample Selection 4

2.3 Data collection 5

2.4 Sample weight 6

2.5 Limitation 8

CHAPTER 3
RESULTS

3.1 Sample Characteristics 9

3.1.1 Distribution of industries by legal status 9

3.1.2 Distribution of employee by gender and employment status 10

3.1.3 Distribution of employee by salary status 11

3.1.4 Distribution of employee by nature of employment 12

3.1.5 Distribution employee by age group 13

3.1.6 Distribution of employee by educational level 15

3.1.7 Distribution of employee by salary 16

3.1.8 Distribution of employee by level of employment 17
3.1.9 Distribution of employee by skills/training of employment 18
3.1.10 Distribution of employee by ethnicity 19
3.1.11 Distribution of employee by privilege of extra facilities 20
3.1.12 Distribution of employee by number of jobs 20
3.1.13 Distribution of industries by perceived trend of employment generation 21
3.1.14 Perceived problems faced by tourism industries 22
3.1.15 Estimation of national tourism employment 24

CHAPTER 4
SUMMARY, CONCLUSION AND RECOMMENDATION

4.1 Summary of findings 26
4.2 Conclusion and recommendation 27

ANNEXURE

References 31
Questionnaire of Tourism Employment Survey 2014 32

EXECUTIVE SUMMARY

Nepal's tourism industry is regarded as a significant contributor to employment generation and foreign exchange earnings. However, no systematic studies are available till date to document the contribution of tourism to the Nepalese labour market and national economy. Main objectives of the survey include;

- To estimate number and types of employment in tourism industries.
- To document characteristics of employees
- To document problems and challenges faced by tourism industries and potential ways to overcome the problems

To meet the objectives a list of all tourism industries registered under ministry of culture tourism & civil aviation (MoCTCA) was prepared as a sampling frame and the sample industries were choosen using different criteria. Because of the small number, all star hotels, airlines, paragliding, ultra-light and sky-diving were included in the sample. Similarly, fifty percent of rafting agencies, twenty-five percent of home stays and five percent of travel and trekking agencies were also included in the initial sample. However, due to time and budget limitations, data collection was completed only from 193 industries from 10 districts (Jhapa, Kathmandu, Bhaktaur, Lalitpur, Chitwan, Kavre, Kaski, Rupandehi, Banke and Kailali). Data collectors and supervisors were all from the MoCTCA. Two supervisors and four data collectors were mobilized in the field during May and June 2014.

The findings indicate that approximately 138148 persons were engaged in the tourism sector at the time of survey in 2014. About a quarter (24%) of the employees were seasonal. 80% were male and about one-third (32%) had secondary zob as well. Furthermore, about two-third (68%) employees were of age between 20 to 40 years, half of the employees had completed intermediate level of education and 19% were high skilled employees. Proportion of employees varied across ethnicity. While more than half (58%) employees were Janjati and one-third (33%) employees were Brahmin, the proportion of Dalit and Terai-Madhesi groups were 5% and 3% respectively.

Tourism statistics 2013 indicates that a total of 797616 tourists visited Nepal in 2013. The ratio of tourist visit and employment generated suggests that, one employment was generated from every 6 tourist visit over 1 year period.

The survey respondents perceived that inadequate infrastructure, inadequate promotion activities and regularity mechanism, political unrest, lack of skilled human resources and unhealthy compitition among tourism establishments were some major barriers faced by the tourism sector. The respondents suggested that the government should develop tourism infrastructure including road, electricity and communication and implement tourism promotion activities. There is also an urgent need to invest more on improving hospitality skill of employees for quality tourism in Nepal.

CHAPTER 1

INTRODUCTION

1.1 Background

Nepal has been officially been open for international tourism since 1951. Since then, Nepal has managed to attract tourists as a preferred destination for nature, culture and adventure in world tourism with a variety of tourism products on offer (Ministry of Tourism and Civil Aviation, 2009). The tourism sector has received the government's continuous attention since the formulation of the first five-year development plan (1956-1960), which identified the need for infrastructure development in tourism. Accordingly, infrastructure and tourism institutions were gradually developed in succeeding five-year plans. The Tourism Development Board was set up in 1957 as Nepal's first tourism organization. Royal Nepal Airlines Corporation (RNAC) was created in 1958 and the Department of Tourism was established in 1959. Tourism received legislative reorganization only in 1962. The third national development plan (1966-97) aimed to increase the number of tourists visiting the country while streamlining related foreign exchange earnings, developing infrastructure and promoting Nepal on the international market. By 2009, various institutional, managerial, administrative and legislative reforms were complete (Ministry of Culture, Tourism and Civil Aviation, 2014a).

The Ministry of Culture, Tourism and Civil Aviation (MoCTCA) aims to increase annual international tourist arrivals to 2 million and increase employment in the tourism sector to one million by 2020 (Ministry of Tourism and Civil Aviation, 2009). However, it is difficult to achieve these goals with the current level of investment and infrastructure. As such, the trend of international tourist arrivals in Nepal has not been encouraging. While the flow of international tourists reached a high of 803,092 in 2012, it declined to 797,616 in 2013. The average length of stay for tourists was estimated to be 12.6 days in 2013 and 12.2 days in 2012. Similarly, the average daily expenditure of tourists is estimated to have increased to 42.8 US Dollars in 2013 from 36.2 US Dollars in 2012 (Ministry of Culture, Tourism and Civil Aviation, 2014b). The higher exchange rate is believed to have led to this increase.

The Government of Nepal has plans to develop the tourism sector as an important segment of the national economy, which could contribute significantly to economic growth,

employment generation and poverty alleviation (National Planning Commission, 2010). However, the MoCTCA does not have a reliable information system of monitoring the employment generated by the tourism sector as well as its contribution to the national economy. Although the MoCTCA has been compiling tourism statistics since 1962, it does not include employment and income indicators. Therefore, in addition to the collection of routine data on tourist arrivals and departures, periodic surveys about inbound, outbound and domestic tourism and expenditure in different sectors should be carried out. This will help to generate reliable data to estimate the contribution of the tourism sector to the country's GDP.

A Nepal Rastra Bank (NRB) estimate indicates that the contribution of the tourism sector to the national GDP increased to 2% in 2013, compared to 1.8% in 2012 (Nepal Rastra Bank, 2014). The Central Bureau of Statistics' (CBS) National Account Indicators also states that the contribution of tourism to the national GDP is 1.97% (Central Bureau of Statistics, 2014). These figures are alleged to be under-estimates of the real contribution of the tourism sector because the data used to generate the tourism sector's contribution to the GDP only covers hotels and restaurants, which constitute only a small sector of the tourism industry. Large numbers of other direct and indirect sectors have not been included in these estimates.

Tourism is also an important contributor to generating employment in Nepal. However, reliable data on the total employment generated by this sector is not available. The Economic Survey 2013 states that the direct employment generated by tourism in 2013 was 178,000; however, there is no scientific basis for this estimate. To account for the lack of inadequate data on the contribution of the tourism sector to national economy and employment, the statistics section of the MoCTCA conducted this tourism employment survey 2014. This survey will be able to provide a better picture of the impact of tourism on employment and ultimately support estimate contribution of tourism to employment and the national economy.

1.1.1 Importance

All over the world, tourism is known for its seasonal nature and as among a country's most important sources of employment, which increases simultaneously with tourism activities. Nepal is fortunate enough to receive overseas tourists as well as Indian and Chinese visitors in alternative seasons, which helps smoothing out seasonal variations and thereby generating more full time jobs. Being a labour intensive industry, tourism provides a wide range of different employment opportunities, from highly skilled to unskilled, and for long periods. Understanding the types and characteristics of tourism sector employment will help increase the coverage of economic activities to be included in GDP calculation.

1.2 Objectives

The main objectives of this survey are,

1. To estimate the number and types of employment generated by tourism industries.
2. To document the characteristics of tourism sector employees.
3. To document the problems and challenges faced by the tourism sector and potential ways to overcome the problems.

CHAPTER 2

METHODOLOGY

2.1 Scope and coverage

The tourism industries covered in the survey include:

- Accommodation: hotels and home stays
- Travel agencies
- Trekking agencies
- Rafting agencies
- Airlines: international and domestic
- Sports and other recreation agencies: paragliding, sky diving, and ultra-light

2.2 Sample Selection

A list of all registered tourism industries was prepared as a sampling frame. Based on the number of registered tourism industries, different criteria were developed to select the samples. The total number of tourism industries, the percentage of industries to be selected in the sample and the minimum size of the industries to be included in the sample is as shown in Table1. Because of the small number, all five star and four star hotels, airlines, paragliding, ultra-light and sky-diving were included in the sample. Similarly, fifty percent of three star, two star and one star hotels and rafting agencies one-fourth of home stays and five percent of travel and trekking agencies were also included in the initial sample.

After setting the criteria of inclusion, the sample of particular industries by district was selected as proportional to the size of the district and by using a systematic sampling approach. Based on the above criteria, the initial sample of industries to be included was 442 from 43 districts. However, due to time and budget limitations, we revised the strategy to select only one district with a maximum number of total tourist industries from each

development region. Using the criteria, Eastern region (Jhapa), Central region (Kathmandu, Bhaktapur, Lalitpur, Chitwan and Kavre), Western region (Kaski), Mid-western region (Banke) and Far-western region (Kailali) were selected as sample districts. The sample districts and corresponding sample size of tourism industries are highlighted in Table2.

2.3 Data collection

Data collectors and supervisors were all from the MoCTCA. Two supervisors and four data collectors were mobilized in the field. A one-day intensive orientation was provided to the supervisors and data collectors. Data collection was conducted during May and June 2014 using a semi-structured questionnaire, which was pre-tested and revised before data collection. The questionnaire was divided mainly into four sections:

- Introduction and type of ownership.
- Employment characteristics.
- Income generated by tourism industries.
- Problems, issues and recommendation for improvement.

Table1. Total number of registered industries, percentage of industries to be included in the sample and number of industries to be included in the sample

Types of Institution	Number of registered industries	% of industries to be included in the sample	Number of industries included in the sample	Number of industries from where data collection was completed	Percent (%)
Star Hotel	105	100	105	37	9
Tourist Standard Hotel	625	10	63	48	25
Home Stay (Private & Community)	226	50	113	18	9
Trekking Agency	1636	5	82	23	12
Travel Agency	2112	5	106	40	21
Rafting Agency	49	50	25	13	7
International Airline	29	50	15	3	2
Domestic Airline	15	50	8	4	2
Other (Paragliding, Ultra light)	22	65	14	6	3
Total	**4819**		**531**	**192**	**100**

Table2. Distribution of industries selected in the sample by district

Industry type	Jhapa	Kathmandu	Bhaktapur	Kavre	Kaski	Chitwan	Banke	Kailali	Rupandehi	Total
All Hotel	3	28	6	4	23	5	9	5	3	85
Star Hotel	1	18	0	0	10	0	5	2	3	37
Tourist Standard Hotel	2	10	6	4	13	5	4	3		48
Home Stay (Private & Community)	1	7	1	3	4	2				18
Trekking Agency		19			4					23
Travel Agency	7	18	1		5		5	4		40
Rafting Agency		12			1					13
International Airline		3								3
Domestic Airline		4								4
Paragliding Agency		0			4					4
Ultra light Agency		0			2					2
Total	**11**	**89**	**8**	**7**	**43**	**7**	**14**	**9**	**3**	**192**
Percentage (%)	**6**	**47**	**4**	**4**	**23**	**4**	**7**	**5**	**2**	**100**

2.4. Sample weight

Sampling weights are adjusted factors applied to adjust for differences in probability of selection and interview between cases in sample. In the present survey the sample is selected with unequal probability. Therefore the weights are needed to be applied for national estimates. In this survey, the tourism industries were selected as sample in two stages. In first stage, the industries registered under Ministry of Culture, Tourism and Civil Aviation (MoCTCA) were stratified in 13 types. In second stage, required numbers of tourism industries were randomly selected from all strata in pre-defied proportion. The target universe for this survey includes all the tourism industries registered under MoCTCA. The survey was conducted with sample size of 192 tourism industries. The sample was designed to estimate the national level characteristics of the tourism industries. Basic design weight was applied for the national estimate.

Suppose n_i is the number of tourism industries selected in ith strata of the tourism industries and N_i is the total number of tourism industries of i^{th} strata. Because the sample was selected independently from each strata according to the systematic random sampling method, so the basic selection probability is calculated by $\boldsymbol{P_i=n_i / N_i}$, and the basic weight of the i^{th} strata (industry type) is inverse of the selection probability, which was calculated as; $\boldsymbol{w_i = 1 / P_i = N_i / n_i}$. The sampling weights applied for national estimate are as shown in Table 3.

Table 3. Sampling weights applied for national estimate

Industry type	Number of registered tourism industries (N_i)	Number of sample industries (n_i)	Probability of selection of sampled industries ($Pi = n_i / N_i$)	Basic weight ($w_i = 1 / P_i$)
Star Hotel	105	37	0.35	2.84
Tourist Standard Hotel	625	48	0.08	13.02
Home Stay Private	226	18	0.08	12.56
Trekking Agency	1636	23	0.01	71.13
Travel Agency	2132	40	0.02	52.80
Rafting Agency	49	13	0.27	3.77
International Airline	29	3	0.10	9.67
Domestic Airline	15	4	0.27	3.75
Other (Paragliding / Ultra light)	22	6	0.27	3.67
Total	**4819**	**192**		

2.5. Limitation

This survey had many limitations; one limitation is that it the finding represents the national scenario but not the regional and district scenario. Other major limitations are as listed below:

- This survey did not cover all types of tourism industries. For example, tourist vehicles, restaurants and other small-scale tourism establishments and adventure industries, including bungee jumping etc, are not covered.
- Data collection was done from tourism industries located only in deliberately selected districts, including Jhapa, Kathmandu, Lalitpur, Bhaktapur, Kavre, Chitwan, Kaski, Rupandehi, Banke and Kailali.
- Out of 464 sampled industries, data collection was successfully completed only in 192 (42%) industries due to the shortage of time and a lack of response from the selected industries
- A few large scale industries were reluctant to provide responses to some important questions, including the total employment generated due to national and international tourist visits and income generated by (expenditure done by) national and international tourist visits
- The number of tourist served include all persons (Nepali, Indian and other international visitors) and it was not possible to disaggregate the visitors by nationality
- The employment generated was also from Nepali, Indian and other international visitors and it was not possible to disaggregate by nationality
- As the districts covered in the sample selection were the districts with relatively high tourism activity, the estimate may have upward bias.

CHAPTER 3

RESULTS

3.1 Sample Characteristics

This chapter presents the findings of the tourism employment survey. Out of 442 sampled industries, data collection was completed only in 192 (43%) tourism industries. More than a half (54%) of the industries where data collection was completed were hotels and home stays (Table1). Other tourism industries included in the analysis include travel agencies (21%), trekking agencies (13%), rafting agencies (7%), domestic and international airlines (3%) and others, including paragliding and ultra-light (3%). Similarly, about a half of the industries included in the analysis were Kathmandu-based (47%), followed by Kaski (23%), Banke (7%), Jhapa (6%), Kailali (5%) Kavre (4%), Bhaktapur (4%), Chitwan (4%), and Rupandehi (2%) (Table2).

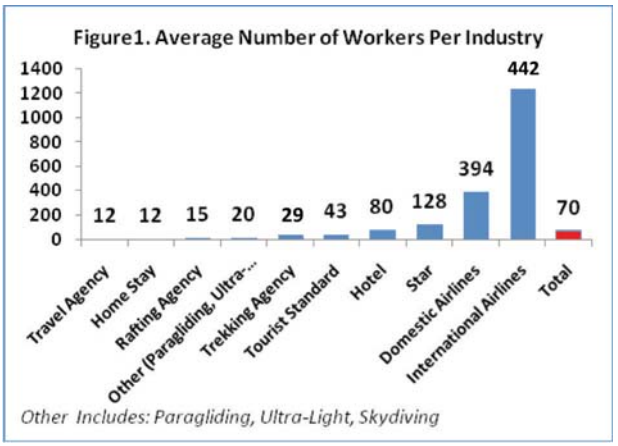
3.1.1 Distribution of industries by legal status

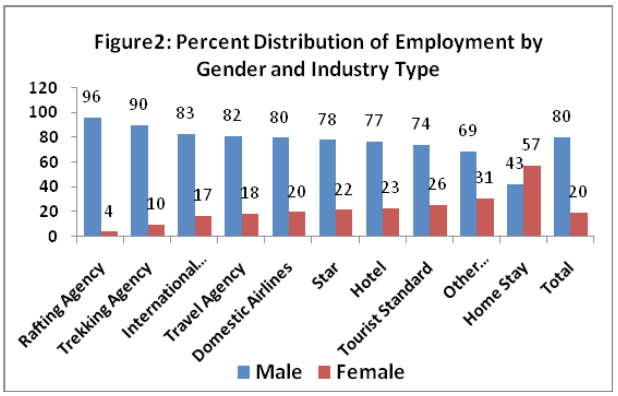
The legal status of the tourism industries included in the analysis is as shown in Table 4. Out of 192 industries included in the analysis, 38% were individual industries, 37% were private limited, about one-fifth (19%) were joint industries, 3% were public limited and the remaining 3% did not specify their legal status.

Table 4. Percent distribution of industries by legal status and industry type

Industry Type	Legal Status of Industries (%)						No of Industries
	Individual	Joint	Pvt. Ltd.	Pub. Ltd.	Cooperative	Others	
Star Hotel	16.2	8.1	70.3	5.4	0.0	0.0	37
Tourist Standard Hotel	50.0	8.3	39.6	2.1	0.0	0.0	48
Home Stay	44.4	16.7	0.0	5.6	0.0	33.3	18
Trekking Agency	41.7	41.7	16.7	0.0	0.0	0.0	23
Travel Agency	45.0	32.5	22.5	0.0	0.0	0.0	40
Rafting Agency	53.8	30.8	15.4	0.0	0.0	0.0	13
International Airline	0.0	0.0	0.0	100.0	0.0	0.0	3
Domestic Airline	0.0	0.0	100.0	0.0	0.0	0.0	4
Other (Paragl., Ultra-light)	0.0	0.0	0.0	0.0	0.0	0.0	6
Total	**38.2**	**19.4**	**36.6**	**2.6**	**0.0**	**3.1**	**192**

3.1.2 Distribution of employee by gender and employment status





Tourism makes a significant contribution to employment, which is composed both of the self-employed and employees. A total of 11,381 persons were working in the 192 tourism industries at the time of survey, about 5% of the tourism personnel were self-employed and 95% of the personnel were employees (Table 5). Issues of women's employment in the tourism industry and their participation in tourism sector planning and monitoring has been a common agenda of every government. However, the gender disparity in employment in the tourism industries is clearly visible in Table 5. About four out of five (80%) workers were male and only one-fifth were female (20%). The proportion of females (26%) was higher among the self-employed than among employees (19%). Table 5 further indicates that the proportion of male workers was higher than female workers in all types of tourism industries, except in Home Stays where 57% were females compared to 43% males. The proportion of female workers was, therefore, highest in accommodation industries, followed by other (paragliding, ultra-light, skydiving) industries, airlines, travel agencies, trekking agencies and rafting agencies. Overall, 59 persons are employed on average in every tourism industry. Figure1 shows the average employment per industry by industry type. Average employment generated by the industry is higher in international airlines (442); followed by domestic airlines (394), star hotels (128), tourist standard hotels (43), trekking agencies (29), rafting agency (15), home stay (12) and travel agency (12). Distribution of employment by gender and industry type is also shown in Figure 2.

Table 5. Percent distribution of employee by employment status, gender and type of industries

Industry Type	Employment Status									No of industry	Average employee per industry
	Self Employed			Employee			Total				
	Male	Female	Total N	Male	Female	Total N	Male	Female	Total N		
Star Hotel	80.0	20.0	95	78.2	21.8	4,644	78.2	21.8	4,739	37	128
Tourist Standard Hotel	86.9	13.1	236	72.5	27.5	1,823	74.1	25.9	2,059	48	43
Home Stay	44.2	55.8	165	37.7	62.3	53	42.7	57.3	218	18	12
Trekking Agency	84.1	15.9	44	90.0	10.0	659	89.9	10.1	703	23	29
Travel Agency	77.6	5.9	85	82.4	17.6	393	81.6	18.4	478	40	12
Rafting Agency	100	0	22	95.4	4.6	173	95.9	4.1	195	13	15
International Airline	0	0	0	82.9	17.1	1325	82.9	17.1	1325	3	442
Domestic Airline	92.3	7.7	13	79.9	20.1	1561	80.0	20.0	1574	4	394
Other (Paragliding, Ultra-light)	78.3	21.7	23	67.0	33.0	97	69.2	30.8	120	6	20
Total	**74.5**	**25.5**	**683**	**80.6**	**19.4**	**10,728**	**80.3**	**19.7**	**11,411**	**192**	**59**

3.1.3 Distribution of employee by salary status

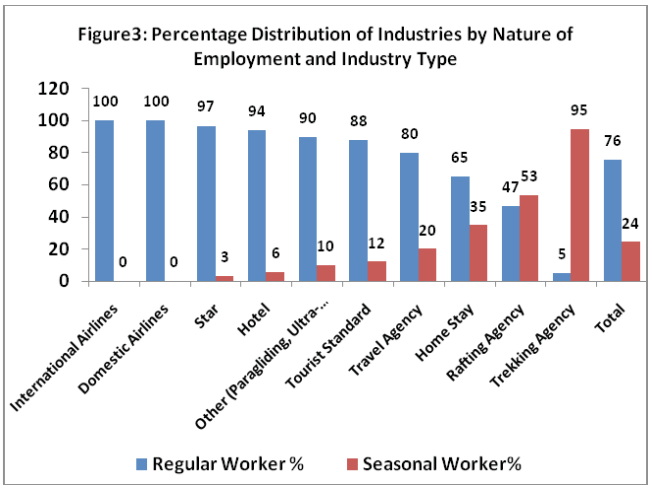
Out of the 11,411 persons employed in the 192 tourism industries visited during the survey, 5% were self-employed and 95% were employees (Table 6). Among the 683 self-employed workers, about a quarter (25%) was working without salary and 75% was working with salary. Similarly, among 10,728 employees working with salary, more than two-thirds (70%) was working as regular employees, about 7% was working on a daily wage basis and 23% was working on a casual wage basis. The proportion of employees working on a regular basis was the highest in airlines (100% in domestic & 84% in international) followed by hotel (88%) and travel agencies (76%). The proportion of regular workers employed was lowest in trekking agencies (3%). Furthermore, most workers employed in home stays (91%), trekking agencies (90%) and rafting agencies (60%) are working on a casual wage basis.

Table 6. Percent distribution of employees by type of employment salary, and type of industry

Industry Type	Employment Status							No of industry
	Self-Employed			Employee				
	With salary	Without salary	Total Number	Regular	Daily Wage	Casual wage	Total Number	
Star Hotel	46.3	53.7	95	89.7	7.5	2.8	4,644	37
Tourist Standard Hotel	16.5	83.5	236	82.9	7.9	9.2	1,823	48
Home Stay	0.6	99.4	165	9.4	0.0	90.6	53	18
Trekking Agency	43.2	56.8	44	3.4	6.7	89.9	659	23
Travel Agency	44.7	55.3	85	75.6	1.5	22.9	393	40
Rafting Agency	31.8	68.2	22	40.5	0.0	59.5	173	13
International Airline	0.0	0.0	0	84.0	16.0	0.0	1,325	3
Domestic Airline	100.0	0.0	13	100.0	0.0	0.0	1,561	4
Other (Paragliding, Ultra-light)	56.5	43.5	23	96.9	0.0	3.1	97	6
Total	**25.5**	**74.5**	**683**	**69.9**	**6.9**	**23.2**	**10,728**	**192**

3.1.4 Distribution of employee by nature of employment

Table 7 presents the nature of employment in the tourism sector. Overall, more than three-fourths (76%) of employee were regular and 24% were seasonal workers. Furthermore, among regular workers, slightly more than one in five (22%) was female and 78% was male. Similarly, among seasonal workers, 13% was female and 87% was male.



The proportion of seasonal workers was higher in trekking agencies (95%), followed by rafting agencies (53%), home stays (35%) and travel agencies (20%). Airline industries did not report any seasonal employees and star hotels also had a very low proportion of seasonal employees (3%). The finding reflects the seasonal nature of Nepal's tourism.

Table7. Percent distribution of employee by nature of employment, gender and industry type

Industry Type	Nature of employment									Number of Industry
	Regular			Seasonal			Total			
	Male	Female	Total Number	Male	Female	Total Number	Male	Female	Total Number	
Star Hotel	78.3	21.7	4,591	75.0	25.0	148	78.2	21.8	4,739	37
Tourist Standard Hotel	75.4	24.6	1,810	64.7	35.3	249	74.1	25.9	2,059	48
Home Stay	43.7	56.3	142	40.8	59.2	76	42.7	57.3	218	18
Trekking Agency	77.9	22.1	140	90.6	9.4	563	89.9	10.1	703	23
Travel Agency	79.1	20.9	382	91.7	8.3	96	81.6	18.4	478	40
Rafting Agency	91.2	8.8	91	100.0	0.0	104	95.9	4.1	195	13
International Airline	82.9	17.1	1,325	0	0	0	82.9	17.1	1,325	3
Domestic Airline	80.0	20.0	1,574	0.0	0.0	0	80.0	20.0	1,574	4
Other (Paragliding, ultra-light)	70.4	29.6	108	58.3	41.7	12	69.2	30.8	120	6
Total	**78.2**	**21.8**	**10,163**	**86.9**	**13.1**	**1,248**	**80.3**	**19.7**	**11,411**	**192**

3.1.5 Distribution employee by age group

Table 8 presents the age distribution of employees in different tourism industries. There were high percentages of younger age group employees across all type of tourism industries (Table 8 and Chart 4). Overall, more than two-thirds (68%) of employees

was of between 20 to 40 years of age and about one-third (30%) was of between 40 to 60 years of age. About one percent of employees were either below age 20 or above age 60. In rafting agencies, almost all employees (98%) were between age 20 and 40; similarly, the percentage of young employees (between ages 20-40) was very high in trekking agencies (92%), travel agencies (76%) and in paragliding and ultra-light agencies (88%), whereas in home stays and international airlines, the proportion of employees was higher in the 40 to 60 years of age group (60% and 58% respectively).

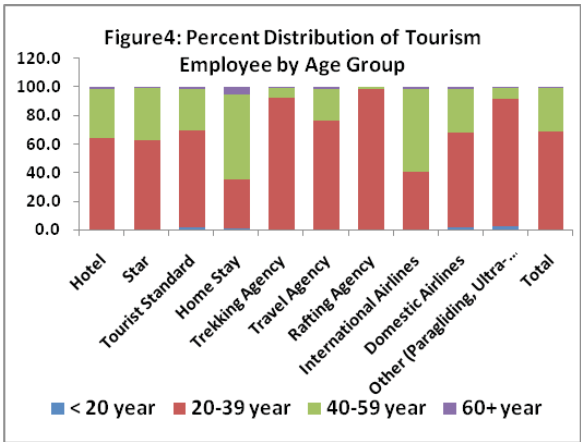
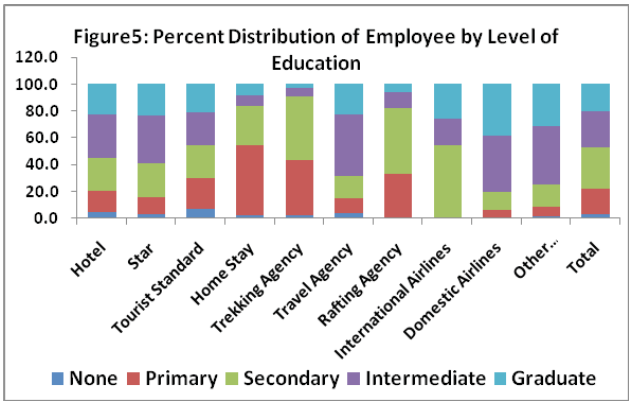


Table 8. Percent distribution of employee by age and industry type

Industry Type	Age of employee (Year)					Number of industries
	< 20	20-39	40-59	60+	Total Number	
Star Hotel	0.6	62.2	36.6	0.6	4,739	37
Tourist Standard Hotel	2.3	67.3	28.8	1.6	2,059	48
Home Stay	1.4	33.9	59.6	5.0	218	18
Trekking Agency	0.7	92.0	7.3	0.0	703	23
Travel Agency	1.0	75.9	21.5	1.5	478	40
Rafting Agency	0.5	98.5	1.0	0.0	195	13
International Airline	0.0	40.7	58.4	0.9	1,325	3
Domestic Airline	2.1	66.1	30.9	1.0	1,574	4
Other (Paragliding, Ultra-light)	3.3	88.3	7.5	0.8	120	6
Total	**1.1**	**68.3**	**29.8**	**0.8**	**11,411**	**192**

3.1.6 Distribution of employee by educational level



Employees' level of education is a very important variable for quality of service in tourism. We asked respondents to provide the educational level of their employees in all tourism industries from where data collection was completed. Almost half (47%) of employees across all industries had an Intermediate or higher level of education while 78% employees had completed at least secondary level of education. The proportion of employees with secondary or higher level of education was highest in the airlines sector while in home stays, trekking agencies, rafting agencies and tourist standard hotels, the proportion of employees with less than secondary level of education was greater. Overall, slightly more than one in five employees had primary or lower level of education (Table 9 and Figure 5).

Table 9. Percent distribution of employee by level of education and industry type

Industry Type	Level of education of employee						Number of ind
	None	Primary	Secondary	Intermediate	Graduate	Total Number	
Star Hotel	3.5	12.6	24.7	36.2	23.1	4,739	37
Tourist Standard Hotel	6.9	23.0	24.5	24.5	21.1	2,059	48
Home Stay	2.3	51.8	29.8	7.3	8.7	218	18
Trekking Agency	2.5	40.9	47.7	6.1	2.8	703	23
Travel Agency	4.2	11.1	16.1	45.8	22.8	478	40
Rafting Agency	0.0	32.8	49.2	11.8	6.2	195	13
International Airline	0.0	0.0	54.5	20.0	25.5	1,325	3
Domestic Airline	0.1	6.4	13.2	42.2	38.2	1,574	4
Other (Paragliding, Ultra-light)	1.7	6.7	16.7	43.3	31.7	120	6
Total	**3.0**	**18.9**	**30.8**	**27.1**	**20.3**	**11,411**	**191**

3.1.7 Distribution of employee by salary

We also asked tourism industries to report the monthly salary of their employees. Table 10 and Figure6 present the distribution of monthly salaries across industries. Overall, slightly more than a quarter (26%) of employees received less than Rs 10,000 per month and 37 % of employees received Rs 10,000-20,000 and another 37% employees received more than Rs 20,000 per month as salary. Figure6 further indicates that the proportion of employees receiving less than Rs 10,000 per month was highest in home stays (91%), followed by hotels (39%) and rafting agencies (41%). Similarly, the proportion of employees receiving more than Rs 20,000 per month was highest in trekking agencies (83%), followed by domestic airlines (38%) and international airlines (36%). It was also seen that in international airlines, none of the employees received less than Rs 10,000 per month while in home stays, none of the employees received more than Rs 20,000 per month as salary.

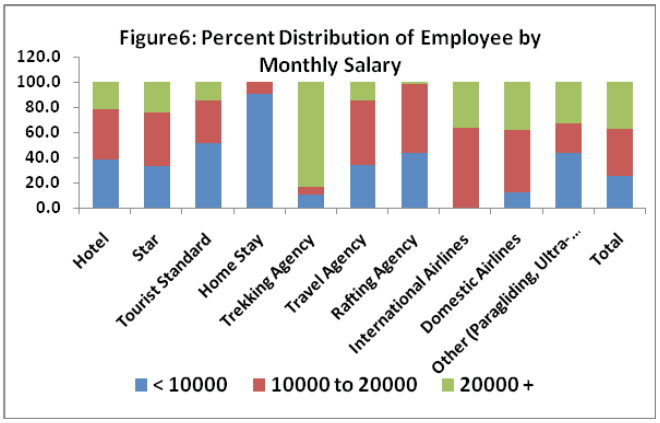


Table 10. Percent distribution of employee by salary and industry type

Industry Type	Level of salary of employee (NRs.)				Number of ind
	< 10000	10000 to 20000	20000 +	Total Number	
Star Hotel	33.4	42.6	24.0	4,688	37
Tourist Standard Hotel	51.6	33.8	14.7	1,862	48
Home Stay	90.7	9.3	0.0	54	18
Trekking Agency	11.3	5.9	82.8	678	23
Travel Agency	34.6	51.3	14.2	431	40
Rafting Agency	43.9	54.4	1.7	180	13
International Airline	0.0	63.9	36.1	1,325	3
Domestic Airline	13.2	48.7	38.1	1,574	4
Other (Paragliding, Ultra-light)	43.6	23.6	32.7	110	6
Total	**26.2**	**36.6**	**37.1**	**10,902**	**192**

3.1.8 Distribution of employee by level of employment

Table 11 and Figure7 present the distribution of employees by level of employment in the 192 industries surveyed. Out of 11,411 employees, 12% was working at the managerial level, 26% was working at the technical level and 62% was working at the assistant level. The distribution of the type of employees varied across the tourism industries. Highest proportions (75%) of employees were working at management levels in home stays while the proportion of technical employees was higher in trekking (70%) and rafting (64%) industries. Similarly, the proportion of assistant level employees was higher in domestic airlines (75%) and star and tourist standard hotels (78%). The proportion of managerial, technical and assistant level employees was relatively balanced around 20%, 35% and 45% respectively.

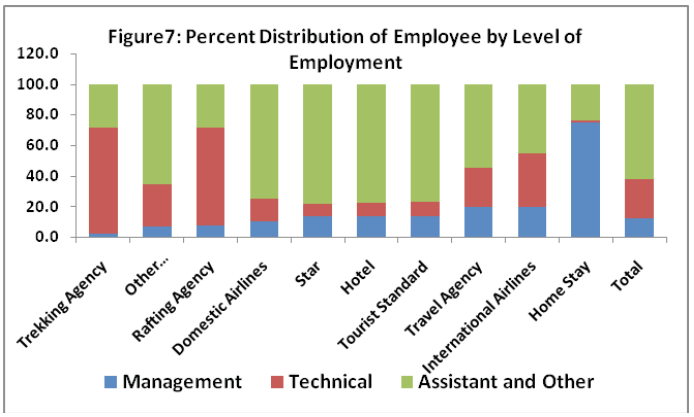
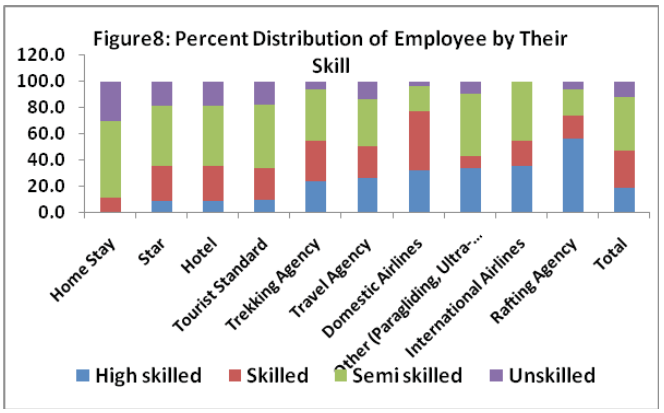


Table 11. Percent distribution of employee by level of employee and industry type

Industry Type	Level of Employee						Number of ind
	Top management	Management	Technical	Assistant	Other	Total Number	
Star Hotel	2.1	11.3	8.5	57.4	20.7	4,739	37
Tourist Standard Hotel	4.4	9.3	8.9	48.0	29.3	2,059	48
Home Stay	56.0	18.8	1.4	5.5	18.3	218	18
Trekking Agency	1.1	0.7	69.9	11.5	16.8	703	23
Travel Agency	11.1	8.4	25.9	43.3	11.3	478	40
Rafting Agency	6.2	1.0	64.1	19.0	9.7	195	13
International Airline	0.6	19.0	35.2	45.2	0.0	1,325	3
Domestic Airline	2.3	8.0	14.4	45.1	30.2	1,574	4
Other (Paragliding, Ultra-light)	0.0	6.7	27.5	40.8	25.0	120	6
Total	**3.4**	**9.0**	**25.7**	**42.0**	**20.0**	**11,411**	**192**

3.1.9 Distribution of employee by skills/training of employment

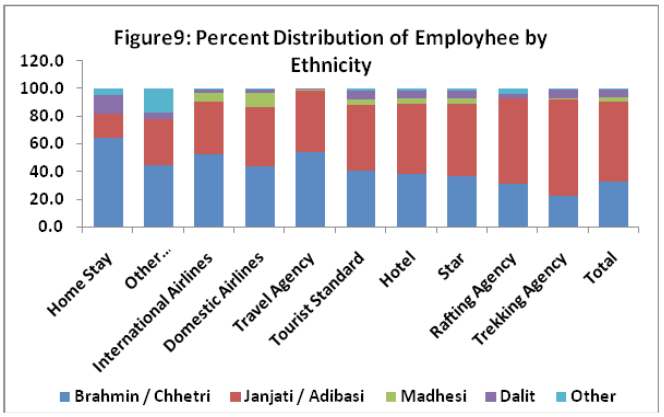


The quality of service provided is very important to increase tourist flow. With the expansion of the tourism market through the increasing frequency of tourist visits along with the expansion of tourism products and destinations, there is now a high demand for trained and qualified tourism staff. Table 12 presents the distribution of employees by skill level. Overall, about one in five employees was reported as high skilled, 28% was skilled, 49% was semi-skilled and 12 percent was unskilled. The distribution of employees by skill level varied across industries. The proportion of high skill employees was highest in rafting agencies, followed by international airlines (36%), domestic airlines (33%), travel agencies (27%) and trekking agencies (24%). Similarly, semi-skilled and unskilled employees were higher in home stays (88%) and hotels (64%). However, since the response to the skill of employees was as perceived, the definition of the skill of employees is not standard across industries.

Table 12. Percent distribution of employee by training of employee and industry type

Industry Type	Training of Employee					Number of ind
	High skilled	Skilled	Semi skilled	Unskilled	Total Number	
Star Hotel	8.8	27.4	45.3	18.5	4,739	37
Tourist Standard Hotel	10.0	24.5	47.9	17.6	2,059	48
Home Stay	0.0	11.9	57.8	30.3	218	18
Trekking Agency	23.9	31.5	39.0	5.6	703	23
Travel Agency	27.0	23.8	36.0	13.2	478	40
Rafting Agency	56.9	16.9	20.5	5.6	195	13
International Airline	35.8	19.0	45.2	0.0	1,325	3
Domestic Airline	32.9	44.5	19.2	3.4	1,574	4
Other (Paragliding, Ultra-light)	34.2	9.2	47.5	9.2	120	6
Total	**18.8**	**28.3**	**40.9**	**12.0**	**11,411**	**192**

3.1.10 Distribution of employee by ethnicity



The Government of Nepal has given high priority to reducing the ethnicity disparity in economic opportunities and employment. We asked the industries included in the analysis to provide us information about their employment by ethnicity. Table 13 and Figure 9 present the distribution of employees by ethnicity. Out of 11,411 employees working at 192 industries, the highest proportion (58%) of employees belonged to Janjati groups, followed by Brahmin/Kshetries (33%), Dalits (5%) and Terai/Madhesis (3%). The ethnic distribution of employees varied across tourism industries. Brahmin/Kshetries and Janjaties dominated the tourism job market. However, the proportions of Janjaties were relatively high in trekking agencies (71%), rafting agencies (62%), and hotels (51%). While the proportion of Janjati was relatively higher in home stays (65%), airlines (53%) and travel agencies (54%), the share of Madhesis and Dalits was negligible in all types of industries (Table 13 and Figure 9).

Table 13. Percent distribution of employee by caste-ethnicity and industry type

Industry Type	Ethnicity of Employee						Number of ind
	Brahmin / Chhetri	Janjati	Madhesi	Dalit	Other	Total	
Star Hotel	36.8	51.9	4.4	5.6	1.3	4,739	37
Tourist Standard Hotel	40.4	47.9	3.6	6.4	1.7	2,059	48
Home Stay	64.7	17.4	0.0	13.3	4.6	218	18
Trekking Agency	22.2	70.6	0.4	6.7	0.1	703	23
Travel Agency	53.8	44.6	0.6	1.0	0.0	478	40
Rafting Agency	30.8	62.1	0.0	3.6	3.6	195	13
International Airline	52.6	37.7	6.7	2.2	0.8	1,325	3
Domestic Airline	43.9	42.8	10.3	2.9	0.2	1,574	4
Other (Paragliding, Ultra-light)	44.2	33.3	0.0	5.0	17.5	120	6
Total	**32.9**	**57.6**	**3.4**	**5.0**	**1.0**	**11,411**	**192**

3.1.11 Distribution of employee by privilege of extra facilities

We also explored provisions for extra facilities for employees in the surveyed industries. Most of the tourism industries were providing extra facilities to their workers in addition to salary and leave. The types of extra facilities included clothing, fuel, house rent, food and snacks, health care, overtime and Dashain facilities (Table 14).

Table 14. Percent distribution of employee by extra facility and industry type

Industry Type	Type of extra facilities									Total Number	Number of ind
	Cloth	Fuel	H Rent	Food	Tiffin	Health	Over time	Dashain	other		
Star Hotel	94.4	7.9	52.0	96.2	96.2	86.4	47.3	88.5	76.3	4,739	37
Tourist Standard Hotel	73.7	4.3	24.9	78.6	76.3	56.7	33.9	76.5	35.5	2,059	48
Home Stay	2.3	0.0	17.9	18.8	1.8	2.3	0.5	2.3	0.5	218	18
Trekking Agency	78.0	1.0	1.2	81.4	81.4	5.2	0.6	8.5	83.4	703	23
Travel Agency	19.0	21.8	1.7	13.6	49.4	16.1	8.2	67.8	19.2	478	40
Rafting Agency	0.0	0.0	2.1	68.7	79.5	5.1	0.0	35.4	65.6	195	13
International Airline	100.0	3.7	0.0	0.0	100.0	100.0	100.0	100.0	96.3	1,325	3
Domestic Airline	93.5	27.0	3.4	12.7	50.6	22.1	51.5	96.4	0.0	1,574	4
Other (Paragl. Ul.-light)	45.8	5.0	5.0	5.0	55.8	5.0	0.0	74.2	0.0	120	6
Total	**82.2**	**8.0**	**23.4**	**66.2**	**81.3**	**53.2**	**37.8**	**69.4**	**60.2**	**11,411**	**192**

3.1.12 Distribution of employee by number of jobs

Nepal's tourism is broadly on a seasonal basis, therefore tourism employees may also have second jobs to meet their needs. We also explored the perception of tourism industry owners about the number of their employees also working secondary jobs. Table 15 and Figure 10 present the finding. Overall, almost one-third (31%) of employees had

a secondary job. The proportion of employees with secondary jobs varied across industries. None of the employees working in the airline sector had secondary jobs while the proportion of employees with second jobs was highest in trekking agencies (94%), followed by rafting agencies (73%) and home stays (70%).

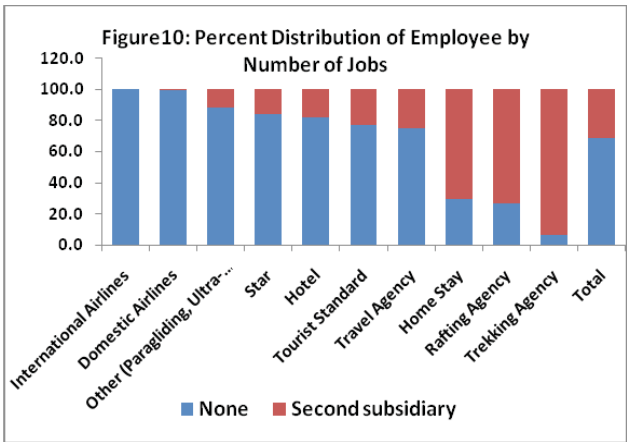


Table 15. Percent distribution of employee by Number of jobs and industry type

Industry Type	Number of Jobs			Number of industry
	None	Second subsidiary	Total Number	
Star Hotel	84.2	15.8	4,739	37
Tourist Standard Hotel	77.4	22.6	2,059	48
Home Stay	29.8	70.2	218	18
Trekking Agency	6.5	93.5	703	23
Travel Agency	75.1	24.9	478	40
Rafting Agency	26.7	73.3	195	13
International Airline	100.0	0.0	1,325	3
Domestic Airline	99.7	0.3	1,574	4
Other (Paragliding, Ultra-light)	88.3	11.7	120	6
Total	**68.7**	**31.3**	**11,411**	**192**

3.1.13 Distribution of industries by perceived trend of employment generation

We explored the trend of tourism sector employment generation by asking respondent's opinions on whether employment in tourism sector had increased, decreased or remain constant over the last five years. About half (49%) of the industries perceived that employment in the tourism sector had increased over time. Fifteen percent of industries reported that tourism sector employment had decreased and 36% perceived that tourism sector employment has remained the same over the last five years (Table 17).

Table16. Percent distribution of industries by their perception of employment generated in last five year by industry type

Industry Type	Status of employment generated last 5 year			Number of industries
	Increased	Decreased	Remain Constant	
Star Hotel	37.8	35.1	27.0	37
Tourist Standard Hotel	47.9	10.4	41.7	48
Home Stay	35.7	7.1	57.1	18
Trekking Agency	62.5	12.5	25.0	24
Travel Agency	40.0	15.0	45.0	40
Rafting Agency	84.6	0.0	15.4	13
International Airline	100.0	0.0	0.0	3
Domestic Airline	50.0	0.0	50.0	4
Other (Paragliding, Ultra-light, Skydiving)	83.3	0.0	16.7	6
Total	**49.2**	**15.0**	**35.8**	**192**

3.1.14 Perceived problems faced by tourism industries

We had asked respondents to provide us with a list of problems faced by tourism industries and the possible solutions to the problems. The perceived problems and related solutions reported across the industries are shown in Table 17.

Table 17. List of perceived problems faced by tourism industries and possible solutions to improve

Type of industries	Perceived Problems	Suggestions for Improvement
Hotel, home stay and airlines	■ Lack of clear vision and management policy towards investment in the hotel sector ■ Unhealthy competition among hotel entrepreneurs ■ Shortage of skilled workers ■ Lack of tourism infrastructure in Mid- and Far-western region ■ Flow of tourists decreased due to "*bandhs*" and strikes ■ Unnecessary obstacles from trade unions ■ Problems of load shedding and inadequate supply of water ■ Lack of an enabling environment for investment ■ Tourists as well as tourist industries do not feel secure ■ Mobilization of tourist police is not effective ■ Nepali guides are not getting priority in Lumbini area ■ Tourism promotion activity is very weak ■ Tourists are facing problems at the airport from brokers ■ Shortage of domestic as well as international flights for tourist arrivals ■ Severe environment pollution, lack of proper management of waste ■ Decreasing flow of tourists at home stays ■ Language problems in communicating with tourists ■ Lack of technical knowledge at the community to diversify tourism service ■ No internet service at the community level for tourists	■ Develop policies related to hotels and restaurants ■ Equal opportunity and support should be provided to all ■ Adopt appropriate policies to prevent skilled workers from going aboard ■ Government should make investment to develop tourism infrastructure, particularly in Mid- and Far-Western Region ■ Keep the tourism sector free of political intervention by breaking the connection between trade unions and political parties ■ Uninterrupted supply of electricity ■ Adopt liberal policy to create enabling environment for investment ■ Need coordination between trade unions and investors ■ Increase access of quality road networks in rural and hard to reach areas ■ Build large parking areas in public places ■ Intensify promotion activities publicizing tourism places and products through the government ■ Provision of tourist police in all immigration check posts ■ Develop an efficient tourist information center ■ Develop a strategy and regulatory mechanisms to keep tourists at least one day in Lumbini ■ Clear mechanisms to use the tax received from tourism for the development of tourism infrastructure, promotion and identification of new tourism products ■ Effective policies to create an environment that is clean and whose waste is properly managed ■ Appropriate training to community members on community tourism ■ Increase access to internet up to the community

Trekking & travel agencies and airlines	■ No proper regulations on the opening of trekking and travel agencies and unhealthy competition across agencies ■ *"Bandhs"*/strikes and political instability ■ Travel/trekking business is unpredictable and there is a lack of security for both ■ Lack of proper tourism infrastructure, including road, communication, water and electricity ■ Tourist service is not of standard quality ■ Nepal Rastra Bank's processing of dollar transaction is too complex ■ Tourist vehicles do not get duty free facilities ■ Syndicate system in the transportation sector discourage tourist travel ■ Shortage of internal mountaineering flights ■ Deep rooted commission system in travel and tours ■ Increase in entry fee to tourist areas ■ Lack of training related to tourism service and hospitality ■ Many travel agencies run without registration ■ No regional airport ■ Lack of proper tourist package ■ Low investment	■ Provision of porter shelters ■ Provision of health care at base camps ■ Intensive investment in tourism infrastructure development ■ Pollution control, particularly in tourist areas ■ Permission to run businesses only for registered trekking / travel agencies containing trained persons ■ Set quality indicators for the tourism sector ■ Provision of one support person to one tourist ■ Tourism service and hospitality training to tourism sector employees ■ Duty free up to 50% for tourist vehicles ■ Provision of tourist buses ■ Clear tourism policy should be adopted so as to create development in tourism ■ Long term plan for tourism sector development ■ Allocate an adequate budget for tourism sector development ■ Promotion of internal tourism ■ Ministry of Culture, Tourism and Civil Aviation as well as the Tourism Board should try to maintain a regional balance while conducting tourism promotion activities ■ Attractive packages for tourists ■ Adequate training to develop trained tourism sector employees throughout the country

3.1.15 Estimation of national tourism employment

As the survey intended to estimate the national level employment generated from tourism, we have estimated total employment at the national level by multiplying the employment generated from different sampled industries by corresponding basic weight shown in Table 3. The results are summarized in Table18. The findings indicate that approximately 138148 persons were engaged in the tourism sector (registered under MoCTCA) at the time of survey in 2014. Overall, 70 percent of the employees were regular (in trekking agency and home stay, this percent was 3% and 9% respectively). During 2013, a total of 797616 tourists had

visited Nepal. Therefore, it can be speculated that for every 6 tourist visit, one employment is generated.

Table 18. Estimation of employment generated by tourism industries

Industry type	Total Registered Industries	Total Sampled Industries	Total Employment		Sample Weight	Total Employment		Total
			Regular	Seasonal		Regular	Seasonal	
Star Hotel	105	37	4591	148	2.84	13038	420	13459
Tourist Standard Hotel	625	48	1810	249	13.02	23566	3242	26808
Home Stay	226	18	142	76	12.56	1784	955	2738
Trekking Agency	1636	23	140	563	71.13	9958	40046	50004
Travel Agency	2112	40	382	96	52.80	20170	5069	25238
Rafting Agency	49	13	91	104	3.77	343	392	735
International Airlines	29	3	1325	0	9.67	12822	0	12822
Domestic Airlines	15	4	1574	0	3.75	5903	0	5903
Other (Paragliding, Ultra-light)	60	6	108	12	3.67	396	44	440
Total	**4819**	**192**	**10163**	**1248**		**87980**	**50168**	**138148**

** include employment data from Shree Airlines (66) and BB Airlines (21)*

CHAPTER 4

SUMMARY, CONCLUSION AND RECOMMENDATION

4.1 Summary of findings

Despite some limitations, this sample survey of tourism industries provides important findings on the level and characteristics of tourism sector employment in Nepal. Based on a sample of 192 tourism industries, it is estimated that approximately 138148 persons were engaged in tourism industries in 2014 in Nepal. Over the last one year period preceding the survey, a total of 797616 tourists had visited Nepal. This information suggested that one employment is generated from every 6 tourist visit, during a one year period by a tourism industry. Other key findings of this survey are summarized as follows;

- 59 persons were employed per industry on average
- About 20% of employees were female and 80% were male
- Five percent were self-employed and 95% were employees
- 25 percent of the self-employed were working without salary
- 70 percent of employees were regular (in trekking agency and home stay the percentage was 3% and 9% respectively)
- Percentage of employees working as regulars was highest in domestic (100%) and international (84%) airlines and lowest in trekking industries (3%)
- 76 percent were working as regular and 24% as seasonal employees
- 68 percent of employees were between 20 to 40 years of age
- Almost half (47%) had completed intermediate level of education
- More than one third (37%) received Rs 10,000-20,000 as salary
- 12 percent of employees were working at the managerial level, 26% were working as technical persons and 62% were working as assistants

- About one in five (19%) employees were high skilled
- More than half (58%) of all employees were Janjati, 33% were Brahmin/Kshetri, 5% were Dalits and 3% were Terai/Madhesi ethnic groups
- In addition to a regular salary, employees were receiving additional facilities, including clothing, fuel, house rent, health care, Dashain facilities etc.
- About one-third (31%) worked secondary jobs

The tourism industries have also been facing many barriers while running their tourism business. The perceived problems reported by the respondents are categorized in six types;

1. Policy level barriers: Tourism sector development activities are not adequate to meet tourism vision & mission.
2. Program level barriers: Inadequate promotion activities, no proper regulatory mechanism and investment
3. Political level barriers: Political unrest and demand for donations, unnecessary intervention from trade unions and the presence of syndicates in transportation
4. Under-developed tourism infrastructure: Lack of roads, electricity, water, communication systems and airports
5. Low quality tourism: Lack of skilled tourism human resources and poor hospitality management
6. Unhealthy competition among tourism industries

4.2 Conclusion and recommendation

Tourism has continually been an important source of employment in Nepal and a significant contributor to the national economy. However, no systematic studies are available till date to document the contribution of tourism to the Nepalese labour market and national economy. The survey of tourism employment has been able to shed light on key features of tourism sector employment. Overall, a total of 138148 persons are estimated to be directly employed in tourism industries. During a one year period prior to the date of survey, a total of 797616 tourists visited Nepal. The figures suggested that one employment is generated from every 6 tourists visit in Nepal. There is a great variation across gender, education, ethnicity and geography in employment. The percentage of male employee in the tourism industry is very high (85%). Similarly, more than two-thirds (78%) of employees have secondary or higher

level of education. Janjati and Brahmin/Chhetris dominate the tourism labour market. Dalits and Terai/Madhesi ethnic groups are less likely to be employed in the tourism industry. Tourism industries perceived that they are facing some policy, programmatic, political, infrastructure, skilled human resource and unhealthy competition related barriers while running their business. Therefore, the following recommendations are made for tourism sector development.

- Develop and implement tourism sector development activities according to tourism vision and mission
- Ensure effective implementation of tourism promotion activities and rules and regulation for sustainable development of the tourism sector
- Increase the tourism sector budget and investment so as to develop tourism infrastructure, including roads, electricity, communication, water and environment conservation
- Develop appropriate training mechanisms to increase the skill of tourism employees and hospitality management
- Reduce unhealthy competition among tourism industries

The survey has been able to bring forth important issues related to tourism industry; however, the findings should be looked at with care because this survey has some limitations. The tourism industries were purposively selected from key tourist areas; therefore, the estimates may have an upward bias. All the industries included in the sample could not be visited and the visited industries were not able to provide all the required information. Many tourism industries were reluctant to share all information, particularly their earnings. Due to the lack of a proper database, the industries included in the analysis could not provide all the information (particularly income, expenditure and employment by gender, age, education, and ethnicity) as asked by the questionnaire.

There is, therefore, an urgent need to design a robust benchmark survey to document the characteristics of tourism industries and to also plan periodic surveys so as to examine the impact of tourism on the national economy and the labour market.

Annexure

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गोप्य अनुसन्धानको निमित्त मात्र प्रयोग हुने

पर्यटन उद्योग जनशक्ति अध्ययन २०१४ का लागि प्रश्नावली संस्कृति, पर्यटन तथा नागरिक उड्डयन मन्त्रालय

नमस्ते, पर्यटन उद्योग जनशक्ति अध्ययन २०१४ मा तपाईंको सहभागिताको लागि संस्कृति, पर्यटन तथा नागरिक उड्डयन मन्त्रालय हार्दिक अनूरोध गर्दछ । यस अध्ययनको उद्देश्य नेपालमा रहेका पर्यटन उद्योगहरूको जनशक्तिको अवस्था, पर्यटकको आगमनबाट सिर्जना भएको रोजगारी तथा आम्दानी र पर्यटन उद्योगहरूले भोगेका समस्या तथा समाधानका उपायहरूको वारेमा अद्यावधिक सुचना संकलन गर्नू रहेको छ । यस सम्बन्धि तपाईंले दिएका सुचना पर्यटन क्षेत्र विकाशको लागिज्यादै महत्वपुर्ण हूनेछन् । यस अध्ययन सम्बन्धमा तपाईंले दिएका सुचनाहरू तथ्यांक ऐन वमोजिम गोप्य रहने छन् र अध्ययन प्रयोगको लागि मात्र उपयोग गरिने छ । यस अध्यनमा सहभागि हुन सहमत हुनुभएकोमा पर्यटन मन्त्रालयको तर्फबाट धन्यवाद दिन चाहन्छु ।

फर्म नं. ☐☐☐

खण्ड १: परिचयात्मक विवरण

प्र.नं.	प्रश्नहरू	कोडिड. वर्गिकरण	कोड
१.०१	प्रतिष्ठानको नाम		
१.०२	रजिष्टकेशन नं.		
१.०३	संचालन वर्ष		
१.०४	जिल्ला		
१.०५	गा.वि.स./नगरपालिका		
१.०६	वडा नं.		
१.०७	गाउँ टोल		
१.०८	टेलिफोन नं.		
१.०९	फ्याक्स नं.		
१.१०	इमेल ठेगाना		

१.११	प्रतिष्ठानको वैधानिक स्थिति	व्यक्तिगत ..... साझेदारी ..... प्राइभेट लिमिटेड ..... पब्लिकलिमिटेड ..... सहकारी ..... अन्य (खूलाउने) _____	१ २ ३ ४ ५ ६
१.१२	प्रतिष्ठानको स्वामित्वप्रकार	नेपाल सरकार..... स्वदेशीनीजि..... विदेशीनीजि ..... नेपाल सरकार संग संयूक्त..... स्वदेशी र विदेशीनीजि ..... अन्य (खूलाउने) _____	१ २ ३ ४ ५ ६

Part 2: Detail on Employment

खण्ड २: रोजगारी सम्बन्धी विवरण

			No. of Workers (कामदार संख्या)											
			A. Self Employed (सोरोजगार)						B. Employees (रोजगार)					
S.N.	Particulars		1. Own Account Workers		1(i) Employers		1(ii) Helpers		1. Regular Salaries		2. Wage Earners		3. Casual Wage Labour	
सि.नं.	(विवरण)		उद्योगपति तथा सक्रिय साझेदार		तलवी		बेतलवी		वार्षिक तलवी		ज्यालादारी / करार		अस्थायी ज्यालादारी	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
2.01	Gender													
2.02		1. Below 20 yrs												
	Age Group	2. 20-39 yrs												
	(उमेर)	3. 40-59 yrs												
		5. 60 and above yrs												
2.03		1. No Education												
	Education Level	2. Primary												
	(शिक्षा)	3. Secondary												
		4. Intermediate												
		5. Graduate												
2.04	Nature of Employment	1. Regular												
	(रोजगार प्रकार)	2. Seasonal												
2.05		1. Below Rs. 10,000												
	Salary	2. Rs. (10,000 -20,000)												
	(तलव)	3. Above Rs. 20,000												

2.06		1. Cloth Allowance												
		2. Fuel												
		3. House Rent												
	Extra Facilities	4. Food Allowances												
	(सुविधा)	5. Tiffin Allowances												
		6. Health Facilities												
		7. Over Time												
		8. Dashain Allowance												
		9. Others (.....…….)												
2.07		1. Top Management												
		2. Management												
	Level of Employee	3. Technical												
	(रोजगार किसिम)	4. Assistant												
		5. Others												
2.08		1. Brahman/ Chhetri												
		2. Adibasi/janajati												
	Caste	3. Madesi												
	(जात-जाती)	4. Dalit												
		5. Others												
2.09	Tranning	1. Skilled												
	(सीप)	2. Unskilled												
2.10	No. of Jobs	1. Second as subsidiary												
	(रोजगार संख्या)	2. None												

खण्ड ३: आम्दानी, खर्च, रोजगारी, समस्या तथा समाधानका उपाय सम्बन्धी खूला प्रश्न

३.१. यस प्रतिष्ठानमा गत वर्ष आएका पर्यटकको संख्या:

स्वदेशी _____ विदेशी _____

३.२. यस प्रतिष्ठानको गत वर्ष विदेशी पर्यटकको आगमनवाट भएको वार्षिक आम्दानी रू. _____

३.३. यस प्रतिष्ठानको गत वर्ष स्वदेशी पर्यटकको आगमनवाट भएको वार्षिक आम्दानी रू. _____

३.४. यस प्रतिष्ठानको गत वर्षको सेवा सम्बन्धी वार्षिक खर्च रू. _____

३.५. यस प्रतिष्ठानमा गत वर्ष पर्यटकको आगमनवाट सिर्जित रोजगारी संख्या _____

३.६. यस प्रतिष्ठानको विगत ५ वर्षको अनुभवमा जनशक्ति र रोजगारीको अवस्था कस्तो छ ?

बढेको

नबढेको नघटेको

घटेको

३.७. यस प्रतिष्ठानले आफ्नो व्यवसाय संचालनको क्रममा भोग्नु परेका समस्याहरू के के छन् ?

३.८. नेपालमा पर्यटन क्षेत्र विकासको लागि तपाईंका सुझावहरू के के छन् ?

उत्तरदाताको नाम: _____

पद: _____

सही: _____

मिति: _____

प्रश्नकर्ताको नाम: _____ सही: _____ मिति: _____

सुपरिवेक्षकको नाम: _____ सही: _____ मिति: _____

Trend of Gross Foreign Exchange Earning from Tourism (1000 US$)
400000
350000
300000
250000
200000
150000
100000
50000
0
2057/58
2058/59
2059/60
2060/61
2061/62
2062/63
2063/65
2064/64
2065/66
2066/67
2067/68
2068/69
2069/70