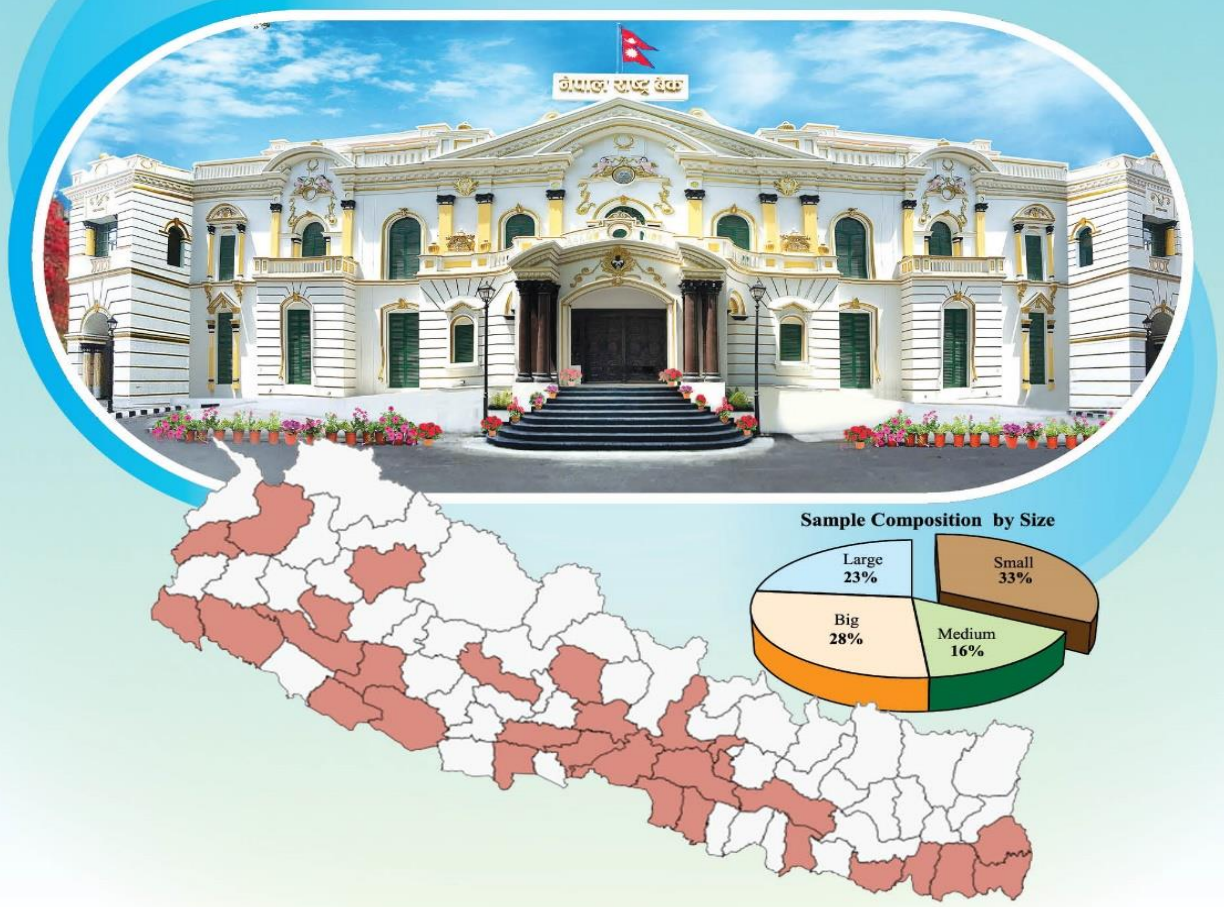
Report on

Second Salary and Wage Index Survey



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ACKNOWLEDGEMENT

Inflation is a crucial macroeconomic indicator that provides insight into the economic health of the nation. Nepal Rastra Bank calculates and publishes various price indices, including the Consumer Price Index, Wholesale Price Index, and Salary and Wage Index. These indices help to gauge inflation in consumer goods, wholesale goods, and wages, respectively. The Wage Index, especially measuring labor price inflation, is particularly important as it serves as a key indicator for policymakers and other stakeholders. It plays an important role in assessing emerging inflationary pressure originating from the labor market.

The new Salary and Wage Index (SWI) has been developed to update the current index, expanding its coverage to include a wider range of geographical territories, industrial categories, and occupational categories, in accordance with the international standard. The update addresses the pressing need to rebase the index, reflecting a significant change in Nepal's labor market over nearly two decades since the original index was calculated. The published indices are expected to provide valuable insights into wage dynamics across provinces, industries, and occupations. Furthermore, the SWI can be a valuable tool for policymakers, researchers in both business and academia and other stakeholders interested in understanding the dynamics of labor price in the country.

Let me extend thanks to everyone who contributed to the development of the new salary and wage index (SWI), with special recognition to the technical committee for thorough guidance. The contribution made by Director Dr. Rajan Krishna Panta, Deputy Director Ms. Srijana Shrestha, and Assistant Director Ms. Sweeta Timilsina in successfully completing the index rebasing and preparing this report is praiseworthy. Credit goes to Executive Director Dr. Prakash Kumar Shrestha, Director of the National Statistics Office (NSO) Mr. Gyanendra Bajracharya, , Assistant Professor Mr. Prabhat Uprety from Tribhuvan University, Directors Mr. Madhav Dangal, Mr. Satyendra Subedi, Mr. Sushil Paudel, Deputy Directors Ms. Abantika Rimal and Mr. Rabindra Maharjan, Assistant Directors Mr. Subash Poudel and Mr. Rohan Byanjankar, Statistician Ms. Tara Rijal, Computer Operator Mr. Ram Kumar Thapa, for their invaluable support. I would also like to thank all enumerators (teachers) and focal persons from the provincial offices, who contributed in the data collection and validation process. I believe that this report will serve as a valuable resource for all users.

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Chapter 1
INTRODUCTION

1.1 Background

The Salary and Wage Index serves as an important macroeconomic indicator, measuring the fluctuation in the price of labor (salary/wage) between the current period and a specified base period, while maintaining constant the quantity and quality of jobs. Like other price indices, the Salary and Wage Index is established with reference to salaries and wages of representative jobs derived from a survey conducted during a specific base year.

Nepal Rastra Bank initiated the publication of the Salary and Wage Index (SWI) in the year using the base year corresponding to Nepalese fiscal year 2061/62 (2004/05 AD). This monthly index calculated the change in salary and wage rates of pre-defined groups and sub-groups of jobs within selected industrial sectors, relative to those rates in the base year. In this process, NRB produced two weighted sub-indices: the Salary Index and Wage Index in addition to the aggregated national SWI. The salary index was calculated annually using salary data gathered from six types of sampled institutions: Civil Service, Public Institutions, Bank and Financial Institutions, Army and Police, Educational Institutions, and Private Enterprises. Similarly, the wage index was computed monthly based on wages of Agricultural, Industrial, and Construction workers collected from 11 market centers. The weights assigned to these indices were determined through the initial survey conducted by Nepal Rastra Bank to establish the Salary and Wage Index.

1.2 Uses of Salary and Wage Index

The Salary and Wage Index (SWI) serves multiple purposes for various stakeholders. As a macroeconomic indicator, SWI is a valuable tool for evaluating labor market conditions. It plays a critical role in assessing inflationary pressures originating from the labor market. Therefore, the index is instrumental for government officials and policymakers in formulating appropriate policies related to labor market dynamics. Similarly, as the index captures and mirrors the inflationary trends within the job market, it serves as a foundational tool for benchmarking and adjusting compensation packages, especially within private institutions. Additionally, the index series enables future forecasting and prediction. Moreover, researchers including those in academia can use the index for empirical studies related to the labor market. Therefore, the Salary and Wage Index provides essential policy guidance by enhancing comprehension of wage and salary characteristics and trends over time.

1.3 Rationale for New Salary and Wage Index

Given the dynamic nature and rapid changes in the labor market, it is recommended to update the salary/wage index every five to 10 years (International Labour Organization, 1979; Government of India, 2021). Nepal's salary and wage index, however, has not been updated for nearly two decades. During this period, there has been a significant transformation in the country's economic structure. The predominantly, subsistence agriculture-based economy has undergone a notable shift towards industry. According to the World Bank (World Bank Group, 2020), Nepal has created four million jobs over the past decade with a significant number of people entering the workforce in sectors such as construction, manufacturing, commerce, and transportation sector

within the country. Given these shifts in Nepal's economic structure and the fluctuations in its labor market over the past 19 years, during which the index has not been updated, it is crucial to revise the index. This update is necessary to accurately assess and reflect the current economic situation of the economy.

Furthermore, Nepal has transitioned from a unitary system to a three-tier federal governance system (federal, provincial, and local levels). This shift necessitates a decentralized approach to data management. Therefore, it is essential to produce province-wise indices alongside the national index. This approach enables the capture of diverse economic characteristics within each provincial unit and supports provincial governments in formulating policies tailored to their specific economic contexts.

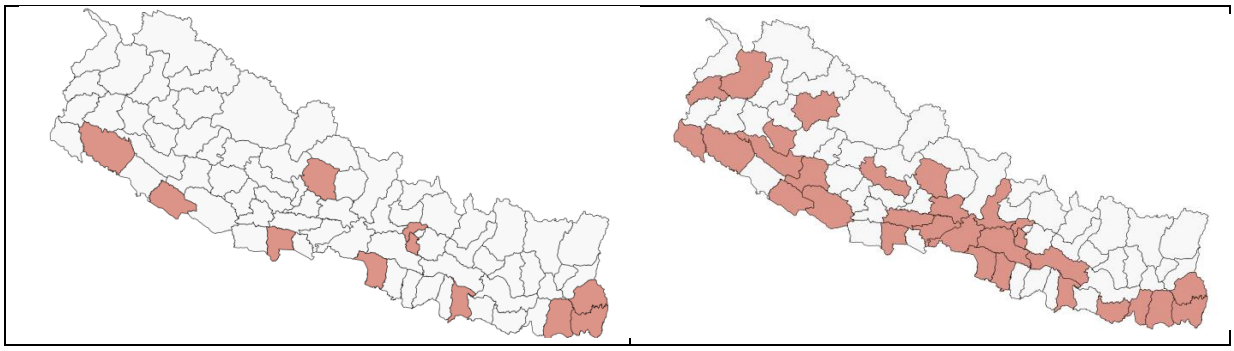
Therefore, it was crucial to update the current salary and wage index incorporating the industrial sectors that were left out in the previous index and have emerged as significant employment providers in recent times. Moreover, in light of the review of contemporary wage indices produced by different countries, it was deemed essential to review the current methodology used for constructing the indices. This review also encompassed exploring and determining techniques for handling missing data and replacing samples all aimed at ensuring the production of relevant indices on a consistent basis.

Subsequently, a technical committee[1] was formed with specific Terms of Reference (ToR) to oversee all technical aspects related to the construction of a new salary and wage index (SWI). This included decisions on overall survey design, selection of the base year, determination of index weights, indexing methodology, and other relevant matters.

1.4 Scope of Second Salary and Wage Index

The new Salary and Wage Index (SWI) represents a significant expansion compared to the existing index encompassing broader geographical, industrial, and occupational coverage. It adopts international standards for classifiying industries and occupation. This updated version of the index also meets the demand for provincial indices arising from Nepal's new federal governance structure. While the first salary and wage index covered 11 districts, this index covers 30 districts. Details of the selected districts are given in the methodology chapter.

Figure 1: Geographical Coverage Old Versus New Index



[1] A six-member Technical Committee with the Director, Economic Research Department, Price Division, as a coordinator was formed on 2078.12.23. Details of the Technical Committee are presented in Annex 1.

Chapter 2
REVIEW OF LITERATURE

A valid and reliable index is essential for accurately assessing the economy. Additionally, ensuring comparability with indices from other economies enhances credibility and provides insights into trends and disparities across regions. To achieve this, the literature review has focused on exploring international best practices to understand methodologies for constructing the wage index effectively. In the absence of a standardized manual for wage index construction, akin to that for consumer price indices, a review has been conducted on several contemporary wage indices published by South Asian and advanced economies along with ILO recommendations on wage statistics. The selection of wage indices for review was based on factors such as comparable economic contexts and the availability of detailed information on index construction methodologies. The analysis focused on wage indices from South Asian economies and advanced economies to gain insights into diverse methodologies used in compiling wage statistics. The goal is to develop a robust and reliable methodology for wage index calculation in Nepal.

The following section provides an overview of the salary and wage indices published by various countries aiming to gain insight into the scope of these indices and practical methodologies employed in their construction.

India

The Labour Bureau of India publishes the Wage Rate index semi-annually using 2016 as the base year. The index comprehensively covers 700 occupations across 37 industries, representing 80 percent of the estimated total employment in the Manufacturing, Mining, and Plantation sectors based on data from the Seventh Occupational Wage Survey. The Wage Index published by the Labor Bureau of India utilizes the Laspeyres method and incorporates several key methodologies. It determines weights based on the employed individuals or the occupation level, estimating the base year total wage bill for Industry/Sectoral and National levels. For labor pricing, it considers the sum of basic wage rate and dearness allowance for those receiving both components, while using consolidated earnings for others. The index encompasses manual workers from 4528 establishments, ensuring comprehensive coverage across sectors to accurately reflect wage trends.

Bangladesh

The Bangladesh Bureau of Statistics has been publishing the Wage Rate Index monthly since 1974, with three rounds of rebasing, the latest being in 2021-22. This index covers 63 occupations across three main economic sectors: Agriculture (17), Industry(30), and Service Sectors(16). It focuses on nominal wages of low-paid skilled and unskilled wage earners who work on a daily or hourly basis, either in cash or in kind. The Wage Index published by the Bangladesh Bureau of Statistics excludes salaried and higher contract-based earnings. The index covers all eight divisions of the country, with weights for these divisions derived from the number of employed individuals according to the Labour Force Survey, 2016-17. At the occupational level, weights are determined using data from the Special Field, Agriculture Input Cost Survey, and Pilot

Construction Study. The index is constructed using the chained Jevons method at the elementary level and Modified Young's formula for higher-level aggregates.

Australia

The Australian Bureau of Statistics (ABS) has been publishing the Wage Cost Index since 1997, with the latest version being the Wage Price Index based on 2012 as the base year. The index follows a Laspeyres method, maintaining the quantity and quality of jobs constant ensuring the composition of the labor force, hours worked, and employees remain unchanged. ABS publishes four different categories of indices: ordinary time hourly rates excluding and including bonuses; and total hourly rates of pay excluding and including bonuses all constructed using the Laspeyres method. These indices are disaggregated based on broad industrial sectors (private and public), industrial divisions, and state and territory.

To construct the index, ABS employs a two-staged sampling technique. In the first stage, 3000 private and public sector institutions are selected from the ABS register, ensuring proportionate samples from each stratum, with selected entities employing five or more employees. The second stage involves identifying jobs within these institutions, allowing a maximum of 10 jobs per institution, resulting in a sample of approximately 18,000 jobs from the 3,000 selected institutions. ABS utilizes a rotating panel methodology to rotate the sample institutions, minimizing the reporting burden on businesses. Additionally, expenditure weights for the index are updated every two years based on data from the survey of employee earnings and hours.

Sri Lanka

The Central Bank of Sri Lanka computes the Wage Rate Index across three main categories: Public Sector, Informal Private Sector, and Formal Private Sector. The base year for the index is 2012 for the public and informal private sectors, while it dates back to 1978 for the formal private sector. For the public sector, the index is further disaggregated into Primary, Secondary, Tertiary, and Senior Levels. Monthly nominal wage rate indices for public sector employees are compiled using the public administration circulars related to salary and allowance revisions in the public service. In contrast, the index for the informal private sector is disaggregated into: Agriculture, Industry, and Services Sectors while the formal private sector index covers Agriculture, Industry, and Commerce. Wages are defined as administrative wages for the public sector and daily wages for the informal private sector. The index is calculated using the Laspeyres formula, which ensures consistency by holding the composition of the labor force and other relevant factors constant over time.

Canada

Statistics Canada publishes the monthly Construction Union Wage Rate Index based on 2015 data covering hourly wage rate earners from all construction unions involved in industrial construction projects across Canada. The index includes provincial, regional, and national levels. During negotiations or expired contracts, prevailing rates are used. Weights are determined by multiplying employed workers by the annual average hourly construction rate in a census metropolitan area, updated every five years. The index uses the Laspeyres method and links to previous indices using a calculated link factor from the overlapping period in 2015.

USA

The US Bureau of Labor Statistics (BLS) publishes the quarterly Employment Cost Index (ECI) with the base year of 2005. These indices track trends in total compensation, wages & salaries, and total benefits across 24 geographical subsets, including the 15 largest metropolitan areas and nine census divisions. The index draws from a large sample size comprising 7000 private establishments and 1400 government establishments. State and local government establishments are rotated every 10 years, while private industry and aerospace establishments are rotated every three years. Within these establishments, a diverse array of occupations is sampled with varying numbers of jobs based on establishment size and specific criteria. The North American Industry Classification System (NAICS) and Standard Occupational Classification (SOC) are used for industry and occupational categorization respectively. Fixed weights are generated based on employment numbers for civilian, private industry, and state & local government workers. The indices are constructed using the modified Laspeyres methodology.

Finland

Statistics Finland publishes the Index of Wage and Salary Earnings quarterly, with 2015 as the base year. It includes four categories of indices: the index of wage and salary earnings, the index of regular earnings, the index standardized with the main category of occupation, and the index of negotiated wages and salaries. Unlike the index of regular earnings, the index of wage and salary earnings incorporates performance-based and agreement-based payments. Additionally, while the index standardized by the main category of occupation does not account for changes in occupational structure, the index of negotiated wages estimates the influence of collective agreements. The index covers nearly one million full-time wage and salary earners across private, state, municipalities, and other sectors. It incorporates standard industrial and occupational classifications with weights assigned based on annual revision of the wage bill. The base year is set at 2015=100, and the index is constructed using the Laspeyres Index formula annually chained to ensure accuracy over time.

The comprehensive review of wage indices published by various countries reveals minimal divergence in methodological approaches, yet significant variations in index scope are evident, especially between advanced and developing economies. Most countries predominantly utilize the Laspeyres formula for constructing their wage indices. However, disparities are notable in both the industrial sector and occupational coverage across different national indices. Bangladesh and Sri Lanka aggregate their wage indices by sectoral categories, whereas India provides more detailed categories by specific industries and occupations within its selected sectors, alongside sectoral and national aggregates. Advanced economies typically incorporate standard classifications for both industries and occupations. Some countries also produce multiple indices that encompass different aspects of employee compensation. In terms of publication frequency, most countries release quarterly indices, with India publishing half-yearly and some countries opting for monthly updates. The details of the periodicity of the index are provided in Annex 2. The following table summarizes the indices reviewed for this study.

Table 1: Cross-Country Practices on Wage Index

Country	**Details on Current Practices**	
India	Index Name	Wage Rate Index (Government of India, 2021)
	Institution	Labour Bureau, Ministry of Labour & Employment, Government of India
	Industrial /Occupational Coverage	37 Industries and 700 Occupations Covered
	Methodology	Laspeyres Formula
	Frequency	Half-yearly
Bangladesh	Index Name	Wage Rate Index (Bangladesh Bureau of Statistics, 2024)
	Institution	Bangladesh Bureau of Statistics
	Industrial /Occupational Coverage	Three Industries and 63 Occupations Covered
	Methodology	Jevons Formula and Chained Index in elementary indices and Modified Young's Formula in Higher level indices.
	Frequency	Monthly
Australia	Index Name	Wage Price Index (Australian Bureau of Statistics, 2012)
	Institution	Australian Bureau of Statistics
	Industrial Coverage	Industries under the Standard Economic Sector Classification of Australia are covered.
	Methodology	Laspeyres Index
	Frequency	Quarterly
Sri Lanka	Index Name	Wage Rate Indices (International Monetary Fund, 2024)
	Institution	Central Bank of Sri Lanka
	Industrial Coverage	Public Sector, Private Sector, and Informal Private Sector
	Methodology	Laspeyres Index
	Frequency	Monthly
Canada	Index Name	Construction Union Wage Rate Index (Statistics Canada, 2023)
	Institution	Statistics Canada
	Industrial Coverage	Construction Sector, at the provincial, regional, and national level
	Methodology	Fixed-Basket Laspeyres Index
	Frequency	Monthly

Country	Details on Current Practices	
USA	Index Name	Employment Cost Index (US Bureau of Labour Statistics, 2017)
	Institution	US Bureau of Labour Statistics
	Industrial/Occupational Coverage	72 industry groups North American Industry Classification System (NAICS) Jobs listed in Standard Occupational Classification (SOC)
	Methodology	Modified Laspeyres Index (Statistics Finland, 2024)
	Frequency	Quarterly
Finland	Index Name	Labor Cost Index
	Institution	Statistics Finland (Tailstocks in Finnish). Statistics Finland
	Industrial Sector	18 out of 21 (Standard Industrial Classification, 2008)
	Methodology	Laspeyres Method
	Frequency	Quarterly

Chapter 3
METHODOLOGY

This section provides a comprehensive explanation of the methodologies used for sampling, questionnaire design, index construction, and back-linking. Each aspect is carefully delineated, offering detailed information and rationale behind the methodological decisions. The systematic approach and detailed explanations outlined here aim to enhance clarity in understanding survey design and index construction approaches, thereby strengthening the overall credibility of the results.

3.1 Weight Determination

The Nepal Labor Force Survey of 2018 was utilized to determine the weights for the new index. Using disaggregated data from all seven provinces, the average wage bill for specific occupational categories within their respective industrial classes was calculated. This was derived by multiplying the number of employed individuals by their average earnings.

Average Wage bill = Number of People Employed × Average Earnings

When determining the weights for the new SWI, adjustments were made to the available data at two levels. Upon assessment of the disaggregated dataset, it was found that at the provincial level, data on average earnings were missing for certain occupational categories. Following expert advice, these missing earnings values were imputed by substituting them with the national average earnings of the corresponding occupation class within their respective industrial sectors. Details of the missing data imputation process can be found in Annex 3. Furthermore, the elementary weights derived from these imputations were subsequently adjusted based on data received from the second SWI survey. Occupational categories that were not reported in the survey were consolidated with the nearest similar category, as determined by discussions and decisions made by the technical committee. Detailed information regarding these adjustments can be found in Annex 4.

With all the adjustments implemented as explained above, a total of 462 elementary weights have been calculated. These weights were then further aggregated at higher levels to compute provincial, industrial, and occupational indices.

3.1.1 Provincial Weight

The provincial weights were determined by calculating the proportionate aggregate average wage bill of all ten occupations across the selected eleven industrial sectors within each specific province. These weights are relative to the aggregate average wage bill of all occupations across all industries in all seven provinces.

$$W_i = \frac{\sum_{j=1}^{11}\sum_{k=1}^{10} Average\ Wagebill_{.,j,k}}{\sum_{i=1}^{7}\sum_{j=1}^{11}\sum_{k=1}^{10} Average\ Wagebill_{i,j,k}};\ \forall i$$

$$W_{.,j,k} = \frac{Average\ Wagebill_{.,j,k}}{\sum_{j=1}^{11}\sum_{k=1}^{10} Average\ Wagebill_{.,j,k}}$$

Where,
$W_{i\ is}$ the weight of province 'i', 'j' is industrial classification, 'k' is the occupational classification, and $W_{.jk}$ is the k^{th} occupational category weight of the j^{th} industrial category for a given i province. The provincial weights for the index are:

Table 2: Provincial Weights

Province	**Weight in %**
Koshi	15.59
Madhesh	15.99
Bagmati	31.89
Gandaki	9.88
Lumbini	15.68
Karnali	4.71
Sudur Paschim	6.26

3.1.2 National Industrial Weight

The national industrial weights have been determined by calculating the proportionate aggregate average wage bill of all ten occupations within each specific industrial sector. These weights are relative to the aggregate average wage bill of all occupations across all eleven industrial sectors nationwide.

$$W_j = \frac{\sum_{i=1}^{7}\sum_{k=1}^{10} Average\ Wagebill_{i,,k}}{\sum_{i=1}^{7}\sum_{j=1}^{11}\sum_{k=1}^{10} Average\ Wagebill_{i,j,k}};\ \forall j$$

$$W_{i,.,k} = \frac{Average\ Wagebill_{i,,k}}{\sum_{i=1}^{7}\sum_{k=1}^{10} Average\ Wagebill_{i,,k}}$$

Where,
W_j is the weight of an industrial class 'j', 'k' is the occupational classification, and $W_{i.k}$ is the k^{th} occupational category weight of the i^{th} province for a given j industrial category. The national industrial weights for the index are:

Table 3: Industrial Weights

NSIC	Weight in %
Agriculture, Forestry and Fishing	19.36
Manufacturing	18.17
Construction	19.01
Wholesale & Retail Trade; Repair of Motor vehicles & Motorcycles	15.12
Transportation and Storage	5.35
Accommodation and Food Services Activities	4.41
Information and Communication	1.03
Financial and Insurance Activities	2.08
Public Administration & Defense; Compulsory Social Security	2.64
Education	9.31
Human Health and Social Work Activities	3.52

3.1.3 National Occupational Weight

The national occupational weights have been determined by calculating the proportionate aggregate average wage bill of a specific occupation across all eleven industrial sectors. These weights are relative to the aggregate average wage bill of all occupations and industrial sectors nationwide.

$$W_k = \frac{\sum_{i=1}^{7}\sum_{j=1}^{11} Average\ Wagebill_{i,j,.}}{\sum_{i=1}^{7}\sum_{j=1}^{11}\sum_{k=1}^{10} Average\ Wagebill_{i,j,k}};\ \forall k$$

$$W_{i,j,.} = \frac{Average\ Wagebill_{i,j,.}}{\sum_{i=1}^{7}\sum_{j=1}^{11} Average\ Wagebill_{i,j,.}}$$

Where,

W_k is the weight of an occupational class 'k', 'j' is the industrial classification, and $W_{ij.}$ is the j^{th} industrial category weight of the i^{th} province for a given k occupational category. The national occupational weights for the index are:

Table 4: Occupational Weight

NSCO	Weight in %
Managers	2.28
Professionals	10.04
Technicians and Associate Professionals	5.49
Clerical Support Workers	2.48
Service and Sales Workers	19.60
Skilled Agricultural, Forestry and Fishery Workers	12.95
Craft and Related Trades Workers	25.15
Plant and Machine Operators and Assemblers	5.84
Elementary Occupations	15.74
Others	0.43

3.2 Indexing Methodology

3.2.1 Index Construction Methodology

The new salary and wage index (SWI) has been developed at two distinct levels. Firstly, elementary indices have been computed for each group of occupational categories within specific industrial sectors at the provincial level. Secondly, higher-level indices have been calculated using the modified *Laspeyres Index* method. This involves computing weighted aggregates for selected industries, occupations, and provinces which are then aggregated to form a national index. The weights used in these calculations are derived from the National Labor Force Survey (NLFS) of 2018. The weight reference period for the index is the year 2074/75 and the price reference period of the index is the year 2080/81.

The methodology chosen for constructing both the elementary indices and higher-level aggregates has been driven primarily by the availability and nature of the data collected. While most salary and wage data are reported on a monthly basis, some are reported on a daily or piece-rate basis. To accommodate these different reporting frequencies and modes of payment, an average of price relatives approach has been selected over the ratio of averages of prices. This method allows for easy incorporation of changes in the mode of payment into the index calculation. Furthermore, the index calculation utilized geometric aggregation of price relatives, following Jevon's methodology. This choice is made to avoid potential upward biases that could arise from arithmetic aggregation methods (International Labour Organization, 2020). The detailed methodology of the index calculation is described below.

SWI Index Construction Methodology

The minimum and maximum basic salary or wage of employees in their respective establishments are recorded. These values are then used to calculate the average salary/wage using geometric mean.
Based on this average, salary or wage relatives for each category are computed as:

$$RSW_{ijklm} = \frac{Current\ year\ salary\ or\ wage\left(SW_{ijklm,1}\right)}{Base\ year\ salary\ or\ wage\left(SW_{ijklm,o}\right)} \times 100$$

$$\forall i = 1,2,\dots,7, j = 1,2,\dots,11, k = 1,2,\dots,10, l = 1,2,\dots,1018\ \&m = 1,2,\dots,5296$$

Where SW_{ijklm} is the geometric mean (of minimum and maximum) of the basic salary or wage of the group of employees in the l^{th} establishment with the k^{th} occupation in the j^{th} industrial category in the i^{th} province.

Next, the elementary salary or wage index at the current time is calculated using Jevon's formula:

$$SWI_{ijk,t} = \prod_{m=1,m\in l(k)}^{n_p} \left(RSW_{ij(k)lm}\right)^{1/n_p}$$

Where n_p is the no. of groups of employees within each occupational category of the same industrial category and province.

The industry-wise national SWI is determined using a modified Laspeyres' formula which can be written according to the following algebraic expression:

$$\boldsymbol{SWI_J = \left[\sum_i \sum_k SWI_{i,.,k,t} \times W_{i,.,k}\right] for\ all\ J = 1, 2, \dots, 11}$$

$$\mathrm{SWI_J} = \left[\sum_{\mathrm{i}=1}^{7} \left(\mathrm{SWI_{i,.,1,t}} \times \mathrm{W_{i,.,1}} + \mathrm{SWI_{i,.,2,t}} \times \mathrm{W_{i,.,2}} + \cdots + \mathrm{SWI_{i,.,10,t}} \times \mathrm{W_{i,.,10}}\right)\right] \text{for all J} = 1,2, \dots, 11$$

$$\begin{aligned}\mathrm{SWI_J} = \big[&\left(\mathrm{SWI_{1,.,1,t}} \times \mathrm{W_{1,.,1}} + \mathrm{SWI_{1,.,2,t}} \times \mathrm{W_{1,.,2}} + \cdots + \mathrm{SWI_{1,.,10,t}} \times \mathrm{W_{1,.,10}}\right) \\ &+ \left(\mathrm{SWI_{2,.,1,t}} \times \mathrm{W_{2,.,1}} + \mathrm{SWI_{2,.,2,t}} \times \mathrm{W_{2,.,2}} + \cdots + \mathrm{SWI_{2,.,10,t}} \times \mathrm{W_{2,.,10}}\right) + \cdots \\ &+ \left(\mathrm{SWI_{7,.,1,t}} \times \mathrm{W_{7,.,1}} + \mathrm{SWI_{7,.,2,t}} \times \mathrm{W_{7,.,2}} + \cdots + \mathrm{SWI_{7,.,10,t}} \times \mathrm{W_{7,.,10}}\right)\big] \text{for all J} = 1,2, \dots, 11\end{aligned}$$

Where $W_{i.k}$ is the k^{th} occupational category weight of the i^{th} province for the given j industrial category.

Similarly,

The occupation-wise national SWI is determined using a modified Laspeyres' formula which can be written according to the following algebraic expression,

$$\boldsymbol{SWI_K = \left[\sum_i \sum_j SWI_{i,j,.,t} \times W_{i,j,.}\right] for\ all\ K = 1, 2, \dots, 10}$$

$$SWI_K = \left[\sum_{i=1}^{7} \left(SWI_{i,1,.,t} \times W_{i,1,.} + SWI_{i,2,.,t} \times W_{i,2,.} + \cdots + SWI_{i,11,.,t} \times W_{i,11,.}\right)\right] for\ all\ K = 1,2, \dots, 10$$

$$\begin{aligned}SWI_K = \big[&\left(SWI_{1,1,.,t} \times W_{1,1,.} + SWI_{1,2,.,t} \times W_{1,2,.} + \cdots + SWI_{1,11,.,t} \times W_{1,11,.}\right) \\ &+ \left(SWI_{2,1,.,t} \times W_{2,1,.} + SWI_{2,2,.,t} \times W_{2,2,.} + \cdots + SWI_{2,11,.,t} \times W_{2,11,.}\right) + \cdots \\ &+ \left(SWI_{7,1,.,t} \times W_{7,1,.} + SWI_{7,2,.,t} \times W_{7,2,.} + \cdots\right. \\ &\left.+ SWI_{7,11,.,t} \times W_{7,11,.}\right)\big] for\ all\ K = 1,2, \dots, 10\end{aligned}$$

Where $W_{ij.}$ is the j^{th} industrial category weight of the i^{th} province for the given k occupational category.

Likewise,

Province-wise SWI is determined using a modified Laspeyres' formula which can be written according to the following algebraic expression,

$$\boldsymbol{SWI_I = \left[\sum_j \sum_k SWI_{.,j,k,t} \times W_{.,j,k}\right] for\ all\ I = 1, 2, \dots, 7}$$

$$SWI_I = \left[\sum_{j=1}^{11} \left(SWI_{.,j,1,t} \times W_{.,j,1} + SWI_{.,j,2,t} \times W_{.,j,2} + \cdots + SWI_{.,j,10,t} \times W_{.,j,10}\right)\right] for\ all\ I = 1,2, \dots, 7$$

$$SWI_I = \left[\left(SWI_{.,1,1,t} \times W_{.,1,1} + SWI_{.,1,2,t} \times W_{.,1,2} + \cdots + SWI_{.,1,10,t} \times W_{.,1,10}\right) + \left(SWI_{.,2,1,t} \times W_{.,2,1} + SWI_{.,2,2,t} \times W_{.,2,2} + \cdots + SWI_{.,2,10,t} \times W_{.,2,10}\right) + \cdots + \left(SWI_{.,11,1,t} \times W_{.,11,1} + SWI_{.,11,2,t} \times W_{.,11,2} + \cdots + SWI_{.,11,10,t} \times W_{.,11,10}\right)\right] for\ all\ I = 1,2, \dots, 7$$

Where $W_{.jk}$ is the k^{th}occupational category weight of the j^{th} industrial category for a given i province.

Finally,

National SWI can be written according to the following algebraic expression,

$$\boldsymbol{NationalSWI_{0,1} = \sum_j SWI_J \times W_j}$$

Where, W_j is the national weight for j^{th} industrial category.

OR

$$\boldsymbol{NationalSWI_{0,1} = \sum_k SWI_K \times W_k}$$

Where W_k is the national weight for the k^{th} occupational category.

OR

$$\boldsymbol{NationalSWI_{0,1} = \sum_i SWI_I \times W_i}$$

Where W_i is the national weight for i^{th} province.

3.2.2 Treating Missing Labour Prices

When computing the index regularly, instances of missing prices may occur, necessitating appropriate imputation methodologies to ensure uninterrupted processing. Two main categories of missing prices have been suggested for addressing such conditions:

- Temporary Missing Price
- Permanent Missing Price

Temporary Missing Prices refer to situations where prices are unavailable during data collection due to the temporary closure of the entity or temporary vacancy of a listed staff position. When an institution is closed during data collection, the salary and wage data is carried forward to the current period for the salary and wage index computation purposes. In the case where a specific job position is vacant during data collection and salaries or wages have increased for other positions within the institution, salary or wage data for the vacant position is adjusted using the

geometric growth rate of other jobs inside the organization, on a narrow basis. When the narrow basis of adjustment is not possible, the missing salary and wage are adjusted using the geometric growth rate of similar jobs under the same NSCO and NSIC within the same province, on a broad basis.

Permanent Missing Prices occur when prices are permanently unavailable due to the entity closing down or restructuring jobs, making it impossible to match them with existing NSCO codes. In such cases, the existing sample entity needs to be substituted with a new one that has comparable job categories. To facilitate this replacement, salary data from both the previous and current periods must be collected from the new sample entity, ensuring there is an overlap in salary details for computation. The index is then computed by a chain linking the price relatives of individual jobs.

3.3 Sampling

The selection of industrial and occupational classification, market centers, and determination of establishment sample sizes and their distribution was guided by two key national survey reports: Nepal Labour Force Survey, 2018 (Central Bureau of Statistics, 2019)[2] And Economic Census, 2018 (Central Bureau of Statistics, 2020). These surveys represent the most recent compilations of national statistics on the labor force and economic establishments, making them highly relevant for revising the salary and wage index.

Sampling for the survey employed a three-stage non-random sampling method also known as quota sampling.

In the first stage, the employment statistics from the Nepal Labour Force Survey, 2018 were used as a reference to select 11 industrial sectors based on employment numbers and expert opinion.

Moving to the second stage, four market centers were selected from respective districts in each province, ensuring the inclusion of those with the highest employment numbers. Additionally, two market centers of Dhading and Sindhuli districts were included to improve the representation of the Agriculture, Forestry, and Fishing Sectors in Bagmati Province.

In the third stage, establishments were selected using the judgment method from a sampling frame constructed with information gathered from the supervisory information system (SIS), various umbrella associations of private institutions, and the Department of Industry (DoI). The sampling process is described in detail below:

3.3.1 Industry Selection

The industrial categories for the new index were primarily selected based on the number of people employed according to the Labour Force Survey. Out of the 21 industrial classifications listed in the Nepal Standard Industrial Classification (NSIC), eleven categories with the highest number of employment numbers and those considered strategically significant based on experts' opinions were chosen for computing the sector-wise national index. The selected industrial sectors are as follows:

[2] Central Bureau of Statistics has been renamed as the National Statistics Office.

Table 5: List of Selected Industries with respective NSIC Code

NSIC Code	Nepal Standard Industrial Classification
A	Agriculture, Forestry & Fishing
C	Manufacturing
F	Construction
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles
H	Transportation and Storage
I	Accommodation and Food Service Activities
J	Information and Communication
K	Financial and Insurance Activities
O	Public Administration and Defense
P	Education
Q	Human Health and Social Work Activities

3.3.2 Occupational Classification

Within the selected industrial classifications, all occupational categories as per the Nepal Standard Occupational Classification (NSCO) are included for computing the occupational category-wise national index. All occupations surveyed have been grouped according to their respective single-digit NSCO codes, as outlined below:

Table 6: List of Occupational Category with respective single-digit NSCO Code

NSCO Code	Nepal Standard Occupation Classification
1	Managers
2	Professionals
3	Technicians and Associate Professionals
4	Clerical Support Workers
5	Service and Sales Workers
6	Skilled Agricultural, Forestry & Fishery Workers
7	Craft and Related Trades Workers
8	Plant and Machine Operators & Assemblers
9	Elementary Occupations
0	Others

3.3.3 Market Center Selection

The revised Salary and Wage Index (SWI) now includes 30 market centers, up from the previous 11. To reflect the federal structure of the government, each province has selected three districts with the highest employment based on the National Economic Census, 2018 along with one district chosen randomly as sample districts. Furthermore, to ensure representation across all industrial sectors, it was mandated that the combined employment in these four districts accounts for at least 50% of the province's total employment. To maintain the specified ratio within the Agriculture, Forestry & Fishing sectors, two additional districts, Dhading and Sindhuli, have been incorporated into the Bagmati province. Additionally, for each province, the local body with the

highest employment within the selected districts has been designated as the market center for data collection. Thus selected districts and the respective market centres are:

Table 7: Selected Market Centers and respective Districts

S.N.	Province	District/*Market Center*
1.	Koshi	Morang, Jhapa, Sunsari, Ilam
		Biratnagar, Birtamode, Itahari, Ilam,
2.	Madhesh	Dhanusa, Parsa, Bara, Saptari
		Janakpur, Birgunj, Jeetpur-Simara, Rajbiraj
3.	Bagmati	Kathmandu, Lalitpur, Chitwan, Makwanpur, Dhading, Sindhuli
		Kathmandu, Lalitpur, Bharatpur, Hetauda, Nilkantha, Kamalamai
4.	Gandaki	Kaski, Nawalpur, Tanahu, Baglung
		Pokhara, Kawasoti, Vyas, Baglung
5.	Lumbini	Rupandehi, Banke, Dang, Palpa
		Butwal, Nepalgunj, Ghorahi, Tansen
6.	Karnali	Surkhet, Salyan, Dailekh, Jumla
		Birendranagar, Sharda, Narayan, Chandannath
7.	Sudur Paschim	Kailali, Kanchanpur, Bajhang, Baitadi
		Dhangadhi, Bhimdutta, Jayprithivi, Dasrathchand

3.3.4 Determination of Sample Size

The optimum sample size required for constructing a nationally representative index has been determined using the following formula:

$$Sample\ Size(n) = \frac{P*Q*z^2}{e^2} = \frac{0.501*0.499*(1.96)^2}{(0.04)^2}$$

$$= 600.25 \approx 600$$

Where,

$The\ proportion\ of\ registered\ establishment(P)$ =0.501 (National Economic Census, 2018)

$$Q = 1 - P$$

z=1.96 $i.e.$ value of z at 95% confidence level (1-∝), Margin of error (e) = 0.04 (4%).

After calculating the optimal sample size, it was distributed across all provinces and selected industrial sectors based on the proportion of the workforce in the selected market centers according to the National Economic Census, 2018. Since the census data does not cover the Public Administration and Defence sector, and considering the uniformity of pay increments in these sectors, three institutions: *Neejamati Karmachari, Nepal Army, and Nepal Police* have been chosen and distributed across all provinces. This ensures provincial indices can accurately compute wage trends in these sectors. To further ensure representation, each market center was guaranteed to have at least one institution sampled for each industrial category, and all proportionate values for sample distribution were rounded up. Additionally, centrally collected data for bank and financial institutions, public education, and human health institutions were also

distributed across all provinces to facilitate index computation. Moreover, municipal agriculture divisions within the selected market centers were chosen to provide data on agricultural laborers as a separate data source. Following these adjustments, the final sample distribution is as follows:

Table 8: Sample Size and Distribution

Province / NSIC	Koshi	Madhesh	Bagmati	Gandaki	Lumbini	Karnali	Sudur Paschim	Total
A	37	60	38	17	43	10	15	**220**
C	22	24	45	16	18	5	8	**138**
F	22	20	32	11	22	7	14	**128**
G	29	21	55	12	26	7	8	**158**
H	8	9	13	5	7	5	4	**51**
I	8	4	21	7	8	5	5	**58**
J	8	7	11	8	7	8	7	**56**
K	9	7	11	9	5	8	8	**57**
O	5	3	5	5	5	3	5	**31**
P	12	10	24	10	13	6	7	**82**
Q	6	6	11	7	5	5	6	**46**
Total	**166**	**171**	**266**	**107**	**159**	**69**	**87**	**1025**

3.3.5 Sample Establishment Selection Process and Criteria

Initially, a sampling frame of establishments was established using pertinent data sources, including information on debtors from various financial institutions gathered through the Supervisory Information System (SIS), lists of member institutions from private umbrella organizations such as the Federation of Nepalese Chamber of Commerce (FNCCI), and Confederation of Nepalese Industries (CNI), and establishment registration data provided by Department of Industry (DoI). The sampling frame was subsequently organized and categorized according to industrial classifications. The required number of sample establishments in each industrial sector was determined using a purposive sampling method, guided by criteria approved by the technical committee as listed below:

1. ***Agriculture, Forestry &Fishing:*** Large institutions situated in the respective market center.
2. ***Manufacturing:*** The total sample size allocated for the manufacturing industry has been distributed across two-digit industrial classifications based on the proportion of these industries within each specific market center. This approach ensures the representation of significant types of manufacturing industries. Subsequently, prominent institutions from each market center were selected based on their two-digit categorization.
3. ***Construction:*** Significant institutions have been identified in collaboration with Construction Business Associations from each respective market center, and they have been selected accordingly.

4. ***Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles:*** Similar to the approach used for the manufacturing sector, the wholesale and retail trade sector has been categorized based on two-digit industrial classifications reflecting the proportion of these industries within each market center. The selection of sample establishments has prioritized larger entities present in each market center. However, recognizing that a significant portion of retail establishments are small or medium-sized family-run businesses, the sampling process has also been purposive to ensure representation. Specifically, establishments were selected ensuring that each chosen entity has at least three employees actively working.
5. ***Transportation and Storage:*** The sample size of this industry has been distributed across two-digit industrial classifications. Significant institutions within each are specified as samples.
6. ***Accommodation and Food Service Activities:*** The sample size of this industry has been allocated across two-digit industrial classifications. Significant institutions within each specific class have been selected as samples.
7. ***Information and Communication:*** The sample size of the information and communication industry has been divided among two-digit industrial classifications. Significant institutions within each specific class have been selected as samples.
8. ***Financial and Insurance Activities:*** The sample size for this industry has been distributed across the two-digit industrial classifications. Centrally, a sample of A, B, C, and D-class financial institutions have been selected. Territorially, big cooperatives from all market centers have been selected to provide regional diversity.
9. ***Public Administration and Defense:*** Civil Service, Nepal Army, and Nepal Police have been selected as samples.
10. ***Education:*** The industry sample size has been distributed across the two-digit industrial classification, with a focus on selecting large private educational institutions as samples. Data concerning public educational institutions has been centrally collected and distributed across all provinces.
11. ***Human Health and Social Work Activities:*** The industry sample size has been distributed according to the two-digit industrial classification, with large private health institutions within specific classes selected as samples. Data concerning public health institutions has been centrally collected and distributed across the market centers.

The majority of establishments included in the selected sample size adhere to the mentioned criteria. However, if the initially chosen establishments did not cooperate, replacements were selected based on local expertise from the respective provincial offices due to the challenges in obtaining data consistently.

3.4 Questionnaire Development and Survey

A rigorous process was followed to develop the questionnaire before finalizing it for regular index calculation.

The initial questionnaire (Annex-5) was developed using a 4-digit occupational classification encompassing all possible jobs related to the chosen industrial sector. Recognizing the

heterogeneity in job classification within these sectors, six out of 11 industrial sectors were selected to pilot-test the questionnaire.

The salary details to be surveyed for each subgroup with 4-digit classification codes were as follows:

- ✓ Minimum and Maximum of Basic Salary
- ✓ Housing Allowance
- ✓ Food Allowance
- ✓ Transportation Allowance
- ✓ Clothing Allowance
- ✓ Other Allowances

According to the approved survey design, 30 selected market centers were allocated among provincial offices and the price division of the Economic Research Department (Annex-6). Additionally, a focal person was designated in each provincial office to oversee the survey in the respective market centers. These focal persons were tasked with selecting local public school teachers as surveyors and coordinating with them on sample selection and data collection. They were also responsible for validating the data reported by surveyors in their assigned market centers. These focal persons will also be responsible for regularly coordinating with the teachers and validating the data. This step is crucial to maintain quality control of the data.

A total of 48 questionnaires in the initial format were tested in prominent market centers of all provinces, ensuring at least one establishment from each of the six industries per province. Discussions on the questionnaire's efficacy and effectiveness were held with officials, industrialists from the Balaju Industrial Area, and Patan Industrial Area as well as representatives of FNCCI and CNI. Focal persons from provincial offices highlighted that due to the diverse nature of businesses within the same industrial division, the pre-defined 4-digit occupational classification was challenging to apply. This concern was echoed by industry representatives. Consequently, it was decided that leaving the job column open-ended and assigning the identified jobs to respective single-digit occupational codes by the division itself would be a more efficient approach.

The revised version of the questionnaire (Annex-7) was designed with an open column for the job category. Additionally, the revised questionnaire included inquiries about the mode of payment for each job and the type of employment. This questionnaire was utilized to collect data from the first two quarters of 2079/80.

To support the implementation of the questionnaire, several reference documents were prepared. These included a separate guide for data collectors on potential job types within specific industries. Establishment selection criteria and data collection guidelines were also provided to focal persons and data collectors. Furthermore, a list of frequently asked questions (FAQs) explaining the survey's purpose and the importance of the data was prepared and distributed to the sample entities.

After collecting data for the first two quarters, all entities were assigned a unique 7-digit identification code (A4) (see Annex-8). Survey forms were subsequently standardized for each establishment, incorporating the defined jobs reported in the earlier survey period (Annex-9). This

standardization aimed to streamline surveyor time and ensure consistent comparisons for index computation. Additionally, an extra question regarding the frequency of salary/wage revision was added to the survey questionnaire.

Due to inconsistencies noted in allowance data (both on type and amount), the survey questionnaire (Annex-10) was further amended for the fourth quarter to segregate data on whether allowances were provided in cash or in-kind. The survey revealed that only a few institutions offered additional allowances beyond basic salary.

After reviewing the additional information gathered from the revised questionnaires across the quarters of the base year, the final questionnaire was refined based on the following findings. It was observed that among institutions providing extra allowances, the majority were non-cash allowances. Specifically, inconsistencies were noted across institutions within the same industrial categories, particularly regarding housing and transportation allowances. Furthermore, the price data obtained from the survey showed inconsistencies. Additionally, a significant portion of the allowance data categorized under "other categories" included the Dashain allowance, which is already tied to a basic salary and thus less relevant for separate inclusion in calculating price changes for the index. Given these factors, the sub-committee decided to focus solely on tracking changes in basic salary for the new salary and wage index. Hence, the final survey questionnaire (Annex-11) for the index computation purpose included:

- ✓ The entity identification code (A4): Given
- ✓ Sample jobs: Given
- ✓ Minimum and maximum basic salary of the previous quarter for each job: Given
- ✓ Minimum, maximum, and average basic salary of the ongoing quarter: To be filled
- ✓ Remarks: To be filled
- ✓ Details of Data Collector: To be filled

Subsequently, three rounds of surveys were conducted across all market centers at the end of Poush-2079, Chaitra-2079, and Asadh-2080 respectively. The initial survey in the year 2079/80 was pivotal as it enabled the identification of jobs within sampled institutions, serving as the reference occupations for the base year survey and index construction. The data received in 2079/80 were tested for consistency for the base year 2080/81, and using the survey data the base price for each job across all identified entities was determined.

Chapter 4
SURVEY SUMMARY AND INDEX PUBLICATION

4.1 Survey Summary

A total of 1025 sample establishments selected for the survey are broadly categorized into four clusters based on their employment number.

Table 9: Category of Establishment by Size

Category	Number of People Employed
Small	Less than five people employed
Medium	6-10 person employed.
Big	11-50 person employed.
Large	More than 50 people employed.

The graphical representation of the sample composition by size and its distribution across selected industrial sectors is depicted as follows:

Figure 2: Sample Composition by Size

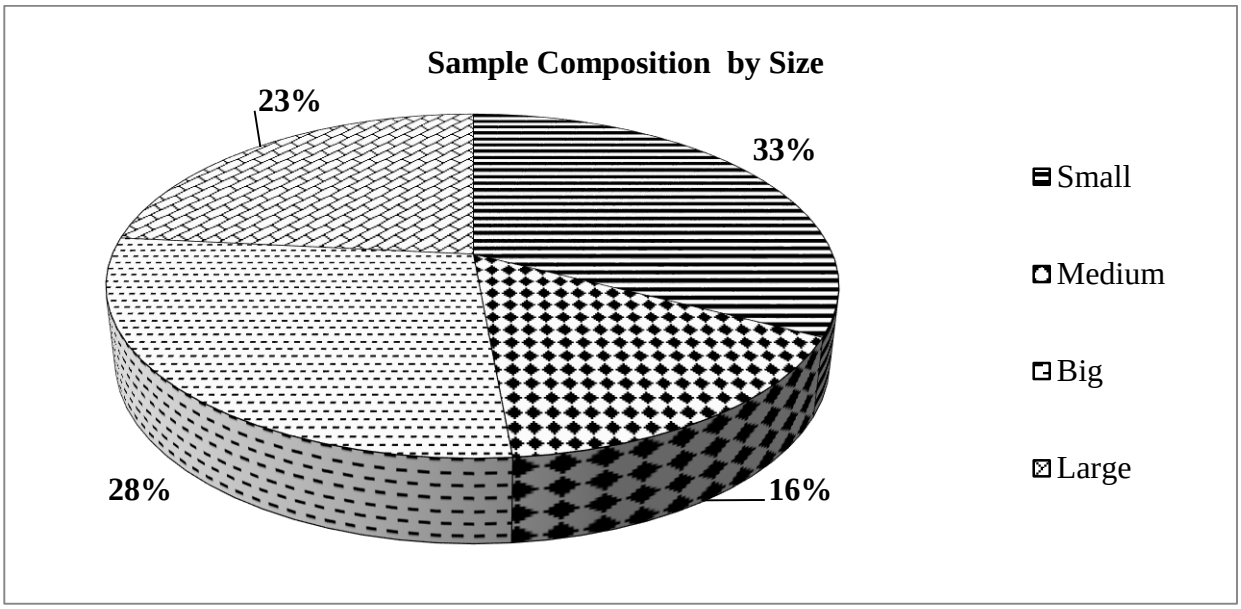
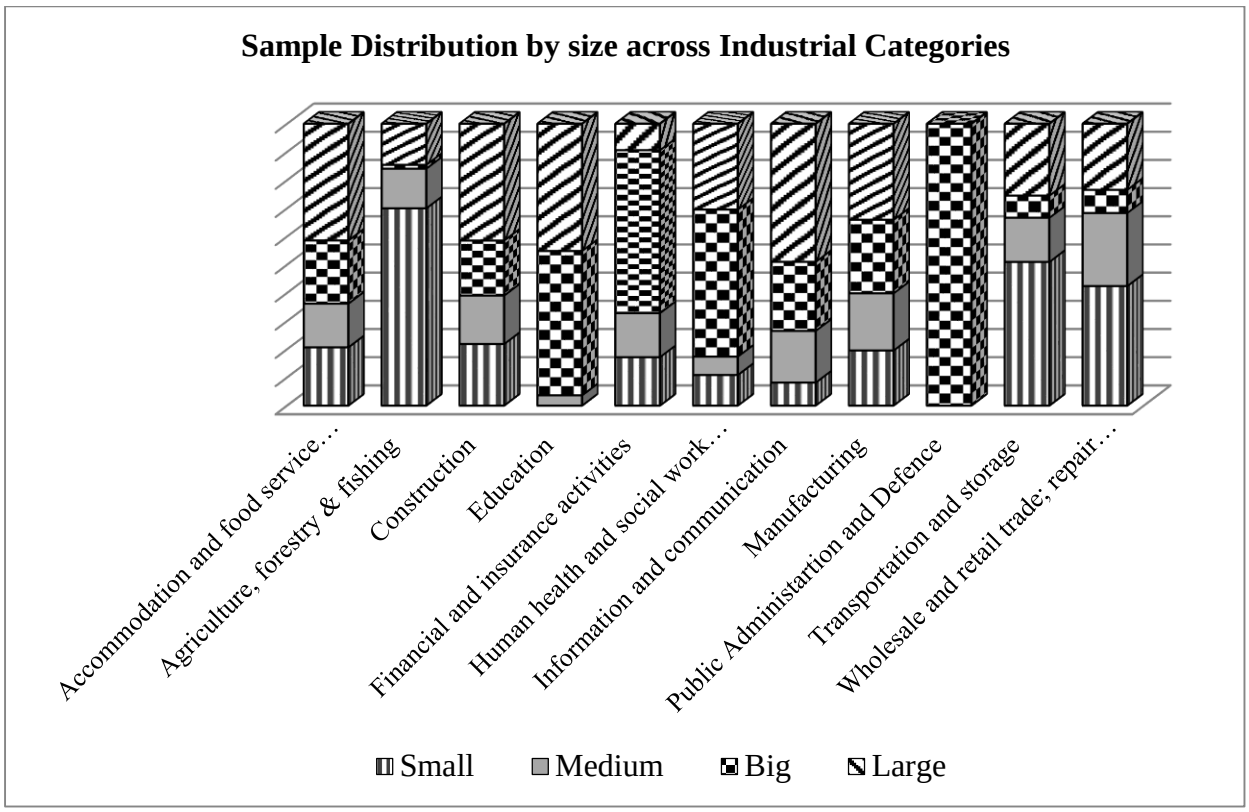


Figure 3: Sample Distribution by Size and NSIC



As determined by the Technical Committee, the sample predominantly consists of large organizations across most industrial sectors. Among the 11 sectors included in the survey, the agriculture, forestry, and fishing sectors, along with wholesale & retail trade, have a relatively higher proportion of small entities, reflecting the typical business structure in these sectors. Additionally, the transportation and storage sector also includes more small-sized entities due to the absence of larger institutions in this sector.

Furthermore, a total of 5296 observations of data have been gathered from the survey of 1025 sample institutions, averaging approximately five observations per institution. The distribution of these observations based on selected Nepal Standard Industrial Classification (NSIC) and Nepal Standard Classification of Occupations (NSCO) as follows:

Table 10: Distribution of Observation by NSIC

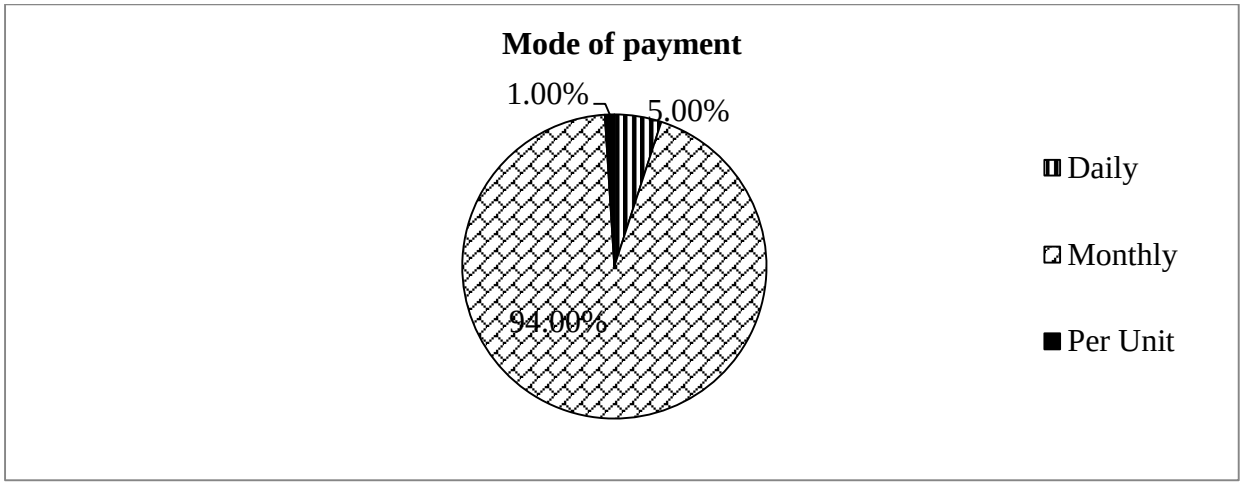
NSIC	No. of Observations
Agriculture, Forestry and Fishing	595
Manufacturing	825
Construction	822
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	692
Transportation and Storage	184
Accommodation and Food Service Activities	341
Information and Communication	235
Financial and Insurance Activities	409
Public Administration and Defense	215
Education	635
Human Health and Social Work Activities	343
Total	**5296**

Table 11: Distribution of Observation by NSCO

NSCO	No. of Observations
Managers	64
Professionals	850
Technicians and Associate Professionals	450
Clerical Support Workers	1117
Service and Sales Workers	472
Skilled Agricultural, Forestry and Fishing Workers	718
Craft and Related Trade Workers	189
Plant and Machine Operators and Assemblers	283
Elementary Occupations	422
Others	731
Total	**5296**

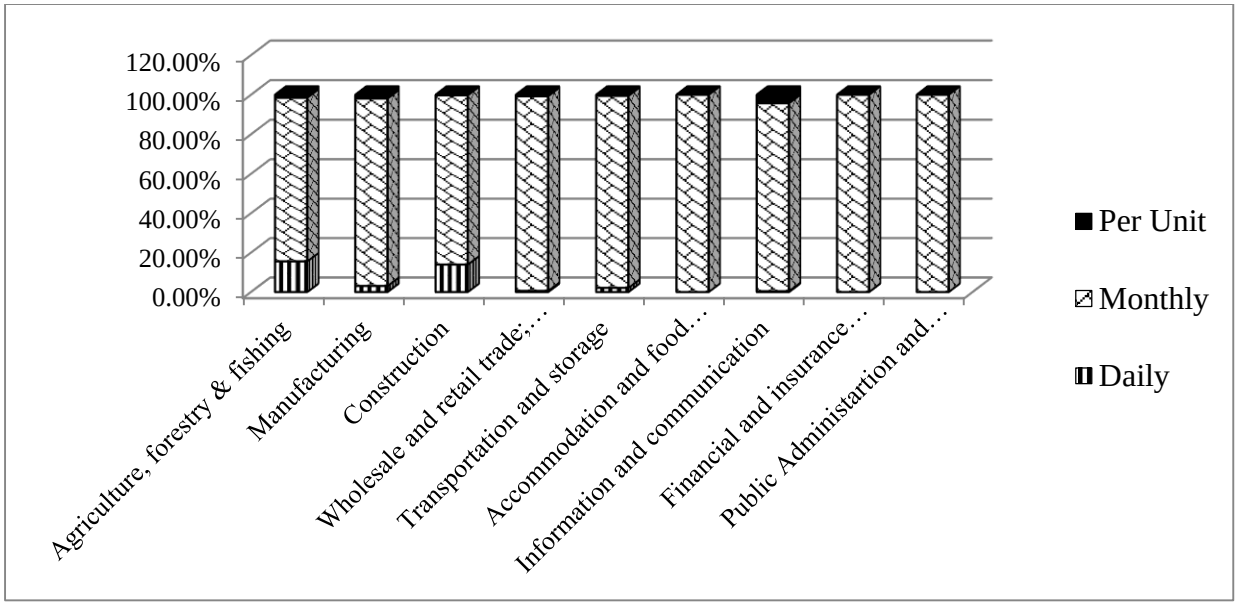
The survey findings indicate that the majority of payments in the sample institutions are made on a monthly basis. Specifically, 94% of the jobs were found to be remunerated with monthly salaries, while some instances of daily and piece-based remunerations were also observed during the survey.

Figure 4: Mode of Payment of Surveyed Firms



Analyzing the sector-wise composition of payment modes, a significant proportion of daily payments has been observed in the agriculture and construction sectors, accounting for 16 percent and 14 percent of the total observations in these respective industries.

Figure 5: Mode of Payment by Industries

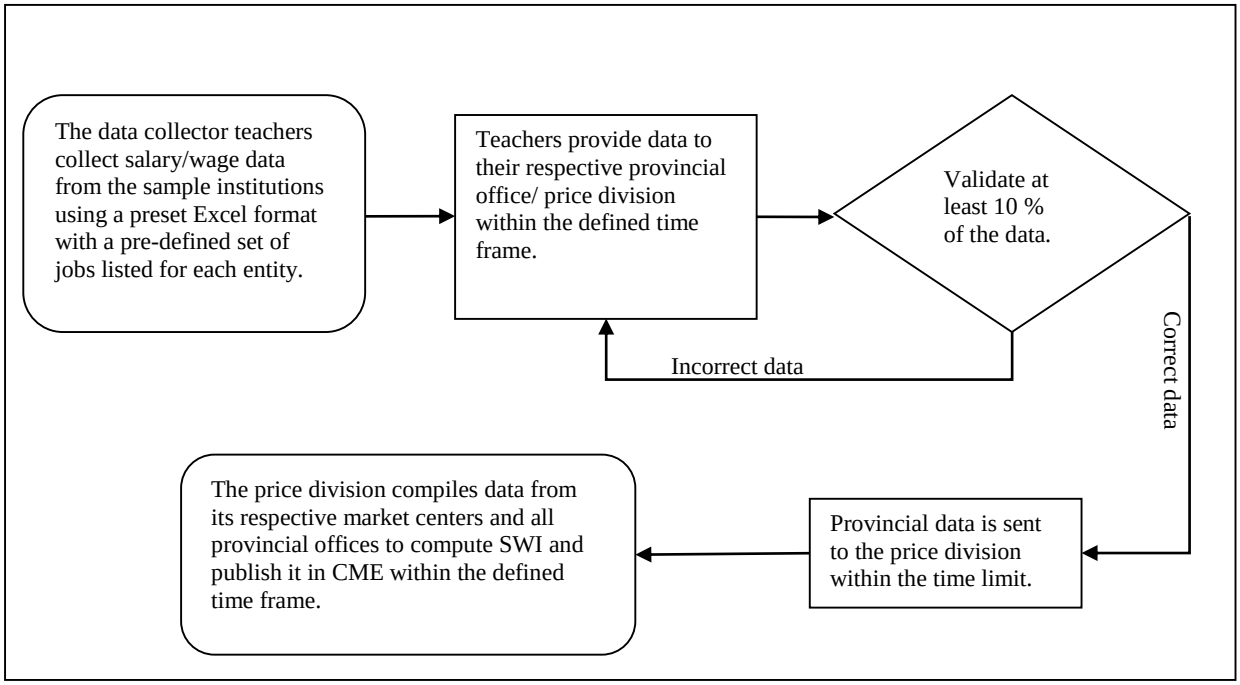


The survey also revealed that approximately 85% of the institutions revised their salary annually. Moreover, analysis of the data from the four quarters in the base period showed that quarter-to-quarter labor prices remained relatively stable over time. Changes in salaries were primarily influenced by government policy decisions regarding minimum wage rates, with some sectors such as Agriculture, Forestry, and Fishing as well as Construction, reporting seasonal fluctuations. Expanding on the Sticky Wage Theory (Blinder & Choi, 1990), which suggests that wages adjust slowly to changes in labor market conditions, and considering the survey findings indicating minimal fluctuation in salaries/wages in the Nepalese labor market over the base year, it is recommended to transition the current monthly frequency of the index series to a quarterly series. This adjustment will optimize resource utilization while effectively capturing significant changes in salaries and wages over time. Moreover, it will better meet the needs of data users by providing more meaningful and comprehensive insights.

4.2 Regular Index Computation and Publication

The index will be computed regularly on a quarterly basis, following the operational procedures outlined in the following process flow chart.

Figure 6: Process Flow for Regular Index Computation & Publication



A pre-determined schedule has been established for regular data collection, validation, and publication of the index to ensure consistent workflow and timely dissemination. This structured approach aims to provide timely and reliable insights into industrial dynamics, supporting informed decision-making by stakeholders in labor markets and policy formulation. According to the approved timeline, data collection for teachers is scheduled for the last two weeks of Asoj, Poush, Chaitra, and Asadh for the first, second, third, and fourth quarters respectively. The collected data must be reported to respective offices, where designated focal persons will validate them within the following week. Validated data will then be forwarded to the Price Division of the Economic Research Department by the first week of Kartik, Magh, Baisakh, and Shrawan. The price division will validate data received from market centers and provincial offices as necessary, compute the index, and publish it every quarter.

Table 12: Data Collection, Validation, and Index Publication Schedule

Quarter	Teacher Collection Schedule	Validation Timeline	Index Publication
First	The last two weeks of Asoj	First Week of Kartik	CME of the first quarter
Second	The last two weeks of Poush	The first week of Magh	CME of the second quarter
Third	The last two weeks of Chaitra	First Week of Baisakh	CME of the third quarter
Fourth	The last two weeks of Asadh	First Week of Shrawan	CME of the fourth quarter

4.3 Index Results

The new Salary and Wage Index (SWI) is computed on a quarterly basis in three formats: Provincial, NSIC, and NSCO. The results of the Indexes for the base year 2080/81 and the first quarter of the year 2081/82 are tabulated below:

Table 13: SWI by Province

Province	Asoj 2080	Poush 2080	Chaitra 2080	Asadh 2081	Asoj 2081
Koshi Province	99.80	99.88	100.05	100.27	101.04
Madesh Province	98.09	99.01	101.29	101.60	102.99
Bagmati Province	98.88	100.41	100.33	100.38	101.79
Gandaki Province	99.67	99.82	99.83	100.69	101.93
Lumbini Province	99.89	100.01	100.01	100.09	103.55
Karnali Province	98.16	100.30	100.69	100.84	103.10
Sudur Paschim Province	99.63	99.91	99.91	100.55	106.00
SWI	**99.15**	**99.95**	**100.33**	**100.57**	**102.48**

Table 14: SWI by NSIC

NSIC	Asoj 2080	Poush 2080	Chaitra 2080	Asadh 2081	Asoj 2081
Agriculture, Forestry and Fishing	99.02	99.89	100.36	100.73	104.20
Manufacturing	99.20	100.07	100.27	100.46	101.68
Construction	99.48	99.69	100.31	100.52	102.09
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	98.96	100.18	100.42	100.44	101.94
Transportation and Storage	99.36	99.70	100.35	100.60	103.02
Accommodation and Food Service Activities	98.21	100.53	100.60	100.66	102.29
Information and Communication	99.79	99.84	100.16	100.21	104.25
Financial and Insurance Activities	99.41	100.10	100.24	100.26	101.29
Public Administration and Defence	100.00	100.00	100.00	100.00	100.00
Education	98.71	99.92	100.26	101.11	102.26
Human Health and Social Work Activities	99.54	99.62	100.46	100.39	103.63
SWI	**99.15**	**99.95**	**100.33**	**100.57**	**102.48**

Table 15: SWI by NSCO

NSCO	Asoj 2080	Poush 2080	Chaitra 2080	Asadh 2081	Asoj 2081
Managers	100.00	100.00	100.00	100.00	100.00
Professionals	99.44	100.03	100.15	100.38	101.88
Technicians and Associate Professionals	98.94	99.90	100.21	100.95	102.42
Clerical Support Workers	99.59	99.81	100.29	100.30	102.43
Service and Sales Workers	99.01	100.06	100.24	100.69	102.56
Skilled Agricultural, Forestry and Fishing Workers	98.90	100.21	100.42	100.48	101.87
Craft and Related Trade Workers	99.14	99.89	100.28	100.69	104.63
Plant and Machine Operators and Assemblers	99.29	99.88	100.38	100.46	101.68
Elementary Occupations	99.58	100.05	100.13	100.24	102.81
Others	99.01	99.78	100.41	100.80	102.85
SWI	**99.15**	**99.95**	**100.33**	**100.57**	**102.48**

4.4 Back-linking the index

To create a unified index series, the new Salary and Wage Index (SWI) is back-linked with the existing Salary and Wage Index (SWI) using linking factors derived from the following procedure. The salary and wage data from the existing series have been aligned with the corresponding Nepal Standard Industrial Classification (NSIC), Nepal Standard Classification of Occupation (NSCO), and Provincial categories of the new index. The old series covers seven out of the eleven industrial classifications, six out of ten occupational classifications, and six out of seven provinces. To align the new format with the existing one, quarterly indices for individual categories are computed for the overlapping period using the old methodology. The quarterly back-linking factor is then determined for each respective category which is used to create the back-linked series. The back-linked series in all three categories can be found in Annex-12.

4.4 Limitation and Way Forward

While the new Salary and Wage Index represents an improvement over its predecessor, it still has certain limitations. These limitations, along with suggested enhancements, include:

- The index only reflects salaries and wages in the formal sector. However, there may be activities in agriculture and construction which are not covered. Although there have been efforts to gather information on locally prevalent pay scales in the agricultural sector from local government bodies, similar additions have not been implemented for the construction sector.
- The index is constructed using only the basic salary, no allowance has been considered while computing the index.
- The new SWI uses different periods for its weight reference and price reference. The weights of the index are based on the Third Labor Force Survey conducted by the National Statistics Office (NSO) in 2018, while price references are derived from a survey conducted

by Nepal Rastra Bank during 2023/24. While this does not pose a methodological constraint, the significant gap between the price and weight reference periods, alongside the evolving economic dynamics, suggests a need for collaboration with NSO in the next labor survey to update the index accordingly.

- Missing data for weight calculation was imputed under the assumption that average national salaries are comparable within the same occupation and industrial category.
- When back-linking the index, it was assumed that both indices reflect similar salary and wage rates at the national level. However, back-linking was only feasible for seven out of the eleven industrial classifications, six out of ten occupational classes, and six out of seven provinces included in the new SWI.
- In the next revision, geographical coverage can be broadened and industry-specific and occupation-specific provincial indices can be included.

Annexures

Annex 1: Technical Committee Structure and Terms of Reference (ToR)

Technical Committee Structure:

Coordinator: Director, Economic Research Department, Price Division

Member: Director, Economic Research Department, Monetary Division

Member: Director, National Statistics Office: Subject matter expert

Member: Central Department of Statistics, Tribhuvan University: Subject Matter Expert

Member: Deputy Director, Economic Research Department, Statistics Division

Member Secretary: Deputy Director, Economic Research Department, Price Division

Technical Committee's ToR:

1. To make necessary decisions pertaining to the market center, sample size, and sample establishments for the second Salary and Wage Index (SWI) survey.
2. To make necessary decisions regarding the quality control process for data collected through a second SWI survey.
3. To decide the index construction methodology for the new Salary and Wage Index.
4. To make necessary decisions regarding other issues related to the SWI index including series continuation and backward linking.
5. To make necessary decisions regarding the Housing Price Index (HPI) construction methodology to make it more robust.
6. To make necessary decisions regarding the Housing Price Index methodology and update the software accordingly.
7. To make necessary decisions regarding all other technical aspects of SWI and HPI.

Annex 2: **Periodicity of Wage Index in Various Countries**

Annual	Bi-annual	Quarterly	Monthly
China, El Salvador, Egypt, Jordan, Namibia	Indonesia, India	Australia, Hongkong, Costa Rica, Cyprus, Ecuador, Georgia, Greece, Ireland, Kazakhstan, Moldova, Mauritius, Mongolia, Morocco, Norway, Saudi-Arabia, Singapore, Senegal, South Africa, Seychelles, Turkiye, Tunisia	Belarus, Argentina, Armenia, Croatia, Columbia, Iceland, Kyrgyz Republic, Korea, Malaysia, Mexico, Peru, Poland, Russia, Sri Lanka, Thailand, Ukraine, West Bank and Gaza

Source: DSBB. International Monetary Fund, 2024. Web Archive. https://dsbb.imf.org/sdds/category/WOE00/country

Annex 3: Salary Imputation Adjustment

Province	Salary Imputation Adjustment
Koshi	The average earnings of managers in the agriculture, forestry & fishing, manufacturing, construction, transportation & storage, accommodation & food services, information & communication, and education sectors were substituted with the national average earnings for managers in their respective industrial categories. The same methodology was used to impute salaries for clerical support workers in the construction sector, craft & related trade workers in the accommodation & food services and transportation & storage sectors; and skilled agricultural, forestry & fishing workers in the accommodation & food services and transportation & storage sectors.
Madhesh	Average earnings for managers, technicians & associate professionals, skilled agricultural, forestry & fishing workers, and plant & machine operators were imputed using the respective national averages for the wholesale & retail trade sector. Similarly, average earnings were imputed for service & sales workers in the construction sector, managers in the transportation & storage sector, and skilled agriculture, forestry & fishery workers in the education sector.
Bagmati	The imputed data for this province includes manager and craft & related trade workers in the agriculture, forestry & fishing sectors, managers in the transportation & storage sectors, and plant & machine operators in the accommodation & food services sectors.
Gandaki	The average earnings data for managers and skilled agricultural forestry & fishing workers in the manufacturing sector, as well as managers in the education and accommodation & food service sectors, were imputed using their respective national data.
Lumbini	The average earnings of managers in agriculture, forestry & fishing, construction, transportation & storage, manufacturing, and accommodation & food service sectors; professionals in the manufacturing sector; technicians & associate professionals, and clerical support workers in the accommodation & food service sectors; and skilled agricultural forestry & fishing workers from the wholesale and retail trade sectors were imputed using national data.

Province	Salary Imputation Adjustment
Karnali	Earnings for various groups including service & sales workers, plant and machine operators in the manufacturing sector; managers in construction, and accommodation & food service sectors; technicians & associate professionals, and skilled agricultural, forestry & fishing workers in the wholesale & retail trade sectors as well as skilled agricultural forestry & fishing workers in the transportation & storage sectors; and plant & machine operators in the human health & social work activities sector, are analyzed for the Karnali province.
Sudur Paschim	Average earnings were estimated for clerical support workers, and service & sales workers in the agriculture, forestry & fishing sector; managers, professionals, and skilled agricultural forestry & fishing workers in the manufacturing sector; technicians and associate professionals in the wholesale & retail trade sector; and managers and clerical support workers in the accommodation & food services sector, using national data.

Annex 4: Weights Adjustment

Province	Weights Adjustment
Koshi	In the transportation & storage sector, the weights of professionals are adjusted to match the weight of managers, and the weights of craft & related trade workers are adjusted to match those of elementary workers. Similarly, in the financial & insurance services sector, the weight of professionals is merged with the technicians & associate professionals within the same sector. Additionally, the weight of skilled agricultural, forestry & fishing workers in the manufacturing and wholesale & retail trade sectors is merged with the weight of skilled agricultural, forestry & fishing workers in the agriculture, forestry & fishing sectors.
Madhesh	The weight of craft & related trade workers in the accommodation & food services sector and the agriculture, forestry & fishing sectors is adjusted to match the weight of elementary workers in the same industry. Similarly, in the financial & insurance services, the weight of professionals is merged with the weight of skilled agricultural, forestry & fishing workers in the manufacturing and wholesale & retail trade sectors is merged to the weight of skilled agricultural, forestry & fishing workers in the agriculture, forestry & fishing sector.
Bagmati	The weight of professionals from the wholesale & retail trade sector, and the agriculture, forestry & fishing sector are combined with the weight of technicians & associate professionals. Similarly, the weight of craft & related trade workers in the public administration & defense sector is merged with the weight of elementary workers. Additionally, the weights of skilled agriculture, forestry, & fishing workers from the manufacturing and education sectors are merged with the weights of the same occupational classification in the agriculture, forestry, & fishing sectors.
Gandaki	The weights of craft & related trade workers in the public administration & defense sector and the agriculture, forestry & fishing sectors are combined with those of elementary workers. Additionally, the weight of service & sales workers in the construction sector is adjusted to match that of clerical support workers. Furthermore, the weight of skilled agricultural, forestry & fishing workers in the manufacturing sector is added to the corresponding occupation within the agricultural sector.
Lumbini	The weight of skilled agricultural, forestry & fishing workers from the wholesale and retail trade sector is reallocated to the agriculture, forestry, & fishing sectors.
Karnali	The weights of craft & related trade workers from the human health & social work activities, and education sectors have their weights aligned with elementary workers in their respective industries. In the construction sector, the weight of clerical support workers is adjusted to match service & sales workers, while in agriculture, the weight of service & sales workers is adjusted to clerical support workers. Additionally, skilled agricultural, forestry & fishing workers from wholesale & retail trade, and transportation & storage sectors have their weights added to the same occupation corresponding occupation within the agriculture, forestry & fishing sectors.
Sudur Paschim	The weight of craft & trade-related workers from human health is adjusted with the weight of elementary workers; professionals from the manufacturing sector have their weight added to technicians and associate professionals; and skilled agricultural, forestry, & fishing workers from the manufacturing sector have their weight adjusted within the same occupational class in the agriculture, forestry & fishing sector.

Annex 5: First Questionnaire Designs (Agriculture and Manufacturing Sector)

	पेशा		मासिक आधारभूत तलब		आधारभूत तलब बाहेक तल उल्लिखित अन्य सुविधा/भत्ता प्रदान गर्नु हुन्छ/हुँदैन ? यदि प्रदान गर्नुहुन्छ भने औसत रकम उल्लेख गर्नुहोस् ।				
	Occupation C01		(Monthly basic salary) C02		(Do you provide any of the following allowances other than basic salary? If yes, please mention average amount paid.) C03				
			न्यूनतम	अधिकतम	आवास	खाना	यातायात	पोसाक	अन्य
			Min.	Max.	Housing	Food	Transportation	Clothing	Others
			C02.01	C02.02	C03.01	C03.02	C03.03	C03.04	C03.05
6	Skilled Agriculture, Forestry & Fishery Work	कृषि, वन र माछापालन कार्यका दक्ष कामदारहरु							
6111	Field Crop & Vegetable Growers	बजार मुखी खाद्यान्न तथा तरकारी बाली उत्पादन गर्ने दक्ष कामदारहरु							
6112	Tree & Shrub Crop Growers	रुख (ठूला तथा साना) बाली उत्पादन गर्ने दक्ष कामदारहरु							
6113	Garderners; Horticultural & Nursery Growers	बगैंचे, फलफुल, र विरुवा उत्पादन गर्ने दक्ष कामदारहरु							
6114	Mixed Crop Growers	मिश्रित बाली उत्पादन गर्ने दक्ष कामदारहरु							
6121	Livestock and Dairy Producers	पशुपालक तथा दुग्ध उत्पादक कृषकहरु							
6122	Poultry Producers	पशुपंक्षी पालक कृषकहरु							
6123	Apiarists and Sericulturists	मौरीपालक तथा रेशम खेती गर्ने कृषकहरु							
6129	Animal Producers not Elsewhere Classified	अन्यत्र उल्लेख नगरिएका पशुपालक कृषकहरु							
6130	Mixed Crop and Animal Producers	मिश्रित खेती तथा पशुपालक कृषकहरु							
6210	Forestry and Related Workers	बजारमुखी कुशल वन तथा तत् सम्बन्धी कामदारहरु							
6221	Aquaculture Workers	जलखेती सम्बन्धी कामदारहरु							
6222	Inland and Coastal Waters Fishery Workers	आन्तरिक (नदी तथा ताल) तथा तटीय माछा पालक कृषकहरु							
6224	Hunters and Trappers	सिकारी तथा जाल तथा पासो थाप्नेहरु							
9	Elementary Occupations	सामान्य वा प्राथमिक पेशाका कामदारहरु							
9211	Crop Farm Labourers	कृषि फर्ममा हातले काम गर्ने कामदारहरु							
9212	Livestock Farm Labourers	पशुपालन फर्ममा हातले काम गर्ने कामदारहरु							
9213	Mixed Crop & Livestock Farm Labourers	मिश्रित खेती तथा पशुपालन फर्ममा हातले काम गर्ने कामदारहरु							
9214	Garden & Horticultural Labourers	बगैंचा र बागवानी सम्बन्धी हातले काम गर्ने कामदारहरु							

Oveall Category Codes | Agriculture, Foresty & Fishing | Manufacturing | Construction | Wholesale & Retail ... | Transportation & Storage

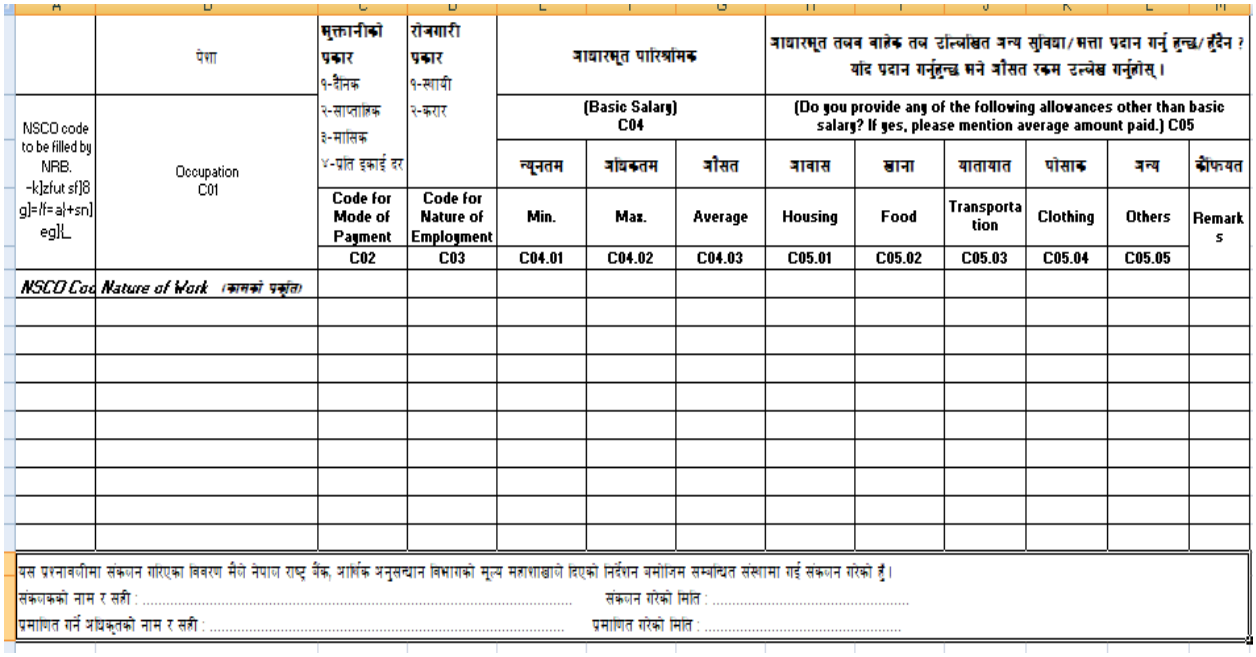
	पेशा		मासिक आधारभूत तलब		आधारभूत तलब बाहेक तल उल्लिखित अन्य सुविधा/भत्ता प्रदान गर्नु हुन्छ/हुँदैन ? यदि प्रदान गर्नुहुन्छ भने औसत रकम उल्लेख गर्नुहोस् ।				
	Occupation C01		(Monthly basic salary) C02		(Do you provide any of the following allowances other than basic salary? If yes, please mention average amount paid.) C03				
			न्यूनतम	अधिकतम	आवास	खाना	यातायात	पोसाक	अन्य
			Min.	Max.	Housing	Food	Transportation	Clothing	Others
			C02.01	C02.02	C03.01	C03.02	C03.03	C03.04	C03.05
7	Craft & Related Trade Workers	शिल्पकला तथा कारिगरी र यस सम्बन्धी व्यापार गर्ने कामदारहरु							
7211	Metal Moulders and Coremakers	धातु पगाल्ने तथा खास वस्तु बनाउने कामदारहरु							
7212	Welders and Flame Cutters	धातु जोड्ने तथा आगाको ज्वालाबाट धातु काट्ने पगाल्ने कामदारहरु							
7213	Sheet Metal Workers	धातुका पाता बनाउने कामदारहरु							
7214	Structural Metal Preparers and Erectors	धातुका संरचना तयार गर्ने तथा निर्माण गर्ने कामदारहरु							
7215	Riggers and Cable Splicers	धातुका डोरी वा तार बनाउने तथा धातुका डोरी जोड्ने ज्वाइन्ट वा रिठ बनाउने कामदारहरु							
7221	Blacksmiths, Hammersmiths and Forging Press Workers	घन हात्ने कामदारहरु र आरनमा काम गर्ने कामदारहरु							
7222	Toolmakers and Related Workers	टूल बनाउने कामदारहरु र तत सम्बन्धी काम गर्ने कामदारहरु							
7223	Metal Working Maching Tool Setters and Operators	धातुको काम गर्ने मेसिन टूल सेटिङ गर्ने र संचालन गर्ने कामदारहरु							
7224	Metal Polishers, Wheel Grinders and Tool Sharpeners	धातुमा पालिस गर्ने, पिल्ले मेसिनको दाँत तिखो बनाउने तथा टूलको धार निकाल्ने कामदारहरु							
7311	Precision-Instrument Makers and Repairers	साना उपकरण बनाउने तथा मर्मत गर्ने मिस्त्रीहरु							
7312	Musical Instrument Makers and Tuners	संगितका उपकरण बनाउने तथा ध्वनीको सूरताल मिलाउने कामदारहरु							
7313	Jewellery and Precious Metal Workers	गहना तथा बहुमूल्य धातुको काम गर्ने कामदारहरु							
7314	Potters and Related workers (Bricks included heres)	माटाका भाँडा बनाउने र तत सम्बन्धी काम गर्ने कामदारहरु							
7315	Glass Makers, Cutters, Grinders and Finishers	ग्लास बनाउने, काट्ने, पिल्ने र सजाउनेहरु							
7316	Signwriters, Decorative Painters, Engravers and Etchers	सकेत लेखन, सजावटयुक्त पेन्टहरु, बुट्टा काट्ने वा कुँदने र धातुका भाँडामा बुट्टा राख्नेहरु							
7317	Handicraft workers in Wood, Basketry and Related Materia	काठका हस्तकलाका कामदारहरु, बास्केट बनाउनेहरु र तत सम्बन्धी कामदारहरु							
7318	Handicraft Workers in Textile, Leather and Related Materia	कपडा, छाला र त्यस्ते अन्य सामानहरुमा हस्तकला कामदारहरु							
7319	Handicraft Workers not Elsewhere Classified	अन्यत्र उल्लेख नगरिएका हस्तकलाका कामदारहरु							
7511	Butchers, Fishmongers and Related Food Preparers	कसाइ (मासु पसले), माछा व्यापारी तत् सम्बन्धी खाना तयार गर्ने कामदारहरु							
7512	Bakers, Pastry-Cooks and Confectionary Makers	बेकरी, जन्मदिनको केक बनाउनेहरु र मिठाइ वा मिठान्न बनाउने कामदारहरु							
7513	Dairy Product Makers	दुग्ध पदार्थका उत्पादनहरु बनाउने कामदारहरु							
7514	Fruit, Vegetables and Related Preservers	फलफुल, तरकारी वा तत् सम्बन्धी संरक्षण गर्ने कामदारहरु							
7516	Tobacoo	सूर्ती उत्पादक तथा सूर्ती तयार गर्ने कामदारहरु							
7531	Tailors, Dressmakers, Furriers and Hatters	सूचीकारहरु, पोशाक बनाउने, भुवादार पोशाक र टोप बनाउने कामदारहरु							
7532	Garment & Related Patternmakers and Cutters	गार्मेन्ट तथा तत् सम्बन्धी वस्तुहरु बनाउने र कपडा काट्ने कामदारहरु							
7533	Sewing, Embroidery and Related Workers	सिउने, बुट्टा भर्ने र तत सम्बन्धी काम गर्ने कामदारहरु							
7534	Upholsterers and Related Workers	खोल वा सजावटका सामान बनाउनेहरु र तत् सम्बन्धी काम गर्ने कामदारहरु							
7535	Pelt Dressers, Tanners and Fellmongers	काँचो छाला काढ्ने, छाला बनाउने र बाख्रा वा भेडाको छाला बिक्री गर्ने कामदारहरु							
7536	Shoemakers and Related Workers	जुत्ता बनाउने तथा तत् सम्बन्धी कामदारहरु							
7543	Product Graders and Testers (Excluding Food & Beverag	उत्पादनको स्तर निर्धारण गर्ने तथा परीक्षणकर्ताहरु							

Oveall Category Codes | Agriculture, Foresty & Fishing | Manufacturing | Construction | Wholesale & Retail ... | Transportation & Storage

Annex 6: Market Center Assignment to Provincial Offices and Price Division:

Provincial Office/Division	Market Centers
Biratnagar Office	Biratnagar, Birtamode, Itahari, Illam.
Birgunj Office	Birgunj, Jeetpur-Simara, Hetauda
Janakpur Office	Janakpur, Kamalamai, Rajbiraj
ERD- Price Division	Kathmandu, Lalitpur, Bharatpur, Nilkantha
Pokhara Office	Pokhara, Vyas, Baglung
Siddarthanagar Office	Kawasoti, Butwal, Tansen
Nepalgunj Office	Nepalgunj, Ghorahi, Sharada, Chandannath
Surkhet Office	Birendranagar, Narayan
Dhangadi Office	Dhangadi, Bhimdutta, Jayprithivi, Dasrathchand

Annex 7: Questionnaire-Revised (2nd Revision)



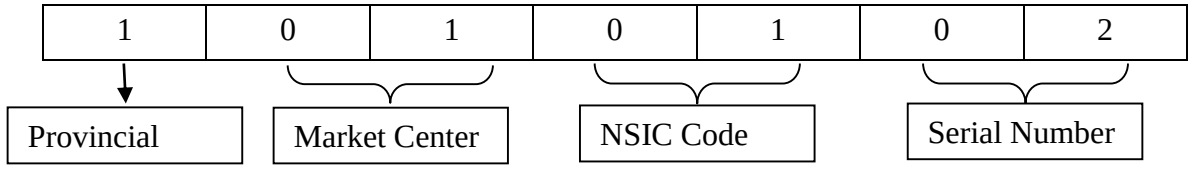
	पेशा	भुक्तानीको प्रकार १-दैनिक २-साप्ताहिक ३-मासिक ४-प्रति इकाई दर	रोजगारी प्रकार १-स्थायी २-करार	आधारभूत पारिश्रमिक			आधारभूत तलब बाहेक तल उल्लेखित अन्य सुविधा/भत्ता प्रदान गर्नु हुन्छ/हुँदैन ? यदि प्रदान गर्नुहुन्छ भने औसत रकम उल्लेख गर्नुहोस् ।					
				(Basic Salary) C04			(Do you provide any of the following allowances other than basic salary? If yes, please mention average amount paid.) C05					
NSCO code to be filled by NRB. -k]zfut sf]8g]=/f=a\+sn]eg]L_	Occupation C01			न्यूनतम	अधिकतम	औसत	आवास	खाना	यातायात	पोसाक	अन्य	कैफियत
		Code for Mode of Payment	Code for Nature of Employment	Min.	Max.	Average	Housing	Food	Transportation	Clothing	Others	Remarks
		C02	C03	C04.01	C04.02	C04.03	C05.01	C05.02	C05.03	C05.04	C05.05	
NSCO Cod	Nature of Work (काम को प्रकृति)											

यस प्रश्नावलीमा संकलन गरिएका विवरण मैले नेपाल राष्ट्र बैंक, आर्थिक अनुसन्धान विभागको मूल्य महाशाखाले दिएको निर्देशन बमोजिम सम्बन्धित संस्थामा गई संकलन गरेको हुँ।

संकलकको नाम र सही : ..... संकलन गरेको मिति : .....

प्रमाणित गर्ने अधिकृतको नाम र सही : ..... प्रमाणित गरेको मिति : .....

Annex 8: Unique Establishment Identification Code (A4)



The Code 1010102 indicates that the entity is a second entity belonging to the Agriculture, forestry, and fishing sector, located in Morang District of Koshi Province.

The Provincial codes, Market Center Codes, and NSIC Codes are as below:

Province	**Code**
Koshi	1
Madhesh	2
Bagmati	3
Gandaki	4
Lumbini	5
Karnali	6
Sudur Pashchim	7

Market Centre	**Market Centre code**	**Market Centre**	**Market Centre code**
Morang	01	Nawalparasi East	16
Jhapa	02	Tanahu	17
Sunsari	03	Baglung	18
Ilam	04	Rupandehi	19
Dhanusa	05	Banke	20
Parsa	06	Dang	21
Bara	07	Palpa	22
Saptari	08	Surkhet	23
Kathmandu	09	Salyan	24
Lalitpur	10	Dailekh	25
Chitawan	11	Jumla	26
Makwanpur	12	Kailali	27
Dhading	13	Kanchanpur	28
Sindhuli	14	Bajhang	29
Kaski	15	Baitadi	30

Industrial Classification	**Code**
Agriculture, Forestry and Fishing	01
Manufacturing	02
Construction	03
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	04
Transportation and Storage	05
Accommodation and Food Service Activities	06
Information and Communication	07
Financial and Insurance Activities	08
Public Administration and Defense	09
Education	10
Human Health and Social Work Activities	11

Annex 9: Questionnaire-Revised (3rd Revision)

A4	1011102									
Job Title	Min. Basic Salary	Max. Basic Salary	Avg. Basic Salary	Housing Allowance	Food Allowance	Transportation Allowance	Clothing Allowance	Other Allowances	Remarks	Data Collected By
Account Officer										
Accountant										
Admin Officer										
ANM										
Cleaner										
CMA										
Consultant Doctor										
Driver										
HA										
Helper										
Lab Assistant										
Lab Technician										
Manager										
Medical Officer										
Nurse										
Office Assistaant										
Receptionist										
Security Guard										
Senior Technician										
Sub Technician										

How frequently does your organization revise the salary? (Please tick the appropriate option)

Monthly	
Quarterly	
Semi-annually	
Annually	
Others (Please Specify)	

A4	1011102									
Job Title	Min. Basic Salary	Max. Basic Salary	Avg. Basic Salary	Housing Allowance	Food Allowance	Transportation Allowance	Clothing Allowance	Other Allowances	Remarks	Data Collected By
Account Officer	12500	20500	16500	10000	10000	5000	1000	1375		
Accountant	18000	22000	20000					1666.66		
Admin Officer	12500	20500	16500	10000	10000	5000	1000	1375		
ANM	10500	15500	13000	5000	5000	5000	1000	1083.33		
Cleaner	12000	18000	15000					1250		
CMA	10500	15500	13000	5000	5000	5000	1000	1083.33		
Consultant Doctor	25500	50500	38000	10000	10000	10000	1500	3166.66		
Driver	28000	32000	30000					2500		
HA	12500	15500	13000	5000	5000	5000	1000	1375		
Helper	8000	10000	9000					750		
Lab Assistant	10500	15500	13000	5000	5000	5000	1000	1083.33		
Lab Technician	10500	15500	13000	5000	5000	5000	1000	1083.33		
Manager	20500	30500	25500	10000	10000	10000	1000	2125		
Medical Officer	15500	30500	21000	10000	10000	10000	1500	1750		
Nurse	12500	20500	16500	5000	5000	5000	1000	1375		
Office Assistaant	10500	15500	13000	5000	5000	5000	1000	1083.33		
Receptionist	12500	20500	16500					1375		
Security Guard			24000					2000		
Senior Technician	15000	18000	16500	10000	10000	10000	1000	1395.83		
Sub Technician	8000	12000	10000	3000	3000	3000	1000	833.33		

How frequently does your organization revise the salary? (Please tick the appropriate option)

Monthly	
Quarterly	
Semi-annually	
Annually	✓
Others (Please Specify)	

Annex 10: Questionnaire-Revised (4th Revision)

A4	Job Title	Min. Basic Salary	Max. Basic Salary	Avg. Basic Salary	Housing Allowance		Food Allowance		Transportation Allowance		Clothing Allowance		Other Allowances	Remarks	Data Collected By
					Cash	Kind	Cash	Kind	Cash	Kind	Cash	Kind			
1010101	Proprietor														
1010101	Labour Poultry (Unskilled)														
1010101	Labour Vegetables Farm (Unskilled)														

How frequently does your organization revise the salary? (Please tick the appropriate option)

Monthly	
Quarterly	
Semi-annually	
Annually	
Others (Please Specify)	

Annex 11: Final Questionnaire for Regular Salary & WageSurvey (5th Revision): Sample

A4	Jobs	Previous Min (Q4 2079/80)	Previous Max (Q4 2079/80)	Basic Min (Q1 2080/81)	Basic Max (Q1 2080/81)	Average (Q1 2080/81)	Remarks	Data Collected By
1010101	Labour poultry (Unskilled)	15000	15000					
	Labour Vegetables Farm (Unskilled)	10000	10000					

Annex 12: Back-linked series

1. Provincial Series

Backlinked Series	Koshi	Madesh	Bagmati	Lumbini	Karnali	Sudurpaschim	Index
2061Asoj	16.67	14.20	14.58	17.95	11.80	13.73	14.78
2061Poush	16.68	14.33	14.64	17.98	11.82	13.77	14.84
2061Chait	16.71	14.66	14.63	17.98	11.82	13.77	14.89
2062Asadh	16.33	14.70	14.63	18.13	11.82	13.85	14.82
2062Asoj	17.03	14.81	14.71	18.11	12.33	14.04	15.10
2062Poush	17.65	15.62	14.81	19.27	12.44	13.84	15.47
2062Chait	17.69	15.98	14.80	19.38	12.74	14.45	15.63
2063Asadh	17.17	16.05	14.80	22.01	13.37	15.12	15.74
2063Asoj	17.91	16.27	15.92	20.67	13.59	15.17	16.31
2063Poush	19.42	16.82	16.12	19.70	13.85	16.39	16.97
2063Chait	19.46	17.52	16.11	19.55	13.81	16.86	17.10
2064Asadh	18.88	18.51	17.21	20.77	14.77	16.97	17.69
2064Asoj	19.53	17.96	18.58	20.72	14.79	17.77	18.25
2064Poush	19.55	18.13	18.70	20.47	15.08	19.67	18.51
2064Chait	19.60	18.86	18.68	21.24	15.04	19.91	18.67
2065Asadh	21.70	20.93	18.69	21.42	15.82	20.16	19.67
2065Asoj	22.30	20.34	18.89	22.28	15.73	21.41	19.90
2065Poush	23.17	20.66	20.95	24.29	18.51	21.56	21.36
2065Chait	24.24	24.03	21.79	24.31	18.53	22.11	22.45
2066Asadh	24.68	24.09	22.10	24.52	20.68	25.60	23.27
2066Asoj	26.28	23.27	24.23	24.65	21.04	25.36	24.31
2066Poush	27.73	23.49	24.36	31.30	21.07	26.52	25.15
2066Chait	27.81	26.09	24.35	31.30	21.10	27.09	25.58
2067Asadh	27.84	26.56	24.36	35.35	25.66	34.10	26.96
2067Asoj	29.06	30.53	25.36	35.00	25.60	33.95	28.10
2067Poush	29.09	30.82	25.61	35.05	25.64	34.10	28.27
2067Chait	35.39	33.51	26.70	40.02	30.70	38.12	31.91
2068Asadh	34.58	35.83	26.71	40.37	31.08	38.41	32.11
2068Asoj	39.23	39.22	31.81	45.41	32.96	45.18	36.50
2068Poush	39.87	40.09	31.93	45.47	36.45	45.31	37.34
2068Chait	41.28	41.92	33.45	49.44	36.45	45.90	38.70
2069Asadh	43.25	44.59	33.58	50.47	39.00	46.47	40.09
2069Asoj	46.91	43.57	33.35	57.82	40.38	46.11	41.23
2069Poush	47.71	43.98	33.47	57.90	42.34	46.36	41.87
2069Chait	47.80	45.63	33.52	57.91	43.15	46.36	42.25
2070Asadh	48.36	51.89	36.56	58.41	43.18	46.66	43.36
2070Asoj	50.92	50.12	39.41	59.78	43.80	48.14	45.98
2070Poush	52.99	51.01	43.94	59.86	48.43	48.27	48.90
2070Chait	53.22	52.17	44.16	59.87	48.43	48.27	49.21
2071Asadh	51.99	52.71	44.19	60.39	48.47	48.58	49.03
2071Asoj	54.76	51.32	46.24	48.63	49.24	54.26	50.30
2071Poush	56.94	52.12	46.41	48.70	53.30	63.67	52.37
2071Chait	57.04	53.32	46.38	52.71	53.30	63.67	52.72
2072Asadh	55.76	55.25	46.40	58.09	53.34	64.08	52.91
2072Asoj	57.90	55.47	48.51	61.49	54.56	63.96	54.43
2072Poush	57.99	56.09	48.88	61.59	55.16	64.14	54.82
2072Chait	58.31	57.51	49.88	61.59	55.56	64.19	55.52

Backlinked Series	Koshi	Madesh	Bagmati	Lumbini	Karnali	Sudurpaschim	Index
2073Asadh	56.98	57.66	52.45	62.12	55.60	64.60	56.15
2073Asoj	67.73	56.83	58.55	63.03	65.66	64.01	62.27
2073Poush	67.78	57.49	58.77	63.12	65.74	64.19	62.54
2073Chait	67.90	65.14	58.87	63.13	65.74	64.19	63.68
2074Asadh	66.33	67.33	59.03	63.67	65.79	64.60	63.70
2074Asoj	71.19	65.04	60.97	63.31	65.66	64.01	65.18
2074Poush	71.25	65.65	61.23	63.40	65.74	76.02	66.36
2074Chait	71.37	70.88	63.46	63.40	65.74	77.14	67.99
2075Asadh	69.73	73.36	63.58	63.95	65.79	77.63	68.01
2075Asoj	72.62	70.52	67.47	70.69	73.31	77.27	70.86
2075Poush	72.68	72.97	67.72	99.51	73.40	78.06	72.53
2075Chait	78.04	76.73	67.68	99.52	73.40	78.31	74.54
2076Asadh	76.25	76.95	67.71	100.37	73.46	78.81	74.20
2076Asoj	82.60	76.44	75.16	92.06	85.32	77.21	79.42
2076Poush	82.66	77.16	75.64	92.20	85.43	77.43	79.81
2076Chait	82.80	78.94	75.58	92.20	85.43	77.43	80.12
2077Asadh	80.90	79.14	75.44	93.00	85.49	77.93	79.69
2077Asoj	83.41	78.70	74.98	94.45	85.32	79.45	80.15
2077Poush	83.49	83.55	75.66	94.59	85.43	79.68	81.18
2077Chait	83.63	85.48	75.93	94.60	85.43	79.93	81.63
2078Asadh	81.71	90.12	76.02	95.42	85.49	80.83	81.89
2078Asoj	83.59	87.08	81.31	92.40	85.32	87.89	84.10
2078Poush	87.40	90.89	81.61	92.53	85.43	88.14	85.87
2078Chait	87.71	94.34	84.98	92.54	92.80	88.14	88.59
2079Asadh	89.85	94.58	85.02	93.34	92.87	88.71	89.33
2079Asoj	92.91	93.14	94.65	92.40	98.91	87.89	93.84
2079Poush	92.98	94.01	96.34	92.53	99.04	88.14	94.68
2079Chait	93.14	97.64	96.27	92.54	99.04	88.14	95.25
2080Asadh	96.10	97.89	96.31	93.34	99.11	100.55	97.12
2080Asoj	99.80	98.09	98.88	99.67	99.89	99.63	99.15
2080Poush	99.88	99.01	100.41	99.82	100.01	99.91	99.95
2080Chaitra	100.05	101.29	100.33	99.83	100.01	99.91	100.33
2081Asadh	100.27	101.60	100.38	100.69	100.09	100.55	100.57

2. NSIC Series

Backlinked Series	A	C	F	J	K	O	P	Index
2061Asoj	12.78	16.64	16.80	17.28	8.60	15.12	17.26	14.78
2061Poush	12.90	16.56	16.83	17.29	8.66	15.12	17.47	14.84
2061Chait	12.96	16.59	16.94	17.34	8.67	15.12	17.53	14.89
2062Asadh	12.81	16.63	16.96	17.35	8.67	15.12	17.68	14.82
2062Asoj	13.32	16.90	16.84	17.28	8.78	15.12	17.26	15.10
2062Poush	13.84	17.20	16.87	17.29	9.52	15.12	17.47	15.47
2062Chait	13.90	17.48	17.29	17.34	9.53	15.12	17.53	15.63
2063Asadh	14.08	17.51	17.77	17.35	9.54	15.12	17.68	15.74
2063Asoj	14.58	17.89	18.07	18.23	9.74	16.77	18.47	16.31
2063Poush	15.31	18.86	18.22	18.24	9.81	16.77	18.70	16.97
2063Chait	15.43	19.06	18.28	18.30	9.82	16.77	18.76	17.10
2064Asadh	15.69	20.25	19.59	18.31	9.82	16.77	18.92	17.69
2064Asoj	15.79	20.55	19.94	18.23	14.66	19.33	21.20	18.25
2064Poush	16.31	20.45	20.09	18.24	14.76	19.33	21.46	18.51
2064Chait	16.36	20.80	20.30	18.30	14.78	19.33	21.54	18.67

Backlinked Series	A	C	F	J	K	O	P	Index
2065Asadh	18.39	20.85	21.32	18.31	14.78	19.33	21.72	19.67
2065Asoj	18.80	20.97	21.96	18.23	14.66	19.33	21.20	19.90
2065Poush	20.00	21.62	23.22	22.37	14.76	25.02	23.38	21.36
2065Chait	20.78	23.28	24.10	22.44	17.46	25.04	25.00	22.45
2066Asadh	22.20	23.55	25.38	22.45	17.47	25.04	25.21	23.27
2066Asoj	22.72	23.89	25.27	30.53	17.54	28.44	30.13	24.31
2066Poush	24.14	24.18	26.22	30.55	17.66	28.44	30.50	25.15
2066Chait	24.86	24.26	27.09	30.65	17.69	28.44	30.60	25.58
2067Asadh	27.53	24.39	28.78	30.66	17.69	28.44	30.86	26.96
2067Asoj	29.40	25.23	30.10	30.53	17.54	28.44	30.13	28.10
2067Poush	29.66	25.29	30.22	30.55	17.66	28.44	30.50	28.27
2067Chait	35.72	27.10	34.68	30.65	17.69	28.44	30.60	31.91
2068Asadh	35.83	27.15	36.24	30.66	17.69	28.44	30.86	32.11
2068Asoj	40.15	30.56	41.34	30.53	24.99	35.17	35.87	36.50
2068Poush	40.50	32.75	41.42	30.55	25.16	35.17	36.31	37.34
2068Chait	41.94	34.75	42.67	30.65	25.19	35.17	36.43	38.70
2069Asadh	44.24	35.19	45.23	30.66	25.20	35.17	36.74	40.09
2069Asoj	45.10	38.12	44.63	30.53	24.99	35.17	35.87	41.23
2069Poush	46.39	38.07	45.08	30.55	25.16	35.17	36.31	41.87
2069Chait	47.06	38.15	45.58	30.65	25.19	35.17	36.43	42.25
2070Asadh	48.73	39.08	46.10	30.66	25.20	44.27	41.29	43.36
2070Asoj	48.79	41.55	45.94	46.22	36.90	46.74	46.82	45.98
2070Poush	51.60	46.39	47.98	46.25	37.15	46.74	47.40	48.90
2070Chait	51.84	46.49	49.94	46.39	37.20	46.74	47.55	49.21
2071Asadh	51.24	46.57	50.76	46.42	37.21	46.74	47.96	49.03
2071Asoj	51.50	47.76	53.34	49.01	38.48	50.91	51.06	50.30
2071Poush	55.69	47.76	54.69	49.04	38.74	50.91	51.69	52.37
2071Chait	56.23	47.87	55.38	49.19	38.79	50.91	51.86	52.72
2072Asadh	56.48	47.96	55.78	49.22	38.80	50.91	52.31	52.91
2072Asoj	58.31	49.66	58.54	49.01	39.35	50.93	51.82	54.43
2072Poush	58.83	49.70	59.79	49.04	39.62	50.93	52.46	54.82
2072Chait	59.82	49.94	61.88	49.19	39.68	50.93	52.63	55.52
2073Asadh	60.65	50.46	62.69	49.22	39.68	50.93	53.08	56.15
2073Asoj	66.22	55.35	67.75	56.30	40.68	62.96	62.56	62.27
2073Poush	66.80	55.09	68.14	56.33	40.96	62.96	63.33	62.54
2073Chait	67.11	58.05	68.69	56.51	44.79	63.03	63.54	63.68
2074Asadh	66.86	58.16	69.79	56.54	44.80	63.03	64.08	63.70
2074Asoj	67.51	61.43	69.89	56.30	44.98	63.03	66.17	65.18
2074Poush	69.99	61.28	70.22	56.33	45.29	63.03	66.99	66.36
2074Chait	72.78	61.40	74.16	56.51	45.36	63.03	67.21	67.99
2075Asadh	72.46	61.52	75.60	56.54	45.36	63.03	67.79	68.01
2075Asoj	75.52	63.30	76.72	59.87	45.50	67.93	72.96	70.86
2075Poush	77.82	64.81	78.26	59.90	45.81	67.93	73.86	72.53
2075Chait	81.02	65.94	80.66	60.09	45.88	67.93	74.11	74.54
2076Asadh	80.08	66.07	80.81	60.13	45.89	67.93	74.74	74.20
2076Asoj	83.66	72.97	83.19	71.60	57.07	77.12	80.67	79.42
2076Poush	84.39	72.62	84.30	71.64	57.47	77.12	81.67	79.81
2076Chait	84.79	72.76	84.82	71.87	57.55	77.12	81.94	80.12
2077Asadh	83.81	72.90	84.10	71.91	57.56	77.12	82.64	79.69
2077Asoj	84.73	73.66	83.78	71.60	57.07	77.12	80.67	80.15
2077Poush	86.53	73.63	85.69	71.64	57.47	77.12	81.67	81.18

Backlinked Series	A	C	F	J	K	O	P	Index
2077Chait	87.08	73.77	87.14	71.87	57.55	77.12	81.94	81.63
2078Asadh	87.13	74.12	88.50	71.91	57.56	77.12	82.64	81.89
2078Asoj	87.47	76.65	87.97	71.60	73.20	86.37	88.03	84.10
2078Poush	88.77	80.14	88.68	71.64	73.70	86.37	89.11	85.87
2078Chait	92.26	83.02	91.75	71.87	73.80	86.37	89.41	88.59
2079Asadh	93.48	83.17	93.33	71.91	73.82	86.37	90.17	89.33
2079Asoj	94.10	90.17	96.17	97.96	91.52	99.98	97.98	93.84
2079Poush	94.93	91.29	96.37	98.02	92.15	99.98	99.19	94.68
2079Chait	95.37	91.97	97.64	98.33	92.28	99.98	99.52	95.25
2080Asadh	99.04	92.14	99.55	98.38	92.30	99.98	100.37	97.12
2080Asoj	99.02	99.20	99.48	99.79	99.41	100.00	98.71	99.15
2080Poush	99.89	100.07	99.69	99.84	100.10	100.00	99.92	99.95
2080Chaitra	100.36	100.27	100.31	100.16	100.24	100.00	100.26	100.33
2081Asadh	100.73	100.46	100.52	100.21	100.26	100.00	101.11	100.57

3. NSCO Series

Backlinked Series	0	2	3	4	7	9	Index
2061Asoj	16.35	18.60	23.35	17.02	16.45	13.20	14.78
2061Poush	16.35	18.78	23.40	17.20	16.33	13.26	14.84
2061Chait	16.35	18.83	23.51	17.23	16.41	13.34	14.89
2062Asadh	16.35	18.98	23.51	17.30	16.43	13.24	14.82
2062Asoj	16.35	18.60	23.37	17.02	16.72	13.65	15.10
2062Poush	16.35	18.78	23.60	17.29	16.88	14.12	15.47
2062Chait	16.35	18.83	23.71	17.32	17.17	14.31	15.63
2063Asadh	16.35	18.98	23.72	17.39	17.25	14.49	15.74
2063Asoj	17.99	19.80	24.28	18.16	17.69	14.93	16.31
2063Poush	17.99	19.99	24.33	18.36	18.20	15.79	16.97
2063Chait	17.99	20.06	24.45	18.39	18.45	15.96	17.10
2064Asadh	17.99	20.21	23.86	18.25	19.92	16.54	17.69
2064Asoj	20.48	23.38	25.55	19.66	20.13	16.70	18.25
2064Poush	20.48	23.61	25.61	19.87	19.99	17.07	18.51
2064Chait	20.48	23.68	25.73	19.90	20.36	17.25	18.67
2065Asadh	20.48	23.86	25.74	19.99	20.59	18.84	19.67
2065Asoj	20.48	23.38	25.55	19.66	20.94	19.16	19.90
2065Poush	26.29	25.71	26.26	22.63	21.64	20.30	21.36
2065Chait	26.29	26.98	26.67	23.66	23.29	21.34	22.45
2066Asadh	26.29	27.18	26.67	23.76	23.70	22.57	23.27
2066Asoj	30.97	30.58	27.22	26.72	24.02	23.00	24.31
2066Poush	30.97	30.88	27.28	27.01	24.57	24.12	25.15
2066Chait	30.97	30.98	27.41	27.05	24.93	24.75	25.58
2067Asadh	30.97	31.21	27.41	27.17	25.28	26.92	26.96
2067Asoj	30.97	30.58	27.22	26.72	27.02	28.38	28.10
2067Poush	30.97	30.88	27.28	27.01	26.83	28.61	28.27
2067Chait	30.97	30.98	27.41	27.05	29.77	33.78	31.91
2068Asadh	30.97	31.21	27.41	27.17	30.23	33.98	32.11
2068Asoj	40.32	36.20	32.00	31.58	34.48	38.10	36.50
2068Poush	40.32	36.55	32.07	31.91	36.14	38.89	37.34
2068Chait	40.32	36.66	32.23	31.97	37.85	40.71	38.70
2069Asadh	40.32	36.94	32.23	32.11	38.95	42.67	40.09
2069Asoj	40.32	36.20	48.03	34.65	39.43	43.34	41.23
2069Poush	40.32	36.55	48.13	35.02	39.20	44.30	41.87

Backlinked Series	0	2	3	4	7	9	Index
2069Chait	40.32	36.66	48.36	35.08	39.43	44.93	42.25
2070Asadh	50.49	41.69	49.76	39.44	40.54	46.43	43.36
2070Asoj	50.49	45.76	52.46	44.90	41.95	46.93	45.98
2070Poush	50.49	46.20	52.58	45.38	46.67	50.24	48.90
2070Chait	50.49	46.34	52.83	45.46	47.28	50.65	49.21
2071Asadh	50.49	46.69	52.83	45.68	47.55	50.30	49.03
2071Asoj	54.30	50.00	56.08	48.18	49.45	50.66	50.30
2071Poush	54.30	50.49	56.20	48.70	49.65	53.78	52.37
2071Chait	54.30	50.64	56.47	48.78	50.00	54.35	52.72
2072Asadh	54.30	51.02	56.48	49.00	50.08	54.63	52.91
2072Asoj	54.30	50.59	58.61	49.32	52.69	56.16	54.43
2072Poush	54.30	51.09	58.74	49.84	52.97	56.51	54.82
2072Chait	54.30	51.24	59.02	49.93	53.95	57.47	55.52
2073Asadh	54.30	51.63	59.03	50.15	54.65	58.30	56.15
2073Asoj	67.16	60.78	63.65	58.17	60.33	63.54	62.27
2073Poush	67.16	61.37	63.79	58.80	59.94	63.86	62.54
2073Chait	67.16	61.56	64.30	59.18	60.46	65.60	63.68
2074Asadh	67.16	62.02	64.31	59.44	60.62	65.59	63.70
2074Asoj	67.16	65.94	71.14	64.88	61.07	65.96	65.18
2074Poush	67.16	66.59	71.30	65.57	60.82	67.71	66.36
2074Chait	67.16	66.79	71.64	65.69	61.92	70.16	67.99
2075Asadh	67.16	67.29	71.65	65.98	62.38	70.08	68.01
2075Asoj	70.07	73.06	71.74	68.88	64.28	72.76	70.86
2075Poush	70.07	73.78	71.90	69.62	66.09	74.75	72.53
2075Chait	70.07	74.00	72.24	69.74	68.14	77.57	74.54
2076Asadh	70.07	74.56	72.25	70.05	68.22	76.99	74.20
2076Asoj	75.16	84.15	84.74	77.89	73.61	80.76	79.42
2076Poush	75.16	84.98	84.93	78.72	73.50	81.14	79.81
2076Chait	75.16	85.23	85.34	78.86	73.87	81.65	80.12
2077Asadh	75.16	85.87	85.35	79.21	73.57	81.03	79.69
2077Asoj	75.16	84.15	84.74	77.89	74.35	81.76	80.15
2077Poush	75.16	84.98	84.93	78.72	74.50	83.11	81.18
2077Chait	75.16	85.23	85.34	78.86	75.10	83.79	81.63
2078Asadh	75.16	85.87	85.35	79.21	75.47	84.11	81.89
2078Asoj	87.71	90.53	88.12	85.76	77.21	84.68	84.10
2078Poush	87.71	91.41	88.32	86.68	79.79	86.57	85.87
2078Chait	87.71	91.69	88.74	86.83	83.24	90.19	88.59
2079Asadh	87.71	92.37	88.75	87.22	83.71	91.28	89.33
2079Asoj	100.00	98.59	97.02	97.76	90.35	93.13	93.84
2079Poush	100.00	99.56	97.24	98.81	91.21	93.92	94.68
2079Chait	100.00	99.86	97.71	98.98	92.49	94.61	95.25
2080Asadh	100.00	100.60	97.72	99.42	92.86	97.57	97.12
2080Asoj	100.00	98.94	99.59	99.01	99.29	99.01	99.15
2080Poush	100.00	99.90	99.81	100.06	99.88	99.78	99.95
2080Chaitra	100.00	100.21	100.29	100.24	100.38	100.41	100.33
2081Asadh	100.00	100.95	100.30	100.69	100.46	100.80	100.57

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