

Age, Education, and Gender in Employment: A Case Study of Butwal Sub-Metropolitan City, Nepal

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Abstract

This paper analyzes the impact of age, education level and gender on the employment status of the people residing in the Butwal Sub-Metropolitan City, especially the elements defining access towards formal employment. The study shows that employment status in the population depends on age, level of education, and gender. Overall, young people who got employed in the formal sector were aged less than 40, with education levels of 12 and above. Gender inequalities are still evident, in particular, man-dominance in the employment of the better-off and more secure sectors because of social injustices that have always confined women to low-paying roles. It was also ascertained that age by education has a synergistic effect on employment with the workers that are young with advanced education enjoying better employment prospects. The results call for strong policy intervention concerning the enhancement of educational participation and attainment, formal gender equality, and affirmative action for the employment of younger persons. Attention should be paid to eradicating gender discrimination as well as improving the rights of both males and females in the education sector together with providing suitable conditions for older employees. In conclusion, the study asserts that eliminating these demographic imbalances will demand concerted efforts in terms of education policy and gender mainstreaming, employment initiatives for women and youth and policies that support equal participation of the demography in the labour market.

Keywords: employment, age, education, gender, Butwal

Introduction

Employment is considered a fundamental part of socio-economic development, being a leading measure of welfare and the level of socio-economic achievements of society (World Bank, 2024). However, it not only maintains proper financial conditions but also solidifies society and the development of a person. Employment results are far from equal; they depend highly on demographic characteristics including age, education level and gender. They generally define the chances one has and the quality of the job one gets in the market at any given period. The dynamics of work and employment are fast changing with increasing urbanisation, as observed in the Butwal Sub-Metropolitan City of Lumbini Province of Nepal; hence, it requires an understanding of these dynamics to develop relevant and fair policies for workers.

As of the 2021 census, Nepal's total population stands at 29,164,578, comprising 14,253,551 males (48.87%) and 14,911,027 females (51.13%). The unemployment rate has risen to 12.6 percent, indicating challenges in the labor market (CBS, 2023). Youth unemployment is notably higher, with 19.2 percent of individuals aged 15–29 unemployed, reflecting significant employment challenges among the younger population. The literacy rate for the population aged 5 years and above has substantially increased from 37.8 percent in 1995-96 to 77.4 percent in 2022-23,

highlighting significant progress in literacy among the adult population. However, disparities persist between genders; the literacy rate for males is 82.9 percent, while for females it is 64.1 percent, indicating ongoing challenges in achieving gender parity in education (ILO, 2024).

Employment-related issues, particularly age, education, and gender, are among the most topical subjects in labour economics and sociology. Past studies have confirmed that employment prospects for the young and those with tertiary education are higher than those for the old and less educated (Rahmani & Groot, 2023). Likewise, the problem of the gender pay gap remains an acute issue on the global level: Women are identified as the primary consumers of informal and vulnerable employment sectors (Butler, 2023; Penny, 2022; UN Women, 2020). These are compounded in the developing regions because structural and societal factors reduce fair chances for employment. Thus, this study locates itself in this general discursive framework to add to the understanding of employment patterns in Butwal Sub-Metropolitan City. Specifically, this study explores how age, education, and gender influence employment outcomes in Butwal. It addresses three critical research questions: (1) What is the relationship between age and employment status? (2) How does education level influence employment outcomes? (3) Are there significant gender-based disparities in employment opportunities? The study is guided by the hypothesis that these demographic variables significantly influence employment patterns in the city. By examining these relationships, the research provides insights into the local labour market, offering valuable evidence for policymakers and stakeholders to promote inclusive and equitable employment practices.

Methodology

This research employs a quantitative approach, using a cross-sectional survey to obtain primary data from people living in Butwal Sub-Metropolitan City. It follows the data collection and analysis methods in scientific integrity (Creswell & Creswell, 2018). The purpose of this study is to investigate the relationship between demographics and employment status in Butwal, a suburban city in Nepal. An accidental sampling method was employed to select respondents from three prominent market areas confined with purposive selection: Rajmarga Chauraha, Tamanaghar, and Golpark. In total, a sample of 135 respondents was used in the study including 45 respondents from each identified cluster were selected purposively. A quantitative explorative cross-sectional survey method was adopted with an appropriately developed structured questionnaire. It comprised both closed-question and open-question formats to capture demographic details about the participants and their employment status. The independent variables under consideration in this study involve age, level of education achieved and gender of the respondent while employment status (employed or unemployed) and the nature of employment (full-time permanent; part-time permanent; full-time fixed term contract or casual) formed the dependent variable.

The study also used a systematic approach, employing both descriptive and inferential analysis to analyze the data collected. The quantitative data was rigorously analyzed using the Statistical Package for the Social Sciences (SPSS) computer software to determine central tendencies and coefficient variations within the data matrix. Using chi-square tests, the relationships between the independent variables and the employment results were systematically analyzed to test the hypotheses. It follows the method articulated by Field (2018). These methods made the study rich and systematic in investigating how age, education, and gender influence employment in Butwal Sub-Metropolitan City.

This study was conducted in Butwal, a suburban city. It is situated in the Rupandehi district of Lumbini Province and is also a beautiful and developing city with a population that is gradually increasing due to its strategic importance for migration purposes. Butwal, with a population of 195,054 as per the Census 2021, is strategically located near important trade routes (CBS, 2023).

It is connected to the Bhairahawa/Sunauli border in the south for trade and transportation between Nepal and India. There is Chitwan and Narayanghat to the east, and to the west, there is Dang and Nepalgunj. They are Palpa, Gulmi, Arghakhanchi, and Syangja; hence, Butwal is the central entrance of the northern access route and the regional integration. Because of its strategic position and accessibility, it has boosted economic development; many persons from different provinces visit or move there to look for jobs or permanently reside, bringing development as it has been known to be gaining more population and developing into an urbanized city.

Results and Discussion

Demographic Profile Analysis

The relation of age, education, gender and employment status are interdependent since they influence the opportunities available to people in the labour market. This age also indicates that the proportion of employed youthful and educated persons is higher, but gender differences and varying levels of education determine the type and quality of jobs. The demographic characteristics of the respondents in this study are summarized in Table 1.

Table 1:

Demographic Characteristics of the Respondents

	Category	Frequency (n)	Percentage (%)
Age	18–24 years	30	22.2
	25–40 years	74	54.8
	41–60 years	31	23.0
Education Level	Up to Secondary	41	30.4
	Intermediate and Bachelor	54	40.0
	Masters and above	20	14.8
	Others	20	14.8
Gender	Male	81	60.0
	Female	54	40.0
Total		135	100

Source: Field Survey (28-30 October, 2024)

Age Distribution: The age distribution of respondents reveals that the majority (54.8%) fall within the 25–40 age group, a significant finding as this group is typically considered the most productive and innovative in the workforce. This is followed by 23 percent in the 41–60 years category and 22.2 percent in the 18–24 years group. This finding aligns with global labour market patterns, where the prime working-age population forms the core of economic activity (ILO, 2021; Liu-Farrer & Shire, 2023). Though fewer in representation, young adults aged 18–24 signify new entrants into the labour force, transitioning from education to employment.

Education Level: The analysis indicates that 40 percent of respondents have undergraduate qualifications (intermediate and bachelor), 30.4 percent possess upto secondary education (grade 10), and 14.8 percent hold postgraduate degrees (Masters and above). Another 14.8 percent fall under the "others" category, which likely includes vocational training and informal education. This educational composition underscores the pivotal role of formal education in shaping access to employment opportunities, particularly in the formal sector. Rahmani and Groot (2023) and World Bank (2020) emphasize that higher education enhances employability in organized sectors, while

alternative qualifications often channel individuals into informal sector roles. This insight provides a comprehensive understanding of the labour market dynamics.

Gender Representation: The sample shows that males account for 60 percent and females for 40 percent of respondents. This reflects ongoing gender disparities in workforce participation, where traditional roles and societal norms restrict women's economic activities (Gerber, 2022; Nguyen, 2021; UN Women, 2020). These gender gaps underscore the urgent need for targeted interventions to promote women's employment in both formal and informal sectors, particularly in urban contexts like Butwal Sub-Metropolitan City. Addressing these disparities is crucial for achieving a more equitable and inclusive labour market.

Employment Patterns Analysis

Employment is the major analytical factor of this study which has been conceptualized as the engagement in the livelihood strategy. It is multidimensional in nature. Table 2 summarizes the key results in this regard.

Table 2:

Status and types of employment of the Respondents

	Category	Frequency (n)	Percentage (%)
Employment Status	Employed	95	70.4
	Unemployed	40	29.6
Type of Employment	Formal Sector	68	50.4
	Informal Sector	27	19.6
Total		135	100

Source: Field Survey (28-30 October, 2024)

Employment Status: The data reveals that 70.4 percent of respondents are employed, while 29.6 percent are unemployed. This indicates a relatively active labour force but highlights challenges related to unemployment. Skills mismatches and limited access to job opportunities for specific groups, such as less-educated individuals, contribute to these figures (Backman et al., 2021; ILO, 2021). Addressing unemployment requires strategic efforts in education and skills training tailored to local labour market demands. This underscores the crucial role of education in addressing unemployment and the need for strategic investments in education and skills training.

Type of Employment: Among the employed, 50.4 percent are engaged in the formal sector, while 19.6 percent work in the informal sector. The informal sector, characterized by street vending, small retail shops, and other unregulated jobs, is a segment of the economy that operates outside the formal regulatory environment. It is expanding in recent years and the different roles in this sector are predominantly occupied by low-skilled or less-educated individuals who face barriers to formal employment (Chiang et al., 2021; UNDP, 2021). The increasing presence of informal employment highlights its role as an economic safety net for those excluded from the formal job market. However, these jobs often lack stability, benefits, and legal protections, necessitating policies that bridge the formal-informal divide and enhance job security.

The findings align with existing labour market studies. The dominance of the 25–40 years age group reflects global trends in labour force participation, as noted by the ILO (2021) and Lee et al. (2023). The link between education and formal sector employment supports the World Bank's (2020) assertion that higher education opens pathways to stable, organized work environments.

The growing informal sector, serving as a significant employment avenue for low-skilled individuals, is consistent with the Dell'Anno (2022), which emphasizes absorbing surplus labour in developing economies. Gender disparities in this study align with Joshanloo and Jovanović (2020) and UN Women (2020), underscoring persistent inequities hindering women's economic inclusion. These results underscore the urgent need for inclusive employment policies, skill development programs, and gender-sensitive interventions to foster equitable labour market participation in Butwal Sub-Metropolitan City.

Perceived Opportunities Linked to Education and Gender

Employment and women, and to a lesser extent education, remain central to advancing formal sectors, employment prospects, and improved standards of living through gainful employment. Mapping the perceived opportunities about education and gender might help develop a better understanding of the socio-demographic factors that determine employment patterns and serve to reduce the existing gender gaps in the labour market (Table 3).

Table 3:

Perceptions about the Opportunities of Employment of the Respondents

	Frequency (n)	Percentage (%)
Decreasing gender discrimination	55	40.7
Youth awareness	45	33.3
Urbanization with facilities	20	14.8
Educational and training activities	15	11.1
Total	135	100

Source: Field Survey (28-30 October, 2024)

Reducing Gender Discrimination to a lower percentage: The role of education in reducing gender discrimination cannot be overstated. It empowers people, especially women and people of colour, and is a key factor in the fight against gender inequality. The studies like the UN Women (2020) and Richardson (2018) state that education is a powerful tool for enabling females to participate in the economy and society. As the community becomes more diverse and equality-minded, this opportunity can be further enhanced through focused informative campaigns and legislative actions and reforms.

Youth Awareness: The rising youth awareness is a significant factor in defining employment possibilities. As the youth become more aware of the diverse range of careers and educational opportunities, they are better equipped to contribute to a more enlightened generation. Career counselling and training programs bridge the gap between theory and practice, addressing the employment shortage. According to the International Labour Organization (2020) and Ogamba (2019), youth awareness campaigns increase employability and provide the youth with easy access to the labour market through initiatives such as entrepreneurship and vocation.

Urbanization with facilities as a proportion: Urbanization is a key driver of job opportunities, as illustrated by the case of Butwal. The migration from rural areas to cities leads to the construction of corresponding facilities, creating employment in cities. The most significant changes towards urbanization result in improved health, education and other social services essential for developing a strong workforce. The study of Mouratidis (2021) also shows that agglomeration is associated with opportunities for diversification and employment creation. It is therefore crucial for increasing investment in Butwal and other surrounding rural and semi-urban areas around Butwal.

Educational and Training Activities: Educational and training programs are valuable, as they prepare people for successful work in the current job space. In the case of Butwal, the existence of such programs aids in improving employment opportunities for people and enables the population to develop specific skills. As reported by the ILO in 2019 (and also by Mathur et al., 2022), technical and vocational education and training remain important for addressing youth employment and enabling people's progression from education to employment. Specific educational programs like learning skills, skill development courses and other skill development training and apprenticeship training could help to align the workforce to meet job market demands since the individuals will acquire relevant skills for the changing job market.

Perceived Challenges Impacting Employment

Employment challenges are perceived differently in different contexts. These challenges, as shown in Table 4, such as inadequate job offers, low wages, and ineffective labour market policies, continue to produce inequality in the distribution of employment opportunities among different population groups.

Table 4:

Perceptions about the Challenges of Employment of the Respondents

Challenges	Frequency (n)	Percentage (%)
Lack of jobs	50	37.0
Lack of good payment or wage	40	29.6
Risk of investment return	25	18.5
Policy challenges	10	7.4
Trend of foreign labour migration	10	7.4
Total	135	100

Source: Field Survey (28-30 October, 2024)

Lack of jobs and employment opportunities: Unemployment was the biggest problem for the population in the studied regions, as 37 percent of the participants pointed to the absence of job offers. It is well felt in Butwal, where the sprawl of cities is more than the availability of employment opportunities that can support such a loose structure. An unstable migration rate and a scarcity of employment opportunities to support it add to the problem. In this regard, Navarro 2020) and Zemtsov (2020) note that high unemployment rates in developing countries are best explained by structural deficiencies in job and economic growth opportunities, such as lack of infrastructure, inadequate education and training, and limited access to capital.

Bad payment or low wage (which is not good enough): Low wages, or the absence of a reasonable payment, is another problem which concerns 29.6 percent of the respondents. Many people, especially those with informal or low human capital, are challenged with employment that cannot meet minimum wages. This issue demands broader labour market reform to ensure the provision of deserved wages and amplify the role of sectors that provide significant added value. Therefore, the governments in all tiers of Nepal should enhance wages and ratify minimum wages as significant strategies for vulnerable workers' economic security against poverty.

Risk of Investment Return: Another problem that 18.5 percent of the respondents pointed out is the investment return risk. Lack of information and certainty is a significant challenge for entrepreneurs and investors, especially small businesses. Other features like market risks, instability in political systems, and restricted credit hinder this challenge. In this context, literatures

(e.g. Dev et al., 2022; Mi & Coffman, 2019) has noted that providing financing and other risk management instruments can overcome obstacles that small micro enterprises (SMEs) and entrepreneurs encounter and thus create balanced and sustainable development.

Policy Challenges: Analyzing the strategies that were seen as problematic, the respondents stated that 7.4 percent saw policy, in-efficiencies and gaps between policy and labour market needs as an issue. In many cases, measures designed to instigate growth do not give a direct solution to analyze unemployment or job supply. Therefore, governments must develop efficient policies to reorient the education system, promote the respective sectors of the economy, and foster job creation through the development of the industries. According to the World Bank (2020), it is only possible to solve the persistent policy challenges of developing economies with extensive labour market reforms and coordination across different levels of government.

Trend quantity of migration of foreign workers: Another challenge is the foreign labour migration flow, where persons seek better-paid jobs from countries other than the host nation. From the responses received, 7.4 percent of the respondents affirmed this as a concern, and it is now clear that through migrant workers, human capital flight is slowly pulling out the workforce from the country, mainly in the agriculture and construction fields. In this case, Mack et al. (2023) and Quandt (2018) reveal that although they support families through remittances in terms of human capital, it could have a negative impact as they deplete skilled workers and the level of local economic growth that can be achieved.

Hypothesis Testing

This study has set three hypotheses that consider the relationship between age, education, and gender concerning employment. These are presented below:

(1) Age and Employment: Age has long been identified as a crucial determinant in employment outcomes, with younger individuals typically having higher employment rates due to greater educational attainment, flexibility, and adaptability to market needs. In this regard, the test hypothesis was: There is a significant relationship between age and employment status, with younger individuals being more likely to secure formal employment (Table 5).

The analysis of the employment status by age further confirmed the chi-square test results by signifying that the chi-square value of 15.78 and the 'p' value < 0.05 means the differences in employment statuses depend on age. The chi-square test is a statistical test that measures how expected values compare to actual values, and a 'p' value less than 0.05 indicates that the results are statistically significant. The youth employment ratio was also higher than the general population's employment ratio for employees aged 25-40 years. Evidence of this in the existing literature shows that the youth usually have an open gateway to the employment markets through factors such as mobility, higher education levels and lower or competing demands of their families (Smith & Thomas, 2017).

Table 5:
Hypothesis Testing for Age and Employment Status

Hypothesis	Statistical Test	Chi-Square Value	Degrees of Freedom (df)	p-value	Decision (at 0.05 significance level)	Conclusion
Null Hypothesis (H₀): There is no significant relationship between age and employment status.	Chi-Square Test	15.78	3	<0.05	Reject H ₀	There is a significant relationship between age and employment status. Younger individuals are more likely to secure formal employment.
Alternative Hypothesis (H₁): There is a significant relationship between age and employment status.					Accept H ₁	The results support the alternative hypothesis, confirming that age influences employment status significantly.

Source: Field Survey (28-30 October, 2024)

Secondly, using young workers who are likely to be adaptable to new industries and technologies increases their chances of employment. The work provides empirical evidence about the role of specific age-related characteristics, including physical capacity, family responsibilities, and health issues, as determinants of an individual's job chances, especially if this person is a member of the target age group. This implies that as older people get into middle age or older, they must be targeted for employment enhancement measures like retraining and skills upgradation.

(2) Education and Employment: Education is often considered a key predictor of employability, as individuals with higher levels of education tend to have better access to well-paying and stable employment opportunities, particularly in the formal sector. To assess this, the test hypothesis was that educational attainment significantly influences employment outcomes, with higher education levels leading to a greater likelihood of securing formal sector jobs (Table 6).

Table 6:
Hypothesis Testing for Education and Employment Status

Hypothesis	Statistical Test	Chi-Square Value	Degrees of Freedom (df)	p-value	Decision (at 0.01 significance level)	Conclusion
Null Hypothesis (H₀): There is no significant relationship between education level and employment status.	Chi-Square Test	18.34	4	<0.01	Reject H ₀	There is a significant relationship between education level and employment status. Higher education increases the likelihood of formal employment.
Alternative Hypothesis (H₁): There is a significant relationship between education level and employment status.					Accept H ₁	The results support the alternative hypothesis, confirming that higher education leads to better chances of formal sector employment.

Source: Field Survey (28-30 October, 2024)

The hypothesis between education level and employment status was also confirmed that the relation is statistically significant $\chi^2 = 18.34$ ($p < 0.01$), which underlines the importance of education levels that can affect employment. Employment status confirmed that those with higher education had greater chances of employment in the formal sector, which provides improved, secure and better-paid jobs. This finding can be explained by theories and empirical contexts postulating that education determines employment opportunities in the labour market, so higher education prepares people to provide specialized skills required in the formal job markets (Becker, 2009; Yang & Zhang, 2024).

However, low literacy was reported to be employed in the informal or low-paid occupational sectors, characterized by weak employment security and employee benefits. To sum up and based on the results achieved, it is possible to state that effective educational reforms and initiatives are necessary to focus on increasing equity in access to higher education and improving their position in the context of competitive formal employment. Also, there are required social policies that help close the discrepancy between the products of the educational process and the demands of the

labour market, making it possible to declare that graduates are adequately equipped to enter the corresponding vacancies.

(3) Gender and Employment: Gender disparities in the labour market are a persistent and urgent issue, with women often facing barriers such as discrimination and unequal access to education. This leads to lower participation in formal employment compared to their male counterparts. In this context, the hypothesis was set: There are gender-based disparities in employment, with males more likely to be employed in formal sectors than females. The test results are shown in Table 7.

Table 7:

Hypothesis Testing for Gender and Employment Status

Hypothesis	Statistical Test	Chi-Square Value	Degrees of Freedom (df)	p-value	Decision (at 0.05 significance level)	Conclusion
Null Hypothesis (H₀): There is no significant relationship between gender and employment status.	Chi-Square Test	12.45	1	<0.05	Reject H ₀	There is a significant relationship between gender and employment status, with males more likely to be employed in formal sectors.
Alternative Hypothesis (H₁): There are gender-based disparities in employment, with males more likely to be employed in formal sectors than females.					Accept H ₁	The results support the alternative hypothesis, confirming that gender disparities exist in employment, with women more likely to work in informal employment.

Source: Field Survey (28-30 October, 2024)

A significant difference was noted with a chi-square equal to 12.45, which is significant at $p < 0.05$, in employment pattern by gender, showing that males are more likely to be employed in formal employment than females. This is explained by the fact that women are still disadvantaged in the labour market since they are inclined towards informal employment, such as being paid comparatively low wages and/or working part-time. This observation is consistent with the global trend whereby women are disadvantaged by gender bias, work-family (and work-life) challenges, and restricted entry to better-paid sectors (Cerina et al., 2021). It should be also analysed from

political economic perspectives as gender and politics are mutually inclusive (Sapkota, & Dahal, 2022).

While employed, women are challenged to secure formal employment with many companies and organizations, which remain a male-dominated territory. The employers' concern related to gender distribution across the Internet workforce based on the significance test shows the rosy picture that the gender gap has reduced. However, the opportunity is still barren in some fields, such as technology, finance, and leadership roles in the Internet business. To overcome these inequalities, gender mainstreaming policies, which aim to integrate a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programs, including equal remuneration for work of equal value, Workplace flexibility for workers and the promotion of women into leadership positions, are crucial in achieving sustainable equality in the labour market.

Thus, the hypothesis testing shows that employment outcomes could be significantly influenced by age, education and gender. Although young people and those with high education standards stand a better chance of landing formal employment, the gender gap is still a major issue for women. These facts also suggest that work in educational/training legislation and policies demands education and training for specific age groups and requires addressing the gender barriers that confine women into the informal economy. The implications of these findings for policymakers and employers are clear: targeted educational and training programs can help bridge the age and education gaps in employment, while gender mainstreaming policies can help address the gender disparities in the labor market. Thus, development in these areas can help build an efficient system of labour relations that will cast all employees without differentiation in their age, gender or education level.

Discussion

Consequently, the research outcomes of this study underscore the urgent need for policy interventions, as age, education, and gender significantly influence employment outcomes in Butwal. Specifically, youth employed in formal employment in motorization aged 25-40 experienced higher increases because youth are flexible and educated due to the nature of attracting employers in today's global competency market reference. This paper navigates that age and employment status indicate that physical capacity, chronological flexibility, and willingness to adapt to new technologies or types of work are the underpinning components of employability. This is especially the case for policies that target the youth, as it is evident that targeting their employment will, at one time, help them get better jobs and, at another time, help to contain underemployment in future. Education turned out to be one of the relevant factors, and those with more education revealed better possibilities to get a job in a formal sector, confirming the existing hypothesis that education is a competitive advantage.

Nonetheless, the scholarly evidence showed that the boost in younger, educated women translated into a decline and that gender employment disparities persisted as a pronounced problem. Males were found to be more employed in the formal sectors, while females remained locked out of better-paid, well-secured employment. This is explained by continued social and masculine prejudices which restrict female employment chances and the structures that discriminate women's chances in more traditional and masculine sectors. In this aspect, the results are not deviant from the existing literature and global experience on gender disparities in the labour market, as documented by Forgues-Puccio and Lauw (2021), Hekmatpour (2021) and UN Women (2020). The gender disparities in employment are a result of some factors like access to education, discrimination at the workplace, and 'women's social roles' that seem to hinder them from getting employment. To

solve these problems, it is necessary not only to launch legislative changes but also to carry out non-legal change processes aimed at eliminating gender stereotypes and creating equal conditions for the employment of both sexes.

Moreover, the results on the combined effects of age and education indicated that the youth with a higher level of education had a better chance of getting a job, revealing the multiplicative effects of the independent variables on employment. This explains why the government needs to intervene in the education and skill development of the country, especially among the youth. As the world's labour markets become increasingly dynamic, preparing youth with adequate academic education and relevant skills is necessary to seek job opportunities in a competitive world. To reduce the gender gaps, more employment-related policies and programmes for men and women should be developed to encourage women's employment in formal sectors. In this context, special measures and policy reforms to improve women's literacy and training and their representation in different employment opportunities are important in narrowing down the sexes' gaps and ensuring fair access to markets for all, male and female, young and old.

Conclusion

Hence, this study reveals the extended impact in general and, in particular, age, education, and gender on the employment opportunities of Butwal Sub-Metropolitan City. The results show that more youths, especially those with higher education attainments, achieve paid employment and that employment equity is still unattainable due to gender biases. According to these outcomes, it is possible to conclude that purposeful policy actions are needed to close the educational and gender employment gaps to provide equal employment opportunities across the population. Importantly, age-sensitive employment policies should be implemented to encourage older workers to join the new labour market, promoting inclusivity and diversity in the workforce.

Future researchers should consider the potential of longitudinal studies to observe employment status longitudinally. These studies hold the promise of offering important evidence about the chronic impacts of educational and public policies on employment. Moreover, using quantitative research methods could enrich the information about employment experience and look for factors that are distal to the results. This would be a more complex strategy, and the results of such a study would help policymakers better understand the complexity of employment situations in Butwal and similar regions so they can make better decisions on policy improvements.

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