Foreign employment trend, death

and socioeconomic issues of Nepalese migrant workers

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Abstract

Nepalese youths are migrating to work in Malaysia, the Gulf Cooperation Council (GCC), and India in huge numbers. This migration trend shows a large scale migrating as workers' year to year. Most youngster are more attractive for international employment migration from Nepal because youths adapt foreign employment is livelihood but unskilled jobs like; building sites, in factories and women mainly in domestic work. The key sources are secondary data are based on the department of Foreign employmen t(DOFE) and foreign employment promotion Board (FEPB). This dataset was manually manipulated from the origin data of DOFE/FEPB. We didn't include the data from Indian employment because India and Nepal is open boarder and no need to get official documents for work permit and visa for the work therefore there is not database information to analyse the deaths. We did not collect from the Embassies and counselor office of the host country because the finally the death data will record in the international airport and that is directly concerned to the of FEPB. FEPB will record The provide compassion to the family member. During 2008-2020 Fiscal year the total death were 8886 Male and Female 220. The migrant deaths 3200 were contracting by the agency. The majority kinship of death workers' was wife (6135). The four major death workers' destination countries were Malaysia -2919, Saudi Arabia- UAE- 1089, UAE- 2237 and Quatar-1623 during these 2008/09-2020/21 FY. Most Nepalese youth migrants are facing challenges in workplaces, most significant leading causes of death is cardiac arrest, road injury, in Qatar declared as natural causes. However, why migrant death is higher in foreign land and what impacts do

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they leave for their country and family? Certainly, the Impact of death affects in both ways; first is socioeconomic impacts: migrants' death in the family can immediately push dependent family members into poverty and seriously impact on their livelihood.

Key Words: Migrant Workers, Deaths, Causes, Impacts, Nepal.

1. Introduction

Foreign employment trend of Nepal has a long history in to Indian cities (Lahore, Achham, Sutlej, Kumaon and Garhwal of current India in 1804) and Barma (Myanmar) (Bashyal K, 2016). Gorkha Army (India) and British army (UK) recruitments system connected as main sources of employment tendency between India and Nepal since long centuries as an elite fighting force. Some 200,000 (casualties 20000) served in Gurkhas in the first world war and 250,280 (casualties 250,280) in second world war served (Valley P, 2009). As a consequence, between the 15-59 age groups, one-third of households have at least one member migrated abroad (CBS, 2008, 2010). It is assumed that the working age population of Nepal will reach 20 million by 2025 (GIZ, EU, BMZ, 2015). Not only Nepal, south Asian countries are also known as dynamic region because of millions of people migrating intra-regionally and extra-regionally. Among of them, in the world's top-20 countries of origin of international migrants in 2017, India positioned first position, Nepal (fourth), Bangladesh (fifth), Pakistan (seventh) and Afghanistan (eleventh). Altogether 38 million South Asian nationals living outside of them. A current world migration report (2020) published by International Organization for Migration (IOM) revealed around 272 million (female 48 percent and male 48 percent) and 74 percent were from the age of 20-64 years as international migrants in 2019, globally (IOM, 2020).

2. Previous Studies

Government of Nepal has approved for 110 countries for foreign employment. Therefore, monthly, 16,000 Nepalese travel to the Gulf States for temporary work, and thousands more go to other countries in the middle East. The trend, as of 2011 was over 700,000 Nepalese migrated to Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, and the United Arab Emirates, from fewer than 10,000 in 1991(Central Bureau of Statistics. 2014) as worker. According to Ministry of Labor and Employment (215/2016 - 2016/2017, 2018), about 3.5 million Nepali are working in

Malaysia, the Gulf Cooperation Council (GCC) and India during 2008-2017. This migration trend shows a large scale migrating as workers' year to year. Most youngster are more attractive for international employment migration from Nepal because youths adapt foreign employment is livelihood but unskilled jobs like; building sites, in factories and women mainly in domestic work (Regmi, P.R., Aryal, N., van Teijlingen, E. et al.2020) and every year, Nepali migrant workers used to send their family over US\$6 billion, it is the 26.3% of Nepal's gross domestic product (GDP) in comparison (World Bank, 2020). During Fiscal Year 2015-201/ 2016-2017, the 786564 work permit was approved by the Department of Foreign Employment Board Nepal (Labor Migration for Employment, 2015- 16/2016-17). In 2018, WHO showed that top five recipient smaller countries were Tonga, Kyrgyz Republic, Tajikistan, Haiti and Nepal, under the gross domestic product (GDP) for 2018 (World bank Group, 2019, P-4). These five South Asian countries are in the top 20 list of biggest beneficiaries of remittances, with Nepal taking the fourth spot in the region. India is the world's top recipient of remittances followed by China, Mexico, the Philippines and Egypt. The World Bank said that remittances to South Asia grew 12 percent to \$131 billion in 2018, outpacing the 6 percent growth in 2017. The report World Bank report shows that migrant workers and others sent home an estimated \$529 billion to low- and middle-income countries last year, up 9.6 percent from the year before, which had also been a record. Such money transfers should hit \$550 billion this year, making them the largest source of external finance, according to the bank. But due to pandemic of COVID-19 global remittances are projected to decline about 20 percent to \$445 billion, from \$554 billion in 2019. However, evidence proofs the remittance plays most important roles to the LMICs countries to develop the economic status of the nations and families (World Bank Group, 2020) and positively correlated with healthy lifestyle, education, reduce the poverty, and encouraging the development of household enterprises (Joevas Asare, Tewodros M Gebrewolde, et al., 2020).

Foreign employment in destination country is not only negative aspects for the destinations countries and hosting countries, it is fact, it has significant positive aspects for both countries to develop the economic growth (Nurhazani Mohd Shariff and Nur Syafiqah Abd Ghani, 2016), bringing new knowledge and skills to destination countries and making the companies more competitive, making market entry mode, open marketing strategies,

tackling business environmental barriers (Chung, 2004, 2002). Millions of migrant workers provide essential services in low-wage industries throughout the world, including domestic work, care giving, construction, agriculture, fisheries, manufacturing, and the service industry (ILO, 2014). In the 21st century, an educated and skilled workforce can develop sustainable growth distributing population. Therefore, mobility is an intrinsic attribute of all populations unless specific policies or other factors are in place that limit or control that mobility.

The foreign employment has helped to increase the economy of every household but the death in foreign land is higher which is under mysterious circumstances. "Remittances have been keeping the economy afloat for a long time now. The Foreign Employment Board (FEB) of Nepal reports around 1000 deaths of Nepali migrant workers in the GCC and Malaysia every year and of these around 1 in 10 deaths in males and 1 in 3 deaths in females are due to suicide (Ministry of Labour and Employment, 2015/2016 - 2016/2017. 2018). The reasons are varying. Global studies have shown evidences like; poor mental health by the stress of social cause (racial discrimination in Canada) (George U, Thomson M, Chaze F, Guruge S, 2015), in USA (stress, sadness and anxiety) (Paat Y, Green R. (2017), in GCC are at higher risk of depression, anxiety and suicidal ideation (Nadim W, AlOtaibi A, Al-Mohaimeed A et al., 2016), adjustment disorder, mood disorder, psychosis and suicide (Kronfol Z, Saleh M, Al-Ghafry M., 2014), Work-related circumstances: long working hours, no days off, delayed or non-payment of wages, physical and sexual abuse (Varia N, 2011). It is fact that workers from another country (migrant workers) do higher risk occupation nature work to their health than host country workers (Abas AL, Said ARM, Mohammed MAA, Sathiakumar N, 2011) which can be a leading cause to increase the death in the work place. A study showed Nepali migrant workers facing a serious health and safety problems, accidents and injuries (Joshi S, Simkhada P, Prescott GJ., 2011), in Malaysia and Middle east countries over 1000 Nepalese die annually (Aryal N, Regmi PR, Simkhada P, Bhatta YKD, Adhikary P, van Teijlingen E, Mann S. 2016), health and/or HIV (Simkhada sexual PP, Regmi PR, van Teijlingen E, Aryal N., 2017), not using personal protection equipment (PPE) (Adhikary, P., Keen, S. & van Teijlingen, E., 2019), local language barriers and pressure of boss to work at risk zone by forcibly (Dutta MJ, 2017), poor access and periodic health services (Mou J, Cheng J, Zhang D, Jiang H, Lin L, Griffiths SM), 2009),

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violence to the worker which is less focused on work-related risk factors with migrant workers.

The below theoretical framework [migrant's income, pull shock and push shocks (violence, armed conflict) = foreign employment migration] shows a clear glimpse of migration impact and factors.



Until now neither the scientific studies have reviewed the numbers and reasons for the deaths of Nepali migrants while working abroad nor have there been any attempt to take a critical look at minimization of fatalities, impacts among migrant workers (ILO Kathmandu, 2016). Thus, identifying this information gap, this study set out to provide a comprehensive and detailed analysis from the available data form FEPB of migrant workers who die during employment abroad; and second, to analyze how those fatalities could be reduced so that a more accurate picture could be presented for the policy makers, stakeholders and workers themselves. The incidence of Nepali migrant workers' deaths captured a significant national and international attention during their employment abroad which is a serious public health issue how the safety and well-being of migrant workers can be maintain and reduce the fatalities. Scholarly debates about migration and death in Nepal is essentials from the holistic perspectives: economic, important social dimensions of Nepali society, causes, factors and policy of the government. National migrant death results essential for the country to manage effectively and ensure that death causes, trends in foreign land.

However, why migrant death is higher in foreign land and what impacts do they leave for their country and family? Certainly, the Impact of death affects in both ways; first is socioeconomic impacts: migrants' death in the family can immediately push dependent 63 مجلة مالك بن نبى للبحوث والدراسات family members into poverty and seriously impact on their livelihood. This phenomenon is named "catastrophic household spending" in seminal literature and is quite widespread across LMICs countries like Nepal (Deborah M. Stone, Kristin M. 2017) Also, the working age is more important in terms of sustainable development and family protection. The second Impact of working age of death is psychological impact. And third, there is often a great psychological impact of husbands' death upon wives, wives' deaths to their children and young death as whole nations such as loneliness, depression, demotivation and high risk for violence.

3. Methodology

The key sources are secondary data are based on the department of Foreign employment(DOFE) and foreign employment promotion Board (FEPB) because the labour permits issued by DOFE/ FEPB. This dataset was manually manipulated from the origin data of DOFE/FEPB. We didn't include the data from Indian employment because India and Nepal is open boarder and no need to get official documents for work permit and visa for the work therefore there is not database information to analyse the deaths. It is collected certain time thus it match with at а may not further coming data labor (permits, death record and causes). We did not collect from the Embassies and counselor office of the host country because the finally the death data will record in the international airport and that is directly concerned to the record of FEPB. The FEPB will provide compassion to the family member.

5. Results

During 2008-2020 Fiscal year the total death were 8886 Male and Female 220, the below table no 1 table shows the Male are higher than female numbers. The reason is male are more responsible to earn and feed the family members.

5.1. Situation of year and sex wise adult deaths during foreign employment

Table 1 shows the death description during foreign employment by gender. The age of worker working during foreign development are all adults because government issues the

passport after 18 years and countries cannot accept the worker over the age of 50 years. In 2014/15 the rate of death 1006 is high, 2013/14-877 and 2019/2020 -822.

Year	Sex		
	Male	Female	Total Deaths
2008/09	74	3	77
2009/10	400	19	419
2010/11	558	8	566
2011/12	635	14	649
2012/13	711	11	722
2013/14	853	24	877
2014/15	1000	6	1006
2015/16	795	24	819
2016/17	738	18	756
2017/18	801	20	821
2018/19	590	19	609
2019/20	801	21	822
20/21	730	23	753
Total	\$\$\$6	220	8896

Table 1. Description of death during foreign employment by year and gender.

Source: FEPM. @ The data record of Fiscal Year 20/21 is counted by August

Table 2 shows the description of adult death by major cause and year. The leading causes of death is natural death (1772) cardiac arrest (1440), following by road injury (1130). In Qatar most of the youth workers are dying by the cause of natural case. In most cases dead bodies were declared by natural causes because most of the workers are appointed as hard work laborer. Also, they work on the un-favorable condition of the weather- mostly in high temperatures.

Table 2 Cause and year wise distribution adult death during foreign employmentfrom 2065-2075.

Causes of	Year													Total
Death	08/09	09/10	10/11	11/12	12/13	13/14	14/15	15/16	16/17	17/18	18/19	19/20	2W21	
Cardiac Arrest	21	112	99	136	115	188	268	134	64	72	73	72	86	1440
Others	13	49	61	162	258	193	54	26	80	48	41	48	44	1077
Under investigation	0	0	0	0	0	0	0	0	4	42	26	132	29	233
Suicide	9	24	64	66	81	93	113	99	90	132	89	67	111	1038
Workplace injury	4	42	66	41	27	79	113	69	61	67	54	19	62	704
Unknown	0	0	0	0	0	0	0	0	18	19	27	126	29	219
Natural death	22	117	121	102	106	136	247	229	252	126	104	74	136	1772
Sick	0	0	0	0	0	0	0	0	0	74	72	127	108	381
Road injury	6	66	64	101	103	109	121	94	122	127	101	1	115	1130
Murder	1	1	40	2	2	1	0	3	1	1	0	114	33	199
Heart failure	1	8	51	38	31	78	90	82	64	114	27	111	0	695
Covid-19													8	8
Total	77	419	566	648	723	\$77	1006	737	756	\$22	614	891	761	\$\$96

[@] The data record of Fiscal Year 20/21 is counted by August

Type of visa from 2008-09 to 2018/19

We found the below figure how was the process to go abroad as workers. The below figure shows personal type of visa was higher than government and EPS. Here EPS (Employment Permit System) is special for Korea employment visa and personal type of visa mean by the agents/agencies.

Table-3. Type of visa from 2008-09 to 2018/19

Types of visa	Male	Female	Total
EPS	13	0	13
Personal	2465+644	91	3200
Government	55+5	3	62
Organization	5500+22	99	5621
Total	8704	193	8896

[@] The data record of Fiscal Year 20/21 is counted by August

Type of kinship with the death persons

We found according to the type of kinship with the dead persons in the below table no 4. The higher was wife (6135), Father (1906), and mother (349). This highest number of young workers were male and migrated to earn money in foreign land leaving their spouse

at home. This situation so heart touching how their spouse can survive the remaining life without husband as widow.

Details	Male	Female	Total
Brother	31	3	34
Daughter	13	3	16
Grand Father	2	0	2
Grand Mother	0	1	1
Husband	49	84	133
Mother in Law	0	1	1
Sister in Law	1	0	1
Son	40	11	51
Uncle	3	0	3
self	2	0	2
Mother	316	33	349
Son and daughter	4	0	4
Son and daughter (childhood)	4	1	5
daughter(childhood)	4	2	б
Father	1835	71	1906
Father and Mother	213	5	218
Father and Daughter	1	0	1
wife	6101	34	6135
Wife and son	12	0	12
Wife and son	6	0	6
Wife, son, daughter	9	0	9
Husband and daughter	0	1	1
Total	8646	250	8896

Table 4. Type of kinship with the death persons

@ The data record of Fiscal Year 20/21 is counted by August

Major employment destination countries and deaths

The most destination of workers' country for employment are Malaysia and Gulf countries. Among of them the most death case has happened in Malaysia (2919), Qatar (16230), Saudi Arabia (2237), UAE (1089)

Table no. 5. Major employment destination countries and deaths

Country													Ye	ar													Total
county	08/09		09/10		10/1	1	11	/1	12		13/1	14 14/1			1		16/	16/17		1/	18/	1	19	20	20/3	21	=sum(
	M		M	F	M	F	2 M	F	13 M	F			5 M	F	1 M	6 F	M		18 M	-	9 M	F	M		M	F	
Lebanon		2	1	5	1	3	2	0	1	2	1	1	3	0	-	_	_	_	+	+	_	+	_				22
Oman	4	0	4	0	1	0	6	0	7	0	1	1	0	0	3	1	4	0	3	0	5	0	5		2		59
Qatar	2	1	11	4	12	0	1	0	1	0	3	0	1	0	1	1	1	0	1	0	1	0	8	7	9	5	1623
	1		1		8		3 0		5 1		0 5		8 1		2 6		4 0		2 2		0 9		6		5		
Bahrain	1	0	6	0	12	0	8	0	1 4	0	8	0	1 2	0	8	2	6	0	9	0	1 0	4					100
Malaysia	1 3	0	10 4	3	22 0	3	233	5	2 4 8	2	3 0 2	1	4 2 1	3	3 3 3	5	2 5 4	5	2 8 5	4	1 8 7	4	2 9 9	2	1 7 6	5	2919
UAE	1	0	48	4	38	1	4	2	4	1	6 1	6	5	2	4	6	3	7	8 5	9	6 3	8	1 7	3 4	2 7	1 6	1089
Saudi	2	0	11	3	14	0	1	0	2	0	2	0	2	0	2	0	2	\neg	2	0	1	1	7	1	2	1	2237
Arabia	2		8		1		8 1		0 5		1 8		7 5		2 4		5 1		0 4		6 5		0 8	9	1	9	
Libyan Arab Jamahiri ya	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					1
Sri Lanka	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0			T	1	2
Kubet	0	0	3	0	9	1	1 9	3	1 7	0	2	1 4	3 2	1	3	9	1 3	4	2	3	2	0	8 2	1 2	7	3	402
S. Korea	0	0	2	0	6	0	6	0	1 4	0	2	0	1	0	1 6		1	0	2	0	1 6	1	-	-	-	+	120
Israyal	0	0	1	0	0	0	2	2	0	0	0	0	0	0	0		0	0	0	0	0	0		\uparrow	+	+	5
Japan	0	0	0	0	0	0	2	0	2	0	2	0	1	0	T	0	6	0	2	0	3	0	1	2	1	2	24
Italy	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0		\top			1
Russia	0	0	0	0	0	0	0	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0			+	+	3
Afganisth	0	0	0	0	0	0	0	0	1	0	1	0	3	0	0	0	1	0	1	1	1	0	2	1	+	+	23
an Papua New	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0					1
Guinea Nepal										\vdash		\vdash			\vdash	1	0	0	3	0	0	1	2	0	3	0	45
Germany	0	0	0	0	0	0		0	0	0	0	1	0	0		0	0	0	8 1	0	0	0	_				2
Maldives	0	0	0	0	0	0			0	0	1	0			2		2	0	1	0	0	2					8
USA Mauritiu	0	0	0	0	0	0			0	0	1	0	_	_	0			0	0		0	0		+	+	+	1
s Poland	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	\vdash	+	+	-	2
Uganda	0	0	0	Ő	0	0			0	0	0	0			0		+	Ő	0			0					1
Canada	0	0	0	0	0	0			0	0	0	0			0	0		0	0		0	0					1
Sierra Leone															1	0											1
Tanzania	\square					\vdash			\vdash			\vdash	\vdash		1	0	\vdash	\vdash	\vdash	\vdash	\vdash	\vdash	\vdash	+	+	+	1
Egypt																	1	0	1	0							2
Nigeria																	1	0									1



@ The data record of Fiscal Year 20/21 is counted by August

5. Discussion

The analysis of 12-year data of foreign employment death, leading factors and impacts on families and nation shows significantly serious issues. The highest death prevalence is from Malaysia, Saudi Arabia and Qatar countries and the death majority causes are natural death, cardiac and road accidents deaths. The remaining are road injury, suicide natural disaster and crimes. The highest numbers of workers' death were happening in between 2014/15 year about 1006. That plays a direct impact of economy for both families and nations. The direct loss due to death for Nepal is 11 million USD equivalent to Nepalese rupee is 1 billion and 10 million. An estimated three times extra economic burden appears due to catastrophic health expenditure, social security contribution by government and opportunity cost [Feng XL, Theodoratou E, Liu L,2012] due to accidents and similar situation will happen in other causes of adult death.

These days, the per capita income of Nepalese people is \$1034. As a results, migration rate drastically increasing (World Bank, 2020). In April, 2020 it is projected by World Bank Group, due to the COVID-19 crisis the remittance in low- and middle-income countries will drop by 20 percent to \$445 billion, from \$554 billion in 2019. Thus, the economic crisis induced by COVID-19 could be long, deep, and pervasive in Nepal too.

The comparisons of the between Bangladesh and Nepal are similar malpractices in worker recruitment corridor (Mobarak, Sharif, Shrestha, 2020) between host countries and home countries agency. In our study we found that 2150 employees' death was happened

those were contracted by the agency. That mean these agencies were not concern about the possible health risks and prevention causes (duty hour, risky zone, rest, health insurances, worker residents, entertainments/fun facilities, social security) rather than business profit. Thus the requirements process must handle by the government system because our data evident showed (table no2) only 6 numbers of deaths in Korea was happened-it was requited through EPS. A study studied on employment pattern in south Asian country (Najeeb, F., Morales M., LopezAcevedo G, 2020) found that the female employment rates is low since 2001. The similarity as we found in our study. However, overall woman employment is slowly changing like; female with midlevel education rate higher than educated female, rural females are higher than urban female, agriculture workers females are higher than other occupations (Shrestha, Maheshwor, 2017). In Nepalese context, lower caste female workers are higher than higher category of caste females (ILO, Nepal, 2005). This reflection is associated with religion and social structures.

Similarly, such situation is in Bangladesh, about 1.43 million men from rural areas were allocated to migration opportunities (Mobarak, Sharif, Shrestha, 2020) as unskilled workers to the Malaysia. It shows how many male numbers are emigrating without families as worker. Working age (15-60) refers that the person is youth and able to work and can be realizing their aspirations, independency and search a place in their community. They can easily immigrate as employee for betterment of further life. ILO 101st conference, 2012 suggested to take urgent actions to tackle youth employment crisis, decent job creation, promote macroeconomic policies, engaging with governments in tripartite consultations, quality basic education, protecting the rights of young workers, entry and re-entry into the labour market, income support for young jobseekers, engaging in sectoral and enterprise consultations, demand-side interventions, public employment programmes and wage and training subsidies (ILO conference, 2012). In similar way, the UN Secretary-General highlighted working age people as one of the five generational imperatives (sustainable development, Prevention, Building а safer and more secure world by innovating and building on our core business, Supporting nations in transition, Working with and for women and young people) to be addressed human, financial and political resources (United Nations secretary Secretary-General, 2012). Gartner Human Resources(GHR) Company has suggested to the human resource leaders to focus on future

of work performances with employees, community and organization by applying following five strategies: develop an AI ethics strategy, rethink how employees develop skills, build an internal transparency strategy, overhaul the role of managers for a new era, use AI to create access to jobs for those who have been left out of the labor market.

Furthermore, need to identify the generational differences in the workplace (Tolbize A, 2008). It helps to minimize the death factors need to identify the diverse characteristic of work force coordination, Different generational Cohort and Job Satisfaction category under four generational gap. The first is the Traditional generation, also known as oldest, silent generation in the workplace, born before 1945 (Kersten, 2002), second, the Baby Boom generation- born between 1943 and 1965 (Callanan & Greenhaus, 2008), third the Generation X, born between 1968 and 1979, (Karp et al., 2002) and forth the Generation Y, born between 1980 and 1999 (Ahmad, H., & Ibrahim, B. 2015). The generational differences in work related characteristics and expectations from the different generations can be another important factors such as tolerate on work and fun, (Karp et al., 2002), result-oriented, value of health and wellness. personal growth and personal gratification (Zemke et al., 2000), self-worth, contribution and personal fulfillment" (p.270.Yang & Guy, 2006), diversity friendly, optimistic (Zemke et al., 2000), liberal (Niemic, 2002), and conflict avoidant (valueoptions. com), Ego with colleagues may significantly differences between these four work generations. Additionally, work ethics conflicts in the work place (Jenkins, 2007), Likewise, younger age between 27 to 40 versus 41 to 65 year both age do not feel much attention in the work production (Smola & Sutton, 2002). Next point, between part time and full time worker (Tang and Tzeng, 1992), loyalty towards employers (Karp, et al., 2002), preferred way to learn soft skills are grater contributors to reduce risk of casualties and death on workplace.

The magnitudes of foreign employment rate are not decreasing like other south Asian countries. The push -factors and pull-factors are more responsible, the data findings of this study may represent actual time trends of foreign employment flows which may not represent the same scenarios of death and causes of employee. However, this study results provides important information from Nepal which is essentials to give a great attention to manage the country's sound economy, malpractice in worker recruitment corridor and creation of job in the home country.

6. Conclusion

This study is based on secondary data base results. The 10 -years foreign employment data shows that death of worker in host countries are higher and which is most concern issue to the family and nations. It is great issue to the country of Nepal because the FEPB pay per persons as compensation. Despites these challenges, most significant leading causes of death is cardiac arrest (17.48%), following by road injury (13.82%) in Qatar declared as natural causes therefore, the government should change the policy before sending out to the workers as employee why the death is happening. Whether may be the un-favorable condition of the work structures or unmatched weather- mostly in high temperatures.

We conclude that to address the employees' revision of foreign employment policy, 2012 is most essentials. Furthermore, empowering owns their business to the returnees, management reverse migration, promotion of social remittance and identification alternative ways of income for survive. The Bilateral government should control without lacking of proper documented worker because they do not have other choices on work and only they have force to adapt the risky work. The policy should apply strictly physical health examination of migrants workers' periodically and free access of health insurance to all the workers in the destination countries and prior to migrating .Besides these workplace vulnerabilities issue should address and personal protecting equipment application awareness, appropriate language skills, motivation to return policy or investment in the origin country, fairly application of prime minister employment programme (PMEP), valid visas and contracts, determining the status of the workers in destination countries may reduce the trend of foreign employment.

The Foreign Employment Board is also in the process of launching a pilot reintegration program targeting returnee migrant workers and continuing the soft-loan program that provides NRs.10 lakhs to returning enterprising migrant workers. On paper, these are praiseworthy initiatives envisioned to gainfully employ Nepali youth, but its implementation remains the bigger concern as it requires effective coordination across all the tiers of government with periodic objective monitoring.

Limitation: We did not include the data form the India because the official record is not available. We only collected the FEPB database. It may be significant limited because the

agency does not provide compensation for undocumented deceased migrant workers. However, it is the most important and primary institution that does record of the number of foreign migration. Another limitation is that the FEPB database does not contain any information about migrant workers who die when working in India due to open boarders no need visa and work permit. Therefore, we have not included the data from India because the official record is not available. Being secondary source of data, we cannot review the data missing, overlapping, inconsistence and data counter effect. Also, we did not include the death records from consular offices and embassies form those destination countries because that data may be duplication data with the same person, and finally the death data will record in the international airport and that is directly concerned to the record of FEPB.

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