SAIM Journal of Social Science and Technology
Volume 01, Issue 01, 2024. pp. 161–176
Research Article
DOI: https://doi.org/10.70320/sacm.2024.v01i01.011

# Nudging the Mindset of Youth Out Migration from Kathmandu, Nepal

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***Article History***

Received: 12 April 2024

First Revised: 26 May 2024

Second Revised: 14 June 2024

Accepted: 24 June 2024

***Cite***

Munankami, M. Agarwal, R., Rajbhandari, S. Darnal, M., & Pote, S. (2024). Nudging the mindset of youth out migration from Kathmandu, Nepal. *SAIM Journal of Management and Social Science*, *1*(1), 161–176. https://doi.org/10.5281/zenodo.13593597

**Abstract**

**Purpose:** This study explores the phenomenon of youth outmigration in Kathmandu, Nepal, focusing on the factors influencing their decisions within a globalized context. It addresses the challenges faced by Kathmandu's youth and the driving forces behind their migration.

**Design/Methodology/Approach:** Utilizing a multiple regression model, the research examines variables such as employment opportunities, financial intentions, education, personal ambition, and government policies, with youth migration as the dependent variable. A comprehensive analysis employing a deductive approach and mixed-methods strategy was conducted, collecting data from a sample size of 77 respondents using convenience sampling techniques.

**Findings:** The analysis reveals significant correlations between outmigration and factors such as employment opportunities, financial reasons, and education. Hypothesis testing confirmed the significant impact of these factors while rejecting the influence of personal ambition and government policy.

**Originality/Value:** These findings offer valuable insights for policymakers and institutional leaders seeking to address youth migration in Kathmandu. They highlight the importance of informed decision-making in crafting effective interventions. This study contributes to the ongoing discourse on migration dynamics in urban centers and underscores the need for tailored strategies to retain talent and promote sustainable development. Despite limitations like sample size and potential data inaccuracies, the study provides valuable insights for policymakers to formulate targeted talent retention strategies, promoting sustainable growth in Kathmandu.

***Keywords:*** brain drain, Kathmandu, employment opportunities, financial Intentions, education, personal ambition, government policy

## Introduction

Skilled labor movement from developing to developed countries has had a substantial impact on both the sending and receiving countries, such as Nepal. Young people are out migrating due to various reasons, including the desire for better living conditions and access to higher education, while 47 percent of the population is unemployed (Bhanubhakta, 2014; Gardner, 2004). 175 million people spent more than a year living outside of their country of birth in 2000; this out-migration was encouraged by superior services and scholarships offered elsewhere (Dodani & LaPorte, 2005; Mishra, A.K., 2023).

One major driver behind this shift is the concept of 'Kamaune', or earning (KC, 2014). With remittances accounting for over 28% of Nepal's GDP, political and governmental instability in the country exacerbates the exodus of skilled workers, who mostly move to the Gulf, Europe, and America (MoF, 2016/17; Laurent Bossavie)

The capital city of Nepal, Kathmandu, has seen a notable increase in young migration due to a variety of factors. The city draws young people looking for a variety of employment opportunities because it is the center of Nepal's economy. Because they are leaving behind government-subsidized students and taxpayers, skilled people frequently migrate to more developed nations, causing a brain drain that affects

Long-term economic growth is hampered by the domestic shortage of trained human resources caused by this movement. Every year, between 300,000 and 350,000 new workers enter the Nepali labor market; only 30,000 to 40,000 of them find jobs locally, 100,000 of them leave for overseas, and the other workers stay unemployed (Bhanubhakta, 2014).

There is a shortage in these vital fields as a result of the notable exodus of graduates in veterinary medicine and agriculture (Mishra, A.K., 2023). Some emigrants come home to support the economy of their native nation, despite the brain drain. According to (MoF, 2016/17 and Pandey 2005), by 2017, Nepal had officially opened 108 nations to its labor force, with between 500,000 and 700,000 Nepalese laborers, the majority of whom were unskilled or semi-skilled, employed in the Arabian Gulf. The necessity of strategies to reverse skilled migration and encourage domestic growth is highlighted by Nepal's reliance on remittances local human resources and the state of the economy (Mishra, 2023).

A thorough examination of these factors will give decision-makers information with which to formulate focused policies. By empowering young people and ensuring a fair distribution of opportunities both inside and outside of Kathmandu, these initiatives should seek to advance sustainable development and exploit the potential of Nepal's youth for the country's socioeconomic development. Research on youth migration in Nepal reveals several significant gaps that hinder a comprehensive understanding of this complex phenomenon. While studies address broad motivations like economic opportunities and access to education, they lack in-depth analysis of young individuals' decision-making processes. There is also insufficient research on the impact of migration on sending communities, including local economies, social structures, and community dynamics. Gender dimensions and their influence on migration decisions and outcomes are largely overlooked. Additionally, the long-term effects of youth migration on individuals and their communities remain underexplored. Finally, there is a significant lack of accurate studies evaluating the effectiveness of policies and actions addressing youth migration in Nepal. Addressing these gaps is essential for advancing knowledge, informing evidence-based policies, and promoting sustainable development for migrant youths and their communities.

## Research Objective

To analyze the determinants that nudge the mindset of migration among youth of Kathmandu, Nepal.

### Significance

Studying youth migration from Nepal, especially in Kathmandu, is crucial for Nepal's development. Understanding why young people leave can help policymakers retain talent, promote sustainable growth, and address population decline. This benefits various stakeholders, including policymakers, employers, educational institutions, civil society, and the youth themselves, ensuring a brighter future for Kathmandu, Nepal.

### Scope of the Research

The scope of this study is to look at all the different reasons why young people leave Nepal, especially from Kathmandu. By considering things like job opportunities, money, personal goals, government rules, and education, the study gives a complete picture of why migration happens. This helps policymakers make specific plans to deal with these reasons and make sure Nepal's young people can stay and help the country grow.

#### *Limitation*

Although this research paper has its own strengths it also has some limitations. Firstly, it only considers young people and doesn't look at how migration affects other age groups. Secondly, the focus is solely on Kathmandu, missing the bigger picture of migration within Nepal. Thirdly, it doesn't differentiate between skilled and unskilled workers, which could be important for understanding job opportunities. Finally, limited data might make the analysis less accurate.

## Literature Review

The researcher has reviewed theoretical articles, methodological papers, empirical studies on key ideas within the young migration from Kathmandu, Nepal, and policy reviews of the migration in order to complete this research.

### Brain Drain

Human resource flight, also known as brain drain, is the term used to describe the migration of highly educated and skilled people from less developed to more developed countries. This phenomenon is frequently caused by political unrest, economic hardship, and the search for better job opportunities (Mishra, Ghimire & Aithal, 2023).

The term "brain drain" originated in the 1960s, describing the exodus of intellectuals, scientists, and engineers from the United Kingdom to the United States (Docquier & Rapoport, 2008 as cited in Docquier, F., Lowell, B. L., & Marfouk, A., 2009). The phenomenon is influenced by factors such as political stability and technological progress, alongside the pursuit of improved living standards and access to higher education (Mishra.A.K., 2023).

Brain drain rates are measured as the percentage of individuals aged 25 and over with a specific education level who were born in a country but now live abroad. For instance, 2.6% of Cambodians with primary education live abroad, compared to 5.9% with secondary education and 18.3% with tertiary education (Gibson & McKenzie, 2011). This skilled migration disproportionately affects low-income countries, particularly small, poor countries in the tropics, with brain drain rates increasing significantly in the 1990s. Some countries have lost over 80% of their highly skilled population, while about 20 other countries, primarily in sub-Saharan Africa and Asia, lose between one-third and one-half of their college graduates. Even

some high-income countries, such as Hong Kong and Ireland, experience significant brain drain (Docquier, Lowell, & Marfouk, 2009).

The migration of highly educated individuals is often motivated by the desire for improved living standards and better access to higher education abroad (Mishra.A.K., 2023). This reallocation of skilled labor has been detrimental to the economies of sending countries, reducing productivity and causing negative fiscal impacts (Groizard & Llull, 2007). Because of this, the educated population in low-income nations is significantly declining, impeding their progress and widening the economic divide globally. The necessity for strategies to lessen these consequences and advance sustainable development is highlighted by the rising rates of brain drain, which also underscores the difficulties developing countries confront in holding onto their skilled labor force.

### Effect of Brain Drain

Brain drain is the term used to describe the loss of talent and experience in the country of origin that causes a shortage of qualified workers in critical fields including technology, healthcare, and education. The three main reasons they left were pay, social injustice, and job opportunities, with the former being the most important at 66%. This exodus deprives the home country of individuals who could contribute to economic growth and development, halting innovation and extending the cycle of dependency and underdevelopment (Das, D. K., 2019).

Professionals with advanced degrees are essential to the world economy. However, because wealthier and more knowledgeable people are more likely to move and leave behind the less fortunate,

their migration worsens social inequality. In 2000, individuals with university or graduate education were six times more likely to migrate legally than those with less than a high school education (Das, D. K., 2019). This results in developing countries grappling with persistent issues such as poverty, technological stagnation, and limited opportunities.

The phenomenon is termed the "4P industry," indicating that people are proud in public but suffer pain in private (Mishra & Nepal, 2022).A dangerous cascade of events could be triggered by brain drain. For example, the movement of nurses in search of better work conditions poses serious issues to the healthcare sector and has a negative impact on public health.This is supported by studies showing the detrimental impact on the nursing profession and overall healthcare due to this migration (Pretorius, 2018; Dywili et al., 2013).

Solution to Prevent Brain Drain In order to stop brain drain, a multimodal approach that addresses both the push and pull factors that drive individuals to leave their home nation is required. First, by offering employment opportunities and making educational investments, brilliant individuals may be persuaded to stay in their own countries. Raising educational standards, expanding higher education

access, and promoting employment in critical industries like technology, healthcare, and education are all necessary to achieve this. Laws aimed at encouraging innovation, entrepreneurship, and job creation can also be passed by governments as a means of attracting foreign migration and retaining skilled workers. Furthermore, if the country offers competitive income, benefits, and prospects for employment opportunities, staying put could be more attractive than searching for opportunities abroad.

## Brain Drain in Nepal

Nepal is dealing with a big problem. Better prospects abroad are luring its trained workforce away from the country. The economy of the nation is primarily based on agriculture, which means that high-paying jobs in industries like technology and medical are scarce. The ongoing political unrest that casts doubt on the future impedes progress even more. Development is further hindered by Nepal's weak road and education systems. Worse, Nepali wages are much lower than those in other nations for highly skilled professionals. The brain drain—a term used to describe this talent flight—has detrimental long-term effects for Nepal's prospects. The country loses the very citizens who are essential to its development, and although the remittances from these workers give a short-term financial boost, they eventually impede economic progress in general. A growing trend in the migration of agriculture and veterinary graduates has resulted in a shortage of skilled professionals in these

sectors(Mishra,A.K.,2023 a&b).Push factors like Nepal's underdeveloped higher education system (42.7%), socioeconomic conditions (29.8%), and the desire to go abroad (25%) were the key drivers of brain drain. Conversely, factors pulling skilled professionals abroad included higher income and improved living standards (29.7%), better job prospects and working environments (25.6%), family future security (17.4%), personal freedom (9.9%), and political stability in foreign countries (10.7%)(Mishra,A.K.,2023).

Simultaneously, the 'push' factors, including dissatisfaction with their current salary, further contributed to their intent to migrate. (Mishra, A.K.,2023)

## Education in Nepal

The education system in Nepal, structured into three levels—primary, secondary, and higher—contributes to youth migration due to its limitations and disparities. Primary education spans grades 1-5, starting at age 6 and is free, focusing on basic literacy, numeracy, and life skills, though its external efficiency remains poor (Skar & Cederroth, 1997; Khaniya & Kiernan, 1994; Andersson & Lindkvist, 2000). Secondary education includes lower secondary (grades 6-8, ages 11-13), secondary (grades 9-10, ages 14-15),

and higher secondary (grades 11-12, ages 16-17), progressively specializing to prepare students for higher studies or vocational training (Skar & Cederroth, 1997).

Higher education, mainly centered around Tribhuvan University established in 1959, has expanded significantly, with 150,000 students across various campuses and affiliated institutions by 1997, offering degrees up to the Ph.D. level (Skar & Cederroth, 1997; Andersson & Lindkvist, 2000). Rural-urban differences in resources, infrastructure, and the quality of education continue despite these developments, which forces young people from disadvantaged areas to look elsewhere for better prospects. Ambitious students in Nepal are driven outside by the dearth of advanced training and research facilities in their home countries, particularly in disciplines where specialization and higher education options are restricted. Youth migration is also driven by the perception of a less regimented curriculum and the demand for degrees that are recognized throughout the world. Therefore, although Nepal's educational system has a big impact on young people's goals, many of them are motivated to pursue personal and professional development outside of their country due to the system's inherent difficulties and constraints.

### *Industry in Nepal*

Youth migration, particularly from rural areas, is a significant issue in Nepal, driven by inadequate employment opportunities. Mallethee (2014) highlights the limited job prospects in rural Nepal, prompting young people to seek better opportunities in urban areas or abroad. Seddon (2005) notes the mismatch between educational skills and labor market demands, resulting in youth unemployment and migration. The dominance of informal sectors, especially in construction, creates challenges for youth seeking stable, well-paying jobs, as these sectors often provide low wages, limited career progression, and poor working conditions (Daly, 2020). Nepal's industrial

sector faces underinvestment in technology and infrastructure, making industries less productive and globally competitive, which hinders job creation for skilled workers (Seddon, 2005).

The significant disparity in development between urban and rural areas further incentivizes youth migration. Limited access to education, healthcare, and economic opportunities in rural regions drives young people toward urban centers or foreign countries (Mallethee, 2014). Daly's (2020) research on the brick kiln industry illustrates the hazardous and exploitative nature of some informal sectors, pushing youth to seek safer and more rewarding work elsewhere.

### Current Situation in Nepal

As of 2023, youth migration in Nepal remains a significant issue driven by limited employment opportunities, inadequate access to quality education, political instability, and socio-economic challenges. Many young Nepalese, especially from rural and underprivileged backgrounds, migrate domestically or internationally seeking better prospects. The increasing number of youths leaving the country, both legally and illegally, is highlighted by the record 750,000 youths who left for foreign employment during the fiscal year 2022-23, with over 2,000 departing daily through legal channels (Massive Outflow of Youth from Nepal, n.d.; Hari Bansh Jha, 2023).

The International Labour Organisation (ILO) estimates the unemployment rate among Nepalese youth aged 15 to 29 at 19.2 percent (Employment Promotion in Nepal (ILO in Nepal), n.d.). This high

unemployment rate drives the youth to seek jobs abroad, regardless of their ideological background (Hari Bansh Jha, 2023). Nepal, which ranks 11th internationally, is a major beneficiary of remittances despite the difficulties associated with young migration. But this reliance on remittances highlights the need for greater job possibilities within the country.

## Theoretical Review

There are several theories about migration, each with its own concepts and assumptions. Together, these models—which were created apart from particular observations help us understand

the dynamics of migration. These theories can be combined and integrated to provide a more comprehensive understanding of youth migration. Two theories have received significant attention in this study: Human Capital Theory and the Push and Pull Factor Theory.

### Push and Pull Factor Theory:

According to the push and pull factor theory of migration, people are drawn to destinations by positive "pull" factors like better job prospects, educational opportunities, or a higher quality of life, while negative "push" factors like economic hardship, political unrest, or environmental issues force them to leave their place of origin. Pull forces draw people to particular places, whilst push factors force them to look for opportunities elsewhere. The push factors influencing migration can be categorized into economic, social, and political factors. (Mariusz Urba ´nski ,2022).According to Lee, the decision to

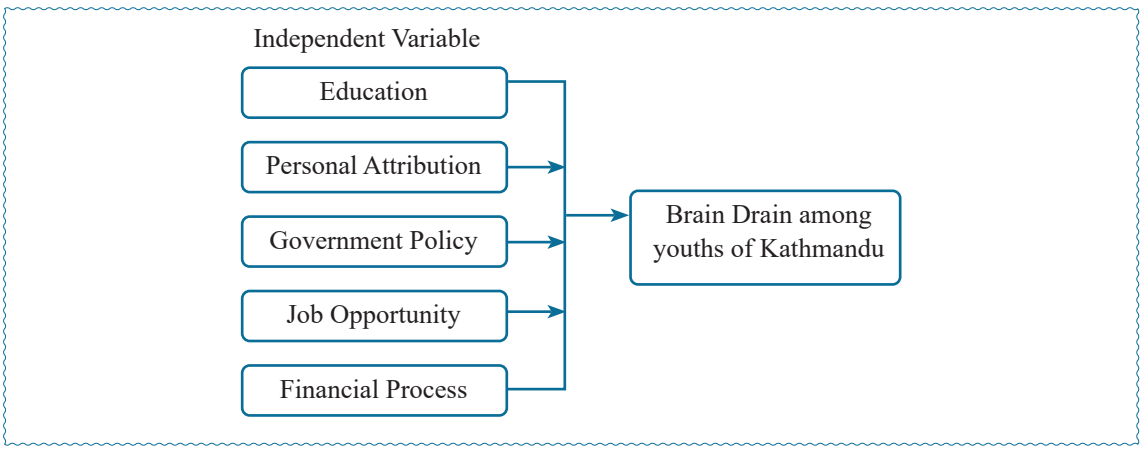
migrate can be categorized into factors associated with areas of origin, factors associated with the destination area, intervening obstacles, and personal factors (Bean and Brown 2014).

### Human Capital Theory:

The Human Capital Theory of Migration examines why people relocate in search of better chances, motivated by the thought that their knowledge and abilities may be more in demand elsewhere. It's similar to investing in oneself, when individuals compare the difficulties of moving to

**Figure 1**

*Theoretical Framework*




As shown in the above figure, the conceptual diagram shows factors influencing brain drain among professionals in Nepal. Brain drain is the dependent variable influenced by these independent variables: Employment opportunity, Education, Financial reason, and Personal ambition.

Improved employment prospects and compensation in order to get the most return on their abilities. People view migration as a personal journey toward a better future in which they not only transform their own lives but also contribute to the growth of communities by contributing their talents. Every migration tale, though, is distinct and reflects a range of aspirations and difficulties that go beyond simple economics. However, this model does not explicitly incorporate how earnings itself can be influenced across individuals even with similar levels of educational endowment. (Ram Prasad Mainali, 2014).

## Methodology

### *Hypothesis*

H0: Youth migration of Kathmandu, Nepal doesn't depend upon Employment opportunity, Financial Reason, Education, Personal Ambition, and Government Policy

H1 (Employment Opportunities): Youth migration of Kathmandu, Nepal depends upon Employment Opportunities.

H2 (Financial Reason): Youth migration of Kathmandu, Nepal depends upon Financial Reasons.

H3 (Education): Youth migration of Kathmandu, Nepal depends upon Education. H4(Personal Ambition):Youth migration of Kathmandu, Nepal depends upon Personal Ambition.

H5 (Government Policy): Youth migration of Kathmandu, Nepal depends upon Government Rules.

## Proposed Research

1. **Sample size:** Minimum 80 respondents
2. **Respondents:**Outbound passengers, International students, International travelers
3. **Data Collection:** Data for this research will be collected from the primary source through a structured questionnaire and key informant interviews. Questionnaires will be allotted through physical surveys and google forms.
4. **Statistical Tool:** Correlation & Regression analysis will be done to analyze the data.
5. **Sampling Method:** Purposive Sampling

Quantitative research measures socio-economic factors' impact on youth migration in Nepal. Data is collected using online questionnaires and physical surveys to analyze migration motives.

Regression analysis examines the relationship between independent and dependent variables. Correlation analysis identifies the relationship between two quantitative variables.

Sampling techniques select small youth samples from a large population, ensuring representation and reliable conclusions from the data.

## Policy Review

Foreign Employment Act (1985): Regulates Nepali citizens' foreign employment, requiring work permits and specific procedures for recruitment agencies. Foreign Employment Policy (2012): Prioritizes "safe and dignified migration" with pre-departure training, minimum wage requirements, and grievance redressal mechanisms.

Over the past 12 years, Nepal spent 1.4 trillion rupees on education, yet many students still opt for overseas work. From 2065/066 B.S. to 2077/078 B.S., over 400,000 students were approved to work abroad, with a notable rise in approvals for Saudi Arabia, Qatar, and the UAE in 2021. In the last 10 months of FY 2022–2023, over 600,000 Nepalis migrated for work, highlighting the significance of remittances, which accounted for 20.76% of FY 2021/22 GDP.

To enhance Kathmandu's job market, the government should invest more in education, infrastructure, and healthcare. By nurturing new businesses, promoting creativity, and aiding small enterprises, Nepal can reduce reliance on remittances. Strategic investments in rural areas, including farming, technology, and infrastructure, would incentivize youth to stay. Moreover, prioritizing skill development and job training will empower young Nepalis to find rewarding employment opportunities, both locally and internationally.

## Research Design

Combination of explanatory and descriptive research designs in our study to analyze youth migration in Kathmandu, Nepal. While explanatory research seeks to explain why things happen the way they do, descriptive research helps describe the traits and patterns of a phenomenon in order to provide a clear picture of what's happening.

## Type of Research

Used a primary survey approach for our study on youth migration in Kathmandu, gathering personal data via email-distributed, personally administered surveys. With an emphasis on variables including educational possibilities, employment prospects, and personal situations that influence migration decisions, these questionnaires sought to collect comprehensive information on migrating experiences. In addition to the results of our poll, also asked professionals in related sectors for their expert thoughts. Their observations gave

our research a qualitative context and meaning. Conducted a thorough research of youth migration in Kathmandu by integrating primary survey data with expert comments. The survey provided

**Philosophy - Pragmatism**

A pragmatism study on youth migration in Kathmandu would focus on understanding the practical effects of migration on young people's lives.It would look at their reasons quantitative insights into movement patterns and trends, while expert viewpoints deepened our understanding of the problem.

**Nature of Research**

***Analytical Research***

The research described is analytical, aiming to understand the underlying causes, patterns, and implications of youth migration in Kathmandu to inform policies and interventions.

***Applied Research***

It is applied research, focusing on addressing migration issues in Nepal and finding solutions to overcome migration problems by examining core motivations for youth migration.

***Quantitative and Qualitative***

The research employs a mixed-method approach, incorporating both qualitative and quantitative methodologies to explore theories and analyze data related to youth migration in Kathmandu.

***Empirical Research***

It is empirical research, involving the collection and analysis of data from surveys, interviews, case studies, and quantitative methods to understand the reasons behind youth migration and inform policymaking.

**Research Onion**

For leaving, the difficulties they face in their new surroundings, and how they adjust to these changes. Developing understanding of the true effects of migration and using this understanding to assist young migrants andtheir communities is the aim. The pragmatic ideology places a high priority on solving present issues, therefore researching youth migration is especially pertinent given that it is a major problem that Kathmandu, Nepal, is now dealing with.

**Approach- Deductive**

When doing a deductive analysis of the movement patterns of young people in Kathmandu, researchers start with a theory or hypothesis, such as the Human Capital Theory or the Push and Pull Theory.This hypothesis is derived from existing knowledge about socio-economic conditions,educational opportunities, or employment prospects within Kathmandu and surrounding regions. For instance, it might forecast that young people leaving Kathmandu are mostly motivated to go elsewhere in search of better opportunities for education and jobs. After that, researchers gather particular information—such as through surveys or interviews—to test this theory by learning about the reasons behind and final destinations of young people who migrate. By carefully examining this data, scientists hope to validate or disprove their original theory.

**Strategies- Survey**

In Kathmandu, Nepal, surveys are an invaluable resource for studying youth migration. They interview young people directly about their migrating experiences, reasons for moving, and final destinations. Surveys assist in identifying common trends and patterns among youths by asking a series of questions intended to provide important insights into migration decisions. Researchers can quantitatively evaluate quantitative data by gathering responses from a representative sample. This allows them to identify correlations and patterns that help them draw conclusions about the causes influencing adolescent migration in Kathmandu. Reference for questionnaire were taken from Jha et al, 2024; Mishra etal,2023; Mishra and Jha,2023; Mishra and Aithal, 2023.

**Choice- Mixed Methods**

To better understand youth migration in Kathmandu, Nepal, a mixed-method approach involving the collection of both quantitative and

qualitative data is used. While qualitative methods offer theories, case studies, and explanations for migration decisions, quantitative methods use survey data to provide statistical insights into migration trends. Combining the two approaches provides a thorough grasp of the phenomenon, enhancing analysis and guiding the development of appropriate policy.

***Time Horizon- Cross Sectional***

In a cross-sectional study, it does not monitor trends over time; rather, it examines youth migration in Kathmandu at a particular point in time. Collect data at that one moment in time from a range of young people in order to understand why they are moving and where they are heading. This helps us identify any trends or patterns by providing a picture of the current state of youth migration. Afterwards, it may makebetter policies and support networks for young migrants by using this information.

Description of population and sample size Convenience sampling techniques were used in the survey to choose a sample size of 77 respondents from the group of people who had moved abroad for higher education and the group of people who were looking for consulting services to do so. Convenience sampling made it possible to include people who were easily available, which improved the process's efficiency in gathering data. This methodology allowed for the collection of insights from a wide range of respondents, which diversified the research findings.

**Data Source**

One primary data source was used to collect the data for the purpose of the study. Structured questionnaires were used to collect primary data that was collected directly from participants. To get extremely accurate findings, these surveys were made to be simple to use and comprehend. To ensure that the data was gathered in a comfortable environment, participants were given the questionnaire to complete at their convenience.

**Instrumentation**

Participants individually filled out a questionnaire, which served as the major data gathering instrument. The study variables were the subject of a range of closed-ended questions in the questionnaire. The responses of the participants were indicated using a Likert scale “Strongly Disagree to Strongly Agree” was the range of the scale. Demographic data from the participants was also collected through the questionnaire in order to contextualize the answers. A conceptual framework created from secondary data guided the questionnaire's design.

Data Collection Procedures Created structured questionnaires specifically for our study in order to collect the required data. The participants received these questionnaires via mailand social media channels. Used purposive sampling and our personal networks to obtain the data, which made it easy and quick for us to get answers from people who were easily available. After gathering the responses, used a variety of mathematical techniques to analyze the data in order to guarantee accuracy and consistency. To make the results understandable, the examined data were then arranged and displayed in tables and charts. Able to derive important findings from this analysis, which are covered in this paper's results section.

**Analysis Plan**

SPSS was used to examine the gathered data. In order to give an overview of the data, descriptive statistics like mean and standard deviation were employed in the first analysis. In order to investigate correlations between variables and create predictive models, performed regression and correlation studies. In order to forecast brain drain among Kathmandu's youth, the regression model includes factors like employment opportunities, financial reasons, government policy, education, and personal ambition. Able to comprehend the Results and Discussion

Descriptive statistics for all the independent variables was assessed through the data collected from 77 respondents. The analysis of descriptive statistics for each variable is presented below.

**Table 1**

*Descriptive Statistics of Personal Ambition on Analysis of Migration among youths of Kathmandu, Nepal*

| Code | Statement N | | Mean SD | |
|---|---|---|---|---|
| F1 | To perceive higher earnings | 77 | 4.221 | 1.0957 |
| F2 | For better standard of living | 77 | 4.143 | 1.0726 |
| F3 | To ensure family financial stability | 77 | 4.234 | 1.1109 |

**Table 2**

*Descriptive Statistics of Financial Reason on Analysis of Migration among youths of Kathmandu, Nepal*

| Code | Statement | N | Mean | |
|---|---|---|---|---|
| P1 | Permanent migration | 77 | 3.091 | 1.0957 |
| P2 | For personal freedom and explore world | 77 | 3.740 | 1.0726 |
| P3 | To gain more exposure for career development | 77 | 3.987 | 1.1109 |

Table 2 outlines the descriptive statistics for financial reasons influencing the brain drain among youths of Kathmandu. The mean values range from 4.12 to 4.22, reflecting a tendency towards agreement. The highest

Table 1 provides the descriptive statistics regarding personal ambition and its role in the brain drain among youth of kathmandu. The mean values range from 3.091 to 3.987, indicating a general agreement among respondents. The highest mean (P3) suggests that most respondents migrate to gain more exposure for career development, while the lowest mean (P1) indicates that fewer respondents are motivated by the prospect of permanent migration. Standard deviations mean (F3) indicates that most respondents believe brain drain occurs for a better standard of living, whereas the lowest mean (F2) shows less agreement that migrants are driven by the need for family financial stability. The standard deviations reveal varying degrees of consensus, with F3 having the highest deviation. The overall mean for financial reasons is 4.19, suggesting a general agreement.

**Table 3**

*Descriptive Statistics of Employment Opportunities on Analysis of Migration among youths of Kathmandu, Nepal*

| Code | Statement | N | Mean |
|---|---|---|---|
| E1 | Due to unemployment in Nepal | 77 | 3.66 2 |
| E2 | Expectation of highly recognized job | 77 | 3.61 0 |
| E3 | Expectation of highly recognized job | 77 | 3.49 4 |
| E4 | Limited challenging job opportunities in Nepal | 77 | 3.66 2 |
| E4 | To explore a diversified work culture | 77 | 3.70 1 |
| E5 | To work on big tech giants | 77 | 3.701 |

**Table 4**

*Descriptive Statistics of Education on Analysis of Migration among youths of Kathmandu, Nepal*

| | Code Statement | N Mean SD |
|---|---|---|
| Ed1 | To pursue more practical and advanced University degree | 3.66 2 |
| Ed2 | Nepal has limited field of studies | 77 3.818 1.1667 |
| Ed3 | No suitable jobs in Nepal to recognize my egree | 77 3.714 1.1339 |

Table 4 details the descriptive statistics concerning education and its impact on brain drain among youths of Kathmandu. The mean values range from 3.718 to 3.987, indicating a general agreement. The highest mean (Ed1) suggests that most youths Opportunitie s 3.62 58 1.30 364 migrate to pursue more practical and advanced university degrees, while the lowest mean (Ed2) indicates that limited

Table 3 presents the descriptive statistics on employment prospects affecting migration among youths in Kathmandu. The mean values range from 3.494 to 3.701, showing a tendency towards agreement. The highest mean (E5) suggests that most respondents migrate in hopes of working for major tech companies, while the lowest mean (E3) indicates that limited challenging job opportunities in Nepal contribute to migration. The standard deviations show varying levels of agreement, with E1 exhibiting the highest deviation. fields of study in Nepal are not a primary reason for brain drain. The standard deviations reveal varying levels of agreement, with Ed2 showing the highest deviation.

**Table 5**

*Descriptive Statistics of Government Policy on Analysis of Migration among youths of Kathmandu, Nepal*

| Code | Statement | N | Mea n | SD |
|---|---|---|---|---|
| G1 | Corruption within the government officials | 77 | 4.104 | 1.1072 |
| G2 | Low minimum wage of the country | 77 | | 4.104 1.083 |
| G3 | High inflation in the country | 77 | 3.896 | |

Here, correlation between independent variables and dependent variables was analyzed using the data collected from 77 samples and significance level of 0.01. The correlation coefficient was considered if the p-value was less than alpha 0.01.

Table 5 shows the descriptive statistics related to government policy and its effect on the brain drain among youths of Kathmandu. The mean values range from 3.727 to 4.104, reflecting a tendency towards agreement. The highest means (G1 and G2) indicate that most respondents feel brain drain is due to government corruption and low minimum wages, while the lowest mean (G4) shows less agreement that high taxes are a significant factor. Standard deviations highlight varying degrees of agreement, with G4 having the highest deviation. The overall mean for government policy is 3.9578, indicating a general agreement.

**Table 6**

*Descriptive Statistics of Government Policy on Analysis of Migration among youths of Kathmandu, Nepal*

| Variables sse | Pearson Correlation |
|---|---|
| Employment Opportunities | 0.569 |
| Financial Reason | 0.568 |
| Education | 0.546 |
| Personal | 0.603 |

***Correlation between Education and Brain Drain***

Table 6 indicates a correlation coefficient of 0.547 between Education and Brain Drain, suggesting a strong positive relationship. The p-value (0.000) is below the alpha level (0.01), highlighting a statistically significant connection between Education and Brain Drain ($r = 0.547$, $P = 0.000 < 0.01$). Correlation between Personal Ambition and Brain Drain

Table 6 indicates a correlation coefficient of 0.603 between Personal Ambition and Brain Drain, suggesting a strong positive relationship.

The p-value (0.000) is below the alpha level (0.01), highlighting a statistically significant connection between Personal Ambition and Brain Drain (r = 0.603, P = 0.000 < 0.01).

***Correlation between Government Policy and Brain Drain***

Table 6 indicates a correlation coefficient of 0.67 between Government Policy and Brain Drain, suggesting a strong positive relationship. The p-value (0.000) is below the alpha level (0.01), highlighting a statistically significant connection between Government Policy and Brain Drain (r = 0.67, P = 0.000 < 0.01).

***Regression Analysis of Brain Drain Among youths of Kathmandu***

In this section, a multiple regression model was utilized to examine the relationship between various factors affecting brain drain among the youth of Kathmandu. Linear regression was chosen for this analysis.

Multiple Regression Model:

Y=b0+b1x1+b2x2+b3x3+b4x4+E Where,

Y= migration intention( Regression Analysis)

X1= Employment opportunity

X2= Financial intention

X3= Education

X4= Personal Ambition

X5= Government Policy

b0= Constant

E= Error

**Table 7**

*Descriptive Statistics of Government Policy on Analysis of Migration among youths of Kathmandu, Nepal*

| R | R2 | Adjusted R2 | Std. Error of the Estimate |
|---|---|---|---|
| 0.745 | 0.555 | 0.524 | 0.56309 |

Table 7 presents the model summary, showing a strong positive correlation (R = 0.745) between the dependent variable (Brain Drain) and all the independent variables (Employment Opportunities, Financial Reasons, Education, Personal Ambition, and Government Policy). The coefficient of determination Adjusted($R^2$) is 0.524, indicating that 52.4% of the variation in Brain Drain among youth of Kathmandu is explained by these independent variables. The adjusted $R^2$, which accounts for the degrees of freedom, is 0.524, and the standard error of the estimate is 0.56309.

**Table 8**

*Descriptive Statistics of Government Policy on Analysis of Migration among youths of Kathmandu, Nepal*

| Model | Sum of Square s | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|
| Regress ion | 28.1 | 5 | 5.62 | 17.725 | 0 |
| Residua l | 22.512 | 71 | 0.317 | | |
| Total | 50.612 | 76 | | | |
| Total | 50.612 | 76 | | | |

Table 8 shows that the model is statistically significant (p-value = 0.000 < 0.05). The high F-value (17.725) suggests that the independent variables (Employment Opportunities, Financial Reasons, Education, Personal Ambition, and Government Policy) significantly explain the variation in the dependent variable (Brain Drain). The regression model explains a substantial portion of the variability in Brain Drain, as indicated by the sum of squares values and the high mean square for the regression.

**Table 9**

*Coefficients of Regression Model*

| Model | Unstandardized Coefficients | Standardized Coefficients (Beta) | t |
|---|---|---|---|
| Constant | 0.87 | | 2.69 |
| Employment opportunities | 0.104 | 0.135 | 1.173 |
| Financial Reason | 0.101 | 0.126 | 1.0 64 |
| Education | -0.01 | -0.012 | -0.0 95 |
| Personal Ambition | 0.244 | 0.267 | 2.555 |
| Government Policy | 0.316 | 0.376 | 3.29 |

Table 9 displays the coefficients of the regression model, providing insights into the contribution of each independent variable to the dependent variable (Brain drain). The regression equation is formed as follows:

Brain Drain (est.)=0.87+ 0.104 Employment Opportunities + 0.101 Financial Reason - 0.01 Education + 0.244 Personal Ambition + 0.316 Government Policy. The results indicates that all five independent variables have a different impact on Brain Drain:

Employment Opportunities, Financial reason, Personal Ambition and Government Policy has a positive impact on youth migration whereas Education has a negative impact on youth migration.

## Hypothesis Testing

The study tested five hypotheses based on the significance values of the independent variables:

**Table 10**

*Significance Value of Independent Variable*

| Independent Variables | B | Sig |
|---|---|---|
| Employment Opportunities | 0.104 | 0.245 |
| Financial Reason | 0.101 | 0.291 |
| Education | -0.01 | 0.925 |
| Personal Ambition | 0.244 | 0.013 |
| Government Policy | 0.316 | 0.002 |

**Table 11**

*Summary of Hypothesis Test*

| Hypothesis | Conclusion |
|---|---|
| Employment Opportunities- Brain Drain Failed to Reject | |
| Financial Reason-Brain Drain | Failed to Reject |
| Education -Brain Drain | Failed to Reject |
| Personal Ambition- Brain Drain | Rejected |
| Government Policy-Brain Drain | Rejected |

Correlation analysis has shown a positive relationship between three independent variables and brain drain with significance levels below 0.05. Regression analysis provided a

comprehensive model summary, ANOVA results indicating model significance, and coefficients highlighting the contributions of each variable.The analysis summarizes that three hypotheses have failed to be rejected indicating that Employment Opportunities, Financial Reasons, and Education have a significant impact on Brain Drain among youths in Kathmandu. Two hypotheses have been rejected indicating that Personal Ambition and Government policy do not have significant impact on Brain Brain among

## Conclusion

The study provides important insights into why people in this group i.e. youth leave their home country (Nepal). It examined five independent variables: Education, Personal Ambition, Government Policy, Employment Opportunities and Financial Reason with Youth migration of Kathmandu, Nepal as the dependent variable. Utilizing a multiple regression model for the statistical analysis, the study revealed significant and positive correlations between each independent variable and youth migration, as evidenced by their Pearson correlation coefficients.

Five hypotheses were formulated and tested based on the identified variables. The findings indicated that three hypotheses (H1 to H3) were failed to reject. The statistical significance of the coefficients (B) and the p-values (above 0.005) emphasized the considerable impact of Employment Opportunities, Financial Reason and Education on Youth migration of Kathmandu, Nepal.

The findings also indicate that two hypotheses (H4 and H5) were rejected. The statistical significance of the coefficients (B) and the p-values (all below 0.005) does not emphasize the considerable impact of youths in Kathmandu. Correlation analysis has also demonstrated strong positive relationships between all independent variables and brain drain intention, with all significance levels below 0.05. Regression analysis provided a comprehensive model summary, ANOVA results indicating model significance, and coefficients highlighting the contributions of each variable.

**Personal Ambition and Government Policy on Youth migration of Kathmandu, Nepal.**

H1(Employment Opportunities): The study found that employment opportunities have a statistically significant impact on Youth migration of Kathmandu, Nepal (B = 0.104, Sig = 0.245). This means that better job opportunities are enough to significantly influence youth to migrate. Therefore, the hypothesis that employment opportunities significantly affect youth migration was supported (Failed to reject).

H2(Financial Reason): Financial reasons also show a significant impact on youth migration of Kathmandu, Nepal (B = 0.101, Sig = 0.291). This indicates that financial reasons alone significantly drive youth to leave the country. Thus, the hypothesis that financial reasons significantly affect youth migration was supported (Failed to Reject).

H3(Education): Education has a significant effect on youth migration of Kathmandu, Nepal either (B = -0.01, Sig = 0.925). This suggests that pursuing education abroad is a major factor influencing youth to migrate. Therefore, the hypothesis that education significantly affects youth migration was supported (Failed to Reject).

H4(Personal Ambition): Personal ambition was found to not have a significant impact on youth migration of Kathmandu, Nepal (B = 0.244, Sig = 0.013). This means that individual aspirations and personal goals do not play a crucial role in the decision to migrate. Hence, the hypothesis that personal ambition significantly affects youth migration was not supported (Rejected).

H5(Government Policy): Government policy also did not significantly impact youth migration of Kathmandu, Nepal (B = 0.316, Sig = 0.002). This indicates that governmental regulations and policies do not greatly influence the decision of youth to leave the country. Therefore, the hypothesis that government policy significantly affects youth migration was not supported (Rejected).

## Results and Discussion

The results of this study show that migration levels are strongly influenced by financial reasoning, employment opportunities, and education. But since their null hypotheses were rejected migration is not directly influenced by personal ambition or governmental policy. It's interesting to note that respondents to questionnaires and informative interviews both acknowledged that government policy had an indirect influence on their decision to migrate. Respondents stated that one of the main reasons they decided to migrate was the government's inability to guarantee high-quality education, offer enough job opportunities, and give enough financial resources. Therefore, even though there isn't a clear government strategy encouraging youth to migrate, migration is nevertheless indirectly caused by the absence of supportive policies and sufficient resources in these areas.

The fact that many of the respondents had moved abroad for higher education is a significant research restriction. This shows that these people might not have felt the need to travel if Nepal had offered greater educational options. Therefore, raising the standard and accessibility of higher education in Nepal may help lower the country's migration rates. This realization emphasizes how important it is to implement legislative changes that will improve the nation's job market and educational system in order to keep talented people in the nation.

## Recommendation

### *Improving Standards and Opportunities for Education*

Education spending is crucial. Increasing access to higher education and improving educational standards can help nations provide their inhabitants with the skills necessary to prosper in the global economy. This entails modernizing curriculum to adhere to global standards, enhancing infrastructure, and giving teachers the necessary tools and training. Encouragement of STEM (Science, Technology, Engineering, and Mathematics) education can also create a workforce equipped to face today's obstacles.

### *Establish a Professional Development Supportive Environment*

Opportunities for professional development are essential for keeping talent. Governments and business should worktogether to provide chances for mentorship, internships, and ongoing professional development. Creating research facilities and centers of excellence can also encourage innovation and give experts a platform to progress.

### *Future Academic Operation*

A thorough planning of human resources should be carried out for futuristic academic activities. A thorough examination of the skills needed for new job markets, industry trends, and future labor demands should all be part of this planning. In order to provide educational opportunities that are closely matched with these future needs, new colleges and institutions should be founded and existing ones should be reformed based on the insights gathered from this analysis.

By ensuring that youth have access to high-quality, relevant education, this strategy will lessen the need for them to look for opportunities elsewhere and promote the region's sustainable development.

### Encourage stability in politics and the economy

Economic and political unpredictability are two main drivers of brain drain. The main priorities for governments should be to establish a politically stable atmosphere and strong economic regulations that promote investment and employment growth. Keeping the rule of law, eliminating corruption, and ensuring openness can all help to increase confidence and trust among youth.

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