

Research on Migration Patterns, Associated Risks, and Mitigation Measures in the Entertainment and Hospitality Sector in Nepal



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Foreword

On behalf of Shanti Foundation, I am pleased to present this research report entitled “Migration Patterns, Associated Risks, and Mitigation Measures in the Entertainment and Hospitality Sector in Nepal,” conducted under the Prayatna Project, implemented by Shanti Foundation in coordination and collaboration with Kathmandu Metropolitan City, with financial support from the Swiss Agency for Development and Cooperation (SDC) and in partnership with Terre des hommes (Tdh).

This study represents an important contribution to understanding migration trajectories into the entertainment and hospitality sector, identifying key push and pull factors, and analyzing the risks associated with both internal and external migration, particularly for women, girls, and LGBTQIA+ individuals. The research highlights the realities faced by workers in the entertainment and hospitality sector and underscores the need for coordinated action to address migration-related risks, exploitation, discrimination, and barriers to accessing support services. We hope that the findings and recommendations presented in this report will contribute to evidence-based policymaking, improved service delivery, and stronger protection mechanisms for workers in the entertainment and hospitality sector.

Shanti Foundation extends its sincere gratitude to the Swiss Agency for Development and Cooperation (SDC) for its financial support and to Terre des hommes (Tdh) for its partnership and technical assistance. We especially acknowledge Kathmandu Metropolitan City and the Migrant Resource Centre for their valuable coordination and collaboration. We would also like to express our profound appreciation to the Kathmandu University School of Education (KUSOED) research team for their dedication and efforts in conducting this study.

We are deeply grateful to the worker members, worker groups, business owners, civil society representatives, government agencies and all partners who generously shared their experiences, knowledge, and perspectives throughout this study. Finally, I would like to extend my sincere appreciation to the entire team of Shanti Foundation for their leadership, dedication, and commitment to this initiative.

Together, we remain committed to advancing safe migration, social justice, inclusion, and human dignity for all.

Sanjamaya Tamang (Shanti)
Founder and Executive Director,
Shanti Foundation

Executive Summary

Background and Problem Statement

The Entertainment and Hospitality Sectors (EHS) in Nepal include a wide range of formal and informal businesses. This study focuses mainly on informal EHS sector such as dance bars, spas/massage centers, khaja ghars, dohori restaurants. The sector has expanded significantly since the 1990s, particularly in urban areas like Kathmandu, driven by rising demand for entertainment services and urban labour opportunities.

However, there is limited official data of EHS workforce. It is estimated that around 50,000 women work in the entertainment sector in the Kathmandu Valley. Existing research on the EHS in Nepal has largely focused on abuse, exploitation, and labour rights violations experienced by women and girls. However, there is limited attention to LGBTQIA+ individuals, who are also part of EHS workforce and often face layered stigma, discrimination, and vulnerability. Studies also show that many EHS workers are internal migrants from different districts of Nepal. However, evidence on the risks and vulnerabilities faced during their migration journeys to Kathmandu remains limited. Official statistics mainly capture formal labour migration, while irregular migration such as movement through India, informal recruitment channels, and undocumented routes is often not recorded. This limits a full understanding of migration patterns and risks in Nepal.

Objectives

This study aims to examine migration trajectories into the EHS, identifying key push and pull factors, and analyzing the risks faced during internal and external migration. It also places strong emphasis on inclusion of women, girls, and LGBTQIA+ individuals, who are often underrepresented in research on EHS.

Research Design

To meet the objectives, this research used a sequential explanatory mixed-method combining both quantitative and qualitative approaches in collecting and analyzing the data. Quantitative strands provided to find out the status of migration pattern, risk, and mitigation strategies while qualitative approach explained why these patterns occurred and how they operated. Particularly, data and information were obtained through a survey among 392 workers on EHS, 10 focus group discussions (FGDs), and 15 Key Informant Interviews (KII) using semi-structured interview guidelines. The data and information were triangulated during the analysis and the meaning-making process.

Major Findings

- More than half of the respondents (52.4%) travelled with documents, while a high number of workers (43.6%) travelled without proper documents which are needed for safe migration.
- Most female respondents travelled either alone (n=61) or with family and relatives (n=59). Among male respondents, 18 travelled alone while 14 with family and relatives. Notably, a higher number of LGBTQIA+ individuals travelled alone (n=48), followed by those who travelled with friends (n=21).
- Migration from rural and other districts to Kathmandu created the space for EHS.
- Out of the total respondents, only a small proportion (5.4%) opted for cross border migration.

- In cross border migration (n=21) a majority of workers travelled with a work visa (n=16). followed by a visit visa (n=2), One of the respondents travelled illegally.
- The migration trajectories among LGBTQIA+ individuals often had complex and non-linear life paths shaped by social stigma, discrimination, and limited opportunities.
- After arriving in the city, many individuals entered in the EHS sector as an initial survival strategy, as it might offer more immediate income opportunities compared to formal employment, where discrimination and lack of inclusion often acted as barriers.
- Migration pathways were more complex and non-linear, involving repeated movement across places and sectors depending on safety, acceptance, and opportunity for LGBTQIA+ individuals.
- Migration was influenced by both economic needs and the desire to escape stigma, discrimination, and social exclusion for LGBTQIA+ individuals.
- Migration was largely motivated by economic necessity and employment opportunities within the EHS sector, especially for cisgender workers.
- Kathmandu was mainly viewed as an economic hub offering employment opportunities for cisgender workers.
- LGBTQIA+ individuals perceived that Kathmandu was a relatively safer place and more socially accepting environment for expressing gender identity and sexuality.
- Cisgender workers often entered directly into the EHS sector and remained there with limited upward mobility.
- LGBTQIA+ individuals frequently moved across different informal sectors and workplaces due to barriers in accessing formal employment and changing safety conditions.
- Across both groups, migration processes were strongly shaped by informal social networks, including friends and acquaintances who facilitated migration, settlement, and employment access.
- However, LGBTQIA+ individuals appeared to rely heavily on peer support systems for emotional safety, protection, and survival.
- Cross-border migration among both groups involved a mix of formal and informal channels.
- Informal migration pathways, often facilitated through unregulated networks, increased risks of exploitation, deception, and unsafe working conditions.
- LGBTQIA+ individuals are more vulnerable during travel in terms of risk exposure, fear, and negative experiences. They also tend to have less information about job conditions, which further increases their vulnerability, particularly in the context of migration abroad
- Economic stability has the highest mean score (mean= 4.23), making it the main reason for migration. This is followed by the expectation of higher wages (mean = 4.12) and better job opportunities (mean = 4.08). Overall, the findings suggest that most workers migrate internally to improve their financial situation.
- LGBTQIA+ respondents had higher mean values for most of the reasons. This indicates that gender minorities face greater challenges, including limited access to job opportunities. They also reported experiencing higher levels of family violence, as well as discrimination from their communities and friends. These factors emerge as major reasons for their migration.
- Workers in this sector primarily received support from friends in obtaining their jobs (n = 222). Some respondents secured jobs independently (n = 37), while others reported receiving support from family members (n= 33). Among workers, LGBTQIA+ are supported less by their family members (6.5% of gender minority) compared to male (27.5% of male) and female (8.3% among female).
- LGBTQIA+ individuals, female had a higher risk compared to male workers in most of the risks. In terms of physical safety, males had a higher risk, but in cases of abuse and exploitation, mental and emotional strain, economic insecurity, health risk, social stigma, and legal fear, powerlessness and control, LGBTQIA+ individuals have the highest risk compared to males and females.
- LGBTQIA+ individuals demonstrated the highest levels of immediate self-protection behavior. In

contrast, female respondents are more likely to engage in financial planning and health-seeking practices, while male respondents tend to adopt more moderate approaches to risk mitigation.

- LGBTQIA+ individuals had the highest risk of sexual abuse, psychological stress, legal fear, and discrimination compared to male and female workers abroad.
- The most used risk mitigation strategy in destination countries is staying away from unsafe conditions, with a mean value of (4). Another major strategy is maintaining distance with customers, with a mean value of (3.96). The results also suggest that reaching out to the embassy for legal support against abuse is less commonly applied, with a mean value of (2.38).
- More than three-fourths (76.8%) of all respondents reported having knowledge of available help and support in cases of abuse or injustice. The findings showed relatively similar levels of awareness among males and females, which includes (80%) and (83.7%) respectively. However, a comparatively lower proportion of LGBTQIA+ (56.6%) know in this regard. This highlights the need to focus on targeted awareness and outreach programmes to improve access to information on available help and support among LGBTQIA+ communities.
- Only a small proportion of respondents (13.8%) had accessed help and support in case of abuse and exploitation, highlighting a significant gap between knowledge and practice. It is worth noting that a significant proportion of LGBTQIA+ (26.3%) reported accessing support services compared to males (7.5%) and females (10.3%).

Conclusions

The findings reveal that migration patterns and trajectories of EHS workers to the Kathmandu Valley are predominantly characterized by internal migration, with most individuals moving from other districts particularly within Bagmati Province and, to a lesser extent, from rural areas and abroad. Migration is largely direct, with the majority of workers relocating straight to Kathmandu without intermediate stops and primarily using public transportation. The process is often informal, with a significant proportion of migrants lacking complete legal documentation, which in turn shapes their employment opportunities and reinforces their concentration in low-entry-barrier sectors such as the EHS.

Recommendations

Strengthen the existing toolkit with practical guidance

Enhance the toolkit by incorporating real-life case scenarios, common challenges faced by workers in EHS, and clear step-by-step referral pathways, making it more user-friendly, practical, and action-oriented.

Establish accessible and accountable grievance mechanisms

Establish inclusive feedback systems, such as complaint boxes and other reporting channels at the municipal level, and institutionalize regular grievance review processes through dedicated committees led by local authorities.

Institutionalize monitoring and regulatory systems

Develop and sustain formal monitoring and enforcement mechanisms within municipal and ward offices to regulate EHS businesses, particularly informal operations, and ensure compliance with established operational standards.

Expand outreach and awareness of safe migration services

Strengthen targeted awareness and outreach programs on available services such as Migrant Resource Centres (MRCs), Employment Service Centres (ESCs), and labour desks through community-level information campaigns and orientation sessions, to improve service utilization and ensure communities are well-informed about safe migration practices and support mechanisms.

Enhance inter-agency coordination and data integration

Promote structured collaboration among relevant government agencies and development partners, including the integration of migration-related indicators into national-level surveys

such as Nepal Demographic and Health Survey (NDHS), Nepal Living Standards Survey (NLSS) and Multiple Indicator Cluster Survey (MICS), and expand decentralized service delivery points to improve access to migration and employment-related services.

Simplify administrative processes for EHS businesses

There is a need to establish a one-stop service mechanism to streamline business registration, renewal, licensing, and tax compliance processes, thereby reducing administrative burden and improving ease of compliance for EHS establishments and business owners.

Strengthen institutional capacity and coordination platforms

Provide targeted technical assistance to local governments for policy formulation, planning, and monitoring; establish formal inter-agency coordination committees involving relevant government agencies and stakeholders; and develop integrated shared data systems to enable real-time information sharing, evidence-based planning, and improved knowledge exchange among stakeholders.

Update and expand training and education initiatives

Regularly revise and update Pre-Departure Online Training (PDOT) content to reflect current migration trends, destination country regulations, and EHS-related risks. Integrate safe migration and EHS issues into school and college curricula; and scale up community-level orientation programs targeting youth and other vulnerable groups to raise awareness on safe migration pathways and available support services.

Promote inclusion and address stigma and discrimination

Implement targeted community and workplace-based awareness programs, including orientation sessions and sensitization trainings for families, peers, employers, and workers, to reduce stigma and discrimination against gender and sexual minorities, and promote inclusive, safe, and equitable environments.

Improve accessibility and inclusiveness of services

Decentralize key services such as MRC (Migration Resource Centre) and ESC (Employment Service Center) to ward and community levels and strengthen the capacity of frontline officials to effectively respond to the diverse needs of aspiring migrants, including those engaged in EHS.

Acronyms

DAO: District Administration Office
DoFE: Department of Foreign Employment
EHS: Entertainment and Hospitality Sector
ESC: Employment Service Centre
FGD: Focus Group Discussions
ILO: International Labour Organization
INGO: International Non-Government Organization
KII: Key Informant Interview
KMC: Kathmandu Metropolitan City
KUSOED: Kathmandu University School of Education
LGBTQIA+: Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual/
Aromantic/Agender, and “+” for other diverse identities.
MoLESS: Ministry of Labour, Employment and Social Security
MRC: Migrant Resource Center
NGO: Non-Government Organization
NSO: National Statistics Office
PDOT: Pre-departure orientation training

Table of Contents

Foreward	i
Executive Summary	ii
Acronyms	vi
Definition of terms and concepts	1
Section 1: Introduction	2
Objective of the Research	3
1.2. Research questions	3
Section 2: Methodology	5
2.1. Desk Review and Preliminary Mapping	5
2.3 Research Methods	5
2.3.1.6. Data Collection Procedures and Data Analysis	7
2.3.2 Qualitative Strands	7
2.3.2.5. Meaning Making	8
2.4. Integration of the Quantitative data and the Qualitative Information	8
2.5 Limitations	8
Section 3: Presentation of Findings	9
3.1 Demographic Profile of the Workers	9
3.1.1 Age, Gender and Ethnicity of the Workers	9
3.1.2. Education Status, Marital Status, and Financial Condition	10
3.1.3. Province	11
3.1.4. Current living situation and family members	11
3.1.5. Status of Migration from Other Places	12
3.2. Migration Patterns and Trajectories of the EHS workers to Kathmandu Valley	12
3.2.1. Legal Documents	12
3.2.3. Staying in Places before Kathmandu coming to Kathmandu	13
3.2.4. Mode of Travel	13
3.2.5. Travel Companion during internal migration	14
3.2.6. Cross border Migration	16
3.2.8. Perceived risks during travel (cross border migration)	17
3.3. Socio-economic, cultural, and personal factors influencing the decision to migrate and enter into EHS	18
3.3.1. Reasons for Internal Migration	18
3.3.2. Cultural and Social Influences	21
3.3.3. Personal and Individual Factors	22

3.4. Migration experiences, including internal versus cross border migration, influencing workers' exposure to risks	23
3.4.1. Job-Seeking Patterns Among ESH Workers	23
3.4.1.1. Internal Job Status	23
3.4.1.2. Job Information Source	23
3.4.1.4. Payment to get the Job	25
3.4.1.5. Information and Other Options for the Job	25
3.4.2. Entry into Employment and Role of Social Networks	26
3.4.3. Workplace Status	26
3.4.4. Exposure to Exploitation	30
3.4.5. Workplace Discrimination and Social Exclusion	31
3.4.6. Fear of Job Loss	31
3.4.7. Exploitation and Harassment	31
3.4.10. Risk at the workplace abroad	32
3.5.1. Information on Help and Support	34
3.5. 2 Knowledge about the types of help and support available	34
Section 4: Discussion	42
Section 5: Conclusion	44
Section 6: Recommendation	48
References	50
Annex	52
Annex 1: Survey questionnaire	52
Annex 2: FGD Guide	65
Annex 3: KII guide	67

Definition of Terms and Concepts

Dohori is an entertainment establishment where traditional Nepali duet folk songs and dances are performed for customers. These venues generally serve food and alcoholic beverages. Staff members often earn commissions based on the sale of beverages and snacks at their assigned tables. There is considerable variation among dohori venues; some maintain a family-friendly environment, while others may have a sexually suggestive atmosphere.

Dance Bar is an entertainment venue where workers perform dances to modern Nepali and Hindi songs for customers. Customers typically consume alcoholic beverages and snacks while enjoying the performances. Like dohori venues, dance bars vary in nature, and some may have a sexually suggestive atmosphere.

Spa and Massage Center are establishments where massage practitioners provide massage therapy and wellness services to customers. Some centers are alleged to offer sexual services in addition to massage services, although such practices are illegal. These services may be provided in small private rooms within the establishment.

Khaja Ghar is a small-scale eatery that offers affordable food and alcoholic beverages. Some establishments are alleged to facilitate or provide sexual services to customers, either through employers or external arrangements. However, such activities are not legal practices for these establishments.

Cafe is a food and beverage establishment primarily engaged in the preparation and sale of non-alcoholic drinks such as coffee, tea, and light refreshments, typically operating during daytime hours. Some cafes are alleged to facilitate or provide sexual services to customers, although such activities are not legal practices for these establishments.

Small Hotel is a lodging establishment that provides basic accommodation services, often combined with food and beverage services for guests.

Restaurant is a food service establishment primarily engaged in preparing and serving meals and beverages to customers for on-site consumption.

Section 1: Introduction

This research on migration patterns and associated risks in Nepal's Entertainment and Hospitality Sector (EHS) focused on the migration journeys of EHS workers including women, girls, and LGBTQIA+ individuals, from source districts to the Kathmandu Valley. This research also examines cross border labour migration and risks associated during the journey and the gaps in the government response mechanisms for EHS workers during the migration journey, both internal and cross border.

The EHS in Nepal includes a wide range of formal and informal businesses. This study includes mainly on informal establishments such as dance bars, spas/massage centers, *khaja ghars*, *dohori café*, small hotels and restaurants. However, in this study, informality is primarily examined in terms of gaps in the operational standards adopted by these businesses. The study also acknowledges that not all businesses within the entertainment and hospitality sectors operate informally, and that levels of informality may vary across different categories.

Informal sector has expanded significantly since the 1990s in cities like Kathmandu driven by rising demand for entertainment services and urban labour opportunities. However, there is limited official data on the sector and its workforce due to its partial informality, such as exemption from formal business registration and the high mobility of workers within the EHS, which makes it difficult to track employment patterns (ILO, 2018; World Bank, 2019). Over 50,000 women are working in the entertainment sector in the Kathmandu Valley, many of whom face stigma and abuse (International Organization for Labour [ILO], 2021).

Existing research on the EHS in Nepal has largely focused on abuse, exploitation, and labour rights violations experienced by women and girls. However, there is limited attention to LGBTQIA+ individuals, who are also part of this workforce and often face stigma, discrimination, and multiple layers of vulnerability. A study (CLARISSA, 2021) has provided evidence on the drivers of labour in the EHS, focusing on children and youth, and how their work trajectories are shaped, as well as the types of labour intermediaries involved in their migration journeys. However, evidence on the risks and vulnerabilities faced during their migration to Kathmandu remains limited within this study. Similar gaps have been noted in broader migration research in Nepal, where studies by the International Labour Organization (ILO) (2022) and the International Organization for Migration (IOM) (2024) highlights that internal migration is often shaped by informal recruitment networks, limited regulation, and unequal access to information and protection mechanisms.

Employment in the EHS is largely informal and weakly regulated. Workers are often recruited based on appearance and age rather than skills or qualifications. Most workers do not have written contracts and instead rely on verbal agreements, increasing their exposure to exploitation, unfair treatment, and abuse. Despite these risks, many individuals continue to enter the sector due to limited livelihood opportunities, particularly among economically vulnerable groups (Ghimire et.al, 2020).

The Government of Nepal has introduced labour rights and protection laws, including the Labour Act 2017, the Sexual Harassment at Workplace Prevention Act 2015, and the Local Government Operation Act 2017. However, these laws do not adequately cover informal workers in the EHS, and therefore enforcement remains weak. Moreover, there is no comprehensive legal or policy framework specifically regulating this sector (Shanti Foundation, nd).

Migration in Nepal must also be understood within a broader economic context and complex social

pressures. Limited job opportunities, unemployment, and low wages continue to drive large-scale movement from rural areas to urban centers such as Kathmandu. Internal migration remains significant, as people move in search of better livelihoods (National Statistics Office [NSO], 2021). At the same time, external labour migration is a key survival strategy for many households. Approximately 7.8 million labour permits have been issued for foreign employment over the past two decades (Ministry of Labour, Employment and Social Security [MoLESS], 2024). In fiscal year 2080/81, 741,996 individuals migrated for foreign employment, with 89 percent men and 11 percent women (Department of Foreign Employment [DoFE], 2024). However, migration data remain incomplete, particularly regarding migration to India and informal or undocumented migration routes, especially among women migrant workers (MoLESS, 2024; NSO, 2021).

Irregular labour migration is an important dimension of this mobility pattern. It includes undocumented recruitment, migration through informal brokers, and movement outside official labour approval systems, reflecting structural gaps in migration governance and weak monitoring systems (MoLESS, 2024). Such irregular pathways are closely linked to labour market informality, where workers often lack formal contracts and legal protection. Weak enforcement of labour standards further increases vulnerability to unsafe migration and exploitation (International Labour Organization [ILO] & MoLESS, 2022), including excessive recruitment fees, contract substitution, and exploitative working conditions in destination countries.

In this context, irregular migration is also closely linked to trafficking risks. Research shows that labour migration, deception, and trafficking often exist on a continuum, particularly when migration occurs through informal agents or unregulated networks (Sijapati et al., 2014). Human rights report further documents cases of deception, debt bondage, withheld wages, and forced labour experienced by Nepali migrant workers, especially those migrating through irregular channels (Amnesty International, 2017).

At the same time, there are significant gaps in migration data and understanding. Official statistics mainly capture formal labour migration, while irregular migration such as movement through India, informal recruitment channels, and undocumented routes remains underreported. This limits a full understanding of migration patterns and risks in Nepal (Bhattarai et al., 2023).

This study therefore aims to address these gaps by examining migration trajectories into the EHS, identifying key push and pull factors, and analyzing the risks faced during internal and external migration. It also places emphasis on the inclusion of women, girls, and LGBTQIA+ individuals, who are often underrepresented in research on the EHS.

Objective of the Research

The key objective of the research is:

- Examine internal and cross border migration dynamics in the EHS.
- Identify predominant risks, vulnerabilities and drivers associated with unsafe migration, exploitation and socio-economic insecurity.
- Examine current support mechanisms and the impact of mitigation actions that workers, communities and institutions are using to manage them.
- Recommend realistic and sustainable risk mitigation measures to inform programming and policy advocacy.

1.2. Research questions

To meet the research objectives, the following are the research questions:

- What are the migration patterns and trajectories of workers entering the EHS in Kathmandu Valley?
- What socio-economic, cultural, and personal factors influence the decision of workers to migrate into EHS?
- How do different migration experiences, including internal and cross border migration influence workers' exposure to risks such as exploitation, trafficking, unsafe working conditions, and employment instability within the EHS?
- What formal and informal support systems, policies, and services are currently available to mitigate risks faced by migrant workers in the EHS, and how do workers and key stakeholders perceive their effectiveness and accessibility?
- How can local governments better coordinate and collaborate with various sectors (such as law enforcement, justice, education, etc.), civil society organizations, NGOs/INGOs, and other community groups to better respond to evolving needs and requirements of AES workers?

Section 2: Methodology

This section discusses the methods and processes adopted for this research for both quantitative and qualitative strands.

2.1. Desk Review and Preliminary Mapping

An initial systematic desk review was conducted based on existing literature including national policies, legal frameworks, and guidelines related to migration, labour standards, and regulation of the EHS. Selected literature included academic and grey literature on migration drivers, vulnerabilities, risk mitigation, exploitation, and gender and sexuality issues within the sector; and programmatic reports from NGOs, INGOs, municipalities, and government agencies focusing on safe migration, gender-based violence (GBV) response, skills development, and child protection. Literature review indicated that scope and issues to be covered in the research.

2.2 Identification of EHS Hotspots and Sampling Strategy

Following a team meeting with Shanti Foundation, the research team finalized nine key hotspots/clusters within the EHS in Kathmandu and Lalitpur for data collection. These clusters were selected to cover a diverse range of venues, including dance bars, spas/massage centers, *khaja ghars*, *dohori* café. The identified clusters included Lazimpat, Satungal, Balkhu, Gongabu, Sundhara, Sinamanghal, Koteswore, Balkumari, Lagankhel.

2.3 Research Methods

This study used a sequential explanatory mixed-methods approach, combining both quantitative and qualitative methods for data collection and analysis. This quantitative strand provided an overview of migration patterns, risks, and mitigation strategies, while the qualitative strand further explained the “why” and “how” underlying these patterns.

The quantitative data was collected through a survey among EHS workers and qualitative data through focus group discussions (FGDs), and key informant interviews (KIIs) using semi-structured interview guides. The data were triangulated during the analysis and meaning-making process to enhance validity and reliability and depth of interpretation.

The research methods used in this study are further discussed under the quantitative and qualitative strands below.

2.3.1. Quantitative Strands

The quantitative strand used a survey of EHS workers to examine internal and cross-border migration focusing on migration patterns, characteristics, and influencing factors. It also explored key risks, vulnerabilities, and drivers linked to unsafe migration, exploitation, and socio-economic insecurity among individuals working in the hospitality and entertainment sectors.

2.3.1.1 Survey among Workers

A purposive sampling method with stratification was used based on the type of venue (dance bars, spas/massage centers, *khaja ghars*, *dohori* café, small hotels and restaurants) and gender (male, female, and LGBTQIA+ individuals). A structured questionnaire (see Annex I) was used for data collection in the survey.

2.3.1.2 Sample selection

Given the limited information about our study population, a combination of non-probability sampling methods was applied, including purposive (judgmental), quota, and snowball sampling methods. Thus, a non-probability purposive sampling method was applied as follows:

Stage 1: In total 9 clusters/hotspots were selected from Kathmandu valley through purposive, judgmental sampling. This was done in consultation with the Shanti Foundation, which represented the diverse range of venues and geographic coverage.

Stage 2: Venues were selected from each cluster among dance bars, spas/massage centers, *khaja ghars*, *dohori* café, small hotels and restaurants through purposive, judgmental sampling.

Stage 3: The selection of respondents at each venue was purposive, with stratification based on gender, including representation of gender and sexual minorities where possible.

2.3.1.3 Sample size

Based on the recommendation of the Kathmandu Metropolitan City (KMC), the sample size was determined as follows:

Cochran's formula for an unknown or large population ($N > 10,000$ or infinite)

$n_0 = Z^2 \cdot p \cdot (1-p) / e^2$ Where,

n_0 : Minimum sample size.

Z : Z-score from normal distribution (e.g., 1.96, for 95% confidence level).

p : Estimated proportion of the attribute (0.5 is standard for unknown/maximum variability).

e : Margin of error or precision (e.g., 0.05 for $\pm 5\%$).

For 95% confidence level and $\pm 5\%$ error margin:

$n_0 = 1.962^2 \cdot 0.5 \cdot (1-0.5) / 0.05^2 = 385$

In total the data was collected from 392 respondents (EHS workers)

2.3.1.4 Instrumentation: Survey Questionnaire

The survey questionnaire was developed to assess the socio demographic of the EHS workers. First, it was developed in English by the core research team in consultation with the subject experts. For this purpose, the research team conducted several rounds of discussion within the team and with experts, and the drafted survey questionnaire. A tool was finalized following a validation workshop with participants from Shanti Foundation, Terre des hommes and Kathmandu Metropolitan City. The questionnaire was translated into Nepali with the help of a Nepali language and subject expert in Nepali contexts. Then, the questionnaire in the Nepali version was translated into English for ensuring the questionnaire in the Nepali version carried the expected sense of the previous questionnaire and ensured its content validity. After this, the questionnaire in Nepali language was aligned in the Kobo tool for data collection. The final questionnaire in Kobo consisted of 6 parts as i) Personal information of worker, ii) Status of internal migration, iii) Status of external migration, iv) Place of support and help, v) Future Plan, vi) Training required. Among these sections, reasons, risk during travel, risk at workplace and mitigating strategies were assigned with five responses arranged from strongly disagree to strongly agree.

2.3.1.5 Reliability Analysis

To check the reliability, this study conducted pilot testing among 10 percent sample size. Thus, the data was collected from 40 respondents to see if the questionnaire was consistent and easy to administer. After the pilot test, language was amended in some places. Further for internal consistency, Cronbach alpha value was measured among Likert scale questions. The reliability analysis reveals the Cronbach

alpha value of 0.717 for reasons, 0.722 for risk during travel and 0.901 for risk at workplace and 0.638 for preventive measures. These values suggested the questionnaire ensured internal consistency.

2.3.1.6. Data Collection Procedures and Data Analysis

A team of six enumerators were recruited and trained. Among them, one enumerator was from the LGBTQIA+ community and one EHS worker. This was done to create a safe and inclusive environment for LGBTQIA+ respondents, fostering trust and openness during the interviews. Training covered study objectives, survey questionnaire, kobo tool use, ethics, distress protocols, and participant engagement.

To ensure a similar level of comfort and trust among cisgender respondents, the study also engaged field facilitators to help establish connections with participants. This approach supported rapport-building and encouraged respondents to participate and share their experiences more openly.

Quantitative data was collected using Kobo Toolbox, following privacy and safety protocols.

The data collected using the quantitative method were processed at the beginning of the analysis. The quantitative data were analyzed employing statistical tools. The compiled data were also cleaned and coded accordingly through the Statistical Package for Social Sciences (SPSS) 26 version. We treated missing values by replacing them with the group mean of those variables to which that case belongs. Then, the data was analyzed by including the facts and figures of the intimately related processes such as tabulation utilizing descriptive analysis and cross-tabulation among sub-groups.

2.3.2 Qualitative Strands

In the qualitative strand, the 15 KIIs and 10 FGDs were conducted to explore different migration experiences, internal versus cross border migration, influence workers' exposure to risks such as exploitation, trafficking, unsafe working conditions, and employment instability within the EHS. Further, using qualitative research design, this study explored formal and informal support systems, policies, and services currently available to mitigate risks faced by migrant workers in the EHS, and how workers and key stakeholders perceive their effectiveness and accessibility.

2.3.2.1. Qualitative Sampling

For FGD, participants who have experience in the EHS sector were selected to ensure stratification in gender and EHS venues (See Table in Annex).

KII participant selection was purposive in consultation with Shanti Foundation ensuring knowledge and experience of EHS (See Table in Annex)

2.3.2.2. Instruments for the Qualitative Strands

This section discusses the interview guidelines for FGD and KII.

2.3.2.3 Focus Group Discussion (FGD)

FGD sessions were conducted among workers of EHS to explore migration experiences, including internal versus cross-border migration, workers' exposure to risks such as exploitation, trafficking, unsafe working conditions, and employment instability within the EHS. Further, utilizing FGD, this study explored formal and informal support systems, policies, and services currently available to mitigate risks faced by migrant workers in the EHS, and how workers and key stakeholders perceived their effectiveness and accessibility.

2.3.2.4 key Informant Interview (KII)

The KII was developed separately for participants such as local government representatives, members of NGOs and other stakeholders who had expertise in this sector. The developed interview schedule contains a checklist to explore migration experiences, including first-time versus repeat migration, and internal versus cross-border migration, influencing workers' exposure to risks such as exploitation, trafficking, unsafe working conditions, and employment instability within the EHS. Further, utilizing interviews, this study explored formal and informal support systems, policies, and services currently available to mitigate risks faced by migrant workers in the EHS, and how workers and key stakeholders perceived their effectiveness and accessibility. However, the researcher was free to generate and ask other related questions in the fields to capture in-depth information.

2.3.2.5. Meaning Making

The collected information through FGDs and KIIs were transcribed and coded according to the theme and meanings were generated accordingly.

2.4. Integration of the Quantitative data and the Qualitative Information

The study adopted a sequential explanatory mixed-methods approach, in which the quantitative strand was conducted first, followed by the qualitative strand. Quantitative data were analyzed using statistical tools in the Statistical Package for the Social Sciences (SPSS), while qualitative data were analyzed using qualitative analysis software such as QDA Miner Lite.

The findings from both strands were triangulated during the interpretation phase. In the integration stage, key findings and unusual cases were identified in the survey data were further explored through qualitative interviews. This enabled a deeper understanding of the statistical results by examining participants' experiences and perspectives, thereby strengthening interpretation of the quantitative findings.

2.5 Limitations

Despite its scope, this study carries certain limitations that must be considered. For the data, the survey was only conducted among workers in Kathmandu and Bhaktapur which hinders the generalizability of this study. The sampling was purposive; thus, it reduces the coverage of many other issues related to migration of workers in EHS.

In the context of the EHS, social desirability bias may have influenced responses, as participants may have downplayed experiences of stigma, exploitation, or sensitive aspects of their work and instead presented socially acceptable or less stigmatized narratives.

Section 3: Presentation of Findings

The purpose of this chapter is to present the findings from the survey, FGDs, and KIIs conducted for this research. The findings are organized around four research questions. The first examines the migration patterns and trajectories of workers entering the Entertainment and Hospitality Sector (EHS) in the Kathmandu Valley. The second explores the socio-economic, cultural, and personal factors influencing workers' decisions to migrate into the EHS. The third examines how different migration experiences of internal versus cross-border migration shape workers' exposure to risks, including exploitation, trafficking, unsafe working conditions, and employment instability. The fourth focuses on the formal and informal support systems, policies, and services available to mitigate these risks, as well as workers' and stakeholders' perceptions of their effectiveness and accessibility.

For each research question, the chapter presents its quantitative findings derived from a structured questionnaire administered to 392 EHS workers, representing a sample of a population estimated to exceed 10,000 workers. These findings are complemented by qualitative insights from 10 FGDs with EHS workers and 15 KIIs conducted with local government representatives, as well as officials from government and non-governmental organizations.

The findings are also presented, where possible, as a comparison of experiences between cisgender and gender and sexual minorities.

3.1 Demographic Profile of the Workers

This study collected 392 samples from the survey which is representative of the estimated worker population of more than 10000.

3.1.1 Age, Gender and Ethnicity of the Workers

It is crucial to understand the migration pattern based on age, gender, and ethnicity of the workers. Table 1 presents the age, gender and ethnicity of the survey respondents.

Table 1: Age, Gender and Ethnicity

Demographics	Categories	Frequency	Percentage
Age	15-20	58	14.8
	20-25	105	26.8
	25-30	76	19.4
	30-35	51	13
	35-40	48	12.2
	40-45	25	6.4
	45-50	16	4.1
	51 and above	13	3.3
	Total	392	
Gender	Male	55	14
	Female	241	61.5

Ethnicity	<i>Gender and Sexual Minority</i>	96	24.5
	Total	392	
	<i>Dalit</i>	35	8.9
	<i>Janajati</i>	201	51.3
	<i>Madhesi</i>	15	3.8
	<i>Brahmin/Chhetri</i>	131	33.4
	<i>Muslim</i>	10	2.6
	Total	392	

Table 1 showed that the majority of the workers were below 35. With an increase in age, the number of workers is decreasing. Likewise, most of them were female (61.5%). In case of ethnicity, majority of them are Janajati (51.3%) followed by Brahmin/Chhetri (33.4%). The data also showed a significant percentage of LGBTQIA+ individuals (24.5%).

3.1.2. Education Status, Marital Status, and Financial Condition

The study also examined the details on the education status, marital status, and financial condition of the workers working in the EHS in Kathmandu valley. Table 2 summarized as follows:

Table 2: Education Status, Marital Status, and Financial Condition

Demography	Items	Frequency	Percent
Education Status	<i>No formal education</i>	64	16.3
	<i>Basic level</i>	158	40.3
	<i>Secondary level</i>	141	36
	<i>Bachelor</i>	29	7.4
	Total	392	
Marital Status	<i>Single</i>	181	46.2
	<i>Married</i>	119	30.4
	<i>Separated/divorced</i>	67	17.1
	<i>Widowed</i>	14	3.6
	<i>Single but living together</i>	11	2.8
	Total	392	
Financial Condition	<i>Cannot afford food</i>	14	3.6
	<i>Can afford food only</i>	179	45.7
	<i>Have some durable goods</i>	162	41.3
	<i>Vehicle/private school</i>	35	8.9
	<i>Luxury investment and</i>	2	0.5
	Total	392	

The findings showed that a majority of the workers (40.3%) have only a basic level of education. However, a small proportion (7.4 %) of workers have bachelor level education. This showed that even individuals with higher education were working in this sector.

The data on marital status showed that nearly half of the workers are single (46.2%) and (30.4 %) workers were married.

3.1.3. Province

As the EHS workers migrated from different geographical locations, Table 3 provided details on it.

Table 3: Province of Workers

Items	Frequency	Percent
Province	<i>Bagmati</i>	213
	<i>Gandaki</i>	21
	<i>Karnali</i>	25
	<i>Koshi</i>	54
	<i>Lumbini</i>	13
	<i>Madesh</i>	34
	<i>Sudurpaschhim</i>	24
	Total	384

From Table 3, most of the workers were from Bagmati province (N=213) followed by Koshi (N=54). Notably, few of them migrated from India (N=8).

3.1.4. Current living situation and family members

The study also assessed whom they were currently staying with. Table 4 provided details about workers currently living with and number of their family members.

Table 4: Living with and Number of Family Members

	Items	Frequency	Percent
Living with	<i>Alone</i>	110	28.1
	<i>Friends</i>	47	12
	<i>Partner</i>	70	17.9
	<i>Relatives</i>	25	6.4
	<i>Immediate Family</i>	139	35.5
	<i>others: employees</i>	1	0.3
	Total	392	1--
Number of Family Members	<i>1</i>	7	1.8
	<i>2</i>	24	6.1
	<i>3</i>	56	14.3
	<i>4</i>	93	23.7
	<i>5</i>	104	26.5
	<i>6</i>	58	14.8
	<i>7 and above</i>	50	12.8
	Total	392	100

Table 4 showed that a higher proportion of workers were living with their immediate family (35.5%), which includes mother and father and siblings followed by living alone (28.1%). Among those living with family members (64.5%) have family sizes of 3 to 5 members

3.1.5. Status of Migration from Other Places

This study further analyzed if workers are permanently from Kathmandu Valley or they travelled from other places. Table 5 provided the details on this.

Table 5: Status of Migration from Other Places

Migrated from other Places	Frequency	Percentage
<i>Yes</i>	319	81.4
<i>No</i>	73	18.6
Total	392	100

Table 5 shows that a high number of the workers (81.4%) are internal migrants in the EHS with a relatively low proportion (18.6%) from Kathmandu valley itself.

3.2. Migration Patterns and Trajectories of the EHS workers to Kathmandu Valley

This section presents findings related to the first research question, examining both internal migration to the Kathmandu valley and cross-border migration patterns of EHS workers. Where possible, the findings provide a comparative analysis of experiences between cisgender and LGBTQIA+ individuals, drawing on both quantitative and qualitative data.

3.2.1. Legal Documents

This study further collected data on legal documents such as birth certificate, citizenship and passport possessed by workers in the migration process. Table 6 provides the result of legal documents of the workers.

Table 6: Legal Documents

Legal Documents	Frequency	Percent
<i>No</i>	139	43.6
<i>Yes</i>	167	52.4
<i>Few</i>	13	4.1
Total	319	100.0

Table 6 shows that more than half of the respondents (52.4%) travelled with documents, while a high number of workers (43.6%) travelled without documents.

Based on the qualitative findings from FGD with Cisgender a significant number of participants expressed reasons for not having legal documents due to reasons such as broken families, often including situations where the mother has remarried multiple times. In such circumstances, children face challenges in obtaining essential legal documents such as birth certificates and citizenship.

Long-term separation from the biological father further complicates the process, making it difficult for these girls to secure necessary documentation. Although there are legal provisions allowing citizenship through the maternal lineage, accessing these rights remains challenging in practice.

The lack of a harmonious family environment often leads to neglect of children's needs, and obtaining legal documents is not prioritized.

3.2.2 Number of Districts travelled before coming to Kathmandu

The study analyzed the number of districts travelled before coming to Kathmandu valley. Table 7 provides this detail.

Table 7: Number of District worked before Kathmandu valley

Number of District Worked	Frequency	Percent
0	290	90.9
1	21	6.6
2	6	1.9
4	1	.3
6	1	.3
Total	319	100.0

Table 7 shows that a large majority of respondents (90.9%) began working directly in the Kathmandu Valley. A smaller proportion (6.6%) worked in one district before moving to Kathmandu, while only 2.5% worked in more than two districts prior to their arrival.

3.2.3. Staying in Places before Kathmandu coming to Kathmandu

This study further collected data on other places where workers lived before coming to Kathmandu. Table 8 provides the result of this.

Table 8: Lived in places before Kathmandu

Places lived	Frequency	Percent
No	293	91.8
Yes	26	8.2
Total	319	100.0

From Table 8 the majority of workers (91.8 %) directly came to Kathmandu whereas a small proportion (8.2%) lived in other places before Kathmandu.

3.2.4. Mode of Travel

The study also looked at the mode of travel used by the EHS workers before internal migration. Table 9 provides details about the mode of travel.

Table 9: Mode of Internal Travel

Mode of Travel	Frequency	Percent
Public Bus	308	96.6
Private Vehicle	7	2.2
By foot	3	0.9
Airplane	1	0.3
Total	319	100

Table 9 shows that a large majority of the workers take public buses as mode of internal travel (96.6%).

3.2.5. Travel Companion during internal migration

The study looked at the travel companion during internal migration among genders, including LGBTQIA+ individuals. Figure 1 provides details on this.

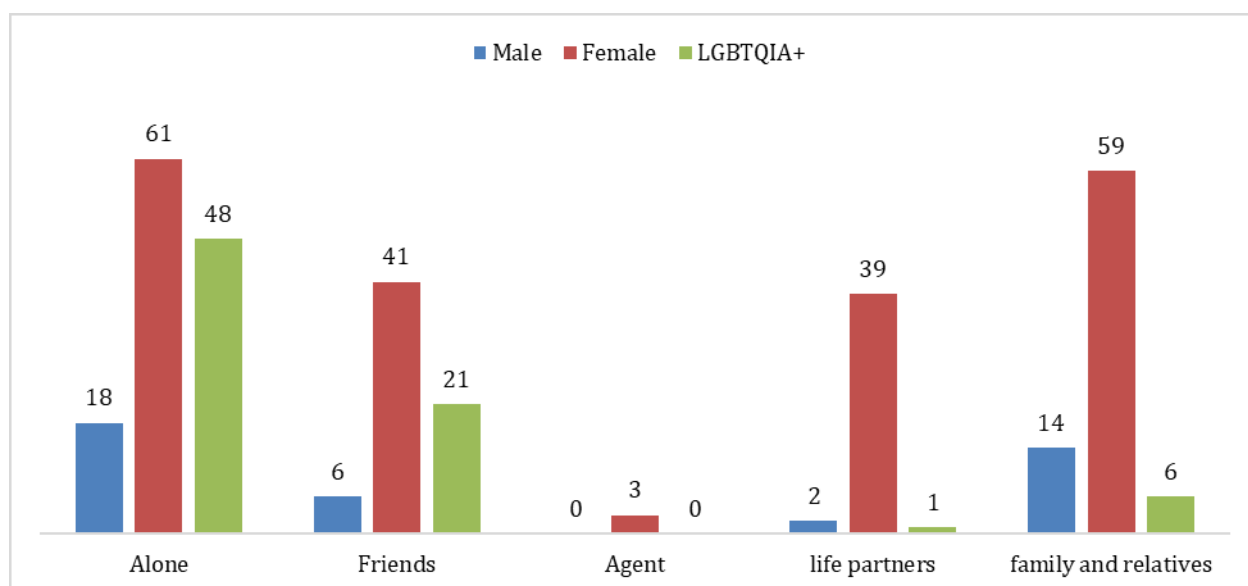
Figure1: Internal Travel Companion across Gender (N=319)

Figure 1 shows that most female respondents travelled either alone (n=61) or with family and relatives (n=59). Among male respondents, (n=18) travelled alone while (n=14) travelled with family and relatives. Notably, a higher number of LGBTQIA+ individuals travelled alone (n=48), followed by those who travelled with friends (n=21).

Such findings are also evident from the FGDs with LGBTQIA+ individuals as their decision to migrate was majorly based on the longingness to escape from social stigma and rejection from family members and society.

“Before 15 years Nepal society was not open to gender identity. It was not easy to express my sexual identity as we are considered as “Pariwar and samaj bata bahiskar bhako” (Abandoned by family and society) so I came to Kathmandu with the hope of meeting people like me and a place that is relatively accepts my gender identity.”- FGD, Transgender

“I felt isolated at home once I realized that my gender expression was considered “different” and was not accepted. I knew I could not share this with my family, and there was no one in my community I could talk to who understood my experience. I believed that moving to Kathmandu would help me meet people like me, with whom I could feel comfortable and safe- FGD, Gay

I lived with a single parent and came here to seek treatment for my mother’s illness. I asked my relatives for financial support, but to no avail. Earlier, my mother used to work and support me, but since she fell ill, I have had to take responsibility for running the household. This forced me to take any job I could find.” FGD, Cisgender

“I took a job in a spa to support my living expenses, including my education in Kathmandu. Job opportunities for our community in the EHS sector are limited due to stigma and a lack of acceptance. At the same time, I also engage in sex work, as the income from the spa is not enough.” FGD, Transgender

Drawing from the quantitative and qualitative findings, the internal migration process is largely informal and heavily dependent on peer networks, particularly friends already working in Kathmandu. Many of the EHS workers enter the city without legal or official documentation, such as birth certificates and other required identity papers, which restrict their access to formal employment opportunities.

For Cisgender, migration is primarily economically driven. Key push factors include family breakdown, marital dissolution, and the responsibility to support dependents such as parents or siblings. Upon arrival in Kathmandu, most individuals enter the EHS sector due to its low entry barriers, minimal formal requirements, and the availability of immediate income. Their trajectories typically follow a linear pattern: rural or other districts → Kathmandu → entry into EHS (e.g., hotels, khaja ghar, spas, massage parlours) → continued employment within the sector, often characterized by frequent job changes but limited upward mobility. (Figure 2)

Figure 2: Migration trajectories of EHS workers to Kathmandu Valley (AI generated image)



The migration trajectories among LGBTQIA+ individuals often have complex and non-linear life paths shaped by social stigma, discrimination, and limited opportunities. For many, migration to Kathmandu is not a simple or planned decision but a necessity driven both by the need to find income and to escape rejection, discrimination, or exclusion in their home communities. For example, a young transgender person who faces harassment and family exclusion in their village may move to Kathmandu seeking safety and independence, even without secure employment prospects.

Upon arrival in Kathmandu, LGBTQIA+ individuals face relatively more challenges of finding a job in the EHS sector than Cisgender individuals. In the focus group discussions with gay participants, it was reported that EHS workplaces particularly dance bars, dohori and restaurants, tend to prioritize cisgender women and rarely employ individuals from sexual minority groups due to stigma and

discrimination, resulting in limited workplace diversity, biased recruitment practices, and negative stereotypes regarding their identity and perceived “acceptability” in customer-facing roles. Obtaining employment in spa and massage parlours was reported to be relatively accessible; however, participants noted that they were often expected to comply with customers’ requests for sexual services. In addition, they reported that the wages from spa and massage work were insufficient, which resulted to frequent job changes and engagement in sex work where discrimination and lack of inclusion often act as barriers. For instance, someone may start working in nightlife or informal entertainment spaces because they are unable to access other alternatives as a means of livelihood and stigma limits their options. Over time, some individuals may shift into other informal sectors, including sex work, not as a planned choice but as a response to ongoing economic hardship, limited job alternatives, and persistent social exclusion. This pathway illustrates how their experiences are shaped by changing circumstances rather than a straight or predictable career progression. (Figure 3).

FGD participants, during interviews with gay individuals, also reported the emergence of cafés and restaurants owned by members of the gay community. These establishments offer comparatively safer working environments and serve as crucial spaces for socialization among individuals with shared identities.



Figure 3: Migration trajectory of LGBTQIA+ individuals to Kathmandu valley (AI generated image)

3.2.6. Cross border Migration

The study also examined the cross-border migration pattern among EHS workers including LGBTQIA+ individuals. Table 10, Kathmandu Valley is generally less common than internal migration, but it reveals important similarities and differences across gender identities. Table 10 provides details on this.

Table: 10 Cross border migration for work

Items		Frequency	Percent
<i>Travel Abroad</i>	No	371	94.6
	Yes	21	5.4
	Total	392	100

Out of the total respondents only a small proportion (5.4%) have opted for cross border migration.

3.2.7. Type of Visa for cross border migration

The study also collected the visa type for cross border migration which is provided in Table 11.

Table 11: Types of visas across Gender

Types of Visas	Male	Female	LGBTQIA+	Total
<i>Work visa</i>	5 (83.33%)	6 (85.71%)	5 (62.50%)	16
<i>Visit Visa</i>	0	0	2 (25%)	2
<i>Undocumented</i>	0	1 (14.29%)	0	1
<i>Others</i>	1(16.67%)	0	1 (12.5%)	2
Total	6	7	8	21

Table 11 shows among those engaged in cross border migration (n=21) that a majority of workers travel with work visa (n=16) followed by visit visa (n=2) One of the respondents travels illegally.

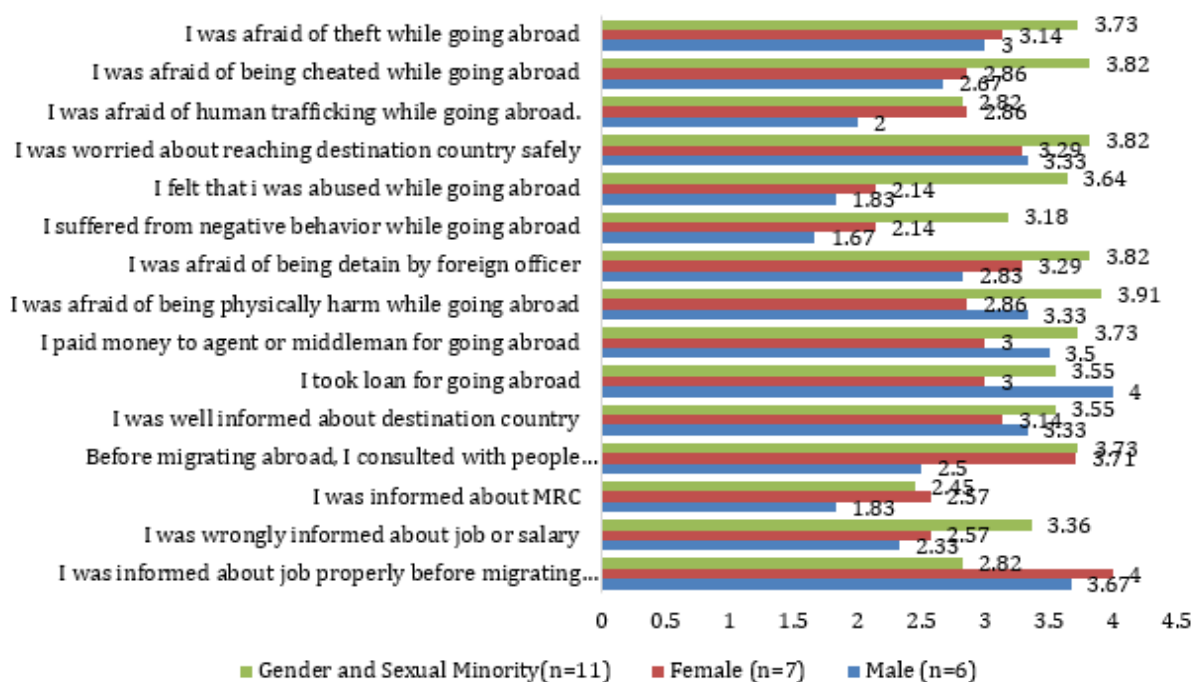
However, qualitative findings from FGDs with both cisgender and LGBTQIA+ participants also revealed instances of undocumented or irregular migration facilitated by acquaintances in Nepal or abroad. These migration pathways were often facilitated through friends working abroad and their in-country networks. In such cases, the recruitment process was highly informal and lacked transparency. A participant reported being asked to submit passport-sized photos as well as multiple revealing full-body photographs in different outfits, with recruiters specifically requesting “appealing” images. Her job offer letter and visa were issued within a short period, often within a week without any formal communication regarding job roles or conditions.

“After I shared my interest in seeking job opportunities abroad with a friend, I received a call the very next day from someone in Qatar who said she was connected to that friend and wanted to help me. It surprised me. As requested, I was asked to send around 50 photos of myself wearing different outfits to a Nepali woman in Qatar who was assisting me in securing a job. Within three days, I was granted a visa and an offer letter. I became suspicious and rejected the offer, as I had learned from an NGO orientation that safe migration requires registration with the employment Board and it follows a documented process” – FGD Cisgender

3.2.8. Perceived risks during travel (cross border migration)

While travelling abroad, respondents perceived different types of risks. Figure 4 provides the data on perceived risk during external migration. From Figure 4, LGBTQIA+ individuals are more vulnerable during travel in terms of risk exposure, fear, and negative experiences. They also tend to have less information about job conditions, which further increases their vulnerability, particularly in the context of migration abroad

Figure 4: Perceived Risk during travel (cross border migration)



The results presented in Figure 4 suggest that LGBTQIA+ individuals perceive risks of being physically harmed (mean value 3.9) followed by reaching the destination country and being detained by foreign officers with a score of (mean value 3.82) for both. For Cis gender it also looks like similar risks perceived such as reaching the destination country are more vulnerable during travel in terms of risk exposure, fear, and negative experiences. They also tend to have less information about job conditions, which further increases their risks of abuse and exploitation, particularly in the context of migration abroad.

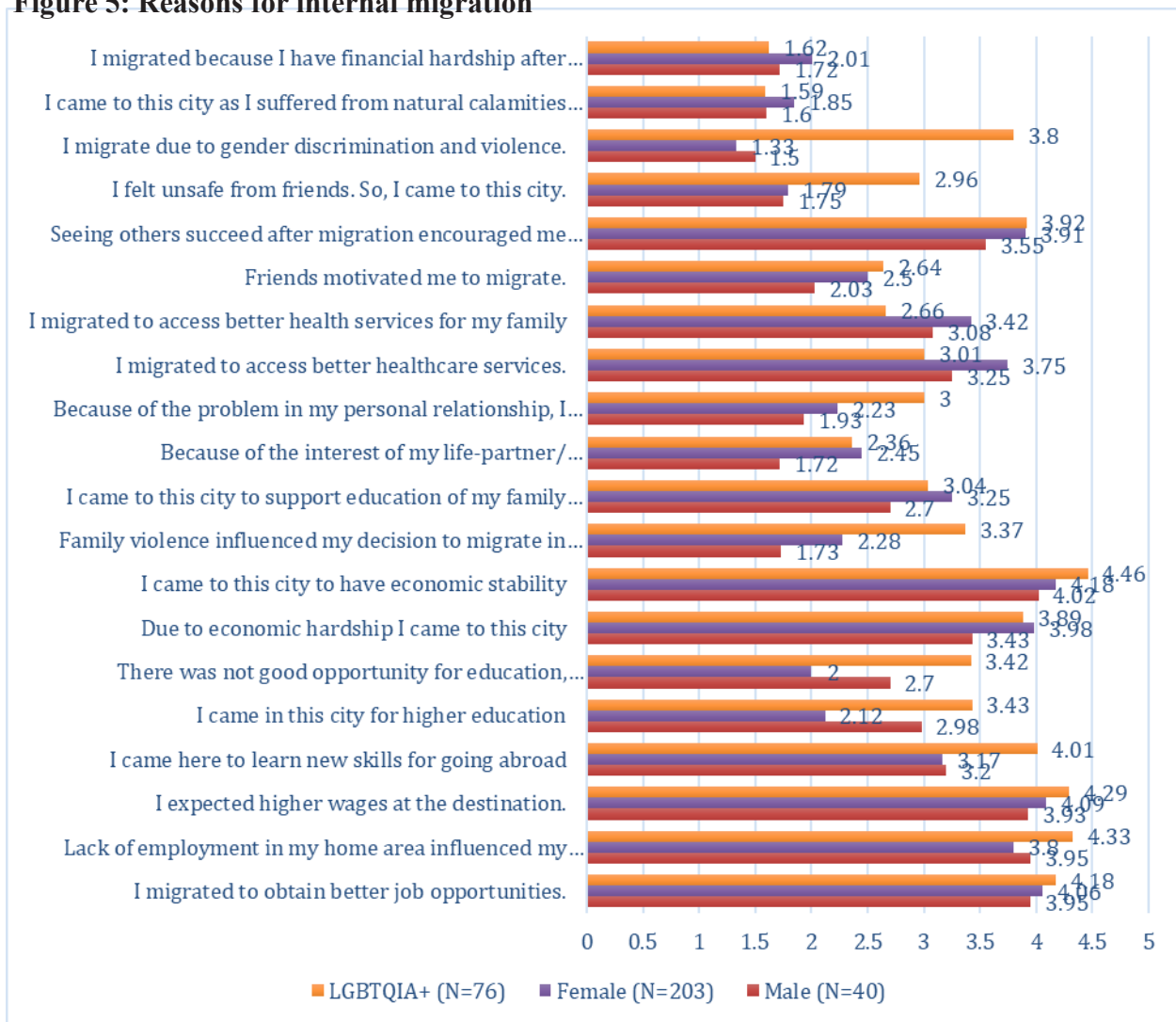
3.3 Socio-economic, cultural, and personal factors influencing the decision to migrate and enter into EHS

This section provides the result of the socio-economic, cultural and personal factors that influence the decisions workers to migrate to Kathmandu valley and join the EHS sector.

3.3.1. Reasons for Internal Migration

The study looked at the reasons for internal migration among Cisgender and LGBTQIA+ individuals. Figure 5 provides details below.

Figure 5: Reasons for internal migration



As shown in Figure 5, workers move to Kathmandu for several reasons. The results are based on average (mean) scores given by respondents, where a higher mean indicates a more important reason. Economic stability has the highest mean score (mean= 4.23), making it the main reason for migration. This is followed by the expectation of higher wages (mean= 4.12) and better job opportunities (mean= 4.08). Overall, the findings suggest that most workers migrate internally to improve their financial situation.

Comparison of mean scores across gender groups shows that LGBTQIA+ respondents have higher mean values for most of the reasons. This indicates that gender and sexual minorities face greater challenges, including limited access to job opportunities. They also reported experiencing higher levels of family violence, as well as discrimination from their communities and friends. These factors emerge as major reasons for their migration.

The qualitative findings from FGDs with Cisgender and LGBTQIA+ participants on the drivers of internal migration to Kathmandu were further explored. Across both groups, economic instability, unemployment, and the pursuit of better livelihood opportunities consistently emerged as central motivations. Many participants emphasized financial security as a key aspiration.

Among cisgender participants, economic necessity particularly the need to support family members and meet basic living conditions was a major factor influencing migration. Many shared making urgent and, at times, risky decisions to move to Kathmandu in search of work, often without fully considering

potential challenges related to travel, employment conditions, or personal safety. A significant number migrated alone, frequently influenced by peers or friends perceived as economically successful. These social networks played an important role in shaping expectations, as participants relied on narratives of opportunity and success shared by others.

In contrast, for gender and sexual minority individuals, economic aspirations were more closely tied to self-sustenance rather than family support. Their primary motivation for seeking employment was to maintain an independent life in Kathmandu and meet their own living expenses. Migration decisions were also strongly influenced by the desire to leave environments characterized by stigma and discrimination. Kathmandu was perceived not only as a big city offering better employment and educational opportunities, but also as a relatively safer and more anonymous space where individuals could express their identities more freely. As a transgender man FGD participant said,

“I always thought that I would work very hard and build a bright future,”
reflecting a strong desire for upward economic mobility.

FGD with Cisgender participants highlighted limited access to employment opportunities in their hometowns, which compelled them to seek work in the capital. This lack of local opportunities often pushed individuals into informal and precarious forms of employment upon arrival. In addition, many participants demonstrated limited awareness of the need to acquire specific skills required for urban labor markets. Instead, their perceptions of employability were often based on personal attributes or informal experiences rather than market-oriented skills.

For instance, two cisgender participants shared how their expectations of employment were shaped by self-perceived talents.

One participant stated, *“I knew I had a good voice as I used to sing folk songs in my hometown during different occasions, so I thought I could get a job as a dohori singer and become famous one day.”*

Another explained, *“My friends and community members in my village always complimented my dancing, so I thought I could find a job in a dance restaurant, which I did.”*

These narratives suggest that participants’ understanding of job requirements was largely rooted in individual qualities and social validation, rather than a clear awareness of the technical or professional skills needed to access stable and secure employment that often pushed individuals into informal and precarious forms of employment upon arrival.

Furthermore, even when participants were able to secure employment, low wages and high living costs in Kathmandu created additional economic pressures, often reinforcing their vulnerability.

One cisgender participant had to say, “Initially I worked in a cloth store, my salary was 5000. It was not enough for rent and food.”

Another participant highlighted the burden of financial responsibility, stating,

“My husband left me, leaving me responsible for supporting my two children. How would I manage if I didn’t earn? Living in Kathmandu is expensive; I have to do any work to survive and support my children.”

These accounts illustrate how inadequate earnings, combined with limited skills and high living

expenses, can trap migrants into cycles of economic insecurity and compel them to accept any available form of work, regardless of conditions.

3.3.2. Cultural and Social Influences

Cultural and social factors play a significant role in shaping migration aspirations and decisions. Migration to Kathmandu is often socially constructed as a symbol of success and upward mobility. This perception is reflected in participants' experiences, as one shared, *"I came to Kathmandu for my personal growth believing it would give me opportunities to achieve my dreams Thulo thau baneko thau ho (big city is big city meaning more opportunity for self-growth)."* -FGD, Gay

Such narratives highlight how Kathmandu is viewed as a place of opportunity and transformation.

Peer networks were found to be particularly influential, as many migrants relied on friends and acquaintances already living and working in Kathmandu for information, emotional support, and entry into various employment sectors. These networks often shaped both occupational choices and survival strategies in the city.

For instance, one transgender woman participant explained:

"I got to know some sex workers when I started participating in NGO programs that provided training on beauty parlour skills. During this time, I met many individuals like me and became good friends with them. I learned that engaging in sex work had become a necessity for them to survive in Kathmandu, such as managing room rent, food, and education. So, I also started doing sex work to maintain a basic living in Kathmandu." – FGD, Transgender

However, migration decisions are also shaped by social constraints including stigma, exclusion, and pressure to conform to societal expectations. Many participants in the FGDs with LGBTQIA+ described experiences of social rejection in their places of origin. This situation makes it difficult for them to return to and envision themselves living in their host communities. Additionally, during the FGD (Gay group), it was evident that they are always seeking opportunities to meet or connect with people of their own gender and sexual identity. One participant expressed,

"We meet at least once in two days, where we share our day-to-day moments of happiness and sorrow."

Another stated,

"In addition, we also make sure to have daily online conversations with our friend circle, and it gives us happiness and a safe space to express ourselves." - FGD, Gay

Chandragiri Municipality officials during KII shared that she came to know about two local LGBTQIA+ individuals who later on left the community. She further noted that even when services are planned by the municipality, it is not easier to find local LGBTQIA+ individuals, mainly due to fear of being disclosed and concerns about privacy and safety.

Such findings indicate that among the gender and sexual minorities there is weak attachment to "home" communities. It is due to stigma, strong reliance on chosen peer networks, online and offline safe spaces to share their joys and sorrows, and service access barriers out of fear of disclosure. Similarly, another participant shared experiences of isolation, stating:

“When I was 15 years old, I happened to tune in to a radio program that discussed the experiences of gender and sexual minority groups and about the organization Blue Diamond Society, which supports such groups. I then became aware that there were people like me, and I felt a sense of relief that I was not alone in this world. I realized that I belong to this group. I felt isolated at home, and there was no one in my community I could talk to. I wanted to escape from that place and meet people like me. I thought that joining the Blue Diamond Society would help me, I came to Kathmandu.”-FGD, Gay

Family and societal expectations also influence migration. For example, one participant noted,

“There is also pressure on me to get married with a cisgender girl, but I try to ignore it, because I am attracted to someone like my gender not girls”. Although I look like a macho man, internally, I am very emotional like a girl and my heart is like a girl’s heart. I want to be in a relationship with a man not girl.”-FGD, Gay

For LGBTQIA+ individuals, especially those who do not identify with heterosexual expectations, it creates intense pressure. In the quote, the participant describes being expected to marry a cisgender woman despite being emotionally and romantically attracted to men. This shows a clear conflict between societal expectations (heterosexual marriage) and personal identity and desire. In such situations, marriage becomes a source of stress rather than choice. It can be perceived as a forced pathway to “normalize” someone’s identity in the eyes of society.

In this way, marriage acts as a push factor to escape from societal pressure such as marriage and move to urban areas like Kathmandu, where there are relatively more anonymity and slightly greater freedom to express their gender and sexual identity.

3.3.3. Personal and Individual Factors

Personal factors also significantly influence migration decisions into the EHS sector. Individual aspirations for independence, self-reliance, and improved living conditions play a key role. Many participants expressed strong personal motivation to build a better future.

Apart from financial gain, personal factors for migration were predominantly among individuals aged 30 years and above. This was largely driven by the perception that their ability to work in the EHS sector declines with age, along with the realization that opportunities in this sector decrease as they grow older.

“I started working in a dohori at the age of 20, and now I am over 35. Over the years, I have given my time and energy to this work, but today I feel I am no longer treated with the respect I deserve by the owner. In this sector, it often feels like youth and appearance are valued more than skill and experience. I also feel my energy is not the same as it once was perhaps age is slowly catching up with me.”- FGD, Cisgender

“There was a time when I earned well, but I spent everything on my living expenses in Kathmandu like paying room rent, food, and clothing but also supporting my parents and brother’s education so no saving was made for the future. Now, I find myself with nothing to fall back on. Because of this, I am thinking of going abroad for work, hoping to earn enough to sustain my life. At this point, it feels like the only option I have left.” – FGD, Cisgender

While, for younger workers, going abroad was more a matter of choice, often motivated by the prospect of higher income and skilled employment; a 24-year-old participant shared:

“I am already earning a good income here (60,000 to 70,000 rupees a month), but now I am thinking of going to Japan for a skilled job. I have joined a Japanese language course and am also training in Barista.”- FGD, Cisgender

FGDs with gay participants highlighted that there was a strong interest in educational migration, particularly to countries such as Europe and Australia, which are perceived as more inclusive and supportive of diverse sexual and gender identities. In contrast, migration to Gulf countries was viewed as a secondary option, primarily driven by financial necessity, as these destinations are associated with stricter social norms and limited space for gender and sexual expression.

Despite these constraints, some participants still opted to migrate to Gulf countries such as Dubai, Saudi Arabia, and Malaysia due to urgent economic needs. One participant detailed:

“I went to Dubai on a work visa and stayed there for six months. I went there presenting myself as male, but internally I felt suffocated as I was suppressing my sexual orientation. I was having a relationship with a man from South Africa, but acquaintances reported this to the company, and they became aware. As a result, I was fired and sent back to Nepal.” FGD, Gay

Similarly, findings from FGDs with transgender participants (men and women) reflected comparable experiences of constrained livelihood opportunities and mobility decisions. However, in addition to internal and Gulf migration, they also reported cross-border seasonal migration to India as an alternative survival strategy. Many participants engaged in temporary agricultural work, particularly in apple farms and other informal labor sectors, during periods of unemployment in Nepal. This form of seasonal migration was often used as a coping mechanism to bridge income gaps and sustain livelihoods in the absence of stable employment opportunities at home.

3.4. Migration experiences, including internal versus cross border migration, influencing workers’ exposure to risks

The study sought to explore how different migration experiences, including internal versus cross-border migration, influenced workers’ exposure to exploitation, trafficking, unsafe working conditions, and employment instability within the adult entertainment sector which address the research question three.

3.4.1. Job-Seeking Patterns Among ESH Workers

This section interprets the status of the respondents’ workplace in Kathmandu valley.

3.4.1.1. Internal Job Status

This section interprets the status of the workers’ workplace in Kathmandu valley. It presents the result of job information sources, including getting the job, information about the job, types of workplaces, working hours, monthly income, and tips.

3.4.1.2. Job Information Source

Table 12 presents the job information sources among workers to get a job. There are different sources of information about jobs. They are friends, family and relatives, agents, social media, online, NGO and others.

Table 12: Job Information Source

Job Information Source	Frequency	Percent
<i>Friends</i>	224	70.2
<i>Family and relatives life</i>	56	17.6
<i>Partner/girlfriend/ boyfriend</i>	4	1.3
<i>Agent</i>	11	3.4
<i>Social media</i>	5	1.6
<i>Online ad</i>	4	1.3
<i>Walk-in</i>	3	0.9
<i>NGO</i>	1	0.3
<i>Others</i>	11	3.4
Total	319	100

Table 12 suggests, majority of the workers get information about this kind of job from friends (70.2%), followed by family and relatives (17%).

3.4.1.3: Supported to get this job

Workers in this sector also get support from different people. The support comes from family, friends, agent, employer, partner, boyfriend, or girlfriend. Table 13 provides details about people who support workers to get this job.

Table 13: Support to get this job

Supported from	Frequency	Percent
<i>Self</i>	37	11.6
<i>Friends</i>	222	69.6
<i>Family</i>	33	10.3
<i>Partner/boyfriend/ girlfriend</i>	3	0.9
<i>Agent</i>	13	4.1
<i>Employer</i>	5	1.6
<i>Others</i>	6	1.9
Total	319	100

Table 13 shows that workers in this sector primarily receive support from friends in obtaining their jobs (69%). In addition, some respondents secured jobs independently (11%), while others reported receiving support from family members (10%).

Further analysis across gender was conducted to examine whether the sources of support differed by gender provided in Figure 6

Figure 6: Supported for getting Job across Gender (N=319)

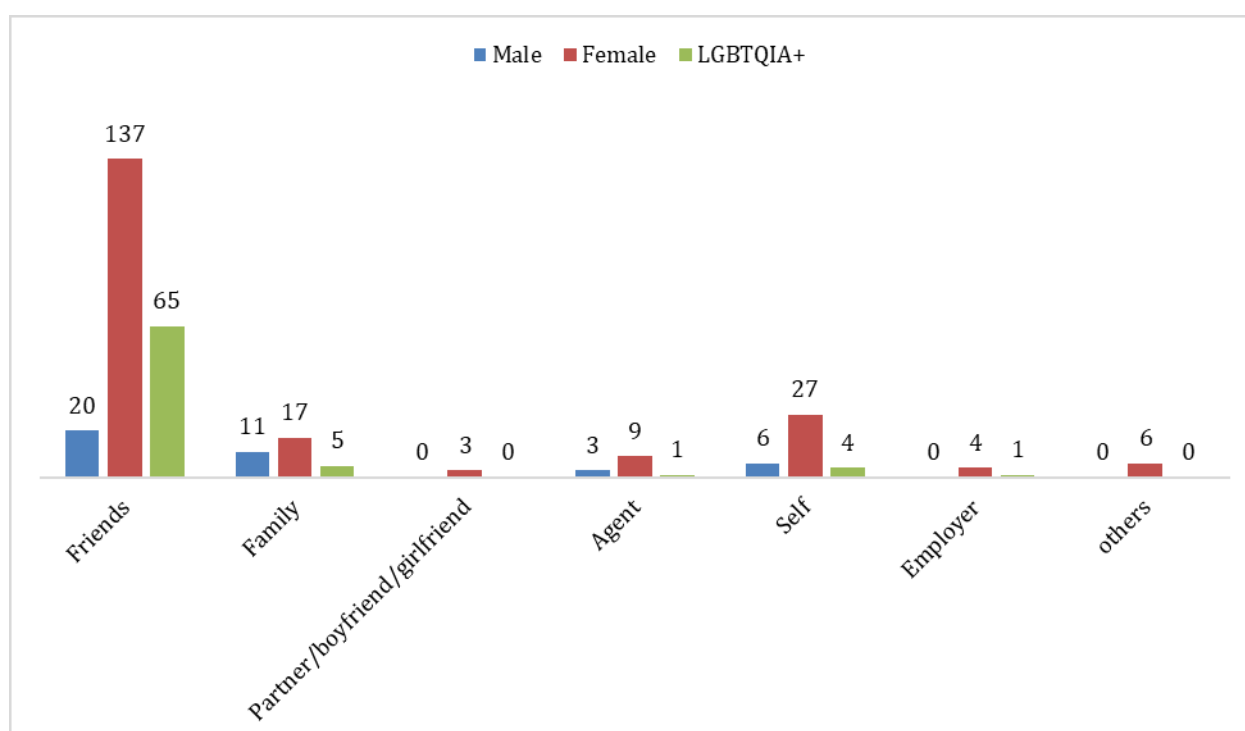


Fig 6 presents the findings on support received for obtaining jobs across different gender groups. The results indicate no significant variation across genders. For all gender groups, friends were the primary source of support, followed by family members.

3.4.1.4. Payment to get the Job

One of the issues with workers in the hospitality and entertainment sector is they have to pay for getting jobs.

Table 14: Payment to get the Job

Did you pay to get a job?		
No	304	95.3
Yes	15	4.7
Total	319	100

As shown in Table 14, only a small number of respondents reported having to pay to obtain a job in this sector (4%).

3.4.1.5. Information and Other Options for the Job

It is also crucial to have information about the job for the betterment of the worker. Table 15 provides the results of information access among workers before joining the job.

Table 15: Information and Other Options for the Job

Items	Frequency	Percent
Information Available		
Completely	109	34.2
Little Bit	135	42.3

<i>Not Clear</i>	67	21
<i>Wrong information was given</i>	8	2.5
<i>Total</i>	319	100
Other Options for Job		
<i>Lot</i>	6	1.9
<i>Little</i>	196	61.4
<i>No</i>	104	32.6
<i>Not clear</i>	7	2.2
<i>Did not know</i>	6	1.9
<i>Total</i>	319	100

Table 15 findings indicate that many respondents entered the sector without adequate information. The majority had only limited information (42.3%) or unclear information (21%) while (34.2%) reported receiving complete information which included the nature of job, salary, position, risk, and benefits. A small proportion (2.5%) stated that they were provided with wrong information. This suggests that many workers lacked clear and accurate information before entering the sector.

Most workers reported having limited employment opportunities, with (n=196) respondents indicating they had few options and (n=104) stating they had no other job options.

3.4.2. Entry into Employment and Role of Social Networks

Social networks play a central role in job placement. Friends and acquaintances are the primary sources of job opportunities, often assisting with both employment and accommodation arrangements. Social media platforms such as Facebook and Messenger are also increasingly used for job search and recruitment. However, reliance on informal networks also exposes workers to risks, including misinformation, job insecurity, and exploitation such as working without contract, late or no payment, verbal or physical abuse by owner and customer, being promised wages that were not honored or working for extended periods without pay, particularly during initial entry into the sector. The participant stated:

“A colleague helped me secure a job at a dohori sajh in Kathmandu by contacting the owner. When I was taken to meet him, I felt that he looked at me from head to toe and commented that I had a good appearance and that clients would be pleased. I was then hired”. FGD, Cisgender

Similarly, another participant stated: “I worked in a massage centre for a year, but I received a much lower salary than what was initially agreed with the owner. When I inquired about it, she said, ‘you are not making any business of pleasing the client.’” -FGD, Cisgender

3.4.3. Workplace Status

This study has further analyzed the workplace, such as types of workplaces, working hours, and monthly income. Table 16 gives the results of the workplace Status

Table 16: Workplace Status

Workplace Status	Frequency	Percent
Types of Workplaces		
<i>Dance-bar</i>	25	7.8

<i>Massage/Spa</i>	76	23.8
<i>Dohori</i>	37	11.6
<i>Small Hotel</i>	56	17.6
<i>Restaurant</i>	30	9.4
<i>Cabin Restaurant</i>	10	3.1
<i>Khaja Ghar</i>	57	17.9
<i>Others</i>	28	8.8
<i>Total</i>	319	100
Working Hour		
<i>Up to 2 hours</i>	3	0.9
<i>3-5 hours</i>	9	2.8
<i>6-10 hours</i>	232	72.7
<i>more than 10 hours</i>	75	23.5
<i>Total</i>	319	100
Monthly Income		
<i>upto 10000</i>	53	16.6
<i>10000-30000</i>	252	79
<i>30000-60000</i>	12	3.8
<i>60000 and above</i>	2	0.6
<i>Total</i>	319	100

Table 16 shows that most respondents work in massage/spa centers (23.8%), followed by khaja ghar establishments (17.9%). Many workers reported earnings between NPR 10,000 and 30,000 per month (79%). Income levels appear relatively low, as only two respondents (0.6%) reported earning more than NPR 60,000 per month. In terms of working hours, most respondents work 6–10 hours per day (72.7%), while a considerable proportion work more than 10 hours daily (23.5%).

Types of workplaces, working hours, and level of income are further segregated across gender. Table 17 shows the results of types of workplaces across genders.

Table 17: Types of Workplaces among Cisgender and LGBTQIA+ individuals

Types of Workplaces	Male	Female	LGBTQIA+	Total
Dance-bar	3 (7.5%)	7 (3.4%)	15 (19.7%)	25
Massage/Spa	3 (7.5%)	64 (31.5%)	9 (11.8%)	76
Dohori	5 (12.5%)	27 (13.3%)	5 (6.6%)	37
Small Hotel	11 (27.5%)	38 (18.7%)	7 (9.2%)	56
Restaurant	6 (15%)	12 (5.9%)	12 (15.8%)	30
Cabin Restaurant	4 (10%)	3 (1.5%)	3 (3.9%)	10
Khaja Ghar	5 (12.5%)	49 (24.1%)	3 (3.9%)	57
Others	3 (7.5%)	3 (1.5%)	22 (28.9%)	28
Total	40	203	76	319

Table 17 shows variations in workplace concentration across genders. Male workers (27.5%) are more commonly employed in hotels. Female workers (31.5%) are predominantly employed in massage and spa centers. In contrast, LGBTQIA+ individuals are more likely to work in dance bars, comprising (19.7%).

Table 18: Monthly Income between Cisgender and LGBTQIA+ individuals

Monthly Income	Male	Female	LGBTQIA+	Total
up to 10000	6 (15%)	42 (20.68%)	5 (6.5%)	53
10000-30000	33 (82.5%)	158 (77.83%)	61 (30.04%)	252
30000-60000	1 (2.5%)	2 (0.98%)	9 (11.84%)	12
>60000	0	1 (0.049%)	1 (1.3%)	2
Total	40	203	76	319

Table 18 presents the monthly income distribution across genders. The findings indicate that respondents from all gender groups generally earn between NPR 10,000 and 30,000 per month. The results further suggest that there is no significant difference in monthly income between Cisgender and LGBTQIA+.

Finally, Table 19 shows the result of working hours across gender and LGBTQIA+

Table 19: Working Hours Among Cisgender and LGBTQIA+ individuals”

Working Hour	Male	Female	LGBTQIA+	Total
Up to 2 hours	0	1 (0.049%)	2 (2.6%)	3
3-5 hour	1 (2.5%)	6 (2.9%)	2 (2.6%)	9
6-10 hours	25 (62.5%)	154 (75.86%)	53 (69.73%)	232
10 hours+	14 (35%)	42 (20.68%)	19 (25%)	75
Total	40	203	76	319

Table 19 indicates that there is generally no variation in working hours across genders. Workers from all gender groups predominantly work 6–10 hours per day.

Further, the risk in the workplace is analyzed across genders. Figure 7 provides details about the risk in the workplace across genders.

Figure 7: Risk across Gender at Workplace in Internal Migration (N=319)

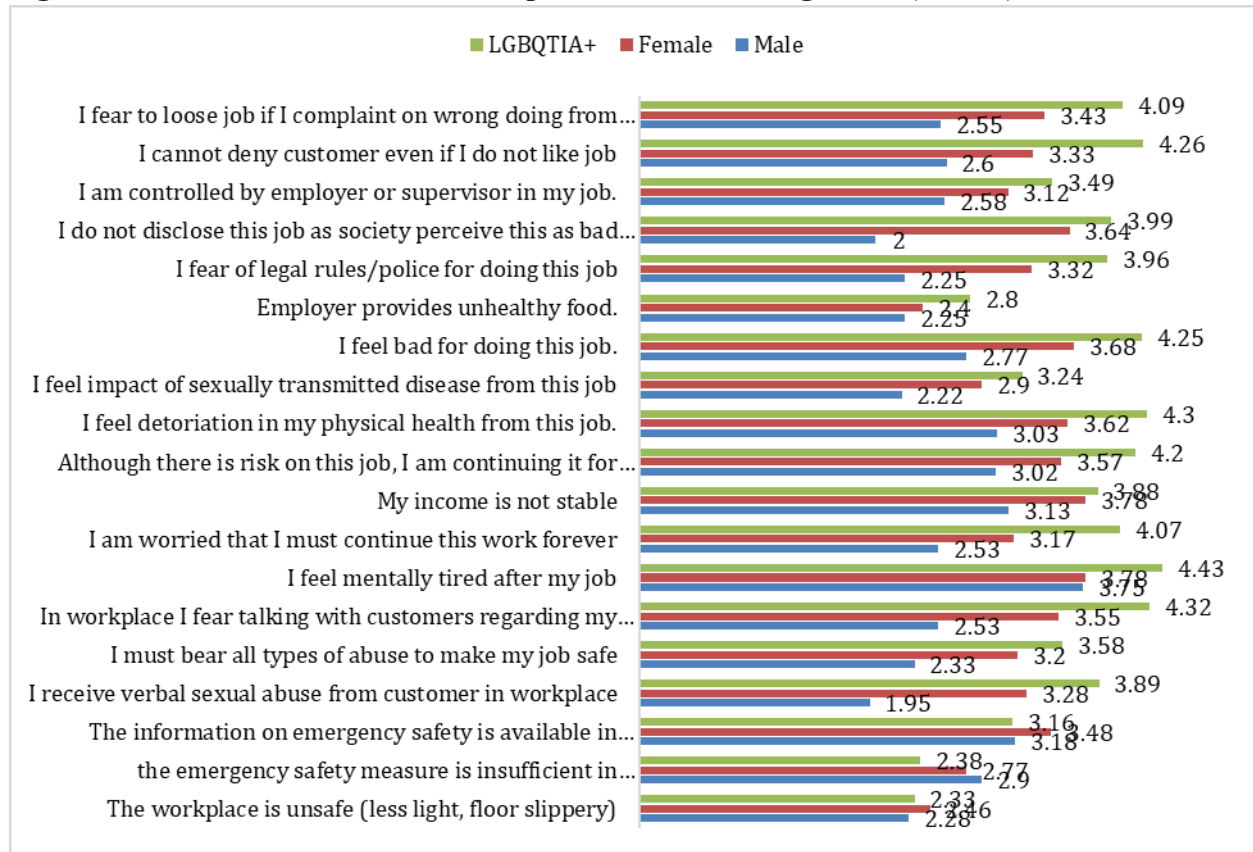


Figure 7 suggests that LGBTQIA+ face the highest risk, followed by female workers and then male workers. In terms of physical safety, male have a higher risk, but in cases of abuse and exploitation, mental and emotional strain, economic insecurity, health risk, social stigma, and legal fear, powerlessness and control, LGBTQIA+ individuals have the highest risk compared to males and females.

Workers use various preventive measures to protect themselves from such risks, and these practices are further analyzed by gender. Figure 8 presents the findings on the use of preventive measures across different gender groups.

Figure 8: Preventive Measures at Workplace in Internal Migration (N=319)

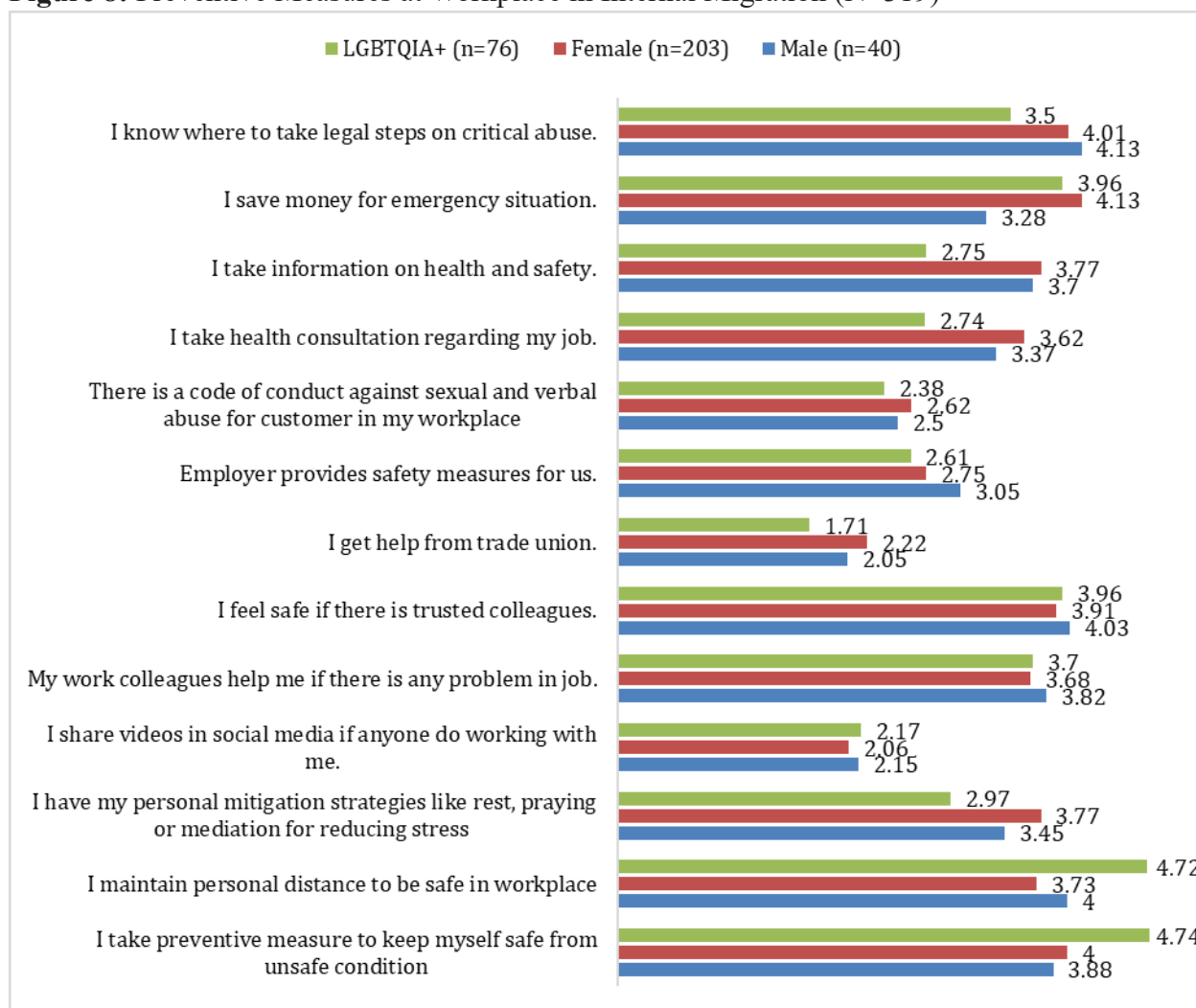


Figure 8 suggests that LGBTQIA+ individuals demonstrate the highest levels of immediate self-protection behavior. In contrast, female respondents are more likely to engage in financial planning and health-seeking practices, while male respondents tend to adopt more moderate approaches to risk mitigation.

3.4.4. Exposure to Exploitation

FGDs with cisgender participants revealed that first-time job-seeking EHS was primarily driven by the intention to secure income, often with limited knowledge of labour rights and strong reliance on information provided by job finding agents and agreeing to job conditions of the employer. Many participants entered employment without prior awareness of job conditions, expectations, or contractual arrangements.

Several respondents reported working under unclear or frequently changing job roles, with duties extending beyond their formal or expected job descriptions (e.g., singers being required to serve as waitresses or dancers). Participants also described experiences of salary deductions for arbitrary reasons, such as not satisfying customers, working without formal contracts, and lacking access to employee benefits. In addition, workers reported long working hours, often ranging from 6–10 hours or more per day, including night shifts.

3.4.5. Workplace Discrimination and Social Exclusion

Across both migration types, workers consistently reported exposure to unsafe and exploitative working conditions, including verbal abuse and bullying by senior staff, harassment from customers and employers, lack of job security and formal contracts, pressure to comply with customer demands, threats of job loss if complaints are raised, and emotional and sexual exploitation in some cases.

Participants shared that they were verbally and emotionally abused within the workplace by senior co-workers. Girls coming from rural areas reported that they are being humiliated and judged based on their appearance, their accent, and not having urban exposure. As shared by one of the respondents: *“Senior singers would bully me because of my appearance and skills. Some called me “Pakhe” (savage) because I came from a village. These comments deeply affected me. My work experience was often unpleasant. FGD with dohori workers*

Even my male co-workers tease me because of my feminine nature. Securing employment is particularly difficult for members of our community. Within the entertainment and hospitality sectors, space is limited; we are most often limited to roles in spas rather than other venues, especially those involving direct interaction with customers. FGD with transgender

“I have faced harassment multiple times—people try to touch me inappropriately, tease me, and sometimes my salary is not paid on time. I am often called derogatory names such as ‘Hijra’ (a South Asian term for transgender women/gender-diverse persons) and ‘Chhakka’ (a local derogatory term used for transgender women in Nepal and parts of South Asia) - FGD with transgender

The findings suggest that the social and gender identity of EHS workers face different kinds of discrimination and exclusion.

3.4.6. Fear of Job Loss

The study found that female workers have limited negotiating power and are unable to refuse customers’ demands due to fear of losing their jobs. This is consistent with quantitative findings as shown in Figure 7. The informants shared that within the venues, customer satisfaction was prioritized over workers’ safety. As shared by one of the respondents:

“Compared to waitresses, singers are in a relatively safer position, but we still cannot refuse customers’ demands, such as dancing with them. Complaining to the owner risks losing our jobs.” FGD, Cisgender

This shows that fear of losing a job has pushed girls to tolerate harassment, coercion and unsafe working conditions to sustain life.

3.4.7. Exploitation and Harassment

The study found that respondents reported being pressured to share personal contact information, to entertain customers beyond their job roles, and to tolerate inappropriate behavior from both customers and management. One respondent noted:

“Girls working in this sector do not have a good perception of others. We are asked for our mobile number by customers. It is elderly men who ask for our numbers. Even the manager (constant staring, tough my body parts and staring seduced me by giving excessive attention, repeatedly complimenting

my appearance, and trying to build a personal relationship by offering me to go out with him for dinner or coffee.” -FGD, Cisgender

These findings demonstrate how the boundaries between entertainment work and sexual exploitation were often blurred within workplace practices and social perceptions. Among the females, those who female workers wanted to maintain professional boundaries still face assumptions that they are sexually available, exposing them to emotional distress and unsafe situations.

Key informants highlighted the prevalence of exploitative labour practices within entertainment venues, including underpayment, emotional manipulation, and pressure to engage in sex work. One key informant noted that workers often do not receive wages in accordance with government regulations, as profit-oriented business practices take precedence over labour standards. According to the informant, employers frequently pressure workers to satisfy clients, which may involve performing sexualized gestures or, in some cases, engaging in sex work.

3.4.8. Stigma and Concealment of Profession

The study found that many female workers in this sector conceal their profession from family members and society due to fear of judgment, shame, and social exclusion. One participant shared:

“Some of us hide our profession from our families and society because of stigma. Society often judges women in this sector negatively linking our profession to sex work.” FGD, Cisgender

Female participants expressed that customers also treat them as sex objects regardless of their actual roles and responsibilities in their workspace. They are often subjected to insulting and degrading remarks that objectify them and associate them with sex work.

“Many times, I have heard customers say, why do you work here? It would be better to go to Thamel and do sex work.” FGD, Cisgender

Such mistreatment discourages workers (Cisgender, LGBTQIA+) from seeking protection or support from the police, as they feel that authorities may hold similar biases. This, in turn, contributes to the underreporting of exploitative and abusive incidents.

3.4.10. Risk at the workplace abroad

Apart from travel risk, workers were also vulnerable to different risks at their workplace abroad. Figure 9 provides details on different such risks.

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Figure 9: Risk at Workplace in External Migration (N=24)

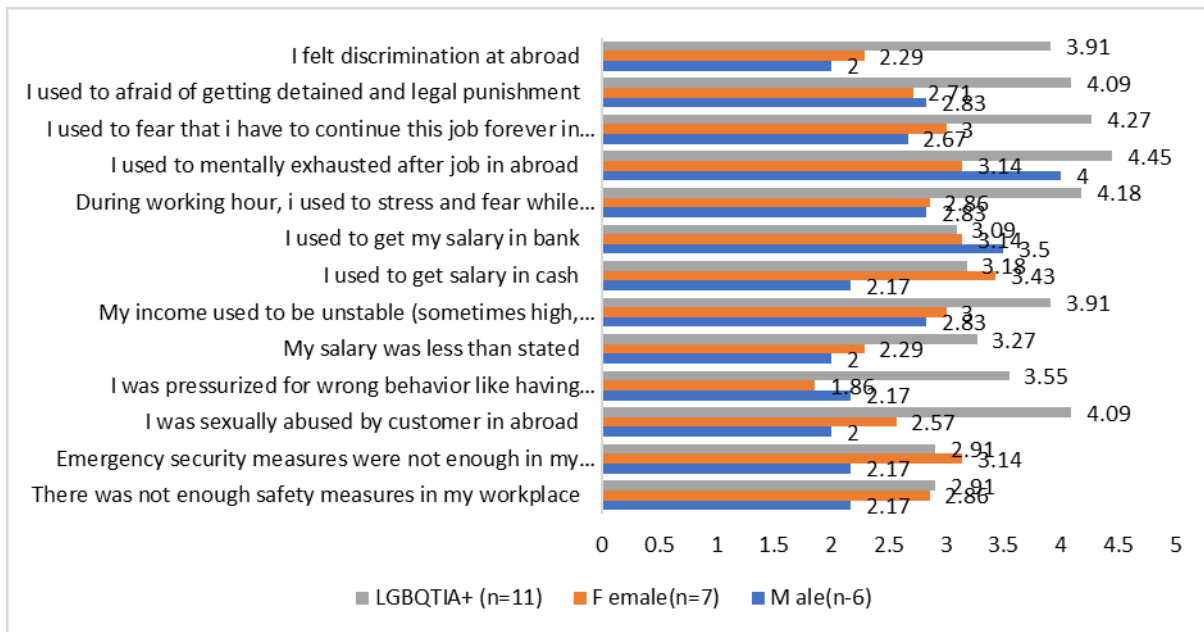


Figure 9 suggests LGBTQIA+ individuals have the highest risk of sexual abuse, psychological stress, legal fear, and discrimination compared to male and female workers abroad. Although workers have risk at the workplace in foreign countries, they have different risk mitigation techniques.

3.4.2. Risk mitigation strategy

Figure 10: Risk Mitigation Strategy

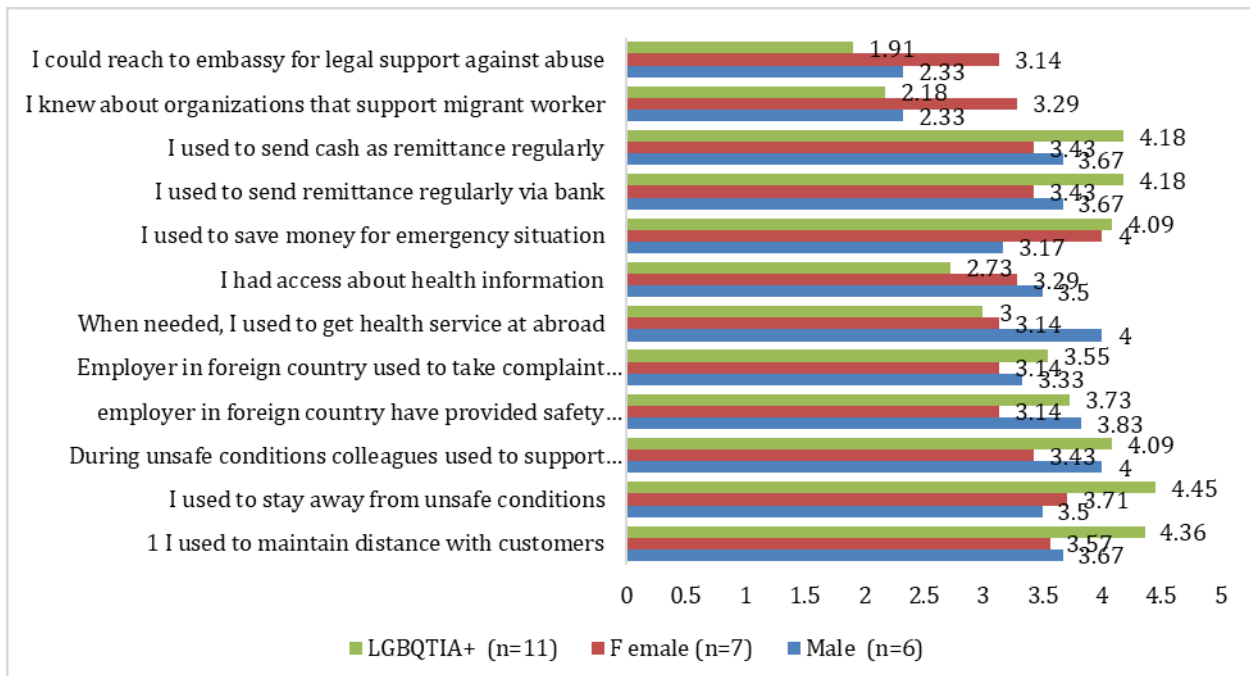


Figure 10 shows that the most used risk mitigation strategy in destination countries is staying away from unsafe conditions, with a mean value of (4). Another major strategy is maintaining distance with customers, with a mean value of (3.96). The results also suggest that reaching out to the embassy for legal support against abuse is less commonly applied, with a mean value of (2.38).

Females have strong strategies for resources like financial management. Males are better at accessing health services as mitigating strategies.

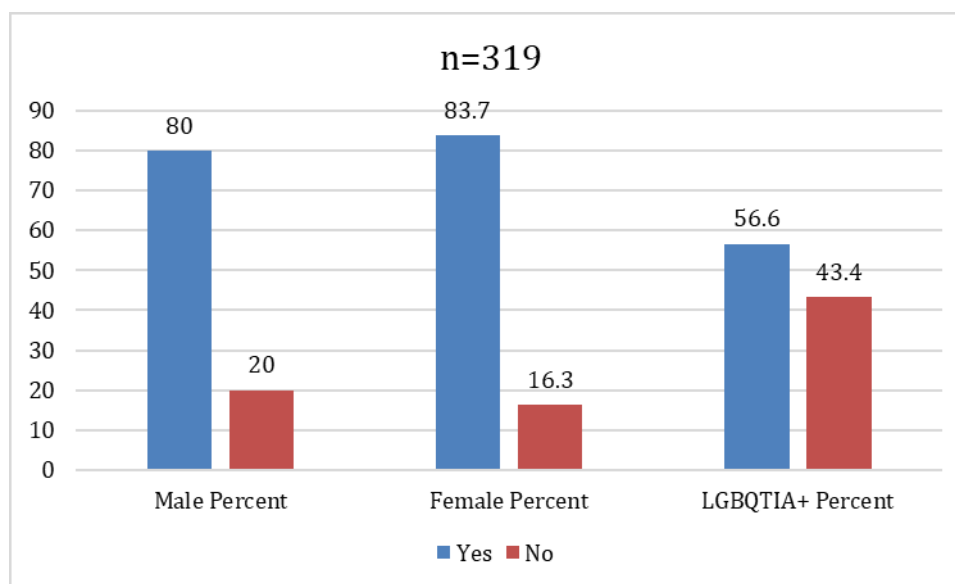
3.5. Formal and informal support systems, policies, and services currently available to respond to risk and challenges

This section deals with formal and informal support systems along with services available for mitigating risk and challenges among workers in EHS which address the research question four.

3.5.1. Information on Help and Support

This section presents respondents' knowledge and awareness regarding available help and support services in cases of abuse or injustice.

Figure 11: Information on Help and Support



Overall, more than three-fourths (76.8%) of all respondents reported having knowledge of available help and support in cases of abuse or injustice. The findings show relatively similar levels of awareness among males and females, which includes (80%) and (83.7%) respectively. However, a comparatively lower proportion of LGBTQIA+ (56.6%) know in this regard. This highlights the need to focus on targeted awareness and outreach programmes to improve access to information on available help and support among LGBTQIA+ communities.

3.5. 2 Knowledge about the types of help and support available

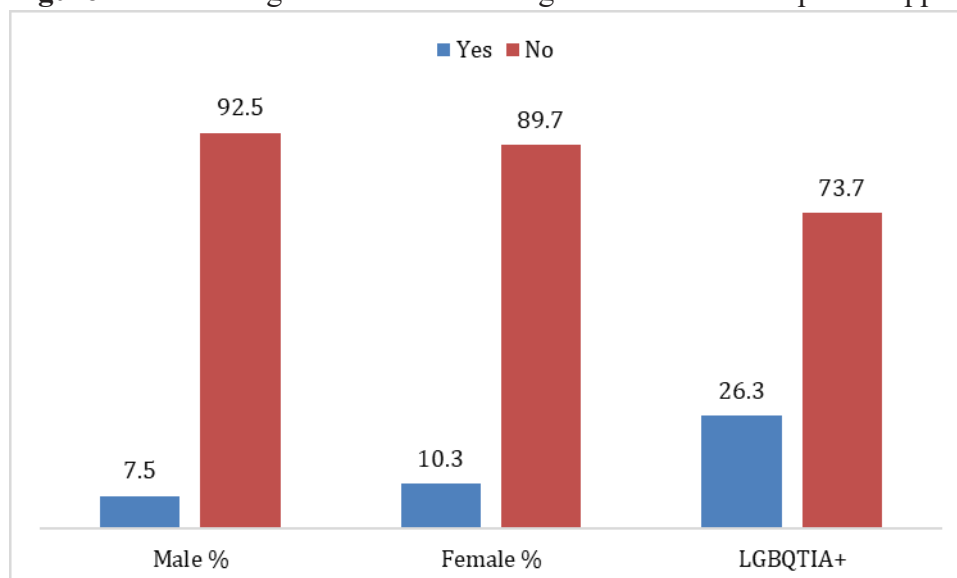
This section presents respondents' knowledge regarding the different types of help and support services available in cases of abuse, injustice, and related concerns. Table 20 provides details on this.

Table: 20: Knowledge about types of help and support available

Sources of help and support	Number (out of 245 respondents who know where to seek help and support)
<i>Police</i>	201
<i>NGOs</i>	166
<i>Legal support</i>	101
<i>Counselling</i>	48
<i>Shelter</i>	22
<i>Municipality service desk</i>	17
<i>Health</i>	16
<i>Trade unions</i>	16
<i>Other institutions</i>	1

The above table 20 shows various sources of help and support. A large majority of respondents mentioned police (n=201) as key sources of support, followed by NGOs (n=166) and legal support (n=101). Comparatively fewer respondents reported awareness of counselling services (n=48) and shelter support (n=22).

A small proportion of respondents (6.9%) know about municipality service desks, highlighting the need for wider dissemination of information services provided through local governments. These findings are consistent with the qualitative findings of the study, which also revealed the fact that a large majority of respondents are unaware of local-level services such as MRC and ESC labour desks. In addition, awareness of health services and trade union support was reported by only 6.5% of respondents each.

Figure 12: Percentage of workers across gender on use of help and support

The study findings show that only a small proportion of respondents (13.8%) had accessed help and support in case of abuse and exploitation, highlighting a significant gap between knowledge and practice. It is worth noting that a significant proportion of LGBTQIA+ (26.3%) reported accessing support services compared to males (7.5%) and females (10.3%).

Table 21 Reasons for not using help and support

Reasons for not using help and support	Number (out of 275 respondents who did not use any help or support)	Percent (out of 275 respondents who did not use any help or support)
<i>Not needed</i>	195	70.9
<i>Lack of information</i>	56	20.4
<i>Social fear</i>	41	14.9
<i>Fear</i>	35	12.7
<i>Lack of trust</i>	23	8.4
<i>Distance</i>	2	0.7

When asked about reasons for not accessing help or support service, a large majority (nearly 80%) reported that they didn't feel the need for support. However, a considerable proportion of respondents (20.4%) mentioned lack of information as a key reason, which reiterates findings from the qualitative study that the need for increased awareness on available help and support services through outreach activities. In addition, nearly (15%) and (12.7%) of the respondents shared that social fear and fear, respectively, were reasons for not using help and support, followed by 8.4% of respondents who mentioned lack of trust. A very small proportion of respondents (less than 1%) identified distance as a reason for not using help and support services.

Table 22: Most trusted person/s during difficult period

	Male	%	Female	%	LGBTQIA+	%	Total	%
<i>Family</i>	22	55	111	54.7	24	31.6	157	49.2
<i>Friends</i>	7	17.5	62	30.5	29	38.2	98	30.7
<i>Employee</i>	2	5	3	1.5	0	0.0	5	1.6
<i>NGOs</i>	1	2.5	8	3.9	20	26.3	29	9.1
<i>Police</i>	5	12.5	7	3.4	1	1.3	13	4.1
<i>No one</i>	2	5	11	5.4	1	1.3	14	4.4
<i>Trade unions</i>	0	0	1	0.5	0	0.0	1	0.3
<i>Others</i>	1	2.5	0	0.0	1	1.3	2	0.6
Total	40	100	203	100	76	100	319	100

The study also collected information on respondents' most trusted people/entities for support during difficult times. Nearly half of the respondents identified family members as their most trusted source of support, followed by friends (30.7%). Around one tenth of the respondents reported NGOs as trusted entities during difficult situations. In contrast, only a small proportion of respondents (4.1%) identified the police as a trusted source of support. Gender disaggregated findings show that comparatively more males (12.5%) reported trusting police, followed by much lower among females (3.4%) and LGBTQIA+ individuals (1.3%), expressed the least trust. This data substantiates qualitative findings of the study, which highlighted concerns related to the lack of empathy among police officials as well as experiences of abuse and harassment faced by women and LGBTQIA+ individuals.

Gender disaggregated findings further show that LGBTQIA+ individuals trust their friends (38.2%) more than their families (31.6%) during difficult times. These findings suggest that LGBTQIA+ individuals often feel more comfortable and safer within their own circle than with their families, often due to fear of rejection, stigma, and limited family understanding.

A considerably higher proportion of LGBTQIA+ individuals (26.3%) reported trusting NGOs compared to males (2.5%) and females (3.9%). These findings suggest that programmes and interventions designed and implemented by and for LGBTQIA+ individuals are more likely to, for their counterparts, have better chances of success and achieve positive outcomes to foster trust, engagement, and positive outcomes within these communities.

Survey findings also show that (4.4%) of respondents reported not trusting anyone during difficult times. In addition, only (1.6%) of respondents mentioned they could rely on employers for support, highlighting a significant gap in trust between workers and business establishment owners. A negligible number of respondents (0.3%) reported trusting trade unions for support.

Gaps and challenges that are hindering effective service delivery to address issues around unsafe migration and workers in EHS

The following gaps and challenges were identified in relation to effective delivery service for unsafe migration and EHS workers:

Lack of proper monitoring and evaluation systems

Findings from the study show that local governments do not have systematic monitoring and evaluation of activities aimed at addressing issues around unsafe migration and children and young people working in EHS. KIIs with different local government officials revealed that there are no organized monitoring practices. Though local municipalities and wards are involved in joint monitoring of business establishments in their areas, they lack knowledge and technical skills about basic monitoring systems which are shown in their practice. For example, they do not document their observations and feedback at business establishments, hence there are no follow-ups or tracking of changes or improvements in the establishments during their next visit. Likewise, there is no standard monitoring checklist, which reduces the effectiveness of joint monitoring visits.

“Monitoring takes place once a month, coordinated by Anath Nepal (a local NGO) with ward and municipal police. We have found children as young as 13 years in khaja ghars. We try not to scold them too much, fearing that they may commit suicide or do something rash. Hence, when we find young children, we try to make them understand and leave.” KII, Ward official

KMC officials also agreed during KII that they do not have systematic monitoring practice yet but are in the process of finalizing and using a standard monitoring checklist soon. Most monitoring plans are made on a makeshift basis. It should be noted that absence of periodic and systematic monitoring poses risk of business owners taking things for granted and not complying with regulations regarding labor rights, tax obligations, and operating standards.

Similarly, local governments also lack proper mechanisms to evaluate the impact and results of their efforts and work. As a result, they barely know how well they have catered to the needs and wants of children and youth migrating to work in EHS.

“Unfortunately, we do not yet have proper systems of measuring the effectiveness or impact of our work. We have regular review meetings but hardly discuss if our work has brought any meaningful changes.” KII, KMC officials

A few local officials also reported that the lack of specific policies or acts is hindering the rescue of children during monitoring visits. While they constantly come across children under exploitation during the visits, there is very little they can do, as there is no specific policy that mandates them to

rescue the children or clearly lays out plans for referral and reintegration of rescued children.

Another concern highlighted was the need to adjust the current monitoring practices. As started by ward official KMC-ward 9, there is a monitoring committee composed of ward representatives, police and Civil Society for monitoring EHS venues in ward 9. This was initiated under the project implemented by Anahad Nepal in close collaboration with ward 9. Currently with several warnings and recommendations regarding business compliance, these efforts are often ineffective. In many cases, businesses are managed by staff or managers, with owners frequently absent during monitoring visits. It was also perceived that some owners have influential connections, which may shield them and allow non-compliant practices to continue. *KII, Ward representative, Kathmandu*

Lack of empathy among duty bearers and resulting distrust

The study found a significant level of distrust toward the complaint mechanisms within police offices. This issue was reported by both cisgender workers and members of the LGBTQIA+ individuals. Furthermore, it was noted that several members of the LGBTQIA+ individuals are reportedly murdered each year, with little to no effective response from authorities. In addition, incidents of attempted stabbing and other forms of physical violence are becoming increasingly frequent.

During KIIs and FGDs, migrant workers, especially LGBTQIA+ community members, reported that many government officials tend to generalize all EHS workers as criminals based on crimes or illegal activities carried out by a few workers.

“We have to rely on government institutions for justice if we face abuse or harassment. However, we are afraid that the officials may criminalize us based on our occupations and sexual orientations.

“FGD, transgender

During FGD with transgender community members, participants recalled instances of abuse and harassment from police officials in the pretense of checking and raids. During FGDs, the majority of transgender community members shared that they have experienced misbehaviors and abuse from the police and faced arrests for no reason during raids at their workplace. Both transgender and female workers frequently face abuse and harassment from police as a result of the nature of their work.

“There are cases of police officials who come in civil uniform after their duty hours, asking for free sexual favors with us.” **FGD with transgender**

FGD participants also added that when they approached to file reports of violence and abuse against them, the police have tried to dismiss the cases altogether. Again, they have experienced that police officials tend to generalize their occupation, saying that such instances are “too normal” in their line of work.

“One transwoman was raped; police also came and teased and harassed us. There is no access to justice, even if we go to the police station to report, we are not treated properly, we are looked down upon as if it were our fault.” **FGD, Transgender**

To further corroborate this finding, the study team noted that none of the local government officials showed clear understanding and empathy towards the plights of migrant workers, i.e., what led them to migrate, what risks they have faced throughout their journeys so far, and the abuse and harassment they face at work. Few officials even reported that they are in this sector for “easy money” and are “enjoying themselves”.

Capacity to formulate local plans and acts

As per the federal restructuring of the country, local governments are mandated to form their own policies and acts to uphold the safety and protection of migrant workers. Local Government Operating Directive 2074 has directed local governments to formulate reintegration plans. However, during interviews and discussions, local government officials admitted that they lack adequate knowledge and capacity to formulate local policies and acts to address issues of children and youth migrating to work in EHS. While they possess the legal authority to formulate policies and implement them, they usually face constraints in terms of technical capacity. Likewise, there is no dedicated section or team in the municipalities to oversee matters about unsafe migration and children and youth working in EHS. Usually, the responsibility falls under the social development section, who are already overburdened with a number of other responsibilities and is run by officials who have very little to no knowledge of this sector.

“We are quite overloaded with work here; we could really do with help from a dedicated technical person with legal and technical expertise in terms of formulating policies and acts.” KII, KMC officials

Absence of coordination and collaboration mechanisms

The study found that there are a lack of clear coordination and a collaboration mechanism amongst concerned stakeholders. In terms of international migration, the Foreign Employment Board Secretariat (FEBS) serves as the central, multi-stakeholder body under the Ministry of Labour, Employment and Social Security to promote safe, orderly, and dignified foreign employment. However, there is no such provision in the case of internal EHS migrants. There are no communication and coordinated efforts between stakeholders due to the absence of a higher ministry-level committee with representatives from different sectors (such as law enforcement, education, home ministry, ministry of law and justice, etc.), municipality officials, and NGO/INGOs. This is hindering the scope of any multistakeholder effort that is needed to address the issue of unsafe migration and entry of children and youth into EHS.

As a primary local governing body responsible for effective delivery service, KMC should lead the formulation and implementation of sector-specific policy for EHS. In doing so, KMC must work with all tiers of government and stakeholders (such as health, education, revenue, employment board, etc.) to make sure that the policy is in line with other national laws and acts, such as the Human Trafficking and Transport Control Act (2007), the Foreign Employment Act (2007), the Labor Act (2017), etc. Coordination and collaboration become even more significant in this scenario, as not only should KMC look after the well-being and protection of workers in EHS, but also ensure the safeguarding of EHS businesses, acknowledging their contribution to the nation's economy and employment generation.

During KIIs, local government officials cited examples of telephone calls and email exchanges with police officials and I/NGO staff to conduct joint monitoring visits but could not share any (other) concrete evidence of coordination among concerned stakeholders.

Likewise, the study also did not find substantial evidence of well-planned and proper coordination and collaboration among NGOs and INGOs working in the EHS sector. As a result, they are unaware of each other's activities and lack understanding where more effort or focus is needed to resolve/address the issues around unsafe migration and entry of children and youth in EHS. There is no sharing and reviewing of progress and results, and a lack of communication poses the risk of duplication of efforts.

Use of MRC and ESC services

It is recommended that KMC provides Migrant Resource Center (MRC) services at the DAO office in Kathmandu to provide support and assistance for safe migration under the Safer Migration

(SaMi) programme. Likewise, it is also linking unemployed people to employment via the labour bank. Various municipalities have also started labour desks to protect migrant workers and increase efficiency by streamlining processes.

However, very few study participants were aware of ESC and MRC services. Also, only a handful of migrant workers have an idea about labour desks that have been recently set up by municipalities. As such, a lack of knowledge about the existence of these services hinders service utilization. This finding points towards the need to conduct outreach-level activities to raise awareness among people about these services. Similarly, as the MRC service is provided at DAO in Kathmandu, many migrants who need an urgent passport go to the Department of Passports in Tripureshwor and are deprived of this service as there is no MRC there.

*“We know that many people looking to migrate for work still do not know about MRC or labour desks. We have our Facebook pages and other social media sites, but we need outreach activities at the ward level to make people aware of our presence.” **KII, MRC official***

*“We do not know about services at the local government level that support queer community. They rely heavily on the support extended by the NGOs.” **FGD with transgender***

During the FGDs, participants highlighted that, as migrants without local legal documents, they are often not entitled to services from the local government.

*“When the municipality announces applications for services, we cannot apply because we do not belong here. But what can we do? We are disconnected from our families and communities back home.” **FGD with transgender***

Need for one-door service for EHS establishments

As there is no dedicated one-door service provision for business owners, they have to conduct multiple visits to different departments (tourism board, revenue department, wards and municipalities, labour office, department of food technology and quality control, etc.), thereby investing plenty of time and effort. This discourages them from maintaining compliance in terms of business registration and tax obligations. While government officials expressed concerns during KIIs that many EHS establishments were not registered formally and aren't paying taxes on time, but at the same time they didn't express much understanding of the hassles the business establishment owners have to go through while completing the processes.

*“As they haven't registered, we can formally extend our support to them and ensure the rights of workers in those businesses.” **KII, Local government official***

*“You cannot imagine the hardships and wastage of time the business owners experience while seeking services from government agencies. I'm sure there will be a huge improvement in registration and tax payment if a one-door policy were in place.” **KII, Chairperson of the Spa and Massage Association***

Lack of data and information

It is a well-documented fact that there is a dearth of data and information regarding the current situation, trends, and practices around unsafe migration and entry of children and youth in EHS. As a result, concerned stakeholders (including I/NGOs and governments) are not able to truly assess or comprehend the existing situation, formulate effective policies, plan, and develop activities and

programmes accordingly. Having said that, there are periodic national-level surveys (like Nepal Demographic and Health Survey, Nepal Living Standard Survey, Multiple Indicator Cluster Survey, Nepal Labour Force Survey, Census, etc.) which can be utilized as opportunities to capture relevant migration-related data.

There is scope for concerned stakeholders like KMC and other INGOs working in engagement of children and youth in EHS to proactively coordinate and participate in design and questionnaire preparation phases of this survey, and lobby with the concerned authorities (such as the Ministry of Health and Population, Census Bureau, etc.) to include questions that collect important migration-related data from these data. As these are nationally representative surveys that follow widely accepted quality control protocols, data and information collected from these sources will be invaluable for all stakeholders working to address issues and challenges in EHS. Also, these surveys generally take place every five years, meaning concerned stakeholders can benefit from periodic and high-quality data as needed.

Need to formalize the entertainment and hospitality sector

Informal entertainment and hospitality businesses are unrecognized by the government, despite their contribution to the nation's economy and the amount of employment they generate. As workers are involved informally, their economic impacts often go unnoticed and unreported, despite being critical for the livelihood of their families. At the same time, thousands of workers are outside the government's protection in the absence of recognition of this sector as formal. Government officials and business owners shared during KIIs that the challenges and issues faced by workers such as poor wages, lack of social security, poor working conditions, vulnerability of women and children can be primarily overcome if the sector is formalized. There is an urgent need for the government to initiate the process of formalizing this sector, by linking current existing policies to the formalization process, formulating new policies as necessary, identification of workers in this sector, registration of businesses, and ensuring their compliance with laws and regulations (including tax obligations).

Need for revision of the pre-departure orientation training (PDOT) course

PDOT is mandatory for all external labour migrants, which aims to equip them with knowledge on country-specific laws and regulations, labour laws, workers' rights to reduce their vulnerability, and other essential information on health and safety. Training is provided through recognized training centers and has been mandatory since 2004 in Nepal. With time, the training content and curriculum have become old and need revisions. KII, the Foreign Employment Board official, acknowledged this fact

“We acknowledge that the PDOT course content and curriculum are quite old now and need to be revised. For example, we need to revise the number of destination countries. Likewise, workers do not only rely on employment agencies but also find jobs abroad through personal initiatives.” **KII, Foreign Employment Board official**

Lately, the government is planning to shift towards online pre-departure orientation training to save workers' time and money, while also speeding up the process and reducing the chances of fraud. However, a Foreign Employment Board official recounted PDOT institutes expressing their dissatisfaction over the loss of businesses and the need for stricter adherence once it becomes online.

Section 4: Discussion

For migration to Kathmandu, push factors drive and pull factors attract a person. One of the pioneers of pull and push factor theory, Crompton (1979) has exemplified push factors, in tourism, as desire to go on a vacation, whereas pull factor explains the choice of destination. Push factors are motives provoked within the migrant workers while pull factors are associated with destination. For this research, migrant workers of EHS can be observed as travelers from their destination to Kathmandu, where they are influenced by both push and pull factors while making decisions for migration. Thus, findings of this study can be viewed from the lens of push-pull theory of motivation.

The major findings of this study suggest that workers in EHS mainly migrate to other cities due to economic hardship. They migrate for better job opportunities and make more money so that they can support their families. Many previous studies have also highlighted the economic factor as major drivers for motivation of migration. For example, the study of Okunade and Awosusi (2023) suggested that economic hardship like poverty, high unemployment rate are major reasons behind the migration of people from Nigeria. It acts as a push and pull factor both (Okunade & Awosusi, 2023). Being poor and having a low level of lifestyle at home is a push factor. Whereas a good job opportunity in destination acts as a pull factor. Economic hardship is universally recognized as major drivers of internal and international migration (Czaika & Reinprecht, 2022). In such cases, income and job availability are primary drivers which are consistently discussed in many previous studies that show the association of economic hardship and migration (Mitterbacher, 2024). Thus, the findings of this study are consistent with previous research which can be understood from the lens of push-pull theory of motivation. However, findings suggest that economic factors are not solely the influencing factor of migration decisions.

The findings of this study suggest family violence, discrimination, social exclusion and stigma are other major reasons behind the migration decision of EHS workers. These factors are significant especially for LGBTQIA+ community. Previous studies like Lasowski (2023) also suggested LGBTQIA+ are one of the highest levels of recipient of discrimination and violence on both host communities and diasporas communities. Family violence acts as push factor as highlighted by push-pull theory. They indirectly influence migration (Weitzman et al., 2024). Similarly, the study of Huang and Lee (2026) suggests that family violence leads to the migration of Vietnamese women. Violence occurred due to sustained patriarchal power system and hypermasculine spaces that become strong push factors for migration (Obinna, 2021). Sexual and gender minor are the major affected communities with such family violence (Alessi et al., 2021). Therefore, family violence is strong push factor that leads to the migration of EHS workers to Kathmandu. Likewise, discrimination and stigma are another push factor that influence migration of EHS workers. Previous studies have also suggested the various forms of discrimination as a push factor of migration. Social and community discrimination act as a major push factor that leads to migration (Khan et al., 2023). Similarly, racial discrimination creates inequality that leads to migration (Rosenberg, 2022). One of the major affected stakeholders of such discrimination is gender and sexual minorities (Alessi et al., 2021). Likewise, sexual and gender minorities are major recipients of discrimination which includes racism, homophobia, xenophobia, classism, and transphobia (Alessi et al., 2021). Thus, discrimination and stigma are one of the major influencing factors of migration among EHS workers.

Further this study highlights the agency in the risk mitigation strategies. Females are more concerned with financial planning and health seeking practices as risk mitigating strategies. Whereas LGBTQIA+ are using self-protection mechanisms for mitigating strategies. This is consistent with resilient theory. As per this theory, EHS workers are not only the victims, but they develop risk mitigating strategies

to be protected from vulnerabilities and being resilient with the vulnerabilities (Alamgir et al., 2024). Like the findings of this study, Hispanic women without legal documents in destination countries exhibit resiliency in different stages of migration (Lewis & Rödlach, 2019). Thus, it is crucial to develop resiliency among EHS workers by implementing mitigating strategies against vulnerabilities.

Overall, this study shows that migration among EHS workers is not linear among different genders. They migrate to cities for better financial rewards and a safer environment for their identity. However, it still remains informal. Because of these they are prone to vulnerabilities. Thus, the government should prioritize this sector for better safety of the worker.

Section 5: Conclusion

The findings reveal that migration patterns and trajectories of EHS workers to the Kathmandu Valley are predominantly characterized by internal migration, with most individuals moving from other districts particularly within Bagmati Province and, to a lesser extent, from rural areas and abroad. Migration is largely direct, with many workers relocating straight to Kathmandu without intermediate stops and primarily using public transportation. The process is often informal, with a significant proportion of migrants lacking complete legal documentation, which in turn shapes their employment opportunities and reinforces their concentration in low-entry-barrier sectors such as the EHS.

Regarding the first research question on the migration trajectories, the study highlights notable differences in migration experiences across gender and sexual identity groups. Cisgender workers tend to follow relatively linear migration trajectories, driven mainly by economic necessity. Their pathways typically involve movement from rural or semi-urban areas to Kathmandu, followed by immediate entry into the EHS sector, where they often remain despite limited opportunities for upward mobility.

In contrast, migration trajectories among LGBTQIA+ individuals are more complex and non-linear which show that alongside safety, they often seek social acceptance, emotional well-being, and the freedom to express their gender identity or sexuality without fear. These pressures mean that migration is rarely a one-time or straightforward process. Instead, individuals may move repeatedly between places and venues depending on changing levels of safety, opportunity, and support. For this group, migration is not only economically motivated but also deeply influenced by the need to escape stigma, discrimination, and social exclusion. Kathmandu is perceived as a relatively safer and more accepting space, shaping both their decision to migrate and their settlement patterns. Their reliance on peer networks is particularly strong, and their employment trajectories may involve movement across different informal sectors due to persistent barriers in accessing formal opportunities.

Across both groups, migration processes are heavily mediated by social networks, especially friends and acquaintances, who provide information, facilitate movement, and support initial settlement. This indicates an informal nature of migration and absence of structured institutional support.

Cross-border migration, while less common, reflects a mix of formal and informal practices. Although most workers who migrate abroad do so through regulated channels such as work visas, there is clear evidence of irregular migration being facilitated through informal networks. These processes often lack transparency and may expose workers to potential risks and exploitation.

Overall, the migration patterns of EHS workers illustrate an ongoing interplay between opportunity, constraint, and identity. While Kathmandu serves as a central hub for economic engagement, the pathways leading to the migration trajectory is shaped by structural inequalities, informality and social networks, with distinct implications for cisgender and LGBTQIA+ individuals.

Findings on “research question two” about the interrelated set of socio-economic, cultural, and personal factors show that economic motivations remain the most dominant drivers, with internal migration largely influenced by the pursuit of financial stability, higher wages, and better employment opportunities. The EHS sector, with its low entry barriers and immediate income potential, serves as a practical and accessible option for many migrants, particularly those from economically disadvantaged backgrounds. However, migration decisions extend beyond purely economic considerations.

Cultural and social influences, including peer networks, community perceptions of urban success, and social pressures, significantly shape migration aspirations.

Personal factors further reinforce these decisions, as migration is often associated with aspirations for independence, self-reliance, and improved living conditions. In many cases, personal hardships such as family conflict or breakdown act as additional triggers for migration.

Relatively LGBTQIA+ individuals showed higher aspirations for educational migration and settling abroad with expectations of living their dream life without fear suppression and rejection.

In contrast, cisgender workers tend to view migration both internal and cross border primarily through an economic lens, although age-related limitations within the EHS sector also push older workers toward overseas employment. Younger workers, on the other hand, increasingly perceive migration as an opportunity for skill development and upward mobility.

Findings regarding the third research question which explored how different migration experiences including internal and cross border migration shape risks and vulnerabilities highlight the complex and often precarious realities faced by workers in the EHS. Social networks play a major role in workers' entry into the sector, with friends serving as the primary source of information and support for obtaining jobs, followed by family and relatives. This pattern was consistent across all genders, indicating the strong influence of informal networks in employment pathways. At the same time, reliance on such informal mechanisms increases workers' vulnerability to misinformation and exploitation

Economic hardships and limited livelihood opportunities emerged as major drivers for joining the sector. Most respondents reported having little or no alternative employment options, and the majority earned relatively low monthly incomes despite working long hours, often exceeding 6–10 hours per day. These conditions reflect the economic insecurity and unstable nature of employment within the sector. Gender-based patterns in workplace participation were also evident, with male workers concentrated more in hotels, female workers in massage/spa services, and LGBTQIA+ individuals in dance bars. However, monthly income levels and working hours did not significantly differ across gender groups.

The study further demonstrates that workers are exposed to multiple forms of workplace risk, including mental exhaustion, unstable income, abuse and exploitation, social stigma, harassment, lack of formal contracts, and pressure to comply with customer demands beyond assigned roles. Mental and emotional strain was identified as one of the most severe workplace risks. Workers frequently described exploitative conditions such as arbitrary salary deductions, long working hours, verbal abuse, bullying, and emotional or sexual exploitation. Migrant and first-time workers were particularly vulnerable due to limited bargaining skills, weak knowledge of labour rights, and dependence on employers or intermediaries.

Gender analysis of workplace risks revealed significant inequalities in experiences of vulnerability. LGBTQIA+ individuals consistently reported higher levels of abuse, discrimination, legal fear, psychological stress, social stigma, and exploitation compared to male and female workers. Female workers also faced heightened health and emotional challenges, while male workers experienced comparatively greater physical safety risks. These findings suggest that gender and sexual identity strongly shape the nature and intensity of workplace vulnerabilities.

Despite these challenges, workers employ various coping and risk mitigation strategies. LGBTQIA+ individuals demonstrated stronger immediate self-protection behaviors, while female workers were more likely to engage in financial planning and health-seeking practices. Family and friends remained

the most trusted sources of emotional and practical support during difficult periods. However, many respondents reported being unaware of potential workplace risks before entering the sector, highlighting serious gaps in access to reliable information and safe migration preparation.

The findings from workers abroad shared the challenges experienced, which include exploitative working environments, psychological stress, discrimination, harassment, and lack of job security. Mental exhaustion and stress associated with customer interactions were among the most serious risks reported in foreign employment contexts. LGBTQIA+ individuals abroad faced even greater risks of sexual abuse, discrimination, psychological stress, and legal insecurity compared to other gender groups.

For the fourth research question on the formal and informal support systems, policies, and services are currently available to mitigate risks faced by migrant workers in the EHS, and how do workers and key stakeholders perceive their effectiveness and accessibility, the findings show a number of challenges and problems e impeding service delivery to effectively solve issues around unsafe migration and involvement of children and youth in EHS. There is very little evidence of capacity among local governments to plan and budget, implement, and monitor their activities to address problems faced by migrants and workers involved in EHS. Likewise, absence of methodical monitoring and evaluation mechanisms means there are no systems to track activities and progress or measure impacts and changes.

Similarly, interviews and discussions with duty bearers and interactions with workers (especially queer communities) showed lack of empathy among service providers when it comes to understanding problems of migrant workers and their specific needs. Also, though local governments are mandated to formulate their own acts and policies to combat problems faced by workers in EHS, they rarely have the required legal and technical skills and knowledge to do so. In a nutshell, these findings point towards the urgent need for capacity building among local governments through technical assistance from sector experts.

While the study found that MRCs, ESCs and labor desks are providing commendable services to job seekers and aspiring migrants, most of the respondents did not have knowledge of those services, highlighting the need for outreach activities at community levels.

Unlike in the case of external/international migration, there are no direct governing bodies, policies or institutional frameworks to address issues faced by workers in EHS in Nepal. This means activities are planned and implemented on an ad hoc basis, with no proper communication, coordination or collaboration among the stakeholders. In the absence of formal laws, regulations, procedures and norms, efforts to address problems of workers in EHS have to start almost from ground up, and the study establishes that KMC, being the closest local body to the people, should take the lead. Establishing a multi-stakeholder working committee under the leadership/secretariat of KMC could be a starting point in this regard.

While nearly three fourths of the study respondents were aware of help and support in case of abuse or injustice, gender disaggregation shows that only nearly half of gender minorities were knowledgeable in this regard. Police support, NGOs and legal support were the top three types of help and assistance the respondents were aware of, respectively. Very few respondents are aware of services provided through municipalities. This is due to lack of information underscore the need for awareness activities at community levels.

There is a very big gap between knowledge of support systems and their actual use. Gender minorities are more likely to use help and assistance compared to males and females. Families, friends and

NGOs were cited as most trusted entities during hardships respectively, while police, employers and trade unions were trusted the least. This finding shows the need for police and business establishment owners to gain trust of EHS workers through more empathetic treatment and understanding of their plights.

Section 6: Recommendation

The recommendations have been made based on the Social Ecological Model which are as follows:

Public policy National, state, local laws and regulations:

1. The toolkit serves more as a collection of policies, acts, definitions and lists/contact details of concerned stakeholders. To make it more useful, it would be worthwhile adding scenarios or illustrations of real-life problems and common issues faced by workers in EHS and what steps they can take or referral mechanisms to resolve such problems.
2. Establish grievance mechanisms such as inclusive beneficiary feedback mechanisms or complaint boxes for at municipal level. Reinforce judicial committees (under the leadership of deputy mayors) to evaluate and address complaints/grievances on a regular basis (example, once every month).
3. While efforts have been made to strengthen monitoring mechanisms at the local government level, these should be sustained through the establishment and institutionalization of a monitoring system within the Office of Kathmandu Metropolitan City and ward offices to regulate informally operating EHS businesses and ensure compliance with operational standards.
4. Integration of outreach programs to raise awareness on MRC, ESC and labour desk services provided by local governments.

Community: Relationship between organizations

1. Lobby with the census bureau, ministry of health and food safety, and external development partners such as UNICEF, UNFPA, ILO and The World Bank to incorporate migration related questions in national level periodic surveys like NDHS, NLSS, MICS, etc.
2. Explore the possibility of establishing an MRC unit at the Department of Passports, Tripureshwor to ensure that workers who go there for urgent passports are not deprived of MRC services.
3. KMC should conduct a planning meeting with relevant ministries/departments to discuss feasibility of setting up one stop service for business registration, renewal and tax obligations for EHS establishments to facilitate a smooth process.

Organizational: Organizations, social institutions

1. Initiate development and piloting of a common digital online platform for concerned stakeholders where government and private counterparts can upload, visualize and analyze data on current situation of EHS in Nepal, services and supports available, emerging trends and challenges, utilization of services, success stories, existing policies and laws, and so on. Once rolled out, this will improve access to data and information among all parties working to address issues of unsafe migration and EHS and encourage sharing of knowledge and collaboration among stakeholders.
2. Capacity building support through dedicated sector experts is urgently needed to municipalities and wards on local policy formulation, planning, implementation, monitoring and evaluation of impact of work on issues around unsafe migration and EHS. To start with, local governments can call EOIs (with concept notes) from experts and service providers for short term technical assistance with clearly laid out plans, including how they envisage handing over expertise and

skills to local governments by the end of their contract period.

3. Explore the possibility of initiating a technical coordination committee under the secretariat of Kathmandu Metropolitan City with relevant government agencies (education, labor, law, home ministry, revenue, health, etc.) and private stakeholders (I/NGOs, business owners associations, etc.) to oversee regular coordination, collaboration, sharing and learning activities.
4. Foreign Employment Board Secretariat (FEBS) should conduct regular review sessions for updates of activities and sharing of learnings. Such sessions should also include MRC officials, recruitment agency associations/ intermediaries, I/NGOs, etc.).
5. Explore the possibility of including risks and challenges of unsafe migration and children and youth working in EHS in school and college curriculums.
6. FEBS should undertake periodic review and update of Pre-Departure Online Training (PDOT) courses as many aspects of the content are outdated now (example: number of destination countries, laws, etc.). Also, it should expedite the process of moving the training to an online platform to improve quality and save time and resources for workers.
7. As a preventive measure, local governments should institutionalize safer migration orientation programs targeting children and youth in source districts, covering both internal and cross-border migration.

Interpersonal: Families, friends, social networks

Orientation sessions in communities on gender and sexual minority issues are essential to reduce stigma and discrimination. Orientation and awareness sessions at the community level play a critical role in addressing misconceptions, prejudice, and discriminatory attitudes toward gender and sexual minority individuals. These sessions should specifically target families, peers, and broader social networks, as they are often the first point of socialization and support, but can also be sources of exclusion and stigma.

Individual: Knowledge, Attitude, Skills

1. MRC officials should be provided with capacity-building training to strengthen their understanding of the specific needs of transgender migrants, including health and medical needs, social and legal needs, and economic needs, as well as to enhance their capacity to identify appropriate referral mechanisms.
2. Targeted efforts should be implemented to promote gender equity in workplaces, in response to the heightened stigma and discrimination faced by LGBTQIA+ individuals. This can be achieved through structured orientation and training programs on gender equity and inclusive workplace practices.
3. ESC and MRC services should be decentralized to ward and community levels to improve accessibility, strengthen outreach, and increase public awareness of available employment opportunities and support services, as identified gaps in service delivery.

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Annex 1

Annex 1: Survey questionnaire

काठमाडौं विश्वविद्यालय शिक्षा संकाय

आदरणीय उत्तरदाता,

हामी "मनोरञ्जन तथा आतिथ्य क्षेत्रका श्रमिकहरूको बसाइँसराइका ढाँचा, जोखिम तथा जोखिम न्यूनीकरणका उपायहरू" विषयक एक अनुसन्धान सञ्चालन गरिरहेका छौं । यस अध्ययनको उद्देश्य मनोरञ्जन तथा आतिथ्य क्षेत्रमा कार्यरत व्यक्तिहरूको बसाइँसराइ अनुभव, उनीहरूले सामना गरेका जोखिमहरू तथा ती जोखिम न्यूनीकरण गर्न अपनाइएका रणनीतिहरूको अध्ययन गर्नु हो ।

यस सर्वेक्षणमा तपाईंको सहभागिता अत्यन्त महत्वपूर्ण छ । तपाईंले प्रदान गर्नुहुने जानकारीले प्रमाणमा आधारित नीतिनिर्माण, संस्थागत सहयोग संयन्त्र तथा श्रमिकहरूको सुरक्षासम्बन्धी उपायहरू विकास गर्न सहयोग पुऱ्याउनेछ ।

यो प्रश्नावली पूरा गर्न करिब ३० मिनेट लाग्नेछ । तपाईंको सहभागिता पूर्ण रूपमा स्वेच्छिक हो । तपाईंले कुनै पनि प्रश्नको उत्तर नदिन वा जुनसुकै समयमा सहभागिता त्याग्न सक्नुहुन्छ, जसबाट तपाईंलाई कुनै नकारात्मक असर पर्नेछैन ।

तपाईंले उपलब्ध गराउनुहुने सम्पूर्ण जानकारी गोप्य राखिनेछ । प्राप्त जानकारी केवल शैक्षिक अनुसन्धान प्रयोजनका लागि मात्र प्रयोग गरिनेछ । कुनै पनि व्यक्तिगत पहिचान सार्वजनिक गरिने छैन र निष्कर्षहरू समष्टिगत रूपमा प्रस्तुत गरिनेछन् ।

यस सर्वेक्षणमा सहभागी भई अघि बढ्नुहुनेबित्तिकै तपाईंले सूचित सहमति प्रदान गर्नुभएको मानिनेछ ।

तपाईंको अमूल्य समय र योगदानका लागि हार्दिक धन्यवाद ।

अनुसन्धान टोली

गणक (Enumerator) नाम : _____

काठमाडौं विश्वविद्यालय

सम्पर्क नम्बर : _____

खण्ड A: सामाजिक-जनसांख्यिक विवरण

उमेर : _____ वर्ष

लिंग : ☐ महिला ☐ पुरुष ☐ तेस्रो लिङ्गी ☐ गैर-द्विआधारी ☐ अन्य: _____

जात/जातीयता: ☐ दलित ☐ जनजाति ☐ मधेसी ☐ ब्राह्मण/क्षेत्री ☐ अन्य: _____

शिक्षा: ☐ औपचारिक शिक्षा नभएको ☐ आधारभूत ☐ माध्यमिक ☐ स्नातक ☐ स्नातकोत्तर वा सोभन्दा माथि

वैवाहिक अवस्था: ☐ अविवाहित ☐ विवाहित ☐ छुट्टिएको/सम्बन्धविच्छेद ☐ विधवा/विधुर

स्थायी ठेगाना (जिल्ला): _____

नगरपालिका/गाउँपालिका: _____

आर्थिक अवस्था:

☐ खाद्यान्न पनि किन्न नसक्ने ☐ खाद्यान्न मात्र धान्ने ☐ केही टिकाउ उपभोग्य सामग्री भएको

☐ सवारी साधन/नजी वडियालय ☐ वलासति तथा लगानी

परिवार सदस्य संख्या (स्थायी घर): _____

हाल बसोबास : ☐ एकलै ☐ साथीहरू ☐ जीवनसाथीसंग ☐ आफन्तसंग ☐ नजिको परिवारसंग

खण्ड B: बसाइँसराइ पृष्ठभूमि

के तपाईं काठमाडौं उपत्यका बाहिरबाट यहाँ बसाइँ सरेर आउनु भएको हो? ☐ हो ☐ होइन

यदि होइन भने, कृपया सर्वेक्षणलाई अगाडि नबढाउनुहोस्।

के पछिल्लो पाँच वर्षमा रोजगारीका लागि तपाईं बसाइँ सर्नुभएको छ ? ☐ छ ☐ छैन

पहिलो बसाइँसराइ गर्दा उमेर: _____ वर्ष

बसाइँसराइको प्रकार: ☐ ग्रामीण-सहरी ☐ जिल्ला-जिल्ला ☐ विविध

के तपाईं विदेश जानुभएको छ ? ☐ छ ☐ छैन

यदि हो भने:

अन्तिम गन्तव्य देश: _____

फर्किएको मिति: _____

सहयोग गर्ने व्यक्ति/संस्था:

☐ परिवार ☐ साथी ☐ एजेन्ट ☐ रोजगारदाता ☐ स्वयं ☐ अन्य

के कागजातसहित बसाइँ सर्नुभएको थियो ? ☐ हो ☐ होइन ☐ आंशिक

बसाइँसराइको संख्या: _____

के तपाईं काठमाडौँ आउनुभन्दा अघि अन्य शहरहरूमा बस्नुभएको थियो ?

☐ थियो ☐ थिएन

यदि थियो भने, कृपया निम्न विवरण प्रदान गर्नुहोस् :

अन्तिम बसोबास गरेको शहर:

.....

बसाइँ सर्दाको उमेर:

.....

बसाइँ सर्नुको उद्देश्य:

.....

बसोबासको अवधि:

.....

19. काठमाडौँ सर्नुको कारणहरू

A. रोजगारी तथा शिक्षासम्बन्धी कारणहरू

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
A19.1 म राम्रो रोजगारी अवसर प्राप्त गर्न काठमाडौँ सरें ।	☐	☐	☐	☐	☐
A19.2 मैले काठमाडौँ सर्नुको कारण मेरो गाउँ/घर क्षेत्रमा रोजगारी अभाव थियो ।	☐	☐	☐	☐	☐
A 19.3 मैले काठमाडौँ सर्नुको कारण गन्तव्य क्षेत्रमा उच्च पारिश्रमिकको अपेक्षा थियो ।	☐	☐	☐	☐	☐

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
A19.4 म उच्च शिक्षा हासिल गर्न काठमाडौं सरें ।	☐	☐	☐	☐	☐

B. आर्थिक दबाव

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
B19.1 म परिवारको आर्थिक कठिनाइका कारण काठमाडौं सरें ।	☐	☐	☐	☐	☐
B19.2 म दीर्घकालीन आर्थिक स्थायित्वका लागि काठमाडौं सरें ।	☐	☐	☐	☐	☐

C. पारिवारिक वातावरण

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
C19.1 म पारिवारिक हिंसा वा अस्वस्थ वातावरणका कारण काठमाडौं सरें ।	☐	☐	☐	☐	☐
C19.2 सन्तानको शिक्षामा सहयोग गर्न बसाइँ सरें ।	☐	☐	☐	☐	☐

D. जीवनसाथीसम्बन्धी कारण

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
D19.1 म जीवनसाथी/साथीको इच्छानुसार काठमाडौं सरें ।	☐	☐	☐	☐	☐
D19.2 म व्यक्तिगत सम्बन्धका समस्याका कारण काठमाडौं सरें ।	☐	☐	☐	☐	☐

E. स्वास्थ्यसम्बन्धी कारण

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
E19.1 मलगायत मेरा परिवारजनलाई राम्रो स्वास्थ्य सेवा प्राप्त गर्न काठमाडौं सरें ।	☐	☐	☐	☐	☐

F. साथीहरूको प्रभाव

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
F19.1 म साथीहरूको प्रेरणाले काठमाडौं सरें ।	☐	☐	☐	☐	☐
F19.2 अन्य काठमाडौं सरेका व्यक्तिहरूको सफलताले मलाई काठमाडौं सर्न प्रेरित गर्‍यो ।	☐	☐	☐	☐	☐

G. विभेद

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
G19.1 मैले यौनिक पहिचानका कारण विभेद अनुभव गर्ने त्यसपछि म काठमाडौं सरें ।	☐	☐	☐	☐	☐

H. विपद् तथा वातावरणीय कारण

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
H19.1 म प्राकृतिक विपद् (बाढी, भूकम्प, पहिरो आदि) का कारण काठमाडौं सरें ।	☐	☐	☐	☐	☐
H19.2 म कोभिड-१९ का कारण आर्थिक समस्या आएपछि काठमाडौं सरें ।					

20. बसाइँसराइ तथा यात्रासम्बन्धी जोखिमहरू

A. सुरक्षा जोखिम

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
A20.1 मैले यात्राको क्रममा आफूलाई असुरक्षित महसुस गरें ।	☐	☐	☐	☐	☐
A20.2 मलाई चोरी, लुटपाट वा सामान हराउने चिन्ता थियो ।	☐	☐	☐	☐	☐

B. दुर्व्यवहार

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
B20.1 मलाई यात्राको क्रममा मौखिक दुर्व्यवहार भयो ।	☐	☐	☐	☐	☐
B20.2 मैले ज्याला ठगी, धोखाधडीजस्ता जोखिम सामना गरें ।	☐	☐	☐	☐	☐

C. आर्थिक जोखिम

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
C20.1 मलाई यात्रामा आर्थिक अभाव भयो ।	☐	☐	☐	☐	☐
C20.2 मलाई अप्रत्याशित खर्चले तनाव सिर्जना गर्‍यो ।	☐	☐	☐	☐	☐

D. मानसिक तनाव

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
D20.1 मलाई ठगी वा बेचबिखन (तस्करी) को डर थियो ।	☐	☐	☐	☐	☐

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
D20.2 मलाई यात्रासम्बन्धी अनिश्चितताका कारण मानसिक तनाव अनुभव गरें ।	☐	☐	☐	☐	☐

21. यात्राको माध्यम: ☐ सार्वजनिक बस ☐ निजी सवारी साधन ☐ पैदल

22. यात्रामा साथ दिने व्यक्ति: ☐ एकलै ☐ साथीहरु ☐ एजेन्ट ☐ जीवनसाथी/साथी ☐ परिवार तथा आफन्त

खण्ड E: मनोरञ्जन क्षेत्रमा रोजगारी प्रवेश

23. रोजगारीसम्बन्धी जानकारीको स्रोत: ☐ साथीहरु ☐ परिवार तथा आफन्त ☐ जीवनसाथी/साथी ☐ एजेन्ट ☐ सामाजिक सञ्जाल ☐ अनलाइन विज्ञापन ☐ प्रत्यक्ष सम्पर्क (वाक-इन) ☐ गैरसरकारी संस्था (NGO) ☐ अन्य

24. रोजगारी प्राप्त गर्न कसले सहयोग गर्‍यो ?

☐ स्वयं ☐ साथी ☐ परिवार ☐ जीवनसाथी/साथी ☐ एजेन्ट ☐ रोजगारदाता ☐ अन्य

25. के तपाईंले कुनै शुल्क तिर्नुभएको थियो ?

☐ छैन ☐ थोरै ☐ मध्यम ☐ धेरै ☐ बताउन चाहन्न

26. के तपाईंलाई कामको प्रकृतिबारे जानकारी दिइएको थियो ?

☐ पूर्ण रूपमा ☐ आंशिक रूपमा ☐ स्पष्ट थिएन ☐ गलत जानकारी दिइयो

27. अन्य रोजगारी विकल्पहरु उपलब्ध थिए ?

☐ धेरै ☐ सीमित ☐ थिएन ☐ निश्चित छैन

28. हालको रोजगारी (मनोरञ्जन तथा आतिथ्य क्षेत्र)

28.1 कार्यस्थल: ☐ डान्स बार ☐ मसाज/स्पा ☐ दोहोरी ☐ होटल ☐ रेस्टुरेन्ट ☐ केबिन रेस्टुरेन्ट ☐ अन्य

28.2 पद: _____

28.3 दैनिक कार्य घण्टा: _____

28.4 मासिक आम्दानी (रु.): _____

28.5 लिखित करार : ☐ छ ☐ छैन

28.6 भुक्तानी: ☐ दैनिक ☐ साप्ताहिक ☐ मासिक ☐ अनियमित

28.7 यस क्षेत्रमा काम गरेको कुल अवधि (वर्ष/महिना): _____

29. पेशागत तथा सामाजिक जोखिम

A. शारीरिक जोखिम

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
A29.1 कार्यस्थलमा असुरक्षित अवस्था (जस्तै: अपर्याप्त प्रकाश, चिप्लिने भुइँ) छ ।	☐	☐	☐	☐	☐
A29.2 आकस्मिक सुरक्षा उपाय पर्याप्त छैनन् ।	☐	☐	☐	☐	☐

B. यौन दुर्व्यवहार

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
B29.1 ग्राहकबाट अवाञ्छित यौन टिप्पणी हुन्छ ।	☐	☐	☐	☐	☐
B29.2 जागिर जोगाउन अनुचित व्यवहार सहनुपर्ने दबाब हुन्छ ।	☐	☐	☐	☐	☐

C. मानसिक जोखिम

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
C29.1 केही ग्राहकसँग अन्तरक्रिया गर्दा डर/चिन्ता हुन्छ ।	☐	☐	☐	☐	☐
C29.2 कामपछि मानसिक रूपमा थकान महसुस हुन्छ ।	☐	☐	☐	☐	☐

D. आर्थिक जोखिम

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
D29.1 आम्दानी अस्थिर छ ।	☐	☐	☐	☐	☐
D29.2 जोखिम भए पनि आर्थिक रूपमा यो काममा निर्भर छु ।	☐	☐	☐	☐	☐

E. स्वास्थ्य जोखिम

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
E29.1 कामले शारीरिक स्वास्थ्यमा असर गर्छ ।	☐	☐	☐	☐	☐
E29.2 यौनजन्य रोग वा अन्य स्वास्थ्य समस्याको जोखिम महसुस गर्छु ।	☐	☐	☐	☐	☐

F. सामाजिक/कानुनी जोखिम

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
F29.1 प्रहरी कारबाही वा कानुनी समस्याको डर हुन्छ ।	☐	☐	☐	☐	☐
F29.2 सामाजिक कलंकका कारण आफ्नो पेशा लुकाउँछु ।	☐	☐	☐	☐	☐

G: कार्यस्थलमा शक्ति र नियन्त्रण सम्बन्धी जोखिम

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
G29.1 मेरो रोजगारदाता वा सुपरभाइजरले मेरो काममा अत्यधिक नियन्त्रण गर्छन् ।	☐	☐	☐	☐	☐

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
G29.2 म ग्राहक वा केही कामहरु अस्वीकार गर्न असमर्थ महसुस गर्छु ।	☐	☐	☐	☐	☐
G29.3 म ग्राहक वा केही कामहरु अस्वीकार गर्न असमर्थ महसुस गर्छु ।	☐	☐	☐	☐	☐

30. जोखिम न्यूनीकरण तथा सामना गर्ने रणनीतिहरु

A: व्यक्तिगत सुरक्षात्मक रणनीतिहरु

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
A30.1 म कार्यस्थलमा असुरक्षित अवस्थाबाट आफूलाई जोगाउन व्यक्तिगत सावधानी अपनाउँछु ।	☐	☐	☐	☐	☐
A30.2 जोखिमपूर्ण व्यवहारबाट जोगिन म व्यक्तिगत सीमाहरु निर्धारण गर्छु ।	☐	☐	☐	☐	☐
A30.3 चिन्ता व्यवस्थापन गर्न म व्यक्तिगत सामना गर्ने उपायहरु (जस्तै: विश्राम, प्रार्थना, आत्मचिन्तन) प्रयोग गर्छु ।	☐	☐	☐	☐	☐
A30.4 आफूलाई सुरक्षित राख्न म सामाजिक सञ्जाल (जस्तै: भिडियो सेयर गर्ने) प्रयोग गर्छु ।	☐	☐	☐	☐	☐

B: सहकर्मी सहयोग र सामूहिक सुरक्षा

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
B30.1 कार्यस्थलमा समस्या आएमा मेरा सहकर्मीहरुले मलाई सहयोग गर्छन् ।	☐	☐	☐	☐	☐
B30.2 विश्वसनीय सहकर्मीहरूसँग काम गर्दा म आफूलाई बढी सुरक्षित महसुस गर्छु ।	☐	☐	☐	☐	☐

C: रोजगारदाता-आधारित सुरक्षा उपायहरु

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
C30.1 रोजगारदाताले कामदारहरुको सुरक्षाका लागि आवश्यक सुरक्षा उपायहरु उपलब्ध गराउँछन् ।	☐	☐	☐	☐	☐
C30.2 दुर्व्यवहार गर्ने वा हिंसात्मक ग्राहकहरुलाई व्यवस्थापन गर्न स्पष्ट नियमहरु छन् ।	☐	☐	☐	☐	☐

D: स्वास्थ्य सुरक्षा रणनीतिहरु

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
D30.1 कामसँग सम्बन्धित स्वास्थ्य समस्या भएमा म उपचार का लागि स्वास्थ्य सेवा लिन्छु । कामसँग सम्बन्धित स्वास्थ्य समस्या भएमा म उपचारका लागि स्वास्थ्य सेवा लिन्छु ।	☐	☐	☐	☐	☐
D30.2 म स्वास्थ्य र सुरक्षासम्बन्धी जानकारी वा तालिम प्राप्त गर्छु ।	☐	☐	☐	☐	☐

E: आर्थिक जोखिम व्यवस्थापन

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
E30.1 आकस्मिक आर्थिक समस्याका लागि म बचत गर्छु ।	☐	☐	☐	☐	☐

F: कानुनी तथा संस्थागत सहयोग

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
F30.1 गम्भीर दुर्व्यवहार भएमा कानुनी सहयोग कहाँ लिनुपर्छ भन्ने मलाई थाहा छ ।	☐	☐	☐	☐	☐
F30.2 म जस्ता कामदारहरूलाई सहयोग गर्ने संस्थाहरू (जस्तै: गैर-सरकारी संस्था, श्रमिक संघ, स्थानीय सरकारका सहयोग) बारे म जानकारी छु ।	☐	☐	☐	☐	☐

31. के तपाईंलाई सहयोग सेवाहरूको बारेमा जानकारी छ ?

☐ छ ☐ छैन

यदि छ भने (एकभन्दा बढी छनोट गर्न सक्नुहुन्छ):

☐ गैर-सरकारी संस्था (NGO). ☐ कानुनी सहायता ☐ परामर्श सेवा ☐ आशय सेवा ☐ स्वास्थ्य सेवा ☐ नगरपालिका सहायता डेस्क

32. के तपाईंले कहिल्यै सहयोग सेवाहरू प्रयोग गर्नुभएको छ ?

☐ छ ☐ छैन

यदि छैन भने (एकभन्दा बढी छनोट गर्न सक्नुहुन्छ):

☐ डर ☐ जानकारीको अभाव ☐ दूरी ☐ सामाजिक कलंक (लाज/हेला हुने डर) ☐ विश्वासको कमी

33. संकट अवस्थामा तपाईंका लागि सबैभन्दा विश्वसनीय व्यक्ति/संस्था को हो ?

☐ परिवार ☐ साथीहरू ☐ रोजगारदाता ☐ गैर-सरकारी संस्था (NGO) ☐ प्रहरी ☐ कोही पनि होइन ☐ अन्य: _____

जोखिम धारणा तथा निर्णय प्रक्रिया

34. कामका लागि बसाइँ सर्नु अघि के तपाईंले जोखिमहरूबारे विचार गर्नुभएको थियो ?

☐ थियो ☐ थिएन

35. तपाईंको मुख्य जानकारी स्रोत के हो ?

☐ सामाजिक सञ्जाल ☐ साथीहरू ☐ परिवार ☐ एजेन्टहरू ☐ गैर-सरकारी संस्था (NGO) ☐ अन्य: _____

36. के तपाईं फेरि (आन्तरिक वा बाह्य) कामका लागि बसाइँ सर्न चाहनुहुन्छ ?

☐ चाहन्छु ☐ चाहन्न ☐ निश्चित छैन

37. भविष्यको योजना:

☐ यही क्षेत्रमा निरन्तरता दिने ☐ क्षेत्र परिवर्तन गर्ने ☐ विदेश जाने ☐ व्यवसाय सुरु गर्ने ☐ अध्ययन गर्ने ☐ निर्णय भएको छैन

38. के तपाईं विदेश जान चाहनुहुन्छ ?

☐ चाहन्छ ☐ चाहन्न

39. यदि चाहनुहुन्छ भने गन्तव्य देश: _____

40. तपाईंलाई सबैभन्दा आवश्यक सहयोग के हो ?

☐ सीप तालिम ☐ सुरक्षित बसाइँसराइ सम्बन्धी जानकारी ☐ आर्थिक सहयोग ☐ कानुनी सुरक्षा ☐ स्वास्थ्य सेवा

अन्तर्राष्ट्रिय अनुभव

41. के तपाईं यस प्रकारको कामको लागि विदेश जानुभएको छ ?

☐ छ ☐ छैन

यदि छ भने:

• तपाईं विदेश कति पटक जानुभएको छ ? _____

अन्तर्राष्ट्रिय बसाइँसराइ पृष्ठभूमि

42. अन्तिम पटक तपाईं कुन देश जानु भएको थियो ? _____

43. हालसालै गएको देशहरूको नाम:

१. _____

२. _____

३. _____

44. भिसाको प्रकार:

☐ पर्यटक (Tourist) ☐ काम (Work) ☐ भ्रमण (Visit) ☐ अनियमित/औपचारिक भिसाबिना ☐ अन्य: _____

45. यात्रा कसले व्यवस्था गर्यो ?

☐ स्वयं (आफैँ) ☐ एजेन्ट ☐ रोजगारदाता ☐ साथी ☐ जीवनसाथी / पार्टनर ☐ परिवार. ☐ अन्य: _____

46. प्रस्थानपूर्व जोखिमहरू (Pre-Departure Risks)

A. जानकारी तथा छलकपट जोखिम

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
A46.1 म विदेश जानु अघि मलाई काम कस्तो हुन्छ भनेर राम्रोसँग जानकारी दिइएको थियो ।	☐	☐	☐	☐	☐
A46.2 मलाई तलब वा कामको अवस्थाबारे गलत जानकारी दिइएको थियो ।	☐	☐	☐	☐	☐
A46.3 मलाई MRC का सेवाहरूबारे जानकारी थियो ।	☐	☐	☐	☐	☐

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
A46.4 विदेश जाने निर्णय गर्नु अघि मैले विदेश गएका व्यक्तिहरूसँग सल्लाह गरेको थिएँ ।	☐	☐	☐	☐	☐
A46.5 म जाने देशबारे मलाई राम्रोसँग जानकारी थियो ।	☐	☐	☐	☐	☐

B. Financial Vulnerability

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
B46.1 मैले कुनै शुल्क नतिरी यात्रा गरेको थिएँ ।	☐	☐	☐	☐	☐
B46.2 विदेश जानका लागि खर्च जुटाउन मैले ऋण लिएको थिएँ ।	☐	☐	☐	☐	☐
B46.3 विदेश जानका लागि मैले एजेन्ट वा बिचौलियालाई धेरै पैसा तिरेको थिएँ ।	☐	☐	☐	☐	☐

47. यात्रा / पारवहन जोखिमहरू (Travel / Transit Risks)

A. सुरक्षा तथा संरक्षा

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
A47.1 अन्तर्राष्ट्रिय यात्रा गर्दा मलाई शारीरिक क्षति हुने डर लागेको थियो ।	☐	☐	☐	☐	☐
A47.2 विदेशी अनुगमन अधिकारीहरूले रोक्ने वा नियन्त्रणमा लिन सक्छन् कि भन्ने डरले म चिन्तित थिएँ ।	☐	☐	☐	☐	☐

B. उत्पीडन/शोषण

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
B47.1 विदेश यात्रा गर्दा मलाई अन्यायपूर्ण व्यवहार भएको थियो ।	☐	☐	☐	☐	☐
B47.2 विदेश यात्रा गर्दा मलाई शोषित भएको अनुभव भयो ।	☐	☐	☐	☐	☐
B47.3 विदेश यात्राको क्रममा म अरुमाथि निर्भर थिएँ ।	☐	☐	☐	☐	☐

C. डर तथा चिन्ता

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
C47.1 म सुरक्षित रूपमा गन्तव्यमा पुग्ने विषयमा चिन्तित थिएँ ।	☐	☐	☐	☐	☐
C47.2 मलाई बेचबिखन (ट्राफिकिङ) वा ठगीको डर लागेको थियो ।	☐	☐	☐	☐	☐

48. कार्यस्थल जोखिमहरू (गन्तव्य देशमा) कार्यस्थल जोखिम

A. शारीरिक तथा सुरक्षा जोखिम

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
A48.1 मेरो कार्यस्थलमा पर्याप्त सुरक्षा उपायहरू थिएनन् ।	☐	☐	☐	☐	☐
A48.2 आकस्मिक सुरक्षात्मक प्रणालीहरू पर्याप्त थिएनन् ।	☐	☐	☐	☐	☐

B. यौन उत्पीडन तथा दुर्यवहार

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
B48.1 मैले ग्राहकहरूबाट अनावश्यक यौन व्यवहार अनुभव गरेको थिए ।	☐	☐	☐	☐	☐
B48.2 मैले अनुपयुक्त व्यवहार जस्तै रक्सी र चुरोट खाने दबाब महसुस गर्थे ।	☐	☐	☐	☐	☐

C. आर्थिक शोषण

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
C48.1 मेरो तलब वाचा गरिएभन्दा कम थियो ।	☐	☐	☐	☐	☐
C48.2 मेरो आम्दानी अस्थिर थियो ।	☐	☐	☐	☐	☐

D. मनोवैज्ञानिक तनाव

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
D48.1 मेरो कामले भावनात्मक तनाव सिर्जना गर्थ्यो ।	☐	☐	☐	☐	☐

E. सामाजिक तथा कानुनी जोखिम

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
E48.1 मलाई देशनिकाला वा कानुनी कारबाहीको डर लाग्थ्यो ।	☐	☐	☐	☐	☐
E48.2 गन्तव्य देशमा मैले विभेद (भेदभाव) अनुभव गर्थे ।	☐	☐	☐	☐	☐

49. जोखिम न्यूनीकरण रणनीतिहरू

A. व्यक्तिगत सुरक्षा

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
A49.1 म ग्राहकहरूसँग निश्चित दूरी कायम गर्थे ।	☐	☐	☐	☐	☐

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
A49.2 म जोखिमपूर्ण अवस्थाबाट टाढा रहने प्रयास गर्थे ।	☐	☐	☐	☐	☐

B. सहकर्मी सहयोग

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
B49.1 जोखिमपूर्ण अवस्थामा सहकर्मीहरूले एक अर्काका सहयोग गर्थे ।	☐	☐	☐	☐	☐

C. रोजगारदाता सुरक्षा

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
C49.1 रोजगारदाताले सुरक्षा व्यवस्था उपलब्ध गरेका थिए ।	☐	☐	☐	☐	☐
C49.2 रोजगारदाताले गुनासोहरूलाई गम्भीरतापूर्वक लिएका थिए ।	☐	☐	☐	☐	☐

D. स्वास्थ्य सुरक्षा

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
D49.1 आवश्यक पर्दा म स्वास्थ्य सेवा लिन्थे ।	☐	☐	☐	☐	☐
D49.2 मलाई स्वास्थ्यसम्बन्धी जानकारीमा पहुँच थियो ।	☐	☐	☐	☐	☐

E. आर्थिक सामना

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
E49.1 आकस्मिक अवस्थाका लागि म बचत गर्थे ।	☐	☐	☐	☐	☐
E49.2 म नियमित रूपमा रेमिटेन्स पठाउँथे ।	☐	☐	☐	☐	☐

F. संस्थागत सहयोग

कथन	१ = पूर्ण असहमति	२ = असहमति	३ = तटस्थ	४ = सहमति	५ = पूर्ण सहमति
F49.1 म आप्रवासी कामदारलाई सहयोग गर्ने संस्थाहरूको बारेमा जान्दथे ।	☐	☐	☐	☐	☐
F49.2 दुर्व्यवहार भएमा म कानुनी सहयोग खोज्थे ।	☐	☐	☐	☐	☐

भविष्यका आकांक्षाहरू (Future Aspirations)

50. भविष्यको योजना (एकभन्दा बढी छनोट गर्न सक्नुहुन्छ):

- ☐ विदेशमै सोही क्षेत्रमा निरन्तरता दिने ☐ क्षेत्र परिवर्तन गर्ने ☐ स्थायी रूपमा स्वदेश फर्किने ☐ अर्को देशमा बसाइँ सर्ने
- ☐ अध्ययन / व्यावसायिक तालिम लिने ☐ परिवार / विवाहमा ध्यान केन्द्रित गर्ने ☐ निश्चित छैन
- ☐ अन्य: _____

51. के तपाईं यो पेशा छोड्ने योजना बनाउँदै हुनुहुन्छ ?

- ☐ छ ☐ छैन

यदि छ भने

- ☐ १ वर्षभित्र ☐ २-३ वर्षभित्र ☐ स्पष्ट समयरेखा छैन ☐ होइन ☐ निश्चित छैन

भविष्य सुधारका लागि आवश्यक सीपहरू

(एकभन्दा बढी उत्तर दिन सक्नुहुन्छ ।)

52. आवश्यक सीपहरू:

52.1 व्यावसायिक (Vocational)

- ☐ ब्यूटी/ सौन्दर्य सम्बन्धी ☐ आतिथ्य (हस्पिटालिटि) ☐ खाना पकाउने ☐ सिलाइ / टेलरिङ ☐ सूचना प्रविधि (IT)
- ☐ सवारी चलाउने ☐ सानो व्यवसाय सञ्चालन गर्ने ☐ अन्य: _____

52.2 भाषा/सञ्चार

- ☐ अङ्ग्रेजी ☐ गन्तव्य देशको भाषा ☐ सञ्चार /वार्ताकला ☐ ग्राहक सेवा ☐ सार्वजनिक वक्तृत्वकला

52.3 वित्तीय / उद्यमशीला

- ☐ वित्तीय साक्षरता ☐ व्यवसाय योजना निर्माण ☐ लगानी सम्बन्धी ज्ञान ☐ डिजिटल मार्केटिङ ☐ लेखा व्यवस्थापन
- ☐ अन्य: _____

52.4 कानुनी/अधिकार

- ☐ श्रम अधिकार ☐ सम्भौता (कन्ट्र्याक्ट) बुझ्ने क्षमता ☐ बसाइँसरा प्रक्रिया ☐ कानुनी सुरक्षा

52.5 व्यक्तिगत विकास

- ☐ आत्मविश्वास ☐ तनाव व्यवस्थापन ☐ नेतृत्व क्षमता ☐ निर्णय गर्ने क्षमता ☐ सञ्जाल विस्तार (नेटवर्किङ)
- अन्य: _____

Annex 2: FGD Guide

1. Background and Migration

Can you share a bit about your background—where you come from, your family, education, and community?

What led you to move here and work in this city? Was it a personal choice, family pressure, or economic necessity?

Can you describe your journey here? Who helped you (family, friends, agents)? What feelings did you experience: excitement, fear, uncertainty?

What motivated you to come and work in this city and the EHS sector?

2. Entry into the EHS Sector

How do women/girls/LGBTQIA+ usually find work in this sector? Are brokers, agents, or family involved?

What information about the job, pay, and conditions is usually given before starting?

Are there agreements (written or verbal) with employers about work roles, pay, and hours?

If someone from your village/community wants to start working in EHS, what advice would you give them? (New, scenario-based question for group discussion)

3. Work Experience

What are the main roles and responsibilities in your work? How does this differ between girls and boys in the workplace?

How is payment structured—salary, commissions, tips? How consistent is it?

Who do you interact with at work—managers, clients, peers? What are EHS interactions like?

4. Challenges and Coping

What challenges do workers in this sector commonly face?

How do you cope with these challenges? Who do you turn to for support—friends, family, colleagues, NGOs, employers?

What happens when someone faces harassment, abuse, or violence? (Discussed generally rather than personally)

How do you maintain relationships with people back home or peers here? How do social media platforms play a role?

5. Migration Patterns and Vulnerability

Are workers in this sector mostly from specific districts, communities, or social groups?

In your experience, who is more vulnerable—new migrants, younger workers, or long-term workers? Why?

Do workers often move between cities or countries for work? How does that process happen?

Who tends to succeed or struggle more in this sector, and why?"

6. Migration to India and Other Countries

In your experience, do girls/women from this sector go abroad for work? What kind of work do they do, and which countries do they usually go to?

How do workers find out about EHS opportunities, and who helps them with travel, documents, or money?

Would you consider working abroad in the future? What work would you like to do, and what challenges or risks do you think are involved?

What advice would you give to someone planning to migrate abroad for work?

7. Support Mechanisms

Are you aware of programs for workers provided by NGOs, civil society, or the government?

Have you ever accessed EHS services? What was your experience? Were the services helpful and accessible?

What gaps exist in the support available for workers?

8. Recommendations for Safer Migration and Work

What kind of pre-departure information or orientation would reduce risks for workers?

Should recruitment and employment be monitored or licensed?

What policy or regulatory reforms could reduce exploitation in this sector?

What alternative livelihood options or social protection measures could help workers?

If you could make one change to make work safer, what would it be?

9. Future Plans

Do you want to continue working in this sector? Why or why not?

Would you consider returning home, resuming education, or taking training? What challenges might you face in doing so?

How do you think family, friends, and community members would respond if you left this sector?

What are your hopes for the future of people working in this sector?

Annex 3: KII guide

Ministry of Labour

Role and Mandate

What is the Ministry's role in protecting workers in sectors like EHS, particularly regarding safe migration?

How does the Ministry coordinate with other government agencies, local bodies, and NGOs on migration-related issues?

How does the Ministry monitor whether programs for EHS workers are being implemented effectively at the local level?

Have there been recent changes or innovations in policy or programs to improve protection for vulnerable workers?

2. Policies and Programs

What measures or programs exist to prevent exploitation, trafficking, or unsafe migration of EHS workers? how effective they are in practice.

How does the Ministry ensure enforcement of labor rights and safe migration policies?

Are there awareness, training, or pre-departure orientation programs specifically for vulnerable workers?

How does the Ministry gather feedback from workers about labor rights violations or migration issues?

How does the Ministry address complaints or grievances from workers in EHS or other high-risk sectors

3. Challenges

What are the main challenges in protecting EHS workers during migration?

Are there gaps in policies, programs, or enforcement that limit effective protection?

4. Recommendations

What key actions could strengthen safe migration and labor protection for EHS workers?

How can coordination between the Ministry, local authorities, and civil society be improved?

Key Interview Guidelines – GEFONT Representatives

Purpose:

To understand GEFONT's role, advocacy, and initiatives in protecting workers' rights, ensuring safe migration, and supporting vulnerable sectors, including the EHS.

1. Role and Mandate

What is GEFONT's role in representing workers in Nepal, especially those in high-risk or vulnerable sectors like EHS?

How does GEFONT coordinate with the government, recruitment agencies, and NGOs to protect workers?

Does GEFONT collect feedback from workers about recruitment practices or migration experiences? How is it used?"

2. Labour Rights and Protection

What measures does GEFONT promote to ensure safe working conditions and protection against exploitation or abuse?

How does the union support workers facing harassment, trafficking, or unsafe migration?

Are there specific programs or advocacy initiatives for women and marginalized workers?

How does GEFONT ensure accountability of recruitment agencies and employers towards workers' rights

3. Migration and Recruitment

How does GEFONT engage with migrant workers or those intending to go abroad for employment?

What challenges do EHS workers or other vulnerable groups face in migration, and how does GEFONT address them?

4. Collaboration and Partnerships

How does GEFONT work with other trade unions, civil society organizations, or international labour bodies?

Are there initiatives to raise awareness among workers about rights, safe migration, and grievance mechanisms?

5. Challenges and Gaps

What are the main challenges in protecting workers' rights, especially for vulnerable sectors like EHS?

Are there policy, enforcement, or coordination gaps that limit worker protection?

6. Recommendations

What actions could strengthen labour protection and safe migration for EHS and other vulnerable workers?

How can GEFONT, the government, and NGOs work better together to improve workers' rights?

KII with Department of Foreign employment

Purpose:

To understand the DoFE Board's role, policies, and challenges in ensuring safe migration, preventing exploitation, and protecting vulnerable workers, including those from the EHS

1. Role and Responsibilities

What is the Board's role in regulating and monitoring foreign employment, particularly for vulnerable groups like EHS workers?

How does the Board coordinate with other government agencies, recruitment agencies, and NGOs on safe migration issues?

2. Policies and Programs

What measures or programs exist to prevent exploitation, trafficking, or unsafe migration of EHS workers?

How does the Board ensure that recruitment agencies comply with regulations and ethical recruitment practices?

Are there awareness programs, pre-departure orientations, or support services for EHS workers before they migrate?

3. Monitoring and Enforcement

How does the Board monitor the implementation of safe migration policies and practices?

How are complaints or cases of abuse, exploitation, or trafficking handled, particularly for EHS workers?

4. Challenges

What are the main challenges the Board faces in ensuring safe migration for vulnerable workers?

Are there gaps in policy, enforcement, or support services that limit protection for EHS workers?

5. Recommendations

What key actions or policy improvements could strengthen safe migration for EHS workers?

How can coordination between the Board, local authorities, and civil society be improved to protect EHS workers?

KII with Foreign Employment Board

Purpose:

To understand the FEB's role, policies, and challenges in ensuring safe migration, regulating recruitment, and protecting vulnerable migrant workers, including those from the EHS

1. Role and Mandate

What is the FEB's role in regulating and monitoring foreign employment, particularly for high-risk or vulnerable workers like those from EES?

How does the Board coordinate with other government bodies, recruitment agencies, and civil society on safe migration issues?

How does the Board gather and incorporate feedback from migrant workers to improve policies and programs

2. Policies and Programs

What policies or programs exist to prevent exploitation, abuse, or unsafe migration of EES workers?

How does FEB ensure that recruitment agencies follow ethical and legal recruitment practices?

Are there orientation or support programs for workers before they leave for foreign employment?

Are there specific initiatives or innovations recently introduced to protect vulnerable workers or improve pre-departure support?

3. Monitoring and Enforcement

How does FEB monitor and enforce safe migration policies for vulnerable workers?

How are complaints or cases of exploitation, harassment, or trafficking addressed?

4. Challenges

What are the main challenges in ensuring safe migration for EHS or other vulnerable workers?

Are there gaps in policy, enforcement, or coordination that need urgent attention?

Which challenges are most critical in the current recruitment and migration process, and why?

5. Recommendations

What key actions or improvements could strengthen protection and safe migration for EES workers?

How can coordination between FEB, local authorities, recruitment agencies, and NGOs be improved?

What role could monitoring, reporting, or digital tools play in improving safe migration?

KII with KMC-Social Development

Status of MRC

What are the services available at the Migration Resource Centre (MRC)?

Does the MRC serve internal migrants as well as international migrants?

Are workers from the EHS considered part of your target population?

Do EHS workers approach the MRC or other municipal services? If yes, for what types of services do they take?

Are they treated differently compared to other people?

What barriers prevent EHS workers from accessing municipal services? (Stigma, Fear of authorities)

In your view, are EHS workers adequately aware of available services?

2. Risks and Protection

What major risks do internal migrants work in EHS face in Kathmandu?

Are there cases of exploitation or unsafe recruitment linked to this sector?

Institutional Response and Gaps

Is there a specific protocol for responding to EHS worker cases?

Does the municipality coordinate with NGOs or other agencies for referrals?

What are the biggest gaps in supporting EHS migrant workers?

4. Recommendations

What should KMC improve to better support migrant workers in the EHS sector?

Should there be policy or regulatory reforms to reduce risks for EHS workers?

KMC-MRC staff

1. Understanding Migration Patterns

Based on your experience, what are the common migration patterns you observe among workers coming to Kathmandu, particularly those entering the entertainment and hospitality sector?

What are the major reasons that motivate individuals—especially women and young people—to migrate to Kathmandu for work?

Do you observe differences in migration drivers based on gender, caste/ethnicity, age, or economic background? Please explain.

How common is repeat or circular migration among this group?

How does the MRC track the usage and impact of services for HES workers

2. Pre-Migration Information & Decision-Making

What kind of information do migrants usually have before arriving in Kathmandu?

Do migrants report being misinformed or deceived about job nature, salary, or working conditions?

Can you share examples?

What role do agents, social networks, or social media play in influencing migration decisions?

How aware are migrants about safe migration procedures and documentation requirements?

Are there emerging risks due to informal recruitment practices, digital platforms, or social networks

3. Travel and Transit Risks

What types of risks do migrants report experiencing during their journey (e.g., safety, financial, harassment, documentation-related)?

Are there particular vulnerabilities faced by women or young migrants during travel?

How does the MRC respond if a migrant reports exploitation, harassment, or trafficking risk during transit?

How is coordination between different municipal departments in mitigating the risks of unsafe migration?

4. Access to Services & Institutional Support

What services does the Migration Resource Centre provide to internal migrants working in the entertainment sector?

How do workers typically learn about your services?

What barriers prevent migrants from accessing MRC services (e.g., stigma, fear, lack of documentation, trust issues)?

How effective are referral mechanisms with NGOs, legal aid providers, health services, or police?

Partnerships or MoUs with private sector or informal sector actors to extend support?

5. Risk Mitigation & Coping

From your observation, how do workers try to protect themselves from risks in this sector?

Is peer support or collective protection common among workers?

Do employers generally provide safety mechanisms or respond to complaints?

What institutional mechanisms exist within the municipality to monitor or regulate workplace safety in this sector?

What strategies could improve outreach and awareness among hard-to-reach migrant workers?

6. International Migration Linkages

Do you encounter cases where workers from this sector later migrate abroad for similar work?
What are the common risks faced in international migration pathways linked to this sector?
How prepared are migrants regarding contracts, visas, and legal rights before going abroad?

7. Future Aspirations & Reintegration

What future aspirations do workers commonly express (e.g., changing sector, migrating abroad, starting a business)?
What types of skills or support do migrants most frequently request from the MRC?
Are there municipal programs that support skills development, reintegration, or alternative livelihood pathways?

8. Policy & Institutional Strengthening

What are the major challenges faced by the Migration Resource Centre in supporting workers from the entertainment sector?
What policy or institutional reforms would strengthen safe migration and protection mechanisms at the municipal level?
What additional support does the municipality need to better respond to vulnerabilities in this sector?
What capacity-building or training is needed for MRC staff to better serve EHS workers?"

KII with ward representatives

Understanding of Migration and EHS in the Ward

How is the situation of migration from your ward, particularly among young women and girls?
Situation of women and girls in and around your area entering the EHS (e.g., dance bars, dohori, spa, khaja ghar)?
What are the main reasons that push or attract them into this sector?
Are there emerging trends in migration from your ward that differ from previous years?

2. Ward-Level Policies and Initiatives

What initiatives has the ward taken for safe migration?
Are there any specific programs targeting women and girls who are at risk of entering unsafe labor sectors, including EHS?
How does the ward coordinate with local police, NGOs, or migration resource centers regarding safe migration?
How effective are these programs in practice

3. Prevention and Protection Mechanisms

Does the ward have any system to identify and support vulnerable individuals before they migrate?

Are returnee workers (including those from EHS) provided any support or reintegration services?

Are there mechanisms for reporting and following up on labor exploitation at the ward level

4. Awareness and Community Engagement

What types of awareness activities have been conducted regarding safe migration and labor rights?

How does the ward address stigma faced by women working in or returning from abroad?

Participation of local community leaders or peer networks in awareness programs?

5. Challenges and Gaps

What are the major challenges the ward faces in ensuring safe migration?

Are there policy, budget, or coordination gaps affecting your work?

What additional support would help the ward better protect women and girls from unsafe migration or exploitation?

Are there legal or regulatory constraints limiting the ward's ability to protect migrants

6. Recommendations

What practical measures would you recommend improving safe migration systems at the local level?

How can coordination between ward offices, municipalities, and provincial/federal government be strengthened?

KII with Nepal Police

1. Awareness and Understanding

How familiar are you with the EHS and the types of work women and girls engage in here?

What is your understanding of the risks and vulnerabilities faced by EHS workers, especially regarding exploitation or unsafe migration?

2. Legal and Regulatory Role

What laws or regulations guide police action related to EHS, migration, or trafficking?

How do the police identify cases of forced labor, trafficking, or exploitation among EHS workers?

Could you describe any challenges the police face in enforcing laws in EHS settings?

3. Collaboration and Coordination

Do you work with local authorities, NGOs, or migration resource centers to support EHS workers?

How effective is this collaboration?

How does the police coordinate with agencies to ensure safe migration for women working in EHS?

How does the police collaborate with DoFE/FEB in cases involving migration-related exploitation?"

4. Protection and Support

What measures do the police take to protect EHS workers from violence, harassment, or trafficking?

How do you ensure that workers' rights are respected when reporting cases or assisting?

5. Challenges and Gaps

What are the main barriers in preventing exploitation, unsafe migration, or violence in EHS?

In your experience, what more could be done by police, government, or NGOs to improve safety and protection for EHS workers?

6. Recommendations

From your perspective, what policies, programs, or interventions could strengthen safe migration and protection for EHS workers?

KII with BO Association

Organizational Background

Can you briefly describe your association's role and engagement with workers in the EHS sector?

What types of migrants (internal/external) are most commonly involved in EHS venues?

2. Migration Pathways and Entry into EHS

From your experience, how do women and girls typically enter the EHS sector (e.g., self-migration, recruitment agents, peer networks, family connections)?

What are the main push and pull factors influencing their migration into EHS?

Are there any patterns of unsafe recruitment or misleading information during migration?

Observed emerging recruitment trends via digital platforms or social networks?"

3. Safe Migration Awareness and Preparedness

To what extent are migrant women/girls aware of safe migration procedures before entering EHS?

What information gaps do you observe among new entrants?

Does your association provide any orientation, awareness, or support on safe migration? If yes, how?

4. Risks, Exploitation, and Protection Mechanisms

What major risks do migrant women/girls face during migration and after entering EHS?

What mechanisms exist within EHS associations to prevent exploitation and violence?

How effective are existing complaint and grievance systems?

5. Coordination with Government and Service Providers

How does your association coordinate with local government, labor offices, police, or migration resource centers?

What gaps do you see in government support for safe migration of EHS workers?

What policy or regulatory challenges affect the protection of migrant EHS workers?

6. Stigma and Reintegration

How does stigma affect migrant women/girls in EHS in accessing services (health, legal, financial)?

Are there any support mechanisms for those who want to exit the sector?

7. Recommendations

What practical measures would strengthen safe migration for women and girls entering EHS?

What role can associations play in improving protection and safe working conditions?

What policy reforms are most urgently needed?

KII with LGBTIQIA+ Community organisation

1. Organization & Work

Can you briefly describe your organization, its mandate, and its focus on LGBTQIA+ communities?

What programs or services do you currently provide for LGBTQIA+ EHS workers? (e.g., safe migration support, legal aid, health/psychosocial services)

Which geographic areas or communities do you serve, and how long have you been working in this sector?

2. Program Implementation

How do you identify and reach LGBTQIA+ workers, especially those who are most vulnerable or hidden?

How do you ensure your programs are inclusive of diverse gender identities and sexual orientations?

How do you involve LGBTQIA+ workers in planning or improving your programs?

Do you collaborate with other organizations, associations, or government bodies to support EHS workers?

Coordination with government agencies like DoFE/FEB for safe migration of LGBTQIA+ workers?”

How do you address intersectional vulnerabilities, such as young LGBTQ+ migrants or marginalised communities?

3. Challenges & Barriers

What are the main challenges in supporting LGBTQIA+ EHS workers? (e.g., stigma, discrimination, legal barriers)

Do LGBTQIA+ workers face unique risks during migration or in workplaces?

Are there gaps in services or protection that need urgent attention?

4. Impact & Monitoring

How do you track the outcomes or impact of your programs?

Can you share examples of improvements in safety, wellbeing, or migration experiences among LGBTQIA+ workers?

Are there areas where your programs have been less effective, and what are the reasons?

5. Recommendations & Learnings

What additional support, resources, or policies would help your organization better serve LGBTQIA+ EHS workers?

What lessons learned can guide other organizations working with LGBTQIA+ populations in this sector?

KII with NGO representatives:

1. Organizational Profile

Can you briefly describe your organization’s objectives and engagement with EHS workers?

How long has your organization been working on EHS issues? What geographic areas do you cover? Outside the valley?

What is your primary approach (e.g. service delivery, advocacy, research, community mobilisation, legal aid)?

2. Engagement with the EHS Sector

How do you define the EHS sector in your programming?

How visible is internal migration among EHS workers in your experience?
Have you observed new risks due to digital recruitment or informal networks?

3. Patterns of Migration

What internal migration trends do you observe in the EHS sector?
Are workers concentrated from specific districts, castes, or communities?
Are there links between foreign labour migration failure and entry into EHS?

4. Recruitment Pathways

How do workers typically enter the sector? What role do brokers or intermediaries play?
Are recruitment patterns organized, informal, or exploitative?
Are social media or digital platforms being used for recruitment?
Vulnerability of EHS workers in this sector.
What risks do EHS workers face across the migration cycle? (Pre-migration, During travel, At workplace)

5. Current support mechanisms

What services currently exist for EHS workers? (Legal aid, Psychosocial support, Shelter, Health services, Safe migration information)
Are these services accessible and trusted and sufficient?
What interventions have shown measurable impact? Are the programs addressing root causes or only crisis response?

6. Coping strategies

Are workers developing their own safety networks?
Is there collective organising?
Are peer-led initiatives emerging?
Do workers share information about exploitative venues?

7. Programmatic Gaps and Structural Weaknesses

Where are the biggest gaps in support?
Are certain groups systematically excluded (young migrants, LGBTQ+, single mothers, Dalit women)?

8. Policy and programmatic recommendations

Safe Migration

What structural reforms would make migration safer?

Should recruitment intermediaries be licensed?

What pre-departure information systems are needed?

Labour Protection

Should EHS workers be formally recognized under labour law?

What minimum standards should be mandated?

Should municipalities regulate venues differently?

Economic Security

What social protection schemes could realistically reduce vulnerability?

Would access to savings, insurance, or microcredit reduce dependency?

How can source districts reduce distress migration?

Advocacy Strategy

What advocacy priorities should be pursued?

Who are key allies and opponents?

What political sensitivities must be navigated?

KII with NCRC representatives

1. Role and Scope

What is NCRC's role in protecting children of EHS workers?

How does NCRC coordinate with government agencies, local authorities, and NGOs on child protection?

2. Child Protection Measures

What programs or services exist to protect the EHS workers from exploitation, trafficking, or child labor?

How does NCRC monitor and respond to children at risk in EHS households?

3. Collaboration

How does NCRC work with local governments, migration resource centers, or NGOs to safeguard children?

4. Challenges

What are the main challenges in protecting children of EHS workers?

Are there gaps in policies or services that need urgent attention?

5. Recommendations

What key measures or programs could strengthen child protection for EHS families?

How can coordination between NCRC, government, and other stakeholders be improved?

KII with Tdh

1. Strategic Vision and Priorities

How does your organization conceptualize the link between safe migration and the EHS in Nepal?

What are your current strategic priorities in addressing vulnerabilities of girls and young women entering or working in EHS?

What gaps do you see in the current response to EHS and migration-related risks in Nepal?

2. Understanding of Pathways and Risks

Based on your experience, what are the key push and pull factors driving adolescent girls and young women into EHS?

How do unsafe migration practices contribute to entry into EHS?

What protection risks (violence, exploitation, trafficking, stigma, legal vulnerability) concern you most in this sector?

Are there particular groups (e.g., migrants from specific provinces, marginalized castes, minorities, minors) who face heightened vulnerabilities?

Have you observed new migration or recruitment trends that increase vulnerability for girls and young women?

3. Programmatic Approach and Investments

What types of interventions has your organization supported in EHS or safe migration (e.g., prevention, protection, reintegration, policy reform, service delivery)?

In your view, which approach has shown the most promise in reducing exploitation and improving working conditions?

How do you balance prevention (reducing entry through safe migration awareness) and harm reduction (improving safety within EHS settings)?

What role do you see for local governments and municipalities in addressing EHS-related issues?

4. Systems, Policy, and Coordination

How do you assess the current policy and regulatory environment related to EHS and labor/migration governance?

Are there policies or legal reforms that you believe are urgently needed?

How effectively are stakeholders (government, NGOs, private sector, venue owners, migration resource centers) coordinating their efforts?

What systemic barriers hinder effective protection for girls and women in EHS?

5. Evidence, Learning, and Accountability

What evidence gaps exist regarding EHS and safe migration?

What type of data or research would be most useful for informing donor investment decisions?

How does your organization integrate gender-transformative and rights-based approaches in funded programs?

How do you measure impact in such a sensitive and informal sector?

6. Sustainability and Future Directions

What sustainable models do you envision for reducing vulnerability linked to unsafe migration and EHS involvement?

What advice would you give to implementers working directly with girls and women in EHS?

KII with Shanti Foundation

Organizational Background

Can you briefly describe your organization and its mandate related to EHS workers and safe migration?

What specific programs or interventions do you currently implement for EHS workers?

How long has your organization been working in this sector, and in which areas/communities?

Program Implementation

Can you describe the key activities or strategies your organization uses to support EHS workers during migration?

How do you identify and reach the workers who are most vulnerable or at risk?

What partnerships or collaborations do you have with local authorities, associations, or other organizations?

How do you ensure the interventions are gender-sensitive, safe, and culturally appropriate?

How do you collect feedback from EHS workers to improve program design?

How do you coordinate with government agencies, NGOs, or MRCs to maximize protection?

Challenges and Barriers

What are the main challenges you face while implementing programs for EHS workers? (e.g., stigma, legal barriers, worker trust)

Are there gaps in services that you notice for EHS workers during migration?

How do you handle situations where workers face exploitation, abuse, or unsafe conditions?

Monitoring and Effectiveness

How do you monitor the progress or impact of your interventions?

Can you share examples of success stories or improvements in workers' safety or wellbeing?

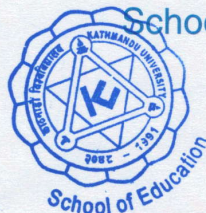
Are there areas where your program is less effective, and why do you think that is?

Recommendations and Learnings

What support or resources would help your organization improve services for EHS workers?

What policies or systemic changes do you think are needed to enhance safe migration and protection for EHS workers?

Are there lessons learned from your experience that could guide other organizations working in this sector?



22 March 2026

Certificate of Ethical Approval

This is to certify that the submitted documents have been reviewed and granted ethical approval by Research Committee Kathmandu University School of Education (RC, KUSOED).

RRC-KUSOED Approval No.	260322	Duration of approval	March 2026-July 2026
Principal investigator(s) (PI/s)	Prakash C. Bhattarai, PhD	Sponsor/partner institute(s)	Shanti Foundation
Title	Research on Migration Patterns, Risks and Mitigation Measures in Entertainment and Hospitality Sector		
Other Members of Research Team (Co-PIs)	Suresh Gautam, PhD Shanti Karki Richan Shrestha Kshitiz Shrestha Samjhana Bhujel Anima Dhungana		
Chairperson of RC-KUSOED	Name		Date
	Prof. Bal Chandra Luitel		22 March 2026
Investigator responsibilities :			
➤ Conduct the project in accordance with ethical guidelines ➤ Submit final report to the Research Committee and KU ➤ Accept responsibility for the conduct of this research project, remaining in ethical principles			

If you have any questions, please contact RC-KUSOED at Kathmandu University School of Education.
With best regards,

Prof. Bal Chandra Luitel
Dean

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